

FBI Special Agent Application Review Form

To improve the applicant experience to the FBI Special Agent position, we are reaching out to recent applicants to gain an understanding of their experience. The survey will ask you to share your thoughts about the application process, your preparation techniques and experience in completing the application, as well as information about your personal background, including some demographic information.

We anticipate this survey will take no more than 10 minutes to complete. The survey is entirely optional and confidential, and it will in no way impact your current or future employment prospects with the FBI.

Release of any information gathered in this collection is subject to agency regulations and procedures.

If you have any questions about this study, you may contact the research team at HQ_4320_Research_Adm@fbi.gov.

Please answer the following questions to the best of your ability.

1. Where are you in the FBI Special Agent application process?

- I am currently in the process to be an FBI Special Agent; I have not yet received a class date for the Basic Field Training Course at the FBI Academy
- I have received an offer to be an FBI Special Agent, and have been informed of my class date for the Basic Field Training Course at the FBI Academy
- I am currently enrolled at the Basic Field Training Course at the FBI Academy, or have begun work at my initial duty office
- I voluntarily withdrew my application from the FBI Special Agent position (or otherwise voluntarily ceased participation in the application process)
- I was notified that I am no longer under consideration/was not selected to become an FBI Special Agent

2. When did you first **START** the Special Agent application process?

(For example, if you submitted your initial application in October 2018, put "Month : 10, Year: 2018")

Month

Year

3. Prior to your application to the Special Agent position, have you ever worked - or do you currently work - for the FBI in any capacity? *Select as many as apply.*

- Yes, as an intern
- Yes, as a contractor
- Yes, as professional staff
- Yes, as an Intelligence Analyst
- No

4. How did you hear about the Special Agent position? *Select as many as apply.*

- Career Fair event
- LinkedIn
- FBI Diversity Agent Recruitment event
- Facebook/Twitter/Instagram
- YouTube
- Friend/Family member
- Other recruitment

5. At the time that you first applied to be an FBI Special Agent, did you know anyone who was currently an FBI Special Agent or employee?

- Yes
- No

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6. How many FBI Special Agents or employees did you know?

7. What is/was the nature of your relationship with the FBI Special Agents/employee(s)? *Select as many as apply.*

- Immediate Family (e.g., parent, sibling, grandparent, spouse/partner) Friend
- Extended Family (e.g., aunt, uncle, cousin) Neighbor
- Co-worker or former co-worker Met them at an FBI recruitment event
- Other

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8. IF RELEVANT: At what point in the application process did you withdraw your application or were you notified that you were no longer under consideration for the Special Agent position?

- N/A: I am still in the application process or have been hired at the FBI**
- After submitting the initial application on fbijobs.gov
- After the Phase I Test
- After the Meet & Greet
- After the Phase II Test (Structured Interview and Written Assessment)
- After the medical exam
- After the Physical Fitness Test (PFT)
- After the polygraph examination
- After the background investigation
- After the pre-Quantico Physical Fitness Test (PFT)
- During my Basic Field Training Course at the FBI Academy

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9. How often did/do you receive information from the FBI about the status of your application?

- Never
- 1-2 times a year
- Every 2-4 months
- Once a month
- Every 2-3 weeks
- More than once a week

10. Not including routine updates about your application, how often did/do you interact with any FBI employee during your application process?

(For example: via email, phone calls, or in a casual social capacity)

- Never
- 1-2 times a year
- Every 2-4 months
- Once a month
- Every 2-3 weeks
- More than once a week

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11. In your conversations, did/do any of the following topics come up? *Select as many as apply.*

Phase I Test

Physical Fit Test (PFT)

Meet & Greet

Polygraph Examination

Phase II - Structured Interview

General background investigation process

Phase II - Written Assessment

Life as an FBI Special Agent

Medical exam

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12. Which part of the Special Agent application process did you prepare for **the MOST**?

