

2024 Health of the Force – Personal & Professional Choices Survey

Dear Survey Participant,

Welcome to the 2024 Health of the Force (HoF) Survey. This year, in addition to the annual questions about your career plans and work experiences, the survey focuses on work/life integration. It includes questions about command support for work/life balance, access to healthcare and other important resources and experiences with personal relationships and parenting in the Navy. This survey is an important source of information on the effectiveness of existing programs and policies and provides senior leaders with insights into potential changes. Participation is voluntary but remember YOUR feedback is important to providing an accurate picture of the issues addressed in this survey.

All information collected is confidential. To access the survey, you entered your DOD ID number. This information is used to limit participation to active duty Navy personnel and to minimize the number of demographic questions. Only members of the Navy Survey Team will have access to DOD ID numbers; all data will be de-identified prior to analysis.

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AGENCY DISCLOSURE NOTICE

The public reporting burden for this collection of information, 0703-0095, is estimated to average 25 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

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

The following demographic question determines what survey questions are applicable to you and which ones you can skip so please answer honestly.

- 1. Are you:**
 - Female
 - Male

- Prefer not to answer
- 2. **What is your current marital status?**
 - Single/Never Married
 - Single/Previously Married
 - Unmarried, Long-Term Partnership
 - Married >>*Skip next question*
- 3. **How has being in the Navy influenced the likelihood that you will get married or marry again?** *Visible to those who are not currently married*
 - Significantly Decreased
 - Somewhat Decreased
 - No Effect
 - Somewhat Increased
 - Significantly Increased
- 4. **Which of the following best describes your spouse/partner?** *Visible to those who are married/in long-term relationships*
 - Navy Active Duty Service member
 - Other US Military Service member
 - Navy Reservist >>*Skip next two questions*
 - Former Service Member >>*Skip next two questions*
 - Civilian >>*Skip next two questions*

Next three questions are visible to those who are married to active duty service member

- 5. **How has being part of a dual-military couple influenced your career in the Navy?**
 - Very Negative
 - Somewhat Negative
 - Neither Positive nor Negative
 - Somewhat Positive
 - Very Positive
- 6. **Which of the following statements best reflects your experience being collocated with your AD spouse?**
 - My spouse & I have made only one PCS move and we were collocated
 - My spouse & I have made several PCS moves and we were always able to collocate
 - Collocation hasn't been possible during at least one of our PCS moves
 - Collocation has never been possible for me and my AD spouse
 - N/A, my spouse and I have not made a PCS move while both on AD >>*Skip next question*
- 7. **How satisfied are you with the Navy's ability to collocate you with your AD spouse?**
 - Extremely Dissatisfied
 - Somewhat Dissatisfied
 - Neither Satisfied nor Dissatisfied
 - Somewhat Satisfied
 - Extremely Satisfied
- 8. **How satisfied is your civilian spouse with life in the Navy?** *Civilian spouses only*
 - Extremely Dissatisfied

- Somewhat Dissatisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Satisfied
- Extremely Satisfied

9. **How supportive is your spouse of you remaining in the Navy beyond your current obligation?** *All spouses*

- Very Unsupportive
- Somewhat Unsupportive
- Neither Supportive nor Unsupportive
- Somewhat Supportive
- Very Supportive

Children

10. **Do you have children?**

- Yes >> *Skip next question*
- No

11. **How has being in the Navy influenced the likelihood that you will have/adopt children?**

- Significantly Decreased
- Somewhat Decreased
- No Effect
- Somewhat Increased
- Significantly Increased
- N/A, I already have children

Participants with no children will skip remaining questions about children and childcare.

12. **Please indicate the age range(s) of your children.** *Select all that apply.*

- Under Age 5
- 5 to 12
- 13 to 17
- Over 18 >> *Skip next question*

13. **Which of the following best reflects your home life?** *For the purposes of this question, single parent indicates a household with one adult.*

- I'm a single parent with sole custody of my child/children
- I'm a single parent with joint custody of my child/children
- I have a child/children at home and a co-parent (spouse/partner) lives with us >> *skip next question*
- I do not currently have custody or joint custody of my children >> *skip next question*
- My child/children are adults and do not live at home >> *skip next question*

14. **How did you become a single parent?**

- Separation/Divorce
- Unmarried when child born/adopted
- Death of spouse
- Other

Childcare

Next questions only visible to those who have custody of their children

15. Who usually cares for your children when you deploy or on an unaccompanied tour? (Children Under 18)

- Their other biological parent cares for them
- My spouse/partner (non-biological parent) cares for them
- A grandparent or other relative cares for them
- Someone who is not a relative or co-parent cares for them
- N/A, I have never deployed or been on an unaccompanied tour

