

## DEOCS 5.0 Customizable Survey Block

The following are optional survey items. Commanders and leaders may select items from this list for inclusion in their DEOCS administration. All items in the Locally Developed Questions (LDQs) section use a 5-point scale (Strongly agree/Agree/Neither agree nor disagree/Disagree/Strongly disagree). Items in the Short Answer Question (SAQs) section are open-ended.

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## Locally Developed Questions

### Section I. Work/Academy Experience

#### Engagement and Morale

- I like my current job. (DEOCS 4.1)
- I feel satisfied with my current job. (DEOCS 4.1)
- I am happy with my current job. (DEOCS 4.1)
- At my job I always persevere, even when things do not go well. (4.1LDQ)
- I feel happy when I am working intensely. (4.1LDQ)
- I find the work that I do full of meaning and purpose. (4.1LDQ)
- I get immersed in my work. (4.1LDQ)
- My work inspires me. (4.1LDQ)
- My work is challenging to me. (4.1LDQ)
- I am proud of the work that I do. (4.1LDQ)
- I can continue working for long periods at a time. (4.1LDQ)
- When I am working, I forget everything else around me. (4.1LDQ)
- I am enthusiastic about my work. (DEOCS 4.1)
- Time flies when I am working. (DEOCS 4.1)
- I am being fully utilized in my current job. (4.1LDQ)
- I am challenged by my current job. (4.1LDQ)
- 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.
- When I get up in the morning, I feel like going to work. (4.1LDQ)

#### Equipment

- My command-issued gear is offered in appropriate sizing options.

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

#### Military, Civilian and Contractor Working Relationships

- Civilian managers supervise military personnel as effectively as they supervise civilian personnel. (4.1LDQ)
- Civilians are treated as valued members of the unit by leadership. (4.1LDQ)
- Contract employees are viewed as part of the team. (4.1LDQ)
- Military managers supervise civilian personnel as effectively as they supervise military personnel. (4.1LDQ)

#### Mission

- The people I work with are united in trying to achieve our goals/mission.
- My unit/organization makes good use of available resources to accomplish its mission. (DEOCS 4.1)
- The people I work with are united in trying to achieve our goals/mission.
- I understand how my unit/organization supports the mission of the overall unit/organization. (4.1LDQ)
- The unit/organization recognition program enhances our ability to perform our mission. (4.1LDQ)
- I feel the work I do every day is critical to warfighter readiness and national security.
- My unit is well prepared to perform its wartime duties. (4.1LDQ)
- The unit's/organization's current vision, mission, and/or priorities are clear.

#### Physical Work Area

- I am satisfied with the physical surroundings of my work area. (4.1LDQ)
- Parking is available at work. (4.1LDQ)
- Work areas are accessible to persons with disabilities. (4.1LDQ)

#### Professional Development

- I am satisfied with my latest one-on-one rater feedback session with my rater. (4.1LDQ)
- I receive periodic formal feedback from my rater. (4.1LDQ)
- Having a Leader Development Program has positively impacted my performance and personal/professional development.
- 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. (4.1LDQ)
- Correctional training given to members of my command directly corresponds to the deficiency. (4.1LDQ)
- In the past 12 months, I have witnessed people in my unit promoting a climate based on mutual respect and trust.
- I am held responsible for my job performance.
- The people I work with are held responsible for their job performance.
- In this unit/organization, I have been given opportunities to meet my career goals.
- I feel empowered to control work processes that impact me in this unit/organization.
- My work assignments or tasks align with my performance objectives.
- My Individual Development Plan (IDP) helps me work towards my career goals.

## Recognition

- I am recognized for contributing to a positive atmosphere in my workplace. (4.1LDQ)
- I am rewarded for contributing to a positive atmosphere in my workplace. (4.1LDQ)
- I am rewarded for my duty performance. (4.1LDQ)
- Participation for community service is recognized in my unit/organization. (4.1LDQ)
- 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 various on-base agencies (for example, Equal Opportunity, Diversity, Inclusion & Belonging, Violence Prevention, and Sexual Assault Prevention and Response Office (SAPRO)).
- I am aware of the ways to provide anonymous feedback to the installation command.
- My unit/organization conducts monthly Bridge Chats to strengthen connections and improve trust.
- Programs are in place to address military members'/employees' concerns. (DEOCS 4.1)
- My commander/leader's support staff meets my needs. (4.1LDQ)
- The functional experts I work with assist me in my success. (4.1LDQ)
- I am satisfied with the support provided by my operational chain of command.
- I am satisfied with the support provided by my administrative chain of command.

## Retention

- I will leave my current career within the next couple of years. (4.1LDQ)
- Provided the opportunity, I will stay in my current career the next several years, but not until retirement. (4.1LDQ)
- Provided the opportunity, I will stay in my current career until retirement. (4.1LDQ)
- My present assignment motivates me to continue a career in the military. (4.1LDQ)

## Training and Education

- The unit/organization's orientation program is adequate for new personnel. (4.1LDQ)
- I have received the necessary training to accomplish my job. (4.1LDQ)
- I receive the counseling and coaching needed to advance in my career. (4.1LDQ)
- I receive the training needed to perform my job well. (4.1LDQ)
- I receive the training I need to be a successful officer/supervisor.
- I have adequate opportunity to pursue off-duty education. (4.1LDQ)
- I receive adequate support from my immediate supervisor to pursue off-duty education. (4.1LDQ)
- My unit/organization is concerned about and supports my academic success.

## Unit Cohesion

- My unit/workgroup has a great deal of personal meaning to me. (DEOCS 4.1)
- I have good relationships with the people I work with. (4.1LDQ)
- I feel a strong sense of belonging to this unit/workgroup. (DEOCS 4.1)
- My associates (fellow employees) are committed to doing quality work.
- My unit/workgroup devotes a reasonable amount of time for social activities. (4.1LDQ)
- My work environment is free from unprofessional behavior. (4.1LDQ)
- Relationships at work are professional in nature. (4.1LDQ)
- Junior enlisted service members care about what happens to each other. (4.1LDQ)
- The people I work with all take responsibility for the performance of the group. (DEOCS 4.1)

- If members of my unit/workgroup have problems in the workplace, everyone wants to help them so we can get back on task. (DEOCS 4.1)
- If someone in the unit/organization has a problem, other members of my unit/organization will try to help them out.
- I am encouraged to participate in unit/organization functions. (4.1 LDQ)
- The people I work with do an outstanding job in handling short suspense/tasks when they arise (DEOCS 4.1)
- If someone in the unit/organization has a problem, other members of the unit will try to help them out.

