

2016 FO/HQ Climate	AL	AQ	AN	AT	BA	BH	BS	BU	CE	CG	CI
<b>Mission and Organization Engagement</b>	4.34	4.42	4.44	4.48	4.37	4.56	4.34	4.40	4.50	4.42	4.43
I am proud to work for the FBI	4.60	4.66	4.67	4.71	4.61	4.72	4.59	4.61	4.76	4.65	4.59
(Reverse - higher is better) I am cynical about the FBI	4.03	3.99	4.10	4.20	3.99	4.31	3.96	4.12	4.15	4.07	4.18
I believe in the mission of the FBI	4.69	4.73	4.80	4.75	4.66	4.76	4.63	4.68	4.80	4.72	4.72
I recommend the FBI as a good place to work	4.06	4.27	4.22	4.25	4.23	4.45	4.17	4.22	4.28	4.27	4.25
<b>Workplace Engagement</b>	3.85	3.97	4.07	4.06	3.96	4.11	3.91	4.09	4.01	4.04	3.96
My morale at work is good	3.78	4.05	4.14	4.15	3.98	4.21	3.94	4.18	4.08	4.09	4.03
(Reverse - higher is better) I feel frustrated at work	3.46	3.63	3.65	3.69	3.56	3.85	3.53	3.83	3.65	3.70	3.70
I look forward to going to work	3.95	3.95	4.12	4.12	4.05	4.06	4.03	4.04	4.09	4.09	3.97
I put in extra effort because I like where I work	4.24	4.30	4.41	4.27	4.24	4.32	4.17	4.35	4.23	4.32	4.17
<b>Work Engagement</b>	4.06	4.08	4.23	4.19	4.09	4.18	4.06	4.29	4.13	4.18	4.10
My work gives me a feeling of personal accomplishment	4.11	4.28	4.32	4.29	4.25	4.24	4.18	4.36	4.23	4.23	4.21
I like the kind of work I do	4.18	4.32	4.40	4.32	4.33	4.34	4.26	4.40	4.31	4.35	4.20
(Reverse - higher is better) I feel burned out from the work that I do	3.87	3.67	3.97	3.94	3.68	3.95	3.76	4.11	3.84	3.96	3.89
<b>FBI Leadership</b>	4.28	4.29	4.31	4.33	4.15	4.44	4.02	4.20	4.28	4.18	4.32
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.30	4.24	4.26	4.36	4.16	4.46	4.00	4.18	4.30	4.22	4.32
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.40	4.38	4.44	4.47	4.23	4.47	4.06	4.22	4.38	4.19	4.42
(O) The FBI's senior executives maintain high standards of honesty and integrity	4.10	4.13	4.17	4.10	4.07	4.31	4.03	4.04	4.10	4.11	4.16
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.09	4.20	4.12	4.14	3.98	4.31	3.75	4.07	4.05	4.00	4.14
Im on board with the Director's vision and ideas	4.50	4.46	4.55	4.62	4.45	4.62	4.35	4.47	4.58	4.42	4.60
<b>Division Leadership</b>	3.62	3.97	3.99	3.80	3.77	4.30	3.75	3.85	3.81	3.89	3.82
My Division leadership works together as a team	3.54	3.66	3.84	3.78	3.54	4.29	3.60	3.54	3.70	3.85	3.57
Division leaders take responsibility for the decisions they make	3.79	3.98	4.01	3.93	3.91	4.23	3.79	3.96	3.88	3.92	3.88
How satisfied are you with the decisions and policies of your Division leadership?	3.47	4.05	3.85	3.75	3.64	4.11	3.69	3.87	3.67	3.78	3.75
Employee morale is important to my Division leadership	3.46	3.87	3.95	3.55	3.59	4.33	3.44	3.74	3.55	3.76	3.65
Results are important to my Division leadership	4.06	4.31	4.27	4.17	4.21	4.56	4.17	4.15	4.33	4.23	4.29
Division leadership has a positive impact on our Division performance	3.43	4.01	4.09	3.72	3.87	4.28	3.78	3.88	3.75	3.93	3.78

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<b>Supervisory Leadership</b>	4.23	4.24	4.32	4.29	4.25	4.38	4.23	4.32	4.40	4.31	4.29
Supervisorsteam leaders in my work unit support employee development	4.19	4.16	4.20	4.19	4.13	4.30	4.06	4.28	4.24	4.18	4.15
My supervisor supports my need to balance work and other life issues	4.36	4.39	4.50	4.46	4.43	4.54	4.42	4.54	4.53	4.44	4.51
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.18	4.26	4.37	4.32	4.32	4.35	4.27	4.25	4.51	4.39	4.34
I have trust and confidence in my supervisor as a leader	4.18	4.18	4.24	4.23	4.16	4.33	4.18	4.21	4.35	4.25	4.27
<b>Communication - Dissemination</b>	3.87	3.99	3.95	3.84	3.88	4.19	3.84	3.92	3.82	3.87	3.82
My Division leadership communicates threats and priorities	4.18	4.18	4.27	4.08	4.14	4.42	4.02	4.18	4.07	4.05	4.03
My Division leadership communicates context and explanations regarding decisions and initiatives	3.85	3.97	3.87	3.79	3.81	4.19	3.72	3.87	3.69	3.89	3.81
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.50	3.81	3.71	3.66	3.68	3.95	3.79	3.72	3.68	3.70	3.60
<b>Communication - Voice</b>	3.55	3.81	3.87	3.69	3.60	3.99	3.57	3.76	3.56	3.67	3.64
How satisfied are you with your involvement in decisions that affect your work?	3.49	3.73	3.86	3.71	3.54	3.84	3.54	3.83	3.52	3.60	3.67
My Division leadership is receptive to negative information and bad news	3.45	3.82	3.84	3.71	3.70	4.04	3.57	3.71	3.52	3.71	3.58
Leaders in my Division listen to what employees have to say	3.70	3.88	3.91	3.69	3.63	4.17	3.59	3.75	3.68	3.74	3.67
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	3.79	4.04	4.10	4.02	4.05	4.12	4.00	3.96	4.17	4.06	4.00
The employees here are competent and know how to get the job done	3.91	3.96	4.12	4.04	4.03	4.13	3.95	4.02	4.21	4.09	4.04
The people in my Division conduct themselves in a professional manner	3.70	3.98	4.10	3.95	4.04	4.20	3.99	3.92	4.21	4.12	4.07
(O) Employees in my work unit share job knowledge with each other	4.16	4.22	4.14	4.19	4.26	4.18	4.13	4.12	4.29	4.19	4.12
This is a friendly and cooperative place to work	3.52	4.06	4.29	4.00	4.10	4.16	4.02	3.97	4.20	4.12	3.96
My co-workers and I work together as a team	4.11	4.32	4.32	4.26	4.28	4.22	4.23	4.08	4.33	4.20	4.21
My colleagues have a positive impact on my morale	3.69	4.08	4.14	4.06	4.10	4.12	3.98	4.00	4.17	4.09	3.98
Employees understand each others roles and responsibilities	3.46	3.67	3.63	3.63	3.65	3.82	3.70	3.68	3.84	3.68	3.65
<b>Counterproductive Work Behaviors</b>	2.59	2.91	2.95	2.85	2.70	3.29	2.84	2.99	3.13	2.95	2.97

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(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.35	2.80	2.83	2.66	2.68	3.17	2.80	2.94	3.05	2.92	2.86
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.47	2.70	2.78	2.63	2.40	3.06	2.57	2.77	2.93	2.71	2.81
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	2.94	3.22	3.27	3.26	3.06	3.56	3.17	3.26	3.39	3.20	3.23
<b>Formal Performance Management</b>	3.41	3.50	3.42	3.46	3.42	3.64	3.36	3.50	3.52	3.45	3.45
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	2.98	3.26	3.27	3.22	3.19	3.52	3.04	3.29	3.27	3.30	3.18
(O) My performance appraisal is a fair reflection of my performance	4.05	3.97	3.93	4.15	4.18	4.07	4.10	4.13	4.16	4.01	4.06
Discussions about performance are seen as important and worthwhile	3.64	3.79	3.72	3.73	3.69	4.07	3.63	3.73	3.81	3.77	3.72
Promotions in my work unit are based on merit	3.38	3.33	3.29	3.22	3.21	3.57	3.15	3.27	3.26	3.26	3.30
In my work unit, differences in performance are recognized in a meaningful way	3.28	3.47	3.45	3.37	3.38	3.59	3.29	3.44	3.47	3.41	3.33
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.37	3.60	3.44	3.45	3.43	3.64	3.35	3.61	3.38	3.50	3.26
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.14	3.31	3.10	3.14	3.08	3.25	3.13	3.14	3.45	3.13	3.14
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.94	3.89	3.86	3.99	4.03	3.88	3.94	4.02	4.06	3.88	3.92
(O) Pay raises depend on how well employees perform their jobs	2.71	2.75	2.51	2.66	2.51	2.96	2.40	2.73	2.54	2.56	2.75
<b>Informal Performance Management</b>	3.65	3.72	3.78	3.73	3.71	3.90	3.60	3.90	3.72	3.75	3.66
(O) Employees are recognized for providing high quality products and services to customers	3.57	3.64	3.72	3.61	3.61	3.87	3.46	3.82	3.60	3.66	3.57
(O) Creativity and innovation are rewarded	3.26	3.43	3.55	3.46	3.50	3.71	3.33	3.65	3.42	3.55	3.44
How satisfied are you with the recognition you receive for doing a good job?	3.42	3.61	3.72	3.63	3.64	3.78	3.56	3.85	3.59	3.63	3.48
(O) In the last six months, my supervisor has talked with me about my performance	4.33	4.17	4.12	4.18	4.14	4.24	4.05	4.18	4.19	4.15	4.16
<b>Training and Career Development</b>	3.73	3.82	3.78	3.81	3.78	4.00	3.57	3.93	3.70	3.78	3.69
How satisfied are you with your career opportunities at the FBI?	3.69	3.78	3.80	3.84	3.71	3.97	3.57	3.85	3.66	3.78	3.66
(O) My training needs are assessed	3.63	3.64	3.45	3.58	3.65	3.89	3.37	3.78	3.50	3.62	3.57

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I am given a real opportunity to improve my skills	3.92	4.06	4.13	4.04	3.99	4.16	3.79	4.12	3.95	3.96	3.86
<b>Job and Role Characteristics</b>	3.86	4.04	4.00	4.07	4.05	4.12	3.94	4.13	4.06	4.02	3.99
Considering everything, how satisfied are you with your job?	3.79	4.15	4.14	4.19	4.08	4.20	3.99	4.11	4.10	4.13	4.07
Employees have a feeling of personal empowerment with respect to work	3.41	3.92	3.84	3.83	3.81	4.07	3.71	3.96	3.84	3.85	3.77
The work I do makes a difference	4.17	4.31	4.28	4.32	4.34	4.30	4.20	4.37	4.33	4.25	4.31
Employees in other jobs or positions value the work I do	3.90	4.01	3.91	4.18	4.13	4.18	3.95	4.14	4.14	4.04	3.99
My job has the right amount of variety	3.96	4.04	4.12	4.06	4.06	4.08	3.95	4.25	4.09	3.99	4.01
I see the impact or outcomes of my work	4.01	4.06	4.13	4.13	4.13	4.14	4.05	4.27	4.09	4.03	4.13
My workload is reasonable	3.64	3.72	3.49	3.87	3.70	3.92	3.74	3.88	3.82	3.84	3.64
I am clear on what is expected of me on a daily basis	4.11	4.16	4.17	4.24	4.24	4.28	4.13	4.25	4.22	4.21	4.20
My talents are used well in the workplace	3.73	4.01	3.91	3.95	4.02	3.97	3.78	4.02	3.88	3.89	3.80
<b>Inclusion and Fairness</b>	3.79	3.89	3.92	3.82	3.81	4.03	3.79	3.90	3.86	3.90	3.84
Different perspectives are encouraged and valued	3.57	3.79	3.84	3.70	3.62	4.15	3.58	3.74	3.57	3.72	3.60
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.31	4.39	4.39	4.27	4.36	4.34	4.37	4.40	4.38	4.33	4.41
People in my Division are treated in a fair and consistent manner	3.41	3.85	3.77	3.82	3.87	4.03	3.80	3.85	3.89	3.93	3.75
Leaders work well with employees of different backgrounds	3.87	4.21	4.21	4.06	4.17	4.27	4.06	4.17	4.19	4.15	4.09
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.23	4.06	4.09	4.04	4.06	4.13	4.01	4.05	4.13	4.09	4.09
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.98	3.98	3.99	3.85	3.87	4.01	3.71	3.90	3.90	3.95	3.83
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.99	3.04	3.10	2.93	2.79	3.29	2.90	3.23	3.05	3.07	3.04
(O) Prohibited personnel practices are not tolerated	3.96	4.05	4.06	4.06	3.95	4.20	3.97	3.98	4.00	4.10	4.07
<b>Integrity</b>	4.25	4.52	4.41	4.30	4.43	4.59	4.40	4.37	4.37	4.37	4.33
Following the law is just as important as accomplishing the mission	4.51	4.71	4.67	4.60	4.64	4.71	4.65	4.67	4.66	4.62	4.57

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The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	3.99	4.32	4.19	3.99	4.21	4.46	4.16	4.08	4.06	4.11	4.08
<b>Compliance</b>	3.98	4.00	3.89	3.91	3.87	4.14	3.90	3.91	3.97	3.93	3.96
Employees report misconduct to the appropriate authorities	3.89	3.87	3.91	3.83	3.74	4.06	3.87	3.83	3.87	3.85	3.90
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.08	4.10	3.95	3.96	3.91	4.22	4.03	3.90	4.04	3.97	4.00
My organization has prepared employees for potential security threats	4.05	4.02	3.84	3.92	3.89	4.16	3.82	3.97	3.99	3.95	3.95
<b>Intelligence Community Collaboration</b>	3.59	3.91	4.02	3.85	3.87	3.87	3.69	3.94	3.90	3.80	3.84
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.86	3.85	3.95	3.94	3.95	4.03	3.76	3.94	3.92	3.80	3.87
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.21	4.19	4.33	4.26	4.32	4.39	4.16	4.35	4.28	4.26	4.28
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.09	4.00	4.22	4.15	4.16	4.12	3.98	4.09	4.12	4.00	4.04
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	3.93	3.90	4.21	4.12	4.05	4.11	3.96	3.94	4.13	4.02	4.07
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?	3.47	3.67	3.60	3.76	3.71	3.80	3.59	3.58	3.53	3.56	3.50
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.87	2.73	2.88	2.96	2.88	2.71	2.84	2.75	2.62	2.78	2.78
<b>External Collaboration</b>											
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	2.65	3.95	4.03	3.47	3.81	3.63	3.17	3.78	3.84	3.56	3.89
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.11	4.27	4.32	4.22	4.22	4.30	4.09	4.32	4.25	4.11	4.14
<b>Tools, Technology, and Resources</b>	3.34	3.43	2.95	3.46	3.24	3.48	3.11	3.53	3.25	3.51	3.46

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I have sufficient resources (eg, people, budget) to get my job done	3.31	3.45	2.86	3.55	3.29	3.49	3.32	3.54	3.34	3.59	3.49
I have the technology needed (eg software, hardware, etc.) to get my job done	3.39	3.42	3.03	3.36	3.20	3.47	2.89	3.53	3.15	3.44	3.43
<b>Work Environment</b>	4.14	4.03	3.91	4.01	3.98	4.29	3.61	3.92	4.09	4.18	4.16
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.98	3.87	3.49	3.83	3.90	4.25	3.26	3.73	3.96	4.12	4.09
(O) Employees are protected from health and safety hazards on the job	4.30	4.21	4.30	4.19	4.08	4.36	3.98	4.14	4.24	4.27	4.21
<b>Administrative Workload</b>											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.43	3.43	3.39	3.46	3.31	3.58	3.32	3.46	3.16	3.49	3.49
Considering everything, how satisfied are you with your pay?	3.42	3.98	3.87	3.89	3.81	3.93	3.50	3.83	3.70	3.77	3.89
<b>Organizational Change</b>											
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.31	3.40	3.78	3.43	3.32	3.20	3.24	3.32	3.54	3.56	3.36
<b>Climate and Engagement Survey</b>											
I've seen or heard the results from last years survey	4.05	3.85	4.23	3.63	4.02	4.04	3.90	3.94	4.14	3.67	4.11
I'm interested in seeing or hearing the results from this years survey	4.31	4.19	4.28	4.27	4.19	4.33	4.24	4.33	4.35	4.17	4.20
<b>Other</b>											
(O) Leaders support collaboration across work units to accomplish work objectives	3.98	4.06	4.25	4.08	4.07	4.20	3.99	4.13	4.21	4.08	4.05
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.86	3.93	3.96	3.90	3.89	4.24	3.86	3.97	4.00	3.93	3.97
(O) The FBI is able to recruit people with the right skills	3.53	3.54	3.60	3.76	3.70	3.77	3.56	3.70	3.59	3.72	3.74
(O) The skill level in my work unit has improved in the past year	3.90	4.05	4.11	3.87	3.87	3.88	3.87	3.92	4.00	3.95	3.94
Considering everything, how satisfied are you with the FBI?	4.09	4.13	4.23	4.25	4.14	4.39	4.07	4.17	4.22	4.24	4.25
I am constantly looking for ways to do my job better	4.46	4.60	4.62	4.46	4.46	4.49	4.43	4.51	4.56	4.50	4.46
(O) I feel encouraged to come up with new and better ways of doing things	3.89	3.92	4.00	3.80	3.96	3.86	3.80	3.99	3.90	3.90	3.75

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<b>Mission and Organization Engagement</b>	4.50	4.55	4.48	4.33	4.41	4.46	4.36	4.47	4.53	4.56	4.34
I am proud to work for the FBI	4.64	4.74	4.69	4.62	4.65	4.67	4.63	4.69	4.72	4.78	4.65
(Reverse - higher is better) I am cynical about the FBI	4.25	4.33	4.18	3.88	3.99	4.19	4.00	4.16	4.27	4.30	3.93
I believe in the mission of the FBI	4.72	4.76	4.77	4.71	4.74	4.70	4.73	4.73	4.73	4.80	4.68
I recommend the FBI as a good place to work	4.36	4.39	4.29	4.11	4.26	4.26	4.09	4.31	4.39	4.46	4.09
<b>Workplace Engagement</b>	4.08	4.28	4.11	3.83	3.99	4.08	3.82	4.09	4.10	4.21	3.69
My morale at work is good	4.14	4.36	4.17	3.83	4.06	4.04	3.83	4.18	4.17	4.26	3.52
(Reverse - higher is better) I feel frustrated at work	3.81	4.12	3.79	3.46	3.65	3.79	3.31	3.77	3.79	3.91	3.28
I look forward to going to work	4.13	4.29	4.14	3.87	4.05	4.19	3.93	4.11	4.14	4.28	3.76
I put in extra effort because I like where I work	4.27	4.34	4.36	4.17	4.22	4.30	4.19	4.33	4.28	4.48	4.21
<b>Work Engagement</b>	4.18	4.37	4.27	4.01	4.13	4.29	4.02	4.23	4.15	4.34	4.02
My work gives me a feeling of personal accomplishment	4.23	4.44	4.39	4.10	4.25	4.33	4.14	4.32	4.22	4.47	4.16
I like the kind of work I do	4.36	4.50	4.41	4.17	4.35	4.41	4.23	4.38	4.28	4.46	4.23
(Reverse - higher is better) I feel burned out from the work that I do	3.96	4.16	3.99	3.77	3.80	4.12	3.66	3.98	3.94	4.09	3.67
<b>FBI Leadership</b>	4.27	4.24	4.28	4.25	4.18	4.27	4.32	4.36	4.30	4.41	4.23
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.30	4.24	4.31	4.30	4.28	4.28	4.36	4.37	4.31	4.41	4.28
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.24	4.32	4.29	4.37	4.22	4.36	4.43	4.48	4.34	4.49	4.31
(O) The FBI's senior executives maintain high standards of honesty and integrity	4.25	4.26	4.17	4.00	4.04	4.08	4.07	4.19	4.21	4.31	3.98
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.14	4.07	4.10	4.06	4.00	4.11	4.17	4.23	4.20	4.32	3.97
Im on board with the Director's vision and ideas	4.45	4.38	4.53	4.49	4.44	4.51	4.49	4.55	4.49	4.51	4.54
<b>Division Leadership</b>	4.23	4.27	4.07	3.57	3.87	3.89	3.69	3.91	4.13	4.27	3.05
My Division leadership works together as a team	4.22	4.26	3.96	3.60	3.81	3.84	3.59	3.78	4.04	4.26	2.96
Division leaders take responsibility for the decisions they make	4.16	4.28	4.03	3.61	3.87	3.85	3.72	3.99	4.17	4.31	3.27
How satisfied are you with the decisions and policies of your Division leadership?	4.11	4.28	3.98	3.43	3.82	3.89	3.49	3.83	3.99	4.14	2.78
Employee morale is important to my Division leadership	4.15	4.19	3.97	3.47	3.74	3.69	3.66	3.74	4.07	4.25	2.78
Results are important to my Division leadership	4.45	4.46	4.37	4.01	4.22	4.26	4.16	4.27	4.43	4.43	3.57
Division leadership has a positive impact on our Division performance	4.32	4.31	4.11	3.25	3.82	3.85	3.55	3.94	4.15	4.28	2.83

