

ADC
AGENCY DISCLOSURE NOTICE

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CON1

Survey of the DoD Integrated Primary Prevention Workforce

Before continuing, please read the following information about the purpose of this survey and why it is important for you and for the Department of Defense (DoD).

WHAT IS THIS SURVEY ABOUT? This survey is part of an evaluation being conducted for DoD to learn about the recent deployment of Integrated Primary Prevention workforce (IPPW) personnel at DoD installations in support of the prevention of harmful behaviors, including sexual assault and harassment, substance abuse, suicide, and domestic violence. The survey contains questions about your experiences as a member of the Integrated Primary Prevention Workforce (IPPW) and the extent to which you believe you have the support needed to carry out effective prevention activities. The survey also asks about your background and expertise in prevention to provide a better sense of the characteristics of the DoD IPPW as a whole.

WHO IS CONDUCTING THIS SURVEY? This survey is being conducted on behalf of the DoD by the RAND Corporation. The RAND Corporation is a non-profit, independent research institution. The DoD Violence Prevention Cell (VPC) is overseeing the assessment.

HOW WAS I CHOSEN? You are being asked to participate because of your role in prevention at your location or because you oversee someone with a prevention role. All those who are part of the IPPW are being asked to participate.

WHAT DOES PARTICIPATION INVOLVE? The web-based survey is expected to take 30 minutes to complete. Depending on your responses, it may take you more or less time. The survey will be administered each year, from 2023-2026. Therefore, you may be asked to take the survey again in the future. How many times you will receive the survey depends on when you came into your role. If you complete the survey outside your duty hours, you have the option of electing to receive a \$40 Amazon gift certificate for participating in the survey.

DO I HAVE TO PARTICIPATE? The survey is completely voluntary, and you may stop at any time. You may skip any item you do not wish to answer. There is no penalty if you decide not to complete the survey or choose not to respond to certain questions within the survey. You have been asked to participate because of your role in the IPPW. The findings from this survey will be used to help ensure that those in the IPPW have the support they need for implementing effective integrated primary prevention activities.

WILL MY RESPONSES BE KEPT PRIVATE? Yes, we will only report the survey results for groups large enough that no one can infer what a certain individual said on the survey. No one in your unit or any other DoD officials will see your individual survey responses, nor will any data be released that could identify you to anyone in your unit, any DoD officials, or anyone else.

CST1. I have read the information, and I want to continue.

Yes **1**

No **2**

[Programming note: Those who respond “No” (2) to CST1 should proceed to Exit1. Others should proceed to CON2]

CON2

For more information about this project, please contact [\[insert appropriate email address\]](#).

If you have questions about your rights as a research participant, you can contact RAND's Human Subjects Protection Committee toll-free at (866) 697-5620 or by emailing hspcinfo@rand.org. When you contact the Committee, please reference Study #2022-N0289.

[New Screen: Exit Screen 1. SHOW IF CST1=2]

Exit1

We appreciate you reviewing the information about this survey and considering participating. If you have questions about this project, please contact the project team at [\[insert appropriate email address\]](#) or the office sponsoring the study at [\[insert appropriate email address\]](#). Thank you very much for your time.

[CODE AS QUOTA FILLED]

[New Screen]

BINTRO

Your Background

Thank you for agreeing to participate in this important study. Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the experiences and background of the DoD IPPW.

If you prefer not to answer a specific question for any reason, just leave it blank. Please note, there are a few background questions that require a response in order to make sure the questions you receive are appropriate for your job and Service. These questions are noted with an asterisk *.

[Programming note: Item S1 requires a response]

S1. Are you currently employed as a member of the Department of Defense Integrated Primary Prevention Workforce or IPPW (either full time or part time)?*

[PROGRAMMER: PROGRAM THE ASTERISKS AS RED AND FORCE ANSWER TO THIS Q]

Yes **1**

No **2**

[Programming note: If respondent responds ‘No,’ 2, to S1 they should proceed to Exit Screen 2. All others should proceed to B1.]

[New Screen: Exit2. SHOW IF S1=2]

Exit2

Thank you very much for your interest in participating in this survey. This survey is for current members of the DoD IPPW only. Therefore, we are not able to include you in this survey at this time.

If you have questions about this project, please contact the project team at [insert appropriate email address] or the office sponsoring the study at [insert appropriate email address]. Thank you very much for your time.

