

2021 Health of the Force Survey

You are invited to participate in the Navy Health of the Force Survey. This survey is being conducted by OPNAV N1 on behalf of the Chief of Navy Personnel. This survey collects information from Sailors on their careers, their experiences in the Navy, and the policies and programs that influence their lives. Participation in this survey is voluntary and confidential. If you did not receive an invitation to email invitation to participate in the survey, you were or will be asked to provide your DOD ID number to access the survey. This information is used to limit survey participation to active duty Navy and to minimize demographic questions. Only members of the Navy Survey Team will have access to DOD ID numbers; all data will be de-identified if provided to other N1 organizations.

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OMB EXPIRATION DATE: XX/XX/XXXX

AGENCY DISCLOSURE NOTICE

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If you are willing to participate in this survey, please select the "Next" button below. If you prefer not to participate, please close the survey window.

Career Information

1. Please select your current grade from the following list?

- | | |
|--------------------------------|--------------------------------|
| <input type="checkbox"/> E1-E3 | <input type="checkbox"/> O4-O6 |
| <input type="checkbox"/> E4-E6 | <input type="checkbox"/> W2-W5 |
| <input type="checkbox"/> E7-E9 | <input type="checkbox"/> Other |
| <input type="checkbox"/> O1-O3 | |

2. Please select your rating from the following list. (enlisted only)

- Aviation – Deck (AB, ABE, ABF, ABH, AO)
- Aviation – Squadron (AD, AE, AF, AM, AME, AO, AT, AV)
- Aviation – Support (AC, AN, AS, AZ, PR)
- Aviation – Air Crew (AWF, AWO, AWR, AWS, AWV)

- Aviation – Intermediate Level/Fleet Readiness Center (AD, AE, AM, AT)
- Executive Support (LN, MC, MU, NCC, NCR, PS, RP, YN)
- Information Warfare Cryptology (CTI, CTM, CTR, CTT)
- Information Warfare Cyber (CTN, IT)
- Information Warfare Intelligence (IS)
- Meteorology/Oceanography (AG)
- Medical (HM, HN)
- Nuclear (EMN, ETN, MMN)
- Seabees (BU, CE, CM, CN, CU, EA, EO, EQ, SW, UC, UT)
- Security (MA)
- Special Operations (EOD, ND)
- Special Warfare (SB, SO)
- Submarine – Mechanical (MMA, MMW)
- Submarine – Service (CSS, LSS, YNS)
- Submarine – Technical (ETR, ETV, FT, ITS, MT, STS)
- Supply (CS, LS, SH)
- Surface – Engineering (DC, EM, EN, FN, GS, GSE, GSM, HT, MM, MR)
- Surface – Technical (ET, FC, FCA, GM, IC, STG)
- Surface – Operations (BM, MN, OS, QM, SN)
- Other: Please Specify _____

3. Please select your general occupational community from the following list (Officers/Warrant Officers)

- Aviation
- Civil Engineer
- Chaplain
- Dental
- EOD
- Engineering
- Foreign Area Officer
- Human Resources
- Information Warfare Community
- JAG
- Medical Corps
- Medical Services Corps
- Nurse Corps
- Staff Corps
- Public Affairs
- Special Warfare
- Submarine Warfare
- Surface Warfare
- Other (Please specify) _____

Retention

4. What are your current Navy career plans?

- Plan to Remain Until Retirement >>Answer 7
- Plan to Remain for Foreseeable Future, Not Sure About Retirement >>Answer 6 and 7
- Plan to Get Out at Next Opportunity >>>Answer 6
- Not Sure >>Answer 6 and 7
- Getting Out but Not My Choice>>skip next 2 questions

5. What are your primary reasons for thinking about leaving the Navy? Please rank order your top 5 reasons for leaving. If one of your top reasons is not listed, please select "Other" and explain in the space provided.

- Civilian Career Opportunities
- Current Command Climate
- Salary/Pay
- Limited Promotion/Advancement Opportunities
- Focus on Family
- To Use GI Benefits/Pursue Education
- Too Much Time Away from Home
- Don't Feel Like I Fit in Navy
- Recent Sea Duty Experiences (if applicable)
- Childcare Issues
- Work/Life Balance Issues
- Geographic Instability (Frequency of PCS Moves)
- Schedule Changes/Lack of Predictability
- Leadership at Current Command
- Navy Senior Leaders
- Health related concerns (physical or mental)
- Treated Differently/Opportunities Limited Because of Race or Ethnicity
- Treated Differently/Opportunities Limited Because of Gender or Sexual Orientation
- Proximity to Extended Family
- Other (Please specify) _____

6. What are your primary reasons for planning to remain in the Navy? Please rank order your top 5 reasons for planning to stay in the Navy. If one of your top reasons is not listed, please select "Other" and explain in the space provided.

