

# DEOCS 5.1 (2023) Survey Instrument Reviewer Notes

*\*\*Before you review the survey instrument, please read these quick notes to help you navigate this document\*\**

1. The questionnaire below includes programming information such as variable names and skip logic. This is not how the survey appears to respondents taking the survey on the web.
2. Variable names are written in the top box for each question. For example, SRPOP and SRNAT are the variable names for the first and second question, respectively.
3. Not all DEOCS questions are asked of everyone. Skip logic describes which questions are asked of which respondents. Skip logic is highlighted throughout in **green**.
4. [SVC\_F] is a flag variable constructed from the Service/branch selected in the registration screen when the DEOCS is initially requested. This flag is relevant for a lot of the skip logic you see in the survey. The values of the final flag are:
  - 1 = Civilian
  - 2 = Military
  - 3 = US Military Academy (USMA)
  - 4 = US Naval Academy (USNA)
  - 5 = US Air Force Academy (USAFA)
  - 6 = US Coast Guard Academy (USCGA)
  - 7 = US Military Academy Preparatory School (USMAPS)
  - 8 = Naval Academy Preparatory School (NAPS)
  - 9 = US Air Force Academy Preparatory School (USAFAPS)
5. The DEOCS uses “piping” to personalize the survey with relevant terms for the survey-taker, for example, referring to cadets (for students at the relevant Military Service Academies) or coworkers (for DoD civilians). These flexible terms are shown in red text below. A respondent will only see the term that is relevant for them when they take the survey.
6. Any red boxes are items that are removed from the survey instrument in attempt to reduce participant burden from the currently fielding DEOCS (5.0) and the planned survey instrument for 2023 fielding (DEOCS 5.1).
7. Additional notes for reviewers to help explain the instrument are provided in comments throughout.

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## DEOCS 5.1 (2023) Survey Instrument

### Q1. DEMOGRAPHICS

SRPOP

**What is your affiliation to: [ID002: Unit/Organization/Academy/Preparatory School Title]?**

*Some people may have multiple affiliations (for example, a Reservist who also works as a civilian at the DoD). We are interested in your affiliation to the organization conducting this DEOCS.*

- Active duty military member
- Reserve military member
- National Guard member
- Civilian employee
- Military Service Academy (MSA) cadet/midshipman
- MSA Preparatory School cadet candidate/midshipman candidate

### DEMOGRAPHICS

SRACAD

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**Which Military Service Academy or Military Service Academy Preparatory School do you attend?**

- US Military Academy (USMA)
- US Air Force Academy (USAFA)
- US Naval Academy (USNA)
- US Coast Guard Academy (USCGA)
- US Military Academy Preparatory School (USMAPS)
- US Air Force Academy Preparatory School (USAFAPS)
- Naval Academy Preparatory School (NAPS)

**Q2. DEMOGRAPHICS**

SRCLASS

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SCV\_F] = 6 //

**What is your Class year?**

- Foreign exchange student
- 4/C (First Year)
- 3/C (Second Year)
- 2/C (Third Year)
- 1/C (Fourth Year)

**Q3. DEMOGRAPHICS**

SRJOIN

//ASK IF [SVC\_F] = 1 or [SVC\_F] = 2 //

**When did you join: [ID002: Unit/Organization]?**

- Less than three months ago
- Three or more months ago

**Q4. MORALE**

MORALEA, MORALEB

*The following questions ask about your beliefs and experiences [ID009: BLANK | over the past three months] [ID001: in your unit, | in your organization, | at the] [ID002: Unit/Organization/Academy/Preparatory School Title].*

**Overall, how would you rate...**

	Very high	High	Moderate	Low	Very low
a. the current level of morale among [ID0XX: the people you work with in your unit   your coworkers   cadets in your company   midshipmen in your company   cadets in your squadron   cadet candidates in your company   midshipmen candidates in your company   cadet candidates in your squadron]?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. your own current level of morale?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**MSA Specific Item**

MSA\_A

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**Choosing to attend the Academy was a good decision for me.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q5. ENGAGEMENT & COMMITMENT**

ENGAGEA, ENGAGEB, ENGAGEC

**Thinking about the past three months, how much do you agree or disagree with the following statements about your work?**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I am proud of my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My work has a great deal of personal meaning to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am committed to making [ID0XX: the military   Government service] my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**ENGAGEMENT & COMMITMENT**

ENGAGED

**I feel like “part of the family” among [ID005: the people I work with | cadets in my company | midshipmen in my company | cadets in my squadron | cadet candidates in my company | midshipmen candidates in my company | cadet candidates in my squadron].**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q6. COHESION, INCLUSION**

COHESA, COHESB, INCLUSIONG, INCLUSIONC, INCLUSIOND, INCLUSION

*[ID0XX: How | Thinking about the past three months, how] much do you agree or disagree with the following statements about [ID002: Unit/Organization/Academy/Preparatory School Title]?*

**[ID004: People in my unit | My coworkers| Cadets in my company | Midshipmen in my company | Cadets in my squadron | Cadet candidates in my company | Midshipmen candidates in my company | Cadet candidates in my squadron]...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Work well as a team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Trust each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Believe that everyone has value, regardless of their sex, race or ethnicity, or sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Build on each other's ideas and thoughts during the decision-making process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Would speak up if someone was being excluded.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Believe that communication goes up and down the [ID012: unit   organization   company   squadron] chain of command.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**INCLUSION**

INCLUSIONA

**[ID004: The people I work with | Cadets in my company | Midshipmen in my company | Cadets in my squadron | Cadet candidates in my company | Midshipmen candidates in my company | Cadet candidates in my squadron] believe that everyone has worth and value, regardless of how they identify (for example, gender, race/ethnicity, sexual orientation, and other identities).**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**INCLUSION**

INCLUSIONB

**[ID004: The people I work with | Cadets in my company | Midshipmen in my company | Cadets in my squadron | Cadet candidates in my company | Midshipmen candidates in my company | Cadet candidates in my squadron] believe that everyone has worth and value, regardless of their occupation and [ID006: rank | grade | class year | BLANK].**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**INCLUSION**

INCLUSIONE

**Among [ID005: the people I work with | cadets in my company | midshipmen in my company | cadets in my squadron | cadet candidates in my company | midshipmen candidates in my company | cadet candidates in my squadron], the quality of ideas matters more than who expresses them.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

MSA\_B

**//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//**

**If I were to report a [ID003: cadet | midshipman | cadet candidate | midshipman candidate] for misconduct, I would expect negative social outcomes (for example, being the center of gossip or rumors, being ignored, or being bullied) from other [ID007: cadets | midshipmen | cadet candidates | midshipmen candidates].**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q7. WORKLIFE BALANCE**

WORKLIFE

*Thinking about the past three months, how much do you agree or disagree with the following statement?*

**I can easily balance the demands of [ID008: my work and personal life | Academy life | Academy Prep School life].**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q8. OPEN-END #1**

WORKEXPSP

**If you have any additional thoughts about your experiences [ID001: in your unit, | in your organization, | at the] [ID002: Unit/Organization/Academy/Preparatory School Title], you may share them in the space below.**

*Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).*



**Q9. WORKPLACE HOSTILITY**

WORKHOSTA, WORKHOSTB, WORKHOSTD, WORKHOSTF

The following questions ask about your experiences [ID001: in your unit, | in your organization, | at the] [ID002: Unit/Organization/Academy/Preparatory School Title].

**[ID0XX: How | Thinking about the past three months, how] often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School]...**

	Never	Rarely	Sometimes	Often
a. Intentionally interfere with your work performance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Take credit for work or ideas that were yours?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Use insults, sarcasm, or gestures to humiliate you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Yell when they are angry with you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**WORKPLACE HOSTILITY**

WORKHOSTC

**How often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] gossip or talk about you?**

- Never
- Rarely
- Sometimes
- Often

**WORKPLACE HOSTILITY**

WORKHOSTE

**How often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] not provide you with information and assistance when needed?**

- Never
- Rarely
- Sometimes
- Often

**Q10. SEXUALLY HARASSING BEHAVIORS, SEXIST BEHAVIORS**

MEOBEHO, MEOBEHA, MEOBEHB, MEOBEHD, MEOBEHG, MEOBEHJ

**[ID0XX: How | Thinking about the past three months, how] often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School]...**

	Never	Rarely	Sometimes	Often
a. Mistreat, exclude, or insult you because of your gender?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Tell sexual jokes that make you uncomfortable, angry, or upset?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Embarrass, anger, or upset you by suggesting that you do not act how a man or a woman is supposed to act?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Display, show, or send sexually explicit materials (such as pictures or videos) that make you uncomfortable, angry, or upset?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Make sexual comments about your appearance or body that make you uncomfortable, angry, or upset?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Intentionally touch you in unwanted sexual ways?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**SEXUALLY HARASSING BEHAVIORS**

MEOBEHF

**How often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] ask you questions about your sex life or sexual interests that make you uncomfortable, angry, or upset?**

- Never
- Rarely
- Sometimes
- Often

**SEXUALLY HARASSING BEHAVIORS**

MEOBEHI

**How often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] make attempts to establish unwanted romantic or sexual relationships with you? *These attempts could range from asking you out on a date to asking you for sex or a "hookup".***

- Never
- Rarely
- Sometimes
- Often

**Q11. RACIALLY HARASSING BEHAVIORS**

REBEHA, REBEHB, REBEHC, REBEHX, REBEHE

**[ID0XX: How | Thinking about the past three months, how] often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] make you uncomfortable, angry, or upset by...**

	Never	Rarely	Sometimes	Often
a. Telling racial/ethnic jokes?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Expressing stereotypes about racial/ethnic groups?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Using offensive racial/ethnic terms?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Excluding you because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Showing you a lack of respect because of your race/ethnicity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**RACIALLY HARASSING BEHAVIORS**

REBEHD

**How often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] make insults about racial/ethnic groups that make you uncomfortable, angry, or upset?**

- Never
- Rarely
- Sometimes
- Often

**Q12. MSA SPECIFIC ITEM**

REBEHMSA

**//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//**

**How often does someone from your [ID013: Military Service Academy | Military Service Academy Prep School] use derogatory slurs, make comments, or tell jokes concerning sexual orientation or gender identity?**

- Never
- Rarely
- Sometimes
- Often

**Q13. OPEN-END #2**

MEOREHEBSP

**If you have any additional information that you would like to provide about your experiences with hostile, harassing, and/or discriminatory behaviors, you may share them in the space below.**

*Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).*

**Q14. MSA SPECIFIC ITEMS**

MSA\_G, MSA\_H

**//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//**

*Please report how much you agree or disagree with the following statements.*

**I trust that my well-being is supported by...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Academy faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Academy coaches and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**MSA Specific Item**

MSA\_C

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

In this section, please report how much you agree or disagree with the following statements about the leadership and support provided by your chain of command. Please consider only time spent [ID001: at the] [ID002: Academy/Preparatory School Title].

