**Dear Applicant to the United States Navy Judge Advocate General’s (JAG) Corps,**

The Navy JAG Corps has commissioned the Navy Personnel Research Studies and Technology Institute (NPRST) to collect information to assist the Navy JAG Corps improve the process by which new officers enter the JAG Corps.

We ask that you volunteer to provide information for this research project. **NO INFORMATION YOU PROVIDE IN THIS SURVEY WILL BE USED BY THE NAVY JAG CORPS IN YOUR SELECTION PROCESS.** Your participation as a research subject will consist of taking an online survey. The survey responses you provide will be stored electronically in a secure database at NPRST. Only the Principal Investigators at NPRST will have access to the identification items. Your responses to the survey will have NO IMPACT on you or your career, whether in the Navy JAG Corps or elsewhere.

If you are chosen to be a member of the JAG Corps and if you agree to enter the organization, periodic correlations will be made of your progress as a JAG Lawyer and the responses on the survey. It is hoped that certain survey results will be predictive of successful JAG Corps attorneys. After results have been tabulated and validated over several years, a screening tool may then be developed which could become a part of the JAG Corps selection process.

**Informed Consent and Privacy Act Statement**

**Navy JAG Corps Applicant Screening Tool**

You are being invited to take part in a research study titled "Navy JAG Corps Applicant Screening Tool" conducted by the Navy Personnel Research, Studies, and Technology (NPRST) division of the Bureau of Naval Personnel. A decision not to take part, or to stop being a part of the research project will not negatively impact you in any way. Public Law 93-579, the Privacy Act of 1974, requires that you be informed of the purpose of this survey and of the uses to be made of the information collected. Authority to request this information is granted to the Navy Personnel Research, Studies, and Technology division under 10 U.S.C. 5031 and 5032, and 5 U.S.C. 301. License to administer this survey is granted per XXXXXX under OMB Report Control Symbol XXX, which expires XXX 2018.

**PURPOSE:** The purpose of this questionnaire is to collect information concerning the personality factors (work styles and professional interests) which may affect an officer’s experience as a Navy judge advocate and may predict successful performance in the JAG Corps. The information provided by you will be collected and stored by NPRST. Dr. Dan Cable of the London Business School will also be furnished a copy of the raw data and will provide expertise and objectivity in analyzing the results.

**PARTICIPATION:** Completion of this questionnaire is entirely voluntary. Failure to respond to any of the questions will NOT result in any penalties except possible lack of representation of your views in the final results and outcomes. You may discontinue participation at any time without penalty. There is no direct benefit from being in this study; however, taking part may help improve the Navy JAG Corps selection process.

**RISK(S):** The only risk to you is the possibility of inappropriate disclosure of data you provide. However, NPRST has a number of procedures in place to ensure that the data collected is safe and protected from inappropriate disclosure.

**CONFIDENTIALITY:** All responses will be held in confidence by NPRST. Additionally, Dr. Cable has signed an Investigators Agreement with the Human Subjects Committee at NPRST. Information you provide will be statistically summarized with the responses of others, and will not be attributable to any single individual. The information you provide will not become part of your military record and will not affect your career or benefits in any way.

**QUESTIONS:** If you have any questions about this research study, please contact the Principal Investigator, Mr. Geoff Patrissi, by telephone at (901) 874-2256 or by e-mail to [Geoffrey.A.Patrissi@navy.mil](mailto:Geoffrey.A.Patrissi@navy.mil). If you have any questions regarding Human Subjects issues, please contact the NPRST Protection of Human Subjects Committee, DSN 882-4994, COM (901) 874-4994, or email nprstirb@navy.mil.

**NPRST PROTECTON OF HUMAN SUBJECTS STATEMENT**: This study (NPRST-xxxx-xxxcx-x) has been reviewed by the Navy Personnel Research, Studies, & Technology division's Protection of Human Subjects (PHS) Committee of the Bureau of Naval Personnel. For any questions about research subject's rights, call the NPRST PHS at (901) 874-4994, e-mail nprstirb@navy.mil.

**Principal Investigator**

|  |  |  |
| --- | --- | --- |
|  |  |  |
| Geoff Patrissi | (901) 874-2256 | geoffrey.a.patrissi@navy.mil |

1. I have read the Informed Consent and Privacy Act Statement and I:

* Wish to voluntarily participate in this study. (You will continue in the study)
* Do not wish to participate in this study. (You will exit the study)

**Navy JAG Corps Applicant Survey**

Please type your name

Please provide your Date of Birth

Study Number (NPRST Use Only)