- Promotion/Advancement Opportunities
- Command Climate
- Navy Community/Sense of Belonging
- Patriotism/Desire to Serve
- Support/Benefits for Family
- Childcare Availability
- Retirement Benefits
- Healthcare Benefits
- Job Security
- Ability to Balance Work & Personal Life
- Opportunity to Travel
- Leadership at Current Command

- Navy Senior Leaders
- Other (Please specify) _____

7. If you could change one thing at your command or in the Navy, what would it be? (Source: N103P) (Please do not include anything that would constitute PII)

8. On average, how many hours did you sleep per night in the past 30 days?

- 3 hours or less
- 4 to 5 hours
- 6 to 7 hours
- 8 to 9 hours
- Over 9 hours

9. How satisfied are you with the following?

	Very Dissatisfied	Somewhat Dissatisfied	Neither	Somewhat Satisfied	Very Satisfied
Your life right now?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your ability to balance demands of job with personal life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your current level of physical fitness?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The amount of sleep you get every night?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The quality of your sleep?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Job/Career Satisfaction (JCS)

10. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I have a clear set of goals and aims to enable me to do my job. (JCS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a good understanding of what is expected of me at work. (JCS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel a great sense of personal satisfaction when I do this job well. (JCS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am generally satisfied with the type of work I do in my job. (JCS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is someone at work who encourages my professional development (2019 Engagement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor, or someone else in a leadership position, seems to care about me as a person (2019 Engagement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Navy provides me with the resources I need to do my job effectively (2019 Engagement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Defense Suicide Prevention Office (DSPO) Connectedness Measure

11. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
These days, I feel like I belong (DSPO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
These days, I feel that there are people I can turn to in times of need. (DSPO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This last year, I have had the opportunity at work to learn and grow (2019 Engagement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My command cares about my family (2019 Engagement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
At work, my opinion seems to count (2019 Engagement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My future here seems dark to me. (DSPO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
These days I think I am a burden on people in my life. (DSPO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Signature Behaviors (Self)

12. How comfortable are you with the following?

	Not at all	Slightly	Somewhat	Mostly	Completely
Proactively countering inappropriate or illegal behavior when it occurs in your workplace (SB02)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taking a stand and intervening when shipmates are acting or treating others inappropriately (SB03)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Holding my shipmates accountable for infractions even when they're buddies (SB03)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Confronting and correcting discriminatory behavior when it occurs (SB04)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intervening to protect shipmates from situations where they are at risk of sexual assault (SB04)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Admitting my mistakes or when I'm wrong at work (SB05)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speaking up if I witness shipmates engaging in destructive behaviors (SB08)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Inclusion and Diversity Questions

13. How comfortable are you talking about challenging or sensitive issues with your teammates?

(Navy SAPRO)

- Very Comfortable
- Somewhat Comfortable
- Neither Comfortable nor Uncomfortable
- Somewhat Uncomfortable
- Very Uncomfortable

14. To what extent do you agree with the following statements about inclusion & diversity in your work environment?

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
Racism is not a problem in the Navy (TFOne)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Even subtle forms of discrimination are not tolerated at my command (Denison/SB03/Civility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sailors who report sexual harassment and/or discrimination do not have to worry about retaliation (TFOne)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sailors who report racial harassment and/or discrimination do not have to worry about retaliation (TFOne)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Navy has an authentic commitment to inclusion (TFOne)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diverse backgrounds and perspectives are accepted and respected at my command (2019 HoF I&D/SB07/Civility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Harassment is not a problem in the Navy (TFOne)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. To what extent do you agree with the following statements?

<i>Inclusion Model</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
People I work with treat me with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have the same opportunities for professional success as my colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel encouraged to bring my whole and authentic self to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel like I belong in our organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel comfortable speaking up when I see intolerance, mistreatment or bias in action	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My opinion is valued by my team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our organization is a place where I am able to perform up to my full potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel recognized for my contributions to our organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the last 6 months, someone at work has talked to me about my progress (2019 Engagement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the last 7 days, I have received recognition or praise for doing good work (2019 Engagement)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. How often do you feel left out at your command?