**I trust that my academic success is supported by Academy faculty.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

MSA\_D

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**I trust that my academic success is supported by Academy coaches and staff.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

MSA\_E

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**I trust that my development as a leader of character is supported by Academy faculty.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

MSA\_F

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**I trust that my development as a leader of character is supported by Academy coaches and staff.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

MSA\_I

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**The Academy provides [ID007: cadets | midshipmen | cadet candidates | midshipmen candidates] with an effective mentoring program.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q15. FAIRNESS**

FAIRNESSA, FAIRNESSB

**[ID0XX: How | Thinking about the past three months, how] much do you agree or disagree with the following statements about your [ID012: unit | organization | company | squadron]?**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Training opportunities, awards, recognition, and other positive outcomes are distributed fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Discipline and criticism are administered fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q16. LEADERSHIP DEMOGRAPHICS**

SRSUPPAY

//ASK IF [SVC\_F] = 1 or [SVC\_F] = 2 //

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**Your current immediate supervisor is a...**

- Military member (e.g., Active Duty, Reserve, or National Guard)
- Civilian
- Don't know

**Q17. LEADERSHIP DEMOGRAPHICS**

SRSUPPAYM

//ASK IF SRSUPPAY = "Military member (e.g., Active Duty, Reserve, or National Guard)" //

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**What paygrade is your immediate supervisor?**

- E-1 to E-3
- E-4 to E-6
- E-7 to E-9
- W-1 to W-3
- W-4 to W-5
- O-1 to O-3
- O-4 to O-5
- O-6 or above

**LEADERSHIP DEMOGRAPHICS**

SRSUPPAYE

//ASK IF SRSUPPAY = Enlisted (including non-commissioned officers [NCOs]) //

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**What paygrade is your immediate supervisor?**

*If you are not sure, please proceed to the next question.*

- o E-3, E-4, E-5, E-6, E-7, E-8, E-9

**LEADERSHIP DEMOGRAPHICS**

SRSUPPAYO

//ASK IF SRSUPPAY = A commissioned officer //

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**What paygrade is your immediate supervisor?**

*If you are not sure, please proceed to the next question.*

- o O-1, O-2, O-3, O-4, O-5, O-6, O-7, O-8, O-9, O-10

**LEADERSHIP DEMOGRAPHICS**

SRSUPPAYW

//ASK IF SRSUPPAY = A warrant officer //

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**What paygrade is your immediate supervisor?**

*If you are not sure, please proceed to the next question.*

- o W-1, W-2, W-3, W-4, W-5



**Q18. LEADERSHIP DEMOGRAPHICS**

SRSUPPAYCIV

//ASK IF SRSUPPAY = A civilian //

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**What DoD civilian pay plan/category is your immediate supervisor?**

*If you are not sure, please proceed to the next question.*

- General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR)
- Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG)
- Senior Executive Service (SES)
- Title 10 tenured or tenure-track faculty
- Title 10 non-tenure-track faculty
- Non-Appropriated Fund (NAF)
- Demonstration/Alternative/Other pay plans

**Q19. LEADERSHIP DEMOGRAPHICS**

SRSUPPAYCIVG

//ASK IF SRSUPPAYCIV = General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR) or "Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG)"//

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**What is your immediate supervisor's paygrade?**

*If you are not sure, please proceed to the next question.*

- 1 to 4
- 5 to 8
- 9 to 12
- 13 to 14
- 15 or above

**LEADERSHIP DEMOGRAPHICS**

SRSUPPAYCIVW

//ASK IF SRSUPPAYCIV = Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG) //

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**What is your immediate supervisor's paygrade?**

*If you are not sure, please proceed to the next question.*

- o 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19

**LEADERSHIP DEMOGRAPHICS**

SRSUPPAYMSA

//ASK IF SRSUPPAYCIV = Title 10 tenured or tenure-track faculty or Q57 = Title 10 non-tenure-track faculty //

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization].]

**What is your immediate supervisor's position at the Military Service Academy?**

*If you are not sure, please proceed to the next question.*

- o AD-1: Instructor
- o AD-3: Assistant Professor
- o AD-5: Associate Professor
- o AD-7: Professor
- o AD-9: Admin Faculty
- o AD-11: Supervisory/Professor Dean/Academic Dean

**Q20. MSA SPECIFIC ITEM**

SRSUPCLASSYR

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6//

[ID023: **First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command. | **First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]

**What Class year is the first [ID003: cadet | midshipman | cadet candidate | midshipman candidate] in your chain of command?**

- 3/C (Second Year)
- 2/C (Third Year)
- 1/C (Fourth Year)

**Q21. LEADERSHIP SUPPORT (IMMEDIATE SUPERVISOR)**

IMMED\_SUPPA, IMMED\_SUPPB, IMMED\_SUPPC, IMMED\_SUPPD, IMMED\_SUPPE, IMMED\_SUPPH

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command. | **First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]

[ID0XX: How | Thinking about the past three months, how] much do you agree or disagree with the following statements about [ID016: your immediate supervisor | the first cadet in your chain of command | the first midshipman in your chain of command | the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command]?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I have trust and confidence in [ID017: my immediate supervisor   the first cadet in my chain of command   the first midshipman in my chain of command   the first cadet candidate in my chain of command   the first midshipman candidate in my chain of command].	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. [ID018: My immediate supervisor   The first cadet in my chain of command   The first midshipman in my chain of command   The first cadet candidate in my chain of command   The first midshipman candidate in my chain of command] listens to what I have to say.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. [ID018: My immediate supervisor   The first cadet in my chain of command   The first midshipman in my chain of command   The first cadet candidate in my chain of command   The first midshipman candidate in my chain of command] treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. [ID018: My immediate supervisor   The first cadet in my chain of command   The first midshipman in my chain of command   The first cadet candidate in my chain of command   The first midshipman candidate in my chain of command] cares about my personal well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. [ID018: My immediate supervisor   The first cadet in my chain of command   The first midshipman in my chain of command   The first cadet candidate in my chain of command   The first midshipman candidate in my chain of command] provides me with opportunities to demonstrate my leadership skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I would not experience reprisal or retaliation from [ID017: my immediate supervisor   the first cadet in my chain of command   the first midshipman in my chain of command   the first cadet candidate in my chain of command   the first midshipman candidate in my chain of command] if I went to them with concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**LEADERSHIP SUPPORT (IMMEDIATE SUPERVISOR)**

IMMED\_SUPPF

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command. | **First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]

[ID018: **My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command**] **provides me with constructive suggestions to improve my performance.**

- o Strongly agree
- o Agree
- o Neither agree nor disagree
- o Disagree
- o Strongly disagree

**LEADERSHIP SUPPORT (IMMEDIATE SUPERVISOR)**

IMMED\_SUPPG

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command. | **First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]

[ID018: **My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command**] **supports my career development.**

- o Strongly agree
- o Agree
- o Neither agree nor disagree
- o Disagree
- o Strongly disagree

## LEADERSHIP SUPPORT (IMMEDIATE SUPERVISOR)

IMMED\_SUPPI

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command. | **First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]

[ID018: **My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command** puts the interests of subordinates [ID019: **and subordinates' families | BLANK**] above their personal interests.

- o Strongly agree
- o Agree
- o Neither agree nor disagree
- o Disagree
- o Strongly disagree

**Q22. TOXIC LEADERSHIP (IMMEDIATE SUPERVISOR)**

IMMED\_TOXA, IMMED\_TOXD, IMMED\_TOXE

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command. | **First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]

[ID0XX: *How | Thinking about the past three months, how*] much do you agree or disagree with the following statements?

[ID018: **My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command**]...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Ridicules people in my [ID012: unit   organization   company   squadron].	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Acts only in the best interest of their own advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Ignores input from people in my [ID012: unit   organization   company   squadron] that they do not agree with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**TOXIC LEADERSHIP (IMMEDIATE SUPERVISOR)**

IMMED\_TOXB

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command. | **First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]

[ID018: **My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command**] has explosive outbursts.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**TOXIC LEADERSHIP (IMMEDIATE SUPERVISOR)**

IMMED\_TOXC

[ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command. | **First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]

[ID018: **My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command**] **has a sense of personal entitlement.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA SPECIFIC ITEM**

IMMED\_MSA

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**If I were to report the first [ID003: cadet | midshipman | cadet candidate | midshipman candidate] in my chain of command for misconduct, I would receive negative outcomes.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree



**MSA SPECIFIC ITEM**

IMMED\_NEG

The first [ID003: cadet | midshipman | cadet candidate | midshipman candidate] in my chain of command allows negative behavior to occur.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q23. OPEN-END #3**

IMMED\_SP

If you have any additional thoughts that you would like to provide about [ID016: your immediate supervisor | the first cadet in your chain of command | the first midshipman in your chain of command | the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command], you may share them in the space below.

*Please do not include personally identifiable information (for example, stating your name or the name of [ID016: your immediate supervisor | the first cadet in your chain of command | the first midshipman in your chain of command | the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command]).*

**Q24. TRANSFORMATIONAL LEADERSHIP, PASSIVE LEADERSHIP (COMMANDER)**

LDR\_TRANSFA, LDR\_TRANSFC, LDR\_TRANSFD, LDR\_PASSIVX, LDR\_PASSIVB

*The following questions ask you about [ID021: your unit's commander | your organization's leader | your company permanent party command team | your squadron permanent party command team].*

[ID024: **Unit Commander:** your unit's commander is [ID027: CommanderLeaderRank] [ID028: CommanderLeaderLastName]. | **Organization Leader:** your organization's leader is [ID027: CommanderLeaderRank] [ID028: CommanderLeaderLastName]. | **Company Permanent Party Command Team:** the officer and enlisted personnel responsible for your company. | **Squadron Permanent Party Command Team:** the officer and enlisted personnel responsible for your squadron.]

*[ID0XX: How | Thinking about the past three months, how] much do you agree or disagree with the following statements?*

**[ID022: My unit's commander | My organization's leader | My company permanent party command team | My squadron permanent party command team]...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Communicates a clear and motivating vision of the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Supports and encourages the professional development of people in my [ID012: unit   organization   company   squadron].	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Encourages people in my [ID012: unit   organization   company   squadron] to think about problems in new ways.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Will not take action until negative behaviors become bigger problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Does not address problems brought to their attention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## TRANSFORMATIONAL LEADERSHIP (COMMANDER)

LDR\_PASSIVA

**[ID024: Unit Commander:** For the purpose of this question, your unit's commander is [ID027: CommanderLeaderRank] [ID028: CommanderLeaderLastName].  
**| Organization Leader:** For the purpose of this question, your organization's leader is [ID027: CommanderLeaderRank] [ID028: CommanderLeaderLastName].  
**| Company Permanent Party Command Team:** For the purpose of this question, your company permanent party command team is the officer and enlisted person responsible for your company. **| Squadron Permanent Party Command Team:** For the purpose of this question, your squadron permanent party command team is the officer and enlisted person responsible for your squadron.]

