ClimateQUAL Definitions (from http://www.climatequal.org/about/concepts/core-scales)

**Climate for Organizational Justice, Distributive Justice** reflects the employees’ perceptions regarding the extent to which the rewards that they receive (e.g., pay, opportunities to advance, etc.) is adequate given their level of effort and work.

**Climate for Organizational Justice, Procedural Justice**: the fairness of the procedures used to come to ... outcomes [such as salary or advancement] (i.e. performance evaluations, amongst others).

**Climate for Organizational Justice, Interpersonal Justice** refers to the extent to which other people in the workplace, such as supervisors, treat an employee fairly.

**Climate for Organizational Justice, Informational Justice** refers to whether or not an employee has access to the information he/she needs.

**Leadership Climate, Leader Member Relationship Quality** refers to the quality of an individual’s relationship with their immediate supervisor.

**Leadership Climate, Authentic Transformational Leadership** the transformational leader is consistent in their actions, and that the leader truly believes what he/she claims he believes.

**Climate for Deep Diversity, Standardization of Procedures**, refers to the consistency of application of procedures across subgroups.

**Climate for Deep Diversity, Valuing Diversity** reflects the extent to which the organization values diversity and diversity-related initiatives.

**Climate for Demographic Diversity, Race** refers to the extent to which the library supports racial diversity.

**Climate for Demographic Diversity, Gender** reflects the extent to which an individual team supports diversity of genders.

**Climate for Demographic Diversity, Rank** reflects whether the library has a climate that supports diversity among employees of different rank.

**Climate for Demographic Diversity, Sexual Orientation** assesses the extent to which the library has a climate supportive of sexual-orientation related diversity.

**Climate for Innovation: Co-worker Support** refers to the extent to which co-workers encourage each other to share and come up with innovative solutions.

**Climate for Continual Learning**: An organization with a Climate for Continual Learning has policies, practices, and procedures that emphasize continued employee education.
Climate for Teamwork, Benefits of Teams concerns employees’ opinions of the usefulness and importance of teamwork.
Climate for Teamwork, Structural Facilitation of Teamwork refers to the degree to which the organization’s structure and policies facilitate and encourage teamwork.

Climate for Customer Service reflects an organization that enacts policies, practices, and procedures that clearly indicate the importance and value of customer service.

Climate for Psychological Safety refers to the degree to which an organization or teams therein encourage employees to freely share opinions with each other and with management.

Attitude Scales

Job Satisfaction measures employee satisfaction with their work.

Organizational Commitment refers to the extent to which an individual employee is dedicated to staying with, and feels positively about, this organization.

Organizational Citizenship Behavior (OCB) is an activity not included in an employee’s job description that they nonetheless conduct to improve the organization.

Organizational Withdrawal* refers to the actions that an employee may engage in that distance themselves from the organization and reflect intentions to leave the organization.

Psychological Empowerment in the Workplace reflects the extent to which individuals feel they can contribute to their team.

Task Engagement refers to the extent to which an employee is interested in and engaged in his/her work.

Work Unit Conflict, Interpersonal* refers to the amount of personal or emotional conflict amongst a work unit.

Work Unit Conflict, Task* refers to the disagreements coworkers have over how to complete their tasks.

*These scales are reverse scored. Lower scores are better.
**Climate for Standardized Procedures** refers to the consistency of application of procedures across subgroups.

**Organizational Attitudes:** organizational attitude measures ... are ... different reflections of the current workforce’s morale.

**Organizational Withdrawal** refers to the actions that an employee may engage in that distance themselves from the organization and reflect intentions to leave the organization.

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