**Individual Feedback (2025)\***

**Unit Location:**

**Date:**

**\*This checklist is optional. It is used to provide unit/state office leadership with honest feedback. There are no right or wrong answers. All individual feedback is consolidated and provided to unit and state leadership anonymously.**

| **ITEM #** | **DESCRIPTION** |
| --- | --- |
| 1a | What motivated you to accept a job at this unit? |
| 1b | What motivates you to stay?  |

***On a scale from 0 (not) to 10 (extremely), rank your motivation to work here.***

|  | NA | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| First hired |  |  |  |  |  |  |  |  |  |  |  |  |
| Now |  |  |  |  |  |  |  |  |  |  |  |  |

| **ITEM #** | **DESCRIPTION** |
| --- | --- |
| 2 | If you have participated in a preparedness review in the past, have you noticed changes with your unit after the review or over time? |

***On a scale from 0 (none) to 10 (total transformation), rank the amount of change you have seen.***

|  | NA | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Local unit |  |  |  |  |  |  |  |  |  |  |  |  |
| State |  |  |  |  |  |  |  |  |  |  |  |  |
| National |  |  |  |  |  |  |  |  |  |  |  |  |

| **ITEM #** | **DESCRIPTION** |
| --- | --- |
| 3 | What does your co-worker/crew/module or supervisor do to make you feel included? |

***On a scale from 0 (not) to 10 (extremely), how included do you feel.***

|  | NA | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Co-worker/Crew/module |  |  |  |  |  |  |  |  |  |  |  |  |
| In unit  |  |  |  |  |  |  |  |  |  |  |  |  |
| In BLM  |  |  |  |  |  |  |  |  |  |  |  |  |

| **ITEM #** | **DESCRIPTION** |
| --- | --- |
| 4a | Describe your unit’s culture. |
| 4b | What would you change about your unit’s culture? |

***On a scale from 0 (not) to 10 (extremely), how well do you fit with the culture?***

|  | NA | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Team |  |  |  |  |  |  |  |  |  |  |  |  |
| Unit |  |  |  |  |  |  |  |  |  |  |  |  |
| District |  |  |  |  |  |  |  |  |  |  |  |  |

| **ITEM #** | **DESCRIPTION** |
| --- | --- |
| 5 | Describe the level of support you receive from your co-workers/crew/module and your supervisor, including the openness to have a difficult conversation (e.g., fireline decision, recommending change, personal requests). |

***On a scale from 0 (none) to 10 (full), what level of support do you receive?***

|  | NA | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Co-workers/crew/module |  |  |  |  |  |  |  |  |  |  |  |  |
| Supervisor |  |  |  |  |  |  |  |  |  |  |  |  |

| **ITEM #** | **DESCRIPTION** |
| --- | --- |
| 6 | What are your thoughts on district fire leadership? What would you change and how would you do it? |

| **ITEM #** | **DESCRIPTION** |
| --- | --- |
| 7 | What do you think of your State fire leadership? What would you change and how would you do it? |