



Introduction

This “Data Overview” document will give you detailed information about *DEOCS* data and reports, including information on factor rating alert icons, information on trends over time, how demographic categories are created, and why some data are not reportable.

Here are a few things to keep in mind as you review your *DEOCS* results:

- You must have at least 16 participants complete at least half of their survey to receive results and comments. Subgroups need at least five participants in order to receive results by subgroup and at least 16 participants to receive comments by subgroup.
 - If your survey included multiple subgroups and only one subgroup had fewer than five or 16 participants, it will be combined with the subgroup that had the next lowest number of participants. You will see the subgroups that were combined reflected in the name of the subgroup in your reports. For more information, please see the “Not Reportable Data” section in this document.
- To protect an individual’s confidentiality, results are only reported if there are five or more responses to a question or set of questions. In addition, results are only reported for demographic categories if five or more individuals in a demographic category responded to the question or set of questions.
- Only participants who completed at least half of the *DEOCS* questions are included in reports. Incomplete surveys where fewer than half of the core questions were answered are not included in the *DEOCS* results.
- All percentages displayed are out of the total number participants who responded to a question or set of questions. Missing responses are excluded from the calculations.
- For more information on how to interpret your results, please see the “Interpretation Guide” tab in the *DEOCS* Dashboard.

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About Factor Rating Alert Icons

Your *DEOCS* report may contain an alert icon that looks like this:



This alert appears in *DEOCS* 5.1 reports for any **protective factors with very low favorable ratings** and any **risk factors with very high unfavorable ratings** relative to all other units/organizations that completed a *DEOCS* in the previous year. Note that this is a change from *DEOCS* 5.0 reports. For *DEOCS* 5.0 reports, alerts appeared for factors that were very low/very high relative to others within your Service component; in this context, your Service component corresponded to the Service component selected in the *DEOCS* Portal when your survey was registered.¹

To identify very low or high ratings, unique cut-off scores for each factor were created using percentiles.

Alerts are only included in reports for single surveys, single subgroups, or combined subgroups; alerts are not displayed in combined survey reports.

Protective Factor Cut-Off Scores

For protective factors, lower favorable ratings are more indicative of poor climate, so the *DEOCS* team designed a method to select the ratings that were very low compared to others. For each factor, all favorable ratings from the previous year were ranked from smallest to largest. Cut-off scores were based on the 25th percentile. This means that 25% of the ratings were below this cut-off score and considered “very low” ratings, while 75% were above this cut-off score.

An example of how cut-off scores were determined using a group of 10 mock units is below. This example focuses on *Connectedness*, and Table 1 displays the 10 units and their corresponding *Connectedness* favorable ratings. The first step is to rank the units according to their ratings. Table 2 shows the same set of 10 units ranked according to their *Connectedness* favorable rating.

¹ Because some Service components have only a small number of *DEOCS* registrations in a one year period, several Service components had to be combined. The following Service components are listed separately in the *DEOCS* Portal, but were combined for the purposes of creating factor rating alerts for *DEOCS* 5.0 reports: Air Force active duty and Space Force active duty; Air Force Reserve and Space Force Reserve; DoD and all faculty/staff components from the Military Service Academies (MSA) and MSA Preparatory Schools; all student components from the Military Service Academies (MSA) and MSA Preparatory Schools.

Table 1.

Units	Connectedness Favorable Rating
Unit A	74%
Unit B	78%
Unit C	62%
Unit D	72%
Unit E	86%
Unit F	74%
Unit G	76%
Unit H	74%
Unit I	81%
Unit J	73%

Rank units from smallest to largest based on their favorable ratings.

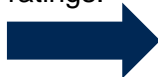




Table 2.

Rank	Units	Connectedness Favorable Rating
1	C	62% 
2	D	72% 
3	J	73%
4	A	74%
5	F	74%
6	H	74%
7	G	76%
8	B	78%
9	I	81%
10	E	86%

Unit J's rating is at the 25th percentile. This favorable rating becomes the cut-off score for *Connectedness* for all units or organizations. Any unit or organization with a *Connectedness* favorable rating below 73% receives an alert for this factor.

Next, we need to identify the rank that is at the 25th percentile. To do this, we use the following formula:

$$\text{Rank} = (\text{Percentile} / 100) * (\text{number of units} + 1)$$

For this example, that is: $(25 / 100) * (10 + 1) = 2.75$. Since this is not a whole number, we need to round it up to 3. **The unit with rank 3 is at the 25th percentile, therefore the cut-off score for this factor is 73%.** Any unit or organization with a *Connectedness* favorable rating below 73% receives an alert for this factor. In this example, Unit D and Unit C receive alerts. Unit J does not receive an alert because we require the rating to be below the cut-off score rather than equal to or below it.

Risk Factor Cut-Off Scores

For risk factors, higher unfavorable ratings are more indicative of poor climate, so the DEOCS team designed a method to select the ratings that were very high compared to others. For each factor, all unfavorable ratings from the previous year were ranked from smallest to largest. Cut-off scores were based on the 75th percentile. This means that 75% of the ratings were below this cut-off score, while 25% were above this cut-off score and considered “very high” ratings.

An example of how cut-off scores were determined using a group of 10 mock units is below. This example focuses on *Alcohol Impairing Memory*, and Table 3 displays the 10 units and their corresponding *Alcohol Impairing Memory* unfavorable ratings. The first step is to rank the units according to their ratings. They are ranked from smallest to largest. Table 4 shows the same set of 10 units ranked according to their *Alcohol Impairing Memory* unfavorable rating.



Table 3.

Units	Alcohol Impairing Memory Unfavorable Rating
Unit A	8%
Unit B	4%
Unit C	13%
Unit D	12%
Unit E	7%
Unit F	3%
Unit G	9%
Unit H	15%
Unit I	4%
Unit J	16%

Rank units from smallest to largest based on their unfavorable ratings.



Table 4.

Rank	Units	Alcohol Impairing Memory Unfavorable Rating
1	F	3%
2	B	4%
3	I	4%
4	E	7%
5	A	8%
6	G	9%
7	D	12%
8	C	13%
9	H	15% 
10	J	16% 

Unit C's rating is at the 75th percentile. This unfavorable rating becomes the cut-off score for *Alcohol Impairing Memory* for all units or organizations. Any unit or organization with an *Alcohol Impairing Memory* unfavorable rating above 13% receives an alert for this factor.

Next, we need to identify the rank that is at the 75th percentile. To do this, we use the following formula:

$$\text{Rank} = (\text{Percentile} / 100) * (\text{number of units} + 1)$$


For this example, that is: $(75 / 100) * (10 + 1) = 8.25$. Since this is not a whole number, we need to round it down to 8. **The unit with rank 8 is at the 75th percentile, therefore the cut-off score for this factor is 13%.** Any unit or organization with an *Alcohol Impairing Memory* unfavorable rating above 13% receives an alert for this factor. In this example, Unit H and Unit J receive alerts. Unit C does not receive an alert because we require the rating to be above the cut-off score rather than equal to or above it.

