

2017 FO/HQ Climate	AL	AQ	AN	AT	BA	BH	BS	BU	CE	CG	CI	CV	CO	DL	DN
Mission and Organization Engagement	4.45	4.37	4.42	4.45	4.40	4.46	4.43	4.36	4.54	4.51	4.51	4.43	4.48	4.52	4.30
I am proud to work for the FBI	4.65	4.63	4.62	4.64	4.61	4.66	4.65	4.57	4.75	4.69	4.67	4.63	4.62	4.69	4.51
(Reverse - higher is better) I am cynical about the FBI	4.01	3.85	4.01	4.08	3.98	4.06	4.04	3.91	4.18	4.14	4.18	4.02	4.15	4.18	3.85
I believe in the mission of the FBI	4.71	4.76	4.70	4.73	4.70	4.76	4.75	4.70	4.81	4.77	4.81	4.73	4.75	4.83	4.72
I recommend the FBI as a good place to work	4.41	4.25	4.36	4.37	4.33	4.39	4.27	4.27	4.43	4.45	4.41	4.39	4.40	4.40	4.13
Workplace Engagement	3.81	3.79	4.03	3.99	3.96	4.09	3.81	3.84	4.15	4.06	3.92	4.08	4.16	4.13	3.68
Working in this Division is good for my morale	3.78	3.79	4.06	4.02	4.00	4.21	3.77	3.82	4.28	4.10	3.98	4.18	4.25	4.17	3.66
(Reverse - higher is better) Working in this Division is frustrating	3.54	3.55	3.93	3.86	3.78	4.03	3.50	3.70	4.08	3.88	3.83	4.03	4.14	4.00	3.35
I look forward to going to work	3.99	3.92	4.01	4.13	4.03	4.05	4.03	3.93	4.09	4.18	3.93	4.04	4.13	4.23	3.88
I put in extra effort because I like working in this Division	3.97	3.96	4.13	3.97	4.05	4.12	3.93	3.90	4.20	4.09	3.94	4.12	4.23	4.16	3.84
Work Engagement	4.07	4.03	4.02	4.22	4.11	4.17	4.09	4.17	4.19	4.23	4.13	4.18	4.24	4.33	4.03
My work gives me a feeling of personal accomplishment	4.19	4.17	4.12	4.31	4.22	4.23	4.20	4.20	4.27	4.31	4.25	4.22	4.27	4.41	4.08
I like the kind of work I do	4.30	4.30	4.19	4.35	4.29	4.26	4.28	4.28	4.33	4.38	4.22	4.26	4.32	4.51	4.22
(Reverse - higher is better) I feel burned out from the work that I do	3.76	3.65	3.74	4.00	3.80	4.02	3.80	4.03	4.00	4.01	3.90	4.07	4.15	4.08	3.77
FBI Leadership	4.08	3.95	4.08	3.95	3.78	4.00	4.06	3.78	4.22	4.07	4.16	3.89	3.93	4.07	3.93
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.98	3.82	3.99	3.92	3.69	3.94	3.93	3.70	4.16	4.04	4.06	3.75	3.86	4.01	3.84
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.25	4.14	4.22	4.15	3.98	4.19	4.31	3.95	4.40	4.20	4.35	4.06	4.09	4.21	4.20
(O) The FBI's senior executives (ie, Director, DD, ADD, EADs) maintain high standards of honesty and integrity	4.14	3.84	4.00	3.82	3.59	3.85	3.94	3.61	4.12	4.05	4.07	3.77	3.92	3.92	3.78
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.84	3.89	4.00	3.77	3.74	3.93	3.73	3.66	3.98	3.91	4.00	3.77	3.78	3.98	3.71
I am inspired by the Director's vision and leadership (*this item wording is different than 2016)	4.28	4.12	4.22	4.07	3.88	4.08	4.35	3.91	4.47	4.20	4.33	4.04	4.02	4.21	4.18
Division Leadership	3.72	3.58	3.91	3.69	3.60	4.08	3.55	3.40	3.85	3.71	3.84	4.01	3.89	3.80	3.32
I am inspired by my Division leadership team's vision and direction	3.50	3.35	3.71	3.51	3.38	3.89	3.28	3.20	3.60	3.41	3.54	3.77	3.59	3.57	3.01
My Division leadership works together as a team	3.89	3.34	3.74	3.77	3.37	4.09	3.61	2.97	3.95	3.74	3.79	4.12	3.95	3.81	3.25
Leaders in my Division take responsibility for their decisions	3.81	3.55	4.02	3.72	3.59	4.09	3.66	3.43	3.84	3.75	3.87	3.97	3.89	3.74	3.29
How satisfied are you with the decisions and policies of your Division leadership?	3.62	3.55	3.85	3.64	3.43	3.85	3.48	3.49	3.78	3.65	3.85	3.92	3.85	3.74	3.23

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Employee morale is important to my Division leadership	3.67	3.58	3.88	3.58	3.70	4.19	3.34	3.39	3.73	3.68	3.75	4.00	3.92	3.74	3.22
Results are important to my Division leadership	4.17	4.16	4.30	4.11	4.13	4.42	4.13	3.92	4.36	4.16	4.20	4.35	4.25	4.24	3.88
Leaders in my Division have a positive impact on the Divisions performance	3.67	3.58	3.92	3.68	3.62	4.13	3.51	3.35	3.83	3.67	3.81	4.07	3.90	3.72	3.24
Supervisory Leadership	4.21	4.10	4.20	4.35	4.30	4.17	4.32	4.19	4.38	4.43	4.26	4.39	4.37	4.27	4.17
Supervisors team leaders in my work unit support employee development	4.20	4.09	4.25	4.27	4.24	4.10	4.23	4.23	4.27	4.32	4.17	4.24	4.36	4.21	4.08
My supervisor supports my need to balance work and other life issues	4.38	4.35	4.42	4.57	4.53	4.38	4.59	4.41	4.55	4.58	4.55	4.61	4.49	4.51	4.42
Overall, how good a job do you feel is being done by your immediate supervisor team leader?	4.23	4.05	4.13	4.35	4.29	4.13	4.27	4.11	4.41	4.46	4.18	4.39	4.37	4.28	4.15
I have trust and confidence in my supervisor as a leader	4.08	3.94	4.01	4.24	4.15	4.07	4.23	4.08	4.30	4.39	4.15	4.35	4.30	4.17	4.06
Communication - Dissemination	3.84	3.70	3.92	3.70	3.82	4.09	3.72	3.56	3.85	3.85	3.90	3.99	4.01	3.84	3.37
My Division leadership communicates threats and priorities	4.02	3.87	3.99	3.93	3.96	4.25	3.86	3.84	4.06	4.01	4.00	4.11	4.22	4.06	3.56
My Division leadership communicates context and explanations regarding decisions and initiatives	3.83	3.68	3.98	3.67	3.76	4.06	3.65	3.52	3.78	3.82	3.86	3.95	3.93	3.83	3.28
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story"	3.64	3.60	3.81	3.59	3.70	3.96	3.71	3.35	3.73	3.75	3.87	3.91	3.95	3.66	3.19
Communication - Voice	3.65	3.53	3.84	3.70	3.66	3.88	3.54	3.61	3.70	3.72	3.75	3.84	3.92	3.75	3.40
How satisfied are you with your involvement in decisions that affect your work?	3.70	3.70	3.81	3.81	3.74	3.88	3.69	3.83	3.71	3.82	3.83	3.84	3.94	3.91	3.57
My Division leadership is receptive to negative information and bad news	3.50	3.38	3.81	3.63	3.57	3.80	3.46	3.45	3.62	3.62	3.68	3.84	3.86	3.57	3.22
Leaders in my Division listen to what employees have to say	3.66	3.50	3.89	3.63	3.66	3.92	3.48	3.50	3.78	3.68	3.70	3.87	3.98	3.74	3.33
Colleagues - Competence, Collaboration, and Professionalism	3.93	3.94	4.02	4.07	4.06	4.07	4.02	3.88	4.11	4.11	4.09	4.06	4.18	4.22	4.00
My co-workers are competent and know how to get the job done	4.00	4.02	4.07	4.21	4.14	4.11	4.07	3.95	4.23	4.16	4.16	4.07	4.20	4.21	4.14
The people in my Division conduct themselves in a professional manner	3.94	3.90	4.17	3.98	4.02	4.18	4.02	3.74	4.19	4.11	4.14	4.07	4.14	4.19	3.88
(O) Employees in my work unit share job knowledge with each other	4.00	4.14	4.08	4.21	4.14	4.14	4.13	4.03	4.10	4.23	4.15	4.06	4.32	4.26	4.13
The people I work with are friendly and cooperative	4.01	4.16	4.13	4.22	4.18	4.25	4.20	3.98	4.22	4.25	4.22	4.25	4.35	4.35	4.18
My co-workers and I work together as a team	4.14	4.11	4.14	4.26	4.21	4.09	4.17	4.14	4.21	4.25	4.19	4.26	4.34	4.37	4.23
My co-workers have a positive impact on my morale	3.81	3.82	3.91	3.96	4.02	3.97	3.97	3.82	4.05	4.06	3.98	3.99	4.10	4.19	3.92

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Employees understand each others roles and responsibilities	3.60	3.52	3.64	3.73	3.81	3.80	3.60	3.53	3.74	3.74	3.79	3.69	3.85	3.98	3.59
Counterproductive Work Behaviors	2.91	2.78	3.05	2.88	2.88	3.23	2.86	2.83	3.02	3.07	3.03	2.92	3.02	2.97	2.75
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.72	2.73	2.85	2.74	2.80	3.16	2.77	2.64	2.86	2.96	2.89	2.73	2.82	2.83	2.55
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.80	2.48	2.79	2.67	2.63	2.96	2.55	2.66	2.80	2.75	2.75	2.63	2.79	2.81	2.46
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.27	3.09	3.40	3.27	3.21	3.51	3.24	3.15	3.44	3.45	3.39	3.33	3.40	3.24	3.10
Formal Performance Management	3.58	3.37	3.60	3.54	3.49	3.59	3.34	3.35	3.54	3.60	3.53	3.54	3.53	3.56	3.32
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.41	3.10	3.50	3.35	3.23	3.39	3.04	3.16	3.26	3.46	3.35	3.38	3.26	3.35	3.10
(O) My performance appraisal is a fair reflection of my performance	3.99	3.94	4.08	4.08	4.19	4.01	4.10	3.86	4.14	4.15	3.94	4.20	4.10	4.09	3.95
Discussions about performance are seen as important and worthwhile	3.87	3.70	3.99	3.86	3.88	3.94	3.69	3.66	3.93	3.95	3.97	3.94	3.91	3.98	3.59
(O) Promotions in my work unit are based on merit	3.40	3.21	3.14	3.19	3.06	3.46	3.03	3.04	3.00	3.23	3.35	3.06	3.22	3.16	2.96
In my work unit, differences in performance are recognized in a meaningful way	3.66	3.30	3.84	3.65	3.50	3.55	3.33	3.36	3.55	3.60	3.45	3.42	3.65	3.60	3.30
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.53	3.47	3.68	3.61	3.52	3.65	3.32	3.53	3.52	3.68	3.69	3.48	3.53	3.67	3.23
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.40	2.94	3.27	3.23	3.17	3.17	3.05	2.96	3.26	3.26	3.06	3.08	3.30	3.29	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)	3.83	3.91	4.01	3.96	4.10	3.92	3.96	3.74	4.14	4.06	3.87	4.06	4.21	4.06	3.81
(O) Pay raises depend on how well employees perform their jobs	2.65	2.55	2.53	2.55	2.42	2.83	2.27	2.26	2.40	2.50	2.66	2.42	2.19	2.57	2.35
Informal Performance Management	3.73	3.58	3.86	3.75	3.73	3.82	3.63	3.69	3.79	3.84	3.76	3.81	3.88	3.81	3.49
(O) Employees are recognized for providing high quality products and services to customers	3.66	3.42	3.75	3.62	3.57	3.85	3.42	3.55	3.65	3.67	3.66	3.70	3.76	3.69	3.34
(O) Creativity and innovation are rewarded	3.40	3.17	3.54	3.45	3.44	3.76	3.29	3.32	3.54	3.53	3.62	3.54	3.73	3.53	3.23
How satisfied are you with the recognition you receive for doing a good job?	3.61	3.55	3.80	3.72	3.66	3.80	3.56	3.66	3.67	3.78	3.58	3.71	3.74	3.73	3.36
(O) In the last six months, my supervisor has talked with me about my performance	4.22	4.08	4.24	4.15	4.17	4.23	4.28	4.14	4.33	4.29	4.25	4.24	4.31	4.27	4.04
Training and Career Development	3.80	3.64	3.70	3.75	3.67	3.95	3.56	3.76	3.69	3.81	3.84	3.72	3.74	3.72	3.58
How satisfied are you with your career opportunities at the FBI?	3.83	3.63	3.71	3.75	3.65	3.95	3.55	3.62	3.62	3.81	3.70	3.66	3.71	3.66	3.43
(O) My training needs are assessed	3.52	3.45	3.45	3.53	3.50	3.72	3.40	3.62	3.55	3.64	3.61	3.59	3.73	3.56	3.45

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I have an opportunity to improve my skills	4.13	4.14	4.02	4.20	4.07	4.22	4.05	4.22	4.10	4.16	4.21	4.17	4.06	4.15	4.02
I've participated in leadership development opportunities in the past year	3.55	3.22	3.52	3.39	3.25	3.81	3.05	3.46	3.34	3.40	3.75	3.27	3.45	3.34	3.26
Job and Role Characteristics	3.99	3.97	4.00	4.11	4.08	4.09	4.01	4.04	4.10	4.09	4.08	4.07	4.14	4.20	3.95
(O) Considering everything, how satisfied are you with your job?	4.13	4.14	4.06	4.25	4.13	4.22	4.10	4.11	4.17	4.27	4.20	4.19	4.26	4.29	3.97
Employees have a feeling of personal empowerment with respect to work	3.75	3.64	3.77	3.78	3.74	3.84	3.68	3.70	3.83	3.80	3.85	3.81	3.92	3.87	3.52
The work I do makes a difference	4.11	4.20	4.29	4.36	4.32	4.38	4.29	4.26	4.37	4.27	4.34	4.23	4.33	4.46	4.25
Employees in other jobs or positions value the work I do	3.88	3.88	4.02	4.10	4.07	4.05	4.01	4.03	4.08	4.07	4.09	3.96	4.07	4.24	4.05
My job has the right amount of variety	4.01	3.99	3.96	4.08	4.04	4.07	3.97	4.10	4.08	4.07	4.08	4.03	4.10	4.18	3.94
I see the impact or outcomes of my work	3.99	3.93	4.07	4.10	4.17	4.08	4.02	4.05	4.16	4.03	4.04	4.02	4.19	4.27	3.94
My workload is reasonable	3.74	3.83	3.61	4.00	3.93	3.98	3.85	3.99	3.99	4.07	3.92	4.10	4.01	4.08	3.96
I am clear on what is expected of me on a daily basis	4.27	4.13	4.19	4.28	4.27	4.22	4.19	4.19	4.32	4.30	4.22	4.31	4.30	4.38	4.17
My talents are used well in the workplace	3.83	3.86	3.93	4.01	3.98	4.10	3.85	3.91	3.88	3.95	3.93	3.86	4.03	4.07	3.76
I have control over how I do my job	4.14	4.10	4.10	4.17	4.20	4.10	4.16	4.09	4.20	4.14	4.22	4.15	4.28	4.16	4.02
Inclusion and Fairness	3.86	3.70	3.92	3.82	3.79	4.01	3.78	3.72	3.86	3.94	3.93	3.91	3.97	3.86	3.68
Different perspectives are encouraged and valued	3.62	3.50	3.84	3.66	3.65	3.84	3.51	3.52	3.74	3.72	3.74	3.82	3.95	3.71	3.37
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.33	4.22	4.36	4.32	4.33	4.42	4.43	4.34	4.39	4.43	4.48	4.39	4.44	4.37	4.21
People in my Division are treated in a fair and consistent manner	3.79	3.62	3.92	3.72	3.79	3.89	3.73	3.65	3.81	3.96	3.87	3.87	4.06	3.82	3.54
Leaders in my Division work well with employees of different backgrounds	4.07	4.00	4.23	4.12	4.19	4.24	4.09	4.02	4.14	4.20	4.24	4.27	4.20	4.16	3.95
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.08	3.94	4.00	4.01	4.09	3.99	4.03	3.92	3.98	4.15	4.15	4.12	4.18	4.10	4.03
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.82	3.91	3.91	3.77	3.84	3.99	3.70	3.77	3.81	3.91	3.98	3.75	4.00	4.02	3.73
(Reverse - higher is better) Who you know is more important than what you know what you can do	3.15	2.74	3.13	3.14	2.88	3.45	2.96	3.03	3.20	3.16	3.12	3.16	3.16	2.93	2.89
(O) Prohibited personnel practices are not tolerated	4.05	3.91	4.08	3.97	3.86	4.27	3.94	3.73	4.11	4.08	4.11	4.00	3.99	4.07	3.89
Integrity	4.40	4.43	4.51	4.41	4.45	4.50	4.45	4.30	4.51	4.47	4.51	4.53	4.46	4.47	4.23
Following the law is just as important as accomplishing the mission	4.64	4.76	4.70	4.72	4.75	4.69	4.84	4.75	4.79	4.77	4.78	4.77	4.72	4.78	4.78

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The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.15	4.08	4.33	4.08	4.11	4.31	4.05	3.84	4.23	4.15	4.24	4.27	4.18	4.12	3.67
Compliance	4.14	4.09	4.12	4.13	4.16	4.29	4.12	4.11	4.19	4.17	4.22	4.21	4.24	4.23	4.06
Employees report misconduct to the appropriate authorities	3.87	3.89	4.03	3.95	3.97	4.19	3.95	3.91	4.03	4.00	4.08	4.05	4.08	4.08	3.81
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.10	4.09	4.16	4.16	4.12	4.32	4.14	3.99	4.20	4.19	4.23	4.24	4.21	4.12	3.98
(O) My organization has prepared employees for potential security threats	4.10	3.94	4.00	3.98	4.14	4.25	4.01	3.98	4.15	4.12	4.13	4.16	4.21	4.17	3.98
I know where and how to report suspicious behavior or misconduct (eg, potential insider threat, information leaks, workplace violence, etc)	4.37	4.36	4.36	4.34	4.38	4.40	4.32	4.45	4.39	4.35	4.38	4.39	4.46	4.46	4.38
Intelligence Community Collaboration	3.84	3.64	3.98	3.80	3.90	3.79	3.73	3.73	3.70	3.72	3.86	3.70	3.69	3.85	3.78
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.98	3.71	3.77	3.90	4.02	3.73	3.79	3.64	3.84	3.80	3.94	3.73	3.81	3.97	3.91
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.25	4.09	4.34	4.17	4.27	4.13	4.06	4.06	4.26	4.20	4.24	4.23	4.21	4.29	4.29
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.15	3.76	4.13	4.05	4.11	3.93	4.03	3.96	4.04	3.97	3.94	3.88	3.92	4.13	4.06
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.01	3.90	4.22	4.06	4.06	3.95	3.97	3.92	3.98	4.04	4.01	3.98	3.94	4.08	4.18
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?	3.88	3.66	3.83	3.85	3.86	3.68	3.75	3.67	3.54	3.70	3.77	3.45	3.71	3.80	3.54
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	2.61	3.16	2.71	2.89	2.69	2.90	2.76	2.52	2.70	2.79	2.50	2.58	2.69	2.66
External Collaboration	4.17	4.18	4.33	4.25	4.29	4.29	4.10	4.32	4.33	4.22	4.45	4.26	4.39	4.41	4.22
I am able to work effectively with State, Local, and Other partners as needed by the job	4.46	4.37	4.53	4.45	4.44	4.41	4.40	4.50	4.55	4.44	4.55	4.45	4.52	4.57	4.46
I am able to work effectively with the US Attorneys office as needed by the job	3.49	3.91	3.94	3.78	3.98	4.10	3.47	4.08	4.07	3.86	4.35	3.99	4.18	4.24	3.72