- The Phase I Test
- The Meet & Greet
- The Phase II Structured Interview
- The Phase II Written Assessment
- The Physical Fitness Test (PFT)

13. Which part of the Special Agent application process did you prepare for **the LEAST**?

- The Phase I Test
- The Meet & Greet
- The Phase II Structured Interview
- The Phase II Written Assessment
- The Physical Fitness Test (PFT)

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14. IF RELEVANT: Why did you withdraw from, or stop participating in, the Special Agent application process? *Select up to two answers.*

- | | |
|--|---|
| <input type="checkbox"/> N/A: I did not voluntarily withdraw my application | <input type="checkbox"/> Family obligations |
| <input type="checkbox"/> Accepted a job at a different organization | <input type="checkbox"/> Did not want to move/transfer process was intimidating |
| <input type="checkbox"/> Wanted a higher paying job | <input type="checkbox"/> Was uncomfortable with job requirement to carry a firearm/use deadly force |
| <input type="checkbox"/> Went back to school | <input type="checkbox"/> Unable or unwilling to meet physical fitness requirements |
| <input type="checkbox"/> Was tired of waiting/process took too long | <input type="checkbox"/> Failed a component and decided not to continue |
| <input type="checkbox"/> Time and travel requirements were too burdensome | <input type="checkbox"/> Had a negative experience with an FBI employee that discouraged me from continuing |
| <input type="checkbox"/> Application process was too complicated/confusing | <input type="checkbox"/> Believe the FBI lacks sufficient diversity |
| <input type="checkbox"/> Other | |

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15. On a scale from 1 (Not Important) to 5 (Extremely Important), how important to you was it or would it have been to speak with an FBI Special Agent about the following topics at the beginning of your application process?

	Not Important	Slightly Important	Moderately Important	Important	Extremely Important
What a day in the life of an FBI Special Agent is like	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information on the kind of work someone with your background/education could do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Likelihood of having to relocate if you became an FBI Special Agent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ease or difficulty of balancing family and work as an FBI Special Agent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How long you could expect the FBI Special Agent hiring process to take from beginning to end	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How to make yourself more competitive in the FBI Special Agent hiring process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. How many days have you, or did you, have to take off of school/work to complete requirements of the FBI Special Agent application process?

Days:

17. What is the farthest distance you have had to travel to complete any part of the application process (not including travel to Quantico for Basic Field Training or to your initial duty office)

Miles:

18. On a scale from 1 (Not a Burden) to 5 (Extremely Burdensome), how much of an effort/burden was each of the following preparation components associated with the application process:

	Not a Burden	A Slight Burden	A Moderate Burden	A Significant Burden	Extremely Burdensome
Distance from my home to the FBI office where I did the majority of my application	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of a gym or other facility to train for the Physical Fitness Test	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to balance job/family duties and completion of application forms/background documents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to interview preparation materials or writing samples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to information that would prepare me for the steps of the application process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to schedule appointments (i.e., medical exam) and testing (i.e., the Phase I Test)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Please complete the following voluntary demographic questions. All responses will be kept strictly confidential.

19. What is your gender?

- Male
- Female
- Prefer not to answer
- Other

20. Do you identify as Hispanic?

- Yes
- No
- Prefer not to answer

21. Which of the following most closely describes your race?

- White/Caucasian
- Black/African American
- Asian
- American Indian or Alaska Native
- Other
- Native Hawaiian or Pacific Islander
- More than one race
- Prefer not to answer

22. Which of the following sexual orientation terms best describes you?

- Heterosexual/straight
- Homosexual/gay or lesbian
- Prefer not to answer
- Other

23. Do you identify as someone who has a mental of physical disability?

Select as many as apply

- Yes, I have a mental disability
- Yes, I have a physical disability
- No
- Prefer not to answer

24. Are you a veteran?

- Yes
- No
- Prefer not to answer

25. What is your current age?

Please enter a whole number, no letters (leave blank if you prefer not to answer)

Years old:

26. Which of the following best matches your current family situation, I am:

- Single, never married
- Single, divorced
- Living with a partner
- Widow/Widower
- Married
- Prefer not to answer
- Other

27. I have children/dependents:

- Who live with me
- Who do not live with me
- I do not have children/dependents
- Prefer not to answer
- Other

28. Please select the highest level of education you had **COMPLETED at the time of your initial application** to be an FBI Special Agent

- Bachelor's degree
- Master's degree
- Professional degree (J.D., M.D., etc.)
- Other
- Ph.D, or another advanced graduate degree
- Prefer not to answer

29. Which of the following best describes the industry you were employed in **at the time you initially applied** to work as an FBI Special Agent?

30. **At the time of your initial application** to be an FBI Special Agent, how much was your annual income?

- Less than \$25,000
- Between \$25,000 and \$49,999
- Between \$50,000 and \$74,999
- Between \$75,000 and \$99,999
- Between \$100,000 and \$149,999
- Between \$150,000 and \$249,999
- More than \$250,000
- Prefer not to answer

31. Which of the following FBI Field Offices was your primary processing office?