Additional Information

It is important to note that cut-off scores will differ by factor. For example, cut-off scores for *Cohesion* will be different than those for *Inclusion*. Cut-off scores are updated yearly before the annual fielding begins in August.

Finally, we do not report the cut-off scores themselves. The alert icon will appear only if your unit's/organization's factor ratings are below or above the established cut-off scores.

About Trends Over Time

Your *DEOCS* report may contain trends over time. If available, previous *DEOCS* results can be viewed by clicking on this icon  in the *DEOCS* dashboard on the Factor Ratings tab. Trends are also included in a table format in the *DEOCS* reports if they are available to report.

Trends are included in your report if you have previous *DEOCS* results that were registered with the same Service component, the same unit identification code (UIC), and the same commander/leader. If registrations used different UICs or if there was a change in leadership, trends cannot be included in your report at this time. It is also important to note that trends are only included for *DEOCS* versions 5.0 and 5.1. Previous versions of the *DEOCS* (e.g., version 4.0 or 4.1) had very different questions and therefore, results cannot be compared or trended across these versions. Trends also cannot be reported for any subgroups, combined subgroups, or combined surveys. Finally, trends cannot be reported if there were multiple survey registrations with the same Service component, the same UIC, the same commander/leader, and the same survey end date.

For example, in the below scenario in Table 5, trends are only available for Survey 3 and Survey 4; Surveys 1 and 2 have the same end dates so trends are not available.

Table 5.

Survey Registrations	Start – End Dates	Service Component	Unit Identification Code (UIC)	Commander/Leader Email	Trends Available to Report?
Survey 1	2/1/2021 – 3/1/2021	Army Active Duty	10101	CommanderA@mail.mil	No
Survey 2	2/2/2021 – 3/1/2021	Army Active Duty	10101	CommanderA@mail.mil	No
Survey 3	2/1/2022 – 3/1/2022	Army Active Duty	10101	CommanderA@mail.mil	Yes
Survey 4	2/1/2023 – 3/1/2023	Army Active Duty	10101	CommanderA@mail.mil	Yes

If multiple surveys have overlapping field dates, but different end dates, trends **will** be reported. For example, in the below scenario in Table 6, trends will be available for Surveys 1, 2, and 3 because they have the same Service component, the same UIC, the same commander/leader, and different end dates.

Table 6.

Survey Registrations	Start – End Dates	Service Component	Unit Identification Code (UIC)	Commander/Leader Email	Trends Available to Report?
Survey 1	2/1/2021 – 3/1/2021	Army Active Duty	10101	CommanderA@mail.mil	Yes
Survey 2	2/1/2021 – 3/15/2021	Army Active Duty	10101	CommanderA@mail.mil	Yes
Survey 3	2/1/2022 – 3/1/2022	Army Active Duty	10101	CommanderA@mail.mil	Yes

Interpreting Trends Over Time

Even if your report includes trends over time, there are a few things you should keep in mind when interpreting these results:

- There were some significant changes to questions between *DEOCS* versions 5.1 and 5.0. These changes mean we cannot report trends for all factors between versions. You may also need to interpret trends with caution if there were even minor changes between versions. Below is a summary of the factors that had minor or major changes between *DEOCS* 5.1 and 5.0. Please use caution when comparing trends from *DEOCS* 5.0 and 5.1 for these factors in particular:
 - *Engagement & Commitment*: reduced number of questions on *DEOCS* 5.1 and minor question text changes.
 - *Inclusion*: reduced number of questions on *DEOCS* 5.1 and minor question text changes.
 - *Leadership Support*: reduced number of questions on *DEOCS* 5.1 and minor question text changes.
 - *Safe Storage for Lethal Means*: major question text changes and a different set of response options. Trends between *DEOCS* 5.0 and 5.1 cannot be reported.
 - *Transformational Leadership*: reduced number of questions on *DEOCS* 5.1 and minor question text changes.
 - *Alcohol Impairing Memory*: changes to timeframe participants are asked to consider when answering the question.
 - *Binge Drinking*: changes to threshold for males and females and changes to timeframe participants are asked to consider when answering the question.
 - *Passive Leadership*: minor question text changes.

- *Racially Harassing Behaviors*: minor question text changes.
- *Sexually Harassing Behaviors*: reduced number of questions on DEOCS 5.1.
- *Stress*: reduced number of questions on DEOCS 5.1 and changes to timeframe participants are asked to consider when answering the questions.
- *Toxic Leadership*: reduced number of questions on DEOCS 5.1 and minor question text changes.
- *Workplace Hostility*: reduced number of questions on DEOCS 5.1 and minor question text changes.
- If there were significant changes in your **roster size** at any point in time, you may need to interpret trends over time with caution. For example, let's say you administered surveys in 2021 and 2022 with the same UIC and commander. Survey 1 included 200 individuals and Survey 2 included 100 individuals due to a re-organization (see Table 7 below). Trends will be reported; however, because there was a large change in roster size between the two surveys, you should use caution when comparing results from the surveys as they may lack comparability. Take a close look at the number of participants registered, surveys returned, and the response rate for any surveys for which trends are available to report; use caution when comparing trends over time if there are big differences in these numbers between surveys.

Table 7.

Survey Registrations	Start – End Dates	Unit Identification Code (UIC)	Roster Size	Trends Available to Report?
Survey 1	2/1/2021 – 3/1/2021	10101	200	Yes, but interpret with caution due to roster size changes
Survey 2	2/1/2022 – 3/1/2022	10101	100	Yes, but interpret with caution due to roster size changes

- If there were significant changes in your **roster composition** at any point in time, you may need to interpret trends over time with caution. For example, you administered surveys in 2021 and 2022 with the same UIC and commander. You have three sub-units in your organization and Survey 1 included all three sub-units, but you had to change the administration the following year, so Survey 2 and Survey 3 have different sub-units in them (see Table 8 below). Trends will be reported because all surveys have different end dates; however, because there was a change in which sub-units were included in each survey, you should interpret trend comparisons with caution as they lack comparability. You may be able to identify changes in roster composition by looking at the subgroups that were included on each survey or by talking to the survey administrator.

Table 8.

Survey Registrations	Start – End Dates	Unit Identification Code (UIC)	Roster Composition	Trends Available to Report?
Survey 1	2/1/2021 – 3/1/2021	10101	Sub-unit A, Sub-unit B, Sub-unit C	Yes, but interpret with caution due to roster composition changes
Survey 2	2/1/2022 – 3/1/2022	10101	Sub-unit A	Yes, but interpret with caution due to roster composition changes
Survey 3	2/1/2022 – 3/15/2022	10101	Sub-unit B, Sub-unit C	Yes, but interpret with caution due to roster composition changes

- If there was a change in **deployment** at different time points, you may need to interpret trends over time with caution. For example, if you conducted a survey in 2021 when the unit was not deployed and conducted a second survey in 2022 when the unit was deployed, the trends may be less comparable.
- Any additional significant changes in **military policy** or other DoD policy and regulations that may have happened at specific time points. Again, these things may impact trend comparability.