### Unit Values

- 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.
- My unit/organization is true to Coast Guard core values.
- My unit/organization is true to National Guard core values.
- My unit/organization is true to DoD core values.
- Human relations problems are handled correctly in this command. (4.1LDQ)

### Work/Life Balance

- I am challenged by the duties of my current job. (4.1LDQ)
- I have sufficient time in my duty day to conduct my core duties. (4.1LDQ)
- I am afforded opportunities to take leave. (4.1LDQ)
- Additional duties are not interfering with my ability to perform my primary mission. (4.1LDQ)
- I do not feel overburdened with additional duties. (4.1LDQ)

## Section II. Leadership

### Commander/Leader

- I feel that my commander/leader will use the information from the DEOCS to improve the unit/organization. (4.1LDQ)
- My commander/leader puts us and our families first, above and beyond their personal interests.
- My commander/leader cares about my personal well-being. (4.1LDQ)
- My commander/leader shows an interest in my welfare. (4.1LDQ)
- My commander/leader is accessible. (4.1LDQ)
- My commander/leader is a competent leader. (4.1LDQ)
- It is easy for service members in this unit/organization to meet with their commander/leader. (4.1LDQ)
- It is easy for service members in this command to meet with their commander/leader about problems. (4.1LDQ)
- My commander/leader creates an environment that promotes building trust within my unit/organization.
- My commander/leader sets the right example with their actions. (4.1LDQ)
- My commander/leader understands what my job entails. (4.1LDQ)
- My commander/leader frequently visits my duty section. (4.1LDQ)
- My commander/leader effectively deals with adversity and conflict within their command. (4.1LDQ)

- My commander/leader clarifies our unit/organization's goals and priorities. (DEOCS 4.1)
- My commander/leader listens to the concerns of the unit/organization members. (DEOCS 4.1)
- I can rely on my commander/leader to act in my unit/organization's best interest. (DEOCS 4.1)
- My commander/leader follows through with commitments they make. (DEOCS 4.1)
- My commander/leader models respectful behavior. (DEOCS 4.1)
- My commander/leader would correct individuals who refer to coworkers as "honey," "babe," "sweetie," or use other unprofessional language at work. (DEOCS 4.1)
- My commander/leader would stop individuals who are talking about sexual topics at work. (DEOCS4.1)
- My commander/leader would intervene if an individual was receiving sexual attention at work (for example, staring at someone's chest, standing too close, or rubbing someone's shoulders). (DEOCS 4.1)
- My commander/leader encourages individuals to help others in risky situations that could result in harmful outcomes (for example, sexual assault, violence, or suicide). (DEOCS 4.1)
- My commander/leader shows a real interest in the welfare of single service members. (4.1 LDQ)
- It is easy for service members in this command to meet with the commander/leader. (4.1 LDQ)
- My commander/leader seems to care more about my success than their own.
- My commander/leader puts the unit/organization's interests ahead of their own.
- My commander/leader does what they can do to make my job easier.
- My commander/leader can be trusted to make sensible decisions for the unit/organization's future.
- My commander/leader emphasizes the importance of focusing on the good of the whole.
- My commander/leader has a long-term vision.
- My commander/leader emphasizes the societal responsibility of our work.
- My commander/leader is open about their limitations and weaknesses.
- My commander/leader shows their true feelings to the unit/organization.
- I would feel comfortable asking my commander/leader for help. (4.1LDQ)
- My commander/leader is open to new ideas.
- I would seek the assistance of the superintendent. (4.1 LDQ)
- My senior leadership creates an environment that promotes building trust within my work center.

### Communication

- Commander's calls/all hands effectively pass on information I need to know. (4.1LDQ)
- Communication between units/organizations is good. (4.1LDQ)
- Communication flows freely from senior leadership to all levels of the unit/organization. (4.1LDQ)
- Communication from my chain of command is clear. (4.1LDQ)
- Communication from the chain of command is timely. (4.1LDQ)
- Communication flow up the chain of command is good. (4.1LDQ)
- 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.

### Immediate Supervisor

- My immediate supervisor puts us and our families first, above and beyond their personal interests.
- My immediate supervisor cares about my personal well-being. (4.1LDQ)
- I would feel comfortable asking my immediate supervisor for help. (4.1LDQ)
- It is easy for service members in this unit to meet with their immediate supervisor about problems. (4.1LDQ)
- My immediate supervisor is accessible. (4.1LDQ)

- My immediate supervisor creates an environment that promotes building trust within our team.
- My immediate supervisor is a competent leader. (4.1LDQ)
- My immediate supervisor sets the right example with their actions. (4.1LDQ)
- My immediate supervisor understands what my job entails. (4.1LDQ)
- My immediate supervisor effectively deals with conflict within the team. (4.1LDQ)
- My immediate supervisor explains things clearly to me. (4.1LDQ)
- My immediate supervisor shares information to the unit/organization that has been presented to them by senior leaders. (4.1LDQ)
- I can rely on my immediate supervisor to act in my organization's best interest. (DEOCS 4.1)
- My immediate supervisor follows through with commitments they make. (DEOCS 4.1)
- My immediate supervisor models respectful behavior. (DEOCS 4.1)
- My immediate supervisor would correct individuals who refer to coworkers as "honey," "babe," "sweetie," or use other unprofessional language at work. (DEOCS 4.1)
- My immediate supervisor would stop individuals who are talking about sexual topics at work. (DEOCS 4.1)
- My immediate supervisor would intervene if an individual was receiving sexual attention at work (for example, staring at someone's chest, standing too close, or rubbing someone's shoulders). (DEOCS 4.1)
- My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes (for example, sexual assault, violence, or suicide). (DEOCS 4.1)
- My immediate supervisor seems to care more about my success than their own.
- My immediate supervisor puts my best interests ahead of their own.
- My immediate supervisor does what they can do to make my job easier.
- My immediate supervisors can be trusted to make sensible decisions for the team's future.
- My immediate supervisor emphasizes the importance of focusing on the good of the whole.
- My immediate supervisor is open about their limitations and weaknesses.
- My immediate supervisor is often touched by the things they see happening around them.
- My immediate supervisor shows their true feelings to their team.
- I receive routine feedback on my performance by my immediate supervisor.
- My immediate supervisor is equally responsive and accessible to the needs of all unit/organization members.
- My immediate supervisor does not designate subordinates to be responsible for supervising unit/organization members of a different race, ethnicity, or gender.

### Senior NCO Leadership

- My unit's senior NCO puts us and our families first, above and beyond their personal interests.
- My unit's senior NCO cares about my personal well-being. (4.1LDQ)
- My unit's senior NCO shows an interest in my welfare. (4.1LDQ)
- I would feel comfortable asking my unit's senior NCO for help. (4.1LDQ)
- My unit's senior NCO creates an environment that promotes building trust within my unit.
- My unit's senior NCO sets the right example with their actions. (4.1LDQ)
- My unit's senior NCO understands what my job entails. (4.1LDQ)
- My unit's senior NCO frequently visits my duty section. (4.1LDQ)
- My unit's senior NCO effectively deals with adversity and conflict within the unit. (4.1LDQ)
- My unit's senior NCO clarifies our organization's goals and priorities. (DEOCS 4.1)
- My unit's senior NCO listens to the concerns of the unit members. (DEOCS 4.1)
- I can rely on my unit's senior NCO to act in my unit's best interest. (DEOCS 4.1)
- My unit's senior NCO follows through with commitments he or she makes. (DEOCS 4.1)