2016 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
<b>Supervisory Leadership</b>	4.34	4.51	4.25	4.21	4.29	4.18	4.09	4.27	4.31	4.37	4.04
Supervisorsteam leaders in my work unit support employee development	4.25	4.39	4.16	4.11	4.16	4.10	4.00	4.21	4.28	4.37	3.93
My supervisor supports my need to balance work and other life issues	4.53	4.65	4.44	4.37	4.44	4.33	4.21	4.48	4.48	4.56	4.21
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.35	4.59	4.25	4.24	4.33	4.19	4.10	4.23	4.30	4.33	4.11
I have trust and confidence in my supervisor as a leader	4.27	4.52	4.17	4.15	4.23	4.13	4.04	4.19	4.20	4.23	3.91
<b>Communication - Dissemination</b>	4.14	4.25	4.05	3.52	3.84	3.95	3.68	3.90	4.00	4.22	3.19
My Division leadership communicates threats and priorities	4.30	4.41	4.24	3.79	4.09	4.28	3.98	4.14	4.15	4.42	3.88
My Division leadership communicates context and explanations regarding decisions and initiatives	4.09	4.29	4.07	3.46	3.84	3.99	3.65	3.91	3.99	4.23	2.97
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	4.02	4.07	3.83	3.32	3.63	3.57	3.39	3.66	3.89	4.01	2.72
<b>Communication - Voice</b>	3.92	4.19	3.79	3.37	3.65	3.74	3.43	3.74	3.84	4.08	2.87
How satisfied are you with your involvement in decisions that affect your work?	3.82	4.10	3.78	3.32	3.63	3.72	3.47	3.79	3.68	3.92	2.82
My Division leadership is receptive to negative information and bad news	3.92	4.17	3.74	3.34	3.59	3.76	3.28	3.67	3.88	4.11	2.89
Leaders in my Division listen to what employees have to say	4.05	4.32	3.88	3.43	3.72	3.74	3.44	3.76	4.00	4.21	2.88
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	4.12	4.27	4.15	3.92	4.00	3.99	3.89	4.08	4.16	4.11	3.95
The employees here are competent and know how to get the job done	4.13	4.32	4.20	4.00	4.04	3.98	3.88	4.07	4.20	4.13	3.99
The people in my Division conduct themselves in a professional manner	4.19	4.23	4.17	3.92	4.00	3.99	3.91	4.06	4.25	4.16	3.95
(O) Employees in my work unit share job knowledge with each other	4.18	4.38	4.25	4.14	4.15	4.18	3.98	4.23	4.28	4.25	4.21
This is a friendly and cooperative place to work	4.23	4.40	4.18	3.91	4.00	4.01	3.93	4.09	4.26	4.17	3.72
My co-workers and I work together as a team	4.23	4.47	4.33	4.19	4.19	4.14	4.06	4.27	4.32	4.23	4.28
My colleagues have a positive impact on my morale	4.10	4.33	4.19	3.92	4.00	4.06	3.88	4.06	4.11	4.07	3.92
Employees understand each others roles and responsibilities	3.82	3.79	3.79	3.38	3.64	3.61	3.59	3.83	3.68	3.80	3.58
<b>Counterproductive Work Behaviors</b>	3.02	3.25	3.04	2.67	2.82	2.82	2.75	2.84	3.24	3.04	2.73



2016 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.86	3.09	2.95	2.57	2.75	2.70	2.69	2.72	3.19	2.83	2.64
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.72	2.94	2.88	2.55	2.56	2.56	2.53	2.66	3.10	2.83	2.62
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.49	3.78	3.30	2.90	3.13	3.16	2.97	3.14	3.42	3.53	2.87
<b>Formal Performance Management</b>	3.54	3.79	3.57	3.32	3.36	3.51	3.39	3.52	3.60	3.66	3.33
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.47	3.63	3.44	2.96	3.15	3.18	3.12	3.29	3.41	3.44	3.00
(O) My performance appraisal is a fair reflection of my performance	4.25	4.37	4.10	3.99	4.09	3.94	3.94	4.07	4.15	4.16	3.75
Discussions about performance are seen as important and worthwhile	3.90	4.08	3.86	3.54	3.67	3.79	3.58	3.82	3.87	3.97	3.56
Promotions in my work unit are based on merit	3.30	3.62	3.31	3.03	3.02	3.26	3.15	3.30	3.41	3.55	3.15
In my work unit, differences in performance are recognized in a meaningful way	3.48	3.78	3.49	3.27	3.24	3.41	3.33	3.38	3.49	3.64	3.23
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.52	3.77	3.64	3.31	3.37	3.46	3.53	3.61	3.57	3.69	3.36
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.17	3.50	3.30	3.14	3.01	3.23	3.11	3.20	3.44	3.35	3.14
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	4.01	4.25	4.03	3.93	3.90	3.97	3.88	3.98	3.98	4.07	3.73
(O) Pay raises depend on how well employees perform their jobs	2.66	2.97	2.81	2.54	2.61	2.98	2.79	2.78	2.87	2.95	2.47
<b>Informal Performance Management</b>	3.85	4.03	3.83	3.59	3.66	3.69	3.63	3.86	3.83	3.99	3.53
(O) Employees are recognized for providing high quality products and services to customers	3.79	3.93	3.75	3.44	3.50	3.56	3.60	3.77	3.74	3.81	3.41
(O) Creativity and innovation are rewarded	3.67	3.92	3.59	3.29	3.41	3.48	3.39	3.63	3.61	3.71	3.23
How satisfied are you with the recognition you receive for doing a good job?	3.75	3.90	3.70	3.42	3.60	3.55	3.54	3.75	3.75	3.92	3.25
(O) In the last six months, my supervisor has talked with me about my performance	4.29	4.45	4.20	4.19	4.10	4.22	4.08	4.29	4.29	4.38	4.15
<b>Training and Career Development</b>	3.89	4.10	3.84	3.66	3.73	3.83	3.62	3.91	3.87	4.05	3.52
How satisfied are you with your career opportunities at the FBI?	3.90	4.04	3.72	3.55	3.77	3.85	3.66	3.86	3.84	3.98	3.48
(O) My training needs are assessed	3.71	3.96	3.72	3.47	3.46	3.65	3.39	3.76	3.69	3.89	3.32

2016 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
I am given a real opportunity to improve my skills	4.05	4.30	4.05	3.93	3.92	4.00	3.83	4.10	4.08	4.27	3.76
<b>Job and Role Characteristics</b>	4.06	4.23	4.15	3.92	3.98	4.08	3.90	4.13	4.04	4.22	3.85
Considering everything, how satisfied are you with your job?	4.15	4.36	4.20	3.98	4.13	4.17	4.02	4.23	4.09	4.24	3.89
Employees have a feeling of personal empowerment with respect to work	3.99	4.22	3.93	3.75	3.79	3.82	3.53	3.88	3.99	4.07	3.21
The work I do makes a difference	4.21	4.47	4.39	4.19	4.23	4.34	4.21	4.41	4.32	4.43	4.24
Employees in other jobs or positions value the work I do	4.06	4.17	4.24	3.96	4.05	4.09	3.95	4.16	4.08	4.24	4.06
My job has the right amount of variety	4.04	4.17	4.13	3.94	4.03	4.20	4.02	4.10	4.05	4.25	3.88
I see the impact or outcomes of my work	4.06	4.23	4.27	4.03	4.00	4.19	4.04	4.20	4.07	4.35	3.97
My workload is reasonable	3.97	3.93	3.91	3.70	3.68	3.81	3.55	3.87	3.68	3.98	3.59
I am clear on what is expected of me on a daily basis	4.27	4.44	4.27	4.11	4.07	4.22	4.07	4.27	4.17	4.27	4.06
My talents are used well in the workplace	3.91	4.19	4.03	3.70	3.82	3.92	3.76	4.05	3.94	4.18	3.68
<b>Inclusion and Fairness</b>	4.04	4.20	3.91	3.67	3.81	3.87	3.64	3.90	4.02	4.06	3.60
Different perspectives are encouraged and valued	4.00	4.21	3.80	3.41	3.64	3.82	3.37	3.76	3.91	4.13	2.86
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.42	4.54	4.31	4.27	4.29	4.22	4.11	4.31	4.48	4.35	4.30
People in my Division are treated in a fair and consistent manner	4.05	4.24	3.97	3.55	3.82	3.73	3.62	3.87	4.07	4.06	3.28
Leaders work well with employees of different backgrounds	4.30	4.43	4.18	3.88	4.12	4.08	3.97	4.15	4.34	4.29	3.77
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.28	4.33	4.05	4.01	4.04	4.12	3.90	4.07	4.10	4.18	3.91
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	4.05	4.10	3.96	3.66	3.90	3.94	3.76	4.06	4.06	4.10	3.83
(Reverse - higher is better) Who you know is more important than what you know what you can do	3.27	3.53	3.02	2.89	2.97	3.08	2.70	3.09	3.19	3.37	2.77
(O) Prohibited personnel practices are not tolerated	4.15	4.26	4.08	3.87	3.87	3.97	3.81	4.02	4.09	4.20	4.08
<b>Integrity</b>	4.51	4.57	4.44	4.22	4.31	4.39	4.24	4.37	4.47	4.60	4.09
Following the law is just as important as accomplishing the mission	4.64	4.77	4.65	4.61	4.56	4.68	4.53	4.66	4.68	4.77	4.58

2016 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.38	4.39	4.24	3.78	4.05	4.07	3.95	4.07	4.30	4.43	3.55
<b>Compliance</b>	4.05	4.11	3.99	3.79	3.84	3.87	3.80	3.99	4.02	4.08	3.83
Employees report misconduct to the appropriate authorities	3.98	3.96	3.91	3.66	3.76	3.74	3.65	3.88	3.91	4.07	3.75
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.14	4.18	4.02	3.86	3.89	3.81	3.82	4.01	4.12	4.11	3.79
My organization has prepared employees for potential security threats	4.04	4.18	4.04	3.81	3.89	4.00	3.80	4.06	4.03	4.14	3.95
<b>Intelligence Community Collaboration</b>	3.80	4.02	3.96	3.75	3.83	3.90	3.82	3.88	3.81	4.00	3.83
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.68	4.09	3.92	3.89	3.80	4.00	3.79	3.95	3.67	4.07	3.81
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.18	4.30	4.25	4.29	4.20	4.25	4.32	4.36	4.29	4.38	4.29
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.84	4.04	4.02	4.08	3.89	4.15	4.05	4.09	3.87	4.07	3.85
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	3.92	4.05	4.04	4.07	3.97	4.05	4.20	4.13	3.96	4.15	4.00
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	3.61	3.60	3.52	3.51	3.74	3.60	3.60	3.32	3.89	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?	2.51	2.63	2.71	2.77	2.58	2.96	2.96	2.84	2.48	2.85	2.94
<b>External Collaboration</b>											
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	3.86	4.25	4.14	3.27	3.81	3.62	3.32	3.70	3.82	3.65	3.69
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.32	4.50	4.22	4.21	4.17	4.28	4.15	4.20	4.29	4.41	4.12
<b>Tools, Technology, and Resources</b>	3.61	3.53	3.60	3.25	3.30	3.62	3.26	3.55	3.39	3.69	3.15

2016 FO/HQ Climate	CV	CO	DL	DN	DE	EP	HN	HO	IP	JN	JK
I have sufficient resources (eg, people, budget) to get my job done	3.71	3.49	3.58	3.27	3.37	3.60	3.15	3.54	3.40	3.68	3.04
I have the technology needed (eg software, hardware, etc.) to get my job done	3.50	3.56	3.62	3.24	3.22	3.65	3.34	3.56	3.38	3.71	3.26
<b>Work Environment</b>	4.14	4.22	4.06	4.15	3.89	4.12	4.05	4.12	4.17	4.29	4.10
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	4.01	4.02	3.99	4.09	3.75	4.01	4.06	3.97	4.10	4.26	3.95
(O) Employees are protected from health and safety hazards on the job	4.27	4.46	4.14	4.22	4.04	4.26	4.07	4.29	4.27	4.32	4.24
<b>Administrative Workload</b>											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.55	3.67	3.50	3.14	3.25	3.64	3.25	3.61	3.50	3.82	3.16
Considering everything, how satisfied are you with your pay?	3.94	3.96	3.88	3.72	3.85	3.87	3.69	4.04	3.91	3.97	3.67
<b>Organizational Change</b>											
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.45	3.16	3.38	3.58	3.46	3.62	3.50	3.40	3.29	3.46	3.63
<b>Climate and Engagement Survey</b>											
I've seen or heard the results from last years survey	4.20	4.28	4.14	4.07	3.94	3.74	3.78	3.96	4.13	4.12	2.91
I'm interested in seeing or hearing the results from this years survey	4.18	4.15	4.27	4.33	4.23	4.16	4.37	4.29	4.31	4.26	4.46
<b>Other</b>											
(O) Leaders support collaboration across work units to accomplish work objectives	4.23	4.33	4.16	3.92	3.99	4.13	3.92	4.11	4.14	4.21	3.89
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	4.11	4.32	4.10	3.73	3.92	3.96	3.87	4.06	4.12	4.21	3.72
(O) The FBI is able to recruit people with the right skills	3.80	3.94	3.76	3.48	3.62	3.73	3.39	3.79	3.77	3.88	3.51
(O) The skill level in my work unit has improved in the past year	3.91	4.03	3.98	3.87	3.80	3.84	3.84	3.89	3.85	4.08	3.70
Considering everything, how satisfied are you with the FBI?	4.25	4.43	4.30	4.08	4.21	4.24	4.13	4.31	4.27	4.39	4.03
I am constantly looking for ways to do my job better	4.52	4.51	4.52	4.37	4.49	4.45	4.55	4.46	4.58	4.61	4.56
(O) I feel encouraged to come up with new and better ways of doing things	3.94	4.13	3.92	3.69	3.82	4.00	3.84	3.97	4.00	4.10	3.74

2016 FO/HQ Climate	KC	KX	LV	LR	LR-Admin	LA-CT	LA-CI/Cyber	LA-CID	LA-Intel	LS	ME
<b>Mission and Organization Engagement</b>	4.39	4.61	4.41	4.48	4.42	4.41	4.42	4.43	4.48	4.49	4.51
I am proud to work for the FBI	4.63	4.77	4.67	4.66	4.64	4.66	4.73	4.68	4.73	4.73	4.67
(Reverse - higher is better) I am cynical about the FBI	4.06	4.40	4.05	4.22	4.16	4.01	3.95	4.05	4.19	4.07	4.25
I believe in the mission of the FBI	4.67	4.82	4.74	4.72	4.68	4.77	4.77	4.70	4.75	4.75	4.78
I recommend the FBI as a good place to work	4.20	4.47	4.18	4.34	4.25	4.19	4.27	4.28	4.27	4.40	4.35
<b>Workplace Engagement</b>	4.00	4.17	3.99	4.17	4.05	4.09	4.08	4.07	4.05	4.09	4.08
My morale at work is good	4.07	4.30	4.06	4.33	4.10	4.16	4.14	4.16	4.04	4.19	4.09
(Reverse - higher is better) I feel frustrated at work	3.63	3.86	3.59	3.94	3.70	3.73	3.68	3.69	3.79	3.77	3.80
I look forward to going to work	4.08	4.19	4.06	4.19	4.08	4.18	4.24	4.19	4.06	4.06	4.11
I put in extra effort because I like where I work	4.27	4.34	4.25	4.23	4.36	4.32	4.29	4.27	4.33	4.34	4.35
<b>Work Engagement</b>	4.17	4.29	4.12	4.14	4.17	4.17	4.16	4.18	4.13	4.15	4.28
My work gives me a feeling of personal accomplishment	4.30	4.42	4.18	4.16	4.26	4.28	4.29	4.39	4.27	4.32	4.33
I like the kind of work I do	4.36	4.42	4.29	4.29	4.32	4.35	4.34	4.40	4.30	4.30	4.42
(Reverse - higher is better) I feel burned out from the work that I do	3.84	4.03	3.89	3.98	3.98	3.90	3.86	3.73	3.82	3.84	4.10
<b>FBI Leadership</b>	4.34	4.41	4.32	4.32	4.27	4.33	4.27	4.22	4.32	4.22	4.35
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.36	4.39	4.38	4.36	4.37	4.32	4.26	4.21	4.33	4.27	4.35
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.42	4.46	4.45	4.42	4.33	4.38	4.43	4.39	4.42	4.25	4.46
(O) The FBI's senior executives maintain high standards of honesty and integrity	4.14	4.37	4.01	4.24	4.04	4.16	4.03	3.95	4.10	4.20	4.14
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.23	4.31	4.16	4.10	4.18	4.12	4.07	4.07	4.14	4.01	4.22
Im on board with the Director's vision and ideas	4.50	4.59	4.59	4.57	4.54	4.63	4.51	4.46	4.64	4.43	4.57
<b>Division Leadership</b>	4.01	4.19	3.62	4.30	3.95	4.06	4.06	3.90	4.02	4.06	3.98
My Division leadership works together as a team	3.97	4.08	3.64	4.35	3.89	3.96	4.08	3.90	3.90	3.97	4.00
Division leaders take responsibility for the decisions they make	3.98	4.17	3.65	4.35	3.91	4.10	4.00	3.88	4.00	4.02	4.08
How satisfied are you with the decisions and policies of your Division leadership?	3.86	4.10	3.46	4.19	3.84	3.94	3.95	3.79	3.92	3.95	3.96
Employee morale is important to my Division leadership	3.96	4.15	3.40	4.22	3.88	3.99	3.99	3.80	3.93	3.91	3.88
Results are important to my Division leadership	4.38	4.44	4.24	4.42	4.29	4.39	4.32	4.27	4.38	4.48	4.21
Division leadership has a positive impact on our Division performance	3.95	4.19	3.47	4.37	4.02	4.09	4.10	3.94	4.01	4.06	3.90

2016 FO/HQ Climate	KC	KX	LV	LR	LR-Admin	LA-CT	LA-CI/Cyber	LA-CID	LA-Intel	LS	ME
<b>Supervisory Leadership</b>	4.36	4.41	4.40	4.47	4.13	4.27	4.42	4.34	4.23	4.34	4.32
Supervisorsteam leaders in my work unit support employee development	4.27	4.34	4.23	4.32	4.10	4.31	4.29	4.24	4.20	4.22	4.19
My supervisor supports my need to balance work and other life issues	4.52	4.60	4.54	4.54	4.32	4.46	4.57	4.45	4.41	4.49	4.48
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.38	4.38	4.46	4.59	4.13	4.22	4.42	4.41	4.20	4.36	4.36
I have trust and confidence in my supervisor as a leader	4.29	4.36	4.35	4.43	3.98	4.14	4.42	4.29	4.16	4.29	4.25
<b>Communication - Dissemination</b>	3.93	4.18	3.59	4.30	3.83	4.08	4.03	3.93	4.02	3.98	3.99
My Division leadership communicates threats and priorities	4.22	4.45	3.97	4.41	4.10	4.35	4.22	4.10	4.34	4.25	4.27
My Division leadership communicates context and explanations regarding decisions and initiatives	3.94	4.12	3.46	4.31	3.85	4.05	4.03	3.92	4.01	3.99	4.00
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.64	4.00	3.31	4.17	3.58	3.87	3.90	3.76	3.71	3.71	3.74
<b>Communication - Voice</b>	3.75	4.00	3.44	4.08	3.61	3.86	3.86	3.68	3.77	3.75	3.85
How satisfied are you with your involvement in decisions that affect your work?	3.76	3.99	3.48	4.02	3.60	3.75	3.79	3.62	3.67	3.76	3.85
My Division leadership is receptive to negative information and bad news	3.66	3.97	3.44	4.15	3.62	3.87	3.87	3.74	3.81	3.67	3.82
Leaders in my Division listen to what employees have to say	3.83	4.03	3.41	4.18	3.68	3.99	3.98	3.76	3.88	3.81	3.90
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	4.14	4.12	4.03	4.29	3.87	4.15	4.19	4.12	4.00	4.17	3.99
The employees here are competent and know how to get the job done	4.23	4.17	3.97	4.28	3.88	4.10	4.04	4.10	3.97	4.13	3.97
The people in my Division conduct themselves in a professional manner	4.14	4.08	4.04	4.38	3.91	4.19	4.23	4.20	4.01	4.16	4.00
(O) Employees in my work unit share job knowledge with each other	4.18	4.31	4.16	4.31	3.98	4.32	4.29	4.25	4.24	4.30	4.11
This is a friendly and cooperative place to work	4.23	4.17	4.12	4.44	3.96	4.21	4.32	4.23	3.99	4.30	4.06
My co-workers and I work together as a team	4.28	4.33	4.22	4.46	4.10	4.25	4.31	4.19	4.24	4.28	4.24
My colleagues have a positive impact on my morale	4.16	4.03	4.05	4.30	3.83	4.22	4.23	4.13	3.98	4.11	3.89
Employees understand each others roles and responsibilities	3.76	3.81	3.67	3.91	3.50	3.81	3.93	3.77	3.64	3.92	3.70
<b>Counterproductive Work Behaviors</b>	2.89	3.04	3.01	3.35	2.73	2.98	2.93	2.85	2.85	3.05	3.01