How Demographic Categories Are Created

DEOCS reports include breakouts of results by demographic categories. These breakouts allow you to view results of the following demographic categories:

- Non-Hispanic White and minority
- Male and female
- Enlisted and officer
- Junior enlisted and senior enlisted
- Junior officer and senior officer
- Military and civilian
- Junior civilian and senior civilian
- Non-supervisor and supervisor
- Faculty and non-faculty
- Tenure/tenure-track faculty and non-tenure-track faculty
- Class year²
- Athlete and non-athlete²

Participants are included in these demographic categories based on how they respond to the demographic questions on the survey. If a participant chooses not to answer some of the demographic questions, it is not possible to add those responses into the demographic breakouts. All responses will still be included in the overall unit/organization numbers. For example, if a participant chooses not to answer whether they are male or female, their survey data will not be included in the male and female breakouts, but will still be included in the overall numbers and in other demographic breakouts, as applicable.

DEOCS 5.1 includes new demographic questions related to sexual orientation and gender identity. These demographic categories are not included in reports at this time, but may be included in the future.

² This demographic category only applies to cadets and midshipmen from the Military Service Academies (MSA) and cadet and midshipmen candidates from the MSA Preparatory Schools.

The table below demonstrates how the breakouts for **Non-Hispanic White and minority** are created using responses to the Hispanic Origin and race questions. Your report may not show these categories for all factors because there must be **at least five participants from each category** in order to display data; see the next section on Not Reportable Data for more information.

Response to Hispanic Origin Question	Response to Race Question	DEOCS Report Breakout: Non-Hispanic White & Minority
Not Spanish, Hispanic or Latino	White (only)	Non-Hispanic White
Not Spanish, Hispanic or Latino	White + any other race selection	Minority
Not Spanish, Hispanic or Latino	Any, except White (only)	Minority
Spanish, Hispanic or Latino	Any or all blank/missing	Minority
Blank/missing	White (only)	Non-Hispanic White
Blank/missing	White + any other race selection	Minority
Blank/missing	Any, except White (only)	Minority
Not Spanish, Hispanic or Latino	All blank/missing	<i>Not included</i>

The table below demonstrates how the breakouts for **military personnel, including enlisted and officers, junior enlisted and senior enlisted, and junior officer and senior officer** are created using survey responses to the military paygrade question.

Remember, your report may not show all of these categories for all factors because there must be **at least five participants from each category** in order to display data; see the next section on Not Reportable Data for more information.

Paygrade	DEOCS Report Breakout: Enlisted & Officer	DEOCS Report Breakout: Junior Enlisted & Senior Enlisted	DEOCS Report Breakout: Junior Officer & Senior Officer
E1 to E3	Enlisted	Junior Enlisted	<i>Not included</i>
E4 to E6	Enlisted	Junior Enlisted	<i>Not included</i>
E7 to E9	Enlisted	Senior Enlisted	<i>Not included</i>
W1 to W5	Officer	<i>Not included</i>	Junior Officer
O1 to O3	Officer	<i>Not included</i>	Junior Officer
O4 and above	Officer	<i>Not included</i>	Senior Officer
Blank/missing	<i>Not included</i>	<i>Not included</i>	<i>Not included</i>

The table below demonstrates how the breakouts for **civilian personnel, including junior civilian and senior civilian, non-faculty and faculty, and tenure or tenure-track faculty and non-tenure track faculty** are created using survey responses to the civilian paygrade question.

Remember, your report may not show all of these categories for all factors because there must be **at least five participants from each category** in order to display data; see the next section on Not Reportable Data for more information.

Paygrade	DEOCS Report Breakout: Junior Civilian & Senior Civilian	DEOCS Report Breakout: Faculty & Non-Faculty	DEOCS Report Breakout: Tenure & Non-Tenure
GS 1 to 6	Junior Civilian	Non-Faculty	<i>Not included</i>
GS 7 to 12	Junior Civilian	Non-Faculty	<i>Not included</i>
GS 13 to 15	Senior Civilian	Non-Faculty	<i>Not included</i>
Senior Executive Service (SES)	Senior Civilian	Non-Faculty	<i>Not included</i>
Federal Wage System pay plan (e.g., WG/WS/WL)	<i>Not included</i>	Non-Faculty	<i>Not included</i>
Non-Appropriated Fund (NAF)	<i>Not included</i>	Non-Faculty	<i>Not included</i>
Demonstration/Alternative/ Other pay plans	<i>Not included</i>	Non-Faculty	<i>Not included</i>
Title 10 tenured or tenure-track faculty	<i>Not included</i>	Faculty	Tenure or Tenure-Track Faculty
Title 10 non-tenure-track faculty	<i>Not included</i>	Faculty	Non-Tenure-Track Faculty

The table below demonstrates how the breakouts for **Class year** and **athlete/non-athlete** are created using responses to applicable survey questions.³

Remember, your report may not show all of these categories for all factors because there must be **at least five participants from each category** in order to display data; see the next section on Not Reportable Data for more information.

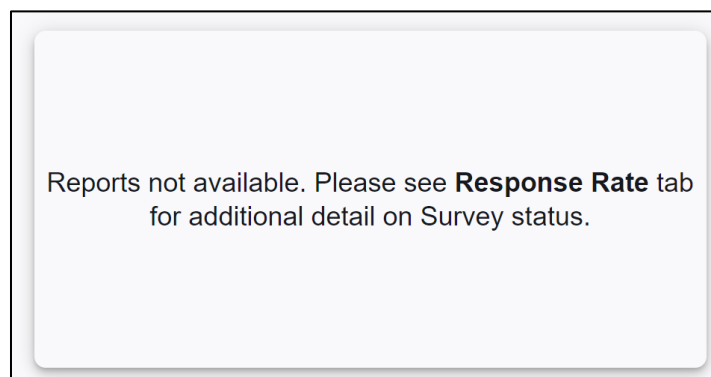
Survey Questions	Response to Question	DEOCS Report Breakout
What is your Class year?	4/C (First Year)	First Year
	3/C (Second Year)	Second Year
	2/C (Third Year)	Third Year
	1/C (Fourth Year)	Fourth Year
	All blank/missing	<i>Not included</i>
Are you a member of an intercollegiate athletic team?	Yes	Athlete
	No	Non-Athlete
	All blank/missing	<i>Not included</i>

³ These demographic categories only apply to cadets and midshipmen from the Military Service Academies (MSA) and cadet and midshipmen candidates from the MSA Preparatory Schools.

Not Reportable Data

Suppression Rules to Create Reports

There are several rules in place that govern when data cannot be reported because it may put participants' confidentiality at risk. We refer to these as suppression rules. First, a minimum number of 16 eligible participants are required to receive an overall *DEOCS* survey results report or a comments report. In order to be considered an eligible participant, someone must complete at least half of the core questions on the *DEOCS*. If your *DEOCS* has ended and it does not have enough eligible participants, a report cannot be generated and you will see this message when trying to access the reporting tabs in the dashboard:



If you opted to include subgroups in your survey, you may receive survey results by subgroup if at least five eligible participants completed the survey for that subgroup. Because comments are more sensitive, we require at least 16 eligible participants from a subgroup in order to receive a comments report for that subgroup.