- My unit's senior NCO models respectful behavior. (DEOCS 4.1)
- My unit's senior NCO would correct individuals who refer to coworkers as "honey," "babe," "sweetie," or use other unprofessional language at work. (DEOCS 4.1)
- My unit's senior NCO would stop individuals who are talking about sexual topics at work. (DEOCS4.1)
- My unit's senior NCO would intervene if an individual was receiving sexual attention at work (for example, staring at someone's chest, standing too close, or rubbing someone's shoulders). (DEOCS 4.1)
- My unit's senior NCO encourages individuals to help others in risky situations that could result in harmful outcomes (for example, sexual assault, violence, or suicide). (DEOCS 4.1)
- My unit's senior NCO shows a real interest in the welfare of single service members. (4.1 LDQ)
- It is easy for service members in this unit to meet with the senior enlisted NCO. (4.1 LDQ)
- My unit's senior NCO seems to care more about my success than their own.
- My unit's senior NCO puts my best interests ahead of their own.
- My unit's senior NCO sacrifices their own interests to meet my needs.
- My unit's senior NCO does what they can do to make my job easier.
- My unit's senior NCO is sincere in their attempts to understand unit members' point of view.
- My unit's senior NCO can be trusted to make sensible decisions for the unit's future.
- My unit's senior NCO emphasizes the importance of focusing on the good of the whole.
- My unit's senior NCO has a long-term vision.
- My unit's senior NCO emphasizes the societal responsibility of our work.
- My unit's senior NCO is open about their limitations and weaknesses.
- My unit's senior NCO shows their true feelings to unit members.
- My unit's senior NCO is accessible. (4.1LDQ)
- It is easy for service members in this unit to meet with their unit's senior NCO about problems. (4.1LDQ)
- I would seek the assistance of my First Sergeant. (4.1LDQ)
- I would seek the assistance of my flight chief. (4.1 LDQ)

### Trust in Leadership

- Decisions in my unit/organization are made after reviewing relevant information. (DEOCS 4.1)
- I trust leadership to handle complaints, problems, or issues effectively. (4.1LDQ)

### Leadership Support

- After returning from maternity, paternity, or primary caregiver leave, I felt I had adequate support from my leadership while transitioning back to the workplace.
- My command gives me adequate time to address my healthcare needs.

## Section III. Behavior and Personal Experience

### Alcohol and Illegal Substances

- Illegal drug use is a problem in this command. (4.1LDQ)
- Alcohol abuse by members of this command is a problem. (4.1LDQ)
- Alcohol consumption is a problem in this command. (4.1LDQ)
- My unit's senior NCO promotes responsible alcohol use. (DEOCS 4.1)
- My commander/leader promotes responsible alcohol use. (DEOCS 4.1)
- My immediate supervisor promotes responsible alcohol use. (DEOCS 4.1)

## Discipline

- My unit/organization displays high standards of discipline. (4.1LDQ)
- Rules, regulations, and policies are enforced in my unit/organization. (4.1LDQ)
- Rules, regulations, and policies are obeyed in my unit/organization. (4.1LDQ)

## Discrimination

- People I work with challenge discriminating behaviors. (4.1LDQ)
- Discrimination based on sex occurs in my workplace. (DEOCS 4.1)
- Racial slurs, comments, or jokes are used in the unit/organization.
- Discrimination based on race/color/national origin does **not** occur in my workplace. (DEOCS 4.1)
- Discrimination based on religion does **not** occur in my workplace. (DEOCS 4.1)
- Discrimination based on sexual orientation does **not** occur in my workplace. (DEOCS 4.1)
- Sexist slurs, comments, or jokes are used in the unit/organization.
- Discrimination based on age does **not** occur in my workplace. (DEOCS 4.1)
- Discrimination based on disability does **not** occur in my workplace. (DEOCS 4.1)
- Discrimination based on equal pay does **not** occur in my workplace. (DEOCS 4.1)
- Discrimination based on genetic information does **not** occur in my workplace. (DEOCS 4.1)
- Discrimination based on pregnancy does **not** occur in my workplace. (DEOCS 4.1)
- My immediate supervisor makes work detail assignments based on gender, race, or ethnicity.
- My commander/leader makes work detail assignments based on gender, race, or ethnicity.
- Work assignments, training opportunities, and promotions within my unit/organization are based on candidates' qualifications, without regard to race or ethnicity.
- People in your unit/organization have received a work detail or promotion because of their gender, race, or ethnicity.
- People I work with make me feel uncomfortable, angry, or upset by showing me a lack of respect due to my sex.
- People I work with make me feel uncomfortable, angry, or upset by showing me a lack of respect due to my race/ethnicity.
- People I work with make me feel uncomfortable, angry, or upset by excluding me because of my sex.
- People I work with make me feel uncomfortable, angry, or upset by excluding me because of my race/ethnicity.
- My immediate supervisor makes me feel uncomfortable, angry, or upset by showing me a lack of respect due to my sex.
- My immediate supervisor makes you feel uncomfortable, angry, or upset by showing me a lack of respect due to my race/ethnicity.
- My immediate supervisor makes me feel uncomfortable, angry, or upset by excluding me because of my sex.
- My immediate supervisor makes me feel uncomfortable, angry, or upset by excluding me because of my race.
- People I work with have mistreated, ignored, excluded, or insulted me because of my sexual preferences.
- My immediate supervisor has mistreated, ignored, excluded, or insulted me because of my sexual preferences.
- My commander/leader has mistreated, ignored, excluded, or insulted me because of my sexual preferences.
- My unit's senior NCO has mistreated, ignored, excluded, or insulted me because of my sexual preferences.

- I have been mistreated, ignored, excluded, or insulted in my unit/organization because of my sexual preferences.
- I know how to contact an EO/EEO counselor. (4.1LDQ)
- I know the complaint procedure process. (4.1LDQ)
- 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 peers.
- I am able to report harassment or discrimination without fear of negative reactions from my immediate supervisor.
- I believe I can use my chain of command/leader to address concerns about discrimination without fear of retaliation/reprisal. (DEOCS 4.1)
- I know who my Equal Opportunity (EO) Representative is and I could contact them if I needed to. I know who my SHARP Rep or Victim Advocate is and I could contact them if I needed to.

### Diversity

- There are opportunities for people of diverse backgrounds and cultures to serve as leaders and/or be promoted.
- My unit/organization is accepting of individuals with diverse backgrounds.
- My unit/organization provides equal opportunity regardless of one's sex. (4.1LDQ)
- My commander/leader values the rights of its members to practice their religion. (4.1LDQ)
- My commander/leader provides diversity training to unit/organization members. (4.1LDQ)
- I am aware of my EO/EEO rights as a Federal employee. (4.1LDQ)
- My unit/organization keeps an updated EO/EEO bulletin board with upcoming cultural events, policy letters, complaint procedures and general EO/EEO information. (4.1LDQ)
- Cultural heritage celebrations such as Black History Month and Hispanic Heritage Month help bring unit/organization members closer together as a team. (4.1LDQ)
- My command allows me to participate in or attend special observance programs. (4.1LDQ)
- My command supports special observance programs. (4.1LDQ)
- Special observances are conducted to enhance cross-cultural awareness among all service members, civilians, employees, and families. (4.1 LDQ)
- I have seen extremist group behavior or propaganda in my workplace. (4.1LDQ)

### Fairness

- Additional duties are assigned fairly. (4.1LDQ)
- Correctional training for poor performance is enforced fairly in this unit/organization. (4.1LDQ)
- Deployments are distributed fairly throughout the unit/organization. (4.1LDQ)
- Discipline is administered fairly by the professional staff.
- My unit/organization leave policy is administered fairly. (4.1LDQ)
- When making an honest mistake on the job, members of my unit/organization are corrected fairly. (4.1LDQ)
- Favoritism does not occur in my workgroup. (4.1LDQ)
- Favoritism involving personal relationships does not occur in my workgroup. (4.1LDQ)
- Awards in my workgroup depend on how well employees perform their jobs. (4.1LDQ)
- The decision-making processes that impact my unit/organization are fair. (DEOCS 4.1)
- I frequently get assigned undesirable or unimportant tasks.
- I have received an unfair performance evaluation or rating from my current commander/leader.
- Contributions of all career fields are respected in my unit/organization. (4.1LDQ)
- The criteria for determining who gets developmental opportunities in my workgroup is understood.