16. How satisfied are you with your ability to access childcare (non-familial) where you currently live?

- Extremely Dissatisfied
- Somewhat Dissatisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Satisfied
- Extremely Satisfied
- N/A, I do not have any outside childcare requirements at this time >>*Skip next question*

17. What, if any, problems have you had related to childcare in the past 12 months?

Please select all that apply

- Too expensive
- Unavailable/long wait list for on-base childcare
- Unavailable/long wait list for off-base childcare
- Evening/Weekend care not available
- Childcare Center Hours do not match work hours
- Other (Please specify) _____
- None - no problems

All Participants with Children

18. What, if any, impact has having a child/children had on your career in the Navy?

- Very positive >>*Skip next question*
- Somewhat positive >>*Skip next question*
- No impact >>*Skip next question*
- Somewhat negative
- Very negative

19. How has having a child/children negatively influenced your Navy career?

Please select all that apply. If we have failed to include something, please select "Other" and explain in the space provided

- Contributed to negative performance evaluations/fitness reports
- Limited training and/or professional development opportunities
- Negatively influenced recommendations for next duty assignment
- Detrimental to work relationships

- Negatively impacted professional reputation
- Other (Please specify) _____
- N/A, having a child has not negatively impacted my career in the Navy

Single Sailor Housing

Questions Visible to Single Sailors with No Children

20. Which of the following best describes your current living situation?

- Barracks/Assigned Housing on Base
- Government-Leased Apartment
- Off-Base/Private Housing >>Skip Next 3 Questions
- Other (Please specify) _____ >>Skip Next 3 Questions

21. How satisfied are you with your government-assigned housing?

- Extremely Dissatisfied
- Somewhat Dissatisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Satisfied
- Extremely Satisfied

22. What, if any, concerns do you have about your government-assigned housing? *Please select all that apply. If we have failed to include something, please select "Other" and explain in the space provided.*

- Living conditions (comfortable, healthy, safe, etc.)
- Access to healthy food options
- Parking
- Lack of privacy
- Transportation
- Lack of recreational and social activities
- Other (please specify) _____

23. Please use the space provided below to elaborate on any concerns with government-assigned housing. *Do not include any personally identifiable information in your response.*

OB/GYN Questions (Women Only)

Are you willing to answer a few questions about your access to women's healthcare resources while in the Navy, particularly during deployments? *If no, you will skip to the next section of the survey*

- Yes
- No >>Skip to next section

24. **Which of the following statements best describes your access to basic women's healthcare while in an operational environment (ship medical, BAS, etc.)?**

- I've **always** had access to basic women's healthcare in operational environments
- I've **sometimes** had access to basic women's healthcare but not always in an operational environment
- I've **rarely**, if ever, had access to basic women's healthcare while in operational environments
- N/A, I have never required access to basic women's healthcare while in an operational environment >>*Skip next question*

25. **How would you assess your provider's (GMO, IDC) capability to resolve your women's health issues in the operational environment (ship medical, BAS)?**

- Provider was completely capable of resolving my medical issues
- Provider was able to resolve some but not all of my medical issues
- Provider had limited or no ability to address my medical issues
- N/A, no basis to judge

26. **How comfortable are you being evaluated for a women's health issue by your primary care provider?**

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

ALNAV 018/23 authorized Administrative Absence or Travel for Non-Covered Reproductive Health Care. Non-covered reproductive health care is defined in policy as lawfully available assisted reproductive technology, which includes egg retrieval, IUI, and IVF, and non-covered pregnancy termination. Non-covered reproductive health care is paid for at the patients' expense.

27. **Have you used the Non-Covered Reproductive Healthcare Benefit? Select all that apply.**

- Yes, for administrative absence
- Yes, for funded TDY travel
- No, I'm aware of it but haven't used it
- This is the first I've heard of it

Pregnancy (Women Only)

28. **Have you been pregnant since joining the Navy?**

- Yes
- No >>*Skip to next section*

These next two questions are sensitive and we apologize in advance if it makes anyone uncomfortable. However, this is our best way of understanding whether or not people are receiving support during these events.

