



ClimateQUAL®: Organizational Climate and Diversity Assessment

ClimateQUAL® Survey Comparison

| | ClimateQUAL® (long form) | ClimateQUAL Life® |
|----------------------------------|---|--|
| Overview: | Approximately 150 questions representing the nine climate dimensions, seven organizational attitude scales, and additional demographic questions | Approximately 80 questions representing SIX climate dimensions, ONE organizational attitude scale, and additional demographic questions |
| Climate Scales Included: | Organizational Climate Measures | Organizational Climate Measures |
| | Climate for Organizational Justice Distributive Justice Procedural Justice Interpersonal Justice Informational Justice Leadership Climate Leader-Membership Relationship Quality Authentic Transformational Leadership Climate for Deep Diversity Standardized Procedures Valuing Diversity Climate for Demographic Diversity Race Gender Rank Sexual Orientation Climate for Innovation: Co-worker support Climate for Continual Learning Climate for Teamwork Benefits of Teams Structural Facilitation of Teamwork Climate for Customer Service Climate for Psychological Safety | Climate for Organizational Justice Distributive Justice Procedural Justice Interpersonal Justice Informational Justice Not included in ClimateQUAL Life® Climate for Deep Diversity Standardized Procedures Valuing Diversity Climate for Demographic Diversity Race Gender Rank Sexual Orientation Climate for Innovation: Co-worker support Climate for Continual Learning Not included in ClimateQUAL Life® Climate for Psychological Safety |
| Attitude Scales Included: | Organizational Attitude Measures | Organizational Attitude Measures |
| | Job Satisfaction Organizational Commitment Organizational Citizenship Behaviors Organizational Withdrawal Psychological Empowerment in the Workplace Task Engagement Work Unit Conflict Interpersonal Task | Job Satisfaction Not included in ClimateQUAL Life® |