- The process for determining who gets developmental opportunities in my workgroup is fair. (4.1LDQ)
- My command ensures that the process of advertising, interviewing, and hiring candidates for positions or promotions is open, fair, and transparent.
- Favoritism involving race/sex/national origin does not occur in my unit/organization. (4.1LDQ)
- I feel quite confident that I will be treated fairly in my unit/organization.
- Officers and NCO's in my unit receive preferential treatment compared to enlisted personnel.

### Hazing and Bullying

- Hazing and/or bullying happens in my unit/organization.
- I have **not** experienced or witnessed hazing while assigned to this command. (4.1LDQ)
- My commander/leader discourages hazing. (4.1LDQ)
- My commander/leader does not tolerate hazing. (4.1LDQ)
- My commander/leader has published a policy that prohibits hazing. (4.1LDQ)
- My commander/leader would punish anyone who hazes others. (4.1LDQ)
- People I work with are pressured to engage in physically harmful acts as part of an initiation or admission process (without a proper military or other governmental purpose). (DEOCS 4.1)
- People I work with are pressured to engage in psychologically harmful acts as part of an initiation or admission process (without a proper military or other governmental purpose). (DEOCS 4.1)
- People I work with are pressured to engage in illegal or dangerous acts as part of an initiation or admission process (without a proper military or other governmental purpose). (DEOCS 4.1)
- People I work with who are seen as "different" are targets of aggression. (DEOCS 4.1)
- People I work with who are seen as "different" are targets of abusive or malicious pranks. (DEOCS 4.1)
- People I work with who are seen as "different" are targets of active attempts to damage their reputation. (DEOCS 4.1)
- People I work with who are seen as "different" are targets of physical harm. (DEOCS 4.1)
- Someone from work has made it harder for me to get a promotion.
- I have been harassed by higher ranking personnel while off duty. (4.1LDQ)
- I have been harassed by higher ranking personnel while on duty. (4.1LDQ)
- Someone from work has made it harder for me to receive recognition for my work performance.
- I feel safe within my work area.
- I can express my safety concerns within this organization without fear of reprisal.
- People I work with who are seen as "different" are targets of psychological harm. (DEOCS 4.1)

### Inclusion

- People at your unit/organization segregate themselves by race, ethnicity, or gender while on duty.
- People I work with respect differences in others.
- My work center is accepting of individuals with diverse backgrounds.
- My command is committed to diversity and inclusion in the workplace.
- The people I work with allow each other to express their opinions. (4.1LDQ)
- I am encouraged to offer ideas on how to improve operations. (4.1LDQ)
- I am comfortable being myself while working in this unit/organization. (4.1LDQ)
- In this workgroup, I am comfortable discussing my background. (4.1LDQ)
- The people I work with respect other people's differences. (4.1LDQ)
- My coworkers treat me as a part of the workgroup. (4.1LDQ)
- My input is sought out before making important decisions. (4.1LDQ)
- I feel excluded by people I work with because I am different. (DEOCS 4.1)
- I am encouraged to offer ideas on how to improve operations in my workgroup. (DEOCS 4.1)

- People I work with are empowered to make work-related decisions on their own. (DEOCS 4.1)
- The people I work with are accepting of individuals with diverse backgrounds. (4.1LDQ)
- The people I work with allow me to be honest about who I am. (4.1LDQ)
- The people I work with allow me to be true to my core values. (4.1LDQ)
- The people I work with encourage me to share about myself. (4.1LDQ)
- The people I work with make me feel like I belong. (4.1LDQ)
- The people I work with treat me as an insider. (4.1LDQ)
- In my work center, people's differences are respected.

### Respect

- All unit/organization personnel receive the same level of respect from leadership. (4.1LD)
- An atmosphere of respect exists in my unit/organization. (4.1LDQ)
- I am treated with dignity and respect in this unit/organization. (4.1LDQ)
- My commander/leader takes steps to ensure I am treated with respect. (4.1LDQ)
- My unit enforces the standards of military courtesy. (4.1LDQ)

### Respect & Cohesion

- My unit/organization is cohesive.
- In my unit/organization, there is respect from the chain of command.
- People in my unit/organization have respect for the chain of command.
- In my unit/organization, people respect others from diverse backgrounds.
- In my unit/organization, women and men treat each other well.
- In my unit/organization, people provide help to one another when personal problems arise.
- 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 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 lead by example by refraining from sexist comments and behaviors.
- In the past 12 months, I have witnessed people in my unit/organization recognize and immediately correct incidents of sexual harassment.
- 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.
- 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).
- In the past 12 months, I have witnessed people in my unit/organization encourage victims to report sexual assault.
- People I work with challenge sexual harassing behaviors. (4.1LDQ)

### Sexual Assault

- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault (DEOCS 4.1)
- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault and I stepped in and separated the people involved in the situation. (DEOCS 4.1)

- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault and I asked the person who appeared to be at risk if they needed help. (DEOCS 4.1)
- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault and I confronted the person who appeared to be causing the situation. (DEOCS 4.1)
- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault and I created a distraction to cause one or more of the people to disengage from the situation. (DEOCS 4.1)
- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault and I asked others to step in as a group and diffuse the situation.
- 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. (DEOCS 4.1)
- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault and I considered intervening in the situation, but I could not safely take any action. (DEOCS 4.1)
- While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault and I decided to not take action. (DEOCS 4.1)
- If a coworker were to report a sexual assault allegation, my chain of command/leader would take the report seriously. (DEOCS 4.1)
- 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. (DEOCS 4.1)
- If a coworker were to report a sexual assault allegation, my chain of command/leader would discourage military members/employees from spreading rumors and speculation about the allegation. (DEOCS 4.1)
- If a coworker were to report a sexual assault allegation, my chain of command/leader would promote healthcare, legal, or other support services to the reporter. (DEOCS 4.1)
- If a coworker were to report a sexual assault allegation, my chain of command/leader would support the individual for speaking up. (DEOCS 4.1)
- In my unit/organization, reporters of sexual assault allegation would be excluded from social interactions or conversations. (DEOCS 4.1)
- In my unit/organization, reporters of sexual assault allegation would be subjected to insulting or disrespectful remarks or jokes. (DEOCS 4.1)
- In my unit/organization, reporters of sexual assault allegation would be blamed for causing problems. (DEOCS 4.1)
- In my unit/organization, reporters of sexual assault allegation would be denied career opportunities (for example, denied training, awards, or promotions). (DEOCS 4.1)
- In my unit/organization, reporters of sexual assault allegation would be disciplined or given other corrective action. (DEOCS 4.1)
- In my unit/organization, reporters of sexual assault allegation would be discouraged from moving forward with the report. (DEOCS 4.1)