29. Have you had a pregnancy that resulted in a miscarriage while in the Navy?

- Yes
- No >>*Skip next question*

30. Were you granted convalescent leave after the miscarriage?

- Yes, I requested and received convalescent leave
- No, I didn't know it was an option
- No, I requested convalescent leave but it was not granted

31. What was the outcome of your most recent pregnancy?

- I am still pregnant
- Full-term birth (delivery after 36th week of gestation)
- Premature birth (delivery between the 20th and 36th week of gestation)
- Other >>*Answer Q32*
- Prefer not to answer >>*Answer Q32*

32. Are you willing to answer some additional questions about your experiences during your most recent pregnancy? If no, you will skip to the next section of the survey

- Yes
- No >>*Skip to next section*

33. When did your most recent pregnancy occur?

- Within the last year
- Within the last 1 to 5 years
- Over 5 years ago

34. Was your most recent pregnancy planned? (Note: for this survey, a planned pregnancy is one that you were planning/trying for at the time of conception (i.e., you intentionally became pregnant))

- Yes
- No

Instructions: The following questions refer to events during your most recent pregnancy.

35. What type of command were you assigned to when you found out about your pregnancy?

- Ship
- Deployable Squadron
- Other Deployable Unit
- Non-Deployable Squadron
- Shore Activity or Command (not as a student)
- Navy Funded School (as a student)
- In the Career Intermission Program
- Other (Please specify) _____

36. To what extent do you agree or disagree with the following statement: I continued to feel valued by my command after informing them I was pregnant.

- Strongly Agree
- Agree

- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- N/A, Never Informed Them – Skip to Final Open-ended Pregnancy Question

37. **Were you (or are you scheduled to be) transferred or moved as a result of your pregnancy?** *If you were transferred for reasons other than your pregnancy, please select N/A.*

- No >>*Skip next question*
- Yes, after 20th week of pregnancy
- Yes, before 20th week of pregnancy
- Scheduled to transfer but haven't yet
- Don't know yet >>*Skip next question*
- N/A, I was/will be transferred but not associated with pregnancy >>*Skip next question*

38. **To what extent do you agree or disagree with the following statements about transfers during pregnancy?**

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
The position I was transferred to was or will be career enhancing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt valued by the CMD I transferred to during my pregnancy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I continued to feel valued by my command after informing them I was pregnant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Breastfeeding Questions

These questions are visible to those who have delivered a child.

39. **Were you breastfeeding/pumping when you returned to duty?**

- Yes
- No >>*Skip to open ended question*

40. **Were you given time to pump at work?**

- Yes, as often as needed (at least every 3-4 hours)
- Yes, but not as often as needed
- No >>*Skip next 3 questions*

41. **Was there a designated lactation space at your CMD/work location?**

- Yes >>*skip next question*
- No

42. **What type of space did you use to pump at work?**

- Restroom/head
- Separate nursing room attached to restroom/head
- Designated office space that serves multiple purposes (not exclusively for lactation)
- Used a discrete pump at my work station
- Traveled to another location on base where lactation space was available
- Other (Please specify) _____
- N/A, I did not breastfeed/pump milk at work >>*Skip to question 42*

43. **Did the space you used for pumping have access to running water?**

- Yes
- No

44. **Please use the space below to provide any additional comments regarding pregnancy, childbirth, breastfeeding, etc. in the Navy.** *Do not include any personally identifiable information*

Parental Leave

45. **When was the birth/adoption of your most recent child?** *Visible to men only*

- Within the last year
- Within the last 1 to 5 years
- Over 5 years ago
- N/A >>*Skip to next section*

46. **How much parental leave did you take after the birth/adoption of your most recent child?**

- None >>*Skip to next section*
- Less than 2 weeks
- 2 to 4 weeks
- 5 to 8 weeks
- 9 to 12 weeks
- N/A >>*Skip to next section*

47. **How satisfied were you with the amount of leave you were able to take after the birth or adoption of your most recent child?**

- Extremely Dissatisfied
- Somewhat Dissatisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Satisfied
- Extremely Satisfied

48. **Did you take less than the full amount of parental leave available to you after the birth/adoption of your most recent child?**

- No, I took the full amount available at the time >>*Skip next question*
- Yes, I did not use the amount of parental leave available to me
- N/A or Prefer not to answer >>*Skip next question*

49. **Why did you take less than the full amount of leave available to you at the time of the birth/adoption of your most recent child?** Please select all that apply. If we have failed to include something, please select "Other" and explain in the space provided.

- Ready to get back to work
- Concerned about how taking the full amount would be perceived by command
- Worried about impact of taking more leave on my performance appraisal
- Wanted to save some leave in case I needed it later
- Worried about impact on scheduled PCS move
- I chose to be designated as secondary caregiver
- Other (Please specify) _____

Next two questions are for women who have given birth only

50. **Did you voluntarily shorten your 12-month operational deferment tour after giving birth?** If yes, please explain why in the space provided.