[CODE AS SCREENED]

[New Screen]

B1. What organization are you employed by?*

[PROGRAMMER: PROGRAM THE ASTERISK AND FORCE ANSWER TO THIS Q]

- Army 1
- Army Reserve 2
- Navy 3
- Navy Reserve 4
- Air Force 5
- Air Force Reserve 6
- Space Force 7
- Marine Corps 8
- Air National Guard 9
- Army National Guard 10
- DoD or Joint Staff 11

B2. What is your current location (e.g., installation, unit, ship)?* (Please do not include any personal identifiable information in your response) [provide an open-ended text-box]

[PROGRAMMER: PROGRAM THE ASTERISK AND FORCE ANSWER TO THIS Q]

B3. How long have you been employed in the IPWW?*

[PROGRAMMER: PROGRAM THE ASTERISK AND FORCE ANSWER TO THIS Q]

____Years ____Months [include numerically fixed text box for years and months with a min of 0 and a max of 99 for years; and a min of 0 and a max 11 for months]

B4. What is your current job?*

[PROGRAMMER: PROGRAM THE ASTERISK AND FORCE ANSWER TO THIS Q]

[provide the following response options in a drop-down box]

[IF B1=1 or 2, SHOW THIS DROP DOWN]

ARMY

- Prevention Implementation Specialist 1
- Prevention Support Specialist 2
- Prevention Evaluation Specialist 3
- Prevention Integrator 4
- Lead Prevention Specialist 5
- Supervisory Prevention Specialist 6
- Prevention Program Manager 7
- 8

Investigative Analyst 9
Supervisory Integrated Prevention Specialist
Prevention Integrator (Multidisciplinary)
Prevention Integrator (Sexual Assault)
Prevention Integrator (Substance Abuse)
Prevention Integrator (Suicidal Behavior)
Data ScientistOther 10 (please do not include any personal identifiable information in your response) [ADD OPEN TEXT BOX] oth

Prevention Evaluation Specialist (Multidisciplinary)
Senior Advisor for Harmful Behavior Program Oikuct
Director Prevention Program
Deputy Prevention Program
Supervisory Prevention Program Manager

[IF B1=3 or 4, SHOW THIS DROP DOWN]

NAVY

Section Lead 1
Deputy Section Lead 2
Research and Evaluation Specialist 3
Training and Education Manager 4
Policy and Programs Analyst 5
Assessment and Public Health Analyst 6
Primary Prevention Program Manager 7
Primary Prevention Research Analyst 8
Statistician 9
Data Management Analyst 10
Training and Institutional Specialist 11
Integrated Primary Prevention Coordinator 12
Supervisory Integrated Primary Prevention Coordinator 13
Integrated Prevention Specialist 14
Embedded Integrated Prevention Coordinator 15
Embedded Ingenerated Prevention Supervisor 16
Other 17 (please do not include any personal identifiable information in your response) [ADD OPEN TEXT BOX] oth

[IF B1=8, SHOW THIS DROP DOWN]

USMC

Primary Prevention Integrator 1
Prevention Specialist 2
Embedded Preventive Behavioral Health Capability Program Coordinator 3
Embedded Preventive Behavioral Health Capability and Combat and Operational Stress Capability Section Head 4
Behavioral Health Program Manager 5
Program Manager 6
Public Health Advisor 7
Public Health Analyst 8
Marine Expeditionary Force Prevention Specialist 9
Marine Expeditionary Force Program Manager 10
Program Analyst 11
Other 12 (please do not include any personal identifiable information in your response) [ADD OPEN TEXT BOX] oth

[IF B1=5, 6 or 7, SHOW THIS DROP DOWN]

DEPARTMENT OF THE AIR FORCE

Integrated Prevention and Response Director **1**

Integrated Prevention Chief **2**

Integrated Care Coordinator **3**

Prevention Specialist **4**

Prevention Coordinator Specialist **5**

Prevention Analyst **6**

Prevention Program Manager **7**

Other **8** (please do not include any personal identifiable information in your response) [\[ADD OPEN TEXT BOX\]](#) oth

[IF B1=9 or 10, SHOW THIS DROP DOWN]

