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U.S. Department *of* Defense

# **Defense Organizational Climate Survey (DEOCS)**

## **Custom Question Bank (CQB)**

## DEOCS Custom Question Bank

When registering a *Defense Organizational Climate Survey (DEOCS)* through the *DEOCS Portal*, survey administrators can select up to ten closed-ended questions and five open-ended questions from the *DEOCS Custom Question Bank (CQB)*. Due to historical naming conventions, the closed-ended questions are referred to as LDQs and the open-ended questions are referred to as SAQs. This document presents all CQB items currently available.

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## Closed-ended Custom Questions (LDQ)

### Access to Care

- My unit/organization allows me adequate time to address my health care needs prior to deployment.
- I feel I have the knowledge to address my personal hygiene and basic health care needs.
- 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.
- My commander/leader gives me adequate time to address my health care needs.

### Access to Lethal Means

- When a person is having a stressful time, distancing them from weapons and poisons can save lives.
- Safe storage methods are effective and can save lives, including the lives of children.
- Removal or safe storage of weapons, medications, and poisons can keep everyone in the home safer.
- Families should safely dispose of medications they no longer use and limit the availability of medications they do need.

### Alcohol and Illegal Substances

- Illegal drug use is a problem in this command.
- Alcohol abuse by members of this command is a problem.
- Alcohol consumption is a problem in this command.
- My commander/leader promotes responsible alcohol use.
- My immediate supervisor promotes responsible alcohol use.

### Commander/Leader

- I feel that my commander/leader will use the information from the climate assessment to improve the unit/organization.
- My commander/leader clarifies our unit/organization's goals and priorities.
- I can rely on my commander/leader to act in my unit/organization's best interest.
- My commander/leader would intervene if an individual was receiving unwanted sexual attention at work.
- 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).
- My commander/leader shows a real interest in the welfare of Service members without dependents.
- My commander/leader puts the unit's/organization's interests ahead of their own.

- My commander/leader can be trusted to make objective decisions for the unit's/organization's future.
- I can express my safety concerns within my unit/organization without fear of reprisal.
- My commander/leader cares about my personal well-being.
- My commander/leader is accessible.
- My commander/leader is a competent leader.
- It is easy for Service members in this command to meet with their commander/leader about problems.
- My commander/leader sets the right example with their actions.
- My commander/leader effectively deals with adversity and conflict within their command.
- My commander/leader listens to the concerns of the unit/organization members.
- I would feel comfortable asking my commander/leader for help.
- My commander/leader puts us and our families first, above and beyond their personal interests.
- My commander/leader creates an environment that promotes building trust within my unit/organization.
- My commander/leader is open to new ideas.

### **Communication**

- Commander's calls/all hands effectively pass on information I need to know.
- Communication between units/organizations is good.
- Communication from the chain of command is timely.
- Communication flow up the chain of command is good.
- Communication flows freely from senior leadership to all levels of the unit/organization.
- Communication from my chain of command is clear.
- Small group discussions with unit/organization leaders and teammates improve the work environment.
- I am satisfied with the communication from the chain of command.
- Communication from my direct leadership is clear.
- My supervisor shares information that has been presented during staff meetings.

### **Discipline**

- My unit/organization displays high standards of discipline.
- Rules, regulations, and policies are enforced in my unit/organization.
- Rules, regulations, and policies are obeyed in my unit/organization.

## Discrimination

- People I work with would challenge discriminating behaviors.
- Discrimination based on sexual orientation or gender identity does not occur in my workplace.
- Work assignments, training opportunities, and promotions within my unit/organization are based on candidates' qualifications.
- I know how to contact an EO/EEO/MEO office.
- I believe I can use my chain of command to address concerns about discrimination without fear of retaliation.
- Slurs or inappropriate comments/jokes are used in the unit/organization.
- People I work with make me feel uncomfortable, angry, or upset by showing me a lack of respect due to my sex.
- A complaint about harassment or discrimination would be taken seriously in my unit/organization.
- I am able to report harassment or discrimination without fear of negative reactions from my immediate supervisor.

## Diversity

- My unit/organization is accepting of individuals from diverse backgrounds.
- My unit/organization prominently posts general EO/EEO/MEO information, policies, and complaint procedures.
- Special observances are conducted to enhance cross-cultural awareness among all Service members, civilian employees, and their families.
- My commander/leader values the rights of its members to practice their religion.
- There are opportunities for people of diverse backgrounds and cultures to serve as leaders and/or be promoted.