- Yes
- No >> *Skip next question*
- N/A >> *Skip next question*

51. **Please use the space below to explain why you chose to shorten your 12 month operational deferment.** Do not include any personally identifiable information

Work/Life Integration

52. **How satisfied are you with your work/life integration i.e., your ability to navigate demands of work and your personal life?**

- Extremely Dissatisfied
- Somewhat Dissatisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Satisfied
- Extremely Satisfied

53. **To what extent do you agree or disagree with the following statements about your command?**

<i>Command Support for Work/Life Balance</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
Navy policy supports Sailors' ability to balance personal lives with work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current sea/shore rotation is adequate for family planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My command is supportive of pregnant female Sailors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My command is supportive of male Sailors who	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

take Parental Leave after the birth/adoption of a child					
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54. How family friendly is the Navy?

- Not at all
- Slightly
- Somewhat
- Very
- Extremely

55. In general, how does having a child/children impact the career of a...

	Very Negative	Somewhat Negative	No Impact	Somewhat Positive	Very Positive
Female active duty service member?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Male active duty service member?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

56. What can the Navy do to improve the ability of Sailors to integrate work and their personal lives? *Do not include any personally identifiable information*

57. How likely are you to recommend the Navy to a friend or family member? (Net Promoter)

- 0 1 2 3 4 5 6 7 8 9 10
Not at all Likely **Extremely Likely**

HOF Metrics

58. To what extent do you agree or disagree with the following statements about your command?

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
<i>Trust in Command Integrity & Dependability</i>					
My CMD acts on sound principles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My CMD treats people fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My CMD can be relied upon to follow through with commitments/promises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My CMD takes the concerns of people like me into account when making decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think it is important to watch my CMD closely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

so that it doesn't take advantage of people like me					
My CMD does not mistreat people like me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust my Commanding Officer to do the right thing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

<i>Commitment (CM) & Connectedness (CN)</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I feel like I'm part of the Navy family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be very happy to spend the rest of my career in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Navy has a great deal of personal meaning for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
These days, I feel like I belong	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
These days I feel 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"/>
My future here seems dark to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
These days 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"/>

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

<i>Inclusion Metric</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I have the same opportunities for professional success as my coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Navy is a place where I am able to perform up to my full potential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel recognized for my contributions at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My opinion is valued by my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I work with treat me with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel encouraged to bring my whole and authentic self to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable speaking up when I see intolerance, mistreatment, or bias in action	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I belong in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Job Satisfaction	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I am generally satisfied with the type of work I do in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a great sense of personal satisfaction when I do this job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a good understanding of what is expected of me at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear set of goals and aims to enable me to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend a career in the Navy to someone considering enlisting/commissioning (Brand)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

<i>Cohesion</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I am confident that I can trust and depend on the Sailors at my Command.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The leaders at my Command foster teamwork and cooperation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help is available from my co-workers when I have a problem.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sailors at my Command work together to get the job done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

<i>DEI in Navy</i>	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
I believe the Navy's diversity, equity, and inclusion efforts are creating positive changes in Navy culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racism is not a problem in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retaliation is not a concern for those reporting harassment or discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexism is not a problem in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My leaders use DEOCS results to improve the	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

command					
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Career Plans

64. Which of the following best reflects your current Navy career plans?

- I plan to remain in the Navy until retirement >>*Skip next question*
- I plan to remain in the Navy for the foreseeable future but maybe not until retirement
- I plan to get out of the Navy at my next opportunity
- I'm not sure
- I'm getting out of the Navy but it's not my choice >>*Skip next 2 questions*

65. Please review the list and identify up to five factors influencing, or that might influence, you to leave the Navy. *If we have failed to include a factor that is likely to influence you to leave, please select "Other" and explain in the space provided.*

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

66. Please review the following list and identify up to five factors influencing, or that might influence, you to stay in the Navy. *If we have failed to include an important influence to stay in the Navy, please select "Other" and explain in the space provided.*

- Ability to Balance Work and Personal Life
- Ability to Have/Adopt Children While in Navy
- Childcare Availability
- Command Climate

- Healthcare Benefits
- Job Security/Stability
- Leadership in the Navy
- Leadership at Current Command
- Navy Community/Sense of Belonging
- Opportunity to Travel
- Patriotism/Desire to Serve
- Promotion/Advancement Opportunities
- Salary/Pay
- Support/Benefits for Family
- Retirement Benefits
- Family History of Military Service
- Other (Please specify) _____

This concludes the main portion of the survey. We have some additional questions we would like to ask if you are willing to answer. Below are the topics, please select those you would like to answer. If you prefer not to answer any additional questions, please select N/A.