**[ID022: My unit's commander | My organization's leader | My company permanent party command team | My squadron permanent party command team] takes early action in addressing problems.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

## TRANSFORMATIONAL LEADERSHIP (COMMANDER)

LDR\_TRANSFB

**[ID024: Unit Commander:** For the purpose of this question, your unit's commander is [ID027: CommanderLeaderRank] [ID028: CommanderLeaderLastName].  
**| Organization Leader:** For the purpose of this question, your organization's leader is [ID027: CommanderLeaderRank] [ID028: CommanderLeaderLastName].  
**| Company Permanent Party Command Team:** For the purpose of this question, your company permanent party command team is the officer and enlisted person responsible for your company. **| Squadron Permanent Party Command Team:** For the purpose of this question, your squadron permanent party command team is the officer and enlisted person responsible for your squadron.]

**[ID022: My unit's commander | My organization's leader | My company permanent party command team | My squadron permanent party command team] takes actions that are consistent with [ID020: Service Component] values.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q25. MSA SPECIFIC ITEMS (LEADERSHIP SUPPORT, PERMANENT PARTY COMMAND TEAM)**

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

[ID024: **Permanent Party Command Team:** the officer and enlisted personnel responsible for your company. | **Squadron Permanent Party Command Team:** the officer and enlisted personnel responsible for your squadron.]

How much do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I have trust and confidence in my [ID011: company   squadron] permanent party command team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My [ID011: company   squadron] permanent party command team listens to what I have to say.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My [ID011: company   squadron] permanent party command team treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My [ID011: company   squadron] permanent party command team cares about my personal well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My [ID011: company   squadron] permanent party command provides me with opportunities to demonstrate my leadership skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I would not experience reprisal or retaliation from my [ID011: company   squadron] permanent party command team if I went to them with concerns.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**MSA Specific Item**

LDR MSAF

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

My [ID011: company | squadron] permanent party command team provides me with constructive suggestions to improve my performance.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

LDR\_MSAG

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

My [ID011: company | squadron] permanent party command team supports my career development.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

LDR\_MSAI

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

My [ID011: company | squadron] permanent party command team puts the interests of their [ID007: cadets | midshipmen | cadet candidates | midshipmen candidates] above their personal interests.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

LDR\_MSAK

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

A member of my [ID011: company | squadron] permanent party command team has explosive outbursts.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**MSA Specific Item**

LDR MSAL

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

If I were to report someone in my [ID011: company | squadron] permanent party command team for misconduct, I would receive negative outcomes (for example, poor evaluations, decreased opportunities for leadership, become the center of gossip or rumors, ignored, or bullied).

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q26. MSA SPECIFIC ITEMS (TOXIC LEADERSHIP, PERMANENT PARTY COMMAND TEAM)**

LDR MSAJ, MSA TOXD, MSA TOXE

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

[ID024: **Permanent Party Command Team:** the officer and enlisted personnel responsible for your company. | **Squadron Permanent Party Command Team:** the officer and enlisted personnel responsible for your squadron.]

*How much do you agree or disagree with the following statements?*

**My [ID011: company | squadron] permanent party command team...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Ridicules people in my [ID011: company   squadron].	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Acts only in the best interest of their own advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Ignores input from people in my [ID011: company   squadron] that they do not agree with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q27. SENIOR NCO/SEL FLAG**

SRSENIORNCOR

//ASK IF [SVC\_F] = 1 or [SVC\_F] = 2 //

**Senior NCO/SEL:** your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization Title].

Is [IDXXX: Senior NCO/SEL Rank] [IDXXX: Senior NCO/SEL Last Name] your senior NCO/SEL?

- Yes
- No

**Q28. SENIOR NCO/SEL FLAG**

SRSENIORNCO

//ASK IF SRSENIORNCOR = No //

**Senior NCO/SEL:** your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization Title]

**Does your unit or organization have a senior NCO/SEL?**

- Yes
- No
- Don't know

**Q29. TRANSFORMATIONAL LEADERSHIP, PASSIVE LEADERSHIP (SENIOR NCO/SEL)**

NCO\_TRANSFA, NCO\_TRANSFC, NCO\_TRANSFD, NCO\_PASSIVX, NCO\_PASSIVB

**//ASK IF SRSENIORNCO or SRSENIORNCOR = Yes //**

The following questions ask you about your unit's senior NCO/SEL.

**Senior NCO/SEL:** your senior NCO/SEL is [IDXXX: the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization Title] | [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name]].

[ID0XX: How | Thinking about the past three months, how] much do you agree or disagree with the following statements?

**My [ID012: unit | organization]'s senior NCO/SEL...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Communicates a clear and motivating vision of the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Supports and encourages the development of people in my [ID012: unit   organization   company   squadron].	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Encourages people in my [ID012: unit   organization   company   squadron] to think about problems in new ways.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Will not take action until negative behaviors become bigger problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Does not address problems brought to their attention.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**TRANSFORMATIONAL LEADERSHIP (SENIOR NCO/SEL)**

NCO\_TRANSFB

**//ASK IF SRSENIORNCO or SRSENIORNCOR = Yes //**

**Senior NCO/SEL:** For the purpose of this question, your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization Title].

**My unit's senior NCO/SEL takes actions that are consistent with [ID020: Service Component] values.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree



**TRANSFORMATIONAL LEADERSHIP (SENIOR NCO/SEL)**

NCO\_PASSIVA

**//ASK IF SRSENIORNCO or SRSENIORNCOR = Yes //**

**Senior NCO/SEL:** For the purpose of this question, your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in **[ID002: Unit/Organization Title]**.

**My unit's senior NCO/SEL takes early action in addressing problems.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q30. TOXIC LEADERSHIP (SENIOR NCO/SEL)**

NCO\_TOXB, NCO\_TOXA, NCO\_TOXE

**//ASK IF SRSENIORNCO or SRSENIORNCOR = Yes //**

**Senior NCO/SEL:** your senior NCO/SEL is **[IDXXX: the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization Title] | [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name]]**.

*[ID0XX: How | Thinking about the past three months, how] much do you agree or disagree with the following statements?*

**My [ID012: unit | organization]'s senior NCO/SEL...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Ridicules people in my <b>[ID012: unit   organization]</b> .	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Acts only in the best interest of their own advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Ignores input from people in my <b>[ID012: unit   organization]</b> that they do not agree with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**TOXIC LEADERSHIP (SENIOR NCO/SEL)**

NCO\_TOXC

**//ASK IF SRSENIORNCO or SRSENIORNCOR = Yes //**

**Senior NCO/SEL:** For the purpose of this question, your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in **[ID002: Unit/Organization Title]**.

**My unit's senior NCO/SEL has explosive outbursts.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**TOXIC LEADERSHIP (SENIOR NCO/SEL)**

NCO\_TOXD

**//ASK IF SRSENIORNCO or SRSENIORNCOR = Yes //**

**Senior NCO/SEL:** For the purpose of this question, your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in **[ID002: Unit/Organization Title]**.

**My unit's senior NCO/SEL has a sense of personal entitlement.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q31. OPEN-END #4**

LDR\_NCO\_SP

If you have any thoughts that you would like to provide about people in leadership roles at your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School], please share them in the space below.

Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).

**Q32. STRESS**

STRESSA, STRESSD

The following questions about your thoughts and behaviors.

In the past three months, how often have you...

	Never	Rarely	Sometimes	Often
a. Felt nervous or stressed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Found that you could not cope with all of the things you had to do?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**STRESS**

STRESSB

In the past month, how often have you felt that you were unable to control the important things in your life?

- Never
- Rarely
- Sometimes
- Often

**STRESS**  
STRESSC

In the past month, how often have you been angered because of things that were outside of your control?

- Never
- Rarely
- Sometimes
- Often

**Q33. CONNECTEDNESS**

CONNECTA, CONNECTB, CONNECTC, CONNECTD

Thinking about the past three months, how much do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I feel like I belong.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I feel that there are people I can turn to in times of need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I think I make things worse for the people in my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My future seems dark to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q34. BINGE DRINKING, ALCOHOL IMPAIRING MEMORY**

OFTENBINGE, DRNKMEN

Thinking about your alcohol use in the last three months, how often have you...

	Never	Less than monthly	Monthly	Weekly	Daily or almost daily
a. Had five or more drinks on one occasion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Been unable to remember what happened the night before because you had been drinking?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**MSA SPECIFIC ITEMS**

MSA\_J, MSA\_K, MSA\_L, MSA\_M, MSA\_N

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**How much do you agree or disagree with the following statements?**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. At the Academy, peer pressure makes me drink more than I would otherwise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. At the Academy, unauthorized drinking is condoned by my sponsor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My permanent party leadership enforces the Academy's alcohol use policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My [ID003: cadet   midshipman   cadet candidate   midshipman candidate] leadership enforces the Academy's alcohol use policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. If I needed help to control my drinking, I would feel comfortable seeking help from on-campus resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q35. SAFE STORAGE OF LETHAL MEANS**

LETHAL\_B

*Please respond how much you agree or disagree with the following statement.*

**Secure Storage Container/Device:** a lock box, commercial gun safe, trigger lock, or chamber-style gun lock

**If I had a firearm in my living space, I would store it unloaded or use a secure storage container/device.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

## SAFE STORAGE OF LETHAL MEANS

### LETHAL

In general, the hazards in my living space that may be deliberately or accidentally used to harm others or myself, such as poisons, medications, and firearms, are safely stored (for example, locked in a cabinet, unloaded).

- Never
- Rarely
- Sometimes
- Often
- Always

## Q36. OPEN-END #5

### BPEISP

If you have thoughts that you were not able to express while answering this survey, you may share them in the space below.

*Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).*

## Q37. DEMOGRAPHICS

### SRSVC

//ASK IF SRPOP = "Active component military member," "Reserve component military member," or "National Guard member" //

What branch of Service are you in?