NATIONAL GUARD BUREAU

Prevention Program Manager **1**

Senior Prevention Analyst **2**

Prevention Lead (Domestic Abuse) **3**

Prevention Lead (Sexual Assault) **4**

Prevention Lead (Harassment) **5**

Prevention Lead (Self-Directed Harm) **6**

Prevention Lead (All Four Domains) **7**

Primary Prevention Specialist

Attorney Advisor **8**

Other **9** (please do not include any personal identifiable information in your response) [\[ADD OPEN TEXT BOX\]](#) oth

[IF B1=11, SHOW THIS DROP DOWN]

DOD

Implementation Support **1**

Prevention Support **2**

Prevention Specialist **3**

Prevention Lead **4**

Prevention Program Manager **5**

Prevention Researcher **6**

Policy Analyst **7**

Prevention Director/Program Head **8**

Other **9** (please do not include any personal identifiable information in your response) [\[ADD OPEN TEXT BOX\]](#) oth

B5. Are you a full-time or part-time employee?*

[PROGRAMMER: PROGRAM THE ASTERISK AND FORCE ANSWER TO THIS Q]

Full-time **1**

Part-time **2**

B6. Are prevention activities you perform a collateral duty?*

[PROGRAMMER: PROGRAM THE ASTERISK AND FORCE ANSWER TO THIS Q]

Yes **1**

No **2**

B7. Do you supervise other Integrated Primary Prevention personnel as part of your job duties?*

[PROGRAMMER: PROGRAM THE ASTERISK AND FORCE ANSWER TO THIS Q]

Yes **1**

No **2**

B8. What is your current paygrade (e.g., GS-9)?

[provide an open-ended text-box]

B9. What level credential do you hold for the IPPW?

Level 1 **1**

Level 2 **2**

Level 3 **3**

Level 4 **4**

Level 5 **5**

[New Screen]

Education and Professional Development

EP

The next series of questions asks you about your education and professional development prior to taking your current job as a member of the IPPW as well as your continued training and professional development activities in your current role.

EP1. What is your highest level of education?

High school/GED **1**

Bachelor's Degree **2**

Master's Degree **3**

Doctorate or other Terminal Degree **4**

Juris Doctor **5**

Other **6** (please do not include any personal identifiable information in your response) [ADD OPEN TEXT BOX] oth

EP2. Please indicate the discipline(s) that best describes your highest degree (select all that apply).

[PROGRAMMER: MAKE THIS A MARK ALL THAT APPLY]

Prevention **1**

Social Work **2**

Psychology **3**

Sociology **4**

Nursing **5**

Medicine **6**

Public Health **7**

Criminal Justice **8**

Law **9**

Other **10** (please do not include any personal identifiable information in your response) [ADD OPEN TEXT BOX] oth

EP3. Do you hold any of the following professional certifications related to prevention (select all that apply)?

[PROGRAMMER: MAKE THIS A MARK ALL THAT APPLY]

Certified Prevention Professional (CPP) **1**

Certified Prevention Specialist (CPS) **2**

Certified Health Education Specialist (CHES®) **3**

Other **4** (please do not include any personal identifiable information in your response) [\[ADD OPEN TEXT BOX\]](#) oth

[1.6.1] EP4. In the past 12 months, how many hours did you spend on continuing education related to your role in the IPPW? If you have been employed in the IPPW for less than 12 months, how many hours since you have been in your current position?

Please do not include any general training required for all DoD employees.

None **1**

1 – 10 hours **2**

11 – 20 hours **3**

21 – 30 hours **4**

More than 30 hours **5**

[1.5.1] EP5. Which of the following trainings have you completed (check all that apply)?

[\[PROGRAMMER: MAKE THIS A MARK ALL THAT APPLY\]](#)

PREV-001 Violence: A Preventable Public Health Issue **1**

PREV-002 Sexual Assault in the military and the Way Forward **2**

PREV-003 Prevention of Harmful Behaviors in the Military **3**

PREV-004 How to Conduct a Command Climate Assessment and Administer the Defense Organizational Climate Survey **4**

PREV-005 Development of a Comprehensive Integrated Primary Prevention Plan **5**

Webinar: Achieving Integrated Primary Prevention Through Collaborative Relationships **6**

Webinar: Addressing and Preventing Adverse Childhood Experiences in the Military **7**

Webinar: Creating Safe Online Spaces to Prevent Cyber Harassment **8**

Webinar: Preventing Harmful Behaviors at the Community and Organizational Level **9**