2016 FO/HQ Climate	KC	KX	LV	LR	LR-Admin	LA-CT	LA-CI/Cyber	LA-CID	LA-Intel	LS	ME
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.83	2.86	2.92	3.18	2.61	2.87	2.78	2.77	2.73	2.94	2.96
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.68	2.82	2.80	3.16	2.51	2.74	2.61	2.62	2.59	2.85	2.74
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.12	3.48	3.32	3.71	3.00	3.31	3.39	3.18	3.22	3.33	3.32
<b>Formal Performance Management</b>	3.44	3.63	3.46	3.65	3.46	3.45	3.49	3.44	3.48	3.51	3.54
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.08	3.39	3.25	3.63	3.22	3.24	3.35	3.30	3.27	3.33	3.20
(O) My performance appraisal is a fair reflection of my performance	4.15	4.44	4.14	4.15	3.95	4.09	4.26	4.14	4.08	3.87	4.09
Discussions about performance are seen as important and worthwhile	3.83	3.95	3.68	3.96	3.80	3.73	3.80	3.71	3.83	3.88	3.77
Promotions in my work unit are based on merit	3.29	3.42	3.23	3.46	3.27	3.18	3.16	3.15	3.33	3.33	3.42
In my work unit, differences in performance are recognized in a meaningful way	3.36	3.56	3.36	3.63	3.44	3.35	3.47	3.44	3.39	3.53	3.49
(O) Awards in my units/squad depend on how well employees perform their jobs	3.27	3.64	3.51	3.63	3.43	3.54	3.70	3.68	3.44	3.71	3.60
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.11	3.27	3.15	3.36	3.10	3.27	3.08	3.14	3.15	3.37	3.18
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	4.05	4.14	4.10	4.15	3.92	4.02	3.97	3.97	3.99	3.95	4.04
(O) Pay raises depend on how well employees perform their jobs	2.66	2.69	2.63	2.84	2.85	2.52	2.59	2.51	2.65	2.71	2.94
<b>Informal Performance Management</b>	3.82	3.88	3.73	3.90	3.55	3.78	3.82	3.76	3.74	3.88	3.89
(O) Employees are recognized for providing high quality products and services to customers	3.75	3.68	3.54	3.83	3.42	3.70	3.67	3.60	3.63	3.87	3.82
(O) Creativity and innovation are rewarded	3.59	3.64	3.47	3.71	3.31	3.71	3.41	3.54	3.48	3.65	3.63
How satisfied are you with the recognition you receive for doing a good job?	3.60	3.86	3.65	3.86	3.53	3.69	3.87	3.71	3.59	3.78	3.77
(O) In the last six months, my supervisor has talked with me about my performance	4.32	4.30	4.28	4.31	3.96	4.05	4.37	4.17	4.20	4.25	4.32
<b>Training and Career Development</b>	3.93	4.05	3.78	4.00	3.67	3.94	3.91	3.82	3.79	3.85	3.96
How satisfied are you with your career opportunities at the FBI?	3.92	4.01	3.79	3.92	3.61	3.96	3.91	3.91	3.74	3.83	3.97
(O) My training needs are assessed	3.75	3.79	3.61	3.88	3.54	3.69	3.65	3.50	3.56	3.71	3.75

2016 FO/HQ Climate	KC	KX	LV	LR	LR-Admin	LA-CT	LA-CI/Cyber	LA-CID	LA-Intel	LS	ME
I am given a real opportunity to improve my skills	4.12	4.32	3.92	4.25	3.88	4.14	4.13	3.99	4.05	4.02	4.14
<b>Job and Role Characteristics</b>	4.12	4.15	4.03	4.13	4.04	4.12	4.07	4.11	4.06	4.05	4.17
Considering everything, how satisfied are you with your job?	4.17	4.23	4.10	4.19	4.08	4.24	4.17	4.20	4.06	4.17	4.30
Employees have a feeling of personal empowerment with respect to work	4.00	4.02	3.73	4.24	3.72	4.00	3.99	3.91	3.88	3.92	3.94
The work I do makes a difference	4.33	4.40	4.26	4.31	4.38	4.41	4.24	4.30	4.32	4.32	4.44
Employees in other jobs or positions value the work I do	4.14	4.11	4.04	4.16	4.05	4.16	4.09	4.17	4.09	4.04	4.22
My job has the right amount of variety	4.10	4.23	4.10	4.01	3.98	4.13	3.97	4.16	4.05	4.14	4.21
I see the impact or outcomes of my work	4.16	4.21	4.05	4.15	4.20	4.15	4.01	4.16	4.02	4.20	4.19
My workload is reasonable	3.88	3.83	3.78	3.88	3.90	3.86	3.91	3.82	3.85	3.58	3.90
I am clear on what is expected of me on a daily basis	4.27	4.28	4.20	4.18	4.24	4.19	4.28	4.26	4.29	4.17	4.30
My talents are used well in the workplace	4.08	4.07	3.94	4.02	3.91	3.96	4.07	3.97	4.00	3.96	4.01
<b>Inclusion and Fairness</b>	3.96	4.05	3.85	4.12	3.74	3.98	3.99	3.89	3.91	3.91	3.91
Different perspectives are encouraged and valued	3.72	3.99	3.43	4.18	3.62	3.98	3.88	3.76	3.84	3.80	3.81
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.47	4.40	4.39	4.54	4.27	4.47	4.47	4.40	4.32	4.41	4.27
People in my Division are treated in a fair and consistent manner	3.98	4.06	3.78	4.25	3.86	4.17	4.18	4.08	4.02	3.94	3.85
Leaders work well with employees of different backgrounds	4.31	4.22	4.10	4.43	4.02	4.26	4.39	4.22	4.17	4.22	4.12
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.19	4.18	4.09	4.24	3.94	4.12	4.22	4.09	4.12	4.14	4.16
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	4.09	4.06	3.89	4.08	3.85	4.05	4.01	3.94	4.04	3.88	3.91
(Reverse - higher is better) Who you know is more important than what you know what you can do	3.07	3.42	3.14	3.22	2.87	2.92	2.94	2.88	3.04	2.99	3.29
(O) Prohibited personnel practices are not tolerated	4.04	4.18	4.10	4.21	3.74	4.07	4.12	4.00	3.86	4.07	4.13
<b>Integrity</b>	4.42	4.53	4.33	4.47	4.28	4.49	4.52	4.43	4.39	4.48	4.46
Following the law is just as important as accomplishing the mission	4.67	4.77	4.69	4.62	4.48	4.71	4.68	4.69	4.66	4.68	4.71



2016 FO/HQ Climate	KC	KX	LV	LR	LR-Admin	LA-CT	LA-CI/Cyber	LA-CID	LA-Intel	LS	ME
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.14	4.30	3.96	4.33	4.08	4.26	4.33	4.18	4.11	4.30	4.19
<b>Compliance</b>	3.95	4.06	3.92	4.04	3.84	3.91	3.95	3.89	3.87	3.96	3.99
Employees report misconduct to the appropriate authorities	3.91	3.91	3.85	4.06	3.66	3.94	3.94	3.86	3.80	3.90	3.96
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.98	4.08	4.01	4.06	3.76	4.08	4.16	4.02	3.95	4.05	4.05
My organization has prepared employees for potential security threats	3.97	4.16	3.92	4.04	4.04	3.76	3.80	3.81	3.85	3.93	3.98
<b>Intelligence Community Collaboration</b>	3.95	3.92	3.81	4.04	3.94	4.02	3.95	3.63	3.84	3.85	3.94
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.85	3.87	3.81	3.82	4.02	4.01	4.11	3.69	3.95	3.96	3.95
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.14	4.37	4.26	4.20	4.35	4.51	4.47	4.03	4.45	4.37	4.22
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.99	4.02	4.04	4.21	3.96	4.32	4.26	3.87	3.92	4.02	4.07
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	3.92	4.00	4.04	4.07	4.14	4.28	4.18	3.75	4.28	4.10	4.10
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.70	3.64	3.44	3.63	3.74	3.74	3.62	3.49	3.51	3.57	3.60
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.71	2.50	2.63	2.76	2.32	3.36	2.97	2.60	2.62	2.70	2.47
<b>External Collaboration</b>											
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	4.06	3.86	3.49	4.19	3.97	3.37	3.68	3.34	3.88	3.64	3.78
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.35	4.28	4.13	4.47	4.20	4.29	4.23	4.11	4.23	4.17	4.38
<b>Tools, Technology, and Resources</b>	3.22	3.75	3.22	3.57	3.65	3.15	3.22	2.93	3.45	3.34	3.43

2016 FO/HQ Climate	KC	KX	LV	LR	LR-Admin	LA-CT	LA-CI/Cyber	LA-CID	LA-Intel	LS	ME
I have sufficient resources (eg, people, budget) to get my job done	3.31	3.77	3.27	3.53	3.59	3.25	3.29	3.01	3.46	3.30	3.47
I have the technology needed (eg software, hardware, etc.) to get my job done	3.12	3.74	3.18	3.60	3.72	3.06	3.17	2.84	3.42	3.38	3.39
<b>Work Environment</b>	3.83	4.22	4.09	4.34	3.80	3.95	3.89	3.85	3.67	4.20	3.91
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.43	4.13	3.97	4.25	3.73	3.83	3.83	3.69	3.71	4.03	3.62
(O) Employees are protected from health and safety hazards on the job	4.23	4.32	4.24	4.40	3.87	4.07	3.95	4.03	3.64	4.37	4.19
<b>Administrative Workload</b>											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.45	3.56	3.52	3.60	3.82	3.36	3.14	3.19	3.66	3.40	3.65
Considering everything, how satisfied are you with your pay?	3.79	3.93	3.59	4.00	3.57	3.66	3.61	3.57	3.58	3.89	4.04
<b>Organizational Change</b>											
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.44	3.28	3.39	3.54	3.58	3.50	3.35	3.28	3.53	3.29	3.17
<b>Climate and Engagement Survey</b>											
I've seen or heard the results from last years survey	4.21	4.32	3.58	4.26	3.64	3.81	4.01	3.66	3.82	4.41	4.06
I'm interested in seeing or hearing the results from this years survey	4.14	4.39	4.27	4.12	4.13	4.35	4.28	4.28	4.25	4.33	4.31
<b>Other</b>											
(O) Leaders support collaboration across work units to accomplish work objectives	4.19	4.20	4.08	4.26	3.96	4.16	4.17	4.02	4.12	4.16	4.18
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	4.06	4.15	3.99	4.14	3.77	3.99	4.01	3.99	3.99	4.10	4.07
(O) The FBI is able to recruit people with the right skills	3.73	3.82	3.51	3.86	3.46	3.86	3.55	3.72	3.56	3.72	3.72
(O) The skill level in my work unit has improved in the past year	3.97	3.98	3.86	4.11	3.86	4.13	3.97	3.97	3.95	4.00	4.00
Considering everything, how satisfied are you with the FBI?	4.22	4.42	4.13	4.32	4.29	4.24	4.21	4.20	4.18	4.26	4.35
I am constantly looking for ways to do my job better	4.47	4.55	4.47	4.52	4.56	4.45	4.55	4.53	4.57	4.53	4.61
(O) I feel encouraged to come up with new and better ways of doing things	3.96	4.12	4.00	3.92	3.91	3.92	3.89	3.85	3.91	3.88	3.95

2016 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
<b>Mission and Organization Engagement</b>	4.51	4.32	4.38	4.48	4.41	4.50	4.36	4.35	4.49	4.43	4.49
I am proud to work for the FBI	4.74	4.60	4.59	4.67	4.62	4.73	4.58	4.66	4.66	4.71	4.74
(Reverse - higher is better) I am cynical about the FBI	4.19	4.01	4.00	4.10	4.12	4.13	4.19	3.92	4.15	4.03	4.17
I believe in the mission of the FBI	4.77	4.68	4.70	4.78	4.72	4.74	4.62	4.75	4.80	4.74	4.76
I recommend the FBI as a good place to work	4.36	3.99	4.23	4.36	4.19	4.40	4.08	4.05	4.35	4.24	4.29
<b>Workplace Engagement</b>	4.12	3.79	3.95	4.15	3.95	4.17	3.95	3.84	4.13	4.08	4.09
My morale at work is good	4.15	3.76	4.01	4.25	4.03	4.29	3.94	3.91	4.18	4.12	4.13
(Reverse - higher is better) I feel frustrated at work	3.85	3.38	3.57	3.80	3.58	3.81	3.67	3.51	3.83	3.65	3.78
I look forward to going to work	4.14	3.90	4.02	4.23	3.99	4.26	3.97	3.89	4.26	4.24	4.14
I put in extra effort because I like where I work	4.35	4.18	4.20	4.41	4.22	4.32	4.27	4.06	4.25	4.35	4.36
<b>Work Engagement</b>	4.26	3.98	4.05	4.18	4.08	4.28	4.16	4.01	4.21	4.22	4.15
My work gives me a feeling of personal accomplishment	4.36	4.19	4.17	4.34	4.14	4.42	4.24	4.05	4.34	4.40	4.26
I like the kind of work I do	4.39	4.24	4.23	4.37	4.26	4.41	4.27	4.14	4.31	4.45	4.32
(Reverse - higher is better) I feel burned out from the work that I do	4.04	3.54	3.74	3.89	3.84	4.02	4.00	3.84	3.99	3.82	3.89
<b>FBI Leadership</b>	4.30	4.05	4.19	4.45	4.30	4.32	4.11	4.07	4.32	4.13	4.28
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.31	4.01	4.12	4.42	4.29	4.31	4.19	4.08	4.28	4.10	4.30
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.39	4.18	4.28	4.56	4.40	4.26	4.24	4.17	4.39	4.29	4.41
(O) The FBI's senior executives maintain high standards of honesty and integrity	4.14	3.88	4.03	4.31	4.07	4.27	3.92	3.99	4.25	4.00	4.12
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.17	3.75	4.07	4.38	4.20	4.22	3.91	3.81	4.08	3.92	4.05
Im on board with the Director's vision and ideas	4.48	4.41	4.43	4.61	4.54	4.50	4.37	4.41	4.61	4.41	4.51
<b>Division Leadership</b>	3.95	3.46	4.03	4.26	3.91	4.06	3.68	3.70	4.03	3.74	4.02
My Division leadership works together as a team	3.68	3.33	4.06	4.13	3.68	4.05	3.62	3.75	4.04	3.79	4.04
Division leaders take responsibility for the decisions they make	3.93	3.47	4.04	4.35	3.95	4.11	3.76	3.71	4.04	3.83	3.95
How satisfied are you with the decisions and policies of your Division leadership?	3.87	3.26	3.87	4.13	3.74	3.90	3.62	3.53	3.79	3.59	3.82
Employee morale is important to my Division leadership	3.94	3.27	3.91	4.34	3.98	4.13	3.43	3.45	3.77	3.51	3.99
Results are important to my Division leadership	4.33	4.00	4.27	4.44	4.32	4.33	3.99	4.09	4.45	4.11	4.39
Division leadership has a positive impact on our Division performance	3.94	3.39	4.04	4.24	3.84	4.08	3.71	3.72	4.07	3.79	4.08

2016 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
<b>Supervisory Leadership</b>	4.28	4.16	4.27	4.48	4.22	4.44	4.06	4.26	4.25	4.35	4.30
Supervisorsteam leaders in my work unit support employee development	4.23	4.04	4.12	4.47	4.10	4.35	3.98	4.13	4.09	4.19	4.21
My supervisor supports my need to balance work and other life issues	4.43	4.31	4.42	4.56	4.48	4.55	4.22	4.40	4.31	4.47	4.44
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.30	4.17	4.31	4.57	4.24	4.47	4.15	4.35	4.36	4.49	4.32
I have trust and confidence in my supervisor as a leader	4.19	4.11	4.26	4.41	4.10	4.38	3.99	4.15	4.25	4.30	4.22
<b>Communication - Dissemination</b>	3.95	3.59	3.96	4.17	3.93	4.03	3.61	3.71	4.04	3.75	3.96
My Division leadership communicates threats and priorities	4.22	3.94	4.08	4.37	4.15	4.20	3.79	3.93	4.26	3.97	4.22
My Division leadership communicates context and explanations regarding decisions and initiatives	3.99	3.44	3.86	4.27	4.03	4.03	3.57	3.70	3.95	3.61	3.97
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.64	3.34	3.92	3.90	3.63	3.84	3.49	3.55	3.89	3.72	3.70
<b>Communication - Voice</b>	3.76	3.29	3.77	4.10	3.70	3.87	3.40	3.54	3.74	3.54	3.77
How satisfied are you with your involvement in decisions that affect your work?	3.77	3.32	3.73	4.09	3.64	3.75	3.46	3.44	3.64	3.52	3.60
My Division leadership is receptive to negative information and bad news	3.71	3.24	3.73	3.98	3.67	3.89	3.43	3.62	3.75	3.58	3.83
Leaders in my Division listen to what employees have to say	3.83	3.32	3.85	4.30	3.85	3.98	3.36	3.65	3.80	3.53	3.92
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	4.05	3.92	3.98	4.23	4.04	4.16	3.94	4.02	4.25	4.17	4.04
The employees here are competent and know how to get the job done	3.98	3.92	4.00	4.13	4.11	4.16	4.05	4.06	4.22	4.19	4.00
The people in my Division conduct themselves in a professional manner	3.98	4.01	4.04	4.13	4.07	4.10	3.95	4.13	4.29	4.24	4.10
(O) Employees in my work unit share job knowledge with each other	4.19	4.12	3.99	4.44	4.13	4.33	3.95	4.15	4.32	4.21	4.15
This is a friendly and cooperative place to work	3.99	3.90	4.02	4.31	4.04	4.22	3.92	4.03	4.31	4.26	4.10
My co-workers and I work together as a team	4.34	4.12	4.15	4.45	4.18	4.33	4.11	4.17	4.45	4.33	4.24
My colleagues have a positive impact on my morale	4.13	3.96	4.05	4.36	4.07	4.17	3.90	3.99	4.26	4.22	4.11
Employees understand each others roles and responsibilities	3.81	3.47	3.63	3.85	3.68	3.83	3.72	3.71	3.86	3.78	3.57
<b>Counterproductive Work Behaviors</b>	2.83	2.78	3.06	3.12	2.80	3.21	2.89	2.84	3.17	2.94	2.90

