

Firehouse Climate Check-In

Purpose: This survey is designed to help leadership and members reflect on the current state of the firehouse. This check-in is anonymous, so please be honest in your reflection.

1. Quarter

Mark only one oval.

- Q1: January - March
- Q2: April - June
- Q3: July - September
- Q4: October - December

2. Year

Section One: *Morale*

3. Overall, how satisfied are you with your experience in the firehouse this quarter?

Mark only one oval.

1 2 3 4 5

Very Very satisfied

4. I feel valued and appreciated for my contributions.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

5. The department recognizes **fire department** milestones and achievements.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

6. The department recognizes **personal** milestones and achievements.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

Section Two: Communication & Leadership

7. Communication between leadership and members is clear and effective.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

8. I feel comfortable raising concerns or suggestions.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

9. Officers are approachable, fair, and supportive.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

Section Three: Workload & Balance

10. Expectations (*drills, calls, meetings, etc.*) feel reasonable.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

11. I feel I have a healthy balance between department duties and personal life.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

12. Burnout is a concern for me.

Check all that apply.

- Yes
- Somewhat
- No

Section Four: Team Culture

13. Camaraderie among members is strong.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

14. Conflicts are addressed in a respectful, constructive way.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

15. I feel proud to be a member of this department.

Mark only one oval.

1 2 3 4 5

Stro Strongly agree

Section Five: Open Feedback

16. What went well this quarter?

17. What challenges/frustrations stood out this quarter?

18. What one change would make the biggest positive difference next quarter?

19. Any final thoughts?