- Army
- Navy
- Marine Corps
- Air Force
- Space Force
- Coast Guard

**Q38. DEMOGRAPHICS**

SRPAY

//ASK IF SRPOP = "Active component military member," "Reserve component military member," or "National Guard member" //

**What is your current paygrade?**

- E-1 to E-3
- E-4 to E-6
- E-7 to E-9
- W-1 to W-3
- W-4 to W-5
- O-1 to O-3
- O-4 to O-5
- O-6 or above

**DEMOGRAPHICS**

SRPAY

//ASK IF SRPOP = "Active component military member," "Reserve component military member," or "National Guard member" //

**You are...**

- Enlisted (including non-commissioned officers [NCOs])
- A commissioned officer
- A warrant officer

**Demographics**

SRRANKENL

//ASK IF SRPAY = "Enlisted (including non-commissioned officers [NCOs])" //

**What is your paygrade?**

- E-1, E-2, E-3, E-4, E-5, E-6, E-7, E-8, E-9

**DEMOGRAPHICS**

SRRANKOFF

//ASK IF SRPAY = "A commissioned officer"//

**What is your paygrade?**

- o O-1, O-2, O-3, O-4, O-5, O-6, O-7, O-8, O-9, O-10

**DEMOGRAPHICS**

SRRANKWO

//ASK IF SRPAY = "A warrant officer"//

**What is your paygrade?**

- o W-1, W-2, W-3, W-4, W-5

**Q39. DEMOGRAPHICS**

SRCIVPAY

//ASK IF SRPOP = "Civilian employee" //

**What is your current pay plan/category?**

- o General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR)
- o Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WAWO/WN/WQ/WR/XG)
- o Senior Executive Service (SES)
- o Title 10 tenured or tenure-track faculty
- o Title 10 non-tenure-track faculty
- o Non-Appropriated Fund (NAF)
- o Demonstration/Alternative/Other pay plans



**Q40. DEMOGRAPHICS**

SRCIVPAYGS

//ASK IF SRSUPPAYCIV = General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR) or "Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG)"//

**What is your paygrade?**

- 1 to 4
- 5 to 8
- 9 to 12
- 13 to 14
- 15 or above

**DEMOGRAPHICS**

SRCIVPAYGS

//ASK IF SRCIVPAY = "General Schedule (GS)-like pay plan" //

**What is your paygrade?**

- 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15

**DEMOGRAPHICS**

SRCIVPAYWS

//ASK IF SRCIVPAY = "Federal Wage System pay plan" //

**What is your paygrade?**

- 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19

**Q41. DEMOGRAPHICS**

SRCIVSUP

//ASK IF SRPOP = "Civilian employee" //

**Are you a supervisor?**

*To be a supervisor, you must have at least one subordinate who directly reports to you.*

- No
- Yes

**Q42. DEMOGRAPHICS**

SRCIVPAYMS

//ASK IF SRCIVPAY = "Title 10 tenured or tenure-track faculty" or "Title 10 non-tenure-track faculty" //

**What is your position at the Military Service Academy?**

- AD-1: Instructor
- AD-3: Assistant Professor
- AD-5: Associate Professor
- AD-7: Professor
- AD-9: Admin Faculty
- AD-11: Supervisory/Professor Dean/Academic Dean

**Q43. DEMOGRAPHICS**

SRCATHLETE

//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9//

**Are you a member of an intercollegiate athletic team?**

- No
- Yes

**Q44. DEMOGRAPHICS**

SRNAT

//ASK IF [SVC\_F] = 1 or [SVC\_F] = 2 //

**Foreign National Employee:** an employee who is a citizen or permanent resident of a country other than the United States.

**Are you a foreign national employee?**

- No
- Yes

**Q45. DEMOGRAPHICS**

SRHISPA

**Are you Spanish, Hispanic, or Latino?**

- No, not Spanish, Hispanic, or Latino
- Yes, Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or other Spanish, Hispanic, or Latino

**Q46. DEMOGRAPHICS**

SRRACEC, SRRACED, SRRACEB, SRRACEE, SRRACEA

**What is your race?**

*Mark one or more races to indicate what race you consider yourself to be.*

- American Indian or Alaska Native
- Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- Black or African American
- Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)
- White

**DEMOGRAPHICS**

SRSEX

**Are you?**

- Male
- Female

**Q47. DEMOGRAPHICS**

BIRTHSEX

**What sex were you assigned at birth, on your original birth certificate?**

- Male
- Female

**Q48. DEMOGRAPHICS**

GENDERID

**How do you currently describe yourself? Mark all that apply.**

- Male
- Female
- Transgender, non-binary, or another gender

**Q49. DEMOGRAPHICS**

SEXORIENT

**Do you consider yourself to be...**

- Heterosexual or straight?
- Gay or lesbian?
- Bisexual?
- I use a different term
- Prefer not to answer

**Q50. DEMOGRAPHICS**

SRINSTALL

//ASK IF [SCV\_F] = 2 and [Installation/Base/Ship/Location] != "Does not apply"//

*The DEOCS administrator registered your [ID013: unit | organization] as affiliated with the installation, base, ship, or location:  
[Installation/Base/Ship/Location]*

**Are you assigned to this installation, base, ship, or location: [Installation/Base/Ship/Location]**

- Yes
- No

**Q51. DEMOGRAPHICS**

SRINSTALLSP

//ASK IF [SRINSTALL] = "No"//

**What is your assigned installation, base, ship, or location?**

## Service-Specific Questions

Each service component has the option to add up to 10 close-ended questions to all DEOCS's registered under their component. Currently the Army (Active Duty, Reserve, National Guard [Army/Air/Joint]) and the Navy/Marine Corps (Active, Reserve, the United States Naval Academy [USNA], and the Naval Academy Preparatory School [NAPS]) have opted to ask service-specific questions for all component DEOCS's.

### SERVICE SPECIFIC QUESTIONS

SVCA (SVC\_01)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

*The following questions were chosen by your Service or Military Service Academy. Your responses to these questions are also completely confidential. Your leadership will see a report of how your [ID013: unit | organization] responds, but now how you individually answer any questions.*

**If someone reported sexual assault to my current command, my commander would take the report seriously.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

### SERVICE SPECIFIC QUESTIONS

SVCA (SVC\_01)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

*The following questions were chosen by your Service or Military Service Academy. Your responses to these questions are also completely confidential. Your leadership will see a report of how your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] responds, but now how you individually answer any questions.*

**My unit is cohesive.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCB (SVC\_02)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**My commander would intervene if an individual received sexual attention at work.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCB (SVC\_02)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

**In my unit, there is respect from the chain of command.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCC (SVC\_03)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**My unit's senior NCO/SEL would intervene if an individual received sexual attention at work.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCC (SVC\_03)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

**People in my unit have respect for the chain of command.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCD (SVC\_04)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**In my unit, reporters of sexual assault would be discouraged from moving forward with the report.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree



**SERVICE SPECIFIC QUESTIONS**

SVCD (SVC\_04)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

**Personnel in my unit treat each other with respect.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCE (SVC\_05)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**In my unit, military members/employees who filed a sexual harassment complaint would be discouraged from moving forward with the complaint.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCE (SVC\_05)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

**In the past 12 months, I have witnessed people in my unit make it clear that sexual assault is an unacceptable act.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCF (SVC\_06)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**In my unit, reporters of sexual harassment would be blamed for causing problems.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCF (SVC\_06)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

**In the past 12 months, I have not witnessed anyone in my unit convey or condone sexist comments and behaviors.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCG (SVC\_07)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**In my unit, military members/employees who filed a sexual harassment complaint would be blamed for causing problems.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCG (SVC\_07)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

**In the past 12 months, I have witnessed people in my unit encourage bystander intervention to assist others in situations at risk for sexual assault and other harmful behaviors.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCH (SVC\_08)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**How often does someone from your unit ask you questions about your sex life or sexual interests that make you uncomfortable, angry, or upset?**

- Never
- Rarely
- Sometimes
- Often

**SERVICE SPECIFIC QUESTIONS**

SVCH (SVC\_08)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

**In the past 12 months, I have witnessed people in my unit publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, or sexual assault hotline number).**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCI (SVC\_09)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**My commander demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, gender discrimination), even when it's not popular with others.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCI (SVC\_09)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Navy (USN)" or [ServiceBranch] = "[ACTIVE DUTY] US Marine Corps (USMC)" or [ServiceBranch] = "[RESERVE] US Navy Reserve (USNR)" or [ServiceBranch] = "[RESERVE] US Marine Corps Reserve (USMCR)" or [ServiceBranch] = "[STUDENTS] US Naval Academy (USNA)" or [ServiceBranch] = "[STUDENTS PREP] Naval Academy Preparatory School (NAPS)" or [ServiceBranch] = "[FACULTY/STAFF] US Naval Academy (USNA)" or [ServiceBranch] = "[FACULTY/STAFF PREP] Naval Academy Preparatory School (NAPS)"//

**In the past 12 months, I have witnessed people in my unit encourage victims to report sexual assault.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**SERVICE SPECIFIC QUESTIONS**

SVCJ (SVC\_10)

//ASK IF [SVC001\_FLAG] = 2 & [ServiceBranch] = "[ACTIVE DUTY] US Army (USA)" or [ServiceBranch] = "[RESERVE] US Army Reserve (USAR)" or [ServiceBranch] = "National Guard (Army/Air/Joint)"//

**My unit's senior NCO/SEL demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, gender discrimination), even when it's not popular with others.**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

## DEOCS Custom Questions

Each DEOCS is customizable, where each unit or organization has the option to select up to 10 additional close-ended questions (5-point agreement scale) and five additional open-ended questions for their members to respond to. There is a bank of questions that unit commanders and organizational leaders can select from (see Appendix A for the full bank of questions).

### Close-ended Custom Questions

#### CUSTOM QUESTIONS (CLOSE-ENDED)

LDQA

//ASK IF [LDQ001\_FLAG] = 2//

*The following questions were chosen by your leadership specifically for your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School]. Your responses to these questions are also completely confidential. Your leadership will see a report of how your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] responds, but not how you individually answer any questions.*

#### LDQ\_01 QUESTION

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

#### CUSTOM QUESTIONS

LDQB

//ASK IF [LDQ002\_FLAG] = 2//

#### LDQ\_02 QUESTION

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**CUSTOM QUESTIONS**

LDQC

//ASK IF [LDQ003\_FLAG] = 2//

**LDQ\_03 QUESTION**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**CUSTOM QUESTIONS**

LDQD

//ASK IF [LDQ004\_FLAG] = 2//

**LDQ\_04 QUESTION**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**CUSTOM QUESTIONS**

LDQE

//ASK IF [LDQ005\_FLAG] = 2//

**LDQ\_05 QUESTION**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree



**CUSTOM QUESTIONS**

LDQF

//ASK IF [LDQ006\_FLAG] = 2//

**LDQ\_06 QUESTION**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**CUSTOM QUESTIONS**

LDQG

//ASK IF [LDQ007\_FLAG] = 2//

**LDQ\_07 QUESTION**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**CUSTOM QUESTIONS**

LDQH

//ASK IF [LDQ008\_FLAG] = 2//

**LDQ\_08 QUESTION**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**CUSTOM QUESTIONS**

LDQI

//ASK IF [LDQ009\_FLAG] = 2//

**LDQ\_09 QUESTION**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**CUSTOM QUESTIONS**

LDQJ

//ASK IF [LDQ010\_FLAG] = 2//

**LDQ\_10 QUESTION**

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

*Open-Ended Custom*

**CUSTOM QUESTIONS (OPEN-ENDED)**

SAQA

//ASK IF [SAQ001\_FLAG] = 2//

*The following questions were chosen by your leadership specifically for your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School]. Your responses to these questions are also completely confidential. Your leadership will see a report of how your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] responds, but now how you individually answer any questions.*

**SAQ\_01 QUESTION**

**CUSTOM QUESTIONS**

SAQB

//ASK IF [SAQ002\_FLAG] = 2//

**SAQ\_02 QUESTION**

**CUSTOM QUESTIONS**

SAQC

//ASK IF [SAQ003\_FLAG] = 2//

**SAQ\_03 QUESTION**

**CUSTOM QUESTIONS**

SAQD

//ASK IF [SAQ004\_FLAG] = 2//

**SAQ\_04 QUESTION**

**CUSTOM QUESTIONS**

SAQE

//ASK IF [SAQ005\_FLAG] = 2//

**SAQ\_05 QUESTION**

## Appendix A. DEOCS 5.1 (2023) Custom Question Bank (CQB)

Table 1. Close-ended Questions (LDQs)