2016 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.74	2.62	3.02	3.00	2.67	3.14	2.90	2.69	3.11	2.90	2.72
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.66	2.52	2.86	2.91	2.62	2.98	2.76	2.60	2.87	2.69	2.72
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.09	3.18	3.27	3.38	3.14	3.53	2.93	3.10	3.50	3.26	3.22
<b>Formal Performance Management</b>	3.57	3.32	3.39	3.67	3.39	3.71	3.47	3.39	3.48	3.41	3.63
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.36	3.12	3.17	3.50	3.21	3.51	3.20	3.30	3.52	3.33	3.53
(O) My performance appraisal is a fair reflection of my performance	4.10	3.97	3.93	4.31	4.05	4.35	4.04	4.22	4.19	4.21	4.12
Discussions about performance are seen as important and worthwhile	3.80	3.54	3.69	4.04	3.64	3.90	3.73	3.64	3.68	3.62	3.98
Promotions in my work unit are based on merit	3.30	3.18	3.22	3.43	3.13	3.52	3.15	2.94	3.19	3.13	3.43
In my work unit, differences in performance are recognized in a meaningful way	3.57	3.05	3.28	3.79	3.32	3.65	3.38	3.26	3.40	3.30	3.55
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.73	3.45	3.28	3.62	3.30	3.80	3.39	3.53	3.56	3.66	3.63
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.27	2.96	3.26	3.45	3.05	3.42	3.20	3.01	3.19	3.11	3.25
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	4.00	3.72	3.87	4.17	3.95	4.27	4.01	4.07	3.85	4.04	4.11
(O) Pay raises depend on how well employees perform their jobs	2.73	2.66	2.53	2.78	2.67	2.86	2.66	2.38	2.27	2.30	2.82
<b>Informal Performance Management</b>	3.86	3.71	3.63	3.99	3.70	3.95	3.59	3.66	3.81	3.75	3.85
(O) Employees are recognized for providing high quality products and services to customers	3.80	3.56	3.52	3.85	3.61	3.89	3.36	3.47	3.67	3.56	3.81
(O) Creativity and innovation are rewarded	3.63	3.40	3.41	3.73	3.55	3.72	3.28	3.38	3.58	3.51	3.61
How satisfied are you with the recognition you receive for doing a good job?	3.80	3.53	3.54	4.00	3.56	3.92	3.54	3.63	3.84	3.73	3.72
(O) In the last six months, my supervisor has talked with me about my performance	4.20	4.29	4.05	4.40	4.09	4.27	3.98	4.12	4.13	4.22	4.29
<b>Training and Career Development</b>	3.87	3.73	3.70	4.11	3.77	3.95	3.59	3.65	3.75	3.77	3.75
How satisfied are you with your career opportunities at the FBI?	3.86	3.79	3.71	4.06	3.67	3.88	3.45	3.60	3.83	3.76	3.62
(O) My training needs are assessed	3.67	3.57	3.43	3.87	3.66	3.78	3.51	3.47	3.46	3.59	3.63

2016 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
I am given a real opportunity to improve my skills	4.06	3.84	3.94	4.34	3.97	4.17	3.80	3.86	3.91	3.96	4.00
<b>Job and Role Characteristics</b>	4.14	3.87	3.96	4.22	3.98	4.16	3.98	3.87	4.08	4.15	3.99
Considering everything, how satisfied are you with your job?	4.20	3.94	4.08	4.29	4.01	4.24	3.98	3.89	4.11	4.19	4.10
Employees have a feeling of personal empowerment with respect to work	3.89	3.58	3.84	4.12	3.87	4.03	3.71	3.71	3.99	3.94	3.88
The work I do makes a difference	4.37	4.24	4.11	4.42	4.22	4.40	4.20	4.14	4.31	4.43	4.16
Employees in other jobs or positions value the work I do	4.13	4.08	3.90	4.20	4.00	4.15	4.03	3.97	4.17	4.19	3.94
My job has the right amount of variety	4.11	3.96	4.01	4.30	3.99	4.09	3.93	3.71	4.06	4.23	3.96
I see the impact or outcomes of my work	4.24	4.05	4.01	4.28	4.03	4.19	4.14	3.80	4.08	4.30	4.02
My workload is reasonable	4.01	3.44	3.63	3.85	3.80	3.86	3.86	3.82	3.89	3.78	3.83
I am clear on what is expected of me on a daily basis	4.36	3.88	4.20	4.37	4.14	4.39	4.28	4.13	4.26	4.29	4.13
My talents are used well in the workplace	3.95	3.78	3.81	4.13	3.83	4.04	3.78	3.68	3.79	4.06	3.88
<b>Inclusion and Fairness</b>	3.83	3.72	3.86	4.11	3.85	4.04	3.75	3.83	4.01	3.91	3.93
Different perspectives are encouraged and valued	3.76	3.27	3.76	4.14	3.73	3.95	3.49	3.68	3.77	3.60	3.87
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.32	4.32	4.34	4.48	4.34	4.45	4.25	4.40	4.50	4.47	4.41
People in my Division are treated in a fair and consistent manner	3.81	3.65	3.91	4.01	3.70	4.04	3.71	4.04	4.15	4.11	4.03
Leaders work well with employees of different backgrounds	4.11	3.96	4.16	4.46	4.16	4.31	3.98	4.15	4.31	4.30	4.24
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.09	3.96	3.97	4.31	4.04	4.17	4.00	4.05	4.14	4.13	4.13
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.92	3.87	3.87	4.23	3.96	4.02	3.92	3.93	3.99	3.83	3.95
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.89	2.94	3.02	3.25	2.99	3.33	2.82	2.70	3.05	2.94	2.98
(O) Prohibited personnel practices are not tolerated	3.95	3.93	3.97	4.26	4.05	4.15	3.79	3.84	4.18	4.08	3.96
<b>Integrity</b>	4.40	4.29	4.42	4.57	4.33	4.48	4.10	4.35	4.46	4.43	4.41
Following the law is just as important as accomplishing the mission	4.63	4.66	4.62	4.84	4.63	4.70	4.34	4.54	4.69	4.66	4.64

2016 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.17	3.94	4.21	4.32	4.04	4.27	3.86	4.13	4.23	4.17	4.16
<b>Compliance</b>	3.87	3.87	3.94	4.15	3.91	4.01	3.71	3.80	4.06	3.88	3.85
Employees report misconduct to the appropriate authorities	3.82	3.83	3.86	4.06	3.81	3.95	3.65	3.72	3.99	3.93	3.83
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.87	3.83	4.01	4.22	3.90	4.00	3.59	3.91	4.22	3.94	3.98
My organization has prepared employees for potential security threats	3.92	3.94	4.00	4.17	4.00	4.12	3.82	3.75	3.97	3.82	3.81
<b>Intelligence Community Collaboration</b>	3.95	3.91	3.90	4.00	3.86	3.74	3.78	3.91	4.18	3.77	3.88
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.92	3.84	3.86	3.82	3.86	3.85	3.67	3.92	4.03	3.44	3.80
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.25	4.27	4.31	4.31	4.22	4.22	4.01	4.28	4.49	3.80	4.35
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.13	4.10	3.93	4.01	4.00	4.00	3.72	4.23	4.42	3.77	4.03
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.07	4.07	4.10	4.03	3.90	3.95	3.69	4.03	4.30	3.72	4.14
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.64	3.57	3.43	3.61	3.50	3.72	3.71	3.56	3.84	3.38	3.42
How often do you share knowledge and collaborate on work-related matters with members of the Intelligence Community (IC) who are outside your own IC agency or component?	2.74	2.89	2.82	2.62	2.66	2.73	2.14	3.22	3.60	2.62	2.82
<b>External Collaboration</b>											
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	3.92	3.81	4.03	4.21	4.06	3.16	3.98	3.84	4.34	3.92	4.12
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.26	4.24	4.29	4.42	4.24	4.25	4.08	4.18	4.41	4.20	4.25
<b>Tools, Technology, and Resources</b>	3.52	3.33	3.31	3.55	3.52	3.38	3.64	3.29	3.36	3.03	3.29

2016 FO/HQ Climate	MM	MW	MP	MO	NH	NO	NY-Admin	NY-CI	NY-CT	NY-CID	NY-Intel
I have sufficient resources (eg, people, budget) to get my job done	3.60	3.22	3.35	3.51	3.50	3.42	3.66	3.37	3.52	3.11	3.45
I have the technology needed (eg software, hardware, etc.) to get my job done	3.44	3.44	3.28	3.61	3.53	3.36	3.65	3.21	3.21	2.95	3.13
<b>Work Environment</b>	4.07	4.05	3.86	4.26	4.09	4.20	3.79	3.69	4.10	3.65	3.53
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	4.02	3.97	3.69	4.19	3.96	4.10	3.63	3.60	3.94	3.36	3.25
(O) Employees are protected from health and safety hazards on the job	4.12	4.12	4.03	4.34	4.22	4.31	3.95	3.78	4.24	3.94	3.84
<b>Administrative Workload</b>											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.53	3.29	3.32	3.57	3.46	3.45	3.85	3.31	3.31	3.17	3.58
Considering everything, how satisfied are you with your pay?	3.88	3.71	3.83	4.03	3.76	3.77	3.25	3.14	2.99	3.10	3.48
<b>Organizational Change</b>											
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.39	3.54	3.28	3.50	3.54	3.36	3.68	3.32	3.69	3.22	3.65
<b>Climate and Engagement Survey</b>											
I've seen or heard the results from last years survey	4.27	3.62	4.13	4.16	4.26	4.28	3.76	3.73	3.54	3.74	4.04
I'm interested in seeing or hearing the results from this years survey	4.36	4.38	4.22	4.30	4.28	4.31	4.28	4.08	4.27	4.20	4.31
<b>Other</b>											
(O) Leaders support collaboration across work units to accomplish work objectives	4.06	3.97	4.04	4.36	4.09	4.20	3.85	3.96	4.23	4.09	4.21
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	4.00	3.90	3.92	4.36	4.15	4.09	3.71	3.80	3.92	3.85	4.02
(O) The FBI is able to recruit people with the right skills	3.74	3.57	3.55	3.98	3.69	3.78	3.63	3.47	3.71	3.60	3.57
(O) The skill level in my work unit has improved in the past year	3.88	3.89	3.83	4.15	3.84	3.99	3.79	3.83	3.90	3.86	3.93
Considering everything, how satisfied are you with the FBI?	4.31	4.00	4.16	4.30	4.18	4.33	4.12	4.04	4.21	4.22	4.27
I am constantly looking for ways to do my job better	4.57	4.48	4.45	4.63	4.44	4.56	4.33	4.37	4.52	4.48	4.50
(O) I feel encouraged to come up with new and better ways of doing things	3.90	3.71	3.78	4.05	3.89	4.12	3.71	3.82	3.98	3.89	3.98



2016 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH	SC
<b>Mission and Organization Engagement</b>	4.35	4.47	4.38	4.40	4.31	4.46	4.48	4.50	4.45	4.51	4.38
I am proud to work for the FBI	4.55	4.66	4.57	4.64	4.59	4.66	4.69	4.65	4.61	4.70	4.59
(Reverse - higher is better) I am cynical about the FBI	4.10	4.18	4.05	4.08	3.93	4.14	4.11	4.26	4.12	4.21	4.05
I believe in the mission of the FBI	4.62	4.71	4.72	4.66	4.68	4.71	4.77	4.70	4.73	4.74	4.66
I recommend the FBI as a good place to work	4.17	4.35	4.18	4.24	4.10	4.32	4.36	4.36	4.31	4.36	4.22
<b>Workplace Engagement</b>	4.04	4.09	3.84	4.01	3.89	4.00	4.04	4.15	4.07	4.01	3.90
My morale at work is good	4.02	4.13	3.90	4.06	3.94	4.06	4.14	4.21	4.15	4.06	3.90
(Reverse - higher is better) I feel frustrated at work	3.75	3.76	3.43	3.68	3.44	3.66	3.65	3.88	3.72	3.67	3.60
I look forward to going to work	4.07	4.18	3.86	4.01	3.98	4.05	4.08	4.17	4.12	4.08	3.94
I put in extra effort because I like where I work	4.33	4.32	4.18	4.29	4.20	4.29	4.31	4.33	4.32	4.24	4.21
<b>Work Engagement</b>	4.18	4.22	4.10	4.17	4.13	4.16	4.19	4.16	4.15	4.16	4.10
My work gives me a feeling of personal accomplishment	4.23	4.29	4.18	4.28	4.19	4.25	4.36	4.31	4.28	4.25	4.20
I like the kind of work I do	4.36	4.38	4.31	4.35	4.30	4.29	4.39	4.30	4.33	4.35	4.30
(Reverse - higher is better) I feel burned out from the work that I do	3.93	3.99	3.81	3.89	3.88	3.93	3.82	3.87	3.84	3.87	3.80
<b>FBI Leadership</b>	4.02	4.25	4.29	4.22	4.08	4.28	4.25	4.19	4.28	4.30	4.32
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.07	4.28	4.29	4.24	4.01	4.24	4.23	4.21	4.25	4.32	4.35
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.07	4.33	4.44	4.28	4.20	4.39	4.32	4.23	4.27	4.41	4.45
(O) The FBI's senior executives maintain high standards of honesty and integrity	4.04	4.13	4.11	4.16	3.93	4.17	4.03	4.11	4.34	4.16	4.09
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.72	4.09	4.16	4.05	3.88	4.06	4.09	4.03	4.19	4.11	4.14
Im on board with the Director's vision and ideas	4.29	4.47	4.49	4.39	4.35	4.52	4.57	4.43	4.49	4.52	4.56
<b>Division Leadership</b>	3.83	3.85	3.89	4.01	3.86	4.11	3.85	4.14	4.19	3.99	3.86
My Division leadership works together as a team	3.92	3.80	3.76	3.85	3.73	4.10	3.81	4.13	4.14	4.11	3.85
Division leaders take responsibility for the decisions they make	3.87	3.89	3.84	4.07	3.91	4.08	3.83	4.16	4.26	3.98	3.93
How satisfied are you with the decisions and policies of your Division leadership?	3.68	3.77	3.84	3.95	3.84	4.04	3.75	3.97	4.09	3.92	3.70
Employee morale is important to my Division leadership	3.59	3.73	3.89	3.96	3.69	4.04	3.67	4.08	4.12	3.76	3.64
Results are important to my Division leadership	4.19	4.19	4.26	4.23	4.27	4.36	4.23	4.45	4.39	4.33	4.23
Division leadership has a positive impact on our Division performance	3.88	3.86	3.83	4.09	3.82	4.20	3.86	4.17	4.34	3.85	3.79

2016 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH	SC
<b>Supervisory Leadership</b>	4.25	4.26	4.24	4.27	4.45	4.30	4.19	4.48	4.37	4.43	4.14
Supervisorsteam leaders in my work unit support employee development	4.12	4.18	4.19	4.15	4.29	4.15	4.14	4.43	4.30	4.33	4.09
My supervisor supports my need to balance work and other life issues	4.33	4.41	4.46	4.50	4.56	4.50	4.32	4.61	4.46	4.56	4.32
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.34	4.29	4.19	4.28	4.54	4.35	4.18	4.49	4.44	4.48	4.13
I have trust and confidence in my supervisor as a leader	4.25	4.17	4.11	4.18	4.44	4.25	4.11	4.42	4.32	4.36	4.01
<b>Communication - Dissemination</b>	3.78	3.82	4.01	3.99	4.01	4.05	3.80	4.03	4.16	3.98	3.87
My Division leadership communicates threats and priorities	3.90	4.00	4.22	4.12	4.19	4.19	4.03	4.14	4.29	4.31	4.11
My Division leadership communicates context and explanations regarding decisions and initiatives	3.71	3.78	4.02	4.04	3.99	4.00	3.77	3.98	4.10	3.98	3.80
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.79	3.69	3.79	3.82	3.85	3.98	3.62	4.00	4.19	3.64	3.70
<b>Communication - Voice</b>	3.65	3.69	3.75	3.86	3.75	3.90	3.65	3.90	3.97	3.74	3.64
How satisfied are you with your involvement in decisions that affect your work?	3.64	3.67	3.69	3.78	3.70	3.81	3.67	3.85	3.85	3.79	3.59
My Division leadership is receptive to negative information and bad news	3.69	3.71	3.72	3.81	3.72	3.91	3.64	3.89	4.08	3.63	3.68
Leaders in my Division listen to what employees have to say	3.62	3.71	3.83	4.03	3.84	4.01	3.65	3.97	4.14	3.82	3.68
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	4.07	4.09	3.92	4.12	4.02	4.03	4.13	4.15	4.20	4.08	4.11
The employees here are competent and know how to get the job done	4.00	4.10	3.98	4.16	3.99	4.02	4.13	4.21	4.15	3.99	4.15
The people in my Division conduct themselves in a professional manner	4.07	4.11	3.93	4.23	4.07	4.05	4.16	4.19	4.25	4.12	4.18
(O) Employees in my work unit share job knowledge with each other	4.19	4.19	4.15	4.18	4.25	4.13	4.27	4.25	4.39	4.17	4.26
This is a friendly and cooperative place to work	4.08	4.19	3.91	4.27	4.08	4.10	4.20	4.22	4.28	4.15	4.07
My co-workers and I work together as a team	4.31	4.26	4.19	4.26	4.25	4.19	4.31	4.32	4.37	4.28	4.25
My colleagues have a positive impact on my morale	4.04	4.10	3.82	4.05	4.03	4.04	4.12	4.09	4.13	4.12	4.09
Employees understand each others roles and responsibilities	3.81	3.73	3.51	3.67	3.59	3.68	3.75	3.74	3.84	3.71	3.77
<b>Counterproductive Work Behaviors</b>	3.03	2.93	2.76	3.00	2.89	2.98	2.92	3.26	3.13	2.97	3.14

2016 FO/HQ Climate	NY-SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH	SC
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	3.01	2.89	2.60	2.85	2.78	2.89	2.80	3.23	3.01	2.96	3.03
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.85	2.66	2.55	2.76	2.58	2.75	2.73	3.09	2.93	2.72	2.96
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.30	3.26	3.10	3.39	3.36	3.31	3.19	3.48	3.50	3.18	3.43
<b>Formal Performance Management</b>	3.44	3.54	3.44	3.54	3.49	3.43	3.36	3.69	3.59	3.52	3.46
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.36	3.35	3.02	3.36	3.30	3.28	3.03	3.57	3.49	3.33	3.27
(O) My performance appraisal is a fair reflection of my performance	4.11	4.18	4.19	4.18	4.20	4.01	4.10	4.14	4.17	4.23	3.88
Discussions about performance are seen as important and worthwhile	3.75	3.82	3.71	3.83	3.69	3.77	3.66	4.01	3.96	3.78	3.70
Promotions in my work unit are based on merit	3.20	3.29	3.22	3.33	3.21	3.18	3.08	3.54	3.33	3.24	3.28
In my work unit, differences in performance are recognized in a meaningful way	3.40	3.51	3.38	3.48	3.36	3.39	3.28	3.66	3.56	3.47	3.38
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.45	3.50	3.61	3.43	3.45	3.55	3.29	3.74	3.48	3.52	3.46
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.15	3.22	3.08	3.22	3.22	3.25	3.11	3.50	3.34	3.28	3.35
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	4.05	4.12	4.00	4.03	4.15	3.91	3.97	4.10	4.07	4.13	3.69
(O) Pay raises depend on how well employees perform their jobs	2.50	2.59	2.75	2.83	2.61	2.59	2.41	2.86	2.73	2.64	2.79
<b>Informal Performance Management</b>	3.70	3.77	3.73	3.79	3.77	3.79	3.65	4.01	3.86	3.84	3.68
(O) Employees are recognized for providing high quality products and services to customers	3.61	3.66	3.60	3.69	3.57	3.64	3.53	3.92	3.74	3.73	3.58
(O) Creativity and innovation are rewarded	3.45	3.51	3.48	3.57	3.57	3.54	3.44	3.75	3.70	3.65	3.33
How satisfied are you with the recognition you receive for doing a good job?	3.67	3.65	3.69	3.62	3.67	3.77	3.52	3.94	3.78	3.76	3.53
(O) In the last six months, my supervisor has talked with me about my performance	4.07	4.21	4.10	4.21	4.38	4.24	4.09	4.42	4.31	4.20	4.25
<b>Training and Career Development</b>	3.67	3.85	3.78	3.92	3.71	3.70	3.76	3.99	3.87	3.82	3.70
How satisfied are you with your career opportunities at the FBI?	3.52	3.78	3.84	3.89	3.69	3.70	3.77	3.86	3.85	3.70	3.72
(O) My training needs are assessed	3.67	3.72	3.54	3.75	3.59	3.47	3.53	3.85	3.75	3.58	3.51