Webinar: Innovative Approaches to Connectedness **10**

Webinar: Measuring Performance and Effectiveness of Prevention Activities **11**

Webinar: Getting to Outcomes Guide for Strengthening Sexual Assault Prevention Activities in the Military **12**

Webinar: Putting Policy into Practice - Strategies to Prevent Harmful Behaviors **13**

Webinar: The Role of Alcohol in Sexual Violence **14**

Webinar: Tailoring and Adapting Prevention Programs for Military **15**

Webinar: Understanding Sexual Harassment and Shifting the Paradigm Towards Civility **16**

Webinar: Lessons Learned from Implementing Sexual Violence Prevention Activities **17**

Webinar: Planning for SAAPM in a Virtual World **18**

Webinar: Adapting Prevention Activities to Fit Your Context **19**

Webinar: Beyond the Individual - Implementing Primary Prevention at the Community and Organizational Levels of the Military **20**

Webinar: Community-Based Participatory Research in The Military **21**

Webinar: ETAC Webinars 1 and 2 **22**

Your service or component specific training [if check, include an open text box with the following prompt: Please list titles of specific training] **23**

I have not completed any of the trainings listed **24**

[New Screen]

[Programming note: Items EP6 d-e should only be provided to participants indicating they have been in their position for less than 12 months in item B3]

EP6. The following questions ask about your satisfaction with your training and onboarding experiences. Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
[1.6.2] EP6a. I am satisfied with the mandatory preventionist training I have received.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
[1.6.2] EP6b. I have adequate time to complete my required training.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
[1.6.2] EP6c. I have the opportunities I want for further professional development.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
[1.6.2] EP6d. [IF B3_Years=BLANK OR 0 AND B3_MONTHS IS LESS THAN 12, SHOW. ELSE, SUPPRESS THIS Q] The training we are required to take enhances my ability to do my job in the IPPW.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
[1.5.3] EP6e. [IF B3_Years=BLANK OR 0 AND B3_MONTHS IS LESS THAN 12, SHOW. ELSE, SUPPRESS THIS Q] I am satisfied with the information I received as part of onboarding to my job in the IPPW.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
[1.5.3] EP6f. My role and responsibilities were clearly outlined during my onboarding experience.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[1.10.1] EP7. Please indicate whether any of the following were barriers to you completing training or professional development activities (check all that apply).

[PROGRAMMER: MARK ALL THAT APPLY, EXCEPT NONE]

None, I was able to complete all my required training **1**

I did not have enough time during my duty hours **2**

My organization did not have funding to pay for the CE **3**

The courses I needed or wanted were not available **4**

Other **5** (please do not include any personal identifiable information in your response) [Insert open text box] **oth**

[New Screen]

EP8. To help us better understand the education and professional background of the workforce, we are also interested in reviewing resumes of IPPW personnel (names and contact information removed). You can earn another \$20 amazon gift card by including your resume.

Upload resume now (please remove all your names and all contact information prior to uploading) [insert upload button]

If you wish to submit your resume at a later date, please click here to receive an email link for later upload. [insert button to receive a separate email link]

[New Screen]

Support and Infrastructure for Prevention Activities

LS

The next set of questions asks you about leadership support for your role in the IPPW and in implementing integrated primary prevention activities. By “leadership” we mean the leaders you work most closely with who can influence your day-to-day job functions and/or resources put towards integrated primary prevention activities.

[Project Note: LS1 items are intended to measure [Leadership Support of Prevention Activities](#)]

[1.9.3] **LS1.** Please read each item and indicate the extent to which the item is true of your work environment.

	To no extent	To a limited extent	To some extent	To a considerable extent	To a great extent
LS1a. My leadership is very committed to improving the quality of primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS1b. My leadership recognizes and appreciates high quality work related to primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS1c. My leadership would remove obstacles that prevent me from implementing high quality primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS1d. My leadership has established clear standards for the quality of primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[1.9.3] [Project Note: LS2 items are intended to measure [Leadership Interest in Evidence and Quality of Prevention Programs](#)]

LS2. Please read each item and indicate the extent to which the item is true of your leadership.

