

## 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. The purpose of this effort is to gather Sailor feedback on careers and experiences in the Navy. Participation in this survey is voluntary and confidential. If you were asked to provide your DOD ID number to access the survey, please be assured that this information is used to limit participation to active duty Navy personnel and to minimize the number of 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.

OMB CONTROL NUMBER: 0703-0079  
OMB EXPIRATION DATE: X/XX/20XX

### AGENCY DISCLOSURE NOTICE

The public reporting burden for this collection of information, 0703-0079, is estimated to average 25 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

*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)**

- |  |   |
|--|---|
| <input type="checkbox"/> Aviation                      | <input type="checkbox"/> JAG                    |
| <input type="checkbox"/> Civil Engineer                | <input type="checkbox"/> Medical Corps          |
| <input type="checkbox"/> Chaplain                      | <input type="checkbox"/> Medical Services Corps |
| <input type="checkbox"/> Dental                        | <input type="checkbox"/> Nurse Corps            |
| <input type="checkbox"/> EOD                           | <input type="checkbox"/> Staff Corps            |
| <input type="checkbox"/> Engineering                   | <input type="checkbox"/> Public Affairs         |
| <input type="checkbox"/> Foreign Area Officer          | <input type="checkbox"/> Special Warfare        |
| <input type="checkbox"/> Human Resources               | <input type="checkbox"/> Submarine Warfare      |
| <input type="checkbox"/> Information Warfare Community | <input type="checkbox"/> Surface Warfare        |
| <input type="checkbox"/> Other (Please specify) _____  |   |

**4. Which of the following best describes your current assignment?**

- Sea Duty
- Shore Duty
- School/Training
- Other

**Retention**

**5. 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

**6. 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) \_\_\_\_\_

**7. 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) \_\_\_\_\_

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

Job/Career Satisfaction (JCS)

**9. 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. (JCS1)	<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. (JCS2)	<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. (JCS2)	<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. (JCS1)	<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. (Gallup)	<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. (Gallup)	<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. (Gallup)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Gallup: Gallup Q12 Survey**

**JCS1: Hackman, J. Richard and Greg R. Oldham. *The Job Diagnostic Survey: An Instrument for the Diagnosis of Jobs and the Evaluation of Job Redesign Projects.***

**JCS2: WRQOL User Manual, v38.**

**10. 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

**11. 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"/>

**12. 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. (Gallup)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My command cares about my family. (Gallup)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
At work, my opinion seems to count. (Gallup)	<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"/>

**DSPO: Defense Suicide Prevention Office (DSPO) Connectedness Measure**

**Gallup: Gallup Q12 Survey**

*Signature Behaviors (Self)*

**13. 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"/>

**Source:** [Overview of Signature Behaviors | PDF | United States Navy | Integrity \(scribd.com\)](#)

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

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

**15. 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	<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 ( <i>Source: Denison</i> )	<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	<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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Navy has an authentic commitment to inclusion	<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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Harassment is not a problem in the Navy	<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

**17. 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 (Gallup)	<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 (Gallup)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Source: Inclusion & Diversity Measure Requested by N17 & Dr. Barber with SECNAV**

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

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I continue to find my Navy job interesting and engaging	<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	<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	<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	<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	<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	<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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I usually feel energized when I'm at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Source: Halbesleben & Demerouti. 2005. The construct validity of an alternative measure of burnout: Investigating the English translation of Oldenburg Burnout Inventory. *Work & Stress: An International Journal of Work, Health, and Organization*. Vol19:3.**

**19. COVID-19 has affected our work environments in a variety of different ways, please indicate which of the following situations you've experienced over the past year: (Select all that apply)**

- Teleworked 1 or 2 days per week
- Restricted to ship for extended period of time
- Teleworked 100% or almost 100% of the time for multiple weeks
- N/A, my work environment did not change as a result of COVID-19

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

- Very High
- High
- Moderate
- Low
- Very Low

**21. 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. (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 I&D/SB04/Civility)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Civility Scale Source: Walsh et al. 2012. Assessing Workgroup Norms for Civility: The Development of the Civility Norms Questionnaire – Brief. Journal of Business and Psychology, vol 27:4, pp407-420**

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

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
Sailors in my unit work together to get the job done. (UC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel like I'm part of the Navy family. (AC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would be very happy to spend the rest of my career in the Navy. (AC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am confident that I can trust and depend on the Sailors in my unit. (UC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My unit's leaders foster teamwork and cooperation. (UC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Help is available from my co-workers when I have a problem. (UC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Navy has a great deal of personal meaning for me. (AC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I do not consider the Navy's problems as my own. (AC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Unit Cohesion Measures: Adapted from ARI's Unit Cohesion Work**

**Affective Organizational Commitment: Allen and Meyer. (1990). The measurement and antecedents of affective, continuance, and normative commitment to the organization. The Journal of Occupational Psychology, 63, 1-18.**

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

- Never
- Rarely (1 to 2 days)
- Sometimes (3 - 5 days)
- Often (A few days every week)
- Regularly (Daily or almost daily)

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

- Mild
- Moderate
- Severe
- Extreme



**25. 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) \_\_\_\_\_

**26. 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"/>

***Incivility in the Workplace Scale: Cortina et al. 2001. "Incivility in the Workplace: Incidence and Impact." Journal of Occupational Health Psychology. Vol 6:1, 64-80***

**27. How would you rate your day-to-day level of stress using the Navy Stress Continuum Model?**

- Ready (Green) Not stress-free, but mission-ready

- Reacting (Yellow) Normal responses to stress, but may experience trouble sleeping or increased irritability
- Injured (Orange) Recognizing that stress may be more than individual can handle alone and help is needed
- Ill (Red) Medical attention is required

**28. To what extent do you trust the following people in your chain of command? (Enlisted Only)**

	Not at all	Not very Much	A fair amount	A Lot	Completely	N/A
Leading Petty Officer (Supervisor)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chief Petty Officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior Enlisted Leader	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Command Triad	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior Leaders (Big Navy)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Signature Behaviors (Leaders)*

**29. 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"/>

Source: [Overview of Signature Behaviors | PDF | United States Navy | Integrity \(scribd.com\)](#)

**30. Please use the space provided below to share any additional thoughts or concerns about your work environment with leadership. (Please do not include anything that would constitute PII)**

**31. 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 (Enlisted Participants Only)*

**32. If you had the option of early advancement to E5 at the 4 year mark during your 1<sup>st</sup> 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

**33. 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

#### *Blended Retirement System*

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

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

**35. 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

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

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

**37. 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*