2016 FO/HQ Climate	NY- SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH	SC
I am given a real opportunity to improve my skills	3.91	4.04	3.96	4.11	3.88	3.91	3.96	4.24	4.08	4.21	3.85
<b>Job and Role Characteristics</b>	4.03	4.09	3.93	4.07	4.00	4.06	4.08	4.11	4.11	4.09	4.00
Considering everything, how satisfied are you with your job?	4.04	4.11	4.01	4.17	4.00	4.12	4.15	4.19	4.18	4.16	4.06
Employees have a feeling of personal empowerment with respect to work	3.80	3.90	3.71	3.90	3.91	3.90	3.83	4.04	4.04	3.96	3.74
The work I do makes a difference	4.26	4.28	4.18	4.29	4.21	4.25	4.31	4.36	4.30	4.32	4.22
Employees in other jobs or positions value the work I do	4.06	4.10	3.90	4.06	3.83	3.99	4.12	4.07	4.22	4.13	4.08
My job has the right amount of variety	4.02	4.11	3.98	4.03	4.18	4.12	4.16	4.12	4.12	4.13	4.11
I see the impact or outcomes of my work	4.10	4.12	3.99	4.11	4.08	4.17	4.17	4.18	4.12	4.14	4.07
My workload is reasonable	3.87	3.93	3.69	3.79	3.76	3.88	3.66	3.77	3.75	3.71	3.77
I am clear on what is expected of me on a daily basis	4.28	4.26	4.11	4.24	4.20	4.22	4.25	4.25	4.30	4.24	4.16
My talents are used well in the workplace	3.88	4.01	3.79	4.02	3.92	3.89	4.03	3.98	4.02	3.96	3.84
<b>Inclusion and Fairness</b>	3.91	3.95	3.85	4.01	3.95	3.90	3.83	4.05	4.06	3.94	3.87
Different perspectives are encouraged and valued	3.63	3.76	3.80	3.91	3.74	3.96	3.67	3.94	4.03	3.79	3.68
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.38	4.39	4.39	4.48	4.41	4.37	4.33	4.50	4.43	4.50	4.30
People in my Division are treated in a fair and consistent manner	4.00	3.98	3.71	4.04	3.96	3.95	3.97	4.06	4.16	3.85	3.92
Leaders work well with employees of different backgrounds	4.15	4.25	4.07	4.27	4.30	4.16	4.15	4.29	4.34	4.17	4.10
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.12	4.13	4.15	4.05	4.28	4.05	4.00	4.17	4.32	4.23	3.91
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.93	3.98	3.94	4.02	4.07	3.87	3.81	4.08	3.99	4.01	3.91
(Reverse - higher is better) Who you know is more important than what you know what you can do	3.06	3.15	2.85	3.22	3.04	3.04	2.88	3.26	3.26	3.01	3.03
(O) Prohibited personnel practices are not tolerated	4.03	4.10	3.92	4.10	4.10	4.00	4.02	4.15	4.33	4.13	4.10
<b>Integrity</b>	4.29	4.40	4.43	4.45	4.40	4.45	4.31	4.48	4.55	4.38	4.35
Following the law is just as important as accomplishing the mission	4.49	4.64	4.71	4.67	4.69	4.66	4.57	4.69	4.70	4.63	4.64

2016 FO/HQ Climate	NY-SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH	SC
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.09	4.15	4.13	4.22	4.12	4.25	4.02	4.27	4.41	4.12	4.07
<b>Compliance</b>	3.83	3.95	3.96	3.99	4.01	3.94	3.92	4.02	4.15	4.14	3.90
Employees report misconduct to the appropriate authorities	3.83	3.81	3.91	3.96	3.82	3.86	3.82	3.86	4.15	4.08	3.85
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.96	3.98	4.08	4.02	4.05	4.00	3.94	4.06	4.28	4.22	3.99
My organization has prepared employees for potential security threats	3.80	3.99	3.91	4.01	4.11	3.94	3.99	4.11	4.10	4.10	3.88
<b>Intelligence Community Collaboration</b>	3.74	3.72	3.88	3.84	3.90	3.80	3.88	4.03	3.97	3.87	3.84
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.87	3.80	3.86	3.74	3.56	3.77	3.88	3.92	4.00	3.89	3.77
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.27	4.23	4.23	4.23	4.14	4.19	4.31	4.44	4.39	4.23	4.28
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.82	3.94	4.00	3.87	4.02	3.96	4.02	4.11	4.11	4.10	3.90
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.06	4.02	3.99	4.01	3.93	3.96	4.03	4.20	4.21	4.04	3.99
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.40	3.48	3.63	3.57	3.45	3.45	3.78	3.60	3.68	3.62	3.56
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?	2.28	2.63	2.95	2.71	2.80	2.64	2.99	2.82	2.87	2.62	2.74
<b>External Collaboration</b>											
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	3.97	3.20	3.57	3.62	3.97	3.67	3.66	4.13	3.90	4.00	3.73
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.11	4.22	4.22	4.28	4.30	4.23	4.22	4.41	4.36	4.43	4.15
<b>Tools, Technology, and Resources</b>	3.40	3.51	3.26	3.56	3.46	3.29	3.42	3.53	3.53	3.36	3.33

2016 FO/HQ Climate	NY-SO/Cyber	NK	NF	OC	OM	PH	PX	PG	PD	RH	SC
I have sufficient resources (eg, people, budget) to get my job done	3.30	3.56	3.32	3.68	3.50	3.43	3.42	3.53	3.63	3.41	3.33
I have the technology needed (eg software, hardware, etc.) to get my job done	3.49	3.45	3.21	3.46	3.42	3.15	3.42	3.54	3.43	3.32	3.32
<b>Work Environment</b>	3.72	4.13	4.23	4.13	4.32	3.72	4.15	4.00	4.20	4.22	3.94
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.73	4.07	4.20	3.99	4.24	3.36	4.05	3.80	4.07	4.16	3.74
(O) Employees are protected from health and safety hazards on the job	3.76	4.22	4.29	4.26	4.41	4.08	4.25	4.21	4.31	4.33	4.12
<b>Administrative Workload</b>											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.69	3.48	3.31	3.56	3.51	3.38	3.35	3.53	3.32	3.48	3.42
Considering everything, how satisfied are you with your pay?	2.91	3.66	3.65	3.83	3.76	3.72	3.77	3.82	3.96	3.86	3.64
<b>Organizational Change</b>											
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.45	3.53	3.40	3.27	3.15	3.20	3.35	3.51	3.42	3.58	3.57
<b>Climate and Engagement Survey</b>											
I've seen or heard the results from last years survey	3.53	3.81	4.22	3.49	4.14	3.88	4.17	4.25	4.12	4.29	4.00
I'm interested in seeing or hearing the results from this years survey	4.16	4.32	4.47	4.27	4.22	4.16	4.22	4.22	4.19	4.32	4.23
<b>Other</b>											
(O) Leaders support collaboration across work units to accomplish work objectives	4.01	4.03	4.03	4.06	4.11	4.13	4.07	4.20	4.29	4.18	4.03
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.88	3.98	3.97	4.02	4.06	3.97	3.94	4.11	4.21	4.06	3.91
(O) The FBI is able to recruit people with the right skills	3.52	3.74	3.47	3.67	3.54	3.65	3.60	3.71	3.75	3.72	3.62
(O) The skill level in my work unit has improved in the past year	3.92	3.94	3.87	3.99	3.95	3.88	3.88	4.06	4.06	4.03	3.83
Considering everything, how satisfied are you with the FBI?	4.07	4.23	4.15	4.24	4.08	4.25	4.21	4.26	4.29	4.28	4.14
I am constantly looking for ways to do my job better	4.47	4.53	4.47	4.50	4.43	4.49	4.48	4.56	4.53	4.52	4.49
(O) I feel encouraged to come up with new and better ways of doing things	3.89	3.90	3.90	3.94	3.98	3.91	3.85	4.05	4.03	4.04	3.78

2016 FO/HQ Climate	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI
<b>Mission and Organization Engagement</b>	4.37	4.49	4.48	4.35	4.48	4.28	4.32	4.45	4.52	4.39	4.42
I am proud to work for the FBI	4.56	4.68	4.71	4.59	4.68	4.60	4.56	4.65	4.67	4.63	4.64
(Reverse - higher is better) I am cynical about the FBI	4.02	4.20	4.12	3.97	4.22	3.78	3.95	4.17	4.26	4.09	4.03
I believe in the mission of the FBI	4.67	4.73	4.81	4.71	4.69	4.67	4.65	4.67	4.73	4.68	4.71
I recommend the FBI as a good place to work	4.22	4.36	4.28	4.12	4.32	4.05	4.17	4.28	4.41	4.19	4.29
<b>Workplace Engagement</b>	3.93	4.09	4.00	3.97	3.95	3.82	3.88	4.11	4.18	3.89	3.97
My morale at work is good	3.99	4.14	4.08	4.11	3.90	3.88	3.88	4.15	4.28	3.99	4.00
(Reverse - higher is better) I feel frustrated at work	3.58	3.82	3.66	3.62	3.56	3.37	3.43	3.83	3.94	3.54	3.66
I look forward to going to work	3.97	4.17	3.99	3.99	4.08	3.91	4.06	4.09	4.24	3.86	4.01
I put in extra effort because I like where I work	4.22	4.26	4.28	4.22	4.29	4.14	4.21	4.34	4.29	4.21	4.24
<b>Work Engagement</b>	4.09	4.17	4.16	4.07	4.12	4.01	4.17	4.15	4.23	4.09	4.01
My work gives me a feeling of personal accomplishment	4.19	4.31	4.27	4.19	4.21	4.15	4.23	4.26	4.28	4.17	4.11
I like the kind of work I do	4.25	4.33	4.35	4.27	4.29	4.23	4.34	4.34	4.34	4.23	4.18
(Reverse - higher is better) I feel burned out from the work that I do	3.84	3.89	3.88	3.76	3.84	3.66	3.97	3.87	4.05	3.87	3.74
<b>FBI Leadership</b>	4.26	4.31	4.35	4.15	4.18	4.18	4.11	4.31	4.26	4.17	4.17
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.22	4.29	4.36	4.10	4.26	4.13	4.02	4.29	4.27	4.22	4.13
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.38	4.38	4.39	4.28	4.25	4.26	4.19	4.36	4.34	4.23	4.23
(O) The FBI's senior executives maintain high standards of honesty and integrity	4.14	4.13	4.17	3.97	4.10	4.04	3.99	4.20	4.23	4.03	4.04
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.05	4.18	4.28	3.95	3.94	3.99	4.02	4.23	4.02	4.01	3.92
Im on board with the Director's vision and ideas	4.51	4.55	4.54	4.44	4.36	4.49	4.35	4.50	4.47	4.42	4.50
<b>Division Leadership</b>	4.04	3.99	3.79	3.85	3.58	3.63	3.45	4.07	4.10	3.84	3.81
My Division leadership works together as a team	4.03	3.94	3.55	3.68	3.33	3.37	3.26	4.01	4.06	3.76	3.79
Division leaders take responsibility for the decisions they make	4.07	3.97	3.81	3.79	3.65	3.72	3.53	3.99	4.08	3.88	3.81
How satisfied are you with the decisions and policies of your Division leadership?	3.91	3.84	3.68	3.70	3.50	3.50	3.35	4.04	4.07	3.71	3.73
Employee morale is important to my Division leadership	3.91	3.92	3.83	3.77	3.33	3.42	3.59	4.08	4.04	3.76	3.69
Results are important to my Division leadership	4.31	4.27	4.17	4.20	4.16	4.16	3.80	4.30	4.31	4.24	4.25
Division leadership has a positive impact on our Division performance	4.08	4.00	3.69	3.97	3.55	3.54	3.27	4.07	4.16	3.79	3.78

2016 FO/HQ Climate	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI
<b>Supervisory Leadership</b>	4.31	4.30	4.30	4.21	3.99	4.24	3.96	4.37	4.36	4.05	4.27
Supervisorsteam leaders in my work unit support employee development	4.22	4.24	4.19	4.14	3.91	4.12	3.90	4.27	4.26	3.95	4.14
My supervisor supports my need to balance work and other life issues	4.43	4.48	4.49	4.44	4.20	4.38	4.27	4.49	4.53	4.18	4.42
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.36	4.28	4.31	4.19	3.99	4.25	3.97	4.41	4.38	4.10	4.31
I have trust and confidence in my supervisor as a leader	4.24	4.21	4.24	4.11	3.89	4.22	3.78	4.32	4.27	4.00	4.23
<b>Communication - Dissemination</b>	4.01	3.98	3.76	3.83	3.65	3.74	3.74	4.01	4.10	3.79	3.78
My Division leadership communicates threats and priorities	4.11	4.25	4.01	4.03	3.93	4.03	4.16	4.17	4.28	4.01	4.07
My Division leadership communicates context and explanations regarding decisions and initiatives	4.03	4.02	3.73	3.83	3.64	3.59	3.66	4.05	4.13	3.83	3.77
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.88	3.70	3.55	3.65	3.41	3.59	3.37	3.82	3.92	3.57	3.56
<b>Communication - Voice</b>	3.82	3.76	3.63	3.66	3.49	3.44	3.40	3.86	3.97	3.61	3.62
How satisfied are you with your involvement in decisions that affect your work?	3.68	3.77	3.59	3.59	3.40	3.51	3.41	3.85	3.82	3.55	3.59
My Division leadership is receptive to negative information and bad news	3.86	3.69	3.59	3.69	3.45	3.38	3.31	3.82	3.99	3.74	3.66
Leaders in my Division listen to what employees have to say	3.99	3.82	3.71	3.73	3.58	3.41	3.54	3.95	4.15	3.62	3.68
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	4.10	4.08	4.08	4.04	3.81	4.01	3.99	4.12	4.12	4.02	4.08
The employees here are competent and know how to get the job done	4.12	4.10	4.06	4.02	3.73	3.99	3.94	4.15	4.12	4.10	4.01
The people in my Division conduct themselves in a professional manner	4.10	4.09	4.12	4.08	3.73	4.06	4.02	4.14	4.21	3.94	4.07
(O) Employees in my work unit share job knowledge with each other	4.24	4.12	4.17	4.19	4.03	4.21	4.16	4.23	4.18	4.19	4.15
This is a friendly and cooperative place to work	4.09	4.18	4.17	4.11	3.71	4.05	3.99	4.17	4.26	3.96	4.06
My co-workers and I work together as a team	4.28	4.24	4.20	4.23	4.09	4.19	4.12	4.24	4.18	4.20	4.32
My colleagues have a positive impact on my morale	4.10	4.06	4.14	4.09	3.79	4.06	4.03	4.14	4.08	3.93	4.10
Employees understand each others roles and responsibilities	3.74	3.76	3.79	3.57	3.60	3.54	3.68	3.78	3.83	3.89	3.88
<b>Counterproductive Work Behaviors</b>	3.11	2.99	2.84	2.82	2.67	2.80	2.90	3.12	3.14	2.97	2.95



2016 FO/HQ Climate	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	3.00	2.98	2.67	2.74	2.74	2.78	2.81	3.04	2.93	2.90	2.92
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.89	2.77	2.67	2.59	2.41	2.53	2.72	2.91	2.91	2.81	2.78
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.49	3.25	3.21	3.12	2.82	3.16	3.19	3.43	3.55	3.18	3.18
<b>Formal Performance Management</b>	3.43	3.54	3.53	3.43	3.25	3.38	3.30	3.59	3.57	3.48	3.48
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.21	3.36	3.32	3.28	3.08	3.15	3.12	3.37	3.30	3.35	3.30
(O) My performance appraisal is a fair reflection of my performance	3.93	4.09	4.15	4.01	3.78	4.11	3.88	4.16	4.16	4.02	4.15
Discussions about performance are seen as important and worthwhile	3.82	3.75	3.75	3.67	3.49	3.48	3.52	3.82	3.89	3.80	3.81
Promotions in my work unit are based on merit	3.24	3.42	3.33	3.23	2.97	3.03	3.14	3.42	3.37	3.27	3.17
In my work unit, differences in performance are recognized in a meaningful way	3.38	3.48	3.47	3.39	3.12	3.28	3.23	3.51	3.54	3.35	3.40
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.41	3.58	3.62	3.38	3.31	3.43	3.36	3.64	3.50	3.36	3.47
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.33	3.29	3.26	3.27	2.87	2.99	3.18	3.34	3.31	3.14	3.24
(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	3.99	3.89	3.66	4.02	3.71	3.99	4.12	4.06	4.00
(O) Pay raises depend on how well employees perform their jobs	2.58	2.83	2.69	2.53	2.79	2.49	2.67	2.94	2.84	3.06	2.74
<b>Informal Performance Management</b>	3.69	3.77	3.82	3.64	3.46	3.68	3.60	3.82	3.87	3.59	3.73
(O) Employees are recognized for providing high quality products and services to customers	3.52	3.65	3.67	3.49	3.31	3.54	3.42	3.75	3.80	3.64	3.67
(O) Creativity and innovation are rewarded	3.34	3.59	3.61	3.29	3.24	3.39	3.28	3.68	3.71	3.40	3.47
How satisfied are you with the recognition you receive for doing a good job?	3.68	3.69	3.72	3.64	3.36	3.59	3.52	3.67	3.75	3.48	3.53
(O) In the last six months, my supervisor has talked with me about my performance	4.21	4.20	4.30	4.09	3.86	4.15	4.15	4.21	4.26	3.96	4.25
<b>Training and Career Development</b>	3.74	3.83	3.79	3.67	3.58	3.63	3.76	3.94	3.89	3.67	3.65
How satisfied are you with your career opportunities at the FBI?	3.79	3.77	3.76	3.67	3.63	3.59	3.75	3.83	3.88	3.57	3.56
(O) My training needs are assessed	3.51	3.68	3.62	3.50	3.36	3.35	3.63	3.83	3.73	3.59	3.46

2016 FO/HQ Climate	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI
I am given a real opportunity to improve my skills	3.92	4.02	4.01	3.88	3.74	3.94	3.93	4.15	4.06	3.90	3.87
<b>Job and Role Characteristics</b>	3.99	4.08	4.08	3.97	3.93	3.91	3.93	4.06	4.13	4.06	3.91
Considering everything, how satisfied are you with your job?	4.08	4.23	4.14	4.06	4.09	3.88	4.05	4.17	4.23	3.97	3.93
Employees have a feeling of personal empowerment with respect to work	3.85	3.93	3.93	3.80	3.50	3.71	3.60	3.91	3.94	3.70	3.74
The work I do makes a difference	4.23	4.30	4.31	4.26	4.22	4.23	4.13	4.33	4.36	4.48	4.14
Employees in other jobs or positions value the work I do	3.98	4.09	4.11	4.05	4.04	4.00	3.85	4.05	4.17	4.20	3.95
My job has the right amount of variety	4.10	4.08	4.09	3.92	4.02	3.99	4.13	3.93	4.15	4.03	3.81
I see the impact or outcomes of my work	4.04	4.18	4.08	4.01	4.09	3.96	4.02	4.10	4.19	4.24	3.79
My workload is reasonable	3.70	3.73	3.88	3.74	3.56	3.64	3.70	3.79	3.93	3.85	3.87
I am clear on what is expected of me on a daily basis	4.09	4.21	4.29	4.13	4.16	4.08	4.15	4.22	4.21	4.20	4.19
My talents are used well in the workplace	3.86	3.98	3.94	3.85	3.73	3.79	3.84	4.01	4.01	3.94	3.77
<b>Inclusion and Fairness</b>	3.91	3.91	3.88	3.82	3.59	3.79	3.67	3.93	4.03	3.74	3.86
Different perspectives are encouraged and valued	3.82	3.75	3.65	3.74	3.48	3.39	3.31	3.86	4.09	3.61	3.67
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.27	4.39	4.40	4.35	4.03	4.30	4.23	4.36	4.38	4.08	4.26
People in my Division are treated in a fair and consistent manner	3.87	4.03	3.94	3.87	3.45	3.82	3.60	3.92	4.07	3.76	3.93
Leaders work well with employees of different backgrounds	4.18	4.21	4.18	4.12	3.77	4.02	3.87	4.17	4.26	3.98	4.15
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.01	4.05	4.11	4.01	3.81	4.19	3.91	4.08	4.16	4.01	4.14
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.87	3.92	3.94	3.75	3.75	3.88	3.80	3.99	4.07	4.04	3.96
(Reverse - higher is better) Who you know is more important than what you know what you can do	3.19	2.96	2.95	2.81	2.73	2.88	3.01	3.16	3.25	2.90	2.82
(O) Prohibited personnel practices are not tolerated	4.06	3.99	4.05	3.95	3.88	4.01	3.95	4.05	4.12	3.91	4.09
<b>Integrity</b>	4.40	4.39	4.39	4.35	4.25	4.29	4.31	4.46	4.47	4.24	4.36
Following the law is just as important as accomplishing the mission	4.61	4.62	4.70	4.61	4.53	4.61	4.64	4.65	4.65	4.51	4.60