### Sexual Harassment

- My immediate supervisor adequately responds to allegations of sexual harassment. (DEOCS 4.1)
- My immediate supervisor plays an active role in the prevention of sexual harassment. (DEOCS 4.1)
- My commander/leader adequately responds to allegations of sexual harassment. (DEOCS 4.1)
- My commander/leader plays an active role in the prevention of sexual harassment. (DEOCS 4.1)
- My unit's senior NCO adequately responds to allegations of sexual harassment. (DEOCS 4.1)
- My unit's senior NCO plays an active role in the prevention of sexual harassment. (DEOCS 4.1)
- People I work with use offensive gestures that are sexual in nature. (DEOCS 4.1)

- People I work with have been offered rewards or special treatment in return for engaging in sexual behavior. (DEOCS 4.1)
- While serving in this unit/organization, people I work with shared or distributed nonconsensual digital sexually explicit images.
- In my unit/organization, military members/employees who file a sexual harassment complaint would be excluded from the social interactions or conversations. (DEOCS 4.1)
- In my unit/organization, military members/employees who file a sexual harassment complaint would be subjected to insulting or disrespectful remarks or jokes. (DEOCS 4.1)
- In my unit/organization, military members/employees who file a sexual harassment complaint would be blamed for causing problems. (DEOCS 4.1)
- In my unit/organization, military members/employees who file a sexual harassment complaint would be denied career opportunities (for example, denied training, awards, or promotions). (DEOCS 4.1)
- In my unit/organization, military members/employees who file a sexual harassment complaint would be disciplined or given other corrective action. (DEOCS 4.1)
- In my unit/organization, military members/employees who file a sexual harassment complaint would be discouraged from moving forward with the complaint. (DEOCS 4.1)

## Section IV. Health

### Access to Care

- My unit/organization allows me adequate time to address my healthcare needs prior to deployment.
- I feel I have the knowledge to address my personal hygiene and basic healthcare needs.
- The overall health of this unit/organization is better now than one year ago. (4.1LDQ)
- I postpone my healthcare needs until I can access medical care outside of my command in an MTF or clinic because I am uncomfortable with my command provider's gender.
- I postpone my healthcare needs until I can access medical care on shore/in an MTF, because I am uncomfortable seeking medical care at the command level.
- The healthcare 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 healthcare needs.
- I postpone my healthcare needs until I can access medical care outside of my command in an MTF or clinic because I am uncomfortable with my command provider's level of training.
- The provider at my command is able to meet my medical needs or refer me to the appropriate specialist.

### Access to Lethal Means

- Putting time and distance between a person who is going through a stressful time or having conflict with others and 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.

### Family Planning and Support

- I feel supported by my commander/leader to seek contraceptive services.

- I am aware of what family planning resources are available at my current duty station (such as contraception, information on adoption, abortion, or infertility services) and how to access them.
- I am aware of how to obtain family planning resources (for example, information on contraception, adoption, abortion, or infertility service).
- I feel I understand when in my career would be a good time to start a family.
- After returning from maternity, paternity, or primary caregiver leave, I had adequate support from my leadership while transitioning back to the workplace.
- If I were to deploy, my family members would have adequate resources on base to be taken care of. (4.1LDQ)
- The leaders in my unit/organization show a real interest in the welfare of families. (4.1LDQ)
- This unit/organization takes an active role in caring for the needs of family members of deployed unit personnel. (4.1LDQ)
- I am comfortable discussing when in my career would be a good time to start a family with leaders in my command.

### Gender-Specific Health

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

### Information Privacy

- I feel my medical information will be kept confidential.
- I feel there is enough privacy offered in medical spaces.
- 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.
- I feel my medical information will be kept confidential by the provider(s) at my command.
- I feel there is enough privacy offered in my command's medical space.
- I know who in my chain of command has the right to access to my medical information if my medical status results in mission impact.

### Physical Health

- I am given adequate time to maintain my physical conditioning. (4.1LDQ)
- I receive the required time to participate in personal fitness. (4.1 LDQ)
- A mandatory structured physical training program should be implemented in my unit. (4.1LDQ)
- I am given the time I need during my workday to comply with the mandatory fitness program. (4.1 LDQ)
- I feel physically worn out. (4.1LDQ)
- I get 6-8 hours of sleep a night, five nights a week.
- A lack of sleep negatively impacts my work in this unit/organization.
- I feel I have the knowledge to maintain my health and wellness to stay fit to fight.
- My command allows me adequate time to address my healthcare needs prior to deployment.

### Stress and Mental Health

- I experience a high level of stress because I serve/work in this unit/organization. (4.1LDQ)
- In the past 30 days, I have been able to control important things in my life. (4.1LDQ)

- In the past 30 days, I have felt confident about my ability to handle my personal problems. (4.1LDQ)
- In the past 30 days, I have felt things were going my way. (4.1LDQ)
- In the past 30 days, I have not felt that difficulties were piling up so high that I could not overcome them. (4.1LDQ)
- I feel emotionally worn out. (4.1LDQ)
- I feel mentally worn out. (4.1LDQ)
- While performing my work duties, I am able to press on and adapt to psychologically challenging work situations while still maintaining my sense of confidence. (DEOCS 4.1)
- My immediate supervisor can recognize when I'm down without asking me.
- People I work with are well-trained to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD). (4.1LDQ)
- Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength. (4.1LDQ)
- Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member's career. (4.1LDQ)
- In the past 12 months, I have known someone in my unit/organization who has thought of suicide.
- In the past 12 months, I have known someone in my unit/organization who has attempted suicide.
- In the past 12 months, I have known someone in my unit/organization who has died by suicide.
- I know what actions to take if someone expresses a desire to do harm to themselves or others. (4.1LDQ)
- If needed, I could find/identify my Military & Family Life Counselor.
- I know who at least one of my Master Resilience Training Reps are and I could contact them if I needed to.
- My unit/organization makes mental health resources available.
- I know how to receive mental health services if needed.
- I understand the confidentiality protections when using mental health services or programs offered by the DoD and/or the Military.

## Section VI. Military Service Academies

- Cadets/Midshipmen are hazed prior to being accepted by peers.  
*Hazing Definition: Pressuring members to engage in non-mission-relevant behaviors that can at times be degrading, humiliating, hazardous, and/or dangerous as a condition of acceptance into the group, or rites of passage such as promotion in rank.*
- Cadets/Midshipmen are pressured by peers to participate in potentially dangerous activities (for example, forced consumption of alcohol, vile substances, and paddling) not related to the Academy's mission.
- Cadets/Midshipmen are pressured by peers to engage in potentially destructive activities (for example, vandalism) that are not related to the Academy's mission.
- The Academy provides clear definitions of what constitutes appropriate internet behaviors.
- The sending or posting of aggressive, intimidating, and/or tormenting comments using electronic technology such as cell phones, computers, and tablets, as well as communication tools including social media sites, text messages, chat, and websites, occurs at the Academy.
- I would report a cadet/midshipman who was engaged in Cyberbullying.  
*Cyberbullying definition: The sending or posting of aggressive, intimidating, and/or tormenting comments using electronic technology such as cell phones, computers, and tablets, as well as communication tools including social media sites, text messages, chat, and websites.*
- The Academy would take appropriate action against an individual who participates in Cyberbullying.