There are a few additional suppression rules in place to protect a participant's confidentiality if you have multiple subgroups and only one subgroup did not have enough participants to produce a survey results report or a comments report.⁴ The rules are detailed below:

- If your survey included multiple subgroups and only one subgroup had fewer than five participants, it will be combined with the subgroup that had the next lowest number of participants in order to produce survey results. If two or more subgroups had the next lowest number of participants, it will be combined with the subgroup whose name is alphabetically first. You will see the subgroups that were combined reflected in the name of the subgroup on the cover page of your report and in the dashboard's Group filter.

⁴ These suppression rules were put in place starting in February 2023. Reports produced prior to this date do not include these rules. These rules ensure that no one can use the data provided in *DEOCS* reports to mathematically recreate data that are not reportable.

An example appears in the table below. In this example, there is only one subgroup with fewer than five participants (Subgroup C), so it must be combined with the subgroup with the next lowest number of participants in order to produce a survey results report. In this case, Subgroup B and Subgroup C were combined, and Subgroup A remains as-is.

Original Subgroups	Total Survey Returns	Subgroup Survey Results Reportable?	Combined Subgroups with Reportable Survey Results
Subgroup A	20	Yes	Subgroup A (no combination required)
Subgroup B	15	Yes	Subgroup B and Subgroup C
Subgroup C	3	No	

When viewing or downloading your subgroup results in the dashboard, the Group filter will also show the subgroups that were combined.


The screenshot shows the DEOCS Interactive Dashboard with the 'Factor Ratings' tab selected. The 'Group' filter is open, showing a list of results. A red arrow points to 'Subgroup B and C' in the list.

- If your survey included multiple subgroups and only one subgroup had fewer than 16 participants, it will be combined with the subgroup that had the next lowest number of participants in order to produce a comments report. If any subgroups were combined to produce a survey results report, this rule will use the new, combined total number of participants to identify whether a comments report can be produced or not. You will see the subgroups that were combined reflected in the name of the subgroup in the comments report. Two examples to illustrate this are below.

Continuing with the first example in this section, Subgroup A had 20 total returns so this subgroup will receive a stand-alone comments report. Because Subgroup B and Subgroup C were combined to produce survey results, their new combined number of survey returns is 18; this means that a comments report can be produced for the combined grouping of Subgroups B and C.

Original Subgroups	Total Survey Returns	Total Survey Returns After Subgroups Combined	Subgroups with Reportable Comments Reports
Subgroup A	20	20	Subgroup A
Subgroup B	15	18	Subgroup B and Subgroup C
Subgroup C	3		

Comments reports are available to download in the *DEOCS* dashboard as a PDF or excel file. Once downloaded, you can see the subgroups that were combined in the upper corner of the PDF and on the first sheet of the excel file.

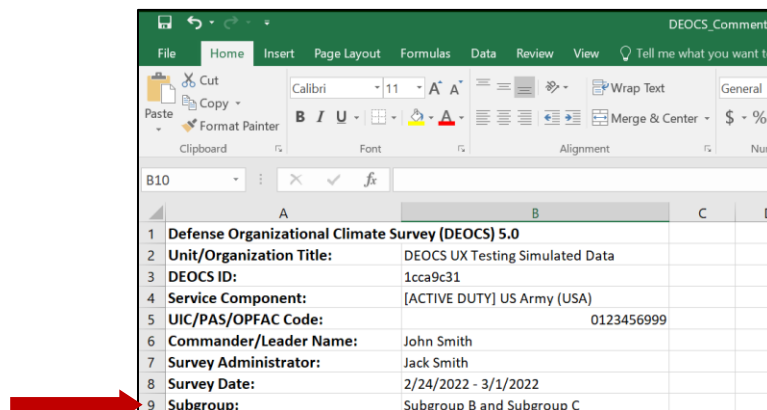


DEOCS

Registration: DEOCS UX Testing 1cca9c31
 Unit: DEOCS UX Testing Simulated Data
 Commander: John Smith
 Survey Administrator: Jack Smith
 Survey Dates: 2022-02-24 – 2022-03-01
 Group Name: Subgroup B and Subgroup C

Comments

If you have any additional comments or concerns that you would like to provide about your immediate supervisor, you may share them here. Senior leadership will be able to see what you write but not who wrote it. Please do not include personally identifiable information (for example, stating your name or your immediate supervisor's name).



	A	B	C	D
1	Defense Organizational Climate Survey (DEOCS) 5.0			
2	Unit/Organization Title:	DEOCS UX Testing Simulated Data		
3	DEOCS ID:	1cca9c31		
4	Service Component:	[ACTIVE DUTY] US Army (USA)		
5	UIC/PAS/OPFAC Code:	0123456999		
6	Commander/Leader Name:	John Smith		
7	Survey Administrator:	Jack Smith		
8	Survey Date:	2/24/2022 - 3/1/2022		
9	Subgroup:	Subgroup B and Subgroup C		

Another example is provided in the table below. Subgroups Y and Z both have 20 participants and, therefore, meet our minimum threshold to receive a stand-

alone comments report. However, one group, Subgroup X, only has five participants and must be combined with another subgroup to produce a comments report. Because both Subgroup Y and Subgroup Z have the same number of participants (20), Subgroup X is combined with the subgroup that is listed first alphabetically—Subgroup Y.

Original Subgroups	Total Survey Returns	Subgroup Survey Results Reportable?	Subgroup Comments Reportable?	Combined Subgroups with Reportable Comments
Subgroup X	5	Yes	No	Subgroup X and Subgroup Y
Subgroup Y	20	Yes	Yes	
Subgroup Z	20	Yes	Yes	Subgroup Z

When attempting to download comments reports, you will only see options to download PDF or excel reports for Subgroup Y or Subgroup Z. Once you download a comments report for Subgroup Y, however, you will see that comments for Subgroup X and Subgroup Y have been combined within the report. Similar to the above examples, “Subgroup X and Subgroup Y” will appear in the upper corner of the PDF report and on the first sheet of the excel file.

- Finally, you may see some subgroups titled “Unassigned.” If your survey included multiple subgroups and not all individuals on the roster were assigned to named subgroups, then “Unassigned” will be the default subgroup title for those individuals. While stand-alone survey results or comments reports are never produced for individuals in an unassigned subgroup, they are treated as a subgroup in terms of the above suppression rules. This means you may see a subgroup titled “Unassigned” in the Response Rates tab of the dashboard. You may also see survey results or comments from the “Unassigned” subgroup combined with your other, named subgroups. An example appears in the table below.

In this example, there is only one subgroup with fewer than five participants (Unassigned), so it must be combined with the subgroup with the next lowest number of participants in order to produce a survey results report. In this case, Subgroup A and Unassigned were combined, and Subgroup B remains as-is.

