



DEOCS 4.1

The DEOCS (Defense Organizational Climate Survey) 4.1 is a commander's tool that proactively assesses critical organizational climate dimensions that can impact the organization's mission. This voluntary survey measures 21 climate factors to help commanders assess how their unit feels about the policies, practices, and procedures that impact them most. The DEOCS 4.1 focuses on three primary areas:

- Organizational Effectiveness
- Equal Opportunity (EO) / Equal Employment Opportunity (EEO) / Fair Treatment
- Sexual Assault Prevention & Response

The survey has 56 questions to measure 21 climate factors:

- Nine Organizational Effectiveness factors, using 31 questions
 - Six EO/EEO/Fair Treatment factors, using 17 questions
 - Six Sexual Assault Factors, using up to 8 questions
 - An optional 10 multiple choice and five short answer questions can be added
- A majority of questions use a seven-point “Strongly Agree — Strongly Disagree” scale with a “Neither Agree nor Disagree” middle point.
 - DEOCS results are provided to commanders in a new interactive dashboard. Data can also be downloaded as a PDF or Excel sheet through the dashboard interface.
 - Leaders are encouraged to share the results with their unit or organization members.
 - The DEOCS dashboard breaks down results by various categories so leaders can easily compare groups such as male/female, majority/minority, enlisted/officer, supervisor/non-supervisor, and military/civilian.
 - Leaders can choose to add subgroup breakouts to see results by other categories that are helpful to them, such as subunits or MOS.
 - The dashboard uses color to visually present some results, so that commanders can easily see which factors are working well (in green or white) and which areas need improvement (in yellow or red). Resources are available on <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> to help commanders address areas that need improvement.