2016 FO/HQ Climate	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.19	4.15	4.07	4.07	3.96	3.97	3.94	4.27	4.30	3.95	4.11
<b>Compliance</b>	3.88	3.88	3.92	3.82	3.75	3.81	3.98	4.00	4.03	3.87	3.84
Employees report misconduct to the appropriate authorities	3.71	3.80	3.88	3.77	3.60	3.83	3.98	3.87	3.94	3.78	3.95
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.89	3.93	3.93	3.86	3.79	3.95	4.00	4.07	4.11	3.80	3.86
My organization has prepared employees for potential security threats	3.99	3.90	3.95	3.82	3.85	3.71	3.97	4.06	4.07	4.03	3.80
<b>Intelligence Community Collaboration</b>	3.78	3.94	3.94	3.78	3.68	3.84	3.66	3.87	3.95	3.91	3.79
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.83	3.92	3.98	3.77	3.60	3.85	3.49	3.95	4.04	4.18	3.84
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.17	4.33	4.40	4.28	4.10	4.36	4.16	4.31	4.31	4.43	4.38
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.91	4.05	4.17	4.00	3.66	4.17	3.78	4.06	4.10	4.12	4.07
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.01	4.12	4.21	4.09	3.93	4.09	3.88	4.04	4.17	4.11	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?	3.49	3.58	3.70	3.55	3.39	3.65	3.24	3.59	3.82	3.71	3.43
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?	2.53	2.88	2.87	2.66	2.59	2.83	2.53	2.95	3.18	2.73	2.85
<b>External Collaboration</b>											
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	3.47	3.91	3.81	3.63	3.42	3.40	3.63	3.65	3.62	3.95	3.69
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.22	4.20	4.28	4.18	3.96	4.20	3.92	4.16	4.21	4.13	4.11
<b>Tools, Technology, and Resources</b>	3.40	3.34	3.49	3.16	3.14	3.04	3.39	3.65	3.58	3.79	3.23

2016 FO/HQ Climate	SU	SA	SD	SF	SJ	SE	SI	SL	TP	WFO-Admin	WFO-CI
I have sufficient resources (eg, people, budget) to get my job done	3.46	3.35	3.52	3.22	3.06	3.10	3.38	3.63	3.61	3.80	3.33
I have the technology needed (eg software, hardware, etc.) to get my job done	3.35	3.33	3.48	3.09	3.21	2.97	3.40	3.65	3.55	3.79	3.14
<b>Work Environment</b>	4.09	4.07	4.25	3.86	3.55	4.01	4.14	4.18	4.16	3.98	4.00
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.95	3.99	4.21	3.75	3.36	3.90	4.05	4.05	4.11	3.99	3.92
(O) Employees are protected from health and safety hazards on the job	4.25	4.16	4.31	4.01	3.78	4.13	4.22	4.29	4.24	3.99	4.10
<b>Administrative Workload</b>											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.45	3.42	3.45	3.32	3.56	3.26	3.20	3.42	3.51	3.84	3.58
Considering everything, how satisfied are you with your pay?	3.84	3.85	3.71	3.16	3.77	3.60	3.66	3.81	3.90	3.61	3.52
<b>Organizational Change</b>											
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.48	3.57	3.26	3.45	3.64	3.25	3.32	3.42	3.47	3.69	3.58
<b>Climate and Engagement Survey</b>											
I've seen or heard the results from last years survey	3.91	4.23	4.25	3.97	3.19	3.93	4.13	4.04	4.00	3.79	3.72
I'm interested in seeing or hearing the results from this years survey	4.32	4.39	4.36	4.30	4.44	4.25	4.60	4.20	4.14	4.27	4.33
<b>Other</b>											
(O) Leaders support collaboration across work units to accomplish work objectives	4.07	4.07	4.01	3.92	3.84	3.98	3.92	4.14	4.17	3.84	4.05
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.98	4.03	3.99	3.79	3.79	3.81	3.95	4.00	4.13	3.74	3.90
(O) The FBI is able to recruit people with the right skills	3.66	3.73	3.62	3.41	3.57	3.42	3.76	3.89	3.90	3.58	3.76
(O) The skill level in my work unit has improved in the past year	3.88	3.94	3.83	3.84	3.84	3.90	3.82	3.99	3.98	3.87	3.85
Considering everything, how satisfied are you with the FBI?	4.16	4.35	4.27	4.10	4.19	3.96	4.07	4.28	4.35	4.16	4.19
I am constantly looking for ways to do my job better	4.47	4.53	4.51	4.47	4.57	4.44	4.56	4.45	4.52	4.43	4.46
(O) I feel encouraged to come up with new and better ways of doing things	3.73	3.90	3.85	3.79	3.67	3.82	3.71	3.88	3.99	3.96	3.88

2016 FO/HQ Climate	WFO-CT	WFO-CID	WFO-Intel	Averages
<b>Mission and Organization Engagement</b>	4.48	4.50	4.36	4.43
I am proud to work for the FBI	4.70	4.71	4.59	4.65
(Reverse - higher is better) I am cynical about the FBI	4.12	4.17	4.00	4.11
I believe in the mission of the FBI	4.77	4.78	4.69	4.72
I recommend the FBI as a good place to work	4.34	4.35	4.16	4.25
<b>Workplace Engagement</b>	4.01	4.16	3.91	4.01
My morale at work is good	3.99	4.29	3.90	4.07
(Reverse - higher is better) I feel frustrated at work	3.68	3.87	3.58	3.68
I look forward to going to work	4.04	4.17	3.95	4.07
I put in extra effort because I like where I work	4.36	4.35	4.26	4.27
<b>Work Engagement</b>	4.15	4.27	4.10	4.15
My work gives me a feeling of personal accomplishment	4.31	4.39	4.19	4.26
I like the kind of work I do	4.34	4.44	4.28	4.32
(Reverse - higher is better) I feel burned out from the work that I do	3.80	3.97	3.84	3.88
<b>FBI Leadership</b>	4.19	4.05	4.14	4.24
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.11	3.91	4.14	4.25
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.38	4.33	4.22	4.33
(O) The FBI's senior executives maintain high standards of honesty and integrity	4.06	3.82	4.00	4.10
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.90	3.77	3.84	4.07
Im on board with the Director's vision and ideas	4.46	4.42	4.48	4.49
<b>Division Leadership</b>	3.91	3.96	3.69	3.91
My Division leadership works together as a team	3.80	4.02	3.54	3.83
Division leaders take responsibility for the decisions they make	3.93	3.95	3.64	3.93
How satisfied are you with the decisions and policies of your Division leadership?	3.84	3.84	3.57	3.80
Employee morale is important to my Division leadership	3.64	3.89	3.49	3.79
Results are important to my Division leadership	4.34	4.32	4.19	4.26
Division leadership has a positive impact on our Division performance	3.97	3.91	3.63	3.90

2016 FO/HQ Climate	WFO-CT	WFO-CID	WFO-Intel	Averages
<b>Supervisory Leadership</b>	4.28	4.59	4.16	4.28
Supervisorsteam leaders in my work unit support employee development	4.19	4.48	3.96	4.17
My supervisor supports my need to balance work and other life issues	4.41	4.70	4.44	4.43
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.32	4.62	4.20	4.31
I have trust and confidence in my supervisor as a leader	4.21	4.57	4.07	4.21
<b>Communication - Dissemination</b>	3.92	4.01	3.66	3.91
My Division leadership communicates threats and priorities	4.18	4.17	3.94	4.14
My Division leadership communicates context and explanations regarding decisions and initiatives	3.87	3.91	3.56	3.88
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.71	3.93	3.53	3.71
<b>Communication - Voice</b>	3.71	3.80	3.49	3.71
How satisfied are you with your involvement in decisions that affect your work?	3.64	3.75	3.46	3.66
My Division leadership is receptive to negative information and bad news	3.73	3.85	3.45	3.70
Leaders in my Division listen to what employees have to say	3.73	3.82	3.53	3.78
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	4.10	4.23	3.96	4.06
The employees here are competent and know how to get the job done	4.13	4.22	3.89	4.06
The people in my Division conduct themselves in a professional manner	4.08	4.29	3.98	4.08
(O) Employees in my work unit share job knowledge with each other	4.23	4.35	4.15	4.19
This is a friendly and cooperative place to work	4.05	4.28	4.06	4.09
My co-workers and I work together as a team	4.31	4.33	4.17	4.24
My colleagues have a positive impact on my morale	4.15	4.26	4.01	4.06
Employees understand each others roles and responsibilities	3.78	3.92	3.52	3.71
<b>Counterproductive Work Behaviors</b>	3.01	3.11	2.86	2.96

2016 FO/HQ Climate	WFO-CT	WFO-CID	WFO-Intel	Averages
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	3.00	3.04	2.78	2.86
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.74	2.83	2.66	2.75
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.28	3.40	3.16	3.26
<b>Formal Performance Management</b>	3.56	3.57	3.37	3.49
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.44	3.41	3.10	3.28
(O) My performance appraisal is a fair reflection of my performance	4.21	4.28	4.13	4.10
Discussions about performance are seen as important and worthwhile	3.80	3.79	3.63	3.77
Promotions in my work unit are based on merit	3.33	3.27	3.08	3.27
In my work unit, differences in performance are recognized in a meaningful way	3.41	3.52	3.16	3.42
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.68	3.67	3.32	3.51
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.13	3.31	3.01	3.21
(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)	4.08	4.16	4.04	3.98
(O) Pay raises depend on how well employees perform their jobs	2.70	2.47	2.66	2.69
<b>Informal Performance Management</b>	3.87	3.87	3.62	3.75
(O) Employees are recognized for providing high quality products and services to customers	3.74	3.77	3.45	3.64
(O) Creativity and innovation are rewarded	3.58	3.65	3.31	3.51
How satisfied are you with the recognition you receive for doing a good job?	3.82	3.80	3.48	3.66
(O) In the last six months, my supervisor has talked with me about my performance	4.20	4.33	4.15	4.19
<b>Training and Career Development</b>	3.83	3.90	3.47	3.79
How satisfied are you with your career opportunities at the FBI?	3.85	3.88	3.24	3.76
(O) My training needs are assessed	3.60	3.61	3.34	3.61

2016 FO/HQ Climate	WFO-CT	WFO-CID	WFO-Intel	Averages
I am given a real opportunity to improve my skills	4.01	4.18	3.77	3.99
<b>Job and Role Characteristics</b>	4.06	4.18	3.88	4.04
Considering everything, how satisfied are you with your job?	4.11	4.26	3.97	4.10
Employees have a feeling of personal empowerment with respect to work	3.88	4.18	3.61	3.85
The work I do makes a difference	4.31	4.36	4.17	4.29
Employees in other jobs or positions value the work I do	4.19	4.21	3.93	4.07
My job has the right amount of variety	4.10	4.13	3.87	4.05
I see the impact or outcomes of my work	4.17	4.25	3.81	4.10
My workload is reasonable	3.70	3.84	3.78	3.78
I am clear on what is expected of me on a daily basis	4.15	4.26	4.08	4.20
My talents are used well in the workplace	3.90	4.16	3.69	3.91
<b>Inclusion and Fairness</b>	3.94	3.97	3.81	3.88
Different perspectives are encouraged and valued	3.69	3.81	3.53	3.74
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.42	4.48	4.27	4.35
People in my Division are treated in a fair and consistent manner	4.13	4.22	3.87	3.90
Leaders work well with employees of different backgrounds	4.23	4.32	4.11	4.16
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.11	4.22	4.08	4.09
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	4.00	3.85	3.85	3.94
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.90	2.80	2.83	3.03
(O) Prohibited personnel practices are not tolerated	4.13	4.14	4.01	4.03
<b>Integrity</b>	4.44	4.47	4.28	4.39
Following the law is just as important as accomplishing the mission	4.65	4.73	4.52	4.63



2016 FO/HQ Climate	WFO-CT	WFO-CID	WFO-Intel	Averages
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.20	4.17	4.01	4.13
<b>Compliance</b>	3.92	3.94	3.78	3.93
Employees report misconduct to the appropriate authorities	3.92	3.93	3.80	3.86
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	4.02	3.99	3.86	3.97
My organization has prepared employees for potential security threats	3.87	3.92	3.71	3.95
<b>Intelligence Community Collaboration</b>	4.05	3.86	3.71	3.87
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	4.07	3.83	3.79	3.87
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.54	4.20	4.35	4.28
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.37	4.05	3.93	4.03
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.29	4.07	4.10	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?	3.77	3.47	3.30	3.58
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?	3.45	2.61	2.67	2.75
<b>External Collaboration</b>				
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	3.69	3.67	3.65	3.75
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.38	4.35	3.97	4.23
<b>Tools, Technology, and Resources</b>	3.28	3.32	3.27	3.39

2016 FO/HQ Climate	WFO-CT	WFO-CID	WFO-Intel	Averages
I have sufficient resources (eg, people, budget) to get my job done	3.41	3.41	3.32	3.42
I have the technology needed (eg software, hardware, etc.) to get my job done	3.15	3.24	3.23	3.36
<b>Work Environment</b>	4.09	4.21	3.91	4.02
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.94	4.14	3.86	3.90
(O) Employees are protected from health and safety hazards on the job	4.28	4.28	4.00	4.15
<b>Administrative Workload</b>				
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.29	3.20	3.60	3.46
Considering everything, how satisfied are you with your pay?	3.80	3.74	3.46	3.69
<b>Organizational Change</b>				
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.77	3.33	3.31	3.44
<b>Climate and Engagement Survey</b>				
I've seen or heard the results from last years survey	3.89	3.85	3.94	3.96
I'm interested in seeing or hearing the results from this years survey	4.28	4.37	4.33	4.28
<b>Other</b>				
(O) Leaders support collaboration across work units to accomplish work objectives	4.17	4.21	3.93	4.09
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.90	4.01	3.74	3.98
(O) The FBI is able to recruit people with the right skills	3.75	3.67	3.53	3.67
(O) The skill level in my work unit has improved in the past year	3.96	3.88	3.87	3.92
Considering everything, how satisfied are you with the FBI?	4.26	4.27	4.04	4.21
I am constantly looking for ways to do my job better	4.51	4.51	4.48	4.50
(O) I feel encouraged to come up with new and better ways of doing things	3.99	4.00	3.91	3.90

2016 FO/HQ Climate	CI	CT	CID	CJIS	CIRG	Cyber	DI	RPO	FLSD	FD	HRD
<b>Mission and Organization Engagement</b>	4.41	4.46	4.44	4.42	4.52	4.33	4.30	4.63	4.44	4.46	4.36
I am proud to work for the FBI	4.64	4.70	4.69	4.58	4.70	4.60	4.53	4.78	4.60	4.62	4.55
(Reverse - higher is better) I am cynical about the FBI	4.06	4.11	4.00	4.19	4.22	3.95	3.95	4.45	4.17	4.29	4.13
I believe in the mission of the FBI	4.75	4.76	4.76	4.62	4.76	4.69	4.70	4.88	4.66	4.74	4.62
I recommend the FBI as a good place to work	4.21	4.28	4.31	4.30	4.37	4.08	4.04	4.41	4.30	4.20	4.16
<b>Workplace Engagement</b>	3.88	3.96	3.97	3.84	4.11	3.74	3.70	4.07	3.90	3.83	3.79
My morale at work is good	3.92	3.99	4.03	3.90	4.11	3.75	3.70	4.16	3.91	3.89	3.86
(Reverse - higher is better) I feel frustrated at work	3.43	3.63	3.62	3.55	3.73	3.32	3.35	3.81	3.48	3.47	3.41
I look forward to going to work	3.97	3.96	3.99	3.79	4.14	3.77	3.69	3.89	3.94	3.72	3.76
I put in extra effort because I like where I work	4.26	4.27	4.26	4.13	4.44	4.22	4.06	4.43	4.27	4.24	4.17
<b>Work Engagement</b>	4.07	4.04	4.14	3.99	4.25	3.88	3.84	4.09	4.04	3.94	3.86
My work gives me a feeling of personal accomplishment	4.19	4.19	4.24	4.10	4.39	3.97	3.92	4.25	4.16	4.06	4.01
I like the kind of work I do	4.25	4.16	4.27	4.17	4.47	4.02	3.96	4.21	4.29	4.12	4.07
(Reverse - higher is better) I feel burned out from the work that I do	3.80	3.78	3.91	3.70	3.89	3.64	3.63	3.82	3.64	3.65	3.53
<b>FBI Leadership</b>	4.21	4.31	4.28	4.14	4.24	4.18	4.19	4.61	4.18	4.31	4.17
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.16	4.27	4.23	4.27	4.22	4.18	4.16	4.67	4.26	4.39	4.23
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.34	4.42	4.44	4.19	4.30	4.26	4.37	4.65	4.28	4.39	4.37
(O) The FBI's senior executives maintain high standards of honesty and integrity	3.92	4.13	4.12	4.04	4.16	3.97	3.96	4.49	4.08	4.14	3.83
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.06	4.10	4.03	3.95	4.00	4.00	3.90	4.39	3.95	4.16	3.94
Im on board with the Director's vision and ideas	4.56	4.61	4.59	4.30	4.53	4.48	4.57	4.85	4.38	4.54	4.44
<b>Division Leadership</b>	3.83	4.01	3.83	3.88	3.99	3.76	3.61	4.43	3.72	3.89	3.57
My Division leadership works together as a team	3.73	3.99	3.73	3.76	3.95	3.75	3.52	4.49	3.56	3.78	3.39
Division leaders take responsibility for the decisions they make	3.84	4.00	3.85	3.84	4.02	3.79	3.61	4.39	3.74	3.86	3.63
How satisfied are you with the decisions and policies of your Division leadership?	3.64	3.84	3.76	3.82	3.86	3.59	3.42	4.21	3.62	3.78	3.36
Employee morale is important to my Division leadership	3.74	3.83	3.65	3.76	3.83	3.59	3.40	4.24	3.57	3.78	3.36
Results are important to my Division leadership	4.24	4.45	4.23	4.19	4.30	4.23	4.19	4.80	4.10	4.39	4.16
Division leadership has a positive impact on our Division performance	3.83	3.97	3.78	3.96	4.07	3.67	3.44	4.45	3.69	3.82	3.55

2016 FO/HQ Climate	CI	CT	CID	CJIS	CIRG	Cyber	DI	RPO	FLSD	FD	HRD
<b>Supervisory Leadership</b>	4.23	4.26	4.18	4.18	4.27	4.05	4.00	4.33	3.98	4.15	4.14
Supervisorsteam leaders in my work unit support employee development	4.15	4.23	4.11	4.07	4.16	4.09	3.97	4.32	3.94	4.12	4.09
My supervisor supports my need to balance work and other life issues	4.40	4.47	4.40	4.31	4.42	4.33	4.18	4.51	4.07	4.27	4.29
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.28	4.20	4.20	4.27	4.32	3.91	3.96	4.19	4.03	4.12	4.17
I have trust and confidence in my supervisor as a leader	4.13	4.16	4.03	4.12	4.21	3.86	3.89	4.32	3.90	4.07	4.05
<b>Communication - Dissemination</b>	3.85	4.00	3.78	3.76	3.91	3.76	3.57	4.28	3.57	3.76	3.62
My Division leadership communicates threats and priorities	4.11	4.28	3.98	3.94	4.08	3.97	3.82	4.28	3.79	4.01	3.80
My Division leadership communicates context and explanations regarding decisions and initiatives	3.83	3.94	3.72	3.82	3.85	3.72	3.53	4.25	3.63	3.88	3.62
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.64	3.78	3.66	3.54	3.82	3.63	3.41	4.30	3.29	3.47	3.48
<b>Communication - Voice</b>	3.50	3.65	3.57	3.65	3.74	3.46	3.34	4.07	3.47	3.68	3.31
How satisfied are you with your involvement in decisions that affect your work?	3.42	3.59	3.56	3.57	3.71	3.31	3.29	3.92	3.39	3.57	3.25
My Division leadership is receptive to negative information and bad news	3.53	3.65	3.56	3.67	3.74	3.52	3.34	4.10	3.48	3.67	3.33
Leaders in my Division listen to what employees have to say	3.59	3.74	3.65	3.73	3.79	3.57	3.39	4.22	3.56	3.82	3.35
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	4.05	4.14	4.09	3.95	4.15	4.00	3.85	4.31	3.92	3.92	3.95
The employees here are competent and know how to get the job done	4.10	4.19	4.12	4.03	4.29	3.92	3.89	4.23	4.00	3.90	3.98
The people in my Division conduct themselves in a professional manner	4.17	4.23	4.15	3.88	4.22	4.16	3.90	4.48	4.00	4.00	3.86
(O) Employees in my work unit share job knowledge with each other	4.13	4.25	4.23	4.07	4.08	4.04	4.03	4.45	3.92	4.03	4.18
This is a friendly and cooperative place to work	4.04	4.14	4.14	3.93	4.16	4.06	3.77	4.47	3.88	3.87	3.90
My co-workers and I work together as a team	4.21	4.38	4.24	4.17	4.23	4.20	4.05	4.42	4.08	4.14	4.28
My colleagues have a positive impact on my morale	4.03	4.23	4.16	3.89	4.11	4.06	3.86	4.33	3.83	3.94	3.96
Employees understand each others roles and responsibilities	3.66	3.62	3.62	3.75	3.91	3.56	3.52	3.79	3.69	3.55	3.60
<b>Counterproductive Work Behaviors</b>	2.92	2.97	2.91	2.84	3.06	2.89	2.76	3.57	2.87	2.91	2.98