*Cyberbullying definition: The sending or posting of aggressive, intimidating, and/or tormenting comments using electronic technology such as cell phones, computers, and tablets, as well as communication tools including social media sites, text messages, chat, and websites*

- Certain students are excessively teased to the point where they are unable to defend themselves.
- Certain students are frequently reminded of small errors or mistakes they have made in an effort to belittle them.
- Certain students are publicly humiliated in an effort to belittle them.
- 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.
- Seeking help for extreme dieting, anorexia, bingeing, bulimia, or compulsive exercise is a sign of strength.
- College program and scholarship midshipmen are treated equally by the professional staff.
- Sexual harassment does not occur in my company/squadron.
 

*Sexual Harassment definition: Unwelcome behaviors of a sexual nature that create a hostile work environment, and/or that include quid pro quo (“something for something”) solicitations for sexual favors in exchange for some benefit (e.g., the harasser not revealing an incriminating secret, negatively evaluating the cadet/midshipman’s performance, etc.)*
- Cadet/Midshipman leadership plays an active role in the prevention of sexual harassment.
 

*Sexual Harassment definition: Unwelcome behaviors of a sexual nature that create a hostile work environment, and/or that include quid pro quo (“something for something”) solicitations for sexual favors in exchange for some benefit (e.g., the harasser not revealing an incriminating secret, negatively evaluating the cadet/midshipman’s performance, etc.)*
- My company/squadron permanent party leadership would adequately respond to allegations of sexual harassment.
 

*Sexual Harassment definition: Unwelcome behaviors of a sexual nature that create a hostile work environment, and/or that include quid pro quo (“something for something”) solicitations for sexual favors in exchange for some benefit (e.g., the harasser not revealing an incriminating secret, negatively evaluating the cadet/midshipman’s performance, etc.)*
- Sexual harassment by cadets/midshipmen does not occur in the academic environment.
 

*Sexual Harassment definition: Unwelcome behaviors of a sexual nature that create a hostile work environment, and/or that include quid pro quo (“something for something”) solicitations for sexual favors in exchange for some benefit (e.g., the harasser not revealing an incriminating secret, negatively evaluating the cadet/midshipman’s performance, etc.)*
- Sexual harassment by faculty members does not occur in the academic environment.
 

*Sexual Harassment definition: Unwelcome behaviors of a sexual nature that create a hostile work environment, and/or that include quid pro quo (“something for something”) solicitations for sexual favors in exchange for some benefit (e.g., the harasser not revealing an incriminating secret, negatively evaluating the cadet/midshipman’s performance, etc.)*
- My instructors/professors would adequately respond to allegations of sexual harassment.
 

*Sexual Harassment definition: Unwelcome behaviors of a sexual nature that create a hostile work environment, and/or that include quid pro quo (“something for something”) solicitations for sexual favors in exchange for some benefit (e.g., the harasser not revealing an incriminating secret, negatively evaluating the cadet/midshipman’s performance, etc.)*
- I have personally witnessed teasing, belittling, and/or humiliating behaviors by a same year peer cadet/midshipman.
- I have personally witnessed teasing, belittling, and/or humiliating behaviors by a cadet/midshipman company/squadron leader.

- I have personally witnessed teasing, belittling, and/or humiliating behaviors by an upper class cadet/midshipman not in a company/squadron leadership position
- I have personally witnessed teasing, belittling, and/or humiliating behaviors by a Senior Enlisted Company/Squadron Leader.
- I have personally witnessed teasing, belittling, and/or humiliating behaviors by an Officer Company/Squadron Leader.
- I have personally witnessed teasing, belittling, and/or humiliating behaviors by an Academy Faculty Member.
- I have personally witnessed teasing, belittling, and/or humiliating behaviors by an Academy Staff Member.
- I have personally witnessed teasing, belittling, and/or humiliating behaviors by an Athletic Coach/Staff Member.
- If I reported a faculty member for misconduct, I would receive negative academic outcomes (for example, poor evaluations, opportunities for leadership would suffer, and unfair grades) .
- If I reported an athletic coach or staff member for misconduct, I would receive negative outcomes from my coaches (for example, less playing time and opportunities for participating in athletic events would suffer) .
- If I reported an athletic coach or staff member for misconduct, I would experience negative social outcomes (for example, being the center of gossip or rumors, ignored, and bullied).
- Discrimination based on gender identity occurs at the Academy.
- Within the past 12 months, I have personally experienced an incident of gender identity discrimination at my Service Academy.
- Discrimination based on race/national origin/color occurs at the Academy.
- Discrimination based on religion occurs at the Academy.
- Discrimination based on sexual orientation occurs at the Academy.
- Female cadets/midshipmen are treated fairly.
- Male cadets/midshipmen are treated fairly.
- I feel safe from being sexually assaulted by a cadet/midshipman in my class year.
- I feel safe from being sexually assaulted by an upper-class cadet/midshipman.
- I feel safe from being sexually assaulted in Academy dorms/living areas.
- I feel safe from being sexually assaulted on the Academy campus.
- I feel safe from being sexually assaulted off the Academy campus.
- My permanent party chain of command actively discourages sexist comments and behaviors.
- My permanent party chain of command provides sexual assault prevention and response training that interests and engages me.
- My permanent party chain of command encourages cadets/midshipmen to assist others in situations at risk for sexual assault or other harmful behavior.
- My permanent party chain of command publicizes sexual assault reporting resources (for example, Sexual Assault Response Coordinator contact information, Victim Advocate contact information, awareness posters, and sexual assault hotline phone number).
- My permanent party chain of command publicizes the restricted (confidential) reporting option for sexual assault.
- My permanent party chain of command encourages victims to report sexual assault.
- My permanent party chain of command creates an environment where victims feel comfortable reporting sexual assault.
- If someone reported a sexual assault to your current permanent party chain of command, the chain of command would take the report seriously.