2017 FO/HQ Climate	AL	AQ	AN	AT	BA	BH	BS	BU	CE	CG	CI	CV	CO	DL	DN
I am able to work effectively with other Federal Agencies as needed by the job	4.30	4.24	4.41	4.34	4.34	4.33	4.29	4.37	4.34	4.30	4.46	4.29	4.47	4.38	4.32
Tools, Technology, and Resources	3.12	3.21	3.07	3.45	3.25	3.36	2.90	3.39	3.17	3.49	3.47	3.49	3.37	3.51	3.25
I have sufficient resources (eg, people, budget) to get my job done	3.09	3.30	3.02	3.56	3.25	3.42	3.09	3.52	3.34	3.60	3.55	3.66	3.50	3.57	3.45
I have the technology needed (eg software, hardware, etc) to get my job done	3.13	3.13	3.12	3.34	3.25	3.29	2.71	3.31	2.99	3.38	3.40	3.32	3.23	3.45	3.05
Work Environment	3.99	3.99	3.79	3.99	4.00	4.19	3.92	3.51	3.92	4.15	4.24	4.03	4.14	4.09	4.07
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.77	3.86	3.47	3.76	3.91	3.97	3.80	3.23	3.69	4.07	4.14	3.82	3.94	4.00	4.00
(O) Employees are protected from health and safety hazards on the job	4.20	4.17	4.02	4.20	4.12	4.38	4.06	3.77	4.19	4.24	4.35	4.20	4.29	4.20	4.18
Integration	3.10	3.16	3.59	3.77	3.77	3.70	3.59	3.48	3.46	3.61	3.72	3.56	3.56	3.80	3.42
In my Division, intelligence workproducts impact operations	3.10	3.16	3.59	3.77	3.77	3.70	3.59	3.48	3.46	3.61	3.72	3.56	3.56	3.80	3.42
Administrative Workload	3.12	3.28	3.20	3.39	3.33	3.46	3.12	3.41	3.20	3.43	3.49	3.39	3.37	3.49	3.34
The administrative requirements of my job are reasonable (*this item wording is different than 2016)	3.12	3.28	3.20	3.39	3.33	3.46	3.12	3.41	3.20	3.43	3.49	3.39	3.37	3.49	3.34
Pay	3.54	3.85	3.72	3.75	3.70	3.74	3.53	3.71	3.73	3.75	3.82	3.76	3.69	3.82	3.58
Considering everything, how satisfied are you with your pay?	3.54	3.85	3.72	3.75	3.70	3.74	3.53	3.71	3.73	3.75	3.82	3.76	3.69	3.82	3.58
Organizational Change															
I have experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.41	3.22	3.24	3.32	3.19	3.16	3.37	3.00	3.16	3.42	3.37	3.17	3.22	3.27	3.39
When changes take place at work, I understand the rationale behind them	3.59	3.46	3.75	3.49	3.58	3.65	3.42	3.28	3.48	3.53	3.59	3.54	3.75	3.56	3.21
When changes take place at work, I understand the goal and what the change is meant to accomplish	3.71	3.55	3.78	3.58	3.64	3.65	3.49	3.37	3.52	3.60	3.62	3.60	3.82	3.62	3.28
Climate and Engagement Survey															
I have seen or heard the results from last years climate survey	4.21	3.81	4.07	3.58	4.00	4.30	3.91	3.54	4.04	4.05	3.94	4.08	3.90	4.17	3.93
I am interested in seeing or hearing the results from this years climate survey	4.27	4.33	4.34	4.25	4.35	4.33	4.31	4.30	4.45	4.28	4.25	4.21	4.31	4.32	4.38
In the last year, leaders in this Division made a positive impact on climate and morale	3.41	3.40	3.78	3.45	3.43	3.97	3.23	3.20	3.57	3.52	3.62	3.81	3.70	3.61	2.98
In the last year, I have put effort into having a positive impact on the climate and morale of the Division	4.07	4.08	4.20	4.14	4.17	4.16	4.02	4.00	4.19	4.10	4.18	4.16	4.17	4.26	4.08
Other															
The FBI selects high quality leaders	3.41	3.08	3.39	3.29	3.29	3.61	3.11	3.02	3.44	3.51	3.54	3.34	3.36	3.39	3.15

2017 FO/HQ Climate	AL	AQ	AN	AT	BA	BH	BS	BU	CE	CG	CI	CV	CO	DL	DN
(O) Leaders support collaboration across work units to accomplish work objectives	4.11	3.83	4.18	4.08	4.07	4.11	4.00	4.02	4.27	4.11	4.02	4.17	4.24	4.17	3.83
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	4.01	3.88	3.85	3.89	3.87	4.19	3.84	3.77	4.12	4.04	4.03	4.05	4.11	4.05	3.66
(O) The FBI is able to recruit people with the right skills	3.56	3.51	3.47	3.82	3.74	3.73	3.52	3.42	3.69	3.78	3.71	3.61	3.86	3.81	3.44
(O) The skill level in my work unit has improved in the past year	3.89	3.83	4.03	3.92	3.89	3.73	3.74	3.63	3.95	3.98	3.88	3.82	3.74	3.92	3.73
(O) Considering everything, how satisfied are you with the FBI?	4.26	4.05	4.16	4.17	4.12	4.25	4.11	3.99	4.27	4.31	4.25	4.16	4.23	4.32	4.00
(O) I am constantly looking for ways to do my job better	4.38	4.33	4.43	4.38	4.39	4.34	4.36	4.37	4.47	4.41	4.44	4.41	4.44	4.45	4.40
(O) I feel encouraged to come up with new and better ways of doing things	3.71	3.66	3.90	3.82	3.86	3.81	3.74	3.59	3.80	3.94	3.91	3.84	3.95	3.85	3.57

2017 FO/HQ Climate	DE	EP	HN	HO	IP	JN	JK	KC	KX	LV	LR	LA-Admin	LA-CI/Cyber	LA-CT	LA-CID
Mission and Organization Engagement	4.41	4.43	4.40	4.45	4.56	4.51	4.56	4.38	4.47	4.47	4.46	4.42	4.51	4.50	4.55
I am proud to work for the FBI	4.61	4.58	4.51	4.62	4.72	4.71	4.75	4.54	4.63	4.70	4.60	4.59	4.74	4.75	4.71
(Reverse - higher is better) I am cynical about the FBI	4.02	4.10	4.14	4.07	4.23	4.09	4.19	4.06	4.08	4.11	4.20	4.16	4.08	4.00	4.26
I believe in the mission of the FBI	4.72	4.68	4.69	4.75	4.77	4.81	4.84	4.62	4.77	4.78	4.67	4.66	4.83	4.82	4.78
I recommend the FBI as a good place to work	4.29	4.38	4.28	4.34	4.52	4.43	4.48	4.28	4.42	4.31	4.45	4.29	4.41	4.41	4.46
Workplace Engagement	3.86	3.95	3.94	3.92	4.05	4.02	4.01	4.02	4.03	3.95	4.01	4.00	3.98	3.96	4.19
Working in this Division is good for my morale	3.86	3.88	3.91	3.96	4.11	4.04	4.07	4.02	4.16	3.89	4.08	3.95	3.95	4.05	4.30
(Reverse - higher is better) Working in this Division is frustrating	3.70	3.73	3.75	3.79	3.94	3.82	3.81	3.93	4.02	3.68	3.88	3.84	3.80	3.72	4.00
I look forward to going to work	3.94	4.12	4.02	4.04	4.12	4.13	4.09	4.04	4.00	4.09	4.13	4.09	4.19	4.18	4.31
I put in extra effort because I like working in this Division	3.94	4.07	4.09	3.93	4.06	4.12	4.11	4.11	4.03	4.15	4.00	4.16	3.96	3.89	4.19
Work Engagement	4.11	4.24	4.06	4.19	4.14	4.26	4.20	4.19	4.18	4.26	4.18	4.17	4.18	4.17	4.27
My work gives me a feeling of personal accomplishment	4.17	4.30	4.21	4.25	4.23	4.38	4.32	4.28	4.25	4.32	4.24	4.24	4.33	4.34	4.39
I like the kind of work I do	4.25	4.32	4.22	4.30	4.33	4.44	4.40	4.30	4.28	4.40	4.28	4.31	4.33	4.36	4.42
(Reverse - higher is better) I feel burned out from the work that I do	3.92	4.09	3.76	4.01	3.87	3.99	3.87	3.99	4.02	4.06	4.04	3.96	3.87	3.83	4.00
FBI Leadership	3.96	4.03	4.13	4.00	4.28	3.97	4.22	4.02	4.10	4.07	4.03	4.09	4.12	4.22	4.14
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.94	3.99	4.10	3.92	4.16	3.89	4.10	3.95	4.01	4.03	4.06	4.15	4.01	4.14	4.06
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.08	4.19	4.23	4.17	4.47	4.16	4.39	4.24	4.31	4.23	4.10	4.19	4.35	4.39	4.29
(O) The FBI's senior executives (ie, Director, DD, ADD, EADs) maintain high standards of honesty and integrity	3.91	4.02	4.08	3.91	4.16	3.85	4.03	3.92	3.94	3.98	4.04	3.99	4.07	4.10	4.19
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.79	3.77	3.95	3.86	4.14	3.80	4.10	3.90	3.99	3.82	3.86	3.92	3.92	3.93	3.92
I am inspired by the Director's vision and leadership (*this item wording is different than 2016)	4.08	4.19	4.34	4.13	4.46	4.09	4.43	4.14	4.27	4.26	4.14	4.26	4.27	4.46	4.33
Division Leadership	3.60	3.54	3.73	3.57	3.71	3.80	4.08	3.70	3.77	3.56	3.52	3.69	3.85	3.43	3.86
I am inspired by my Division leadership team's vision and direction	3.38	3.35	3.53	3.38	3.58	3.62	3.91	3.44	3.57	3.33	3.26	3.62	3.72	3.24	3.64
My Division leadership works together as a team	3.54	3.56	3.78	3.55	3.24	3.85	4.07	3.88	3.44	3.66	3.29	3.80	3.92	3.42	3.85
Leaders in my Division take responsibility for their decisions	3.58	3.52	3.74	3.50	3.77	3.79	4.10	3.69	3.84	3.69	3.61	3.73	3.95	3.48	3.87
How satisfied are you with the decisions and policies of your Division leadership?	3.54	3.50	3.67	3.54	3.65	3.74	3.93	3.60	3.74	3.31	3.55	3.49	3.65	3.38	3.76

2017 FO/HQ Climate	DE	EP	HN	HO	IP	JN	JK	KC	KX	LV	LR	LA-Admin	LA-CI/Cyber	LA-CT	LA-CID
Employee morale is important to my Division leadership	3.55	3.35	3.71	3.47	3.70	3.75	4.11	3.64	3.85	3.42	3.50	3.70	3.88	3.41	3.87
Results are important to my Division leadership	4.05	4.06	4.22	4.07	4.30	4.13	4.41	4.24	4.13	4.12	3.94	4.03	4.16	3.97	4.22
Leaders in my Division have a positive impact on the Divisions performance	3.54	3.48	3.63	3.54	3.70	3.78	4.06	3.63	3.76	3.49	3.45	3.75	3.81	3.37	3.86
Supervisory Leadership	4.16	4.12	4.16	4.26	4.44	4.27	4.35	4.28	4.32	4.32	4.29	4.12	4.34	4.20	4.41
Supervisors team leaders in my work unit support employee development	4.09	4.11	4.14	4.21	4.44	4.26	4.31	4.23	4.24	4.31	4.17	4.10	4.26	4.23	4.29
My supervisor supports my need to balance work and other life issues	4.41	4.40	4.31	4.48	4.67	4.45	4.48	4.50	4.62	4.40	4.51	4.28	4.62	4.53	4.55
Overall, how good a job do you feel is being done by your immediate supervisor team leader?	4.12	4.07	4.15	4.23	4.36	4.18	4.40	4.26	4.22	4.29	4.30	4.11	4.26	4.05	4.45
I have trust and confidence in my supervisor as a leader	4.06	3.96	4.08	4.13	4.29	4.18	4.26	4.13	4.22	4.29	4.18	4.01	4.29	4.02	4.36
Communication - Dissemination	3.77	3.80	3.84	3.65	3.88	3.93	4.08	3.74	3.97	3.74	3.86	3.74	3.96	3.73	4.03
My Division leadership communicates threats and priorities	3.93	4.08	4.01	3.87	4.09	4.24	4.26	4.01	4.14	4.04	4.01	3.95	4.15	3.96	4.22
My Division leadership communicates context and explanations regarding decisions and initiatives	3.75	3.73	3.80	3.57	3.79	3.96	4.05	3.64	3.85	3.78	3.80	3.76	3.93	3.65	4.01
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story"	3.64	3.61	3.76	3.47	3.75	3.58	3.92	3.55	3.92	3.35	3.78	3.49	3.80	3.57	3.85
Communication - Voice	3.61	3.61	3.61	3.57	3.73	3.82	3.95	3.60	3.86	3.53	3.71	3.65	3.81	3.62	3.94
How satisfied are you with your involvement in decisions that affect your work?	3.63	3.72	3.78	3.83	3.76	3.77	3.86	3.80	3.90	3.59	3.91	3.67	3.73	3.72	3.95
My Division leadership is receptive to negative information and bad news	3.51	3.54	3.47	3.32	3.72	3.79	3.99	3.41	3.80	3.41	3.46	3.57	3.78	3.57	3.88
Leaders in my Division listen to what employees have to say	3.63	3.56	3.55	3.51	3.76	3.92	4.06	3.61	3.88	3.54	3.73	3.66	3.90	3.56	4.00
Colleagues - Competence, Collaboration, and Professionalism	3.97	4.04	3.99	4.12	4.16	4.06	4.18	4.11	4.02	4.15	4.17	3.88	4.18	4.12	4.28
My co-workers are competent and know how to get the job done	4.05	4.10	4.00	4.20	4.15	4.12	4.19	4.21	4.01	4.18	4.22	3.94	4.28	4.20	4.31
The people in my Division conduct themselves in a professional manner	3.93	4.04	3.98	4.03	4.19	3.91	4.25	4.12	3.94	4.00	4.19	3.86	4.17	4.04	4.33
(O) Employees in my work unit share job knowledge with each other	4.05	4.14	3.99	4.20	4.21	4.18	4.27	4.25	4.13	4.33	4.29	3.95	4.18	4.20	4.39
The people I work with are friendly and cooperative	4.13	4.23	4.23	4.26	4.34	4.23	4.36	4.20	4.21	4.26	4.36	4.02	4.30	4.25	4.43
My co-workers and I work together as a team	4.17	4.16	4.14	4.32	4.33	4.23	4.36	4.27	4.23	4.39	4.25	4.07	4.21	4.26	4.33
My co-workers have a positive impact on my morale	3.87	3.97	3.99	4.00	4.13	3.98	4.00	4.01	3.99	4.16	4.02	3.76	4.22	4.11	4.28

2017 FO/HQ Climate	DE	EP	HN	HO	IP	JN	JK	KC	KX	LV	LR	LA-Admin	LA-CI/Cyber	LA-CT	LA-CID
Employees understand each others roles and responsibilities	3.64	3.63	3.58	3.87	3.75	3.76	3.83	3.81	3.64	3.75	3.91	3.54	3.85	3.71	3.92
Counterproductive Work Behaviors	2.77	2.85	3.05	2.83	3.15	2.87	3.15	2.91	3.06	2.87	3.10	2.84	3.00	2.92	3.17
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.67	2.69	3.01	2.75	2.99	2.71	2.95	2.90	2.92	2.71	2.91	2.70	2.89	2.83	2.95
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.49	2.64	2.80	2.64	3.02	2.67	2.92	2.70	2.89	2.62	2.80	2.65	2.74	2.71	2.86
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.12	3.16	3.38	3.09	3.40	3.24	3.54	3.15	3.36	3.25	3.55	3.09	3.35	3.19	3.62
Formal Performance Management	3.34	3.51	3.52	3.58	3.60	3.50	3.70	3.45	3.49	3.52	3.52	3.47	3.49	3.38	3.59
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.14	3.26	3.36	3.48	3.31	3.13	3.59	3.09	3.20	3.27	3.37	3.20	3.44	3.18	3.47
(O) My performance appraisal is a fair reflection of my performance	3.98	4.00	3.87	4.15	4.06	4.18	4.07	4.09	4.08	4.16	4.02	3.96	4.00	3.98	4.22
Discussions about performance are seen as important and worthwhile	3.76	3.86	3.85	3.87	3.99	3.92	4.10	3.92	3.96	3.84	4.00	3.84	3.88	3.89	3.97
(O) Promotions in my work unit are based on merit	2.82	3.26	3.23	3.19	3.29	3.30	3.35	3.07	3.25	3.35	3.17	3.13	3.05	2.87	3.14
In my work unit, differences in performance are recognized in a meaningful way	3.34	3.51	3.63	3.53	3.66	3.48	3.72	3.48	3.42	3.50	3.50	3.53	3.49	3.51	3.67
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.29	3.60	3.69	3.69	3.59	3.38	3.85	3.39	3.32	3.54	3.57	3.31	3.55	3.31	3.75
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	2.96	3.22	3.21	3.33	3.50	3.13	3.41	3.21	3.21	3.23	3.22	3.13	3.20	3.02	3.38
(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)	3.84	3.97	3.97	4.06	4.01	3.96	4.04	4.04	4.04	4.10	3.96	3.98	3.89	3.85	4.07
(O) Pay raises depend on how well employees perform their jobs	2.35	2.79	2.63	2.65	2.57	2.67	2.82	2.54	2.51	2.57	2.38	2.71	2.28	2.12	2.27
Informal Performance Management	3.63	3.74	3.71	3.83	3.81	3.76	3.94	3.80	3.72	3.71	3.77	3.56	3.76	3.71	3.88
(O) Employees are recognized for providing high quality products and services to customers	3.46	3.61	3.62	3.73	3.74	3.55	3.89	3.65	3.53	3.61	3.72	3.45	3.65	3.59	3.70
(O) Creativity and innovation are rewarded	3.30	3.52	3.46	3.55	3.59	3.47	3.72	3.55	3.46	3.40	3.53	3.34	3.41	3.36	3.56
How satisfied are you with the recognition you receive for doing a good job?	3.55	3.59	3.60	3.78	3.62	3.66	3.78	3.63	3.57	3.59	3.68	3.49	3.66	3.56	3.86
(O) In the last six months, my supervisor has talked with me about my performance	4.07	4.29	4.21	4.30	4.31	4.11	4.32	4.42	4.29	4.30	4.22	3.93	4.26	4.16	4.36
Training and Career Development	3.64	3.87	3.72	3.76	3.81	3.87	3.78	3.80	3.78	3.79	3.88	3.68	3.81	3.87	3.86
How satisfied are you with your career opportunities at the FBI?	3.64	3.75	3.67	3.68	3.76	3.80	3.75	3.76	3.73	3.84	3.81	3.50	3.72	3.83	4.03
(O) My training needs are assessed	3.42	3.63	3.46	3.65	3.68	3.62	3.57	3.61	3.67	3.61	3.72	3.46	3.49	3.42	3.46

2017 FO/HQ Climate	DE	EP	HN	HO	IP	JN	JK	KC	KX	LV	LR	LA-Admin	LA-CI/Cyber	LA-CT	LA-CID
I have an opportunity to improve my skills	4.02	4.16	4.10	4.18	4.31	4.23	4.21	4.21	4.25	4.24	4.23	4.05	4.22	4.32	4.20
I've participated in leadership development opportunities in the past year	3.31	3.89	3.54	3.41	3.37	3.56	3.35	3.45	3.27	3.22	3.64	3.63	3.59	3.84	3.52
Job and Role Characteristics	3.98	4.08	3.98	4.11	4.08	4.13	4.12	4.11	4.07	4.07	4.08	4.03	4.02	4.13	4.20
(O) Considering everything, how satisfied are you with your job?	4.10	4.20	4.08	4.22	4.22	4.32	4.20	4.21	4.24	4.14	4.23	4.13	4.22	4.22	4.31
Employees have a feeling of personal empowerment with respect to work	3.62	3.63	3.68	3.74	3.81	3.76	3.69	3.73	3.82	3.65	3.91	3.54	3.84	3.81	3.96
The work I do makes a difference	4.28	4.30	4.22	4.39	4.31	4.48	4.47	4.25	4.29	4.23	4.26	4.35	4.25	4.44	4.42
Employees in other jobs or positions value the work I do	4.02	4.14	4.07	4.19	4.09	4.13	4.11	4.08	4.01	4.02	3.95	4.02	4.06	4.23	4.27
My job has the right amount of variety	3.98	4.14	4.09	4.04	4.04	4.17	4.16	4.19	4.12	4.10	4.13	4.02	3.84	4.07	4.24
I see the impact or outcomes of my work	3.96	4.10	4.03	4.00	4.02	4.22	4.12	4.13	4.08	4.09	4.06	4.15	3.88	4.10	4.22
My workload is reasonable	3.87	3.98	3.68	4.10	3.89	3.91	3.92	3.98	3.93	4.07	3.95	3.95	3.89	4.02	3.90
I am clear on what is expected of me on a daily basis	4.15	4.23	4.10	4.39	4.34	4.33	4.43	4.29	4.27	4.36	4.25	4.23	4.23	4.23	4.27
My talents are used well in the workplace	3.83	3.96	3.71	4.00	3.96	3.93	3.98	4.00	3.90	3.95	3.95	3.78	3.94	4.00	4.10
I have control over how I do my job	4.01	4.05	4.14	4.10	4.19	4.20	4.12	4.23	4.13	4.10	4.19	4.12	4.08	4.14	4.31
Inclusion and Fairness	3.77	3.75	3.84	3.77	3.99	3.89	4.07	3.81	3.90	3.83	3.87	3.77	3.93	3.89	4.02
Different perspectives are encouraged and valued	3.63	3.50	3.61	3.59	3.86	3.86	4.01	3.60	3.79	3.53	3.64	3.66	3.87	3.67	3.91
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.24	4.26	4.25	4.27	4.49	4.26	4.42	4.36	4.43	4.32	4.42	4.22	4.40	4.54	4.51
People in my Division are treated in a fair and consistent manner	3.68	3.63	3.85	3.65	3.81	3.81	4.02	3.69	3.79	3.74	3.89	3.75	4.04	3.89	4.13
Leaders in my Division work well with employees of different backgrounds	4.08	4.07	4.08	3.94	4.24	4.16	4.35	4.17	4.21	4.10	4.18	4.10	4.29	4.31	4.37
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.96	3.93	3.95	4.05	4.18	4.01	4.20	4.09	3.92	4.09	4.07	3.96	4.00	4.05	4.27
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.90	3.83	3.81	4.00	3.94	3.92	4.12	3.88	3.85	3.88	3.87	3.92	3.92	3.96	4.16
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.97	2.98	3.21	2.89	3.34	3.09	3.32	2.98	3.28	3.04	3.25	2.93	3.05	2.92	3.09
(O) Prohibited personnel practices are not tolerated	3.88	4.01	4.09	4.08	4.12	3.90	4.09	3.99	4.13	4.08	4.08	3.74	3.91	3.81	4.09
Integrity	4.39	4.40	4.36	4.31	4.53	4.47	4.62	4.41	4.55	4.46	4.40	4.28	4.48	4.44	4.54
Following the law is just as important as accomplishing the mission	4.72	4.73	4.69	4.74	4.83	4.83	4.79	4.74	4.83	4.75	4.61	4.64	4.76	4.86	4.80