IDs	Item Topic	Item Text
LDQ2875	Access to Care	My commander/leader gives me adequate time to address my health care needs.
LDQ2874	Access to Care	The health care provider at my command can meet my medical needs or ensure that I receive the care I need if they cannot meet my needs.
LDQ2870	Access to Care	My unit/organization allows me adequate time to address my health care needs prior to deployment.
LDQ2871	Access to Care	I feel I have the knowledge to address my personal hygiene and basic health care needs.
LDQ2876	Access to Lethal Means	When a person is having a stressful time, distancing them from weapons and poisons can save lives.
LDQ2878	Access to Lethal Means	Removal or safe storage of weapons, medications, and poisons can keep everyone in the home safer.
LDQ2879	Access to Lethal Means	Families should safely dispose of medications they no longer use and limit the availability of medications they do need.
LDQ2877	Access to Lethal Means	Safe storage methods are effective and can save lives, including the lives of children.
LDQ2708	Alcohol and Illegal Substances	Illegal drug use is a problem in this command.
LDQ2710	Alcohol and Illegal Substances	Alcohol consumption is a problem in this command.
LDQ2709	Alcohol and Illegal Substances	Alcohol abuse by members of this command is a problem.
LDQ2712	Alcohol and Illegal Substances	My commander/leader promotes responsible alcohol use.
LDQ2713	Alcohol and Illegal Substances	My immediate supervisor promotes responsible alcohol use.
LDQ2602	Commander/Leader	My commander/leader creates an environment that promotes building trust within my unit/organization.
LDQ2596	Commander/Leader	My commander/leader cares about my personal well-being.
LDQ2594	Commander/Leader	I feel that my commander/leader will use the information from the climate assessment to improve the unit/organization.
LDQ2614	Commander/Leader	My commander/leader would intervene if an individual was receiving unwanted sexual attention at.
LDQ2627	Commander/Leader	I would feel comfortable asking my commander/leader for help.
LDQ2598	Commander/Leader	My commander/leader is accessible.
LDQ2595	Commander/Leader	My commander/leader puts us and our families first, above and beyond their personal interests.
LDQ2601	Commander/Leader	It is easy for Service members in this command to meet with their commander/leader about problems.
LDQ2599	Commander/Leader	My commander/leader is a competent leader.
LDQ2608	Commander/Leader	My commander/leader listens to the concerns of the unit/organization members.
LDQ2606	Commander/Leader	My commander/leader effectively deals with adversity and conflict within their command.
LDQ2607	Commander/Leader	My commander/leader clarifies our unit/organization's goals and priorities.
LDQ2603	Commander/Leader	My commander/leader sets the right example with their actions.
LDQ2609	Commander/Leader	I can rely on my commander/leader to act in my unit/organization's best interest.
LDQ2615	Commander/Leader	My commander/leader encourages individuals to safely help others who are in risky situations that could result in harmful outcomes (for example, sexual assault, violence, or suicide).
LDQ2621	Commander/Leader	My commander/leader can be trusted to make objective decisions for the unit's/organization's future.
LDQ2616	Commander/Leader	My commander/leader shows a real interest in the welfare of Service members without dependents.
LDQ2628	Commander/Leader	My commander/leader is open to new ideas.
LDQ2619	Commander/Leader	My commander/leader puts the unit's/organization's interests ahead of their own.
LDQ2800	Commander/Leader	I can express my safety concerns within my unit/organization without fear of reprisal.

LDQ2634	Communication	Communication flows freely from senior leadership to all levels of the unit/organization.
LDQ2640	Communication	Communication from my direct leadership is clear.
LDQ2639	Communication	I am satisfied with the communication from the chain of command.
LDQ2637	Communication	Communication flow up the chain of command is good.
LDQ2635	Communication	Communication from my chain of command is clear.
LDQ2638	Communication	Small group discussions with unit/organization leaders and teammates improve the work environment.
LDQ2636	Communication	Communication from the chain of command is timely.
LDQ2633	Communication	Communication between units/organizations is good.
LDQ2632	Communication	Commander's calls/all hands effectively pass on information I need to know.
LDQ015	Communication/Flow of Information	My supervisor shares information that has been presented during staff meetings.
LDQ2882	COVID-19	My command/leader is taking appropriate steps to mitigate the COVID-19 pandemic.
LDQ2881	COVID-19	My chain of command supports schedule flexibility for managing work and personal responsibilities.
LDQ2884	COVID-19	COVID-19 has negatively impacted our unit/organization's ability to meet our mission.
LDQ2880	COVID-19	During COVID-19, I believe reasonable accommodations for high-risk individuals are being addressed/offered within a timely manner.
LDQ2885	COVID-19	My unit/organization has provided the tools necessary to do my job successfully in a full-time telework status.
LDQ2715	Discipline	Rules, regulations, and policies are enforced in my unit/organization.
LDQ2714	Discipline	My unit/organization displays high standards of discipline.
LDQ2716	Discipline	Rules, regulations, and policies are obeyed in my unit/organization.
LDQ2717	Discrimination	People I work with would challenge discriminating behaviors.
LDQ2751	Discrimination	I believe I can use my chain of command to address concerns about discrimination without fear of retaliation.
LDQ2748	Discrimination	A complaint about harassment or discrimination would be taken seriously in my unit/organization.
LDQ2731	Discrimination	Work assignments, training opportunities, and promotions within my unit/organization are based on candidates' qualifications.
LDQ2746	Discrimination	I know how to contact an EO/EEO/MEO office.
LDQ8101	Discrimination	Slurs or inappropriate comments/jokes are used in the unit/organization.
LDQ2733	Discrimination	People I work with make me feel uncomfortable, angry, or upset by showing me a lack of respect due to my sex.
LDQ2750	Discrimination	I am able to report harassment or discrimination without fear of negative reactions from my immediate supervisor.
LDQ2722	Discrimination	Discrimination based on sexual orientation or gender identity does not occur in my workplace.
LDQ2753	Diversity	My unit/organization is accepting of individuals from diverse backgrounds.
LDQ2752	Diversity	There are opportunities for people of diverse backgrounds and cultures to serve as leaders and/or be promoted.
LDQ2758	Diversity	My unit/organization prominently posts general EO/EEO/MEO information, policies, and complaint procedures.
LDQ2755	Diversity	My commander/leader values the rights of its members to practice their religion.
LDQ2762	Diversity	Special observances are conducted to enhance cross-cultural awareness among all Service members, civilian employees, and their families.
LDQ2517	Engagement and Morale	The overall morale of my unit is positive.

LDQ2518	Engagement and Morale	The current level of morale in my command is high.
LDQ2505	Engagement and Morale	I find the work that I do full of meaning and purpose.
LDQ2509	Engagement and Morale	I am proud of the work that I do.
LDQ2516	Engagement and Morale	I am proud of my unit/organization.
LDQ2514	Engagement and Morale	I am being fully utilized in my current job.
LDQ2201	Engagement and Morale	I feel satisfied with my current job.
LDQ2519	Engagement and Morale	When I get up in the morning, I feel like going to work.
LDQ2200	Engagement and Morale	I like my current job.
LDQ2503	Engagement and Morale	At my job I always persevere, even when things do not go well.
LDQ2515	Engagement and Morale	I am challenged by my current job.
LDQ2507	Engagement and Morale	My work inspires me.
LDQ2522	Equipment	My unit/organization is able to assist me to fit my equipment to my needs.
LDQ2520	Equipment	My command-issued gear is offered in appropriate sizing options.
LDQ2521	Equipment	My command-issued equipment accommodates my body shape well.
LDQ3174	Equipment	My command is able to fit my issued equipment to my needs.
LDQ3173	Equipment	My command-issued gear is offered in appropriate sizes.
LDQ3185	Extremism	In the past 12 months, I have been asked to join or support an organization that promotes racial, ethnic, and/or religious intolerance or supremacy.
LDQ3187	Extremism	In the past 12 months, I have been asked to join or support an organization that engages in violence or criminal activity to support a political, religious or social cause.
LDQ3188	Extremism	In the past 12 months, I have been asked to join or support an anti-government organization or movement.
LDQ011	Extremism	I am familiar with the extremist organization and activities policy letter.
LDQ2763	Extremism	I have seen extremist group behavior or propaganda in my workplace.
LDQ2770	Fairness	Favoritism does not occur in my workgroup.
LDQ2769	Fairness	When making an honest mistake on the job, members of my unit/organization are corrected fairly.
LDQ2781	Fairness	I feel confident that I will be treated fairly in my unit/organization.
LDQ2780	Fairness	Favoritism does not occur in my unit/organization.
LDQ2765	Fairness	Correctional training for poor performance is enforced fairly in this unit/organization.
LDQ2764	Fairness	Additional duties are assigned fairly.
LDQ2771	Fairness	Favoritism involving personal relationships does not occur in my workgroup.
LDQ2772	Fairness	Awards in my workgroup depend on how well employees perform their jobs.
LDQ2778	Fairness	The process for determining who gets developmental opportunities in my workgroup is fair.
LDQ2776	Fairness	Contributions of all career fields are respected in my unit/organization.
LDQ2891	Family Planning and Support	The leaders in my unit/organization show a real interest in the welfare of families.
LDQ2890	Family Planning and Support	If I were to deploy, there would be adequate resources on base to take care of my family.
LDQ2892	Family Planning and Support	This unit/organization takes an active role in caring for the needs of family members of deployed unit personnel.
LDQ2889	Family Planning and Support	After returning from maternity, paternity, or primary caregiver leave, I had adequate support from my leadership while transitioning back to the workplace.
LDQ2893	Gender-Specific Health	I have confidence in command medical to treat my gender-specific health care needs.
LDQ2894	Gender-Specific Health	I prefer to see a provider of the same gender when accessing medical care for gender-specific health care needs.
LDQ2782	Hazing and Bullying	Hazing and/or bullying happens in my unit/organization.