- Never
- Rarely
- Sometimes
- Regularly
- Always

Oldenburg Burnout Inventory

17. To what extent do you agree or disagree with the following statements about your job.

<i>D = Disengagement; E = Exhaustion</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I continue to find my Navy job interesting and engaging (OBI-D – my version)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can tolerate the pressure of my work very well (OBI-E)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lately, I tend to think less at work and do my job almost mechanically (OBI-D)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
After work, I tend to need more time than in the past in order to relax and feel better (OBI-E)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are days when I feel tired before I arrive at work (OBI-E)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It happens more and more often that I talk about my work in a negative way (OBI-D)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This is the only type of work that I can imagine myself doing (OBI-D)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I usually feel energized when I'm at work (OBI-E)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Work Environment

18. How would you rate the overall morale of your current command?

- | | |
|------------------------------------|-----------------------------------|
| <input type="checkbox"/> Very High | <input type="checkbox"/> Low |
| <input type="checkbox"/> High | <input type="checkbox"/> Very Low |
| <input type="checkbox"/> Moderate | |

19. Please indicate the extent to which you agree or disagree with the following statements about your work environment.

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
My leaders make sure that respectful treatment is the norm in my unit. (Civility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Angry outbursts are not tolerated by anyone in my unit. (Civility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Differences among individuals are respected and valued in my unit. (Civility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sailors treat each other with respect at my command. (2019 HoF I&D/SB01/Civility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My leadership does not tolerate inappropriate behaviors in the workplace. (2019 HoF I&D/SB04/Civility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My leadership has created an environment where I feel comfortable expressing my ideas and views. (2019 HoF	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

20. How often has lack of energy/tiredness been an issue for you during the past month while on duty?

- | | |
|---|--|
| <input type="checkbox"/> Never | <input type="checkbox"/> Often (A few days every week) |
| <input type="checkbox"/> Rarely (1 to 2 days) | <input type="checkbox"/> Regularly (Daily or almost daily) |
| <input type="checkbox"/> Sometimes (3 - 5 days) | |

21. How would you rate your level of stress on the job over the past 12 months?

- Mild
- Moderate
- Severe
- Extreme

22. What have been the primary sources of stress for you over the past 12 months? Please select up to 3 of the following. If not one of the options listed below, please select "Other" and explain in the space provided.

- Setbacks to mission accomplishment
- Interpersonal relationships
- Family separation
- Financial stress
- Amount of work/hours worked per week
- Nature of job and associated responsibilities
- Physical work environment
- Available housing
- Inflexibility of work schedule
- Physical security
- Inadequate manning
- Insufficient training
- Leadership
- OPTEMPO
- Personal health issues
- Red Tape/Administrative Barriers
- Transitioning to new duty station
- Feel excluded when engaging in work or social activities
- Difficulty balancing work with personal life (doctor's appointments, childcare, etc.)
- Other (please specify) _____

23. When you feel stressed or pressured, which of the following activities do you engage in? Select all that apply. If not one of the options listed below, please select "Other" and explain in the space provided

- | | |
|---|--|
| <input type="checkbox"/> Talk to a Friend/Family Member | <input type="checkbox"/> Eat |
| <input type="checkbox"/> Exercise or Play Sports | <input type="checkbox"/> Drink Alcohol |
| <input type="checkbox"/> Think of Plan to Solve Problem | <input type="checkbox"/> Smoke |
| <input type="checkbox"/> Spend Time Alone | <input type="checkbox"/> Talk to Professional Mentor |
| <input type="checkbox"/> Play Video Games, Watch TV, etc. | <input type="checkbox"/> Talk to Personal Mentor |
| <input type="checkbox"/> Engage in Hobby | |
| <input type="checkbox"/> Other (Please specify) _____ | |

Blended Retirement System

28. Are you enrolled in the blended retirement system (BRS) or legacy retirement system?

- Yes >>Answer next 2 questions
- No >>skip next 2 questions

29. If yes to enrolled in BRS, did you opt-in or where you auto-enrolled?

- Opted In
- Auto-Enrolled
- Don't Know >>Skip next question

30. What, if any, influence has BRS enrollment had on your Navy career plans?

- Influenced to Stay in Navy
- No Impact
- Influenced to Leave Navy

Signature Behaviors (Leaders)

31. To what extent does your unit/command leadership demonstrate the following behaviors?

	Very Small Extent	Small Extent	Somewhat	Large Extent	Very Large Extent
Treat every person with respect (SB01)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hold others accountable for their actions (SB03)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Confront and correct discriminatory behaviors when they occur (SB03/04)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates zero tolerance for hazing and other inappropriate behaviors (SB03/04)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uphold the highest degree of integrity in professional and personal life (SB08)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrate a commitment to positive change and constant improvement (SB06)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creates an environment that nurtures professional growth and confidence (SB06)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates a commitment to treating everyone fairly regardless of race, gender, religion, sexual orientation, or gender identity (SB07)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fosters an inclusive environment (SB10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trusts employees to do their jobs effectively without excessive supervision (SB10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. During the past two years, while working for the Navy, how often have you been in a situation where a supervisor or coworkers....