- If someone reported a sexual assault to your current permanent party chain of command, the chain of command would keep knowledge of the report limited to those with a need to know.
- If someone reported a sexual assault to your current permanent party chain of command, the chain of command would take steps to protect the safety of the person making the report.
- If someone reported a sexual assault to your current permanent party chain of command, the chain of command would support the person making the report.
- If someone reported a sexual assault to your current permanent party chain of command, the chain of command would take corrective action to address factors that may have led to the sexual assault.
- If someone reported a sexual assault to your current permanent party chain of command, Cadets/Midshipmen would support the person making the report.
- If someone reported a sexual assault to your current permanent party chain of command, the chain of command would take steps to protect the safety of the person accused of sexual assault.
- If someone reported a sexual assault to your current permanent party chain of command, the peer review rankings of the person making the report would suffer.
- If someone reported a sexual assault to your current permanent party chain of command, cadets/midshipmen would label the person making the report a troublemaker.
- If someone reported a sexual assault to your current permanent party chain of command, the alleged offender(s) or their friends would retaliate against the person making the report.
- If someone reported a sexual assault to your current permanent party chain of command, the academic career of the person making the report would suffer.
- If I were to experience sexual assault in the future, I would trust the Academy to protect my privacy.
- If I were to experience sexual assault in the future, I would trust the Academy to ensure my safety following the incident.
- If I were to experience sexual assault in the future, I would trust the Academy to treat me with dignity and respect.
- During the current academic program year, I observed a situation that I believe was, or could have led to, a sexual assault.
- From what you have personally witnessed or experienced while attending the Academy, cadets/midshipmen engage in unauthorized/underage drinking.
- From what you have personally witnessed or experienced while attending the Academy, unauthorized/underage drinking is a problem at the Academy.
- From what you have personally witnessed or experienced while attending the Academy, consumption is accepted in the cadet/midshipman culture.
- From what you have personally witnessed or experienced while attending the Academy, peer pressure makes me drink more than I would otherwise.
- From what you have personally witnessed or experienced while attending the Academy, unauthorized drinking is condoned by my sponsor.
- From what you have personally witnessed or experienced while attending the Academy, cadets/midshipmen engage in binge drinking (for example, consuming four or more drinks/shots/beers in less than two hours).
- Within the past 12 months, I have personally experienced an incident of racial/national origin/color discrimination at my Service Academy.
- Within the past 12 months, I have personally experienced an incident of gender (sex) discrimination at my Service Academy.
- Within the past 12 months, I have personally experienced an incident of religious discrimination at my Service Academy.
- Within the past 12 months, I have personally experienced an incident of sexual orientation discrimination at my Service Academy.

- After experiencing an incident of discrimination, I *filed a formal complaint* through my organization's EO representative.
- After experiencing an incident of discrimination, I informally reported the incident through my organization's EO representative *without filing a formal complaint*.
- After experiencing an incident of discrimination, I reported the incident to a superior in my chain of command *without filing a formal complaint*.
- After experiencing an incident of discrimination, I reported the incident to an Academy faculty/staff member *without filing a formal complaint*.
- After experiencing an incident of discrimination, I confronted the individual who committed the act *without filing a formal complaint*.
- After experiencing an incident of discrimination, I did not report the incident to anyone.
- After experiencing an incident of sexual harassment, I filed a formal complaint through my EO/SHARP representative.
- After experiencing an incident of sexual harassment, I informally reported the incident through my EO/SHARP representative *without filing a formal complaint*.
- After experiencing an incident of sexual harassment, I reported the incident to a superior in my chain of command *without filing a formal complaint*.
- After experiencing an incident of sexual harassment, I reported the incident to a faculty/staff member *without filing a formal complaint*.
- After experiencing an incident of sexual harassment, I confronted the individual who committed the act *without filing a formal complaint*.
- After experiencing an incident of sexual harassment, I did not report the incident to anyone.

## Short Answer Questions

### Section I. Work/Academy Experience

#### Deployment/Post Deployment

- What worries you about return from deployment?
- If you could CHANGE one thing about this deployment, what would it be? (4.1 SAQ)
- How can leadership better support the deployment process? (4.1 SAQ)
- If you could MAINTAIN one thing about this deployment, what would it be? (4.1 SAQ)
- What are your biggest concerns as you prepare to deploy? (4.1 SAQ)
- What is the one thing you like LEAST about this deployment? (4.1 SAQ)
- What is the one thing you like MOST about this deployment? (4.1 SAQ)

#### Education

- How would you characterize the time and opportunity you are provided to pursue military education? (4.1 SAQ)
- How would you characterize the time and opportunity you are provided to pursue personal education? (4.1 SAQ)
- How can the unit/organization assist you with completing the next military education you are scheduled to complete? (4.1 SAQ)
- How can the unit/organization assist you with pursuing personal education that you are hoping to complete? (4.1 SAQ)

### Engagement and Morale

- How much do you feel like a valued member of the team? Please explain. (4.1 SAQ)
- How would you characterize the morale of the civilian staff of this unit/organization? (4.1 SAQ)
- How would you characterize the morale of the military members of this unit/organization? (4.1 SAQ)
- The greatest morale-enhancing action leadership could make at this unit/organization would be: (4.1 SAQ)
- What changes does this unit/organization need to improve morale? (4.1 SAQ)
- What do you see as the most significant factor impacting morale at this unit/organization? (4.1 SAQ)
- 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?

### OPTEMPO

- How does the balance between work and liberty hours affect your quality of life? (4.1 SAQ)
- How would you describe your experiences with Base Support Services? (4.1 SAQ)
- The most valuable feature of Base Support Services is: (4.1 SAQ)
- What is the quality of life in the barracks? Please explain. (4.1 SAQ)
- What one thing would you change about Base Support Services? (4.1 SAQ)
- What one thing would you make sure Base Support Services continues to provide? (4.1 SAQ)
- How has the unit's current OPTEMPO impacted you professionally? (4.1 SAQ)
- How has the unit's current OPTEMPO impacted your personal life? (4.1 SAQ)
- What ONE change would you make that you feel would improve the unit's OPTEMPO issues? (4.1 SAQ)
- What ONE thing about the unit's OPTEMPO would you NOT want to change? (4.1 SAQ)

### Physical Work Area

- If you could make one facility improvement, what would it be? (4.1 SAQ)
- What would you suggest to improve the parking situation? (4.1 SAQ)
- What are the things that bring you the most satisfaction & least satisfaction working at your workstation?
- What would you change about the current food service? (4.1 SAQ)

### Recognition

- How are your contributions to the unit/organization's mission recognized? (4.1 SAQ)
- How much are your contributions to the unit/organization's mission appreciated? Please explain.
- How are you recognized for your performance? (4.1 SAQ)
- What type of performance feedback do you receive from your chain of command? Describe whether it has been beneficial, and why. (4.1 SAQ)
- How much does your supervisor value, support and encourage your ideas for improvement? Please explain. (4.1 SAQ)

### Resources and Support

- What type of training would you like to see available to you in the next fiscal year? (4.1 SAQ)
- 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. (4.1 SAQ)

- What can be done to help you better perform your work? (4.1 SAQ)
- What things keep you from performing your work well? (4.1 SAQ)
- What things help you perform your work well? (4.1 SAQ)
- How would you describe your experience with your check-in procedures when you first arrived at this unit/organization? (4.1 SAQ)
- How would you describe your experience with your sponsor when you arrived at this unit/organization? (4.1 SAQ)
- Describe how the unit/organization encourages or discourages growth/advancement. (4.1 SAQ)
- What factors contribute to your decision whether or not to pursue a career in the Service? (4.1 SAQ)
- How important do you feel your daily duties are to this unit/organization's mission? Please explain. (4.1 SAQ)
- Briefly describe how Bridge Chats have improved your organization's climate.
- What resources would help you complete your job more effectively?