## Engagement and Morale

- I like my current job.
- I find the work that I do full of meaning and purpose.
- I am proud of the work that I do.
- I am challenged by my current job.
- When I get up in the morning, I feel like going to work.
- I feel satisfied with my current job.
- At my job I always persevere, even when things do not go well.
- My work inspires me.
- I am being fully utilized in my current job.
- I am proud of my unit/organization.
- The overall morale of my unit is positive.
- The current level of morale in my command is high.

## Equipment

- My command-issued equipment accommodates my body shape well.
- My command-issued gear is offered in appropriate sizes.
- My command is able to fit my issued equipment to my needs.

## Extremism

- I am familiar with the extremist organization and activities policy letter.
- I have seen extremist group behavior or propaganda in my workplace.

## Fairness

- Favoritism does not occur in my unit/organization.
- I feel confident that I will be treated fairly in my unit/organization.
- Additional duties are assigned fairly.
- Correctional training for poor performance is enforced fairly in this unit/organization.
- When making an honest mistake on the job, members of my unit/organization are corrected fairly.
- Favoritism does not occur in my workgroup.
- Favoritism involving personal relationships does not occur in my workgroup.
- Awards in my workgroup depend on how well employees perform their jobs.
- Contributions of all career fields are respected in my unit/organization.
- The process for determining who gets developmental opportunities in my workgroup is fair.

## Family Planning and Support

- If I were to deploy, there would be adequate resources on base to take care of my family.
- The leaders in my unit/organization show a real interest in the welfare of families.
- This unit/organization takes an active role in caring for the needs of family members of deployed unit personnel.
- After returning from maternity, paternity, or primary caregiver leave, I had adequate support from my leadership while transitioning back to the workplace.



## Former DEOCS Item

- My unit's/organization's leader takes early action in addressing problems.
- I feel like "part of the family" among the people I work with.
- 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).
- The people I work with believe that everyone has worth and value, regardless of their occupation and rank/grade.
- Among the people I work with, the quality of ideas matters more than who expresses them.
- My immediate supervisor provides me with constructive suggestions to improve my performance.
- My immediate supervisor supports my career development.
- My immediate supervisor puts the interests of subordinates above their personal interests.
- Choosing to attend the Academy was a good decision for me.
- 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.
- I trust that my academic success is supported by Academy faculty.
- I trust that my academic success is supported by Academy coaches and staff.
- I trust that my development as a leader of character is supported by Academy faculty.
- I trust that my development as a leader of character is supported by Academy coaches and staff.
- The Academy provides cadets/midshipmen with an effective mentoring program.
- At the Academy, peer pressure makes me drink more than I would otherwise.
- At the Academy, unauthorized drinking is condoned by my sponsor.
- My permanent party leadership enforces the Academy's alcohol use policy.
- My cadet/midshipman leadership enforces the Academy's alcohol use policy.
- If I needed help to control my drinking, I would feel comfortable seeking help from on-campus resources.
- My company/squadron permanent party command team provides me with constructive suggestions to improve my performance.
- My company/squadron permanent party command team supports my career development.
- My company/squadron permanent party command team puts the interests of their cadets/midshipmen above their personal interests.
- A member of my company/squadron permanent party command team has explosive outbursts.
- 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).

- My unit's senior NCO/SEL takes early action in addressing problems.
- The first cadet/midshipman in my chain of command allows negative behavior to occur.
- If I were to report the first cadet/midshipman in my chain of command for misconduct, I would receive negative outcomes.
- My immediate supervisor has explosive outbursts.
- My immediate supervisor has a sense of personal entitlement.
- My unit's senior NCO/SEL has explosive outbursts.
- My unit's senior NCO/SEL has a sense of personal entitlement.
- My unit's senior NCO/SEL takes actions that are consistent with my Service's values.
- My unit's commander/organization's leader takes actions that are consistent with my Service's values.

### Gender-Specific Health

- I have confidence in command medical to treat my gender-specific health care needs.
- I prefer to see a provider of the same gender when accessing medical care for gender-specific health care needs.

### Hazing and Bullying

- I have not experienced or witnessed hazing and/or bullying while assigned to this command.
- My commander/leader does not tolerate hazing and/or bullying.
- I have been hazed or bullied by higher ranking personnel while on duty.
- I feel safe from hazing and bullying in my unit/organization.
- Hazing and/or bullying happens in my unit/organization.