2016 FO/HQ Climate	CI	CT	CID	CJIS	CIRG	Cyber	DI	RPO	FLSD	FD	HRD
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.91	2.91	2.90	2.76	2.91	2.89	2.73	3.54	2.75	2.78	3.00
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.79	2.81	2.71	2.71	3.00	2.79	2.57	3.45	2.85	2.89	2.85
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.06	3.17	3.16	3.04	3.30	3.03	2.96	3.71	3.03	3.05	3.10
<b>Formal Performance Management</b>	3.57	3.53	3.45	3.48	3.58	3.40	3.33	3.90	3.39	3.50	3.51
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.40	3.41	3.31	3.25	3.43	3.23	3.12	3.89	3.19	3.36	3.26
(O) My performance appraisal is a fair reflection of my performance	4.10	4.12	4.04	3.97	4.17	4.07	3.91	4.41	3.96	4.02	4.11
Discussions about performance are seen as important and worthwhile	3.71	3.77	3.63	3.77	3.84	3.55	3.57	4.17	3.66	3.77	3.67
Promotions in my work unit are based on merit	3.41	3.34	3.35	3.23	3.33	3.16	3.12	3.92	3.10	3.33	3.46
In my work unit, differences in performance are recognized in a meaningful way	3.49	3.44	3.33	3.43	3.46	3.29	3.14	3.63	3.32	3.31	3.33
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.66	3.66	3.55	3.41	3.57	3.46	3.33	3.93	3.31	3.45	3.56
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.23	3.22	3.19	3.15	3.22	3.19	2.94	3.51	3.12	3.20	3.19
(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)	4.04	3.98	3.92	3.91	4.04	3.83	3.90	4.30	3.88	3.82	3.97
(O) Pay raises depend on how well employees perform their jobs	2.90	2.80	2.74	3.02	2.76	2.76	2.84	3.49	2.96	3.10	3.17
<b>Informal Performance Management</b>	3.70	3.78	3.71	3.68	3.85	3.57	3.58	3.94	3.62	3.72	3.53
(O) Employees are recognized for providing high quality products and services to customers	3.67	3.74	3.68	3.59	3.79	3.52	3.55	4.06	3.51	3.65	3.51
(O) Creativity and innovation are rewarded	3.51	3.59	3.48	3.48	3.73	3.29	3.30	3.72	3.45	3.53	3.39
How satisfied are you with the recognition you receive for doing a good job?	3.51	3.68	3.61	3.57	3.70	3.46	3.38	3.74	3.52	3.51	3.39
(O) In the last six months, my supervisor has talked with me about my performance	4.11	4.10	4.06	4.08	4.13	3.97	4.12	4.33	4.09	4.17	3.89
<b>Training and Career Development</b>	3.61	3.63	3.72	3.63	3.91	3.59	3.47	3.71	3.57	3.70	3.54
How satisfied are you with your career opportunities at the FBI?	3.50	3.49	3.66	3.49	3.87	3.49	3.25	3.53	3.46	3.68	3.58
(O) My training needs are assessed	3.41	3.43	3.50	3.65	3.76	3.34	3.41	3.45	3.59	3.57	3.31

2016 FO/HQ Climate	CI	CT	CID	CJIS	CIRG	Cyber	DI	RPO	FLSD	FD	HRD
I am given a real opportunity to improve my skills	3.91	3.92	3.98	3.75	4.05	3.86	3.77	4.11	3.71	3.81	3.71
<b>Job and Role Characteristics</b>	3.97	3.97	4.04	3.92	4.14	3.82	3.77	4.02	3.94	3.85	3.84
Considering everything, how satisfied are you with your job?	4.00	3.99	4.03	3.96	4.16	3.80	3.79	4.09	3.93	3.84	3.87
Employees have a feeling of personal empowerment with respect to work	3.78	3.90	3.86	3.66	3.92	3.57	3.52	4.00	3.59	3.70	3.60
The work I do makes a difference	4.25	4.30	4.22	4.31	4.39	4.13	4.10	4.28	4.31	4.23	4.22
Employees in other jobs or positions value the work I do	4.17	4.15	4.16	3.92	4.22	4.07	3.83	4.16	4.14	3.96	3.95
My job has the right amount of variety	4.01	3.87	4.02	3.88	4.27	3.91	3.68	3.90	4.05	3.88	3.76
I see the impact or outcomes of my work	4.10	4.05	4.09	4.04	4.34	3.99	3.88	4.19	4.24	4.11	4.20
My workload is reasonable	3.70	3.72	3.92	3.74	3.81	3.61	3.66	3.57	3.47	3.36	3.35
I am clear on what is expected of me on a daily basis	4.01	4.00	4.16	4.08	4.19	3.76	3.94	4.10	4.00	3.92	4.04
My talents are used well in the workplace	3.77	3.74	3.89	3.69	4.00	3.60	3.55	3.89	3.77	3.69	3.69
<b>Inclusion and Fairness</b>	3.78	3.86	3.84	3.80	3.96	3.75	3.62	4.14	3.67	3.77	3.69
Different perspectives are encouraged and valued	3.53	3.73	3.66	3.74	3.77	3.51	3.39	4.16	3.47	3.81	3.36
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.26	4.31	4.34	4.27	4.46	4.30	4.09	4.53	4.10	4.25	4.18
People in my Division are treated in a fair and consistent manner	3.90	3.95	3.95	3.71	4.07	3.88	3.64	4.40	3.67	3.54	3.63
Leaders work well with employees of different backgrounds	4.10	4.13	4.08	4.02	4.22	4.07	3.85	4.45	3.88	4.00	3.95
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	4.08	4.03	4.09	4.04	4.06	3.97	3.89	4.19	3.80	4.01	4.09
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.83	3.83	3.95	3.99	3.93	3.71	3.76	4.00	3.75	3.87	3.82
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.62	2.82	2.71	2.89	3.03	2.66	2.59	3.11	2.90	2.96	2.83
(O) Prohibited personnel practices are not tolerated	4.03	4.16	3.97	3.93	4.06	4.07	3.86	4.28	3.73	3.84	3.79
<b>Integrity</b>	4.39	4.41	4.42	4.22	4.42	4.31	4.21	4.68	4.10	4.15	4.09
Following the law is just as important as accomplishing the mission	4.67	4.63	4.70	4.44	4.59	4.58	4.56	4.74	4.26	4.38	4.31

2016 FO/HQ Climate	CI	CT	CID	CJIS	CIRG	Cyber	DI	RPO	FLSD	FD	HRD
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	4.13	4.18	4.14	3.99	4.26	4.01	3.83	4.62	3.95	3.96	3.90
<b>Compliance</b>	3.85	3.94	3.92	3.94	4.03	3.80	3.73	4.15	3.81	3.80	3.77
Employees report misconduct to the appropriate authorities	3.88	3.92	3.81	3.81	3.99	3.83	3.62	4.16	3.73	3.71	3.68
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.84	4.03	3.97	3.84	4.08	3.83	3.74	4.38	3.69	3.73	3.70
My organization has prepared employees for potential security threats	3.83	3.90	3.96	4.14	4.04	3.75	3.83	3.92	3.98	3.98	3.89
<b>Intelligence Community Collaboration</b>	4.14	4.16	3.93	3.85	3.98	4.10	3.81	3.92	3.75	3.83	3.69
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	4.17	4.18	3.90	3.95	4.02	4.14	3.91	3.92	3.83	3.60	3.65
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.61	4.57	4.21	4.19	4.35	4.47	4.39	4.47	3.92	4.17	3.92
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.45	4.41	4.10	3.92	4.18	4.36	4.00	4.00	3.72	3.72	3.74
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.38	4.37	4.18	4.07	4.25	4.32	4.28	4.33	4.03	3.86	3.98
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	3.83	3.74	3.64	3.75	3.78	3.55	3.32	3.48	3.46	3.29
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?	3.63	3.72	2.84	2.70	2.52	3.56	2.89	1.83	2.06	2.28	2.09
<b>External Collaboration</b>											
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	3.93	4.03	3.97	3.82	3.99	4.01	3.73	4.21	3.60	3.92	3.61
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.30	4.36	4.27	4.12	4.33	4.22	4.10	4.19	4.05	4.13	4.01
<b>Tools, Technology, and Resources</b>	3.24	3.28	3.42	3.74	3.36	3.16	3.43	3.48	3.33	3.42	3.33

2016 FO/HQ Climate	CI	CT	CID	CJIS	CIRG	Cyber	DI	RPO	FLSD	FD	HRD
I have sufficient resources (eg, people, budget) to get my job done	3.21	3.39	3.50	3.71	3.31	3.15	3.42	3.71	3.23	3.33	3.25
I have the technology needed (eg software, hardware, etc.) to get my job done	3.27	3.17	3.34	3.77	3.41	3.15	3.43	3.24	3.44	3.50	3.41
<b>Work Environment</b>	3.91	4.07	3.94	3.87	4.04	4.00	3.66	3.78	3.94	3.95	3.84
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.79	3.92	3.71	3.65	3.98	3.86	3.53	3.45	3.95	3.73	3.71
(O) Employees are protected from health and safety hazards on the job	4.05	4.25	4.18	4.09	4.09	4.16	3.81	4.18	3.93	4.21	3.96
<b>Administrative Workload</b>											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.53	3.70	3.43	3.86	3.84	3.48	3.69	4.03	3.87	3.78	3.75
Considering everything, how satisfied are you with your pay?	4.04	3.88	3.91	3.71	3.92	3.83	4.00	3.44	3.90	3.88	3.96
<b>Organizational Change</b>											
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.80	3.81	3.62	3.65	3.83	3.90	3.78	3.78	3.71	3.82	3.90
<b>Climate and Engagement Survey</b>											
I've seen or heard the results from last years survey	4.14	3.83	3.92	3.98	4.08	4.11	3.97	4.34	4.03	3.79	3.89
I'm interested in seeing or hearing the results from this years survey	4.41	4.36	4.37	4.09	4.29	4.39	4.36	4.58	4.34	4.34	4.38
<b>Other</b>											
(O) Leaders support collaboration across work units to accomplish work objectives	4.08	4.24	4.06	3.95	4.15	4.05	3.98	4.40	3.79	3.97	3.85
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.85	3.94	3.92	3.90	4.00	3.66	3.79	4.03	3.66	3.83	3.85
(O) The FBI is able to recruit people with the right skills	3.53	3.66	3.70	3.64	3.77	3.10	3.59	3.24	3.40	3.58	3.47
(O) The skill level in my work unit has improved in the past year	3.99	3.96	4.01	3.83	3.88	3.83	3.74	4.28	3.65	3.89	3.90
Considering everything, how satisfied are you with the FBI?	4.11	4.16	4.22	4.22	4.29	4.09	4.07	4.30	4.22	4.21	4.17
I am constantly looking for ways to do my job better	4.53	4.47	4.49	4.32	4.56	4.49	4.42	4.68	4.47	4.53	4.48
(O) I feel encouraged to come up with new and better ways of doing things	3.92	3.97	3.91	3.80	4.06	3.72	3.68	4.26	3.77	3.88	3.88



2016 FO/HQ Climate	IT-Infrastructure	IT-CRM	ITADD	INSD	IOD	LAB	OGC	OTD	RMD	SecD	TSC
<b>Mission and Organization Engagement</b>	4.33	4.30	4.40	4.39	4.48	4.39	4.40	4.37	4.38	4.28	4.51
I am proud to work for the FBI	4.51	4.52	4.70	4.63	4.71	4.60	4.61	4.57	4.57	4.49	4.69
(Reverse - higher is better) I am cynical about the FBI	4.07	4.09	4.06	3.98	4.08	4.13	4.10	4.10	4.09	3.94	4.31
I believe in the mission of the FBI	4.62	4.62	4.74	4.77	4.82	4.67	4.75	4.70	4.63	4.60	4.75
I recommend the FBI as a good place to work	4.11	3.99	4.09	4.17	4.31	4.20	4.14	4.11	4.21	4.07	4.28
<b>Workplace Engagement</b>	3.74	3.68	3.64	3.94	3.96	3.79	3.70	3.83	3.51	3.71	3.86
My morale at work is good	3.64	3.75	3.58	4.08	4.07	3.79	3.64	3.81	3.47	3.68	3.97
(Reverse - higher is better) I feel frustrated at work	3.46	3.43	3.26	3.55	3.53	3.38	3.32	3.51	3.15	3.37	3.56
I look forward to going to work	3.74	3.60	3.64	3.91	3.98	3.80	3.78	3.86	3.45	3.69	3.81
I put in extra effort because I like where I work	4.18	3.97	4.06	4.25	4.31	4.20	4.16	4.17	3.98	4.09	4.19
<b>Work Engagement</b>	4.02	3.77	3.86	3.97	4.09	4.06	3.99	4.02	3.65	3.87	3.94
My work gives me a feeling of personal accomplishment	4.12	3.77	3.98	4.08	4.26	4.19	4.14	4.13	3.80	3.91	3.99
I like the kind of work I do	4.26	3.84	4.01	4.12	4.27	4.31	4.25	4.22	3.84	4.07	4.06
(Reverse - higher is better) I feel burned out from the work that I do	3.71	3.73	3.57	3.70	3.74	3.69	3.63	3.71	3.34	3.61	3.81
<b>FBI Leadership</b>	4.09	4.07	4.19	4.12	4.33	4.25	4.19	4.03	4.17	4.01	4.28
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.07	4.12	4.18	4.19	4.32	4.24	4.23	4.00	4.32	4.05	4.37
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.28	4.31	4.32	4.23	4.53	4.33	4.30	4.08	4.17	4.14	4.27
(O) The FBI's senior executives maintain high standards of honesty and integrity	3.82	3.83	4.07	3.89	4.10	4.15	3.96	3.89	4.09	3.86	4.21
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.79	3.81	3.97	3.87	4.09	4.01	4.01	3.76	3.90	3.71	4.07
Im on board with the Director's vision and ideas	4.45	4.31	4.45	4.42	4.62	4.53	4.47	4.38	4.42	4.34	4.53
<b>Division Leadership</b>	3.39	3.68	3.58	3.82	3.82	3.66	3.47	3.54	3.44	3.38	3.87
My Division leadership works together as a team	3.27	3.57	3.50	3.78	3.68	3.64	3.36	3.44	3.29	3.37	3.65
Division leaders take responsibility for the decisions they make	3.41	3.80	3.71	3.78	3.90	3.71	3.62	3.56	3.41	3.36	3.84
How satisfied are you with the decisions and policies of your Division leadership?	3.24	3.51	3.42	3.66	3.69	3.42	3.11	3.34	3.27	3.27	3.76
Employee morale is important to my Division leadership	3.11	3.54	3.41	3.60	3.64	3.42	3.34	3.34	3.09	3.16	3.73
Results are important to my Division leadership	4.02	4.06	4.12	4.28	4.26	4.23	4.05	4.12	4.30	3.97	4.37
Division leadership has a positive impact on our Division performance	3.32	3.60	3.41	3.88	3.84	3.65	3.25	3.47	3.26	3.21	3.81

2016 FO/HQ Climate	IT-Infrastructure	IT-CRM	ITADD	INSD	IOD	LAB	OGC	OTD	RMD	SecD	TSC
<b>Supervisory Leadership</b>	4.06	4.10	4.01	3.98	4.12	4.22	4.06	4.15	3.94	3.91	4.14
Supervisorsteam leaders in my work unit support employee development	4.02	4.04	3.98	3.84	3.93	4.14	3.99	4.01	3.86	3.77	4.14
My supervisor supports my need to balance work and other life issues	4.17	4.30	3.94	4.11	4.26	4.43	4.24	4.34	4.08	4.08	4.35
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.10	4.14	4.12	4.10	4.23	4.20	4.10	4.20	4.00	4.04	4.08
I have trust and confidence in my supervisor as a leader	3.93	3.98	4.02	3.89	4.08	4.10	3.97	4.06	3.84	3.83	3.99
<b>Communication - Dissemination</b>	3.49	3.70	3.67	3.80	3.78	3.47	3.39	3.51	3.49	3.42	3.82
My Division leadership communicates threats and priorities	3.69	3.70	3.96	3.99	4.05	3.65	3.54	3.67	3.85	3.72	4.13
My Division leadership communicates context and explanations regarding decisions and initiatives	3.39	3.66	3.61	3.88	3.67	3.36	3.40	3.44	3.50	3.43	3.78
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.38	3.79	3.43	3.60	3.61	3.43	3.26	3.44	3.14	3.11	3.60
<b>Communication - Voice</b>	3.29	3.46	3.40	3.65	3.58	3.39	3.29	3.36	3.15	3.16	3.50
How satisfied are you with your involvement in decisions that affect your work?	3.29	3.33	3.35	3.59	3.48	3.38	3.16	3.40	3.14	3.18	3.44
My Division leadership is receptive to negative information and bad news	3.27	3.52	3.41	3.59	3.60	3.42	3.37	3.31	3.14	3.16	3.44
Leaders in my Division listen to what employees have to say	3.31	3.50	3.43	3.77	3.69	3.37	3.33	3.37	3.17	3.14	3.68
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	3.95	3.76	3.96	3.90	4.01	3.97	3.97	3.94	3.72	3.81	3.97
The employees here are competent and know how to get the job done	3.98	3.64	3.98	3.84	4.08	4.07	4.03	4.08	3.73	3.79	3.97
The people in my Division conduct themselves in a professional manner	3.99	3.93	3.99	4.02	4.02	4.02	3.94	3.98	3.60	3.69	4.06
(O) Employees in my work unit share job knowledge with each other	4.01	3.83	4.08	4.02	4.11	4.11	4.21	4.01	3.98	4.01	4.09
This is a friendly and cooperative place to work	3.89	3.91	3.90	3.89	4.03	3.90	3.84	3.86	3.45	3.70	3.92
My co-workers and I work together as a team	4.28	3.90	4.20	4.01	4.13	4.16	4.16	4.14	3.95	4.13	4.09
My colleagues have a positive impact on my morale	3.99	3.70	3.98	3.81	4.01	3.90	3.99	3.92	3.65	3.76	3.90
Employees understand each others roles and responsibilities	3.52	3.42	3.66	3.64	3.68	3.63	3.63	3.58	3.73	3.57	3.73
<b>Counterproductive Work Behaviors</b>	2.89	3.00	2.85	2.79	2.89	2.84	2.79	2.83	2.62	2.76	3.11