2017 FO/HQ Climate	DE	EP	HN	HO	IP	JN	JK	KC	KX	LV	LR	LA-Admin	LA-CI/Cyber	LA-CT	LA-CID
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.05	4.08	4.06	3.84	4.22	4.11	4.43	4.06	4.26	4.16	4.17	3.97	4.16	3.98	4.29
Compliance	4.04	4.13	4.16	4.18	4.25	4.23	4.35	4.18	4.20	4.16	4.21	4.01	4.16	4.19	4.23
Employees report misconduct to the appropriate authorities	3.85	3.92	4.00	3.99	4.20	3.94	4.21	4.05	3.97	3.99	4.04	3.73	4.08	3.97	4.27
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.08	4.07	4.12	4.03	4.23	4.19	4.30	4.11	4.29	4.07	4.15	3.98	4.24	4.32	4.31
(O) My organization has prepared employees for potential security threats	3.92	4.10	4.12	4.29	4.19	4.25	4.32	4.14	4.13	4.11	4.30	4.07	3.97	3.96	4.12
I know where and how to report suspicious behavior or misconduct (eg, potential insider threat, information leaks, workplace violence, etc)	4.27	4.35	4.32	4.36	4.40	4.46	4.53	4.44	4.42	4.37	4.36	4.24	4.41	4.42	4.35
Intelligence Community Collaboration	3.68	3.80	3.89	3.81	3.70	3.68	3.91	3.71	3.78	3.66	3.86	3.60	3.89	4.07	3.54
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.76	3.72	3.93	3.92	3.86	3.95	4.11	3.83	3.78	3.81	3.97	3.95	3.97	4.06	3.76
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.19	4.07	4.34	4.29	4.20	4.22	4.38	4.08	4.20	4.21	4.25	4.27	4.33	4.41	3.95
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.98	4.03	4.11	4.06	3.96	3.96	4.19	4.05	3.94	3.83	4.17	3.94	4.19	4.31	3.90
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.00	3.98	4.15	4.18	4.04	4.05	4.21	3.90	4.03	3.99	4.07	4.10	4.25	4.23	3.80
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?	3.60	3.85	3.81	3.73	3.77	3.79	3.91	3.84	3.70	3.45	3.74	3.77	3.65	3.84	3.61
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?	2.68	3.02	3.08	2.78	2.51	2.42	2.83	2.67	2.61	2.53	2.74	2.00	3.03	3.45	2.38
External Collaboration	4.23	4.31	4.19	4.30	4.28	4.37	4.39	4.41	4.28	4.13	4.29	4.32	4.09	4.25	4.13
I am able to work effectively with State, Local, and Other partners as needed by the job	4.43	4.49	4.36	4.44	4.46	4.56	4.55	4.61	4.50	4.34	4.50	4.37	4.24	4.51	4.52
I am able to work effectively with the US Attorneys office as needed by the job	3.89	3.95	3.67	4.04	4.01	3.89	4.10	4.23	3.95	3.62	4.04	4.17	3.66	3.73	3.55

2017 FO/HQ Climate	DE	EP	HN	HO	IP	JN	JK	KC	KX	LV	LR	LA-Admin	LA-CI/Cyber	LA-CT	LA-CID
I am able to work effectively with other Federal Agencies as needed by the job	4.30	4.38	4.37	4.36	4.33	4.54	4.43	4.37	4.34	4.29	4.31	4.37	4.21	4.38	4.29
Tools, Technology, and Resources	3.23	3.44	3.30	3.47	3.43	3.52	3.36	3.25	3.45	3.29	3.48	3.49	2.99	3.21	2.95
I have sufficient resources (eg, people, budget) to get my job done	3.33	3.45	3.25	3.48	3.43	3.49	3.28	3.35	3.55	3.39	3.51	3.51	2.97	3.25	3.07
I have the technology needed (eg software, hardware, etc) to get my job done	3.14	3.42	3.36	3.46	3.43	3.54	3.42	3.15	3.35	3.20	3.45	3.48	3.00	3.15	2.84
Work Environment	3.81	4.12	4.18	4.05	4.13	4.13	4.18	3.91	4.16	4.03	4.28	3.72	3.67	3.65	3.86
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.64	3.94	4.11	3.94	3.99	3.92	4.06	3.56	4.02	3.93	4.15	3.74	3.61	3.46	3.71
(O) Employees are protected from health and safety hazards on the job	3.98	4.30	4.29	4.23	4.27	4.31	4.31	4.24	4.27	4.21	4.41	3.73	3.64	3.90	4.00
Integration	3.59	3.74	3.72	3.81	3.58	3.67	3.78	3.68	3.77	3.63	3.71	3.95	3.96	3.65	3.16
In my Division, intelligence workproducts impact operations	3.59	3.74	3.72	3.81	3.58	3.67	3.78	3.68	3.77	3.63	3.71	3.95	3.96	3.65	3.16
Administrative Workload	3.17	3.47	3.26	3.56	3.57	3.47	3.28	3.43	3.19	3.54	3.47	3.85	2.85	3.08	2.95
The administrative requirements of my job are reasonable (*this item wording is different than 2016)	3.17	3.47	3.26	3.56	3.57	3.47	3.28	3.43	3.19	3.54	3.47	3.85	2.85	3.08	2.95
Pay	3.72	3.73	3.57	3.92	3.95	3.85	3.65	3.75	3.85	3.57	3.91	3.35	3.29	3.54	3.48
Considering everything, how satisfied are you with your pay?	3.72	3.73	3.57	3.92	3.95	3.85	3.65	3.75	3.85	3.57	3.91	3.35	3.29	3.54	3.48
Organizational Change															
I have experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.28	3.73	3.44	3.10	3.38	3.40	3.27	3.47	2.99	3.45	3.03	3.65	3.97	3.50	3.59
When changes take place at work, I understand the rationale behind them	3.38	3.48	3.67	3.40	3.44	3.55	3.71	3.53	3.58	3.29	3.55	3.41	3.58	3.41	3.65
When changes take place at work, I understand the goal and what the change is meant to accomplish	3.44	3.53	3.71	3.47	3.50	3.64	3.73	3.57	3.55	3.32	3.58	3.55	3.67	3.51	3.66
Climate and Engagement Survey															
I have seen or heard the results from last years climate survey	3.99	3.84	3.99	3.69	4.03	3.93	3.19	4.12	4.14	3.49	4.09	3.92	4.11	4.08	4.10
I am interested in seeing or hearing the results from this years climate survey	4.25	4.26	4.27	4.32	4.40	4.46	4.57	4.19	4.39	4.38	4.25	4.19	4.26	4.19	4.34
In the last year, leaders in this Division made a positive impact on climate and morale	3.40	3.10	3.48	3.31	3.56	3.59	4.15	3.52	3.61	3.29	3.34	3.52	3.77	3.32	3.68
In the last year, I have put effort into having a positive impact on the climate and morale of the Division	4.06	4.20	4.21	4.05	4.16	4.23	4.29	4.18	4.12	4.12	4.10	4.09	4.20	4.03	4.20
Other															
The FBI selects high quality leaders	3.21	3.32	3.58	3.30	3.59	3.56	3.55	3.43	3.51	3.20	3.33	3.47	3.45	3.12	3.59

2017 FO/HQ Climate	DE	EP	HN	HO	IP	JN	JK	KC	KX	LV	LR	LA-Admin	LA-CI/Cyber	LA-CT	LA-CID
(O) Leaders support collaboration across work units to accomplish work objectives	3.87	4.11	4.14	4.05	3.90	3.91	4.22	4.21	4.11	4.10	4.13	3.84	4.03	3.91	4.17
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.87	4.01	4.01	3.95	3.96	4.01	4.12	4.15	3.93	3.95	3.83	3.75	3.97	3.65	4.11
(O) The FBI is able to recruit people with the right skills	3.64	3.85	3.55	3.70	3.72	3.82	3.84	3.68	3.67	3.55	3.62	3.47	3.55	3.72	3.94
(O) The skill level in my work unit has improved in the past year	3.75	4.03	3.85	3.83	3.88	3.77	3.92	4.00	3.88	3.83	3.83	3.74	3.96	3.97	4.04
(O) Considering everything, how satisfied are you with the FBI?	4.10	4.15	4.03	4.14	4.25	4.28	4.26	4.13	4.22	4.22	4.14	4.24	4.20	4.17	4.26
(O) I am constantly looking for ways to do my job better	4.32	4.39	4.47	4.39	4.45	4.46	4.53	4.37	4.36	4.39	4.44	4.43	4.45	4.39	4.41
(O) I feel encouraged to come up with new and better ways of doing things	3.67	3.77	3.84	3.89	3.95	3.80	3.99	3.86	3.71	3.72	3.87	3.74	3.57	3.68	3.89

2017 FO/HQ Climate	LA-Intel	LS	ME	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel	NY-SO/Cyber	NK
Mission and Organization Engagement	4.48	4.45	4.52	4.54	4.37	4.37	4.47	4.36	4.57	4.39	4.33	4.51	4.41	4.50	4.39	4.54
I am proud to work for the FBI	4.70	4.56	4.65	4.69	4.59	4.54	4.63	4.57	4.74	4.58	4.52	4.69	4.65	4.69	4.56	4.69
(Reverse - higher is better) I am cynical about the FBI	4.14	4.14	4.20	4.27	3.94	3.98	4.19	3.94	4.29	4.23	3.97	4.19	4.01	4.20	4.12	4.22
I believe in the mission of the FBI	4.78	4.74	4.74	4.75	4.73	4.69	4.70	4.69	4.78	4.65	4.66	4.79	4.72	4.78	4.66	4.77
I recommend the FBI as a good place to work	4.30	4.35	4.50	4.46	4.22	4.27	4.36	4.23	4.51	4.25	4.16	4.37	4.30	4.36	4.22	4.49
Workplace Engagement	4.01	3.99	3.98	4.13	3.78	3.95	4.14	3.78	4.20	3.94	3.81	3.95	4.05	4.00	3.92	4.12
Working in this Division is good for my morale	4.09	4.03	3.92	4.17	3.71	4.00	4.24	3.78	4.22	3.91	3.79	3.93	4.06	4.00	3.85	4.19
(Reverse - higher is better) Working in this Division is frustrating	3.80	3.84	3.79	3.98	3.56	3.88	4.01	3.52	4.15	3.85	3.53	3.57	3.74	3.71	3.73	3.97
I look forward to going to work	4.09	4.08	4.09	4.23	3.89	3.99	4.13	3.99	4.27	4.02	3.99	4.22	4.26	4.16	4.06	4.20
I put in extra effort because I like working in this Division	4.12	4.03	4.10	4.13	3.98	3.95	4.21	3.87	4.18	4.08	3.96	4.08	4.17	4.14	4.06	4.11
Work Engagement	4.17	4.11	4.26	4.26	4.01	4.07	4.20	3.99	4.32	4.12	3.96	4.16	4.24	4.17	4.14	4.26
My work gives me a feeling of personal accomplishment	4.27	4.23	4.28	4.34	4.25	4.07	4.26	4.03	4.37	4.12	4.03	4.25	4.38	4.26	4.17	4.33
I like the kind of work I do	4.38	4.20	4.32	4.38	4.22	4.18	4.28	4.10	4.40	4.18	4.09	4.33	4.44	4.26	4.33	4.38
(Reverse - higher is better) I feel burned out from the work that I do	3.87	3.93	4.16	4.06	3.56	3.96	4.06	3.86	4.18	4.11	3.81	3.89	3.91	3.99	3.91	4.06
FBI Leadership	4.09	3.93	4.05	4.11	3.94	4.03	3.99	4.07	4.03	3.99	3.85	3.98	3.88	4.20	3.87	4.15
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.08	3.97	3.99	4.08	3.80	3.93	3.81	3.98	3.98	4.10	3.73	3.92	3.78	4.19	3.83	4.11
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.22	4.17	4.23	4.26	4.19	4.22	4.17	4.26	4.12	4.12	4.02	4.15	4.16	4.39	4.05	4.32
(O) The FBI's senior executives (ie, Director, DD, ADD, EADs) maintain high standards of honesty and integrity	4.01	3.88	3.79	4.02	3.82	3.95	3.89	3.99	3.99	4.05	3.86	3.99	3.81	4.15	3.93	4.13
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.88	3.66	3.97	3.92	3.71	3.84	4.01	3.86	3.95	3.74	3.55	3.76	3.67	3.93	3.61	3.96
I am inspired by the Director's vision and leadership (*this item wording is different than 2016)	4.31	4.03	4.24	4.27	4.14	4.22	4.19	4.27	4.14	4.04	4.08	4.22	4.03	4.33	4.00	4.26
Division Leadership	3.69	3.65	3.89	3.92	3.73	3.81	4.10	3.51	4.12	3.72	3.76	3.84	3.71	3.89	3.61	3.88
I am inspired by my Division leadership team's vision and direction	3.53	3.41	3.70	3.82	3.54	3.56	3.87	3.28	3.87	3.66	3.54	3.57	3.51	3.75	3.45	3.71
My Division leadership works together as a team	3.62	3.53	3.94	3.83	3.73	3.90	4.14	3.39	4.14	3.74	3.88	4.02	3.83	3.89	3.69	3.85
Leaders in my Division take responsibility for their decisions	3.70	3.83	3.87	3.87	3.65	3.83	4.14	3.45	4.17	3.75	3.83	3.89	3.72	3.87	3.66	3.93
How satisfied are you with the decisions and policies of your Division leadership?	3.61	3.49	3.86	3.77	3.65	3.75	3.92	3.23	3.99	3.63	3.59	3.57	3.56	3.63	3.48	3.78

2017 FO/HQ Climate	LA-Intel	LS	ME	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel	NY-SO/Cyber	NK
Employee morale is important to my Division leadership	3.70	3.48	3.69	4.03	3.54	3.74	4.26	3.62	4.20	3.65	3.62	3.60	3.58	3.82	3.45	3.88
Results are important to my Division leadership	4.18	4.22	4.29	4.29	4.24	4.18	4.38	4.13	4.34	4.08	4.22	4.32	4.21	4.36	4.13	4.23
Leaders in my Division have a positive impact on the Divisions performance	3.67	3.64	3.88	3.89	3.76	3.82	4.04	3.46	4.16	3.73	3.83	3.86	3.68	3.95	3.63	3.91
Supervisory Leadership	4.23	4.28	4.16	4.34	4.30	4.32	4.53	4.24	4.51	4.18	4.29	4.30	4.44	4.20	4.26	4.36
Supervisors team leaders in my work unit support employee development	4.19	4.23	4.21	4.29	4.13	4.18	4.41	4.20	4.45	4.17	4.18	4.14	4.35	4.20	4.17	4.27
My supervisor supports my need to balance work and other life issues	4.46	4.45	4.43	4.49	4.52	4.43	4.63	4.44	4.66	4.30	4.46	4.49	4.62	4.47	4.35	4.54
Overall, how good a job do you feel is being done by your immediate supervisor team leader?	4.19	4.23	4.09	4.35	4.28	4.36	4.58	4.22	4.50	4.20	4.30	4.34	4.44	4.10	4.35	4.34
I have trust and confidence in my supervisor as a leader	4.11	4.24	4.02	4.27	4.24	4.30	4.50	4.12	4.41	4.12	4.22	4.27	4.36	4.04	4.20	4.28
Communication - Dissemination	3.86	3.75	3.90	4.00	3.75	3.83	4.09	3.67	4.19	3.80	3.79	4.09	3.86	4.02	3.73	3.94
My Division leadership communicates threats and priorities	4.16	3.95	4.03	4.20	3.97	3.94	4.28	4.01	4.33	3.93	3.90	4.28	4.03	4.29	3.80	4.02
My Division leadership communicates context and explanations regarding decisions and initiatives	3.76	3.74	3.90	4.03	3.62	3.70	4.15	3.62	4.28	3.82	3.78	3.98	3.83	4.05	3.66	3.90
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story"	3.63	3.63	3.86	3.79	3.65	3.82	3.81	3.37	3.97	3.74	3.70	4.01	3.78	3.68	3.73	3.92
Communication - Voice	3.69	3.52	3.76	3.82	3.62	3.72	3.97	3.48	4.03	3.67	3.69	3.74	3.69	3.73	3.53	3.84
How satisfied are you with your involvement in decisions that affect your work?	3.76	3.59	3.84	3.83	3.73	3.78	4.01	3.59	4.00	3.76	3.75	3.70	3.77	3.58	3.60	3.74
My Division leadership is receptive to negative information and bad news	3.62	3.46	3.64	3.74	3.45	3.62	3.74	3.32	3.98	3.67	3.60	3.74	3.66	3.69	3.51	3.85
Leaders in my Division listen to what employees have to say	3.73	3.55	3.78	3.89	3.67	3.75	4.18	3.48	4.15	3.68	3.74	3.85	3.67	3.91	3.52	3.95
Colleagues - Competence, Collaboration, and Professionalism	4.00	4.10	4.04	4.13	4.01	4.06	4.23	4.00	4.20	4.02	4.08	4.22	4.23	4.08	4.12	4.13
My co-workers are competent and know how to get the job done	4.01	4.11	4.12	4.20	4.15	4.13	4.23	4.10	4.27	4.13	4.10	4.27	4.29	4.09	4.13	4.19
The people in my Division conduct themselves in a professional manner	3.96	4.16	4.12	4.00	4.08	4.12	4.03	3.92	4.14	3.99	4.22	4.33	4.26	4.12	4.10	4.15
(O) Employees in my work unit share job knowledge with each other	4.05	4.13	4.24	4.21	4.12	4.17	4.49	4.14	4.30	4.06	4.16	4.21	4.30	4.17	4.11	4.21
The people I work with are friendly and cooperative	4.09	4.23	4.21	4.23	4.20	4.23	4.30	4.08	4.37	4.10	4.29	4.39	4.37	4.22	4.27	4.26
My co-workers and I work together as a team	4.18	4.26	4.21	4.32	4.20	4.19	4.45	4.19	4.39	4.17	4.19	4.35	4.31	4.29	4.37	4.23
My co-workers have a positive impact on my morale	3.96	4.13	3.98	4.07	3.93	4.00	4.28	3.89	4.13	3.92	3.97	4.15	4.22	4.05	3.97	4.10