### Immediate Supervisor

- My immediate supervisor shares information with the unit/organization that has been presented to them by senior leaders.
- My immediate supervisor would intervene if an individual was receiving unwanted sexual attention at work.
- I receive routine feedback on my performance from my immediate supervisor.
- My immediate supervisor sets the right example with their actions.
- My immediate supervisor explains things clearly to me.
- My immediate supervisor cares about my personal well-being.
- I would feel comfortable asking my immediate supervisor for help.
- My immediate supervisor creates an environment that promotes building trust within our team.
- My immediate supervisor is a competent leader.

## Inclusion

- The people I work with are accepting of individuals from diverse backgrounds.
- In my work center, people's differences are respected.
- The people I work with allow each other to express their opinions.
- I am encouraged to offer ideas on how to improve operations.
- I am comfortable being myself while working in this unit/organization.
- In this workgroup, I am comfortable discussing my background.
- I am encouraged to offer ideas on how to improve operations in my workgroup.
- The people I work with make me feel like I belong.
- People I work with respect differences in others.
- My command is committed to diversity and inclusion in the workplace.

## Information Privacy

- I feel my medical information will be kept confidential.
- I feel there is enough privacy offered in medical spaces.
- I feel my medical information will be kept confidential by the provider(s) at my command.
- I know my rights regarding divulging medical information to my command.
- I feel confident that my medical information is kept private and confidential to only those who need to know.

## Military Service Academies

- In my company/squadron, cadets/midshipmen sexually harass each other.
- My company/squadron permanent party leadership would adequately respond to allegations of sexual harassment.
- If someone reported a sexual assault to my current permanent party chain of command, the chain of command would take the report seriously.
- Within the past 12 months, I have experienced discrimination based on my race, color, or national origin at my Service Academy.
- Seeking help for depression, suicidal thoughts, or other psychological issues is a sign of strength.
- Cadets/Midshipmen are well trained to recognize the signs of depression, suicidal thoughts, or other psychological issues in their peers.
- My permanent party chain of command creates an environment where victims feel comfortable reporting sexual assault.

## Military, Civilian and Contractor Working Relationships

- Civilian managers supervise military personnel as effectively as they supervise civilian personnel.
- Civilians are treated as valued members of the unit by leadership.
- Contract employees are viewed as part of the team.

- Military managers supervise civilian personnel as effectively as they supervise military personnel.

### **Mission**

- I understand how my contribution supports the mission of the overall unit/organization.
- The work I do every day is critical to operational readiness.
- My unit is well prepared to perform its operational duties.
- My unit/organization makes good use of available resources to accomplish its mission.
- The people I work with are united in trying to achieve our goals/mission.
- The unit's/organization's current vision, mission, and/or priorities are clear.

### **Physical Health**

- I receive the required time to participate in personal fitness.
- A physical training program should be implemented in my unit.
- I am given the time I need during my workday to comply with the mandatory fitness program.
- I am given adequate time to maintain my physical conditioning.
- I feel physically worn out.

### **Physical Work Area**

- I am satisfied with the physical surroundings of my work area.
- Parking is available at work.
- Work areas are accessible to persons with disabilities.
- I feel safe within my work area.

### **Professional Development**

- In the past 12 months, I have witnessed people in my unit promoting a climate based on mutual respect and trust.
- I am satisfied with my latest one-on-one rater feedback session with my rater.
- I receive periodic formal feedback from my rater.
- I have a mentor at work who encourages my development.
- In the last six months, someone at work has talked to me about my progress and career goals.
- I am assigned duties that are commensurate with my rank/grade.
- I feel empowered to control work processes that impact me in this unit/organization.

## Recognition

- Others are recognized for contributing to a positive atmosphere in my workplace.
- I am recognized for contributing to a positive atmosphere in my workplace.
- I am rewarded for contributing to a positive atmosphere in my workplace.
- I am rewarded for my duty performance.
- Participation for community service is recognized in my unit/organization.
- I receive recognition from my supervisor for my contributions to the unit/organization.

## Resources and Support

- I am familiar with the support provided by the Sexual Assault Prevention and Response Office (SAPRO).
- My unit/organization conducts regular discussion forums to strengthen connections and improve trust.
- Programs are in place to address military members'/employees' concerns.
- I am familiar with the support provided by the Equal Opportunity Office.
- I am familiar with the support provided by the Diversity, Inclusion & Belonging Office.
- I am familiar with the support provided by the Violence Prevention Office.
- I received adequate support when I joined my unit/organization.
- The functional experts I work with assist me in my success.
- My commander/leader's support staff meets my needs.