- On-Base Services
- Recent PCS/Onboarding Experiences
- Physical Fitness/Readiness
- Communication
- Current Command
- N/A >>Skip to final comment question

On-Base Quality of Service Questions

67. How satisfied are you with the following aspects of on-base services?

	Extremely Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Extremely Satisfied
Wi-Fi Availability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gym Facility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of Food Options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proximity of Food Options to Work Site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parking Near Work Site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

68. Do you have access to healthy food options on base?

- Yes
- No

69. What, if any, factors limit your ability to choose healthy food options? Please select all that apply.

- Healthy food is too expensive

- Galley hours do not meet my schedule
- Personal choice
- Cooking equipment/kitchen setup in housing (if applicable)
- Commissary/grocery store location
- No experience cooking healthy meals
- Other (Please specify) _____
- N/A, no problems with choosing healthy food options

70. How many servings of the following do you typically eat per day?

	1	2	3	4 or more
Vegetables	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fruit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Recent PCS/Onboarding Experiences

71. How satisfied are you with the support you received during your last PCS experience?

- Very Satisfied
- Somewhat Satisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Dissatisfied
- Very Dissatisfied

72. During your last PCS, did your receiving command assign you a command sponsor?

- Yes
- No >>*Skip next question*

73. What type of support did your command sponsor provide to you? Please select all that apply.

- Contact you prior to arrival at new command
- Provide information about accessing on-base resources (FFSC, MWR, Medical, etc.)
- Provide advice/guidance to assist with relocation
- Other (please specify) _____
- N/A, my command sponsor did not provide support

74. My command's onboarding process (CMD Sponsorship/Indoc) sets personnel and their families (if applicable) up for success.

- Strongly Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Strongly Disagree

75. What, if anything, would you recommend the Navy change to improve the PCS and/or onboarding experiences of Sailors? *Do not include any personally identifiable information*

Physical Fitness/Readiness Questions

76. Approximately how many minutes do you spend on cardio/aerobic (run, bike, etc.) exercise every week?

- Less than 50 minutes
- 50 to 100 minutes
- 101 to 150 minutes
- Over 150 minutes
- N/A, I'm currently not doing cardio

Strength training (also known as resistance training) is a type of exercise that causes your muscles to contract against an outside resistance. Examples include weight lifting, resistance bands, medicine balls, etc.

77. How many days per week do you include strength training in your workout?

- N/A, tend to focus on cardio
- One
- Two
- Three
- Four or more

78. Are you currently participating/using Navy Operational Fitness and Fueling System (NOFFS), the Navy's approved physical fitness program?

- Yes
- No >>*Skip next question*
- Huh? Never heard of it >>*skip next question*

79. What NOFFS operational series are you using?

- Group Training Series
- Largedeck Series
- Submarine Series
- Surface Series
- Don't know

80. Do you feel ready for the physical demands of your mission?

- Yes
- No

81. What, if any, problems have you had maintaining physical readiness? *Please select all that apply.*

- Fitness facility hours
- Fitness facility proximity to workplace
- Lack of command support for exercise during workday
- Work hours/workload too demanding
- Medical limitations
- Other (Please specify) _____
- N/A, no problems with maintaining physical readiness

Communication Questions

82. How satisfied are you with the information you receive on the following topics?

	Extremely Dissatisfied	Somewhat Dissatisfied	Neither	Somewhat Satisfied	Extremely Satisfied
Health & Wellness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career or Professional Development Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Info Specific to Rate/Job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Navy Overall Mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial Tools & Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

83. How active is your direct leadership in providing you with information on the following topics? Please assess on a scale of 1 to 5 where 1 indicates you don't receive any information on the topic and 5 means you receive regular and helpful updates on the topic.

Health & Wellness Information: (1) (5)

Career or Professional Development Opportunities:

Information Specific to Rate/Job:

The Navy's Overall Mission

Financial Planning & Tools

84. How would you like to receive internal communication from the Navy about services, programs and policies?

- Direct from command leadership
- Text Messaging
- Alert Apps
- Social Media
- Other (Please specify)

Additional Command Questions

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

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
In my command, I have a trusted leader I can turn to when things get hard, personally or professionally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My command values input and transparently discusses successes and failures for continuous improvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My command is supportive when personnel seek mental health assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to recognize and get assistance for shipmates experiencing uncontrolled stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

86. Please use the space provided below to share any additional thoughts or concerns with Navy leadership. *Do not include any personally identifiable information*

This completes the survey. Thank you for participating and for your continuing service to our nation.