2017 FO/HQ Climate	LA-Intel	LS	ME	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel	NY-SO/Cyber	NK
Employees understand each others roles and responsibilities	3.73	3.70	3.60	3.87	3.42	3.58	3.90	3.77	3.85	3.77	3.66	3.84	3.90	3.66	3.88	3.80
Counterproductive Work Behaviors	2.79	2.98	2.98	3.02	2.96	2.99	3.23	2.69	3.34	3.14	2.97	3.15	3.09	2.97	3.04	3.15
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.67	2.92	2.84	2.91	2.78	2.86	3.23	2.55	3.21	3.00	2.88	3.06	2.98	2.85	2.99	3.03
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.61	2.82	2.65	2.90	2.77	2.77	3.07	2.49	3.10	3.02	2.70	2.80	2.79	2.77	2.80	2.87
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.12	3.25	3.43	3.27	3.21	3.35	3.41	2.95	3.69	3.37	3.31	3.58	3.51	3.28	3.35	3.55
Formal Performance Management	3.47	3.50	3.49	3.67	3.41	3.44	3.82	3.39	3.75	3.57	3.38	3.47	3.50	3.61	3.42	3.62
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.22	3.26	3.23	3.54	3.06	3.22	3.71	3.13	3.58	3.47	3.27	3.44	3.43	3.53	3.36	3.37
(O) My performance appraisal is a fair reflection of my performance	4.10	3.92	4.07	4.05	3.97	4.12	4.45	4.10	4.32	4.11	4.10	4.16	4.15	4.06	4.20	4.25
Discussions about performance are seen as important and worthwhile	3.93	3.88	3.86	4.06	3.85	3.77	4.14	3.71	4.12	3.92	3.74	3.84	3.91	4.03	3.83	3.98
(O) Promotions in my work unit are based on merit	3.02	3.20	3.25	3.34	3.11	3.11	3.49	3.03	3.32	3.20	2.85	3.19	2.95	3.29	2.91	3.29
In my work unit, differences in performance are recognized in a meaningful way	3.44	3.50	3.48	3.77	3.28	3.39	3.97	3.36	3.76	3.56	3.41	3.39	3.53	3.63	3.41	3.60
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.28	3.62	3.53	3.81	3.30	3.38	3.90	3.31	3.81	3.53	3.53	3.64	3.63	3.54	3.35	3.55
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.26	3.28	3.07	3.44	3.15	3.19	3.64	2.95	3.50	3.41	2.89	3.15	3.15	3.21	3.06	3.33
(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)	4.09	4.02	4.04	3.98	3.91	4.00	4.37	3.99	4.25	4.02	3.99	3.96	4.11	4.05	4.07	4.20
(O) Pay raises depend on how well employees perform their jobs	2.47	2.71	2.62	2.63	2.52	2.53	2.85	2.40	2.78	2.76	2.11	2.16	2.14	2.64	2.32	2.58
Informal Performance Management	3.72	3.80	3.80	3.87	3.63	3.74	4.00	3.67	3.95	3.65	3.73	3.80	3.78	3.76	3.58	3.82
(O) Employees are recognized for providing high quality products and services to customers	3.58	3.82	3.78	3.84	3.48	3.62	3.99	3.55	3.86	3.53	3.55	3.69	3.59	3.70	3.46	3.76
(O) Creativity and innovation are rewarded	3.40	3.65	3.60	3.57	3.39	3.43	4.00	3.52	3.73	3.43	3.28	3.59	3.39	3.50	3.30	3.61
How satisfied are you with the recognition you receive for doing a good job?	3.61	3.57	3.60	3.76	3.48	3.61	3.85	3.45	3.92	3.65	3.77	3.77	3.74	3.56	3.50	3.68
(O) In the last six months, my supervisor has talked with me about my performance	4.24	4.24	4.23	4.23	4.18	4.18	4.34	4.21	4.36	3.99	4.16	4.27	4.26	4.38	4.17	4.32
Training and Career Development	3.73	3.82	3.89	3.79	3.70	3.60	3.95	3.66	3.90	3.68	3.50	3.77	3.67	3.67	3.63	3.81
How satisfied are you with your career opportunities at the FBI?	3.64	3.73	3.86	3.77	3.67	3.62	3.88	3.58	3.96	3.62	3.46	3.81	3.71	3.47	3.47	3.78
(O) My training needs are assessed	3.39	3.60	3.74	3.61	3.60	3.44	3.90	3.58	3.76	3.67	3.31	3.38	3.41	3.48	3.60	3.67

2017 FO/HQ Climate	LA-Intel	LS	ME	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel	NY-SO/Cyber	NK
I have an opportunity to improve my skills	4.16	4.17	4.20	4.19	4.17	4.04	4.22	4.07	4.28	4.00	3.91	4.16	4.12	4.09	4.03	4.20
I've participated in leadership development opportunities in the past year	3.54	3.68	3.63	3.37	3.11	3.12	3.80	3.30	3.38	3.35	3.11	3.51	3.14	3.52	3.33	3.42
Job and Role Characteristics	4.04	4.01	4.14	4.17	4.00	4.00	4.20	3.91	4.20	4.05	3.87	4.09	4.15	4.00	3.97	4.12
(O) Considering everything, how satisfied are you with your job?	4.12	4.18	4.34	4.30	4.09	4.17	4.32	4.02	4.36	4.11	4.02	4.28	4.22	4.11	4.07	4.27
Employees have a feeling of personal empowerment with respect to work	3.71	3.82	3.87	3.88	3.58	3.77	4.02	3.55	3.91	3.72	3.56	3.86	3.77	3.79	3.64	3.79
The work I do makes a difference	4.34	4.23	4.29	4.41	4.32	4.16	4.39	4.09	4.37	4.24	4.15	4.34	4.37	4.23	4.21	4.26
Employees in other jobs or positions value the work I do	3.99	4.01	4.07	4.16	3.99	3.95	4.18	3.94	4.16	4.05	3.90	4.19	4.21	3.90	3.96	4.10
My job has the right amount of variety	4.01	4.08	4.17	4.09	4.07	3.98	4.08	3.97	4.18	3.97	3.71	3.99	4.17	3.95	3.85	4.14
I see the impact or outcomes of my work	3.92	4.05	4.17	4.22	4.10	3.99	4.25	3.90	4.21	4.11	3.66	3.99	4.23	3.99	3.87	4.09
My workload is reasonable	3.99	3.75	3.98	4.06	3.65	3.87	4.06	3.87	4.11	4.12	4.05	4.05	3.91	4.04	4.04	4.02
I am clear on what is expected of me on a daily basis	4.31	4.16	4.23	4.36	4.20	4.20	4.37	4.17	4.41	4.33	4.16	4.22	4.36	4.26	4.29	4.32
My talents are used well in the workplace	3.96	3.85	4.02	4.00	3.84	3.84	4.11	3.70	4.02	3.77	3.67	3.94	4.08	3.76	3.76	3.99
I have control over how I do my job	4.01	4.05	4.26	4.21	4.15	4.10	4.25	4.01	4.26	4.15	3.90	4.06	4.22	3.93	3.98	4.17
Inclusion and Fairness	3.81	3.81	3.92	3.87	3.79	3.84	4.08	3.61	4.10	3.83	3.82	3.96	3.93	3.91	3.85	4.02
Different perspectives are encouraged and valued	3.65	3.64	3.74	3.84	3.58	3.72	3.99	3.46	4.06	3.72	3.71	3.88	3.74	3.76	3.56	3.92
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.36	4.34	4.29	4.35	4.33	4.34	4.38	4.23	4.50	4.29	4.38	4.47	4.46	4.41	4.40	4.45
People in my Division are treated in a fair and consistent manner	3.77	3.74	3.82	3.78	3.59	3.79	3.88	3.32	4.09	3.87	4.01	4.16	4.05	3.90	3.91	4.04
Leaders in my Division work well with employees of different backgrounds	4.19	4.16	4.19	4.20	3.95	4.06	4.29	3.94	4.33	4.14	4.22	4.32	4.24	4.24	4.13	4.29
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.09	4.10	4.10	4.16	3.97	4.04	4.47	3.96	4.28	4.08	3.92	4.09	4.18	4.15	4.10	4.15
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.93	3.80	3.83	3.97	3.82	3.84	4.32	3.77	3.95	3.98	3.84	3.85	3.82	3.85	3.90	4.01
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.88	2.90	3.27	2.99	3.10	3.10	3.42	2.79	3.47	3.04	2.85	3.02	3.05	3.07	3.01	3.35
(O) Prohibited personnel practices are not tolerated	3.78	4.09	4.14	4.07	4.05	3.96	4.26	3.80	4.21	3.93	3.95	4.20	4.04	4.05	3.96	4.13
Integrity	4.45	4.52	4.51	4.47	4.42	4.38	4.60	4.26	4.60	4.37	4.44	4.55	4.51	4.53	4.39	4.53
Following the law is just as important as accomplishing the mission	4.73	4.79	4.80	4.74	4.71	4.65	4.79	4.72	4.79	4.67	4.72	4.79	4.81	4.81	4.70	4.74

2017 FO/HQ Climate	LA-Intel	LS	ME	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel	NY-SO/Cyber	NK
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.15	4.20	4.21	4.19	4.10	4.08	4.42	3.83	4.41	4.06	4.14	4.31	4.17	4.24	4.07	4.30
Compliance	4.11	4.22	4.26	4.15	4.10	4.09	4.28	4.06	4.27	4.14	4.05	4.16	4.11	4.17	4.09	4.26
Employees report misconduct to the appropriate authorities	4.02	4.01	4.11	3.93	4.04	3.92	4.24	3.80	4.10	3.96	3.88	4.14	4.06	4.03	3.99	4.17
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.12	4.22	4.32	4.08	3.99	4.08	4.30	3.86	4.21	4.01	4.02	4.20	4.20	4.21	4.16	4.24
(O) My organization has prepared employees for potential security threats	3.89	4.20	4.22	4.16	3.98	4.10	4.16	4.11	4.25	4.20	3.89	4.04	4.03	4.15	3.96	4.23
I know where and how to report suspicious behavior or misconduct (eg, potential insider threat, information leaks, workplace violence, etc)	4.33	4.38	4.42	4.34	4.36	4.21	4.50	4.34	4.46	4.35	4.30	4.29	4.26	4.28	4.27	4.41
Intelligence Community Collaboration	3.78	3.70	3.73	3.70	3.67	3.76	3.98	3.57	3.63	3.77	3.79	4.05	3.42	3.72	3.54	3.70
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.87	3.81	3.72	3.94	3.83	3.83	4.08	3.64	3.82	4.12	3.72	3.99	3.49	3.86	3.74	3.83
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.37	4.27	4.13	4.09	4.15	4.21	4.44	4.08	4.25	4.31	4.28	4.42	3.75	4.35	4.16	4.18
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.96	3.99	3.93	4.00	3.98	3.90	4.23	3.78	3.99	3.92	4.18	4.45	3.79	3.99	3.71	3.99
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.17	4.08	3.85	3.99	3.92	3.94	4.35	3.91	4.01	4.13	3.96	4.20	3.71	4.16	3.91	4.01
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	3.64	3.87	3.69	3.65	3.67	3.86	3.60	3.67	3.82	3.58	3.89	3.49	3.50	3.26	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?	2.64	2.60	2.55	2.66	2.63	2.72	2.82	2.56	2.38	2.10	3.18	3.41	2.37	2.68	2.02	2.59
External Collaboration	4.17	4.16	4.30	4.27	4.30	4.27	4.36	4.21	4.25	4.25	4.11	4.43	4.23	4.18	4.13	4.11
I am able to work effectively with State, Local, and Other partners as needed by the job	4.29	4.36	4.56	4.50	4.49	4.38	4.53	4.37	4.46	4.42	4.14	4.53	4.38	4.34	4.16	4.43
I am able to work effectively with the US Attorneys office as needed by the job	3.75	3.72	3.67	3.92	3.95	4.19	4.09	4.05	3.77	4.04	3.99	4.31	4.12	4.12	4.12	3.42

2017 FO/HQ Climate	LA-Intel	LS	ME	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel	NY-SO/Cyber	NK
I am able to work effectively with other Federal Agencies as needed by the job	4.26	4.23	4.41	4.35	4.36	4.25	4.40	4.22	4.33	4.21	4.14	4.43	4.21	4.16	4.16	4.30
Tools, Technology, and Resources	3.34	3.23	3.26	3.51	2.99	3.23	3.55	3.49	3.41	3.74	3.01	3.15	2.93	3.20	3.14	3.40
I have sufficient resources (eg, people, budget) to get my job done	3.40	3.26	3.47	3.62	3.03	3.35	3.49	3.56	3.43	3.78	3.14	3.30	3.01	3.39	3.19	3.49
I have the technology needed (eg software, hardware, etc) to get my job done	3.29	3.19	3.05	3.41	2.97	3.12	3.60	3.42	3.39	3.72	2.86	2.99	2.84	3.01	3.11	3.30
Work Environment	3.39	4.19	3.88	4.13	4.00	3.92	4.32	3.93	4.15	3.87	3.60	4.04	3.53	3.51	3.62	4.12
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.46	4.02	3.60	4.04	3.75	3.70	4.28	3.63	4.02	3.75	3.39	3.76	3.09	3.21	3.56	4.00
(O) Employees are protected from health and safety hazards on the job	3.33	4.36	4.13	4.24	4.24	4.12	4.40	4.18	4.30	3.99	3.79	4.30	3.96	3.89	3.70	4.25
Integration	3.94	3.83	3.54	3.81	3.39	3.54	3.78	3.51	3.57	3.96	3.59	3.66	3.02	3.91	3.85	3.47
In my Division, intelligence workproducts impact operations	3.94	3.83	3.54	3.81	3.39	3.54	3.78	3.51	3.57	3.96	3.59	3.66	3.02	3.91	3.85	3.47
Administrative Workload	3.56	3.23	3.49	3.38	3.17	3.20	3.35	3.33	3.40	4.02	3.19	2.98	2.86	3.68	3.57	3.46
The administrative requirements of my job are reasonable (*this item wording is different than 2016)	3.56	3.23	3.49	3.38	3.17	3.20	3.35	3.33	3.40	4.02	3.19	2.98	2.86	3.68	3.57	3.46
Pay	3.50	3.81	3.86	3.71	3.78	3.77	3.85	3.56	3.70	3.19	3.09	2.87	2.97	3.25	2.92	3.57
Considering everything, how satisfied are you with your pay?	3.50	3.81	3.86	3.71	3.78	3.77	3.85	3.56	3.70	3.19	3.09	2.87	2.97	3.25	2.92	3.57
Organizational Change																
I have experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.47	3.50	3.12	3.41	3.45	2.95	3.20	3.19	3.21	3.74	3.30	3.44	3.20	3.47	3.65	3.55
When changes take place at work, I understand the rationale behind them	3.58	3.40	3.69	3.70	3.45	3.56	3.81	3.16	3.90	3.64	3.39	3.55	3.45	3.62	3.49	3.61
When changes take place at work, I understand the goal and what the change is meant to accomplish	3.66	3.46	3.70	3.78	3.50	3.61	3.89	3.21	3.94	3.73	3.46	3.60	3.52	3.73	3.53	3.67
Climate and Engagement Survey																
I have seen or heard the results from last years climate survey	4.04	4.13	3.90	4.26	3.72	3.98	4.02	4.38	4.23	3.58	3.46	3.43	3.68	4.04	3.43	3.66
I am interested in seeing or hearing the results from this years climate survey	4.33	4.34	4.39	4.29	4.40	4.19	4.29	4.29	4.38	4.12	4.19	4.28	4.13	4.49	4.30	4.39
In the last year, leaders in this Division made a positive impact on climate and morale	3.60	3.38	3.72	3.86	3.54	3.68	3.88	3.19	3.98	3.65	3.39	3.73	3.56	3.76	3.33	3.74
In the last year, I have put effort into having a positive impact on the climate and morale of the Division	4.17	4.09	4.21	4.26	4.19	4.07	4.22	3.99	4.22	4.20	3.98	4.18	4.09	4.16	4.09	4.20
Other																
The FBI selects high quality leaders	3.44	3.43	3.46	3.51	3.28	3.39	3.61	3.19	3.67	3.61	3.24	3.35	3.25	3.54	3.30	3.56

2017 FO/HQ Climate	LA-Intel	LS	ME	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel	NY-SO/Cyber	NK
(O) Leaders support collaboration across work units to accomplish work objectives	4.02	4.15	4.18	4.20	4.02	4.08	4.28	4.04	4.29	3.96	4.13	4.13	4.09	4.20	3.91	4.14
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.81	4.08	4.12	4.06	3.92	4.03	4.34	4.06	4.18	3.87	3.78	4.01	3.89	4.08	3.79	4.04
(O) The FBI is able to recruit people with the right skills	3.51	3.71	3.71	3.81	3.56	3.76	4.06	3.68	3.94	3.65	3.58	3.65	3.60	3.46	3.45	3.78
(O) The skill level in my work unit has improved in the past year	3.93	3.98	3.96	3.97	3.82	3.89	4.22	3.76	4.02	3.94	3.78	4.07	3.96	3.95	3.93	3.95
(O) Considering everything, how satisfied are you with the FBI?	4.16	4.17	4.33	4.29	4.02	4.17	4.38	4.11	4.29	4.19	3.98	4.23	4.08	4.20	4.11	4.26
(O) I am constantly looking for ways to do my job better	4.44	4.35	4.51	4.47	4.32	4.33	4.53	4.38	4.52	4.46	4.33	4.41	4.35	4.46	4.42	4.49
(O) I feel encouraged to come up with new and better ways of doing things	3.88	3.84	3.93	3.89	3.85	3.75	4.23	3.81	3.94	3.91	3.80	3.77	3.79	3.84	3.78	3.91

2017 FO/HQ Climate	NF	OC	OM	PH	PX	PG	PD	RH
Mission and Organization Engagement	4.45	4.38	4.40	4.49	4.52	4.51	4.45	4.46
I am proud to work for the FBI	4.58	4.54	4.63	4.67	4.72	4.64	4.61	4.67
(Reverse - higher is better) I am cynical about the FBI	4.15	3.99	3.88	4.15	4.09	4.25	4.07	4.10
I believe in the mission of the FBI	4.76	4.74	4.73	4.74	4.80	4.71	4.75	4.75
I recommend the FBI as a good place to work	4.34	4.25	4.37	4.42	4.47	4.42	4.40	4.36
Workplace Engagement	3.91	3.83	3.90	4.03	4.09	4.13	4.10	4.11
Working in this Division is good for my morale	3.91	3.92	3.91	4.10	4.21	4.15	4.20	4.17
(Reverse - higher is better) Working in this Division is frustrating	3.79	3.64	3.75	3.89	3.96	4.07	4.10	4.01
I look forward to going to work	3.94	3.93	4.00	4.12	4.13	4.21	3.99	4.18
I put in extra effort because I like working in this Division	3.99	3.85	3.94	4.08	4.06	4.13	4.14	4.18
Work Engagement	4.21	4.10	4.20	4.19	4.22	4.24	4.09	4.22
My work gives me a feeling of personal accomplishment	4.30	4.20	4.31	4.25	4.31	4.34	4.17	4.27
I like the kind of work I do	4.37	4.26	4.38	4.30	4.39	4.41	4.22	4.41
(Reverse - higher is better) I feel burned out from the work that I do	3.94	3.84	3.92	4.03	3.96	3.99	3.87	4.00
FBI Leadership	4.20	3.97	3.94	4.06	4.13	4.05	3.99	4.03
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.15	3.92	3.76	3.94	4.03	4.00	3.92	4.06
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.28	4.21	4.20	4.28	4.29	4.24	4.11	4.18
(O) The FBI's senior executives (ie, Director, DD, ADD, EADs) maintain high standards of honesty and integrity	4.16	3.88	3.79	4.05	4.06	3.95	3.93	4.01
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.06	3.74	3.74	3.81	3.97	3.90	3.85	3.89
I am inspired by the Director's vision and leadership (*this item wording is different than 2016)	4.39	4.11	4.07	4.24	4.32	4.17	4.11	4.19
Division Leadership	3.79	3.44	3.71	3.70	3.70	3.94	3.98	3.93
I am inspired by my Division leadership team's vision and direction	3.62	3.13	3.42	3.44	3.41	3.73	3.72	3.65
My Division leadership works together as a team	3.81	3.74	3.81	3.84	3.72	4.11	4.09	4.14
Leaders in my Division take responsibility for their decisions	3.88	3.55	3.86	3.74	3.74	3.97	4.02	3.94
How satisfied are you with the decisions and policies of your Division leadership?	3.74	3.33	3.61	3.66	3.59	3.85	3.89	3.76

2017 FO/HQ Climate	NF	OC	OM	PH	PX	PG	PD	RH
Employee morale is important to my Division leadership	3.82	3.17	3.63	3.57	3.62	3.87	4.00	3.83
Results are important to my Division leadership	4.18	4.01	4.18	4.14	4.23	4.25	4.29	4.37
Leaders in my Division have a positive impact on the Divisions performance	3.75	3.23	3.68	3.72	3.68	4.02	3.99	3.88
Supervisory Leadership	4.19	4.32	4.35	4.38	4.29	4.43	4.34	4.46
Supervisors team leaders in my work unit support employee development	4.21	4.19	4.28	4.24	4.24	4.36	4.24	4.40
My supervisor supports my need to balance work and other life issues	4.46	4.50	4.53	4.56	4.49	4.55	4.56	4.64
Overall, how good a job do you feel is being done by your immediate supervisor team leader?	4.07	4.37	4.31	4.39	4.25	4.45	4.33	4.51
I have trust and confidence in my supervisor as a leader	4.08	4.18	4.28	4.31	4.20	4.38	4.26	4.41
Communication - Dissemination	3.86	3.46	3.81	3.78	3.80	3.99	4.00	3.98
My Division leadership communicates threats and priorities	4.00	3.79	3.91	3.93	3.99	4.15	4.12	4.21
My Division leadership communicates context and explanations regarding decisions and initiatives	3.80	3.29	3.70	3.66	3.74	3.92	3.91	3.95
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story"	3.76	3.35	3.89	3.83	3.66	3.96	4.04	3.82
Communication - Voice	3.77	3.43	3.70	3.71	3.68	3.91	3.88	3.78
How satisfied are you with your involvement in decisions that affect your work?	3.69	3.62	3.71	3.83	3.79	3.90	3.86	3.82
My Division leadership is receptive to negative information and bad news	3.78	3.31	3.62	3.66	3.59	3.94	3.90	3.77
Leaders in my Division listen to what employees have to say	3.90	3.29	3.76	3.69	3.65	3.95	3.93	3.81
Colleagues - Competence, Collaboration, and Professionalism	4.05	4.12	4.01	4.05	4.15	4.20	4.20	4.16
My co-workers are competent and know how to get the job done	4.14	4.09	4.06	4.13	4.22	4.24	4.20	4.20
The people in my Division conduct themselves in a professional manner	4.06	4.20	4.02	4.06	4.17	4.22	4.33	4.16
(O) Employees in my work unit share job knowledge with each other	4.18	4.23	4.27	4.12	4.24	4.28	4.37	4.27
The people I work with are friendly and cooperative	4.20	4.36	4.07	4.23	4.29	4.38	4.41	4.35
My co-workers and I work together as a team	4.18	4.26	4.23	4.17	4.28	4.40	4.37	4.36
My co-workers have a positive impact on my morale	3.90	4.03	3.82	4.05	4.11	4.14	4.09	4.12