## Respect

- All unit/organization personnel receive the same level of respect from leadership.
- An atmosphere of respect exists in my unit/organization.
- I am treated with dignity and respect in this unit/organization.
- My commander/leader takes steps to ensure I am treated with respect.
- My unit enforces the standards of military courtesy.
- In my unit/organization, people deal effectively with adversity or conflict when it occurs.

## 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.
- People I work with challenge sexual harassing behaviors.
- 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.
- 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).

## Retention

- I plan to retire from the military within the next couple of years.
- My present assignment motivates me to continue my career within the DoD.
- I plan to leave the DoD within the next couple of years.
- Provided the opportunity, I will stay in my current career the next several years, but not until retirement.
- Provided the opportunity, I will stay in my current career until retirement.

## Senior NCO Leadership

- My unit's senior NCO/SEL cares about my personal well-being.
- I would feel comfortable asking my unit's senior NCO/SEL for help.
- My unit's senior NCO/SEL creates an environment that promotes building trust within my unit.
- It is easy for Service members in this unit to meet with the senior enlisted NCO/SEL.
- I would seek the assistance of my First Sergeant/command SEL.

## Sexual Assault

- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a 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.
- In my unit/organization, someone who reports a sexual assault allegation would be blamed for causing problems.
- In my unit/organization, someone who reports a sexual assault allegation would be discouraged from moving forward with the report.
- 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.
- If a coworker were to report a sexual assault allegation, my chain of command/leader would take the report seriously.
- 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.
- If a coworker were to report a sexual assault allegation, my chain of command/leader would support the individual for speaking up.

## Sexual Harassment

- In my unit/organization, someone who reports a sexual harassment complaint would be blamed for causing problems.
- In my unit/organization, someone who reports a sexual harassment complaint would be discouraged from moving forward with the complaint.
- A sexual harassment complaint would be taken seriously in my unit/organization.
- I would feel comfortable reporting a sexual harassment complaint at my unit/organization.
- My immediate supervisor adequately responds to allegations of sexual harassment.
- My immediate supervisor plays an active role in the prevention of sexual harassment.
- My commander/leader adequately responds to allegations of sexual harassment.
- My commander/leader plays an active role in the prevention of sexual harassment.

## Stress and Mental Health

- People I work with are able to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).
- Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member's career.
- In the past 12 months, I have known someone in my unit/organization who has thought of but not attempted suicide.
- I experience a high level of stress because I serve/work in this unit/organization.
- I feel mentally worn out.
- Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength.
- I know what actions to take if someone expresses a desire to do harm to themselves or others.

## Training and Education

- The unit's/organization's orientation program is adequate for new personnel.
- I receive the mentorship I need to perform my job well.
- I have received the necessary training to accomplish my job.
- I receive the training needed to perform my job well.
- I have adequate opportunity to pursue off-duty education.

## Trust in Leadership

- Decisions in my unit/organization are made after reviewing relevant information.
- I trust leadership to handle complaints, problems, or issues effectively.

### Unit Cohesion

- I have good relationships with the people I work with.
- I feel a strong sense of belonging to this unit/workgroup.
- My work environment is free from unprofessional behavior.
- Relationships at work are professional in nature.
- Junior enlisted Service members care about what happens to each other.
- If someone in the unit/organization has a problem, other members of my unit/organization will try to help them out.

### Unit Values

- Human relations problems are handled appropriately in this command.
- My unit/organization is true to Army core values.
- My unit/organization is true to Navy core values.
- My unit/organization is true to Marine Corps core values.
- My unit/organization is true to the Air Force core values.

### Work/Life Balance

- Collateral duties are not interfering with my ability to perform my primary duties.
- I am challenged by the duties of my current job.
- I have sufficient time in my duty day to conduct my core duties.
- I am afforded opportunities to take leave.
- I do not feel overburdened with additional duties.



## Open-ended Custom Questions (SAQ)

### Access to Care

- How would you characterize the medical care obtained from off-base?
- How would you characterize the medical care obtained from on-base providers?

### Commander/Leader, Immediate Supervisor, and Senior NCO

- How would you characterize the way leadership within your unit/organization treats its members?
- What training or development would you give your immediate supervisor to make them better?
- What is ONE thing that leadership can do for you to make your workplace better?
- How effectively do leaders in this unit/organization use your time?
- Do you feel the leadership support provided assures your safety at your workstation? Why or why not?
- What is the ONE thing that leadership can do for you that they currently do not do?
- Do you feel that your chain of command micromanages? If yes, please provide an example.
- How effectively do commanders/leaders deal with conflicts or difficulties within the unit/organization? Please explain.
- How would you describe the example set by your unit's/organization's middle managers? Please explain.
- How would you describe the example set by your unit's/organization's top leaders? Please explain.
- How would you describe the way leadership deals with conflict when it occurs within the unit?
- How much does fraternization create problems at this unit/organization? Please explain.
- How would you describe the way NCOs in this unit interact with junior enlisted service members?
- How would you describe the way officers in this unit interact with enlisted service members?