	To no extent	To a limited extent	To some extent	To a considerable extent	To a great extent
LS2a. My leadership consults with me for decisions that involve primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS2b. My leadership ensures there is a high quality evaluation of our primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS2c. My leadership asks to review prevention plans.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS2d. My leadership asks me for results from evaluations of primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[1.9.3] [Project Note: LS3 items are intended to measure [Leadership Support of Preventionists](#) (i.e., support of the individual); items LS3f and g are reverse scored items]

LS3. Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
LS3a. My leadership cares about my opinions.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

LS3b. My leadership really cares about my personal well-being.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS3c. My leadership strongly considers my professional goals and values.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS3d. Help is available from my leadership when I have a problem.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS3e. My leadership would forgive an honest mistake on my part.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS3f. If given the opportunity, my leadership would take advantage of me.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS3g. My leadership shows little concern for me.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
LS3h. My leadership is willing to help me if I need a special favor.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[Project Note: IS1 items are intended to measure overall [Climate in Support of Prevention Activities](#)]

[1.8.1; 6.2.2] IS1. Please indicate your level of agreement or disagreement with each of the below statements.

In my installation...	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
IS1a. Prevention of harmful behaviors is viewed as critical to maintaining mission readiness.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
IS1b. Integrated Primary Prevention personnel are viewed as playing an important role in supporting the mission.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
IS1c. Integrated Primary Prevention personnel are recognized for their contributions to the installation/unit.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
IS1d. Members of my unit/installation frequently discuss the importance of preventing harmful behaviors.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
IS1e. Activities designed to prevent harmful behavior are considered important.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[New Screen]

[Project Note: IS2 items are intended to measure [Infrastructure Support](#)]

IS2INTRO

The next questions ask you about the extent to which you feel you have the necessary infrastructure support to implement prevention activities.

[1.8.6; 6.2.1] IS2. Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
IS2a. I have adequate staffing to conduct primary prevention	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

activities.

IS2b. I have an adequate budget to conduct primary prevention activities. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

IS2c. I have access to the installation facilities needed to conduct primary prevention activities. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

IS2d. I have access to the technology resources needed to conduct primary prevention activities. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

IS2e. I have the time required to conduct primary prevention activities within my normal duty hours. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

IS2f. I have access to the data (e.g., needs of target population) I need to implement primary prevention activities. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

IS2g. I have access to the data I need to evaluate the success of primary prevention activities. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

[Project Note: IS3 items are intended to measure [Resource Sustainability](#)]

[Programming note: IS3 items should only be provided to participants indicating they are prevention leads in item B4]

[2.5.6] **IS3.** Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
IS3a. Clear plans exist for sustaining the resources needed for primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
IS3b. Clear plans exist for how to prioritize and distribute resources for primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
IS3c. Leadership is committed to providing continued resources for primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
IS3d. Leadership is committed to ensuring smooth transitions when there has been turnover among Integrated Primary Prevention personnel.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[New Screen]

[Project Note: CC1 items are intended to measure [Team Cohesion](#)]

CC1INTRO

The next items are about your experience working with others in developing and implementing prevention activities. When you see the term “team” in the upcoming items, we mean the people you work most closely with on a day-to-day basis to carry out your required prevention activities.

[2.2.4] **CC1.** Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
CC1a. My team has a common sense of purpose about our primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC1b. My team has common goals for our primary prevention	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

activities.

CC1c. My team takes responsibility for the performance of our primary prevention activities. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

[Project Note: CC2 items are intended to measure Communication]

CC2. Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
CC2a. There is regular communication between the IPPW at the same unit or installation.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC2b. There is regular communication between the IPPW in the field and preventionists at headquarters.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC2c. There is regular communication between the IPPW across my Service.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC2d. There are established methods for sharing information among the IPPW across my service.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC2e. There are established methods for providing feedback from the field to headquarters IPPW.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC2f. There are established methods for receiving feedback from service members about prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[Project Note: CC3 items are intended to measure Collaboration]

[2.1.4] **CC3.** Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
CC3a. I consult with other DoD Integrated Primary Prevention personnel about the prevention activities we are planning.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC3b. I consult with key stakeholders about the primary prevention activities we are planning.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC3c. I consult with leadership about the primary prevention activities we are planning.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
CC3d. I consult with outside experts (e.g., universities) about the primary prevention activities we are planning.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[New Screen]

Potential Barriers to Implementing Prevention Activities

[Project Note: PB1 items are intended to measure Barriers to Implementation]