2017 FO/HQ Climate	NF	OC	OM	PH	PX	PG	PD	RH
Employees understand each others roles and responsibilities	3.63	3.68	3.67	3.66	3.77	3.74	3.76	3.72
Counterproductive Work Behaviors	2.94	2.87	2.98	3.03	2.92	3.19	3.16	3.32
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.70	2.75	2.78	2.93	2.65	3.12	3.00	3.31
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.69	2.53	2.72	2.81	2.73	3.03	2.85	2.99
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.38	3.29	3.33	3.38	3.34	3.42	3.61	3.69
Formal Performance Management	3.55	3.45	3.47	3.50	3.41	3.71	3.55	3.64
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.16	3.13	3.11	3.38	3.16	3.58	3.36	3.47
(O) My performance appraisal is a fair reflection of my performance	4.14	4.16	3.90	4.09	3.98	4.17	4.13	4.21
Discussions about performance are seen as important and worthwhile	3.91	3.83	3.79	3.85	3.84	4.04	4.00	3.98
(O) Promotions in my work unit are based on merit	3.34	3.16	3.23	3.14	3.03	3.41	3.34	3.36
In my work unit, differences in performance are recognized in a meaningful way	3.57	3.36	3.46	3.52	3.41	3.71	3.55	3.68
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.35	3.47	3.53	3.55	3.43	3.67	3.55	3.78
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.15	3.06	3.11	3.18	3.15	3.51	3.16	3.56
(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)	4.02	4.04	3.95	3.98	3.91	4.10	4.09	4.12
(O) Pay raises depend on how well employees perform their jobs	2.70	2.48	2.63	2.51	2.43	2.95	2.49	2.57
Informal Performance Management	3.71	3.69	3.71	3.82	3.73	4.00	3.80	3.85
(O) Employees are recognized for providing high quality products and services to customers	3.65	3.43	3.59	3.70	3.63	3.90	3.73	3.87
(O) Creativity and innovation are rewarded	3.53	3.36	3.46	3.52	3.46	3.77	3.59	3.67
How satisfied are you with the recognition you receive for doing a good job?	3.50	3.59	3.61	3.77	3.60	3.89	3.67	3.76
(O) In the last six months, my supervisor has talked with me about my performance	4.11	4.26	4.09	4.25	4.23	4.42	4.32	4.22
Training and Career Development	3.75	3.80	3.68	3.63	3.71	3.88	3.69	3.77
How satisfied are you with your career opportunities at the FBI?	3.62	3.76	3.56	3.62	3.73	3.71	3.68	3.75
(O) My training needs are assessed	3.56	3.54	3.59	3.39	3.52	3.77	3.51	3.65

2017 FO/HQ Climate	NF	OC	OM	PH	PX	PG	PD	RH
I have an opportunity to improve my skills	4.16	4.28	4.11	4.12	4.21	4.27	4.16	4.16
I've participated in leadership development opportunities in the past year	3.52	3.36	3.16	3.15	3.19	3.67	3.26	3.44
Job and Role Characteristics	4.07	4.06	4.09	4.08	4.11	4.13	4.07	4.12
(O) Considering everything, how satisfied are you with your job?	4.14	4.15	4.15	4.20	4.25	4.26	4.16	4.33
Employees have a feeling of personal empowerment with respect to work	3.72	3.62	3.80	3.79	3.79	3.94	3.80	3.86
The work I do makes a difference	4.36	4.40	4.33	4.27	4.34	4.32	4.30	4.35
Employees in other jobs or positions value the work I do	4.06	4.06	3.94	4.02	4.13	4.09	4.11	4.02
My job has the right amount of variety	4.15	4.08	4.18	4.12	4.13	4.13	3.99	4.09
I see the impact or outcomes of my work	4.11	4.01	4.02	4.11	4.10	4.15	4.11	4.13
My workload is reasonable	3.95	3.95	3.95	3.99	3.88	4.00	3.89	3.95
I am clear on what is expected of me on a daily basis	4.19	4.22	4.24	4.26	4.27	4.33	4.24	4.29
My talents are used well in the workplace	3.88	3.95	3.96	3.91	3.99	3.98	4.01	3.94
I have control over how I do my job	4.10	4.21	4.32	4.21	4.17	4.22	4.13	4.30
Inclusion and Fairness	3.89	3.81	3.89	3.87	3.89	4.02	4.00	3.98
Different perspectives are encouraged and valued	3.86	3.44	3.77	3.77	3.71	3.88	3.90	3.87
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.36	4.37	4.47	4.42	4.45	4.52	4.50	4.41
People in my Division are treated in a fair and consistent manner	3.71	3.70	3.68	3.83	3.93	3.96	4.01	3.92
Leaders in my Division work well with employees of different backgrounds	4.23	4.07	4.17	4.15	4.20	4.29	4.37	4.18
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.01	4.12	4.16	4.09	3.95	4.14	4.06	4.32
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.96	3.90	4.08	3.84	3.83	4.07	3.79	4.00
(Reverse - higher is better) Who you know is more important than what you know what you can do	3.09	3.03	3.10	3.10	3.02	3.13	3.32	3.34
(O) Prohibited personnel practices are not tolerated	4.12	4.05	4.13	4.06	4.03	4.17	4.25	4.25
Integrity	4.44	4.39	4.38	4.42	4.50	4.51	4.58	4.48
Following the law is just as important as accomplishing the mission	4.75	4.80	4.66	4.74	4.77	4.77	4.81	4.78

2017 FO/HQ Climate	NF	OC	OM	PH	PX	PG	PD	RH
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.12	3.96	4.08	4.09	4.21	4.24	4.35	4.17
Compliance	4.27	4.22	4.18	4.19	4.21	4.22	4.28	4.24
Employees report misconduct to the appropriate authorities	4.23	4.08	3.96	4.07	4.01	4.10	4.11	4.15
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.22	4.17	4.14	4.22	4.25	4.23	4.37	4.27
(O) My organization has prepared employees for potential security threats	4.07	4.15	4.11	4.05	4.13	4.04	4.12	4.09
I know where and how to report suspicious behavior or misconduct (eg, potential insider threat, information leaks, workplace violence, etc)	4.45	4.45	4.40	4.41	4.39	4.45	4.46	4.43
Intelligence Community Collaboration	3.90	3.63	3.76	3.64	3.75	3.82	3.73	3.85
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.89	3.79	3.88	3.75	3.82	3.96	3.77	3.96
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.24	4.22	4.10	4.15	4.17	4.34	4.18	4.26
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.04	3.97	3.92	3.97	4.04	4.04	3.97	4.26
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.01	4.07	4.05	3.98	3.96	4.16	4.03	4.02
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?	3.82	3.51	3.59	3.44	3.66	3.69	3.76	3.76
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?	2.97	2.41	2.51	2.52	2.83	2.77	2.58	2.66
External Collaboration	4.28	4.25	4.36	4.23	4.21	4.39	4.28	4.40
I am able to work effectively with State, Local, and Other partners as needed by the job	4.45	4.52	4.52	4.48	4.42	4.48	4.47	4.54
I am able to work effectively with the US Attorneys office as needed by the job	3.97	3.79	4.15	3.87	3.68	4.25	4.01	4.11

2017 FO/HQ Climate	NF	OC	OM	PH	PX	PG	PD	RH
I am able to work effectively with other Federal Agencies as needed by the job	4.40	4.28	4.35	4.28	4.34	4.48	4.30	4.49
Tools, Technology, and Resources	3.41	3.45	3.42	3.29	3.37	3.56	3.45	3.37
I have sufficient resources (eg, people, budget) to get my job done	3.35	3.53	3.55	3.44	3.42	3.63	3.50	3.34
I have the technology needed (eg software, hardware, etc) to get my job done	3.49	3.37	3.32	3.14	3.32	3.49	3.40	3.40
Work Environment	4.29	4.06	4.20	3.71	4.18	3.96	4.11	4.17
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	4.16	3.84	4.11	3.39	4.12	3.77	3.92	4.09
(O) Employees are protected from health and safety hazards on the job	4.42	4.27	4.26	4.08	4.25	4.20	4.32	4.30
Integration	3.40	3.67	3.67	3.47	3.73	3.81	3.72	3.59
In my Division, intelligence workproducts impact operations	3.40	3.67	3.67	3.47	3.73	3.81	3.72	3.59
Administrative Workload	3.48	3.38	3.42	3.31	3.38	3.54	3.23	3.33
The administrative requirements of my job are reasonable (*this item wording is different than 2016)	3.48	3.38	3.42	3.31	3.38	3.54	3.23	3.33
Pay	3.54	3.91	3.74	3.61	3.64	3.76	3.78	3.86
Considering everything, how satisfied are you with your pay?	3.54	3.91	3.74	3.61	3.64	3.76	3.78	3.86
Organizational Change								
I have experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.27	3.60	3.12	3.18	3.15	3.53	3.31	3.19
When changes take place at work, I understand the rationale behind them	3.64	3.11	3.65	3.61	3.54	3.66	3.71	3.61
When changes take place at work, I understand the goal and what the change is meant to accomplish	3.75	3.11	3.66	3.64	3.60	3.69	3.69	3.73
Climate and Engagement Survey								
I have seen or heard the results from last years climate survey	4.13	3.41	4.15	3.65	4.09	3.83	4.19	4.13
I am interested in seeing or hearing the results from this years climate survey	4.51	4.39	4.26	4.23	4.34	4.28	4.32	4.27
In the last year, leaders in this Division made a positive impact on climate and morale	3.67	2.92	3.44	3.48	3.41	3.77	3.80	3.70
In the last year, I have put effort into having a positive impact on the climate and morale of the Division	4.20	4.07	4.17	4.09	4.12	4.21	4.16	4.24
Other								
The FBI selects high quality leaders	3.47	3.24	3.33	3.46	3.28	3.59	3.57	3.59

2017 FO/HQ Climate	NF	OC	OM	PH	PX	PG	PD	RH
(O) Leaders support collaboration across work units to accomplish work objectives	4.09	4.01	4.19	4.13	4.04	4.24	4.12	4.21
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.99	3.90	4.01	3.98	3.97	4.11	4.13	4.11
(O) The FBI is able to recruit people with the right skills	3.68	3.61	3.48	3.65	3.77	3.69	3.60	3.70
(O) The skill level in my work unit has improved in the past year	3.77	3.98	3.95	3.91	3.81	4.03	4.04	3.99
(O) Considering everything, how satisfied are you with the FBI?	4.21	4.15	3.99	4.22	4.26	4.22	4.17	4.27
(O) I am constantly looking for ways to do my job better	4.37	4.38	4.44	4.40	4.39	4.45	4.47	4.42
(O) I feel encouraged to come up with new and better ways of doing things	3.90	3.81	3.96	3.87	3.80	3.99	3.88	4.07

2017 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average for FO
Mission and Organization Engagement	4.42	4.32	4.55	4.41	4.39	4.52	4.31	4.52	4.53	4.53	4.42	4.39	4.59	4.57	4.45	4.46
I am proud to work for the FBI	4.58	4.53	4.70	4.61	4.58	4.66	4.59	4.68	4.70	4.66	4.58	4.56	4.75	4.73	4.65	4.64
(Reverse - higher is better) I am cynical about the FBI	4.09	3.92	4.22	4.01	4.00	4.23	3.80	4.21	4.22	4.22	4.19	3.99	4.19	4.19	4.06	4.10
I believe in the mission of the FBI	4.72	4.64	4.81	4.73	4.74	4.70	4.71	4.76	4.78	4.77	4.71	4.68	4.87	4.82	4.76	4.74
I recommend the FBI as a good place to work	4.30	4.22	4.47	4.27	4.26	4.48	4.14	4.43	4.43	4.46	4.25	4.31	4.54	4.54	4.32	4.36
Workplace Engagement	3.86	3.96	4.10	3.94	4.04	3.79	3.69	3.90	4.09	4.19	3.93	3.90	4.16	4.29	3.97	3.99
Working in this Division is good for my morale	3.81	4.03	4.13	4.01	4.10	3.68	3.70	3.85	4.14	4.25	3.96	3.91	4.21	4.37	4.01	4.02
(Reverse - higher is better) Working in this Division is frustrating	3.69	3.91	3.98	3.76	3.90	3.32	3.48	3.60	3.99	4.09	3.78	3.64	3.92	4.21	3.66	3.82
I look forward to going to work	4.05	3.96	4.18	3.98	4.11	4.16	3.80	4.16	4.13	4.23	3.97	4.05	4.24	4.37	4.12	4.09
I put in extra effort because I like working in this Division	3.88	3.94	4.12	4.02	4.07	3.99	3.78	3.95	4.10	4.22	4.06	4.04	4.23	4.24	4.10	4.07
Work Engagement	4.13	4.10	4.25	4.14	4.18	4.18	3.96	4.29	4.26	4.31	4.04	4.04	4.20	4.31	4.17	4.17
My work gives me a feeling of personal accomplishment	4.22	4.13	4.35	4.17	4.25	4.33	4.05	4.30	4.31	4.38	4.06	4.10	4.33	4.43	4.20	4.25
I like the kind of work I do	4.28	4.23	4.41	4.29	4.30	4.37	4.15	4.38	4.37	4.45	4.16	4.21	4.41	4.45	4.37	4.32
(Reverse - higher is better) I feel burned out from the work that I do	3.89	3.92	3.99	3.96	4.00	3.85	3.70	4.17	4.09	4.13	3.92	3.82	3.85	4.05	3.95	3.95
FBI Leadership	4.22	3.96	4.13	4.18	4.06	4.13	4.21	4.18	4.15	3.92	3.92	3.95	3.99	3.85	3.98	4.04
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.17	3.87	4.09	4.08	3.94	4.19	4.05	4.08	4.06	3.84	4.00	3.80	3.77	3.62	3.94	3.97
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.39	4.14	4.30	4.33	4.26	4.24	4.42	4.34	4.30	4.09	4.01	4.18	4.26	4.18	4.16	4.21
(O) The FBI's senior executives (ie, Director, DD, ADD, EADs) maintain high standards of honesty and integrity	4.17	3.93	4.02	4.10	4.07	4.06	4.06	4.18	4.04	3.88	3.92	3.84	3.75	3.66	3.87	3.96
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.01	3.81	4.01	4.06	3.83	3.96	4.04	4.04	3.96	3.68	3.71	3.65	3.83	3.63	3.74	3.86
I am inspired by the Director's vision and leadership (*this item wording is different than 2016)	4.41	4.13	4.24	4.32	4.23	4.23	4.48	4.27	4.36	4.08	4.02	4.26	4.30	4.12	4.18	4.20
Division Leadership	3.44	3.82	3.84	3.57	3.88	3.62	3.72	3.65	3.78	3.84	3.61	3.55	4.07	3.87	3.53	3.75
I am inspired by my Division leadership team's vision and direction	3.15	3.64	3.60	3.37	3.73	3.55	3.71	3.35	3.57	3.62	3.48	3.37	3.99	3.63	3.28	3.54
My Division leadership works together as a team	3.55	3.91	3.78	3.33	3.90	3.33	3.40	3.70	3.81	3.89	3.63	3.58	4.09	3.97	3.51	3.75
Leaders in my Division take responsibility for their decisions	3.50	3.98	3.89	3.52	3.93	3.56	3.74	3.67	3.83	3.91	3.58	3.62	4.17	3.89	3.54	3.77
How satisfied are you with the decisions and policies of your Division leadership?	3.32	3.71	3.73	3.48	3.79	3.55	3.64	3.54	3.71	3.80	3.47	3.43	3.90	3.87	3.42	3.65

2017 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average for FO
Employee morale is important to my Division leadership	3.18	3.76	3.83	3.65	3.84	3.60	3.73	3.88	3.83	3.84	3.62	3.39	4.09	3.84	3.44	3.70
Results are important to my Division leadership	4.12	4.13	4.23	4.03	4.17	4.12	4.16	3.96	4.11	4.15	4.00	4.12	4.34	4.23	4.09	4.18
Leaders in my Division have a positive impact on the Divisions performance	3.34	3.84	3.81	3.51	3.93	3.53	3.64	3.50	3.77	3.90	3.62	3.55	4.19	3.89	3.49	3.73
Supervisory Leadership	4.23	4.23	4.20	4.16	4.28	3.96	4.13	4.43	4.26	4.25	3.99	4.35	4.46	4.63	4.33	4.28
Supervisors team leaders in my work unit support employee development	4.20	4.11	4.18	4.15	4.23	3.93	4.09	4.34	4.25	4.19	3.91	4.24	4.44	4.54	4.21	4.21
My supervisor supports my need to balance work and other life issues	4.44	4.44	4.39	4.38	4.52	4.25	4.36	4.67	4.45	4.46	4.22	4.48	4.62	4.70	4.54	4.48
Overall, how good a job do you feel is being done by your immediate supervisor team leader?	4.20	4.24	4.15	4.11	4.22	3.85	4.11	4.40	4.22	4.27	4.00	4.37	4.42	4.67	4.30	4.26
I have trust and confidence in my supervisor as a leader	4.14	4.14	4.12	4.05	4.18	3.84	4.03	4.30	4.13	4.14	3.86	4.28	4.38	4.62	4.25	4.19
Communication - Dissemination	3.60	3.84	4.01	3.61	4.02	3.80	3.83	3.92	3.95	3.98	3.63	3.66	4.21	4.03	3.67	3.85
My Division leadership communicates threats and priorities	3.87	3.95	4.16	3.79	4.13	3.98	3.97	4.27	4.10	4.16	3.73	3.82	4.26	4.10	3.88	4.03
My Division leadership communicates context and explanations regarding decisions and initiatives	3.52	3.88	4.01	3.55	3.99	3.82	3.88	3.88	3.93	3.93	3.60	3.64	4.19	3.98	3.57	3.82
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story"	3.44	3.77	3.83	3.53	3.95	3.60	3.65	3.59	3.82	3.84	3.62	3.56	4.15	4.06	3.54	3.72
Communication - Voice	3.47	3.78	3.81	3.56	3.85	3.62	3.62	3.68	3.82	3.83	3.59	3.68	4.08	3.99	3.56	3.72
How satisfied are you with your involvement in decisions that affect your work?	3.63	3.75	3.83	3.70	3.79	3.61	3.61	3.95	3.87	3.78	3.62	3.76	3.99	4.01	3.64	3.77
My Division leadership is receptive to negative information and bad news	3.36	3.76	3.78	3.40	3.89	3.61	3.54	3.38	3.75	3.78	3.53	3.55	4.09	3.97	3.50	3.64
Leaders in my Division listen to what employees have to say	3.41	3.84	3.82	3.50	3.94	3.67	3.70	3.67	3.87	3.95	3.60	3.66	4.18	4.04	3.55	3.74
Colleagues - Competence, Collaboration, and Professionalism	4.12	4.06	4.17	4.03	4.13	3.95	4.01	4.28	4.10	4.06	3.97	4.13	4.25	4.33	4.12	4.10
My co-workers are competent and know how to get the job done	4.18	4.16	4.24	4.05	4.16	3.99	4.14	4.25	4.15	4.14	4.08	4.14	4.34	4.49	4.10	4.15
The people in my Division conduct themselves in a professional manner	4.17	4.09	4.13	4.05	4.11	3.87	4.01	4.19	4.07	4.14	3.92	4.11	4.30	4.43	4.09	4.09
(O) Employees in my work unit share job knowledge with each other	4.17	4.12	4.24	4.10	4.23	4.03	4.05	4.47	4.18	4.13	4.12	4.18	4.37	4.30	4.14	4.19
The people I work with are friendly and cooperative	4.29	4.21	4.34	4.22	4.30	4.08	4.23	4.41	4.22	4.26	4.12	4.25	4.31	4.50	4.28	4.24
My co-workers and I work together as a team	4.20	4.20	4.27	4.08	4.29	4.09	4.16	4.47	4.26	4.21	4.14	4.29	4.33	4.39	4.34	4.25
My co-workers have a positive impact on my morale	4.11	4.03	4.15	3.93	4.15	3.87	3.96	4.23	3.97	3.88	3.88	4.09	4.27	4.30	4.11	4.03