Navy JAG Corps 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. |  |  |  |  |  |  |  |
| I am constantly on the lookout for new ways to improve my life. |  |  |  |  |  |  |  |
| I prefer to work with others in a team rather than to work alone. |  |  |  |  |  |  |  |
| In most situations, managers should make decisions without consulting their subordinates. |  |  |  |  |  |  |  |
| 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 to 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. |  |  |  |  |  |  |  |
| …does whatever it takes to gets his/her client the answer when s/he needs it. |  |  |  |  |  |  |  |
| …strives to develop in-depth knowledge in client’s subject matter. |  |  |  |  |  |  |  |
| …is fully trustworthy. |  |  |  |  |  |  |  |
| …strives to develop a wide range of military experiences to draw from (deployed aboard ship, stationed overseas, etc.). |  |  |  |  |  |  |  |
| …speaks up with advice when they see problems. |  |  |  |  |  |  |  |
| …is responsive to client’s needs even if it means sacrificing his/her own personal activities. |  |  |  |  |  |  |  |
| …is thorough in identifying all relevant laws and facts. |  |  |  |  |  |  |  |
| …discloses sensitive information to third parties only when appropriate. |  |  |  |  |  |  |  |
| …identifies issues that need to be fixed without being asked. |  |  |  |  |  |  |  |
| …meets tight deadlines set by client. |  |  |  |  |  |  |  |
| …helps client make progress rather than saying what is not possible. |  |  |  |  |  |  |  |
| …helps client 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 client with issues other than legal counsel (writing, editing, etc.). |  |  |  |  |  |  |  |
| …has as great a stake in the outcome as his/her client. |  |  |  |  |  |  |  |
| …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 client. |  |  |  |  |  |  |  |
| …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 |  |  |  |  |  |  |  |
| Good pay |  |  |  |  |  |  |  |
| I actually enjoy the idea of practicing law within the Navy |  |  |  |  |  |  |  |
| Serving as a JAG is an important job that I personally value |  |  |  |  |  |  |  |
| The idea of litigating sounds exciting to me |  |  |  |  |  |  |  |
| The chance for adventure is exciting |  |  |  |  |  |  |  |
| High job security |  |  |  |  |  |  |  |
| The work I can do as a JAG is meaningful to me |  |  |  |  |  |  |  |
| I like the opportunity for travel |  |  |  |  |  |  |  |
| Right location for me |  |  |  |  |  |  |  |
| Serving my country as a JAG is important to me |  |  |  |  |  |  |  |
| It’s a way that a lawyer can experience the power and adventure of the sea |  |  |  |  |  |  |  |
| I like the level of 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. |  |  |  |  |  |  |  |
| I do a thorough job. |  |  |  |  |  |  |  |
| I am inventive. |  |  |  |  |  |  |  |
| I am outgoing and sociable. |  |  |  |  |  |  |  |
| I can be moody. |  |  |  |  |  |  |  |
| I like to cooperate with others. |  |  |  |  |  |  |  |
| I do things efficiently. |  |  |  |  |  |  |  |
| I am sometimes depressed or blue. |  |  |  |  |  |  |  |
| I am original, come up with new ideas. |  |  |  |  |  |  |  |
| I am talkative. |  |  |  |  |  |  |  |
| I am helpful and unselfish with others. |  |  |  |  |  |  |  |
| I make plans and follow through. |  |  |  |  |  |  |  |
| I get nervous easily. |  |  |  |  |  |  |  |
| I value artistic experiences. |  |  |  |  |  |  |  |
| I have an assertive personality. |  |  |  |  |  |  |  |
| I have a forgiving nature. |  |  |  |  |  |  |  |
| I am a reliable worker. |  |  |  |  |  |  |  |
| I can be tense. |  |  |  |  |  |  |  |
| I have an active imagination. |  |  |  |  |  |  |  |
| I generate a lot of enthusiasm. |  |  |  |  |  |  |  |
| I am generally trusting. |  |  |  |  |  |  |  |
| I persevere until the task is finished. |  |  |  |  |  |  |  |
| I like to reflect and play with ideas. |  |  |  |  |  |  |  |
| I am full of energy. |  |  |  |  |  |  |  |
| I tend to find fault with others. |  |  |  |  |  |  |  |
| I am easily distracted. |  |  |  |  |  |  |  |
| I worry a lot. |  |  |  |  |  |  |  |
| I am sophisticated in art and music. |  |  |  |  |  |  |  |
| I am often reserved. |  |  |  |  |  |  |  |
| I start quarrels with others. |  |  |  |  |  |  |  |
| I can be somewhat careless. |  |  |  |  |  |  |  |
| I remain calm in tense situations. |  |  |  |  |  |  |  |
| I am ingenious, a deep thinker. |  |  |  |  |  |  |  |
| I am sometimes shy or inhibited. |  |  |  |  |  |  |  |
| I can be cold and aloof. |  |  |  |  |  |  |  |
| I tend to be lazy. |  |  |  |  |  |  |  |
| I am emotionally stable, not easily upset. |  |  |  |  |  |  |  |
| I am sometimes rude to others. |  |  |  |  |  |  |  |
| I tend to be disorganized. |  |  |  |  |  |  |  |
| I prefer work that is routine. |  |  |  |  |  |  |  |
| I am relaxed and handle 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. |  |  |  |  |  |  |  |

**Thank you for your time in participating in this study and thank you for your interest in the Navy’s JAG Corps.**