LDQ2783	Hazing and Bullying	I have not experienced or witnessed hazing and/or bullying while assigned to this command.
LDQ2785	Hazing and Bullying	My commander/leader does not tolerate hazing and/or bullying.
LDQ2797	Hazing and Bullying	I have been hazed or bullied by higher ranking personnel while on duty.
LDQ8102	Hazing and Bullying	I feel safe from hazing and bullying in my unit/organization.
LDQ2643	Immediate Supervisor	I would feel comfortable asking my immediate supervisor for help.
LDQ2646	Immediate Supervisor	My immediate supervisor creates an environment that promotes building trust within our team.
LDQ2648	Immediate Supervisor	My immediate supervisor sets the right example with their actions.
LDQ2651	Immediate Supervisor	My immediate supervisor explains things clearly to me.
LDQ2642	Immediate Supervisor	My immediate supervisor cares about my personal well-being.
LDQ2652	Immediate Supervisor	My immediate supervisor shares information with the unit/organization that has been presented to them by senior leaders.
LDQ2668	Immediate Supervisor	I receive routine feedback on my performance from my immediate supervisor.
LDQ2647	Immediate Supervisor	My immediate supervisor is a competent leader.
LDQ2658	Immediate Supervisor	My immediate supervisor would intervene if an individual was receiving unwanted sexual attention at work.
LDQ2807	Inclusion	I am encouraged to offer ideas on how to improve operations.
LDQ2820	Inclusion	The people I work with make me feel like I belong.
LDQ2805	Inclusion	My command is committed to diversity and inclusion in the workplace.
LDQ2822	Inclusion	In my work center, people's differences are respected.
LDQ2808	Inclusion	I am comfortable being myself while working in this unit/organization.
LDQ2803	Inclusion	People I work with respect differences in others.
LDQ2806	Inclusion	The people I work with allow each other to express their opinions.
LDQ2814	Inclusion	I am encouraged to offer ideas on how to improve operations in my workgroup.
LDQ2816	Inclusion	The people I work with are accepting of individuals from diverse backgrounds.
LDQ2809	Inclusion	In this workgroup, I am comfortable discussing my background.
LDQ2895	Information Privacy	I feel my medical information will be kept confidential.
LDQ2898	Information Privacy	I feel confident that my medical information is kept private and confidential to only those who need to know.
LDQ2896	Information Privacy	I feel there is enough privacy offered in medical spaces.
LDQ2897	Information Privacy	I know my rights regarding divulging medical information to my command.
LDQ3180	Information Privacy	I feel my medical information will be kept confidential by the provider(s) at my command.
LDQ2930	Military Service Academies	Seeking help for depression, suicidal thoughts, or other psychological issues is a sign of strength.
LDQ2970	Military Service Academies	If someone reported a sexual assault to my current permanent party chain of command, the chain of command would take the report seriously.
LDQ2934	Military Service Academies	In my company/squadron, cadets/midshipmen sexually harass each other.
LDQ2991	Military Service Academies	Within the past 12 months, I have experienced discrimination based on my race, color, or national origin at my Service Academy.
LDQ2969	Military Service Academies	My permanent party chain of command creates an environment where victims feel comfortable reporting sexual assault.
LDQ2931	Military Service Academies	Cadets/midshipmen are well trained to recognize the signs of depression, suicidal thoughts, or other psychological issues in their peers.
LDQ2936	Military Service Academies	My company/squadron permanent party leadership would adequately respond to allegations of sexual harassment.
LDQ2524	Military, Civilian and Contractor	Civilians are treated as valued members of the unit by leadership.

	Working Relationships	
LDQ2526	Military, Civilian and Contractor Working Relationships	Military managers supervise civilian personnel as effectively as they supervise military personnel.
LDQ2523	Military, Civilian and Contractor Working Relationships	Civilian managers supervise military personnel as effectively as they supervise civilian personnel.
LDQ2525	Military, Civilian and Contractor Working Relationships	Contract employees are viewed as part of the team.
LDQ2530	Mission	I understand how my contribution supports the mission of the overall unit/organization.
LDQ2527	Mission	The people I work with are united in trying to achieve our goals/mission.
LDQ2533	Mission	My unit is well prepared to perform its operational duties.
LDQ2528	Mission	My unit/organization makes good use of available resources to accomplish its mission.
LDQ2532	Mission	The work I do every day is critical to operational readiness.
LDQ3202	Mission	The unit's/organization's current vision, mission, and/or priorities are clear.
LDQ2899	Physical Health	I am given adequate time to maintain my physical conditioning.
LDQ2901	Physical Health	A physical training program should be implemented in my unit.
LDQ2903	Physical Health	I feel physically worn out.
LDQ2900	Physical Health	I receive the required time to participate in personal fitness. (4.1 LDQ)
LDQ2902	Physical Health	I am given the time I need during my workday to comply with the mandatory fitness program. (4.1 LDQ)
LDQ2534	Physical Work Area	I am satisfied with the physical surroundings of my work area.
LDQ2535	Physical Work Area	Parking is available at work.
LDQ2536	Physical Work Area	Work areas are accessible to persons with disabilities.
LDQ2799	Physical Work Area	I feel safe within my work area.
LDQ2541	Professional Development	In the last six months, someone at work has talked to me about my progress and career goals.
LDQ2538	Professional Development	I receive periodic formal feedback from my rater.
LDQ2544	Professional Development	In the past 12 months, I have witnessed people in my unit promoting a climate based on mutual respect and trust.
LDQ2537	Professional Development	I am satisfied with my latest one-on-one rater feedback session with my rater.
LDQ2540	Professional Development	I have a mentor at work who encourages my development.
LDQ2542	Professional Development	I am assigned duties that are commensurate with my rank/grade.
LDQ3198	Professional Development	I feel empowered to control work processes that impact me in this unit/organization.
LDQ8103	Recognition	Others are recognized for contributing to a positive atmosphere in my workplace.
LDQ3199	Recognition	I receive recognition from my supervisor for my contributions to the unit/organization.
LDQ2545	Recognition	I am recognized for contributing to a positive atmosphere in my workplace.
LDQ2547	Recognition	I am rewarded for my duty performance.
LDQ2546	Recognition	I am rewarded for contributing to a positive atmosphere in my workplace.
LDQ2548	Recognition	Participation for community service is recognized in my unit/organization.
LDQ2553	Resources and Support	My commander/leader's support staff meets my needs.
LDQ2549	Resources and Support	I am familiar with the support provided by the Sexual Assault Prevention and Response Office (SAPRO).
LDQ8104	Resources and Support	I am familiar with the support provided by the Equal Opportunity Office.
LDQ8105	Resources and Support	I am familiar with the support provided by the Diversity, Inclusion & Belonging Office.
LDQ8106	Resources and Support	I am familiar with the support provided by the Violence Prevention Office.
LDQ2551	Resources and Support	My unit/organization conducts regular discussion forums to strengthen connections and improve trust.
LDQ2552	Resources and Support	Programs are in place to address military members'/employees' concerns.



LDQ2554	Resources and Support	The functional experts I work with assist me in my success.
LDQ8107	Resources and Support	I received adequate support when I joined my unit/organization.
LDQ2825	Respect	I am treated with dignity and respect in this unit/organization.
LDQ2824	Respect	An atmosphere of respect exists in my unit/organization.
LDQ2823	Respect	All unit/organization personnel receive the same level of respect from leadership. (4.1LD)
LDQ2826	Respect	My commander/leader takes steps to ensure I am treated with respect.
LDQ2827	Respect	My unit enforces the standards of military courtesy.
LDQ3162	Respect & Cohesion	In my unit/organization, people deal effectively with adversity or conflict when it occurs.
LDQ2834	Responsibility and Intervention	People I work with challenge sexual harassing behaviors.
LDQ2828	Responsibility and Intervention	In the past 12 months, I have witnessed people in my unit/organization make it clear that sexual assault has no place in the military.
LDQ2831	Responsibility and Intervention	In the past 12 months, I have witnessed people in my unit/organization encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors.
LDQ2832	Responsibility and Intervention	In the past 12 months, I have witnessed people in my unit/organization publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, sexual assault hotline number).
LDQ2558	Retention	My present assignment motivates me to continue my career within the DoD.
LDQ2555	Retention	I plan to retire from the military within the next couple of years.
LDQ8108	Retention	I plan to leave the DoD within the next couple of years.
LDQ2557	Retention	Provided the opportunity, I will stay in my current career until retirement.
LDQ2556	Retention	Provided the opportunity, I will stay in my current career the next several years, but not until retirement.
LDQ2675	Senior NCO Leadership	My unit's senior NCO/SEL creates an environment that promotes building trust within my unit.
LDQ2704	Senior NCO Leadership	I would seek the assistance of my First Sergeant/command SEL.
LDQ2674	Senior NCO Leadership	I would feel comfortable asking my unit's senior NCO/SEL for help.
LDQ2672	Senior NCO Leadership	My unit's senior NCO/SEL cares about my personal well-being.
LDQ2690	Senior NCO Leadership	It is easy for Service members in this unit to meet with the senior enlisted NCO/SEL.
LDQ2844	Sexual Assault	If a coworker were to report a sexual assault allegation, my chain of command/leader would take the report seriously.
LDQ2835	Sexual Assault	While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault.
LDQ2848	Sexual Assault	If a coworker were to report a sexual assault allegation, my chain of command/leader would support the individual for speaking up.
LDQ2854	Sexual Assault	In my unit/organization, someone who reports a sexual assault allegation would be discouraged from moving forward with the report.
LDQ2845	Sexual Assault	If a coworker were to report a sexual assault allegation, my chain of command/leader would keep the knowledge of the report limited to those with a need to know.
LDQ2851	Sexual Assault	In my unit/organization, someone who reports a sexual assault allegation would be blamed for causing problems.
LDQ2847	Sexual Assault	If a coworker were to report a sexual assault allegation, my chain of command/leader would promote health care, legal, or other support services to the reporter.
LDQ2841	Sexual Assault	While serving in this unit/organization, I told someone in a position of authority about a situation that I believe was, or could have led to, a sexual assault.
LDQ2856	Sexual Harassment	My immediate supervisor plays an active role in the prevention of sexual harassment.

LDQ2858	Sexual Harassment	My commander/leader plays an active role in the prevention of sexual harassment.
LDQ2857	Sexual Harassment	My commander/leader adequately responds to allegations of sexual harassment.
LDQ2866	Sexual Harassment	In my unit/organization, someone who reports a sexual harassment complaint would be blamed for causing problems.
LDQ2869	Sexual Harassment	In my unit/organization, someone who reports a sexual harassment complaint would be discouraged from moving forward with the complaint.
LDQ2855	Sexual Harassment	My immediate supervisor adequately responds to allegations of sexual harassment.
LDQ8109	Sexual Harassment	A sexual harassment complaint would be taken seriously in my unit/organization.
LDQ8110	Sexual Harassment	I would feel comfortable reporting a sexual harassment complaint at my unit/organization.
LDQ2904	Stress and Mental Health	I experience a high level of stress because I serve/work in this unit/organization.
LDQ2910	Stress and Mental Health	I feel mentally worn out.
LDQ2919	Stress and Mental Health	I know what actions to take if someone expresses a desire to do harm to themselves or others.
LDQ2914	Stress and Mental Health	Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength.
LDQ2915	Stress and Mental Health	Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member's career.
LDQ2913	Stress and Mental Health	People I work with are able to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).
LDQ2916	Stress and Mental Health	In the past 12 months, I have known someone in my unit/organization who has thought of but not attempted suicide.
LDQ2561	Training and Education	I receive the mentorship I need to perform my job well.
LDQ2560	Training and Education	I have received the necessary training to accomplish my job.
LDQ2562	Training and Education	I receive the training needed to perform my job well.
LDQ2559	Training and Education	The unit's/organization's orientation program is adequate for new personnel.
LDQ2564	Training and Education	I have adequate opportunity to pursue off-duty education.
LDQ2707	Trust in Leadership	I trust leadership to handle complaints, problems, or issues effectively.
LDQ2706	Trust in Leadership	Decisions in my unit/organization are made after reviewing relevant information.
LDQ2569	Unit Cohesion	I feel a strong sense of belonging to this unit/workgroup.
LDQ2572	Unit Cohesion	My work environment is free from unprofessional behavior.
LDQ2568	Unit Cohesion	I have good relationships with the people I work with.
LDQ2577	Unit Cohesion	If someone in the unit/organization has a problem, other members of my unit/organization will try to help them out.
LDQ2574	Unit Cohesion	Junior enlisted Service members care about what happens to each other.
LDQ2573	Unit Cohesion	Relationships at work are professional in nature.
LDQ2581	Unit Values	My unit/organization is true to Army core values.
LDQ2588	Unit Values	Human relations problems are handled appropriately in this command.
LDQ2584	Unit Values	My unit/organization is true to the Air Force core values.
LDQ2582	Unit Values	My unit/organization is true to Navy core values.
LDQ2583	Unit Values	My unit/organization is true to Marine Corps core values.
LDQ2590	Work/Life Balance	I have sufficient time in my duty day to conduct my core duties.
LDQ2591	Work/Life Balance	I am afforded opportunities to take leave.
LDQ2592	Work/Life Balance	Collateral duties are not interfering with my ability to perform my primary duties.
LDQ2593	Work/Life Balance	I do not feel overburdened with additional duties.