2017 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average for FO
Employees understand each others roles and responsibilities	3.78	3.69	3.86	3.77	3.71	3.75	3.54	3.95	3.85	3.76	3.72	3.87	3.82	3.90	3.73	3.75
Counterproductive Work Behaviors	3.04	3.02	3.17	2.80	2.95	2.64	2.73	3.26	3.09	2.98	3.12	3.08	3.13	3.28	2.98	3.00
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.90	2.89	3.05	2.64	2.76	2.65	2.58	3.14	2.89	2.76	3.13	2.92	2.93	3.17	2.89	2.88
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.92	2.78	2.98	2.57	2.66	2.47	2.53	3.13	2.88	2.64	2.93	2.89	2.76	2.96	2.72	2.77
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.25	3.37	3.46	3.16	3.36	2.88	3.05	3.51	3.41	3.46	3.32	3.36	3.56	3.71	3.33	3.34
Formal Performance Management	3.47	3.40	3.60	3.42	3.50	3.36	3.31	3.77	3.51	3.47	3.51	3.52	3.67	3.67	3.41	3.52
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.32	3.16	3.42	3.21	3.38	3.18	3.07	3.44	3.23	3.21	3.26	3.37	3.65	3.69	3.19	3.32
(O) My performance appraisal is a fair reflection of my performance	3.79	3.88	4.08	4.00	4.06	3.82	3.88	4.20	4.04	4.16	4.06	4.07	4.24	4.22	4.16	4.08
Discussions about performance are seen as important and worthwhile	3.82	3.82	3.99	3.79	3.89	3.82	3.71	4.08	3.95	3.89	3.88	3.90	4.07	4.04	3.83	3.89
(O) Promotions in my work unit are based on merit	3.30	3.20	3.26	3.19	3.08	3.05	2.93	3.52	3.20	3.13	3.05	2.93	3.33	3.28	3.01	3.18
In my work unit, differences in performance are recognized in a meaningful way	3.58	3.41	3.62	3.38	3.54	3.38	3.26	3.83	3.53	3.45	3.42	3.53	3.71	3.77	3.36	3.53
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.65	3.42	3.63	3.51	3.51	3.32	3.34	3.77	3.46	3.52	3.33	3.59	3.95	3.86	3.38	3.54
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.43	3.29	3.38	3.07	3.18	3.00	3.02	3.50	3.21	3.10	3.24	3.15	3.09	3.51	3.02	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)	3.74	3.82	4.04	3.92	3.98	3.71	3.92	4.20	3.95	4.10	4.03	4.06	4.11	4.09	4.11	4.01
(O) Pay raises depend on how well employees perform their jobs	2.70	2.46	2.69	2.51	2.40	2.59	2.33	2.79	2.71	2.53	2.73	2.50	2.45	2.48	2.49	2.55
Informal Performance Management	3.70	3.70	3.78	3.73	3.73	3.62	3.68	3.96	3.78	3.75	3.59	3.77	3.95	3.98	3.61	3.76
(O) Employees are recognized for providing high quality products and services to customers	3.70	3.56	3.66	3.59	3.62	3.46	3.52	3.90	3.70	3.72	3.48	3.52	4.01	3.79	3.53	3.66
(O) Creativity and innovation are rewarded	3.44	3.39	3.52	3.44	3.38	3.32	3.39	3.71	3.64	3.52	3.35	3.43	3.80	3.69	3.31	3.50
How satisfied are you with the recognition you receive for doing a good job?	3.55	3.56	3.66	3.59	3.63	3.47	3.61	3.84	3.67	3.59	3.40	3.71	3.92	3.92	3.50	3.66
(O) In the last six months, my supervisor has talked with me about my performance	4.25	4.30	4.23	4.23	4.20	4.16	4.18	4.38	4.32	4.28	3.94	4.29	4.27	4.42	4.26	4.23
Training and Career Development	3.72	3.70	3.78	3.77	3.70	3.74	3.47	3.98	3.83	3.72	3.53	3.70	3.87	3.85	3.56	3.75
How satisfied are you with your career opportunities at the FBI?	3.59	3.69	3.80	3.65	3.66	3.78	3.45	3.94	3.81	3.72	3.44	3.65	3.87	4.00	3.45	3.71
(O) My training needs are assessed	3.56	3.47	3.63	3.57	3.44	3.53	3.14	3.92	3.70	3.66	3.39	3.53	3.54	3.56	3.29	3.55

2017 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average for FO
I have an opportunity to improve my skills	4.06	4.08	4.18	4.16	4.14	4.15	3.98	4.19	4.21	4.10	3.88	4.06	4.30	4.29	3.97	4.14
I've participated in leadership development opportunities in the past year	3.59	3.52	3.34	3.56	3.36	3.38	3.23	3.82	3.46	3.19	3.31	3.36	3.53	3.31	3.40	3.43
Job and Role Characteristics	4.03	4.01	4.11	4.02	4.06	4.05	3.89	4.18	4.15	4.17	3.99	3.95	4.14	4.26	4.00	4.08
(O) Considering everything, how satisfied are you with your job?	4.11	4.14	4.24	4.10	4.17	4.18	3.89	4.23	4.32	4.31	4.11	4.02	4.33	4.40	4.11	4.19
Employees have a feeling of personal empowerment with respect to work	3.66	3.77	3.82	3.77	3.73	3.64	3.53	3.86	3.96	3.82	3.59	3.67	4.03	4.06	3.70	3.77
The work I do makes a difference	4.26	4.17	4.41	4.27	4.29	4.35	4.15	4.32	4.42	4.44	4.38	4.22	4.40	4.44	4.28	4.31
Employees in other jobs or positions value the work I do	4.10	3.96	4.14	4.11	4.04	4.08	3.98	4.15	4.13	4.18	4.04	3.92	4.22	4.30	3.98	4.07
My job has the right amount of variety	4.09	4.05	4.11	3.98	4.00	4.14	3.88	4.25	4.14	4.16	3.91	3.85	4.08	4.16	4.01	4.07
I see the impact or outcomes of my work	4.06	3.97	4.05	3.98	3.99	4.10	3.87	4.27	4.11	4.23	4.05	3.71	4.05	4.25	3.90	4.07
My workload is reasonable	3.81	3.89	3.87	3.91	4.01	3.80	3.71	4.08	3.87	3.96	3.95	4.08	3.86	4.01	3.93	3.96
I am clear on what is expected of me on a daily basis	4.19	4.20	4.31	4.17	4.27	4.19	4.06	4.35	4.27	4.31	4.17	4.24	4.25	4.38	4.25	4.26
My talents are used well in the workplace	3.94	3.93	4.05	3.88	3.92	3.93	3.82	4.12	4.10	4.02	3.78	3.78	3.91	4.26	3.80	3.94
I have control over how I do my job	4.10	4.17	4.13	4.09	4.23	4.07	4.00	4.19	4.19	4.24	4.05	3.95	4.31	4.33	4.07	4.14
Inclusion and Fairness	3.73	3.80	3.95	3.79	3.90	3.67	3.74	4.00	3.94	3.96	3.77	3.82	4.05	4.02	3.83	3.87
Different perspectives are encouraged and valued	3.43	3.73	3.76	3.53	3.86	3.59	3.59	3.65	3.82	3.79	3.62	3.72	4.23	3.99	3.56	3.73
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.31	4.24	4.38	4.38	4.38	4.17	4.30	4.52	4.45	4.41	4.20	4.27	4.45	4.56	4.42	4.37
People in my Division are treated in a fair and consistent manner	3.59	3.76	3.93	3.68	3.93	3.52	3.66	3.83	3.84	3.96	3.75	3.98	4.23	4.21	3.96	3.84
Leaders in my Division work well with employees of different backgrounds	4.01	4.12	4.21	4.07	4.26	3.89	4.04	4.22	4.21	4.33	4.04	4.12	4.41	4.38	4.14	4.17
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.00	3.92	4.10	3.98	4.09	4.00	4.00	4.29	4.04	4.13	3.95	4.12	4.16	4.11	4.10	4.07
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.81	3.81	4.04	3.92	3.77	3.81	3.76	4.17	3.97	4.04	3.91	3.86	3.98	3.91	3.84	3.91
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.93	3.07	3.19	2.94	3.02	2.84	2.88	3.44	3.21	3.17	2.96	2.70	2.98	3.08	2.81	3.07
(O) Prohibited personnel practices are not tolerated	4.10	4.02	4.18	3.95	4.00	3.86	4.01	4.33	4.03	4.05	3.93	4.09	4.01	4.12	4.03	4.02
Integrity	4.39	4.43	4.46	4.37	4.50	4.38	4.43	4.51	4.51	4.52	4.33	4.39	4.55	4.55	4.46	4.45
Following the law is just as important as accomplishing the mission	4.76	4.67	4.82	4.75	4.72	4.70	4.69	4.84	4.78	4.77	4.66	4.74	4.77	4.79	4.74	4.75

2017 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average for FO
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.01	4.16	4.10	3.99	4.26	4.04	4.15	4.18	4.22	4.26	4.00	4.01	4.32	4.29	4.16	4.14
Compliance	4.13	4.11	4.21	4.15	4.14	4.01	4.09	4.33	4.28	4.17	4.04	4.08	4.23	4.22	4.15	4.17
Employees report misconduct to the appropriate authorities	4.01	3.96	4.11	3.97	4.03	3.82	3.97	4.30	4.15	3.97	3.92	4.04	4.19	4.22	4.04	4.02
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.10	4.10	4.16	4.09	4.17	4.01	4.12	4.30	4.28	4.17	3.93	4.06	4.37	4.35	4.17	4.16
(O) My organization has prepared employees for potential security threats	4.07	4.08	4.19	4.13	4.03	3.85	3.96	4.32	4.29	4.15	4.01	3.98	4.18	4.09	4.08	4.10
I know where and how to report suspicious behavior or misconduct (eg, potential insider threat, information leaks, workplace violence, etc)	4.32	4.27	4.38	4.36	4.31	4.35	4.30	4.48	4.39	4.38	4.27	4.23	4.28	4.32	4.32	4.37
Intelligence Community Collaboration	3.78	3.63	3.81	3.76	3.75	3.59	3.76	3.84	3.84	3.91	3.70	3.82	4.00	3.64	3.67	3.77
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.83	3.70	3.88	3.84	3.84	3.84	3.84	3.85	3.85	3.93	3.94	3.83	4.06	3.72	3.75	3.86
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.33	4.10	4.20	4.19	4.29	4.02	4.27	4.16	4.15	4.27	4.31	4.35	4.46	4.08	4.32	4.22
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.01	3.92	4.01	4.00	3.99	3.88	4.00	4.12	4.12	4.08	4.02	4.07	4.35	4.07	3.92	4.02
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.12	3.96	4.14	4.00	4.13	3.98	4.02	4.15	4.12	4.14	4.08	4.12	4.16	3.99	4.19	4.05
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?	3.67	3.57	3.71	3.70	3.64	3.41	3.66	3.71	3.94	4.02	3.67	3.56	3.86	3.61	3.43	3.69
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?	2.86	2.51	2.79	2.75	2.68	2.51	2.83	2.82	2.85	3.08	2.37	3.04	3.20	2.68	2.78	2.71
External Collaboration	4.26	4.22	4.33	4.22	4.16	4.12	4.08	4.35	4.31	4.37	4.18	4.04	4.24	4.13	4.08	4.25
I am able to work effectively with State, Local, and Other partners as needed by the job	4.39	4.45	4.51	4.43	4.36	4.21	4.38	4.41	4.50	4.52	4.31	4.18	4.51	4.43	4.20	4.43
I am able to work effectively with the US Attorneys office as needed by the job	4.06	3.75	4.12	3.81	3.77	3.58	3.42	4.20	3.85	4.04	3.78	3.81	3.63	3.57	3.92	3.92

2017 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average for FO
I am able to work effectively with other Federal Agencies as needed by the job	4.30	4.33	4.33	4.33	4.26	4.33	4.25	4.37	4.43	4.41	4.16	4.10	4.42	4.33	4.18	4.33
Tools, Technology, and Resources	3.26	3.32	3.32	3.41	3.12	3.25	3.02	3.53	3.66	3.35	3.72	3.11	3.29	3.20	3.12	3.34
I have sufficient resources (eg, people, budget) to get my job done	3.29	3.41	3.38	3.45	3.30	3.28	3.14	3.55	3.75	3.45	3.70	3.18	3.47	3.33	3.17	3.41
I have the technology needed (eg software, hardware, etc) to get my job done	3.25	3.24	3.27	3.38	2.95	3.21	2.91	3.50	3.58	3.26	3.72	3.02	3.10	3.06	3.07	3.27
Work Environment	4.08	4.08	4.10	4.09	3.82	3.55	3.95	4.32	4.27	4.13	3.99	3.98	3.98	4.17	3.93	3.98
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.98	3.99	3.97	4.02	3.64	3.21	3.81	4.16	4.13	4.08	3.95	3.94	3.72	4.08	3.79	3.83
(O) Employees are protected from health and safety hazards on the job	4.19	4.21	4.24	4.17	4.00	3.87	4.19	4.48	4.41	4.18	4.04	4.09	4.31	4.23	4.06	4.14
Integration	3.58	3.45	3.61	3.51	3.70	3.48	3.55	3.55	3.66	3.64	3.97	3.91	3.75	3.27	3.89	3.64
In my Division, intelligence workproducts impact operations	3.58	3.45	3.61	3.51	3.70	3.48	3.55	3.55	3.66	3.64	3.97	3.91	3.75	3.27	3.89	3.64
Administrative Workload	3.27	3.32	3.28	3.21	3.27	3.51	3.00	3.38	3.47	3.40	3.91	3.25	3.07	3.03	3.62	3.38
The administrative requirements of my job are reasonable (*this item wording is different than 2016)	3.27	3.32	3.28	3.21	3.27	3.51	3.00	3.38	3.47	3.40	3.91	3.25	3.07	3.03	3.62	3.38
Pay	3.40	3.75	3.77	3.54	2.97	3.76	3.48	3.88	3.77	3.77	3.45	3.58	3.82	3.63	3.44	3.61
Considering everything, how satisfied are you with your pay?	3.40	3.75	3.77	3.54	2.97	3.76	3.48	3.88	3.77	3.77	3.45	3.58	3.82	3.63	3.44	3.61
Organizational Change																
I have experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.58	3.08	3.35	3.13	3.32	3.62	3.34	3.48	3.34	3.28	3.55	3.41	3.44	3.11	3.44	3.36
When changes take place at work, I understand the rationale behind them	3.37	3.62	3.66	3.45	3.63	3.45	3.44	3.71	3.63	3.63	3.42	3.42	3.85	3.67	3.40	3.55
When changes take place at work, I understand the goal and what the change is meant to accomplish	3.40	3.64	3.70	3.51	3.68	3.58	3.48	3.76	3.70	3.72	3.54	3.44	3.87	3.67	3.49	3.60
Climate and Engagement Survey																
I have seen or heard the results from last years climate survey	3.95	3.95	3.94	4.19	3.79	3.63	4.07	4.37	4.07	4.06	3.51	3.58	3.93	3.84	3.75	3.91
I am interested in seeing or hearing the results from this years climate survey	4.31	4.15	4.41	4.38	4.31	4.44	4.39	4.52	4.37	4.27	4.29	4.17	4.40	4.32	4.33	4.31
In the last year, leaders in this Division made a positive impact on climate and morale	3.22	3.66	3.62	3.43	3.75	3.56	3.73	3.40	3.64	3.76	3.38	3.49	4.01	3.74	3.43	3.56
In the last year, I have put effort into having a positive impact on the climate and morale of the Division	4.18	4.04	4.20	4.12	4.08	4.15	4.10	4.28	4.18	4.27	4.08	4.06	4.20	4.06	4.08	4.15
Other																
The FBI selects high quality leaders	3.38	3.37	3.43	3.34	3.37	3.20	3.11	3.40	3.52	3.49	3.45	3.30	3.43	3.49	3.36	3.40

2017 FO/HQ Climate	SC	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI	WFO-CT	WFO-CID	WFO-Intel	Average for FO
(O) Leaders support collaboration across work units to accomplish work objectives	4.04	4.05	4.10	3.99	4.09	3.97	3.97	4.22	4.15	4.07	3.96	3.95	4.27	4.21	4.02	4.09
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.98	3.92	4.07	3.92	3.91	3.82	3.87	4.28	4.02	4.06	3.77	3.84	4.04	3.99	3.79	3.97
(O) The FBI is able to recruit people with the right skills	3.75	3.58	3.73	3.59	3.43	3.64	3.37	4.02	3.93	3.77	3.74	3.58	3.68	3.73	3.51	3.66
(O) The skill level in my work unit has improved in the past year	3.91	3.85	3.92	3.77	3.86	3.76	3.75	4.11	3.97	3.86	3.70	3.92	4.15	4.04	3.86	3.89
(O) Considering everything, how satisfied are you with the FBI?	4.18	4.10	4.32	4.14	4.13	4.17	4.03	4.12	4.28	4.27	4.16	4.13	4.37	4.36	4.14	4.19
(O) I am constantly looking for ways to do my job better	4.47	4.30	4.44	4.44	4.42	4.45	4.38	4.52	4.48	4.44	4.40	4.41	4.52	4.44	4.42	4.42
(O) I feel encouraged to come up with new and better ways of doing things	3.65	3.69	3.83	3.75	3.86	3.67	3.67	3.93	3.88	3.88	3.85	3.81	4.13	3.97	3.90	3.84

2017 FO/HQ Climate	CJIS	CD	CT	CID	CIRG	Cyber	DI	FLSD	FD	HRD	INSD	IOD	ITADD	ITSD	ITID	Lab
Mission and Organization Engagement	4.45	4.44	4.47	4.45	4.50	4.44	4.34	4.44	4.52	4.30	4.45	4.49	4.42	4.40	4.37	4.47
I am proud to work for the FBI	4.59	4.61	4.66	4.64	4.65	4.63	4.57	4.58	4.64	4.53	4.67	4.71	4.58	4.60	4.55	4.63
(Reverse - higher is better) I am cynical about the FBI	4.20	4.03	4.03	4.01	4.11	4.04	3.94	4.24	4.31	4.01	4.04	4.16	4.15	4.09	4.08	4.21
I believe in the mission of the FBI	4.68	4.77	4.82	4.76	4.77	4.74	4.74	4.69	4.78	4.65	4.71	4.74	4.71	4.65	4.63	4.76
I recommend the FBI as a good place to work	4.36	4.33	4.34	4.36	4.48	4.35	4.11	4.28	4.36	4.07	4.42	4.38	4.27	4.28	4.22	4.32
Workplace Engagement	3.81	3.77	3.81	3.93	4.12	3.86	3.45	3.71	3.84	3.10	3.63	4.03	3.75	3.72	3.64	3.83
Working in this Division is good for my morale	3.91	3.74	3.84	4.00	4.22	4.00	3.31	3.71	3.89	2.85	3.52	4.10	3.71	3.73	3.72	3.89
(Reverse - higher is better) Working in this Division is frustrating	3.62	3.46	3.50	3.70	3.86	3.50	3.16	3.50	3.69	2.70	3.39	3.71	3.63	3.53	3.33	3.60
I look forward to going to work	3.74	3.88	3.84	3.95	4.11	3.91	3.72	3.85	3.83	3.30	3.75	4.11	3.84	3.80	3.72	3.83
I put in extra effort because I like working in this Division	3.99	4.00	4.09	4.06	4.27	4.08	3.65	3.86	4.01	3.52	3.87	4.22	3.86	3.82	3.75	4.03
Work Engagement	3.95	3.97	3.95	4.07	4.26	4.05	3.86	4.04	3.98	3.63	3.86	4.13	3.94	3.95	3.89	4.07
My work gives me a feeling of personal accomplishment	4.08	4.09	4.13	4.16	4.35	4.17	3.90	4.14	4.12	3.84	4.05	4.29	4.08	4.12	3.96	4.19
I like the kind of work I do	4.08	4.13	4.11	4.23	4.43	4.20	3.99	4.19	4.04	3.78	3.93	4.27	4.05	4.06	3.99	4.27
(Reverse - higher is better) I feel burned out from the work that I do	3.68	3.70	3.61	3.82	4.00	3.78	3.71	3.85	3.80	3.26	3.64	3.86	3.67	3.66	3.73	3.75
FBI Leadership	3.99	4.05	4.11	4.00	3.84	4.07	4.00	4.08	4.19	3.91	4.11	4.20	4.07	3.97	3.94	4.16
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.14	3.94	4.02	3.91	3.67	3.98	3.91	4.12	4.24	3.91	4.13	4.10	4.00	3.98	3.90	4.13
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.13	4.31	4.37	4.31	4.14	4.27	4.31	4.15	4.27	4.26	4.35	4.41	4.19	4.10	4.14	4.31
(O) The FBI's senior executives (ie, Director, DD, ADD, EADs) maintain high standards of honesty and integrity	3.93	3.92	3.97	3.88	3.73	4.02	3.86	4.07	4.24	3.71	3.89	4.07	4.12	3.87	3.94	4.12
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.75	3.72	3.77	3.72	3.64	3.86	3.59	3.91	3.98	3.46	3.86	3.93	3.92	3.65	3.61	3.92
I am inspired by the Director's vision and leadership (*this item wording is different than 2016)	4.07	4.33	4.38	4.24	4.06	4.24	4.32	4.24	4.31	4.18	4.27	4.52	4.11	4.18	4.14	4.34
Division Leadership	3.59	3.48	3.61	3.53	3.63	3.58	3.25	3.65	3.82	2.94	3.56	3.52	3.74	3.69	3.44	3.56
I am inspired by my Division leadership team's vision and direction	3.47	3.22	3.39	3.34	3.38	3.30	2.96	3.54	3.72	2.71	3.45	3.27	3.50	3.54	3.28	3.29
My Division leadership works together as a team	3.58	3.45	3.66	3.62	3.65	3.64	3.34	3.69	3.76	3.01	3.46	3.54	3.74	3.82	3.49	3.60
Leaders in my Division take responsibility for their decisions	3.57	3.56	3.64	3.58	3.67	3.60	3.26	3.76	3.83	2.94	3.54	3.55	3.80	3.79	3.51	3.53
How satisfied are you with the decisions and policies of your Division leadership?	3.54	3.28	3.41	3.35	3.47	3.41	3.10	3.39	3.61	2.64	3.33	3.39	3.60	3.41	3.30	3.52