Original Subgroups	Total Survey Returns	Subgroup Survey Results Reportable?	Combined Subgroups with Reportable Survey Results
Subgroup A	25	Yes	Subgroup A and Unassigned
Subgroup B	30	Yes	Subgroup B
Unassigned	3	No	(combined with Subgroup A)

When viewing or downloading your subgroup results in the dashboard, the Group filter will show that Subgroup A and Unassigned were combined. In this example, Subgroup A and Unassigned will be combined to produce survey results, as well as comments.

The screenshot shows the DEOCS Interactive Dashboard with the following search filters:

- Service Component: [ACTIVE DUTY] US Army (USA)
- UIC/PAS/OPFAC: 0123456999
- DEOCS ID and Survey Date *: 1cca9c31 [02/24/2022-03/01/2022]
- Unit/Organization Title: DEOCS UX Testing Simulated Data
- Commander/Leader Name: John Smith
- State: VA
- Group: Overall Unit/Organization

The 'Group' dropdown menu is open, showing the following options:

- Overall Unit/Organization
- Subgroup A and Unassigned (highlighted with a red arrow)
- Subgroup B

Suppression Rules Within Reports

In addition to the suppression rules used to generate reports, there are also several suppression rules used within reports to ensure we are protecting participants' confidentiality. Once your *DEOCS* has ended and you receive your final results, you may notice that some results are missing or marked "NR." This means some results could not be reported (i.e., were suppressed) because there were not enough individuals who responded to the question or set of questions; results may not be reportable for overall factor ratings, for questions, for subgroups, or for demographic categories.

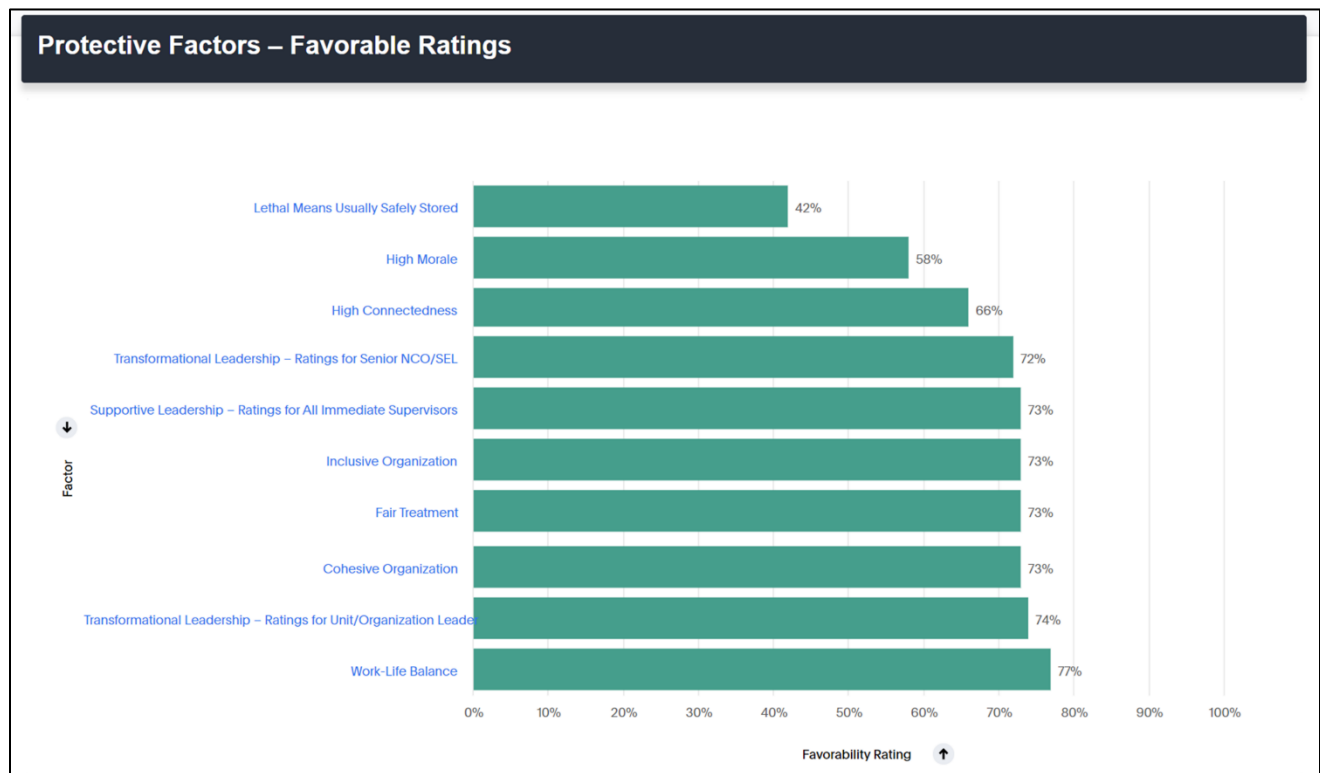
In order to protect confidentiality, results are only reported if there are **five** or more responses to the question or if there are **five** or more individuals in a particular demographic category or subgroup who responded to the question.

A few examples to illustrate how this works in practice are on the following pages.

In order to receive results for a survey question, at least five individuals must have answered the question. In order to receive factor rating results for a factor that is created from multiple survey questions, at least five individuals must have answered each question in the factor group. For example, for the *Engagement & Commitment* factor, for example, there must be at least five responses to each of the questions that make up the *Engagement & Commitment* factor.

Engagement & Commitment Questions	Number of Responses	Engagement & Commitment Results Reported?
I am proud of my work.	26	YES All four questions have at least five responses, so results for <i>Engagement & Commitment</i> are displayed.
My work has a great deal of personal meaning to me.	25	
I am committed to making the military my career.	26	
I feel like “part of the family” among the people I work with.	24	
I am proud of my work.	26	NO Only four people responded to the second question, so results for <i>Engagement & Commitment</i> are not displayed.
My work has a great deal of personal meaning to me.	4	
I am committed to making the military my career.	26	
I feel like “part of the family” among the people I work with.	24	

When data are not reportable for a certain factor, it will be missing from the graph or table. For example, if *Engagement & Commitment* ratings are not reportable, results for this factor will not be displayed in the Protective Factors graph:



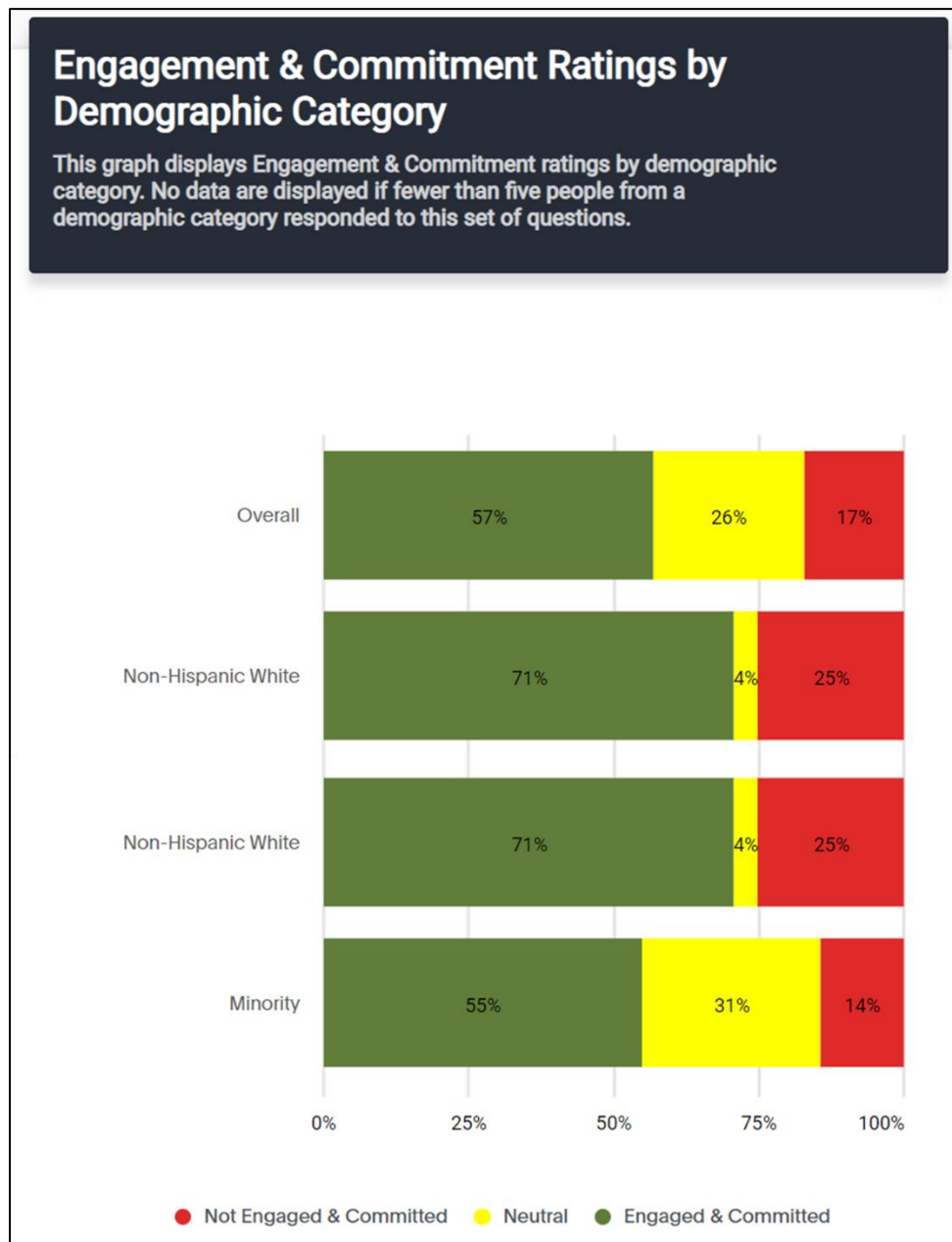
When factor results are not reportable, we recommend looking at the detailed Item Summary tables to see if any of the questions for that factor had reportable data. In the above example, *Engagement & Commitment* is not reportable, but three of the four questions that make up this factor do have enough response to show data. Looking at the results for these questions may still provide valuable information. The Item Summary table would look like the below for this *Engagement & Commitment* example:

Protective Factor: Engagement & Commitment						
Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I am proud of my work.	4% (1)	19% (5)	4% (1)	38% (10)	35% (9)	100% (26)
My work has a great deal of personal meaning to me.	NR	NR	NR	NR	NR	NR
I am committed to making the military my career.	4% (1)	19% (5)	4% (1)	38% (10)	35% (9)	100% (26)
I feel like "part of the family" among the people I work with.	4% (1)	19% (5)	4% (1)	38% (10)	35% (9)	100% (26)

The *DEOCS* reports also include results for demographic categories, such as male and female, military and civilian. In order to receive a factor rating for male and a factor rating for female, at least five males **and** five females must have responded to the questions that make up a particular factor rating. If there are only 4 responses from females, for example, data cannot be reported for males **or** females. An example using the *Engagement & Commitment* factor is below.

Engagement & Commitment Questions	Number of Responses from Males	Number of Responses from Females	Engagement & Commitment Results Reported?
I am proud of my work.	10	10	YES All questions have at least five responses from males AND females, so data are reportable for males <u>and</u> females.
My work has a great deal of personal meaning to me.	10	10	
I am committed to making the military my career.	10	15	
I feel like “part of the family” among the people I work with.	10	10	
I am proud of my work.	10	10	NO There are only 4 responses from females for the second question, so data are not reportable for males <u>or</u> females.
My work has a great deal of personal meaning to me.	10	4	
I am committed to making the military my career.	10	15	
I feel like “part of the family” among the people I work with.	10	10	

When data are not reportable for a certain demographic category, you will not see those categories in the graph; in other words, they will simply be missing. An example where data for males and females are not reportable is below:



Problematic Behaviors

There are three factor ratings that may not be reportable based on a slightly different criteria. These three factors measure serious, problematic behaviors in a unit/organization:

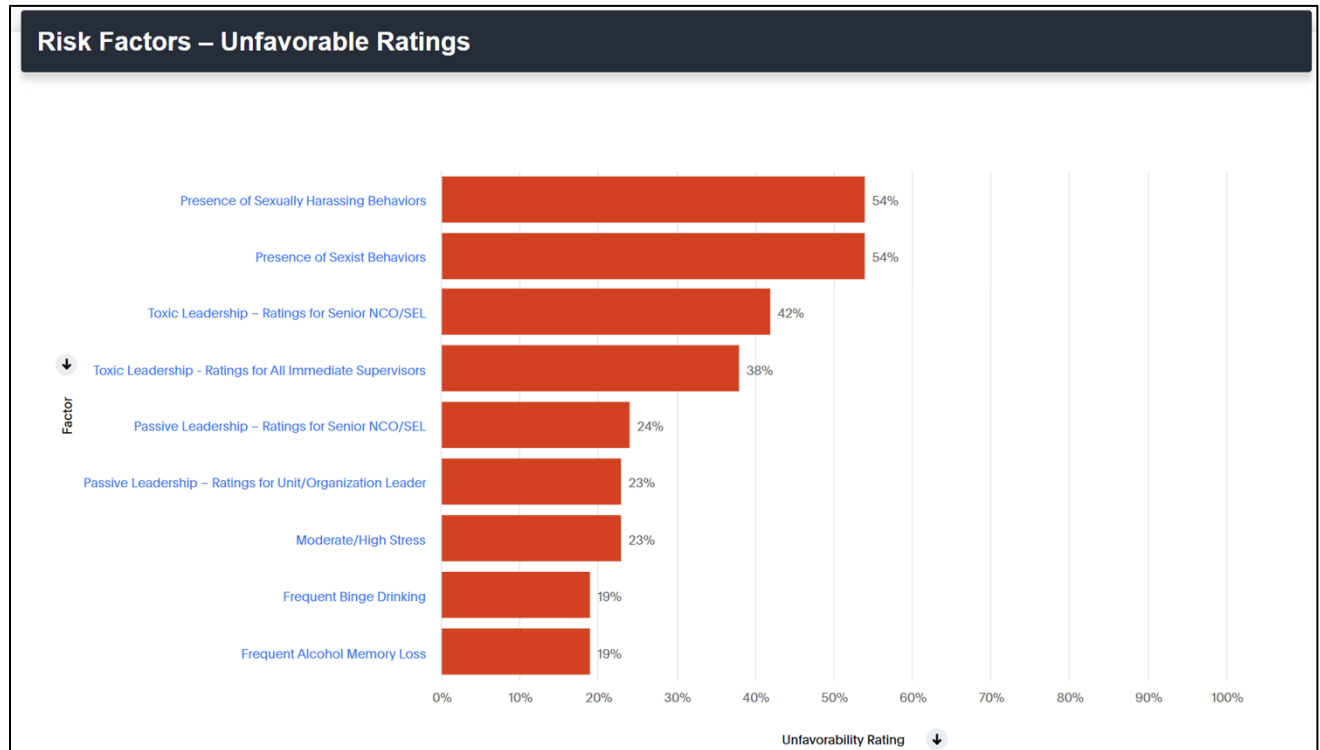
- **Racially Harassing Behaviors:** Measured by 5 questions
- **Sexually Harassing Behaviors:** Measured by 5 questions
- **Sexist Behaviors:** Measured by 1 question