LDQ2589	Work/Life Balance	I am challenged by the duties of my current job.
ENGAGED	Former DEOCS Item	I feel like "part of the family" among the people I work with.
INCLUSIONA	Former DEOCS Item	The people I work with believe that everyone has worth and value, regardless of how they identify (for example, gender, race/ethnicity, sexual orientation, and other identities).
INCLUSIONB	Former DEOCS Item	The people I work with believe that everyone has worth and value, regardless of their occupation and rank/grade.
INCLUSIONE	Former DEOCS Item	Among the people I work with, the quality of ideas matters more than who expresses them.
IMMED_SUPPF	Former DEOCS Item	My immediate supervisor provides me with constructive suggestions to improve my performance.
IMMED_SUPPG	Former DEOCS Item	My immediate supervisor supports my career development.
IMMED_SUPPI	Former DEOCS Item	My immediate supervisor puts the interests of subordinates above their personal interests.
MSA_A	Former DEOCS Item	Choosing to attend the Academy was a good decision for me.
MSA_B	Former DEOCS Item	If I were to report a cadet/midshipman for misconduct, I would expect negative social outcomes (for example, being the center of gossip or rumors, being ignored, or being bullied) from other classmates.
MSA_C	Former DEOCS Item	I trust that my academic success is supported by Academy faculty.
MSA_D	Former DEOCS Item	I trust that my academic success is supported by Academy coaches and staff.
MSA_E	Former DEOCS Item	I trust that my development as a leader of character is supported by Academy faculty.
MSA_F	Former DEOCS Item	I trust that my development as a leader of character is supported by Academy coaches and staff.
MSA_I	Former DEOCS Item	The Academy provides cadets/midshipmen with an effective mentoring program.
MSA_J	Former DEOCS Item	At the Academy, peer pressure makes me drink more than I would otherwise.
MSA_K	Former DEOCS Item	At the Academy, unauthorized drinking is condoned by my sponsor.
MSA_L	Former DEOCS Item	My permanent party leadership enforces the Academy's alcohol use policy.
MSA_M	Former DEOCS Item	My cadet/midshipman leadership enforces the Academy's alcohol use policy.
MSA_N	Former DEOCS Item	If I needed help to control my drinking, I would feel comfortable seeking help from on-campus resources.
LDR_MSAF	Former DEOCS Item	My company/squadron permanent party command team provides me with constructive suggestions to improve my performance.
LDR_MSAG	Former DEOCS Item	My company/squadron permanent party command team supports my career development.
LDR_MSAI	Former DEOCS Item	My company/squadron permanent party command team puts the interests of their cadets/midshipmen above their personal interests.
LDR_MSAK	Former DEOCS Item	A member of my company/squadron permanent party command team has explosive outbursts.
LDR_MSAL	Former DEOCS Item	If I were to report someone in my company/squadron permanent party command team for misconduct, I would receive negative outcomes (for example, poor evaluations, decreased opportunities for leadership, become the center of gossip or rumors, ignored, or bullied).
LDR_PASSIVA	Former DECOCS Item	My unit/organization's leader takes early action in addressing problems.
NCO_PASSIVA	Former DEOCS Item	My unit's senior NCO/SEL takes early action in addressing problems.
IMMED_NEG	Former DEOCS Item	The first cadet/midshipman in my chain of command allows negative behavior to occur.
IMMED_MSA	Former DEOCS Item	If I were to report the first cadet/midshipman in my chain of command for misconduct, I would receive negative outcomes.
MEOBEHF	Former DEOCS Item	How often does someone from your unit/organization ask you questions about your sex life or sexual interests that make you uncomfortable, angry, or upset?
MEOBEHI	Former DEOCS Item	How often does someone from your unit/organization make attempts to establish unwanted romantic or sexual relationships with you? <i>These attempts could range from asking you out on a date to asking you for sex or a "hookup".</i>
REBEHD	Former DEOCS Item	How often does someone from your unit/organization make insults about racial/ethnic groups that make

		you uncomfortable, angry, or upset?
STRESSB	Former DEOCS Item	In the past month, how often have you felt that you were unable to control the important things in your life?
STRESSC	Former DEOCS Item	In the past month, how often have you been angered because of things that were outside of your control?
IMMED_TOXB	Former DEOCS Item	My immediate supervisor has explosive outbursts.
IMMED_TOXC	Former DEOCS Item	My immediate supervisor has a sense of personal entitlement.
NCO_TOXC	Former DEOCS Item	My unit's senior NCO/SEL has explosive outbursts.
NCO_TOXD	Former DEOCS Item	My unit's senior NCO/SEL has a sense of personal entitlement.
NCO_TRANSFB	Former DEOCS Item	My unit's senior NCO/SEL takes actions that are consistent with my Service's values.
LDR_TRANSFB	Former DEOCS Item	My unit's commander/organization's leader takes actions that are consistent with my Service's values.
WORKHOSTC	Former DEOCS Item	How often does someone from your unit/organization gossip or talk about you?
WORKHOSTE	Former DEOCS Item	How often does someone from your unit/organization not provide you with information and assistance when needed?

Table 2. Open-ended Questions (SAQs)

IDs	Item Topic	Item Text
SAQ3143	Access to Care	How would you characterize the medical care obtained from off-base?
SAQ3144	Access to Care	How would you characterize the medical care obtained from on-base providers?
SAQ3092	Commander/Leader, Immediate Supervisor, and Senior NCO	What training or development would you give your immediate supervisor to make them better?
SAQ3093	Commander/Leader, Immediate Supervisor, and Senior NCO	What is ONE thing that leadership can do for you to make your workplace better?
SAQ3094	Commander/Leader, Immediate Supervisor, and Senior NCO	How effectively do leaders in this unit/organization use your time?
SAQ3095	Commander/Leader, Immediate Supervisor, and Senior NCO	Do you feel the leadership support provided assures your safety at your workstation? Why or why not?
SAQ3096	Commander/Leader, Immediate Supervisor, and Senior NCO	What is the ONE thing that leadership can do for you that they currently do not do?
SAQ3097	Commander/Leader, Immediate Supervisor, and Senior NCO	Do you feel that your chain of command micromanages? If yes, please provide an example.
SAQ3098	Commander/Leader, Immediate Supervisor, and Senior NCO	How effectively do commanders/leaders deal with conflicts or difficulties within the unit/organization? Please explain.
SAQ3099	Commander/Leader, Immediate Supervisor, and Senior NCO	How would you characterize the way leadership within your unit/organization treats its members?
SAQ3100	Commander/Leader, Immediate Supervisor, and Senior NCO	How would you describe the example set by your unit's/organization's middle managers? Please explain.
SAQ3101	Commander/Leader, Immediate Supervisor, and Senior NCO	How would you describe the example set by your unit's/organization's top leaders? Please explain.
SAQ3102	Commander/Leader, Immediate Supervisor, and Senior NCO	How would you describe the way leadership deals with conflict when it occurs within the unit?
SAQ3103	Commander/Leader, Immediate Supervisor, and Senior NCO	How much does fraternization create problems at this unit/organization? Please explain.
SAQ3104	Commander/Leader, Immediate	How would you describe the way NCOs in this unit interact with junior enlisted service members?

SAQ3105	Supervisor, and Senior NCO Commander/Leader, Immediate Supervisor, and Senior NCO	How would you describe the way officers in this unit interact with enlisted service members?
SAQ3106	Communication	Describe how information is communicated from senior leadership to all levels of the unit/organization.
SAQ3108	Communication	How effective is communication within this unit? How could it be improved?
SAQ3109	Communication	How would you characterize the flow of information at this unit/organization? Please explain.
SAQ3110	Communication	How would you feel about expressing your opinion to leadership concerning unit/organization issues?
SAQ3111	Communication	How would you improve the communication processes in the unit/organization?
SAQ3112	Communication	If communication breaks down in this unit/organization, where do you see it happening?
SAQ3113	Communication	What one thing would you change to improve communication?
SAQ3114	Communication	Are there any issues that you would NOT be comfortable bringing to your advisor? What steps could be taken to make you feel more comfortable?
SAQ3194	Communication	How do you prefer to receive communications from your unit/organization (e.g., email, meetings, newsletters, social media, etc.)?
SAQ3007	Deployment/Post Deployment	What worries you about return from deployment?
SAQ3008	Deployment/Post Deployment	If you could CHANGE one thing about this deployment, what would it be?
SAQ3009	Deployment/Post Deployment	How can leadership better support the deployment process?
SAQ3010	Deployment/Post Deployment	If you could MAINTAIN one thing about this deployment, what would it be?
SAQ3011	Deployment/Post Deployment	What are your biggest concerns as you prepare to deploy?
SAQ3012	Deployment/Post Deployment	What is the one thing you like LEAST about this deployment?
SAQ3013	Deployment/Post Deployment	What is the one thing you like MOST about this deployment?
SAQ3117	Discrimination and Harassment	Please describe anything that has been said while at work that offended you or made you uncomfortable.
SAQ3124	Discrimination and Harassment	If you experienced discrimination or harassment but did not report it, why did you choose not to report it?
SAQ8111	Discrimination and Harassment	How serious of a problem do you think discrimination is in your unit/organization? Please explain.
SAQ8112	Discrimination and Harassment	How serious of a problem do you think harassment is in your unit/organization? Please explain.
SAQ8113	Discrimination and Harassment	How serious of a problem do you think discrimination and harassment are in your unit/organization? Please explain.
SAQ3127	Discrimination and Harassment	What kinds of inappropriate or offensive conduct have you witnessed, if any, while assigned to this unit?
SAQ3128	Diversity and Inclusion	Have you participated in small group discussions regarding equal opportunity, diversity, inclusion, and belonging? If so, did you find the discussion beneficial? Please explain.
SAQ3129	Diversity and Inclusion	How can you and/or leadership equal opportunity, strengthen diversity, inclusion & belonging?
SAQ3130	Diversity and Inclusion	How committed is your leadership to creating and fostering an environment of respect and inclusion? Please explain.
SAQ3131	Diversity and Inclusion	What is your impression of the diversity, equity, inclusion, and accessibility policies at this unit/organization?
SAQ3132	Diversity and Inclusion	What is your leadership doing well in terms of diversity and inclusion?
SAQ3133	Diversity and Inclusion	What changes should your leadership make to better support diversity and inclusion?
SAQ3014	Education	How would you characterize the time and opportunity you are provided to pursue military education?
SAQ3015	Education	How would you characterize the time and opportunity you are provided to pursue personal education?
SAQ3016	Education	How can the unit/organization assist you with completing the next military education you are scheduled to complete?
SAQ3017	Education	How can the unit/organization assist you with pursuing personal education that you are hoping to complete?
SAQ3018	Engagement and Morale	How much do you feel like a valued member of the team? Please explain.
SAQ3019	Engagement and Morale	How would you characterize the morale of the civilian staff of this unit/organization?
SAQ3020	Engagement and Morale	How would you characterize the morale of the military members of this unit/organization?