2017 FO/HQ Climate	CJIS	CD	CT	CID	CIRG	Cyber	DI	FLSD	FD	HRD	INSD	IOD	ITADD	ITSD	ITID	Lab
Employee morale is important to my Division leadership	3.46	3.37	3.36	3.41	3.52	3.67	3.02	3.58	3.74	2.44	3.31	3.44	3.73	3.60	3.30	3.39
Results are important to my Division leadership	4.02	4.11	4.28	4.15	4.12	4.10	3.93	4.08	4.31	4.02	4.35	4.06	4.13	4.26	3.98	4.10
Leaders in my Division have a positive impact on the Divisions performance	3.59	3.39	3.52	3.47	3.61	3.53	3.13	3.73	3.81	2.69	3.50	3.43	3.72	3.83	3.46	3.48
Supervisory Leadership	4.21	4.16	4.22	4.15	4.25	4.24	3.97	4.05	4.13	3.81	3.94	4.16	4.28	4.10	4.13	4.20
Supervisors team leaders in my work unit support employee development	4.10	4.07	4.15	4.14	4.17	4.30	4.00	3.93	4.07	3.68	3.88	4.12	4.30	4.09	4.07	4.15
My supervisor supports my need to balance work and other life issues	4.38	4.38	4.38	4.39	4.41	4.44	4.24	4.20	4.33	4.17	4.08	4.36	4.37	4.36	4.34	4.48
Overall, how good a job do you feel is being done by your immediate supervisor team leader?	4.22	4.14	4.20	4.09	4.28	4.11	3.89	4.11	4.11	3.78	3.95	4.15	4.25	4.03	4.08	4.16
I have trust and confidence in my supervisor as a leader	4.17	4.06	4.16	4.00	4.19	4.12	3.78	3.99	4.05	3.64	3.85	4.01	4.24	3.92	4.06	4.06
Communication - Dissemination	3.66	3.73	3.72	3.64	3.67	3.59	3.29	3.59	3.75	3.15	3.64	3.67	3.85	3.65	3.46	3.46
My Division leadership communicates threats and priorities	3.84	3.93	4.00	3.88	3.79	3.68	3.44	3.80	3.89	3.38	3.90	3.85	3.93	3.82	3.62	3.60
My Division leadership communicates context and explanations regarding decisions and initiatives	3.70	3.64	3.62	3.54	3.66	3.47	3.18	3.65	3.78	3.06	3.58	3.55	3.85	3.76	3.33	3.32
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story"	3.50	3.63	3.55	3.47	3.56	3.66	3.25	3.47	3.60	2.92	3.57	3.63	3.75	3.47	3.46	3.47
Communication - Voice	3.51	3.40	3.43	3.49	3.66	3.54	3.20	3.53	3.68	2.86	3.50	3.53	3.67	3.54	3.50	3.47
How satisfied are you with your involvement in decisions that affect your work?	3.54	3.51	3.45	3.59	3.77	3.66	3.33	3.59	3.65	3.03	3.52	3.63	3.74	3.61	3.48	3.62
My Division leadership is receptive to negative information and bad news	3.49	3.34	3.37	3.33	3.55	3.41	3.09	3.40	3.61	2.81	3.43	3.49	3.54	3.39	3.53	3.38
Leaders in my Division listen to what employees have to say	3.51	3.33	3.44	3.49	3.63	3.54	3.13	3.57	3.80	2.71	3.55	3.54	3.73	3.65	3.44	3.39
Colleagues - Competence, Collaboration, and Professionalism	3.98	4.04	4.17	4.10	4.09	4.13	3.94	3.86	4.04	3.82	4.13	4.06	4.13	3.96	3.97	4.01
My co-workers are competent and know how to get the job done	4.05	4.09	4.21	4.18	4.21	4.21	3.98	3.89	4.09	3.91	4.15	4.12	4.08	3.94	4.08	4.11
The people in my Division conduct themselves in a professional manner	3.79	4.16	4.15	4.16	4.15	4.19	3.83	3.86	4.10	3.51	4.19	4.07	4.18	4.08	4.01	4.04
(O) Employees in my work unit share job knowledge with each other	4.08	4.01	4.22	4.17	4.08	4.16	4.08	3.93	3.98	3.98	4.21	4.15	4.25	4.07	4.11	4.10
The people I work with are friendly and cooperative	4.10	4.22	4.29	4.24	4.20	4.33	4.14	4.01	4.26	3.96	4.19	4.26	4.30	4.06	4.10	4.08
My co-workers and I work together as a team	4.17	4.15	4.35	4.23	4.19	4.25	4.15	4.01	4.19	4.09	4.36	4.24	4.23	4.12	4.15	4.13
My co-workers have a positive impact on my morale	3.87	3.99	4.24	4.05	4.00	4.15	3.90	3.81	4.02	3.84	4.01	4.09	4.11	3.82	3.95	3.89

2017 FO/HQ Climate	CJIS	CD	CT	CID	CIRG	Cyber	DI	FLSD	FD	HRD	INSD	IOD	ITADD	ITSD	ITID	Lab
Employees understand each others roles and responsibilities	3.79	3.66	3.71	3.68	3.80	3.64	3.51	3.57	3.68	3.47	3.75	3.59	3.78	3.65	3.49	3.72
Counterproductive Work Behaviors	2.89	2.98	2.97	2.93	3.01	3.05	2.84	2.98	3.06	2.59	3.08	2.96	3.19	3.17	3.04	2.96
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.81	2.84	2.90	2.80	2.80	2.92	2.75	2.85	2.86	2.65	3.00	2.91	3.07	3.22	2.91	2.78
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.71	2.79	2.85	2.76	2.87	2.96	2.67	2.88	2.90	2.49	3.12	2.85	3.09	3.02	2.91	2.77
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.09	3.25	3.14	3.19	3.37	3.28	3.04	3.20	3.30	2.63	3.27	3.14	3.35	3.36	3.37	3.30
Formal Performance Management	3.49	3.50	3.48	3.51	3.59	3.62	3.36	3.47	3.51	3.14	3.55	3.47	3.64	3.51	3.47	3.52
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.22	3.27	3.34	3.36	3.42	3.53	3.12	3.28	3.30	2.67	3.51	3.29	3.42	3.32	3.32	3.36
(O) My performance appraisal is a fair reflection of my performance	3.96	4.15	4.02	4.05	4.15	4.15	3.84	3.92	3.90	3.59	3.97	3.99	4.10	4.14	3.93	4.09
Discussions about performance are seen as important and worthwhile	3.82	3.70	3.80	3.87	3.89	3.80	3.67	3.71	3.92	3.53	3.84	3.76	3.84	3.93	3.62	3.80
(O) Promotions in my work unit are based on merit	3.18	3.29	3.28	3.26	3.33	3.50	3.10	3.23	3.36	3.00	3.48	3.41	3.61	3.27	3.31	3.45
In my work unit, differences in performance are recognized in a meaningful way	3.46	3.43	3.37	3.47	3.57	3.60	3.27	3.39	3.43	2.83	3.41	3.46	3.61	3.52	3.34	3.37
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.35	3.60	3.49	3.66	3.58	3.68	3.24	3.39	3.44	2.98	3.40	3.46	3.78	3.49	3.40	3.55
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.17	3.17	3.20	3.19	3.27	3.36	3.11	3.07	3.21	2.87	3.28	3.44	3.44	3.16	3.24	3.09
(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)	3.91	4.00	3.92	3.94	3.99	3.94	3.85	3.91	3.71	3.66	3.77	3.79	3.89	4.00	3.88	3.96
(O) Pay raises depend on how well employees perform their jobs	2.97	2.62	2.62	2.75	2.63	2.65	2.72	3.03	3.08	2.81	2.75	2.50	3.03	2.90	2.83	2.88
Informal Performance Management	3.62	3.64	3.65	3.71	3.80	3.74	3.49	3.66	3.66	3.15	3.55	3.67	3.88	3.59	3.52	3.79
(O) Employees are recognized for providing high quality products and services to customers	3.51	3.62	3.59	3.71	3.72	3.67	3.42	3.60	3.60	3.04	3.50	3.71	4.01	3.71	3.49	3.75
(O) Creativity and innovation are rewarded	3.41	3.37	3.46	3.47	3.58	3.42	3.15	3.48	3.53	2.94	3.31	3.45	3.89	3.54	3.26	3.56
How satisfied are you with the recognition you receive for doing a good job?	3.45	3.57	3.46	3.58	3.71	3.61	3.29	3.49	3.50	2.79	3.55	3.61	3.67	3.38	3.41	3.64
(O) In the last six months, my supervisor has talked with me about my performance	4.11	4.03	4.11	4.12	4.11	4.18	4.08	4.08	4.00	3.92	3.70	3.99	4.23	3.97	3.94	4.21
Training and Career Development	3.64	3.49	3.52	3.68	3.83	3.79	3.50	3.58	3.63	3.25	3.57	3.57	3.89	3.65	3.41	3.73
How satisfied are you with your career opportunities at the FBI?	3.53	3.45	3.41	3.56	3.89	3.52	3.28	3.58	3.51	3.14	3.39	3.67	3.59	3.52	3.46	3.56
(O) My training needs are assessed	3.60	3.22	3.24	3.46	3.66	3.48	3.27	3.41	3.48	2.92	3.07	3.21	3.83	3.65	3.24	3.75

2017 FO/HQ Climate	CJIS	CD	CT	CID	CIRG	Cyber	DI	FLSD	FD	HRD	INSD	IOD	ITADD	ITSD	ITID	Lab
I have an opportunity to improve my skills	3.98	3.94	3.96	4.08	4.18	4.25	3.90	3.88	4.03	3.56	3.99	4.05	4.16	4.08	3.81	4.15
I've participated in leadership development opportunities in the past year	3.26	3.20	3.35	3.54	3.46	3.83	3.42	3.39	3.42	3.25	3.56	3.25	3.95	3.31	2.85	3.21
Job and Role Characteristics	3.90	3.88	3.93	3.99	4.14	4.01	3.81	3.93	3.93	3.65	3.85	4.07	4.02	4.03	3.89	4.01
(O) Considering everything, how satisfied are you with your job?	4.01	3.99	3.92	4.10	4.26	4.05	3.82	4.03	3.98	3.56	3.87	4.21	3.99	3.98	3.85	4.04
Employees have a feeling of personal empowerment with respect to work	3.51	3.58	3.69	3.72	3.77	3.86	3.45	3.57	3.67	3.03	3.57	3.70	3.91	3.64	3.52	3.70
The work I do makes a difference	4.30	4.16	4.31	4.24	4.44	4.32	4.13	4.29	4.24	4.09	4.18	4.34	4.30	4.39	4.18	4.36
Employees in other jobs or positions value the work I do	3.86	4.06	4.12	4.09	4.19	4.23	3.94	4.07	4.03	3.88	4.02	4.24	4.12	4.07	4.05	4.11
My job has the right amount of variety	3.81	3.84	3.78	4.00	4.15	4.00	3.66	3.90	3.87	3.59	3.89	4.11	3.95	4.04	3.88	4.02
I see the impact or outcomes of my work	3.96	3.83	3.97	4.00	4.22	4.00	3.83	4.13	4.02	3.96	3.94	4.24	4.06	4.22	4.04	4.07
My workload is reasonable	3.92	3.79	3.90	3.96	4.05	3.74	3.88	3.81	3.75	3.46	3.79	3.72	3.88	3.88	3.79	3.76
I am clear on what is expected of me on a daily basis	4.13	3.94	4.01	4.02	4.23	4.06	4.05	4.00	4.07	3.89	3.95	4.07	4.14	4.26	3.98	4.08
My talents are used well in the workplace	3.65	3.75	3.78	3.84	4.03	3.87	3.51	3.71	3.78	3.44	3.70	3.93	3.88	3.88	3.70	3.90
I have control over how I do my job	3.77	3.91	3.82	3.95	4.09	4.03	3.83	3.91	4.01	3.54	3.68	4.13	4.00	4.02	3.90	4.07
Inclusion and Fairness	3.76	3.72	3.74	3.71	3.88	3.83	3.53	3.68	3.85	3.26	3.78	3.74	3.96	3.75	3.73	3.83
Different perspectives are encouraged and valued	3.58	3.41	3.53	3.49	3.68	3.62	3.23	3.54	3.80	2.86	3.57	3.58	3.78	3.78	3.45	3.50
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.35	4.38	4.28	4.22	4.42	4.37	4.08	4.15	4.35	3.89	4.24	4.30	4.34	4.16	4.31	4.34
People in my Division are treated in a fair and consistent manner	3.64	3.80	3.77	3.72	3.91	3.90	3.51	3.62	3.73	2.94	3.71	3.75	3.92	3.89	3.78	3.75
Leaders in my Division work well with employees of different backgrounds	4.06	4.06	4.07	4.00	4.13	4.15	3.73	3.93	4.09	3.35	3.99	4.07	4.20	4.05	4.07	4.04
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.97	3.99	3.97	3.98	4.03	4.01	3.83	3.85	4.00	3.78	3.89	3.92	4.31	3.89	3.88	4.03
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.95	3.68	3.70	3.76	3.86	3.78	3.65	3.66	3.88	3.43	3.77	3.81	4.19	3.78	3.96	3.94
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.88	2.60	2.70	2.71	3.08	2.83	2.54	2.92	3.03	2.28	2.91	2.67	3.17	3.00	2.75	3.24
(O) Prohibited personnel practices are not tolerated	3.91	4.09	4.03	4.06	4.06	4.11	3.85	3.99	4.07	3.60	4.12	4.06	4.20	3.94	4.06	4.05
Integrity	4.31	4.41	4.39	4.41	4.41	4.42	4.28	4.19	4.37	3.99	4.41	4.27	4.42	4.34	4.32	4.43
Following the law is just as important as accomplishing the mission	4.63	4.70	4.74	4.77	4.67	4.76	4.68	4.55	4.65	4.55	4.76	4.72	4.71	4.64	4.64	4.74

2017 FO/HQ Climate	CJIS	CD	CT	CID	CIRG	Cyber	DI	FLSD	FD	HRD	INSD	IOD	ITADD	ITSD	ITID	Lab
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	3.98	4.08	4.02	4.03	4.14	4.03	3.83	3.85	4.07	3.36	4.05	3.80	4.12	3.99	3.98	4.09
Compliance	4.14	4.15	4.12	4.17	4.26	4.12	3.96	4.05	4.08	3.89	4.21	4.14	4.24	4.12	4.12	4.16
Employees report misconduct to the appropriate authorities	3.94	3.98	4.08	4.03	4.06	4.14	3.79	3.81	3.87	3.57	4.08	3.95	4.20	3.87	3.96	4.02
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.02	4.17	4.09	4.14	4.21	4.07	3.81	3.95	4.05	3.57	4.11	4.09	4.22	4.05	4.10	4.09
(O) My organization has prepared employees for potential security threats	4.22	4.04	4.00	4.11	4.25	3.91	3.90	4.03	4.17	3.97	4.01	4.17	4.15	4.15	4.03	4.11
I know where and how to report suspicious behavior or misconduct (eg, potential insider threat, information leaks, workplace violence, etc)	4.33	4.37	4.30	4.34	4.48	4.39	4.28	4.31	4.25	4.25	4.54	4.33	4.38	4.26	4.34	4.37
Intelligence Community Collaboration	3.77	4.11	4.10	3.77	3.84	4.11	3.82	3.61	3.73	3.51	3.74	4.03	3.69	3.52	3.40	3.77
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.94	4.04	4.03	3.83	4.03	4.21	3.86	3.79	3.98	3.67	3.90	4.08	3.98	3.70	3.72	3.99
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.23	4.55	4.54	4.15	4.28	4.46	4.39	4.15	4.34	4.05	4.14	4.41	4.32	4.12	3.93	4.29
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.93	4.44	4.37	4.15	4.10	4.52	4.01	3.83	4.06	3.65	3.97	4.33	3.98	3.97	3.84	4.04
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.10	4.27	4.27	4.17	4.19	4.37	4.24	4.02	4.17	3.91	4.05	4.16	4.14	4.13	4.00	4.21
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?	3.68	3.93	3.91	3.75	3.85	4.01	3.69	3.63	3.78	3.75	3.96	4.00	3.57	3.41	3.84	3.71
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?	2.74	3.57	3.65	2.76	2.59	3.48	2.87	2.27	2.25	2.01	2.43	3.41	2.31	2.29	2.18	2.44
External Collaboration	4.20	4.19	4.27	4.26	4.37	4.37	4.09	4.15	4.25	4.01	4.19	4.29	4.11	4.15	4.28	4.30
I am able to work effectively with State, Local, and Other partners as needed by the job	4.29	4.25	4.35	4.35	4.48	4.43	4.17	4.26	4.31	4.09	4.38	4.38	4.11	4.11	4.38	4.39
I am able to work effectively with the US Attorneys office as needed by the job	3.89	3.74	4.03	3.99	4.08	4.17	4.02	3.66	4.06	3.61	4.00	4.08	3.78	3.76	3.88	4.18

2017 FO/HQ Climate	CJIS	CD	CT	CID	CIRG	Cyber	DI	FLSD	FD	HRD	INSD	IOD	ITADD	ITSD	ITID	Lab
I am able to work effectively with other Federal Agencies as needed by the job	4.20	4.28	4.35	4.32	4.37	4.43	4.14	4.18	4.31	4.07	4.27	4.30	4.10	4.16	4.30	4.32
Tools, Technology, and Resources	3.76	3.02	3.19	3.36	3.21	3.15	3.36	3.41	3.52	3.08	3.41	3.22	3.38	3.57	3.16	3.43
I have sufficient resources (eg, people, budget) to get my job done	3.75	2.93	3.22	3.46	3.19	3.14	3.38	3.35	3.58	2.98	3.54	3.14	3.27	3.53	2.94	3.52
I have the technology needed (eg software, hardware, etc) to get my job done	3.78	3.10	3.16	3.26	3.24	3.14	3.32	3.47	3.48	3.19	3.28	3.30	3.48	3.60	3.36	3.35
Work Environment	3.80	3.85	3.99	3.96	3.94	3.80	3.71	4.00	4.00	3.74	3.99	3.86	4.09	3.90	3.65	3.98
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.50	3.66	3.76	3.72	3.78	3.67	3.52	3.90	3.76	3.58	3.87	3.62	3.92	3.81	3.37	3.66
(O) Employees are protected from health and safety hazards on the job	4.10	4.08	4.23	4.20	4.08	3.94	3.93	4.11	4.25	3.93	4.19	4.10	4.29	4.08	4.02	4.30
Integration	3.94	3.81	4.00	3.57	4.04	3.91	3.89	3.83	3.81	3.24	3.84	3.99	4.23	3.60	3.79	3.87
In my Division, intelligence workproducts impact operations	3.94	3.81	4.00	3.57	4.04	3.91	3.89	3.83	3.81	3.24	3.84	3.99	4.23	3.60	3.79	3.87
Administrative Workload	4.04	3.48	3.66	3.64	3.67	3.60	3.76	3.80	3.88	3.60	3.65	3.50	3.87	3.81	3.84	3.68
The administrative requirements of my job are reasonable (*this item wording is different than 2016)	4.04	3.48	3.66	3.64	3.67	3.60	3.76	3.80	3.88	3.60	3.65	3.50	3.87	3.81	3.84	3.68
Pay	3.61	3.92	3.75	3.78	4.03	3.80	3.84	3.65	3.76	3.81	3.80	3.84	3.87	3.76	3.78	4.06
Considering everything, how satisfied are you with your pay?	3.61	3.92	3.75	3.78	4.03	3.80	3.84	3.65	3.76	3.81	3.80	3.84	3.87	3.76	3.78	4.06
Organizational Change																
I have experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.61	3.76	3.82	3.59	3.86	3.85	3.73	3.89	3.91	3.83	3.70	3.83	3.88	4.30	4.31	3.65
When changes take place at work, I understand the rationale behind them	3.38	3.34	3.32	3.36	3.56	3.50	3.09	3.24	3.51	2.89	3.38	3.47	3.53	3.27	3.04	3.47
When changes take place at work, I understand the goal and what the change is meant to accomplish	3.48	3.40	3.38	3.44	3.58	3.55	3.14	3.31	3.64	3.05	3.48	3.56	3.57	3.34	3.12	3.53
Climate and Engagement Survey																
I have seen or heard the results from last years climate survey	3.99	3.96	3.95	3.83	4.01	3.98	3.70	3.76	3.75	3.63	4.06	4.02	4.17	3.70	3.34	3.94
I am interested in seeing or hearing the results from this years climate survey	4.18	4.46	4.51	4.38	4.39	4.48	4.47	4.32	4.37	4.49	4.52	4.46	4.30	4.39	4.38	4.39
In the last year, leaders in this Division made a positive impact on climate and morale	3.33	3.20	3.24	3.20	3.41	3.38	3.05	3.32	3.60	2.26	3.34	3.32	3.56	3.23	3.00	3.22
In the last year, I have put effort into having a positive impact on the climate and morale of the Division	3.98	4.09	4.19	4.14	4.22	4.20	4.16	4.07	4.22	3.95	4.23	4.20	4.03	4.06	3.94	4.02
Other																
The FBI selects high quality leaders	3.55	3.30	3.34	3.23	3.39	3.15	3.12	3.47	3.70	2.97	3.40	3.32	3.59	3.50	3.22	3.51

