

# ETHICAL CLIMATE ASSESSMENT SURVEY (ECAS)

**INSTRUCTIONS:** Answer the questions in this survey according to how you currently perceive your unit and your own leader actions, **NOT** according to how you would prefer them to be or how you think they should be. This information is for your use, (not your chain of command's) to determine if you need to take action to improve the Ethical Climate in your organization. Use the following scale for all questions in section 1 & 2.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

## 1. INDIVIDUAL CHARACTER – “Who Are We?”

This section focuses on your organization’s members’ commitment to the Army Values, the Army Ethic, and the Army Profession. Please answer the following questions based on your observations of the ethical commitment in your unit. (This means your immediate unit. If you are a squad leader, it means you and your squad.)

- A. In general, the members of my unit demonstrate a commitment to the Army Values, the Army Ethic, and the Army Profession.
- B. The members of my unit typically accomplish a mission by “doing the right thing” rather than compromising our Army Ethic or the Army Values.
- C. I understand and I am committed to the Army Values, the Army Ethic, and the Army Profession as outlined in ADRP-1 and ADRP 6-22 Army Leadership.


**Section 1 Total:**

## 2. UNIT/WORKPLACE POLICIES & PRACTICES – “What Do We Do?”

This section focuses on what you and the leaders who you report to you do to maintain an ethical climate in our workplace (This does not mean your superiors, their actions will be addressed in Section 4.)

- A. We provide clear instructions which help prevent unethical behavior.
- B. We promote an environment in which subordinates can learn from their mistakes.
- C. We maintain appropriate, not dysfunctional, levels of stress and competition in our unit.
- D. We discuss ethical behavior and issues during regular counseling sessions.
- E. We maintain an organizational creed, motto, and/or philosophy that is consistent with Army Values, the Army Ethic, and the Army Profession.
- F. We submit unit reports that reflect accurate information.
- G. We ensure unit members are aware of, and are comfortable using the various channels available to report unethical behavior.
- H. We treat fairly those individuals in our unit who report unethical behavior.
- I. We hold accountable (report and/or punish) members of our unit who behave unethically.


**Section 2 Total:**

Never 1 ————— 2 ————— 3 ————— 4 ————— 5  
 Hardly Ever Sometimes Almost Always Always

**3. UNIT LEADER ACTIONS – “What Do I Do?”**

This section focuses on what you do as the leader of your organization to encourage ethical climate. (Everyone is a leader, no matter the rank.)

- A. I discuss the Army Values, the Army Ethic, and the Army Profession when I welcome new members to my organization.
- B. I routinely assess the ethical climate of my unit utilizing tools such as sensing sessions, visitation, and surveys.
- C. I communicate my expectations regarding ethical behavior in my unit and require subordinates to perform tasks in an ethical manner.
- D. I encourage discussions of ethical issues in AARs, training meetings, seminars, and workshops.
- E. I encourage unit members to raise ethical questions and concerns to the chain of command or other individuals as needed.
- F. I consider ethical behavior in performance evaluations, award and promotion recommendations, and adverse personnel actions.
- G. I include maintaining a strong ethical climate as one of my unit’s goals and mission objectives.


**Section 3 Total:**

Strongly Agree 1 ————— 2 ————— 3 ————— 4 ————— 5  
 Agree Neutral Disagree Strongly Disagree

**4. ENVIRONMENTAL/MISSION FACTORS – “What Surrounds Us?”**

This section focuses on the external environment surrounding your organization. Answer the following questions to assess the impact of these factors on the ethical behavior in your organization.

- A. My unit is currently under an excessive amount of stress such as inspections, limited resources, frequent deployments, training events, and deadlines.
- B. My higher unit leaders do not tolerate mistakes (zero defect performance policy).
- C. My higher unit leaders over-emphasize competition between units.
- D. My higher unit leaders appear to be unconcerned with unethical behavior as long as the mission is accomplished.
- E. I do not feel comfortable bringing up ethical issues with my supervisors.
- F. My peers in my unit do not seem to take ethical behavior very seriously.


**Section 4 Total:**

**END OF SURVEY – COMPILER RESULTS ON ATTACHED SCORE SHEET**

# ETHICAL CLIMATE ASSESSMENT SURVEY SCORE SHEET

**INSTRUCTIONS:** Place the Total Score from each section in the spaces below. (A score of 1 or 2 on any question should require some immediate leader action). Add all sections together to identify Ethical Climate Assessment Survey Total Score.

**Section 1 – Individual Character Total Score**

**Section 2 – Leader Action Total Score**

**Section 3 – Unit Policies & Procedures Total Score**

**Section 4 – Environmental/Mission Factors Total Score**

**ECAS TOTAL SCORE:**


**25-75**

**Take Immediate  
Action to Improve  
Ethical Climate**

**76-100**

**Take Action to  
Improve Ethical  
Climate**

**101-125**

**Maintain Healthy  
Ethical Climate**

An ethical climate is one in which our Army Values are routinely articulated, supported, practiced, and respected. The Ethical Climate of an organization is determined by a variety of factors, including the *individual character* of unit members, the *policies and practices* within the organization, the *actions of unit leaders*, and *environmental and mission factors*. Leaders should periodically assess their unit's ethical climate and take actions to maintain the high ethical standards expected of all members of the Army Profession. This survey may assist with such assessments and identify actions necessary to establish such a climate.

## Ethical Climate Assessment Survey (ECAS)

A resource from the United States Army Chaplain Center & School

*(Note: Survey Content compiled from previously implemented Army products to include TC 1-05 Religious Support Handbook for the Unit Ministry Team May 2005)*

