



An ethical climate is one in which our stated 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 appropriate actions to maintain the high ethical standards expected of all Army organizations. This survey will assist you in making these assessments and in identifying the actions necessary to accomplish this vital leader function. FM 22-100, Army Leadership, provides specific leader actions necessary to sustain or improve your ethical climate, as necessary.

IV. 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.

Use the following scale for all questions in Section IV. ***Note: the scale is reversed for this section_(Strongly Agree is scored as a “1”, not a “5”) ***

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
1-----	2-----	3-----	4-----	5-----

- A. My unit is currently under an excessive amount of stress (i.e., inspections, limited resources, frequent deployments, training events, deadlines, etc.).
- B. My higher unit leaders foster a ‘zero defects’ outlook on performance, such that they do not tolerate mistakes.
- 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 IV Total

Place the Total Score from each section in the spaces below:
(A score of 1 or 2 on any question requires some immediate leader action.)

Section I - Individual Character Total Score _____

Section II - Leader Action Total Score _____

Section III - Unit Policies and Procedures Total Score _____

Section IV - Environmental/Mission Factors Total Score _____

ECAS Total Score (I + II + III + IV)	_____
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25- 75

76-100

101-125

Take Immediate Action to Improve Ethical Climate

Take Actions to Improve Ethical Climate

Maintain a Healthy Ethical Climate

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References: FM 22-100

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