In order to receive results for these factors, at least five people must have contributed to the rating by answering *Never* to at least half of the questions or answering *Rarely*, *Sometimes*, or *Often* to at least one of the questions. An example of a case where data are not reportable for *Racially Harassing Behaviors* is below.

	Racially Harassing Behaviors					
	How often does someone from your work...					
Survey Participants	Q1: tell racial/ethnic jokes?	Q2: express stereotypes?	Q3: use offensive racial/ethnic terms?	Q4: exclude you?	Q5: show you a lack of respect?	Rating
Participant 1	Never	[no answer]	[no answer]	[no answer]	Never	[missing]
Participant 2	Rarely	Never	Never	Never	Never	Presence
Participant 3	[no answer]	[no answer]	Never	[no answer]	Never	[missing]
Participant 4	Often	Often	Often	Often	Often	Presence
Participant 5	Never	[no answer]	Never	[no answer]	Never	No presence
Participant 6	[no answer]	Never	[no answer]	Never	[no answer]	[missing]
Participant 7	Never	[no answer]	[no answer]	Never	[no answer]	[missing]
Participant 8	Sometimes	Sometimes	Sometimes	Sometimes	Sometimes	Presence
Participant 9	[no answer]	Never	[no answer]	[no answer]	[no answer]	[missing]
Participant 10	[no answer]	[no answer]	[no answer]	Never	Never	[missing]

The table above displays how 10 participants responded to each of the five questions about *Racially Harassing Behaviors*. Participants are given a rating of “no presence of behavior” if they answered *Never* to all or at least half of the behaviors (and did not answer *Rarely*, *Sometimes*, or *Often* to any of the behaviors). Individuals are given a rating of “presence of behavior” if they answered *Rarely*, *Sometimes*, or *Often* to at least one of the behaviors. In this example, data are not reportable for this factor because only four individuals are contributing to the scale; six individuals are considered

“missing” because they did not answer enough of the questions to receive a rating. Because data are not reportable, results for this factor will not be displayed in the Risk Factors graph (see below example). We do still recommend looking at the detailed Item Summary results to see if any of the questions for a factor had reportable data since this may provide valuable information.



Combined Reports

Starting in July 2023, *DEOCS* Portal users can create combined reports for subgroups or multiple surveys. Combined subgroup reports may be useful for units with many sub-units or more complex organizational structures. Combined reports may be useful for commanders in charge of multiple units that all conduct separate surveys.

When using this functionality, it is important to keep in mind that results from a single survey or subgroup only represent the individuals who completed it from that group. Combining reports from multiple units/organizations can lead to conflicting results and may not accurately represent any one of the units or organizations in the combined report. For example, combined *DEOCS* results may show a 70% high morale rating, however this may reflect one unit with 90% high morale and another with 50%. For these reasons, it is important to examine each group's individual report, in addition to the combined report.

Finally, this functionality cannot be used to create a combined report that reflects Service-level estimates. OPA creates official Service-level estimates intended to reflect each Service's *DEOCS* results for a calendar year.

Combined Subgroup Reports

Combined subgroup reports, or nested subgroup reports, can be created on the Download tab of the *DEOCS* Dashboard. The following limitations are in place:

- You are only able to combine subgroups within surveys you have access to in the Portal.
- You are only able to combine subgroups within a single survey.
- You are only able to combine subgroups that had enough respondents to generate a Survey Results or Comments report. We refer to these as reportable subgroups.
- If any of your subgroups were automatically combined to meet our suppression rules (see page 14 of this document), you are not able to disaggregate these groups. However, you are able to select an automatically combined subgroup to be combined with one or more reportable subgroups.

Factor ratings for combined subgroups are calculated using the same methods outlined in the Factor Rating Interpretation Guide.⁵

When you are reviewing combined subgroup results, you may notice some results are not included in the report. This can occur if only one subgroup out of all selected had

⁵ The Factor Rating Interpretation Guides for protective and risk factors can be found at the links below:
<https://www.defenseculture.mil/Assessment-to-Solutions/Factor-Products/Protective-Factors/>
<https://www.defenseculture.mil/Assessment-to-Solutions/Factor-Products/Risk-Factors/>

results that were not reportable for a factor, demographic category, or question. Several examples of this are below:

- Ten subgroups are selected for a combined subgroup report. Nine of the 10 have reportable results for *Cohesion*, but one has a not reportable result for *Cohesion*. The combined report must exclude ratings for *Cohesion*.
- Ten subgroups are selected for a combined subgroup report. Nine of the 10 have reportable results for male and female participants, but one has a not reportable result for male and female participants. The combined report must exclude ratings for male and female participants in the demographic category charts.
- Ten subgroups are selected for a combined subgroup report. Nine of the 10 have reportable results for one question in the Item Summary table for *Inclusion*, but one has not reportable result for that question. The combined report must display “NR” (i.e., not reportable) for that question.

In some instances, you may also see results for factors, demographic categories, or questions in a combined report that were not included in the individual subgroup reports. Several examples of this are below:

- Ten subgroups are selected for a combined subgroup report. All 10 subgroups did not display results for *Cohesion* because fewer than five participants answered the questions. When combined, more than five participants responded to the questions so results for *Cohesion* are included in the combined report.
- Ten subgroups are selected for a combined subgroup report. All 10 subgroups did not display results for male and female participants because fewer than five males and five females responded to the questions. When combined, more than five males and five females responded to the questions, so results for male and female participants are included in the demographic category charts.
- Ten subgroups are selected for a combined subgroup report. Six of the subgroups did not display results for male and female participants because fewer than five males and five females responded to the questions. Four of the subgroups displayed results for male and female participants because more than five males and five females responded to the questions. When combined, more than five males and five females responded to the questions, so results for male and female participants are included in the demographic category charts.