[2.6.1; 6.3.1] PB1. The next series of questions asks you about potential barriers to successfully implementing primary prevention activities. This will help the DoD better understand what barriers may exist in your service, installation, or unit. Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
PB1a. Service members have negative views about primary prevention activities that were developed by external sources (i.e., they feel that they were “forced” on our units or are inappropriate for our units).	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
PB1b. Service members have doubts about of the quality of evidence supporting the interventions we use.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
PB1c. There are challenges adapting primary prevention activities to meet the needs at my installation/unit.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
PB1d. There are funding challenges related to implementing primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
PB1e. There are challenges to understanding what types of primary prevention activities are needed where I work.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
PB1f. There are challenges related to collaboration with other departments or organizations when implementing primary prevention activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
PB1g. There are policy requirements that make implementation of primary prevention activities difficult.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

[\[New Screen\]](#)

Job Attitudes

JS1INTRO

The next series of questions asks you about your satisfaction and feelings toward your job in the IPPW.

[\[Project Note: JS1 items are intended to measure Psychological Empowerment\]](#)

[2.1.5] JS1. Please indicate your level of agreement or disagreement with each of the below statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
JS1a. The work I do is very important to me.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
JS1b. My job activities are personally meaningful to me.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
JS1c. The work I do is meaningful to me.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
JS1d. I am confident about my ability to do my job.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
JS1e. I am self-assured about my capabilities to perform my work activities.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
JS1f. I have mastered the skill necessary for my job.	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐
JS1g. My impact on what happens in my team is large	1 ☐	2 ☐	3 ☐	4 ☐	5 ☐

JS1h. I have a great deal of control over what happens in my team. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

JS1i. I have a significant influence over what happens in my team. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

[Project Note: JS2 is intended to measure Job Satisfaction]

[2.1.5] JS2. Considering everything, how would you rate your overall satisfaction with your job in the IPPW?

Very dissatisfied 1

Dissatisfied 2

Neither dissatisfied nor satisfied 3

Satisfied 4

Very satisfied 5

[New Screen]

Areas of Expertise and Need for Further Professional Development

Project Note: The following items are intended to measure whether preventionists have the required knowledge and experiences

To help DoD better understand where additional continuing education or professional development may be needed across the prevention workforce, the next series of questions asks about your knowledge and experience in various topics in prevention. These are multiple choice questions, so please choose the best answer.

If left unaddressed over the long-term, high levels of risk factors can:

- a. Reduce military readiness.
- b. Be difficult to address.
- c. Reduce protective factors.
- d. Get easier to address.

In prevention planning, identifying shared risk factors is important because it:

- a. eliminates competition for grants and funds in a community.
- b. saves planning time by eliminating the need to do community assessment.
- c. maximizes opportunities to address multiple harmful behaviors in a population.
- d. makes it easy to select effective prevention activities, policies, and practices.

The Public Health Model attributes the development of harmful behaviors to an interaction between:

- a. availability, risk, and resiliency.
- b. availability, development, and policy.
- c. environment, agent, and host.
- d. biological, sociological, and psychological.

In planning a selective prevention activity for any high-risk group of Service members, it is MOST important to consider the:

- a. goals of referring participants.
- b. use of universal methods to reach the widest audience.
- c. need for comprehensive individual assessment.
- d. specific risk factors within the target group

What is an example of a selective prevention effort?

- a. A targeted intervention geared towards Service members at risk of engaging in harmful behaviors
- b. An organization-wide IPP effort
- c. An anonymous survey to get feedback on harmful behaviors within an organization
- d. Increasing policing within a military organization

Which of the following are not primary prevention activities?

1-Improving healthy work climates

2-Providing victim advocacy services

3-Bringing a unit together to try and understand the factors that led to a sexual assault

4-Bystander intervention training

- a. 1 and 2
- b. 2 and 3
- c. 2 and 4
- d. All of the above

The key components of a logic model are:

- a. Inputs, outcomes, impact
- b. Inputs, outputs, outcomes
- c. Inputs outputs, activities, outcomes
- d. Inputs, functions, outcomes, impact

Viewing the unit and the organizational environment as interconnected parts, each affected by the other and needing to work together to prevent harmful behaviors, is called the:

- a. Systems approach.
- b. Risk and protective factor theory.
- c. Team approach.
- d. Social learning theory.

Which of the following can bias data on harmful behaviors of military Service members:

- a. Low response rates on surveys
- b. Underreporting of harmful behaviors like sexual assault and harassment
- c. Interpreting the data without input from the Service members that participated
- d. All of the above

Which of the following BEST describes the function of a needs assessment?

