

## JAGC Applicant Survey

### Introduction

The Navy in general, and the JAG Corps in particular, are interested in understanding people's working styles and their possible interest in serving in the Navy. Your thoughts and ideas about work and the JAG Corps are very important to us and thus we hope that you will be as honest as possible as you complete this survey (10-15 minutes).

### Section #1

Individuals value different things when it comes to work, and people have different working styles. The following statements will help us understand what is most important to you personally. Using the provided scale, please indicate how much you agree with these statements. Please answer all of the questions, even if some seem similar.

Sometimes we need to ask about the same concept in different ways to make sure we understand your thoughts about it.

#### Response Scale

	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
When looking for a job, I work hard to find a place where the people will accept me for who I am.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am constantly on the lookout for new ways to improve my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer to work with others in a team rather than to work alone.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In most situations, managers should make decisions without consulting their subordinates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- I'd be willing to take a little less pay in order to work with people who know who I am and what to expect from me.
- I feel driven to make a difference in my community and maybe the world.
- Employees who often question authority sometimes keep their managers from being effective.
- I prefer work that has detailed standard operating procedures spelled out.
- Given a choice, I would rather do a job where I can work alone rather than do a job where I have to work with others in a group.
- I tend to let others take the initiative to start new projects.
- Once a decision of a top-level executive is made, people working for the organization should not question it.
- When meeting with interviewers, I try to be realistic about myself even if it may hurt my chances of getting the job.
- It is better to have job requirements and instructions

spelled out in detail so that employees always know what they are expected to do.

Wherever I have been, I have been a powerful force for constructive change.

Respect for tradition is important to me.

I plan for the long term.

I enjoy facing and overcoming obstacles to my ideas.

For me, it's better to be honest about myself when meeting new people, even if it makes me appear less than ideal.

Working in a group is better than working alone.

In work related matters, managers have a right to expect obedience from their subordinates.

Nothing is more exciting than seeing my ideas turn into reality.

Managers who let their employees participate in decisions lose power.

It's important for an employer to see me as I see myself, even if it means bringing people to recognize my limitations.

- A company's rules should not be broken—not even when the employee thinks it is in the company's best interest.
- If I see something I don't like, I fix it.
- I'd rather have people know who I really am than have them expect too much out of me.
- No matter what the odds, if I believe in something I will make it happen.
- I value a strong link to my past.
- Employees should not express disagreements with their managers.
- I work hard for success in the future.
- I love being a champion for my ideas, even against others' opposition.
- Traditional values are important to me.
- I like to be myself rather than trying to act like someone I'm not.
- I excel at identifying opportunities.
- I prefer work that is highly structured.

Family heritage is important to me.

It's worth it to be truthful with others about my habits and personality so that they know what they expect from me.

I am always looking for better ways to do things.

Managers should be able to make the right decisions without consulting with others.

If I believe in an idea, no obstacle will prevent me from making it happen.

I love to challenge the status quo.

I prefer to work for supervisors who expect employees to closely follow instructions.

I don't mind giving up today's fun for success in the future.

When I have a problem, I tackle it head-on.

When interviewing for a job, I try to be honest about my personality and working style.

I am great at turning problems into opportunities.

Rules and regulations are important because they inform

employees what the organization expects of them.

Persistence is important to me.

I can spot a good opportunity long before others can.

Even though it may seem best to tell interviewers what they want to hear about me, I try to be truthful about myself because I want my employer to know what to expect from me.

If I see someone in trouble, I help out in any way I can.

## Section #2

Sometimes it's hard to be all things for all people at work, and you might need to make trade-offs between activities. Based on your own work style, please report how your supervisor would evaluate your tradeoffs after working with you for a year. Please use the scale provided.

### Response Scale

	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
...is proactive about spotting problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...does whatever it takes to get his/her clients the answer when s/he needs it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...strives to develop in-depth knowledge in clients' subject matter.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...is fully trustworthy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...strives to develop a wide range of military experiences to draw from (deployed aboard ship, stationed overseas, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...speaks up with advice when they see problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...is responsive to client's needs even if it means sacrificing his/her own personal activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...is thorough in identifying all relevant laws and facts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...discloses sensitive information to third parties only when	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

appropriate.

...identifies issues that need to be fixed without being asked.

...meets tight deadlines set by clients.

...helps clients make progress rather than saying what is not possible.

...helps clients solve problems, even if they are not legal problems.

...feels personal accountability for decisions and outcomes.

...is on call and prepared to respond 24 hours a day, 7 days a week, 365 days a year.

...finds ways within the law to accomplish client's goals.

...helps clients with issues other than legal counsel (writing, editing, etc.).

...has as great a stake in the outcome as his/her clients.

...handles a large amount of work.

...identifies practical solutions that can actually be implemented.

...wants to operate day-to-day in the same situation as his/her clients.

...tells the truth, even when it's difficult.



- ...offers realistic legal answers in light of broader societal context.
- ... juggles many important projects at once.
- ...tries hard to serve in a variety of different military assignments.
- ...carries a heavy workload.

**Section #3**

Think about why you personally are considering a job with the Navy JAG Corps. Please rate each of the following reasons in terms of how important it is to you. Please use the scale provided.

**Response Scale**

	Slightly important	Somewhat important	Moderately important	Important	Very important	Extremely important	The most important
Serving as a JAG makes the best use of my skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I actually enjoy the idea of practicing law within the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serving as a JAG is an important job that I personally value	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The idea of litigating sounds exciting to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The chance for adventure is exciting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work I can do as a JAG is meaningful to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like the opportunity for travel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Right location for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serving my country as a JAG is important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's a way that a lawyer can experience the power and adventure of the sea	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like the level of	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

responsibility I can get  
at a young age

I think it is interesting to

wear the Navy uniform

Excellent preparation for

a future career outside  
the military

Serving an institutional

client sounds satisfying  
to me

Gives something to be

proud of in life

## Section #4

Below you will find a number of statements that may or may not apply to you. Using the scale provided, please tell us the extent to which you agree or disagree with that statement

### Response Scale

	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I am kind to almost everyone.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do a thorough job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am inventive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am outgoing and sociable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can be moody.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to cooperate with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do things efficiently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am sometimes depressed or blue.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am original, come up with new ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am talkative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am helpful and unselfish with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make plans and follow through.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get nervous easily.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I value artistic experiences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have an assertive personality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a forgiving nature.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am a reliable worker.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I can be tense.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have an active imagination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I generate a lot of enthusiasm.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am generally trusting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I persevere until the task is finished.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to reflect and play with ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am full of energy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tend to find fault with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am easily distracted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry a lot.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am sophisticated in art and music.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am often reserved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I start quarrels with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can be somewhat careless.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I remain calm in tense situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am ingenious, a deep thinker.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am sometimes shy or inhibited.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can be cold and aloof.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tend to be lazy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am emotionally stable, not easily upset.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am sometimes rude to others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tend to be disorganized.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer work that is routine.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am relaxed and handle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

stress well.

I am curious about many things.

I have few artistic interests.

I tend to be quiet.

I want to help others through my work.

I want to have positive impact on others through my work.

I care about benefiting others through my work.

It is important to me to do good for others through my work.

One of my objectives at work is to make a positive difference in other people's lives.

At work, I care about improving the welfare of other people.

At work, it is important to me to make a real difference in other people's lives.

I get energized by working on tasks that have the potential to benefit others.

I like to work on tasks that have the potential to benefit others.

I prefer to work on tasks that allow me to have a positive impact on others.

I do my best when I'm working on a task that contributes to the well-being of others.

It is important to me to have the opportunity to use my abilities to benefit others.