<i>Incivility in the Workplace</i>	Never	Occasionally	Monthly	Weekly	Daily
Put you down or were condescending to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid little attention to your statement or showed little interest in your opinion?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made demeaning or derogatory remarks about you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Addressed you in unprofessional terms, either publically or privately?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ignored or excluded you from professional camaraderie?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doubted your judgement on a matter over which you had responsibility?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made unwanted attempts to draw you into a discussion of personal matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Navy SAPRO Questions

33. To what extent do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I have witnessed teammate(s) repeatedly telling sexual “jokes” or showing or sending sexually explicit pictures or videos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have witnessed teammates making sexual comments about another teammate’s appearance or body or attempting to establish an unwanted sexual relationship with another teammate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have witnessed my leader(s) failing to recognize and immediately correct problematic behaviors (e.g., sexual harassment, gender discrimination)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have witnessed my teammate(s) mistreat, ignore, exclude, or insult another teammate because of their race/ethnicity, sexual orientation, or gender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

DMAP Questions (Sea-Intensive Enlisted Participants Only)

34. If you had the option of early advancement to E5 at the 4 year mark during your 1st sea tour, knowing that it would require an additional 36 months of sea duty for a total of 7 years (4+3) on sea duty, how likely would you be to accept the opportunity?

- Very Likely >>skip next 2 questions
- Somewhat Likely >>Answer next 2 questions
- Neither Likely nor Unlikely >>Answer next 2 questions
- Somewhat Unlikely >>Answer next 2 questions
- Very Unlikely >>Answer next 2 questions

a. **What if, in addition to early advancement, you were also offered priority choice over Sailors who've served less sea duty for your follow-on shore duty assignment?**

- Very Likely
- Somewhat Likely
- Neither Likely nor Unlikely
- Somewhat Unlikely
- Very Unlikely

b. **What if, in addition to early advancement, you were offered an additional \$500 a month in pay for the duration of your assignment (\$18,000 in total for the 3 years)?**

- Very Likely
- Somewhat Likely
- Neither Likely nor Unlikely
- Somewhat Unlikely
- Very Unlikely

35. **If you had the option of earning an additional \$1000 per month for an additional 36 months of sea duty (\$36,000 total for the 3 years) beyond an initial 4 years on sea duty, how likely would you be to accept the opportunity?**

- Extremely Likely >>skip next question
- Somewhat Likely >>Answer next question
- Slightly Likely >>Answer next question
- Not at all Likely >>Answer next question

c. **What if you were guaranteed priority choice, over Sailors that served less time on sea duty, for your follow-on shore duty assignment as well?**

- Extremely Likely
- Somewhat Likely
- Slightly Likely
- Not at all Likely

Lateral Transfers

36. **Have you submitted a package for lateral transfer or cross-rate?**

- Yes, and I was selected
- Yes, but I was not selected >> skip next three questions
- No, I've never requested one >> skip next two questions
- N/A >>skip next three questions

37. **Prior to your lateral transfer/cross-rate, what were your Navy career plans?**

- Remain Until Retirement
- Remain for Foreseeable Future, Not Sure About Retirement
- Get Out at Next Opportunity
- Not Sure

38. Please answer the following questions to the best of your ability. (Only those who've made a lateral transfer)

	Very Likely	Somewhat Likely	Neither	Somewhat Unlikely	Very Unlikely
In your estimation, how likely are you to promote/advance in your new community/rate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In your estimation, how likely were you to promote/advance in your old community/rate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

39. How interested are you in the opportunity to transfer to another community/rate? (If answered no to lateral transfer question)

- Very Interested
 Not at all Interested
 Somewhat Interested
 Don't Know
 Slightly Interested

Additional Demographics

40. What is your current marital status?

- Single/Never Married
 Married or in Long-Term Partnership
 Previously Married but Not Currently

41. Which of the following best describes your spouse?

- Active Duty Navy (including Full-Time Support Reservists)
 Active Duty Other Service
 Civilian

42. What is your spouse's current employment status?

- Employed Full-Time
 Not Employed, Looking for Work
 Employed Part-Time
 Not Employed

43. Do you have joint or full custody of dependent children (under age 18)?

- Yes
 No, all my children are age 18 or older >>Skip next question
 No, I don't have any children >>Skip next question

44. If yes, please indicate the age ranges of your children. Select all that apply. If you do not have children, please select N/A

- 10 or younger
 11 to 13 years of age
 14 to 18 years of age
 N/A

45. Please use the space provided below to share any additional thoughts or concerns with Navy leadership. (Please do not include anything that would constitute PII)

This concludes the survey. Thank you for your support with this effort

