



DEOCS v5.0

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/

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).