## Communication

- Describe how information is communicated from senior leadership to all levels of the unit/organization.
- How effective is communication within this unit? How could it be improved?
- How would you characterize the flow of information at this unit/organization? Please explain.
- How would you feel about expressing your opinion to leadership concerning unit/organization issues?
- How would you improve the communication processes in the unit/organization?
- If communication breaks down in this unit/organization, where do you see it happening?
- What one thing would you change to improve 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?
- How do you prefer to receive communications from your unit/organization (e.g., email, meetings, newsletters, social media, etc.)?

## Deployment/Post Deployment

- What worries you about return from deployment?
- If you could CHANGE one thing about this deployment, what would it be?
- How can leadership better support the deployment process?
- If you could MAINTAIN one thing about this deployment, what would it be?
- What are your biggest concerns as you prepare to deploy?
- What is the one thing you like LEAST about this deployment?
- What is the one thing you like MOST about this deployment?

## Discrimination and Harassment

- If you experienced discrimination or harassment but did not report it, why did you choose not to report it?
- What kinds of inappropriate or offensive conduct have you witnessed, if any, while assigned to this unit?
- How serious of a problem do you think discrimination is in your unit/organization? Please explain.
- How serious of a problem do you think harassment is in your unit/organization? Please explain.
- How serious of a problem do you think discrimination and harassment are in your unit/organization? Please explain.
- Please describe anything that has been said while at work that offended you or made you uncomfortable.

## 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.
- How can you and/or leadership strengthen equal opportunity, diversity, inclusion, and belonging?
- How committed is your leadership to creating and fostering an environment of respect and inclusion? Please explain.
- What is your impression of the diversity, equity, inclusion, and accessibility policies at this unit/organization?
- What is your leadership doing well in terms of diversity and inclusion?
- What changes should your leadership make to better support diversity and inclusion?

## Education

- How would you characterize the time and opportunity you are provided to pursue military education?
- How would you characterize the time and opportunity you are provided to pursue personal education?
- How can the unit/organization assist you with completing the next military education you are scheduled to complete?
- How can the unit/organization assist you with pursuing personal education that you are hoping to complete?

## Engagement and Morale

- How much do you feel like a valued member of the team? Please explain.
- How would you characterize the morale of the civilian staff of this unit/organization?
- How would you characterize the morale of the military members of this unit/organization?
- The greatest morale-enhancing action leadership could make at this unit/organization would be:
- What changes does this unit/organization need to improve morale?
- What do you see as the most significant factor impacting morale at this unit/organization?
- Are you proud to be a member of this unit/organization? Please explain.
- How would you rate your level of job satisfaction (low, average, high) and why?
- What changes does our unit/organization need to make to improve how well we work together?

## Fairness

- Can you provide any recent examples of favoritism or discrimination you have witnessed? What actions did you take?
- How would you characterize the fairness of the unit/organization's disciplinary actions?
- How fair do you see the Individual Augmented selection process? Please explain.
- How well does the unit/organization hold people accountable for their performance?
- Do you feel that there is any unfairness with billet assignments, fitness reports, or awards? Please explain.

## 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?
- 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.
- Does the Military provide access to adequate childcare for your family's needs? If not, please explain what is needed from your perspective.
- How do you access gender-specific medical care (contraceptive counseling, vasectomies, etc.) when you need it?
- Has the support you received from your command related to family and pregnancy planning changed your decision to reenlist/remain commissioned? Please explain.

## Gender-Specific Health

- How do you access gender-specific medical care when you need it?
- Do you feel as though command leadership has sufficient knowledge of gender-specific health needs to maintain your readiness? Please explain.

## Physical Work Area

- If you could make one facility improvement, what would it be?
- What would you suggest to improve the parking situation?
- What are the things that bring you the most satisfaction and least satisfaction working at your workstation?
- What would you change about the current food service?

## Recognition

- How are your contributions to the unit/organization's mission recognized?
- How much are your contributions to the unit/organization's mission appreciated? Please explain.
- How are you recognized for your performance?
- What type of performance feedback do you receive from your chain of command? Describe whether it has been beneficial, and why.
- How much does your supervisor value, support and encourage your ideas for improvement? Please explain.