- a. Identify potential partners needed to implement IPP efforts
- b. Uncover trends that determine the IPP efforts to implement
- c. Track the progress of an IPP activity's fidelity
- d. Justify the continuation of an existing IPP activity

Which of the following represents the MOST rigorous level of evidence for a prevention activity?

- a. A solid theory or theoretical perspective validated by similar research
- b. A documented body of empirical evidence generated from multiple replications of the activity
- c. A long-held tradition, convention, or belief

- d. A consensus among informed experts (e.g., Primary Prevention Research Coordinator, subject matter experts)

To most effectively address a specific harmful behavior, what is the best use of prevention activities?

- a. A single activity focusing on environmental risk factors
- b. Multiple activities targeting skill development
- c. Several activities at more than one level of impact
- d. The activity that has the most available resources

Prevention activities are MOST effective when they include:

- a. interactive techniques.
- b. quality incentives.
- c. assertive facilitators.
- d. safe environments.

To know whether a prevention activity has met its objectives it is important to:

- a. Monitor upstream and downstream indicators of harmful behaviors
- b. Conduct an outcome evaluation
- c. Plan the activity at least 6 months after you start an evaluation
- d. Adapt the prevention activity to the intended audience

Service members completed a prevention activity targeting a specific harmful behavior. Those Service members were found to exhibit no signs of engaging in the behavior for five years after the conclusion of the activity. This is an example of which of the following?

- a. Intermediate outcome
- b. Process evaluation
- c. Long-term outcome
- d. Formative evaluation

During a prevention activity debriefing session, the participating Service members tells the facilitator the activity sessions were too short and did not allow enough time for questions. This feedback on the activity is an example of what type of evaluation?

- a. External Evaluation
- b. Outcome evaluation
- c. Process evaluation
- d. Participatory evaluation

When should IPP personnel address sustainability during the IPP planning process?

- a. Beginning
- b. Middle
- c. End
- d. Throughout

Reviewing various types of resources that an organization has at its disposal to meet implementation demands is the FIRST step of:

- a. capacity building.
- b. evaluation.
- c. planning.
- d. implementation.

What are two important factors that IPP personnel must consider when developing messages about IPP efforts?

- a. Partnership responsibilities and their financial contributions
- b. Using a one-approach model and tactics to remove barriers
- c. Identifying the audience and desired behavioral change
- d. Public policies and local ordinances that will be impacted

Which of the following factors will contribute MOST to the effectiveness of a media message?

- a. Employs repeated exposure in multiple forms
- b. Reaches the widest and most diverse audience
- c. Provides the most detailed content
- d. Depicts celebrities or recognizable characters

Effective partnerships between IPP personnel and other professionals working on prevention should begin with:

- a. defining a shared mission, vision, and goals.
- b. selecting a lead agency.
- c. dividing up tasks by skill sets in each group.
- d. choosing an evaluator, instrument, and methods.

When adapting an IPP activity, having military leaders up and down the chain of command give input will help to ensure:

- a. the adapted activity is reliable and valid.
- b. concerns about military relevance are addressed.
- c. fidelity of the activity is maintained.
- d. the sustainability of the activity.

In order to best coordinate the implementation of interdisciplinary prevention activities, it is BEST to:

- a. discuss what needs to happen in a meeting and assign tasks for each IPP personnel.
- b. have the lead IPP personnel coordinate all activities for the partners.
- c. have a multidisciplinary team create an action plan that identifies what is to occur, when it will happen, and who is responsible.
- d. let the roles and responsibilities of the partners fall into place naturally.

Messages that are culturally relevant to the military should be based on which of the following?

- a. The communication requirements specified by the local commander
- b. The types of formats available to disseminate the message
- c. The means by which Service members are most likely to access information
- d. The communication strategy that would reach the largest number of Service members

Recommendations to policy makers for an improved infrastructure to address harmful behaviors should cover three domains; research and innovation, training, and...

- a. information dissemination.
- b. alternative strategies.
- c. delivery of successful interventions.
- d. referrals to appropriate activities.