### 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? (4.1 SAQ)
- 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? (4.1 SAQ)
- What would your advice be to someone seeking military orders here? (4.1 SAQ)

### Training

- How would you characterize the unit/organization's support of formalized training (billet-related and professional)? (4.1 SAQ)
- How would you describe the availability of small unit training? (4.1 SAQ)
- How would you describe the quality of small unit training? (4.1 SAQ)
- How would you describe the value of small unit training? (4.1 SAQ)
- What recommendations would you offer to improve unit/organization support of formalized training? (4.1 SAQ)
- What type of training would you like to see available to you in the next couple of years? (4.1 SAQ)
- How would you describe your experience with the unit's Mentorship Program? (4.1 SAQ)
- What do you recommend to improve the unit's Mentorship Program? (4.1 SAQ)
- What is the best feature of the unit's Mentorship Program? (4.1 SAQ)

### 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? (4.1 SAQ)
- What do you see as the most significant challenge facing this unit during the next year? (4.1 SAQ)

- 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? (4.1 SAQ)
- How have changes (positive or negative) at this unit/organization during the past year impacted you? (4.1 SAQ)
- What one thing about our unit/organization would you want to change? (4.1 SAQ)
- What do you know about this unit/organization that leadership does not know, but should? (4.1 SAQ)
- Which inter-department relationships enhance your mission and why? (4.1 SAQ)
- Which inter-department relationships negatively impact your mission and why? (4.1 SAQ)
- Explain how you feel your responses on this survey will impact your unit/organization. (4.1 SAQ)
- 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?

### Unit Climate

- How is the overall climate of this unit/organization, compared to one year ago? Please explain. (4.1 SAQ)
- What three change(s) would you make that you feel would most improve the unit's/organization's climate? (4.1 SAQ)
- What climate issue does this unit/organization most need to improve? (4.1 SAQ)

### Work Center

- How would you describe the level of professionalism in your work center/department? Please explain. (4.1 SAQ)
- In a few words, how would you describe your workplace? (4.1 SAQ)
- What issues do you feel need to be addressed in your work center/department? (4.1 SAQ)
- How would you describe the way time is utilized to complete tasks in your work area? (4.1 SAQ)
- 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?
- Explain how your unit/organization has helped or hindered you in achieving your professional goals.

## Section II. Leadership

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

- 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. (4.1 SAQ)
- How effectively do commanders/leaders deal with conflicts or difficulties within the unit/organization? Please explain. (4.1 SAQ)
- How would you characterize the way leadership within your department treats its members? (4.1 SAQ)
- How would you describe the example set by your unit's/organization's middle managers? Please explain. (4.1 SAQ)

- How would you describe the example set by your unit's/organization's top leaders? Please explain. (4.1 SAQ)
- How would you describe the way leadership deals with conflict when it occurs within the unit? (4.1 SAQ)
- How much does fraternization create problems at this unit/organization? Please explain. (4.1 SAQ)
- How would you describe the way NCOs in this unit interact with junior enlisted service members? (4.1 SAQ)
- How would you describe the way officers in this unit interact with enlisted service members? (4.1 SAQ)

### Communication

- Describe how information is communicated from senior leadership to all levels of the unit/organization. (4.1 SAQ)
- How has communication changed in the unit/organization since last year? (4.1 SAQ)
- How effective is communication within this unit? How could it be improved? (4.1 SAQ)
- How would you characterize the flow of information at this unit/organization? Please explain. (4.1 SAQ)
- How would you feel about expressing your opinion to leadership concerning unit/organization issues? (4.1 SAQ)
- How would you improve the communication processes in the unit/organization? (4.1 SAQ)
- If communication breaks down in this unit/organization, where do you see it happening? (4.1 SAQ)
- What one thing would you change to improve communication? (4.1 SAQ)
- 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)?

### Trust in Leadership

- How much do you trust the senior leadership at the unit? Please explain. (4.1 SAQ)
- Can you describe an example where leadership has failed you? (4.1 SAQ)

## Section III. Behavior and Personal Experience

### Discrimination and Harassment

- Please describe anything that has been said while at work that offended you or made you uncomfortable. (4.1 SAQ)
- How serious a problem do you think age discrimination is in this unit/organization? Please explain. (4.1 SAQ)
- How serious a problem do you think disability discrimination is in this unit/organization? Please explain. (4.1 SAQ)
- How serious a problem do you think racial discrimination is in this unit/organization? Please explain. (4.1 SAQ)
- How serious a problem do you think religious discrimination is in this unit/organization? Please explain. (4.1 SAQ)
- How serious a problem do you think gender discrimination is in the unit/organization? Please explain. (4.1 SAQ)
- How serious a problem do you think sexual harassment is in this unit/organization? Please explain. (4.1 SAQ)

- If you experienced discrimination or sexual harassment but did not report it, why did you choose not to report it? (4.1 SAQ)
- To whom would you feel comfortable reporting an act of discrimination or sexual harassment (for example, your commander/leader, immediate supervisor, other leadership) and why? (4.1 SAQ)
- What do you see as the most prominent form of discrimination in this unit/organization? Please explain. (4.1 SAQ)
- What kinds of inappropriate or offensive conduct have you witnessed while assigned to this unit? (4.1 SAQ)

### Diversity and Inclusion

- Have you participated in small group discussions regarding diversity, inclusion & belonging? If so, did you find the discussion beneficial? Please explain.
- How can you and/or leadership strengthen diversity, inclusion & belonging and equal opportunity?
- How committed is your leadership to creating an environment of human respect and inclusion? Please explain.
- What is your impression of the equal opportunity policies at this unit/organization? (4.1 SAQ)
- What is your leadership doing well in terms of diversity and inclusion?
- What changes should your leadership make to better support diversity and inclusion?

### Fairness

- Can you provide any recent examples of favoritism or discrimination you have witnessed? What actions did you take? (4.1 SAQ)
- How would you characterize the fairness of the unit/organization's disciplinary actions? (4.1 SAQ)
- How fair do you see the Individual Augmented selection process? Please explain. (4.1 SAQ)
- How well does the unit/organization hold people accountable for their performance? (4.1 SAQ)  
Do you feel that there is any unfairness with billet assignments, fitness reports, or awards? Please explain.

### Respect

- How would you describe leaderships' commitment to creating an environment of human respect and dignity? (4.1 SAQ)
- How would you describe the level of respect higher level leadership provides your department's members? (4.1 SAQ)
- Please describe any incidents where members of the unit/organization acted disrespectfully to subordinates. (4.1 SAQ)
- Please describe any incidents where members of the unit/organization acted disrespectfully to superiors. (4.1 SAQ)

## Section IV. Health

### Access to Care

- How would you characterize the medical care obtained from off-base? (4.1 SAQ)
- How would you characterize the medical care obtained from on-base providers? (4.1 SAQ)

### 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.

### Stress and Mental Health

- Briefly list the sources of job-related stress you experience, from the greatest source to the least. (4.1 SAQ)
- What are the main causes of stress for you in your unit/organization?
- What are your concerns about asking for or receiving mental health assistance (e.g., negative stigma, impact on career, impact on security clearance)?
- How comfortable would you feel talking to your primary care manager about accessing mental health support? Explain.