## Resources and Support

- How would you describe your experiences with Base Support Services?
- The most valuable feature of Base Support Services is:
- What is the quality of life in the barracks? Please explain.
- What one thing would you change about Base Support Services?
- What one thing would you make sure Base Support Services continues to provide?
- What type of training would you like to see available to you in the next fiscal year?
- How often do you receive Leader Development Training within your command?
- 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?
- Do you get sufficient time and resources to accomplish your assigned tasks? Please explain.
- What can be done to help you better perform your work?
- What things keep you from performing your work well?
- What things help you perform your work well?
- How would you describe your experience with your check-in procedures when you first arrived at this unit/organization?
- How would you describe your experience with your sponsor when you arrived at this unit/organization?
- Describe how the unit/organization encourages or discourages growth/advancement.
- What factors contribute to your decision whether or not to pursue a career in the Service?
- How important do you feel your daily duties are to this unit/organization's mission? Please explain.
- Briefly describe how Bridge Chats have improved your organization's climate.
- What resources would help you complete your job more effectively?

- 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.

### Respect

- How would you describe leaderships' commitment to creating and fostering an environment of respect and dignity?
- How would you describe the level of respect higher level leadership provides your department's members?
- Please describe any incidents where members of the unit/organization acted disrespectfully to subordinates.
- Please describe any incidents where members of the unit/organization acted disrespectfully to superiors.

### Retention

- Do you have plans to stay in the military after your current term? Why or why not?
- If you could choose to stay in this unit/organization, would you? Why or why not?
- What can be done to motivate you to continue serving in this unit/organization?
- What are some of the considerations you make when thinking about your intent to stay in the military?
- What would your advice be to someone seeking civilian employment here?
- What would your advice be to someone seeking military orders here?
- If you could take a job with the same pay and responsibilities, elsewhere in your organization, would you take it? Why or why not.

### 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)?
- Briefly list the sources of job-related stress you experience, from the greatest source to the least.
- What are the main causes of stress for you in your unit/organization?
- How comfortable would you feel talking to your primary care manager about accessing mental health support? Explain.

### Training

- How would you characterize the unit/organization's support of formalized training (billet-related and professional)?
- How would you describe the availability of small unit training?
- How would you describe the quality of small unit training?
- How would you describe the value of small unit training?

- What recommendations would you offer to improve unit/organization support of formalized training?
- What type of training would you like to see available to you in the next couple of years?
- How would you describe your experience with the unit's Mentorship Program?
- What do you recommend to improve the unit's Mentorship Program?
- What is the best feature of the unit's Mentorship Program?

### Trust in Leadership

- How much do you trust the senior leadership at the unit? Please explain.
- Can you describe an example where leadership has failed you?

### Unit Challenges and Improvements

- What is the ONE quality of life issue that affects you and how would you improve it?
- What do you see as the most significant improvements made in your unit/organization in the last year?
- 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.
- What do you see as the most significant challenge currently facing this unit right now? What would you recommend to address this challenge?
- What do you see as the most significant challenge facing this unit during the next year?
- 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?
- How have changes (positive or negative) at this unit/organization during the past year impacted you?
- What one thing about our unit/organization would you want to change?
- What do you know about this unit/organization that leadership does not know, but should?
- Which inter-department relationships enhance your mission and why?
- Which inter-department relationships negatively impact your mission and why?
- Explain how you feel your responses on this survey will impact your unit/organization.
- What do you see as the biggest accomplishment or success made in your unit/organization in the last year?
- What can be done to increase trust across the unit/organization?
- What are things that your unit/organization are doing well? What are things in your unit/organization that need improvement?

## Unit Climate

- How is the overall climate of this unit/organization, compared to one year ago? Please explain.
- What three change(s) would you make that you feel would most improve the unit's/organization's climate?
- What climate issue does this unit/organization most need to improve?

## Work Center

- How would you describe the level of professionalism in your work center/department? Please explain.
- In a few words, how would you describe your workplace?
- What issues do you feel need to be addressed in your work center/department?
- How would you describe the way time is utilized to complete tasks in your work area?
- Explain how your unit/organization has helped or hindered you in achieving your professional goals.
- Explain why you would or would not recommend working for your organization to others.
- What do you like most about working in your organization?
- What do you like least about working in your organization?
- What skills does your workgroup/team need to add or improve to be more effective?