The redesigned DEOCS (Defense Organizational Climate Survey) 5.0 is a commander's tool that assesses 19 protective and risk factors that can impact an unit/organization's climate and ability to achieve their mission.

**Protective Factors**
- Cohesion
- Connectedness
- Engagement & Commitment
- Fairness
- Inclusion
- Morale
- Safe Storage for Lethal Means
- Work-life Balance
- Leadership Support
- Transformational Leadership

**Risk Factors**
- Alcohol Impairing Memory
- Binge Drinking
- Stress
- Passive Leadership
- Toxic Leadership
- Racially Harassing Behaviors
- Sexually Harassing Behaviors
- Sexist Behaviors
- Workplace Hostility

For more information about each factor, visit: [www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/](http://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/)

**The DEOS 5.0 Survey Instrument**
The voluntary DEOCS 5.0 survey contains roughly 100 questions based on leading social and military research. Commanders/Leaders can also add up to 10 multiple choice and five short answer questions from a list of over 600 questions covering 50 topic areas to customize the DEOCS 5.0 for their unit/organization.

**The DEOCS 5.0 Dashboard and Data Products**
DEOCS results are provided to commanders in a new interactive dashboard. Ratings for all protective and risk factors are color coded to show favorable (in green), neutral (in yellow), and unfavorable (in red). Results can also be downloaded as a PDF report. Graphs and tables can be downloaded as images, excel files, or PDFs. Leaders are encouraged to share the results with their unit/organization members.

**DEOCS 5.0 Breakouts**
Results can be broken down by various demographic categories, including gender, Race/Ethnicity, officer status, supervisor status, and military/civilian. Leaders can also add customizable subgroups to breakout results in ways useful to their specific unit or organization (for example, subunits, divisions, workgroups, teams, or MOS).