SAQ3021	Engagement and Morale	The greatest morale-enhancing action leadership could make at this unit/organization would be:
SAQ3022	Engagement and Morale	What changes does this unit/organization need to improve morale?
SAQ3023	Engagement and Morale	What do you see as the most significant factor impacting morale at this unit/organization?
SAQ3024	Engagement and Morale	Are you proud to be a member of this unit/organization? Please explain.
SAQ3025	Engagement and Morale	How would you rate your level of job satisfaction (low, average, high) and why?
SAQ3195	Engagement and Morale	What changes does our unit/organization need to make to improve how well we work together?
SAQ3134	Fairness	Can you provide any recent examples of favoritism or discrimination you have witnessed? What actions did you take?
SAQ3135	Fairness	How would you characterize the fairness of the unit/organization's disciplinary actions?
SAQ3136	Fairness	How fair do you see the Individual Augmented selection process? Please explain.
SAQ3137	Fairness	How well does the unit/organization hold people accountable for their performance?
SAQ3138	Fairness	Do you feel that there is any unfairness with billet assignments, fitness reports, or awards? Please explain.
SAQ3150	Family Planning and Support	Where do you go for questions related to contraception, family planning (such as information on adoption, abortion, or infertility services), and operational responsibilities?
SAQ3151	Family Planning and Support	Explain how the support (or lack of support) you received from your command related to family and pregnancy planning changed your decision to reenlist/remain commissioned.
SAQ3152	Family Planning and Support	Does the Military provide access to adequate childcare for your family's needs? If not, please explain what is needed from your perspective.
SAQ3190	Family Planning and Support	How do you access gender-specific medical care (contraceptive counseling, vasectomies, etc.) when you need it?
SAQ3191	Family Planning and Support	Has the support you received from your command related to family and pregnancy planning changed your decision to reenlist/remain commissioned? Please explain.
SAQ3153	Gender-Specific Health	How do you access gender-specific medical care when you need it?
SAQ3154	Gender-Specific Health	Do you feel as though command leadership has sufficient knowledge of gender-specific health needs to maintain your readiness? Please explain.
SAQ3027a	Resources and Support	How would you describe your experiences with Base Support Services?
SAQ3028a	Resources and Support	The most valuable feature of Base Support Services is:
SAQ3029a	Resources and Support	What is the quality of life in the barracks? Please explain.
SAQ3030a	Resources and Support	What one thing would you change about Base Support Services?
SAQ3031a	Resources and Support	What one thing would you make sure Base Support Services continues to provide?
SAQ3026a	OPTEMPO	How does the balance between work and liberty hours affect your quality of life?
SAQ3032a	OPTEMPO	How has the unit's current OPTEMPO impacted you professionally?
SAQ3033a	OPTEMPO	How has the unit's current OPTEMPO impacted your personal life?
SAQ3034a	OPTEMPO	What ONE change would you make that you feel would improve the unit's OPTEMPO issues?
SAQ3035a	OPTEMPO	What ONE thing about the unit's OPTEMPO would you NOT want to change?
SAQ3036	Physical Work Area	If you could make one facility improvement, what would it be?
SAQ3037	Physical Work Area	What would you suggest to improve the parking situation?
SAQ3038	Physical Work Area	What are the things that bring you the most satisfaction & least satisfaction working at your workstation?
SAQ3039	Physical Work Area	What would you change about the current food service?
SAQ3040	Recognition	How are your contributions to the unit/organization's mission recognized?
SAQ3041	Recognition	How much are your contributions to the unit/organization's mission appreciated? Please explain.
SAQ3042	Recognition	How are you recognized for your performance?
SAQ3043	Recognition	What type of performance feedback do you receive from your chain of command? Describe whether it has been beneficial, and why.

SAQ3044	Recognition	How much does your supervisor value, support and encourage your ideas for improvement? Please explain.
SAQ3045	Resources and Support	What type of training would you like to see available to you in the next fiscal year?
SAQ3046	Resources and Support	How often do you receive Leader Development Training within your command?
SAQ3047	Resources and Support	From the time you first learned of your assignment until 30 days after your arrival, were you provided with the resources you needed to be successful? Why or why not?
SAQ3048	Resources and Support	Do you get sufficient time and resources to accomplish your assigned tasks? Please explain.
SAQ3049	Resources and Support	What can be done to help you better perform your work?
SAQ3050	Resources and Support	What things keep you from performing your work well?
SAQ3051	Resources and Support	What things help you perform your work well?
SAQ3052	Resources and Support	How would you describe your experience with your check-in procedures when you first arrived at this unit/organization?
SAQ3053	Resources and Support	How would you describe your experience with your sponsor when you arrived at this unit/organization?
SAQ3054	Resources and Support	Describe how the unit/organization encourages or discourages growth/advancement.
SAQ3055	Resources and Support	What factors contribute to your decision whether or not to pursue a career in the Service?
SAQ3056	Resources and Support	How important do you feel your daily duties are to this unit/organization's mission? Please explain.
SAQ3057	Resources and Support	Briefly describe how Bridge Chats have improved your organization's climate.
SAQ3202	Resources and Support	What resources would help you complete your job more effectively?
SAQ3204	Resources and Support	In your opinion, what are ways that your living quarters could be improved? By living quarters we mean bachelor housing, berthing on a ship, barracks, etc.
SAQ3139	Respect	How would you describe leaderships' commitment to creating and fostering an environment of respect and dignity?
SAQ3140	Respect	How would you describe the level of respect higher level leadership provides your department's members?
SAQ3141	Respect	Please describe any incidents where members of the unit/organization acted disrespectfully to subordinates.
SAQ3142	Respect	Please describe any incidents where members of the unit/organization acted disrespectfully to superiors.
SAQ3058	Retention	Do you have plans to stay in the military after your current term? Why or why not?
SAQ3059	Retention	If you could choose to stay in this unit/organization, would you? Why or why not?
SAQ3060	Retention	What can be done to motivate you to continue serving in this unit/organization?
SAQ3061	Retention	What are some of the considerations you make when thinking about your intent to stay in the military?
SAQ3062	Retention	What would your advice be to someone seeking civilian employment here?
SAQ3063	Retention	What would your advice be to someone seeking military orders here?
SAQ3206	Retention	If you could take a job with the same pay and responsibilities, elsewhere in your organization, would you take it? Why or why not.
SAQ3155	Stress and Mental Health	Briefly list the sources of job-related stress you experience, from the greatest source to the least.
SAQ3189	Stress and Mental Health	What are the main causes of stress for you in your unit/organization?
SAQ3192	Stress and Mental Health	What are your concerns about asking for or receiving mental health assistance (e.g., negative stigma, impact on career, impact on security clearance)?
SAQ3193	Stress and Mental Health	How comfortable would you feel talking to your primary care manager about accessing mental health support? Explain.
SAQ3064	Training	How would you characterize the unit/organization's support of formalized training (billet-related and professional)?
SAQ3065	Training	How would you describe the availability of small unit training?
SAQ3066	Training	How would you describe the quality of small unit training?
SAQ3067	Training	How would you describe the value of small unit training?
SAQ3068	Training	What recommendations would you offer to improve unit/organization support of formalized training?

SAQ3069	Training	What type of training would you like to see available to you in the next couple of years?
SAQ3070	Training	How would you describe your experience with the unit's Mentorship Program?
SAQ3071	Training	What do you recommend to improve the unit's Mentorship Program?
SAQ3072	Training	What is the best feature of the unit's Mentorship Program?
SAQ3115	Trust in Leadership	How much do you trust the senior leadership at the unit? Please explain.
SAQ3116	Trust in Leadership	Can you describe an example where leadership has failed you?
SAQ3073	Unit Challenges and Improvements	What is the ONE quality of life issue that affects you and how would you improve it?
SAQ3074	Unit Challenges and Improvements	What do you see as the most significant improvements made in your unit/organization in the last year?
SAQ3075	Unit Challenges and Improvements	What do you see as the most significant challenges facing your unit/organization? Please list specifics, location (if needed) and how we can improve or fix it.
SAQ3076	Unit Challenges and Improvements	What do you see as the most significant challenge currently facing this unit right now? What would you recommend to address this challenge?
SAQ3077	Unit Challenges and Improvements	What do you see as the most significant challenge facing this unit during the next year?
SAQ3078	Unit Challenges and Improvements	What do you see as the most significant challenge facing this unit over the next five years? What would you recommend to address this challenge?
SAQ3079	Unit Challenges and Improvements	How have changes (positive or negative) at this unit/organization during the past year impacted you?
SAQ3080	Unit Challenges and Improvements	What one thing about our unit/organization would you want to change?
SAQ3081	Unit Challenges and Improvements	What do you know about this unit/organization that leadership does not know, but should?
SAQ3082	Unit Challenges and Improvements	Which inter-department relationships enhance your mission and why?
SAQ3083	Unit Challenges and Improvements	Which inter-department relationships negatively impact your mission and why?
SAQ3084	Unit Challenges and Improvements	Explain how you feel your responses on this survey will impact your unit/organization.
SAQ3197	Unit Challenges and Improvements	What do you see as the biggest accomplishment or success made in your unit/organization in the last year?
SAQ3201	Unit Challenges and Improvements	What can be done to increase trust across the unit/organization?
SAQ3205	Unit Challenges and Improvements	What are things that your unit/organization are doing well? What are things in your unit/organization that need improvement?
SAQ3085	Unit Climate	How is the overall climate of this unit/organization, compared to one year ago? Please explain.
SAQ3086	Unit Climate	What three change(s) would you make that you feel would most improve the unit's/organization's climate?
SAQ3087	Unit Climate	What climate issue does this unit/organization most need to improve?
SAQ3088	Work Center	How would you describe the level of professionalism in your work center/department? Please explain.
SAQ3089	Work Center	In a few words, how would you describe your workplace?
SAQ3090	Work Center	What issues do you feel need to be addressed in your work center/department?
SAQ3091	Work Center	How would you describe the way time is utilized to complete tasks in your work area?
SAQ3196	Work Center	Explain how your unit/organization has helped or hindered you in achieving your professional goals.



SAQ3198	Work Center	Explain why you would or would not recommend working for your organization to others.
SAQ3199	Work Center	What do you like most about working in your organization?
SAQ3200	Work Center	What do you like least about working in your organization?
SAQ3203	Work Center	What skills does your workgroup/team need to add or improve to be more effective?