When translating DoD policy into prevention plans and activities, the key steps, in order, are

- a. analyze the policy, set clear objectives, break the policy into concrete tasks for planning, monitor the completion of the plan and activities
- b. research the policy's origin, monitor the completion of the plan and activities, set clear objectives
- c. break the policy into concrete tasks for planning, set clear objectives, analyze the policy
- d. monitor the completion of the plan and activities, break the policy into concrete tasks for planning, set clear objectives

When conflict arises in the group, the facilitator should:

- a. interrupt the conflict because conflict will damage the group process.
- b. interrupt the conflict and move on to the next topic.
- c. allow conflict as long as it is respectful and all opinions are being heard.
- d. allow conflict for as long as it remains on topic.

When facilitating a prevention planning group, which of the following is one of the PRIMARY tasks to help conclude a meeting?

- a. Isolate different goals
- b. Identify next steps
- c. Reconsider decisions made
- d. Recall areas of disagreement

Active listening is BEST described as a communication technique that requires listeners to:

- a. offer suggestions on a positive course of action to take.
- b. restate in their own words to confirm what they heard.
- c. maintain eye contact during the entire conversation.
- d. D. form conclusions about what the speaker is saying.

Working with a mentor, attending continuing education conferences, and receiving supervision are ways for an IPP personnel to:

- a. develop and maintain competency.
- b. expand into intervention and treatment.
- c. earn continuing education hours.
- d. maintain confidentiality standards.

What are positive ways to effectively work with senior leaders?

- a. Find ways to get 'face time' with your leadership and speak to them frequently
- b. Implement solutions that you believe your leaders will value
- c. Understand leaders' priorities and come prepared with proposed solutions
- d. Familiarize yourself with DoD regulations

Comprehensive integrated primary prevention means:

- a. Delivering prevention to all service members
- b. Delivering prevention to service members with the greatest risks
- c. Delivering universal prevention to all service members and indicated prevention to those that are high-risk
- d. Deterring harmful behaviors from happening by increasing the consequences associated

Which of the following is NOT important to do when developing an integrated primary prevention plan?

- a. Consulting service members
- b. Reviewing DEOCS and other data
- c. Identifying research-based prevention strategies
- d. Planning awareness activities

What sets integrated primary prevention apart from primary prevention?

- a. Focus on multiple risk and protective factors
- b. Focus on comprehensive prevention
- c. Focus on shared risk and protective factors
- d. Focus on stopping a harmful behavior before it occurs

[Programming note: Baseline questions should be asked of participants the first round of the survey and Follow-up questions should be asked for subsequent years of the survey]

Baseline: Have you ever accessed scientific journals to obtain information about a prevention activity?

- A. Yes (if yes, please list the journals you have accessed)
- B. No

Follow-up: In the past year, have you accessed scientific journals to obtain information about a prevention activity?

- A. Yes (if yes, please list the journals you have accessed)
- B. No

Baseline: Have you ever presented data about harmful behaviors to a military audience (e.g., trends, evaluation data)?

- A. Yes (If yes, please briefly describe the data you presented and to what audience)
- B. No

Follow-up: Over the past year, have you presented data on Service members harmful behaviors to your unit commander or organizational leadership?

- A. Yes (If yes, please briefly describe the data you presented and to what audience)
- B. No

Baseline: Have you ever led or developed a plan to guide personnel hiring, training, or promoting the professional development?

- A. Yes (If yes, please briefly describe the plan and for which personnel)
- B. No

Follow-up: Over the past year, have you led or developed a plan to guide IPP personnel hiring, training, or promoting the professional development?

- A. Yes (If yes, please briefly describe the plan and for which personnel)
- B. No

Baseline: Have you participated in the preparation of a professional report or publication that presented on a prevention topic (e.g., data, frameworks)?

- A. Yes (If yes, please provide the title of the report or briefly describe it)
- B. No

Follow-up: In the past 12 months, have you participated in the preparation of a professional report or publication that presented on a prevention topic (e.g., data, frameworks)?

- A. Yes (If yes, please provide the title of the report or briefly describe it)
- B. No

Baseline: Are you a current member of a professional organization (e.g., American Public Health Association, American Psychological Association, Society for Prevention Research, Society for Public Health Education, state-level Prevention Professionals Association)?

- A. Yes (If yes, please name the professional organization(s))
- B. No

Follow-up: Over the past 12 months, have you been a member of a professional organization (e.g., American Public Health Association, American Psychological Association, Society for Prevention Research, Society for Public Health Education, state-level Prevention Professionals Association)?

- A. Yes (If yes, please name the professional organization(s))
- B. No

[New Screen]

THANK YOU FOR PARTICIPATING IN THIS SURVEY