2016 FO/HQ Climate	IT-Infrastructure	IT-CRM	ITADD	INSD	IOD	LAB	OGC	OTD	RMD	SecD	TSC
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.87	3.01	2.81	2.74	2.77	2.69	2.68	2.71	2.52	2.81	3.04
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.78	2.90	2.73	2.60	2.81	2.67	2.59	2.71	2.54	2.67	2.95
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	3.03	3.09	3.03	3.02	3.02	3.15	3.11	3.08	2.77	2.83	3.30
<b>Formal Performance Management</b>	3.48	3.43	3.45	3.24	3.46	3.45	3.40	3.37	3.31	3.28	3.49
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.39	3.28	3.29	2.96	3.32	3.32	3.18	3.26	2.99	3.01	3.40
(O) My performance appraisal is a fair reflection of my performance	3.97	3.72	3.95	3.85	4.04	4.04	3.99	3.91	3.82	3.90	4.02
Discussions about performance are seen as important and worthwhile	3.56	3.58	3.60	3.63	3.64	3.68	3.56	3.49	3.58	3.46	3.83
Promotions in my work unit are based on merit	3.30	3.24	3.26	3.05	3.43	3.33	3.14	3.25	2.96	3.05	3.29
In my work unit, differences in performance are recognized in a meaningful way	3.37	3.30	3.31	3.27	3.27	3.23	3.25	3.24	3.14	3.15	3.37
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.57	3.46	3.58	3.29	3.36	3.46	3.41	3.49	3.27	3.18	3.48
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.22	3.21	3.30	2.92	3.33	3.11	3.05	3.12	3.10	3.07	3.14
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.92	3.69	3.85	3.60	3.99	3.79	3.74	3.74	3.75	3.86	3.91
(O) Pay raises depend on how well employees perform their jobs	2.99	3.07	2.83	2.67	2.88	2.95	2.87	2.85	2.96	2.82	2.88
<b>Informal Performance Management</b>	3.59	3.55	3.67	3.62	3.55	3.76	3.57	3.66	3.46	3.37	3.76
(O) Employees are recognized for providing high quality products and services to customers	3.52	3.58	3.75	3.62	3.44	3.76	3.49	3.64	3.39	3.30	3.74
(O) Creativity and innovation are rewarded	3.43	3.33	3.56	3.51	3.41	3.58	3.32	3.47	3.19	3.20	3.56
How satisfied are you with the recognition you receive for doing a good job?	3.49	3.36	3.35	3.53	3.54	3.58	3.39	3.51	3.28	3.22	3.61
(O) In the last six months, my supervisor has talked with me about my performance	3.87	4.02	4.03	3.80	3.80	4.18	4.07	3.97	3.99	3.80	4.06
<b>Training and Career Development</b>	3.58	3.50	3.54	3.53	3.59	3.69	3.51	3.49	3.41	3.43	3.64
How satisfied are you with your career opportunities at the FBI?	3.60	3.24	3.35	3.37	3.69	3.52	3.29	3.36	3.29	3.28	3.50
(O) My training needs are assessed	3.35	3.67	3.54	3.36	3.19	3.69	3.45	3.34	3.44	3.46	3.53

2016 FO/HQ Climate	IT-Infrastructure	IT-CRM	ITADD	INSD	IOD	LAB	OGC	OTD	RMD	SecD	TSC
I am given a real opportunity to improve my skills	3.76	3.63	3.76	3.85	3.84	3.88	3.75	3.74	3.49	3.53	3.84
<b>Job and Role Characteristics</b>	3.92	3.69	3.82	4.03	4.04	3.95	3.89	3.92	3.64	3.75	3.83
Considering everything, how satisfied are you with your job?	3.95	3.61	3.72	3.97	4.04	3.93	3.87	3.95	3.69	3.69	3.86
Employees have a feeling of personal empowerment with respect to work	3.52	3.47	3.52	3.67	3.82	3.74	3.54	3.64	3.17	3.31	3.51
The work I do makes a difference	4.27	3.92	4.19	4.26	4.42	4.26	4.26	4.25	4.08	4.12	4.29
Employees in other jobs or positions value the work I do	4.23	3.81	4.00	4.20	4.25	4.13	4.22	4.05	3.61	3.74	3.92
My job has the right amount of variety	3.96	3.62	3.81	4.05	4.09	4.03	3.88	3.96	3.55	3.61	3.84
I see the impact or outcomes of my work	4.22	3.88	4.10	4.29	4.26	4.09	4.12	4.06	3.84	3.97	4.09
My workload is reasonable	3.51	3.62	3.51	3.94	3.50	3.69	3.47	3.57	3.34	3.63	3.58
I am clear on what is expected of me on a daily basis	3.91	3.86	3.98	4.10	4.07	4.01	4.02	4.03	4.05	4.10	3.92
My talents are used well in the workplace	3.79	3.38	3.59	3.85	3.88	3.77	3.77	3.77	3.37	3.54	3.58
<b>Inclusion and Fairness</b>	3.66	3.69	3.73	3.71	3.75	3.82	3.64	3.70	3.48	3.52	3.87
Different perspectives are encouraged and valued	3.34	3.51	3.46	3.72	3.57	3.42	3.38	3.35	3.17	3.19	3.60
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.26	4.21	4.15	4.09	4.32	4.35	4.17	4.24	4.00	4.01	4.40
People in my Division are treated in a fair and consistent manner	3.66	3.61	3.73	3.61	3.82	3.75	3.42	3.70	3.18	3.39	3.83
Leaders work well with employees of different backgrounds	3.97	3.89	3.86	4.01	4.11	4.09	3.83	3.96	3.66	3.73	4.12
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.97	3.95	4.04	3.86	3.96	4.03	3.81	3.94	3.87	3.81	3.98
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.88	3.85	4.02	3.70	3.77	3.93	3.76	3.76	3.83	3.65	3.89
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.59	2.70	2.85	2.71	2.72	3.11	3.02	2.90	2.72	2.72	3.15
(O) Prohibited personnel practices are not tolerated	3.91	3.91	4.12	4.07	3.88	4.05	3.71	3.84	3.66	3.72	4.09
<b>Integrity</b>	4.13	4.17	4.25	4.29	4.25	4.33	4.26	4.22	4.07	3.95	4.29
Following the law is just as important as accomplishing the mission	4.46	4.35	4.46	4.55	4.60	4.61	4.55	4.51	4.39	4.28	4.56

2016 FO/HQ Climate	IT-Infrastructure	IT-CRM	ITADD	INSD	IOD	LAB	OGC	OTD	RMD	SecD	TSC
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	3.77	4.02	4.04	4.06	3.91	4.04	3.94	3.92	3.76	3.62	4.02
<b>Compliance</b>	3.77	3.75	3.90	3.89	3.86	3.97	3.84	3.77	3.78	3.63	3.95
Employees report misconduct to the appropriate authorities	3.68	3.73	3.88	3.95	3.74	3.94	3.78	3.73	3.69	3.60	3.88
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.65	3.80	3.99	3.87	3.90	4.00	3.85	3.79	3.62	3.59	3.96
My organization has prepared employees for potential security threats	3.90	3.78	3.88	3.89	3.95	3.99	3.95	3.80	4.00	3.68	4.08
<b>Intelligence Community Collaboration</b>	3.63	3.55	3.59	3.80	4.14	3.90	3.85	3.75	3.68	3.57	4.18
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.75	3.88	3.79	3.81	4.20	3.87	4.07	3.86	3.67	3.55	4.13
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.04	4.08	4.29	4.17	4.58	4.27	4.42	4.13	4.14	4.03	4.62
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	4.00	3.79	3.66	4.04	4.39	4.01	4.20	4.00	3.63	3.50	4.33
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.14	4.10	4.08	4.10	4.40	4.16	4.12	4.12	4.06	3.93	4.30
How easy or difficult is it for you to share knowledge and collaborate on work-related matters with members of the IC who are outside your own IC agency or component?	3.59	3.24	3.54	3.55	3.79	3.50	3.73	3.47	3.25	3.33	3.87
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?	2.43	2.13	2.26	2.27	3.44	2.49	2.93	2.52	2.40	2.29	3.79
<b>External Collaboration</b>											
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	3.71	3.60	3.68	4.02	4.15	4.10	3.86	3.85	3.83	3.51	3.85
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	3.99	3.90	3.99	4.24	4.38	4.21	4.04	4.09	3.92	3.90	4.20
<b>Tools, Technology, and Resources</b>	3.29	3.48	3.12	3.66	3.19	3.49	3.13	3.25	3.54	3.13	3.66

2016 FO/HQ Climate	IT-Infrastructure	IT-CRM	ITADD	INSD	IOD	LAB	OGC	OTD	RMD	SecD	TSC
I have sufficient resources (eg, people, budget) to get my job done	3.12	3.39	3.06	3.75	3.21	3.50	3.13	3.04	3.55	3.12	3.51
I have the technology needed (eg software, hardware, etc.) to get my job done	3.45	3.56	3.17	3.58	3.18	3.46	3.13	3.45	3.53	3.14	3.82
<b>Work Environment</b>	3.76	4.02	3.90	4.07	3.92	4.02	3.75	3.88	3.47	3.80	4.29
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.63	3.93	3.79	3.93	3.75	3.70	3.47	3.75	3.28	3.73	4.22
(O) Employees are protected from health and safety hazards on the job	3.90	4.11	4.03	4.24	4.11	4.36	4.05	4.02	3.65	3.90	4.39
<b>Administrative Workload</b>											
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.59	3.47	3.53	3.92	3.48	3.77	3.68	3.58	3.73	3.76	3.83
Considering everything, how satisfied are you with your pay?	3.91	3.98	3.84	4.04	3.93	4.10	3.83	3.94	4.20	3.47	4.02
<b>Organizational Change</b>											
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	3.93	3.77	4.09	3.47	3.74	3.72	3.79	3.47	3.59	3.61	4.04
<b>Climate and Engagement Survey</b>											
I've seen or heard the results from last years survey	3.67	3.84	3.92	3.76	3.95	3.96	3.86	4.04	3.94	3.62	4.17
I'm interested in seeing or hearing the results from this years survey	4.17	4.30	4.43	4.33	4.53	4.34	4.35	4.18	4.21	4.21	4.40
<b>Other</b>											
(O) Leaders support collaboration across work units to accomplish work objectives	3.84	3.81	4.03	3.94	4.01	4.02	3.90	3.88	3.61	3.67	4.01
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.60	3.73	3.83	3.84	3.72	3.92	3.64	3.68	3.81	3.65	3.95
(O) The FBI is able to recruit people with the right skills	3.29	3.50	3.14	3.38	3.56	3.61	3.63	3.27	3.58	3.44	3.91
(O) The skill level in my work unit has improved in the past year	3.78	3.57	3.68	3.84	3.91	3.85	3.65	3.74	3.66	3.56	3.72
Considering everything, how satisfied are you with the FBI?	4.11	4.04	4.16	4.15	4.24	4.16	4.15	4.12	4.20	4.00	4.24
I am constantly looking for ways to do my job better	4.45	4.37	4.47	4.53	4.56	4.47	4.43	4.46	4.38	4.36	4.48
(O) I feel encouraged to come up with new and better ways of doing things	3.93	3.70	3.86	3.91	3.93	3.82	3.76	3.87	3.51	3.64	3.90

2016 FO/HQ Climate	TD	WMD	Averages
<b>Mission and Organization Engagement</b>	4.35	4.47	4.45
I am proud to work for the FBI	4.52	4.68	4.66
(Reverse - higher is better) I am cynical about the FBI	4.01	4.20	4.18
I believe in the mission of the FBI	4.67	4.75	4.73
I recommend the FBI as a good place to work	4.20	4.28	4.25
<b>Workplace Engagement</b>	3.82	3.96	3.91
My morale at work is good	3.71	4.06	3.94
(Reverse - higher is better) I feel frustrated at work	3.32	3.68	3.58
I look forward to going to work	3.97	3.95	3.90
I put in extra effort because I like where I work	4.28	4.20	4.24
<b>Work Engagement</b>	4.16	4.07	4.04
My work gives me a feeling of personal accomplishment	4.27	4.17	4.13
I like the kind of work I do	4.37	4.17	4.20
(Reverse - higher is better) I feel burned out from the work that I do	3.84	3.89	3.80
<b>FBI Leadership</b>	4.15	4.43	4.27
I have a high level of respect for the FBI's senior executives (ie, Director, DD, ADD, EADs)	4.12	4.46	4.30
Direct communication (eg, office visits, emails) from the Director helps me feel connected to the FBI	4.33	4.53	4.39
(O) The FBI's senior executives maintain high standards of honesty and integrity	3.88	4.28	4.11
Employee morale is important to the FBI's senior executives (ie, Director, DD, ADD, EADs)	3.84	4.26	4.06
Im on board with the Director's vision and ideas	4.52	4.60	4.52
<b>Division Leadership</b>	3.38	4.15	3.84
My Division leadership works together as a team	3.28	4.08	3.77
Division leaders take responsibility for the decisions they make	3.40	4.16	3.87
How satisfied are you with the decisions and policies of your Division leadership?	3.18	3.93	3.69
Employee morale is important to my Division leadership	3.24	4.14	3.70
Results are important to my Division leadership	3.94	4.47	4.28
Division leadership has a positive impact on our Division performance	3.19	4.19	3.78

2016 FO/HQ Climate	TD	WMD	Averages
<b>Supervisory Leadership</b>	3.98	4.29	4.17
Supervisorsteam leaders in my work unit support employee development	3.82	4.33	4.10
My supervisor supports my need to balance work and other life issues	4.23	4.40	4.33
Overall, how good a job do you feel is being done by your immediate supervisorsteam leader?	4.02	4.21	4.19
I have trust and confidence in my supervisor as a leader	3.91	4.23	4.09
<b>Communication - Dissemination</b>	3.45	4.06	3.79
My Division leadership communicates threats and priorities	3.84	4.29	3.95
My Division leadership communicates context and explanations regarding decisions and initiatives	3.43	3.98	3.77
(Reverse - higher is better) My Division leadership often distorts information or doesnt tell "the whole story."	3.15	3.96	3.68
<b>Communication - Voice</b>	3.11	3.86	3.63
How satisfied are you with your involvement in decisions that affect your work?	3.17	3.76	3.56
My Division leadership is receptive to negative information and bad news	3.07	3.83	3.65
Leaders in my Division listen to what employees have to say	3.05	4.01	3.70
<b>Colleagues - Competence, Collaboration, and Professionalism</b>	3.94	4.10	4.04
The employees here are competent and know how to get the job done	3.98	4.13	4.03
The people in my Division conduct themselves in a professional manner	3.90	4.29	4.10
(O) Employees in my work unit share job knowledge with each other	4.12	4.10	4.16
This is a friendly and cooperative place to work	3.84	4.18	4.01
My co-workers and I work together as a team	4.19	4.23	4.22
My colleagues have a positive impact on my morale	3.97	4.22	4.06
Employees understand each others roles and responsibilities	3.62	3.54	3.70
<b>Counterproductive Work Behaviors</b>	2.75	3.00	3.05



2016 FO/HQ Climate	TD	WMD	Averages
(Reverse - higher is better) Employees who instigate conflict or with whom it is difficult to work are tolerated	2.74	2.97	2.99
(Reverse - higher is better) Employees who put little effort into their work are tolerated	2.60	2.85	2.89
(Reverse - higher is better) Arbitrary action and personal favoritism are tolerated	2.93	3.20	3.31
<b>Formal Performance Management</b>	3.32	3.57	3.55
Personnel policies (eg, performance appraisal, promotion, rewards) are applied consistently across employees	3.09	3.39	3.39
(O) My performance appraisal is a fair reflection of my performance	3.95	4.08	4.10
Discussions about performance are seen as important and worthwhile	3.46	3.80	3.77
Promotions in my work unit are based on merit	3.12	3.39	3.42
In my work unit, differences in performance are recognized in a meaningful way	3.17	3.52	3.40
(O) Awards in my unitsquad depend on how well employees perform their jobs	3.12	3.64	3.60
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve	3.07	3.23	3.26
(O) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (eg, Fully Successful, Outstanding)	3.75	3.99	3.97
(O) Pay raises depend on how well employees perform their jobs	2.78	3.05	3.01
<b>Informal Performance Management</b>	3.45	3.90	3.72
(O) Employees are recognized for providing high quality products and services to customers	3.36	3.88	3.71
(O) Creativity and innovation are rewarded	3.24	3.58	3.54
How satisfied are you with the recognition you receive for doing a good job?	3.17	3.85	3.59
(O) In the last six months, my supervisor has talked with me about my performance	3.88	4.26	4.08
<b>Training and Career Development</b>	3.35	3.81	3.60
How satisfied are you with your career opportunities at the FBI?	3.46	3.68	3.50
(O) My training needs are assessed	3.02	3.67	3.47

2016 FO/HQ Climate	TD	WMD	Averages
I am given a real opportunity to improve my skills	3.43	4.08	3.80
<b>Job and Role Characteristics</b>	3.89	3.99	3.95
Considering everything, how satisfied are you with your job?	3.97	4.05	3.96
Employees have a feeling of personal empowerment with respect to work	3.38	3.84	3.74
The work I do makes a difference	4.22	4.21	4.26
Employees in other jobs or positions value the work I do	3.95	4.15	4.04
My job has the right amount of variety	4.05	3.95	3.96
I see the impact or outcomes of my work	4.26	4.00	4.16
My workload is reasonable	3.43	3.76	3.69
I am clear on what is expected of me on a daily basis	4.03	4.07	4.05
My talents are used well in the workplace	3.76	3.83	3.75
<b>Inclusion and Fairness</b>	3.59	3.94	3.84
Different perspectives are encouraged and valued	3.06	3.91	3.68
I am treated respectfully without regard to my race, religion, gender, age, disability status, sexual orientation, or cultural background	4.12	4.43	4.33
People in my Division are treated in a fair and consistent manner	3.53	4.04	3.85
Leaders work well with employees of different backgrounds	3.84	4.25	4.09
(O) My supervisor/team leader is committed to a workforce representative of all segments of society	3.97	4.13	4.08
(O) Policies and programs promote diversity in the workplace (eg, recruiting minorities and women, training in awareness of diversity issues, mentoring)	3.74	3.92	3.91
(Reverse - higher is better) Who you know is more important than what you know what you can do	2.69	2.89	2.90
(O) Prohibited personnel practices are not tolerated	3.79	4.03	3.99
<b>Integrity</b>	4.04	4.44	4.31
Following the law is just as important as accomplishing the mission	4.42	4.66	4.55

2016 FO/HQ Climate	TD	WMD	Averages
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority	3.68	4.22	4.08
<b>Compliance</b>	3.79	3.98	3.94
Employees report misconduct to the appropriate authorities	3.78	3.91	3.91
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal	3.71	3.97	3.98
My organization has prepared employees for potential security threats	3.94	4.02	3.96
<b>Intelligence Community Collaboration</b>	3.80	4.13	3.94
I feel a sense of community (ie, shared mission and values) with other employees across the Intelligence Community	3.92	4.09	3.99
Our mission depends on Intelligence Community agencies and components sharing knowledge and collaborating	4.22	4.47	4.30
I have the opportunity to work directly with members of other Intelligence Community agencies or components when necessary	3.85	4.41	4.06
My work products are improved when I can collaborate with colleagues from other Intelligence Community agencies or components	4.17	4.34	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?	3.52	3.63	3.67
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?	2.11	3.38	2.67
<b>External Collaboration</b>			
Employees in my Division are able to work effectively with the US Attorneys office as needed by the job	3.82	4.27	4.00
Employees in my Division are able to work effectively with other Federal Agencies as needed by the job	4.05	4.32	4.22
<b>Tools, Technology, and Resources</b>	3.02	3.33	3.42

2016 FO/HQ Climate	TD	WMD	Averages
I have sufficient resources (eg, people, budget) to get my job done	2.85	3.35	3.42
I have the technology needed (eg software, hardware, etc.) to get my job done	3.22	3.32	3.42
<b>Work Environment</b>	3.54	3.90	3.93
(O) Physical conditions (eg, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well	3.31	3.66	3.77
(O) Employees are protected from health and safety hazards on the job	3.74	4.16	4.09
<b>Administrative Workload</b>			
The administrative reporting requirements of my job are commensurate with their importance to mission accomplishment	3.82	3.52	3.82
Considering everything, how satisfied are you with your pay?	4.05	4.05	3.92
<b>Organizational Change</b>			
I've experienced significant change at work in the last year (eg, reorganization, changes to job role)	4.17	3.66	3.72
<b>Climate and Engagement Survey</b>			
I've seen or heard the results from last years survey	4.06	4.11	3.96
I'm interested in seeing or hearing the results from this years survey	4.43	4.39	4.34
<b>Other</b>			
(O) Leaders support collaboration across work units to accomplish work objectives	3.72	4.21	3.96
(O) Leaders review and evaluate the organizations progress toward meeting its goals and objectives	3.79	4.04	3.82
(O) The FBI is able to recruit people with the right skills	3.64	3.79	3.52
(O) The skill level in my work unit has improved in the past year	3.58	3.98	3.81
Considering everything, how satisfied are you with the FBI?	4.17	4.25	4.17
I am constantly looking for ways to do my job better	4.54	4.53	4.48
(O) I feel encouraged to come up with new and better ways of doing things	3.70	3.93	3.85