Combined Survey Reports

Combined reports, or roll-up reports, can be created on the Combined Results tab of the DEOCS Dashboard. The following limitations are in place:

- You are only able to combine surveys you have access to in the Portal.
- You are only able to combine surveys that had enough respondents to generate a Survey Results or Comments report.

- Surveys from military or civilian Service components cannot be combined with surveys from students at the Military Service Academies (MSA) or MSA Preparatory Schools.
- DEOCS 5.0 surveys cannot be combined with DEOCS 5.1 surveys.
- You are only able to combine a maximum of 50 surveys into a Survey Results report and 50 surveys into a Comments report. These limitations ensure the processing time to produce these reports does not interfere or cause delays to other Portal functions.
- Combined survey reports do not include any factor rating alerts.

It is important to keep in mind that results from a single survey only represent the individuals who completed it from that unit or organization. Combining DEOCS reports from multiple units/organizations can lead to conflicting results and may not accurately represent any one of the units or organizations in the combined report. For example, combined DEOCS results may show a 70% high morale rating, however this may reflect one unit with 90% high morale and another with 50%. Because of this, even if you combine results from multiple surveys into one report, it is still important to review each individual survey report. Each unit or organization may show different areas of concern and therefore, different actions may be needed to improve the climate within that unit/organization.

Factor ratings for combined surveys are calculated by taking the unit's or organization's size into account. This is the equivalent of calculating a weighted average. Because each DEOCS is conducted at the unit- or organization-level and units/organizations can be vastly different in size, using this method will produce a more accurate result. It will prevent smaller-sized units from skewing the results; this is especially important if smaller units have very different results than the larger units they are being combined with.

In addition, because of this method of calculation, reports will only display percentages and will not display counts. The number of responses per response option or question are not displayed because they may not be integers.

The formula for combining factor ratings for two or more surveys is below:

$$\text{Combined Factor Y Rating} = \frac{([Roster_Size_1] * [Rate_1Y]) + ([Roster_Size_2] * [Rate_2Y]) + \dots + ([Roster_Size_n] * [Rate_nY])}{([Roster_Size_1] + [Roster_Size_2] + \dots + [Roster_Size_n])}$$

- [Roster_Size_x] = size of the roster for survey x.
- [Rate_xy] = favorable, neutral, or unfavorable rating for survey x and factor y.

An example using mock data is below:

Survey	Roster Size	Cohesion Favorable Rating
Survey A	20	70%
Survey B	40	90%

Survey A and Survey B are being combined. In order to produce the combined favorable rating for *Cohesion*, we need to take into account each survey's roster size. Using the formula above, the combined favorable rating for *Cohesion* is 83%.

$$(20 \times 0.7) + (40 \times 0.9) / (20 + 40) = 0.833$$

Factor ratings for demographic categories use the same general concept, however, they also take into account the number of respondents from each demographic category. We do not have the demographic makeup of each unit or organization; roster information only collects the total number of individuals in the unit/organization. Instead, we use the demographic information of participants to estimate the overall unit's or organization's demographic makeup. The formula for combining factor ratings for demographic categories is below:

$$\text{Combined Demographic Category Z Rating} = \frac{([Roster_Size_1] \times [PR_1] \times [Rate_1]) + ([Roster_Size_2] \times [PR_2] \times [Rate_2]) + \dots + ([Roster_Size_n] \times [PR_n] \times [Rate_n])}{([Roster_Size_1] \times [PR_1] + [Roster_Size_2] \times [PR_2] + \dots + [Roster_Size_n] \times [PR_n])}$$

- [Roster_Size_x] = size of the roster for survey x.
- [PR_xyz] = proportion of respondents for survey x, factor y, and demographic category z.
- [Rate_xyz] = favorable, neutral, or unfavorable rating for survey x, factor y, and demographic category z.

An example using mock data is below:

Survey	Roster Size	Cohesion Fav. Rating	Male Participants	Male Cohesion Fav. Rating	Female Participants	Female Cohesion Fav. Rating
Survey A	30	70%	15	72%	5	65%
Survey B	50	90%	22	85%	18	95%

Survey A and Survey B are being combined. In order to produce the combined favorable ratings for *Cohesion* for males and females, we need to take into account each survey's roster size and the proportion of male and female participants who responded to the *Cohesion* questions. Using the formula above, the combined favorable rating for males for *Cohesion* is 80% and the combined favorable rating for females for *Cohesion* is 88%.

Males: $(30 \cdot (15/20) \cdot 0.72) + (50 \cdot (22/40) \cdot 0.85) / ((30 \cdot (15/20)) + (50 \cdot (22/40))) = 0.7915$

Females: $(30 \cdot (5/20) \cdot 0.65) + (50 \cdot (18/40) \cdot 0.95) / ((30 \cdot (5/20)) + (50 \cdot (18/40))) = 0.875$

Using this example, you can see that even if you combine results, it is still important to examine the results from each individual survey because different patterns may emerge. While the combined ratings for *Cohesion* showed that female participants had higher favorable ratings compared to males, the results of Survey A showed a different pattern and therefore, may require different actions to improve unit/organization climate.

When you are reviewing combined results, you may notice some results are not included in the report. This can occur if only one survey out of all selected had results that were not reportable for a factor, demographic category, or question. Several examples of this are below:

- Ten surveys are selected for a combined report. Nine of the 10 have reportable results for *Cohesion*, but one has a not reportable result for *Cohesion*. The combined report must exclude ratings for *Cohesion*.
- Ten surveys are selected for a combined report. Nine of the 10 have reportable results for male and female participants, but one has a not reportable result for male and female participants. The combined report must exclude ratings for male and female participants in the demographic category charts.
- Ten surveys are selected for a combined report. Nine of the 10 have reportable results for one question in the Item Summary table for *Inclusion*, but one has not reportable result for that question. The combined report must display "NR" (i.e., not reportable) for that question.

In some instances, you may also see results for factors, demographic categories, or questions in a combined report that were not included in the individual survey reports. Several examples of this are below:

- Ten surveys are selected for a combined report. All 10 surveys did not display results for *Cohesion* because fewer than five participants answered the questions. When combined, more than five participants responded to the questions so results for *Cohesion* are included in the combined report.
- Ten surveys are selected for a combined report. All 10 surveys did not display results for male and female participants because fewer than five males and five females responded to the questions. When combined, more than five males and five females responded to the questions, so results for male and female participants are included in the demographic category charts.
- Ten surveys are selected for a combined report. Six surveys did not display results for male and female participants because fewer than five males and five females responded to the questions. Four surveys displayed results for male and female participants because more than five males and five females responded to the questions. When combined, more than five males and five females responded to the questions, so results for male and female participants are included in the demographic category charts.