2017 FO/HQ Climate	CJIS	CD	CT	CID	CIRG	Cyber	DI	FLSD	FD	HRD	INSD	IOD	ITADD	ITSD	ITID	Lab
(O) Leaders support collaboration across work units to accomplish work objectives	3.89	4.04	4.13	4.12	4.02	4.17	3.95	3.88	3.95	3.62	3.96	4.08	4.19	4.08	3.92	4.02
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.83	3.76	3.84	3.91	3.83	3.69	3.68	3.77	3.95	3.57	3.84	3.85	4.06	3.81	3.68	3.93
(O) The FBI is able to recruit people with the right skills	3.54	3.51	3.58	3.63	3.73	3.25	3.54	3.54	3.71	3.38	3.79	3.84	3.34	3.55	3.37	3.57
(O) The skill level in my work unit has improved in the past year	3.81	3.77	3.87	3.93	3.98	3.94	3.73	3.63	3.95	3.51	3.93	3.97	3.87	3.73	3.73	3.84
(O) Considering everything, how satisfied are you with the FBI?	4.20	4.12	4.12	4.17	4.22	4.10	4.03	4.22	4.24	4.03	4.18	4.32	4.21	4.14	4.04	4.19
(O) I am constantly looking for ways to do my job better	4.30	4.43	4.42	4.42	4.53	4.45	4.41	4.40	4.46	4.34	4.37	4.40	4.41	4.44	4.28	4.38
(O) I feel encouraged to come up with new and better ways of doing things	3.68	3.74	3.80	3.84	4.01	3.80	3.64	3.82	3.89	3.44	3.78	3.75	4.03	3.92	3.79	3.86

2017 FO/HQ Climate	OGC	OTD	RMD	RPO	SecD	TSC	TD	WMD	Average for HQ
Mission and Organization Engagement	4.43	4.46	4.37	4.50	4.16	4.52	4.52	4.44	4.43
I am proud to work for the FBI	4.70	4.63	4.55	4.64	4.31	4.67	4.70	4.65	4.59
(Reverse - higher is better) I am cynical about the FBI	4.06	4.21	4.03	4.19	3.81	4.26	4.25	4.10	4.07
I believe in the mission of the FBI	4.79	4.74	4.67	4.81	4.54	4.82	4.79	4.75	4.77
I recommend the FBI as a good place to work	4.19	4.30	4.25	4.45	3.98	4.34	4.40	4.28	4.29
Workplace Engagement	3.81	4.03	3.34	4.16	3.16	3.70	3.96	3.90	3.82
Working in this Division is good for my morale	3.78	4.09	3.18	4.27	2.90	3.74	3.92	3.94	3.82
(Reverse - higher is better) Working in this Division is frustrating	3.46	3.89	3.04	4.08	2.78	3.51	3.61	3.70	3.61
I look forward to going to work	3.95	4.00	3.51	4.08	3.51	3.71	4.11	3.86	3.85
I put in extra effort because I like working in this Division	4.04	4.14	3.64	4.26	3.40	3.96	4.16	4.09	4.02
Work Engagement	4.16	4.14	3.67	4.15	3.71	3.78	4.23	4.01	4.01
My work gives me a feeling of personal accomplishment	4.32	4.23	3.86	4.22	3.74	3.90	4.32	4.08	4.13
I like the kind of work I do	4.30	4.32	3.81	4.22	3.94	3.91	4.39	4.10	4.17
(Reverse - higher is better) I feel burned out from the work that I do	3.89	3.88	3.33	4.02	3.46	3.53	3.96	3.83	3.76
FBI Leadership	3.94	3.93	4.00	4.42	3.58	4.15	4.24	4.32	4.06
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.95	3.95	4.13	4.36	3.59	4.18	4.22	4.30	4.03
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.14	4.05	4.16	4.54	3.80	4.32	4.45	4.48	4.26
(O) The FBI's senior executives (ie, Director, DD, ADD, EADs) maintain high standards of honesty and integrity	3.82	3.96	3.95	4.38	3.44	3.98	4.18	4.25	4.02
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.77	3.71	3.69	4.27	3.24	4.00	4.00	4.13	3.81
I am inspired by the Director's vision and leadership (*this item wording is different than 2016)	4.02	4.02	4.10	4.55	3.81	4.29	4.42	4.49	4.22
Division Leadership	3.36	3.73	3.34	4.33	2.91	3.70	3.78	3.79	3.75
I am inspired by my Division leadership team's vision and direction	3.11	3.55	3.17	4.06	2.72	3.48	3.70	3.59	3.56
My Division leadership works together as a team	3.18	3.73	3.29	4.37	2.84	3.80	3.87	3.83	3.73
Leaders in my Division take responsibility for their decisions	3.44	3.75	3.32	4.33	2.81	3.73	3.80	3.88	3.79
How satisfied are you with the decisions and policies of your Division leadership?	3.26	3.65	3.18	3.96	2.80	3.63	3.65	3.61	3.61

2017 FO/HQ Climate	OGC	OTD	RMD	RPO	SecD	TSC	TD	WMD	Average for HQ
Employee morale is important to my Division leadership	3.39	3.67	3.06	4.36	2.60	3.61	3.60	3.81	3.61
Results are important to my Division leadership	3.86	4.16	4.17	4.73	3.53	4.08	4.16	4.21	4.20
Leaders in my Division have a positive impact on the Divisions performance	3.18	3.71	3.18	4.48	2.70	3.63	3.73	3.78	3.69
Supervisory Leadership	4.19	4.19	4.02	4.33	3.85	3.95	4.29	4.26	4.18
Supervisors team leaders in my work unit support employee development	4.06	4.11	3.97	4.30	3.71	3.96	4.13	4.33	4.08
My supervisor supports my need to balance work and other life issues	4.41	4.43	4.20	4.66	4.08	4.24	4.46	4.52	4.41
Overall, how good a job do you feel is being done by your immediate supervisor team leader?	4.19	4.18	4.02	4.14	3.92	3.84	4.33	4.14	4.16
I have trust and confidence in my supervisor as a leader	4.11	4.08	3.93	4.20	3.78	3.81	4.25	4.11	4.09
Communication - Dissemination	3.51	3.70	3.44	4.22	2.97	3.56	3.83	3.85	3.75
My Division leadership communicates threats and priorities	3.60	3.78	3.68	4.25	3.13	3.67	3.97	3.99	3.90
My Division leadership communicates context and explanations regarding decisions and initiatives	3.46	3.65	3.41	4.23	2.89	3.58	3.78	3.70	3.75
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story"	3.46	3.70	3.21	4.23	2.83	3.47	3.75	3.83	3.63
Communication - Voice	3.47	3.62	3.23	4.11	3.02	3.59	3.65	3.68	3.66
How satisfied are you with your involvement in decisions that affect your work?	3.60	3.70	3.36	3.89	3.32	3.49	3.71	3.66	3.71
My Division leadership is receptive to negative information and bad news	3.43	3.57	3.06	4.18	2.87	3.55	3.59	3.68	3.62
Leaders in my Division listen to what employees have to say	3.38	3.63	3.17	4.25	2.77	3.73	3.67	3.72	3.68
Colleagues - Competence, Collaboration, and Professionalism	4.09	4.00	3.84	4.37	3.75	4.14	4.17	4.09	4.08
My co-workers are competent and know how to get the job done	4.14	4.10	3.83	4.31	3.77	4.18	4.13	4.14	4.13
The people in my Division conduct themselves in a professional manner	4.11	4.06	3.55	4.50	3.52	4.16	4.08	4.18	4.11
(O) Employees in my work unit share job knowledge with each other	4.28	4.03	4.06	4.51	3.91	4.15	4.20	4.01	4.17
The people I work with are friendly and cooperative	4.17	4.13	3.92	4.52	3.89	4.25	4.34	4.35	4.26
My co-workers and I work together as a team	4.21	4.15	4.07	4.52	4.06	4.33	4.40	4.16	4.24
My co-workers have a positive impact on my morale	4.03	3.90	3.73	4.43	3.61	4.08	4.19	4.07	4.05

2017 FO/HQ Climate	OGC	OTD	RMD	RPO	SecD	TSC	TD	WMD	Average for HQ
Employees understand each others roles and responsibilities	3.74	3.65	3.74	3.87	3.58	3.83	3.82	3.68	3.64
Counterproductive Work Behaviors	3.02	3.02	2.84	3.55	2.74	3.08	3.20	3.00	3.10
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.85	2.86	2.75	3.28	2.73	2.98	3.12	2.91	2.94
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.77	2.82	2.84	3.50	2.59	2.91	3.02	2.80	3.01
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.29	3.37	2.88	3.82	2.86	3.32	3.44	3.29	3.32
Formal Performance Management	3.51	3.49	3.46	3.88	3.21	3.40	3.63	3.59	3.58
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.34	3.34	3.15	3.65	2.98	3.19	3.15	3.48	3.41
(O) My performance appraisal is a fair reflection of my performance	3.99	3.94	3.80	4.34	3.82	3.84	4.16	4.08	4.08
Discussions about performance are seen as important and worthwhile	3.74	3.69	3.74	4.38	3.52	3.72	3.89	3.79	3.80
(O) Promotions in my work unit are based on merit	3.33	3.38	3.18	3.85	2.94	3.43	3.37	3.40	3.51
In my work unit, differences in performance are recognized in a meaningful way	3.36	3.41	3.31	3.71	3.09	3.15	3.58	3.54	3.59
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.33	3.55	3.42	3.87	2.99	3.42	3.35	3.75	3.64
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.18	3.19	3.23	3.44	3.03	3.21	3.33	3.24	3.32
(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)	3.82	3.89	3.85	4.26	3.86	3.82	3.95	3.93	3.90
(O) Pay raises depend on how well employees perform their jobs	2.76	2.77	3.13	3.16	2.51	2.79	2.77	2.91	2.93
Informal Performance Management	3.58	3.75	3.52	3.99	3.23	3.56	3.68	3.79	3.69
(O) Employees are recognized for providing high quality products and services to customers	3.44	3.74	3.46	4.06	3.09	3.65	3.63	3.79	3.63
(O) Creativity and innovation are rewarded	3.22	3.67	3.19	3.84	2.97	3.40	3.43	3.56	3.42
How satisfied are you with the recognition you receive for doing a good job?	3.52	3.64	3.39	3.72	3.12	3.43	3.57	3.67	3.66
(O) In the last six months, my supervisor has talked with me about my performance	4.09	3.99	4.07	4.53	3.76	3.88	4.10	4.22	4.06
Training and Career Development	3.64	3.52	3.58	3.80	3.30	3.52	3.69	3.66	3.58
How satisfied are you with your career opportunities at the FBI?	3.52	3.53	3.43	3.64	3.03	3.35	3.70	3.43	3.52
(O) My training needs are assessed	3.40	3.33	3.42	3.47	3.28	3.41	3.40	3.54	3.34

2017 FO/HQ Climate	OGC	OTD	RMD	RPO	SecD	TSC	TD	WMD	Average for HQ
I have an opportunity to improve my skills	4.12	3.94	3.80	4.17	3.64	3.81	3.91	4.10	3.99
I've participated in leadership development opportunities in the past year	3.29	2.96	3.59	3.76	3.16	3.43	3.47	3.51	3.33
Job and Role Characteristics	4.06	4.03	3.67	4.09	3.65	3.80	4.13	3.94	3.97
(O) Considering everything, how satisfied are you with your job?	4.10	4.12	3.81	4.17	3.58	3.82	4.21	4.01	4.05
Employees have a feeling of personal empowerment with respect to work	3.56	3.69	3.23	4.12	3.15	3.57	3.71	3.71	3.64
The work I do makes a difference	4.41	4.39	4.12	4.15	3.97	4.17	4.39	4.20	4.23
Employees in other jobs or positions value the work I do	4.30	4.19	3.58	4.04	3.54	4.01	4.16	4.08	4.04
My job has the right amount of variety	4.04	3.98	3.52	3.96	3.49	3.63	4.14	3.92	3.94
I see the impact or outcomes of my work	4.11	4.09	3.77	4.13	3.73	3.88	4.27	3.88	4.06
My workload is reasonable	3.88	3.84	3.61	4.06	3.83	3.66	3.96	3.82	3.93
I am clear on what is expected of me on a daily basis	4.15	4.09	4.11	4.32	4.07	4.00	4.27	4.02	4.09
My talents are used well in the workplace	4.04	3.87	3.44	3.94	3.37	3.51	3.92	3.82	3.77
I have control over how I do my job	4.03	4.02	3.48	4.13	3.74	3.71	4.10	4.01	3.95
Inclusion and Fairness	3.66	3.86	3.54	4.13	3.38	3.79	3.87	3.84	3.83
Different perspectives are encouraged and valued	3.46	3.66	3.21	4.20	2.97	3.67	3.71	3.71	3.74
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.23	4.38	4.08	4.52	4.02	4.34	4.40	4.35	4.34
People in my Division are treated in a fair and consistent manner	3.49	3.86	3.24	4.31	3.19	3.70	3.82	3.93	3.86
Leaders in my Division work well with employees of different backgrounds	3.92	4.13	3.73	4.53	3.54	4.00	4.20	4.23	4.11
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.76	4.03	3.89	4.14	3.74	3.78	4.16	4.09	4.08
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.60	3.84	3.75	3.91	3.66	3.93	4.00	3.87	3.86
(Reverse - higher is better) Who you know is more important than what you know what you can do	3.04	3.15	2.83	3.08	2.59	2.98	3.01	2.83	2.89
(O) Prohibited personnel practices are not tolerated	3.85	3.99	3.74	4.38	3.62	4.06	4.02	4.00	4.01
Integrity	4.36	4.40	4.20	4.71	3.98	4.34	4.42	4.48	4.44
Following the law is just as important as accomplishing the mission	4.74	4.66	4.66	4.84	4.55	4.71	4.77	4.74	4.73

2017 FO/HQ Climate	OGC	OTD	RMD	RPO	SecD	TSC	TD	WMD	Average for HQ
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	3.97	4.13	3.74	4.57	3.34	3.92	4.08	4.22	4.13
Compliance	4.10	4.06	3.98	4.32	3.79	4.09	4.23	4.15	4.14
Employees report misconduct to the appropriate authorities	3.85	3.81	3.78	4.56	3.43	3.93	4.02	4.12	3.97
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.07	4.00	3.78	4.69	3.56	3.96	4.17	4.17	4.16
(O) My organization has prepared employees for potential security threats	4.04	4.02	3.95	3.98	3.73	4.05	4.12	4.05	4.00
I know where and how to report suspicious behavior or misconduct (eg, potential insider threat, information leaks, workplace violence, etc)	4.36	4.31	4.28	4.35	4.27	4.38	4.51	4.27	4.38
Intelligence Community Collaboration	3.88	3.70	3.58	3.69	3.44	4.11	3.81	3.97	3.79
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	4.03	3.94	3.58	3.54	3.45	3.97	4.02	4.02	3.91
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.40	4.16	4.19	4.34	3.92	4.52	4.35	4.43	4.24
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.17	4.09	3.71	3.88	3.64	4.34	4.08	4.27	4.07
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.08	4.14	4.00	4.24	3.82	4.29	4.30	4.28	4.19
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?	3.83	3.74	3.44	2.94	3.55	4.01	3.83	3.75	3.73
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?	2.85	2.57	2.54	1.64	2.38	3.83	2.18	3.09	2.74
External Collaboration	4.32	4.24	3.99	4.38	4.03	4.37	4.37	4.35	4.20
I am able to work effectively with State, Local, and Other partners as needed by the job	4.38	4.31	4.02	4.18	4.11	4.43	4.51	4.45	4.31
I am able to work effectively with the US Attorneys office as needed by the job	4.19	3.97	3.89	3.56	3.55	4.14	4.31	4.00	4.02

2017 FO/HQ Climate	OGC	OTD	RMD	RPO	SecD	TSC	TD	WMD	Average for HQ
I am able to work effectively with other Federal Agencies as needed by the job	4.39	4.26	4.01	4.46	4.09	4.41	4.33	4.37	4.25
Tools, Technology, and Resources	3.26	3.15	3.30	3.51	3.01	3.63	3.39	3.33	3.40
I have sufficient resources (eg, people, budget) to get my job done	3.31	2.96	3.38	3.83	3.06	3.47	3.32	3.40	3.49
I have the technology needed (eg software, hardware, etc) to get my job done	3.21	3.32	3.22	3.20	2.97	3.78	3.48	3.27	3.32
Work Environment	3.74	3.97	3.42	3.91	3.68	4.26	3.75	3.76	3.92
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.58	3.83	3.09	3.65	3.53	4.02	3.47	3.52	3.72
(O) Employees are protected from health and safety hazards on the job	3.89	4.11	3.74	4.21	3.85	4.45	4.06	4.07	4.17
Integration	3.94	4.12	3.80	3.74	3.50	3.86	3.87	3.75	3.91
In my Division, intelligence workproducts impact operations	3.94	4.12	3.80	3.74	3.50	3.86	3.87	3.75	3.91
Administrative Workload	3.70	3.62	3.73	4.15	3.78	3.78	4.01	3.52	3.87
The administrative requirements of my job are reasonable (*this item wording is different than 2016)	3.70	3.62	3.73	4.15	3.78	3.78	4.01	3.52	3.87
Pay	3.86	3.97	4.15	3.56	3.20	3.91	4.00	3.82	3.92
Considering everything, how satisfied are you with your pay?	3.86	3.97	4.15	3.56	3.20	3.91	4.00	3.82	3.92
Organizational Change									
I have experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.61	3.57	3.53	3.80	3.43	3.97	3.90	3.70	3.90
When changes take place at work, I understand the rationale behind them	3.26	3.40	3.20	3.88	3.08	3.39	3.54	3.44	3.50
When changes take place at work, I understand the goal and what the change is meant to accomplish	3.27	3.47	3.31	3.95	3.18	3.45	3.63	3.52	3.55
Climate and Engagement Survey									
I have seen or heard the results from last years climate survey	3.96	4.10	3.50	4.28	3.31	4.29	4.08	3.97	3.89
I am interested in seeing or hearing the results from this years climate survey	4.44	4.23	4.34	4.66	4.19	4.33	4.52	4.45	4.46
In the last year, leaders in this Division made a positive impact on climate and morale	3.09	3.52	2.91	4.08	2.41	3.37	3.54	3.67	3.49
In the last year, I have put effort into having a positive impact on the climate and morale of the Division	4.18	4.07	4.03	4.36	3.87	4.13	4.29	4.17	4.19
Other									
The FBI selects high quality leaders	3.32	3.43	3.34	3.64	2.96	3.61	3.56	3.42	3.38

2017 FO/HQ Climate	OGC	OTD	RMD	RPO	SecD	TSC	TD	WMD	Average for HQ
(O) Leaders support collaboration across work units to accomplish work objectives	3.91	4.03	3.64	4.52	3.60	3.91	4.05	4.14	4.05
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.53	3.76	3.90	4.09	3.35	3.84	3.94	4.02	3.81
(O) The FBI is able to recruit people with the right skills	3.53	3.38	3.66	3.24	3.39	3.69	3.64	3.73	3.52
(O) The skill level in my work unit has improved in the past year	3.67	3.80	3.74	4.04	3.46	3.78	3.74	3.96	3.88
(O) Considering everything, how satisfied are you with the FBI?	4.12	4.23	4.17	4.26	3.76	4.20	4.33	4.17	4.18
(O) I am constantly looking for ways to do my job better	4.38	4.44	4.26	4.56	4.25	4.36	4.49	4.36	4.44
(O) I feel encouraged to come up with new and better ways of doing things	3.72	3.96	3.45	4.30	3.42	3.73	3.91	3.75	3.88