

Survey Instrument

December 2004 Status of Forces Survey of Active-Duty Members

[RCS#DD-P&R\(AR\)2145](#)
[Exp.05/23/2005](#)

Welcome!

Thank you for visiting this Web site now to update information useful in the survey administration. Information requested now is not the actual survey - be sure to come back later (on or about 22 November) to do the actual survey. When you click the Continue button below, you will be asked to:

- Read the Privacy Act Statement if you choose.
- Review your contact information.
- Provide your e-mail address(es) so we can communicate with you about the survey.

Thank you, again, for your time and participation.

[Frequently Asked Questions / How to Contact Us](#)

PRIVACY ACT STATEMENT FOR STATUS OF FORCES SURVEYS

In accordance with the Privacy Act, this notice informs you of the purpose of the Status of Forces Surveys and how the findings of these surveys will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136, 1782, and 2358.

PRINCIPAL PURPOSE: Information collected in this survey will be used to report attitudes and perceptions about personnel programs and policies. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individuals.

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by persons engaged in, and for purposes of, the survey research.

SECURITY PROTECTION ADVISORY

WEB SITE PRIVACY: The Department of Defense and Data Recognition Corporation will collect no personal information about you when you visit this Web site unless you choose to provide it yourself. If you supply us with personal information, it will be treated as confidential.

In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the Web. For more information about your privacy rights, please read the Privacy Act Notice at the start of the survey.

This Web site does gather and store certain data from your visit. This non-personal information makes the site helpful to you by recognizing the types of technology you use. The data collected appear below:

1. Your Internet host or domain (for example, "youragency.mil" if you connect from a military domain; "yourschool.edu" if you connect from a university's domain; or "yourcompany.com" if you use a private Internet access account). Other examples of domains are compuserve.com and aol.com.
2. Your Internet Protocol (IP) address (for example, www.compuserve.com, www.aol.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as AOL or Earthlink). This is stored for troubleshooting technical problems.
3. The type and version of the browser and operating system you use to access our site.
4. The date and time you access this site.
5. The pages you visit.

None of this information will be revealed publicly or used to identify you.

ABOUT THIS QUESTIONNAIRE

What is the Status of Forces Survey (SOFS) Program?

- SOFS is a Department of Defense (DoD) personnel survey program that features short, Web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness.
- These surveys enable the DoD on a regular basis to quickly and accurately gauge the attitudes and opinions of the entire DoD community – active duty or Reserve component members and spouses, and DoD civilian employees – on the full range of personnel issues.

Why should I participate?

- This is your chance to be heard on issues that directly affect you.
- Some examples of topics include: quality of life, retention, retirement, and satisfaction.
- Your answers on a survey make a difference. For example, results from previous surveys have played an important role in deliberations on pay rate adjustments, cost of living and housing allowances, and morale and retention programs.

How do I participate?

- To participate, you are asked to (1) read the Privacy Act Statement if you choose, (2) verify contact information, and (3) provide us e-mail address(es) so we can notify you when the survey is ready. We would appreciate your doing this step now. To participate now, click the Continue Now button.

How did you pick me?

- We use well-established, scientific procedures to select a sample that represents the Defense community.
- This sampling procedure sets up clusters of people based on combinations of demographic characteristics (e.g., Service, rank, etc.).
- You were selected at random from one of these clusters of people.

Why am I being asked to use the Web?

- Web administration enables us to get survey results to senior Defense leaders faster.

Why are you using a .net instead of a .mil domain to field your survey?

- When the SOFS program was established, a .net domain was chosen for two reasons.
 1. The SOFS operations contractor, Data Recognition Corp., consolidates both Web and paper survey data for DoD and it is more efficient for the Government to collect it at their single site.
 2. This makes it as easy as possible for everyone to access the survey, even from a non-government computer.

Do I have to take the survey in one sitting?

- No, it is not necessary to complete the survey in one sitting. Just click the "Save and Return Later" button and the work you completed will be saved.
- When you return to the survey, merely enter your Ticket Number again. Entering your Ticket Number will bring you to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- The Defense Manpower Data Center (DMDC) traditionally reports not only overall results, but also results by race/ethnicity, paygrade, etc.
- To complete these analyses, we must ask respondents for this type of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel (e.g., enlisted/officer, males/females) so that no groups are overlooked.
- Sensitive questions are sometimes also asked about topics like personal finances. Such information will be used to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

Will my answers be kept private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579).
- Only group statistics will be reported. Individual data will not be reported.

Will I ever see the results of the survey?

- This survey's briefings and reports will be posted on the following Website:
<http://www.dmdc.osd.mil/surveys/>
- When you complete a survey, you can request to be notified by e-mail when results are posted on the Web.

What is DMDC?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in DoD. It also conducts Joint-Service surveys and operates the Status of Forces Survey Program for the DoD. To learn more, visit the DMDC web site:
<http://www.dmdc.osd.mil/>

How do I know this is an official, approved DoD survey?

- In accordance with DoD Directive 8910.1, all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for the SOFS is DD-P&R(AR)2145, expiring 05/23/05.

What is ADSurvey@osd.pentagon.mil?

- The official e-mail address for communicating with active duty members about Status of Forces Surveys. The name is short for Active-Duty Survey.

How to Contact Us

- If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:
Call 1-800-881-5307
Or
E-mail us using the following link: ADSurvey@osd.pentagon.mil
Or
Send us a fax at 1-763-268-3011

BACKGROUND INFORMATION

1. In what Service were you on active duty on November 22, 2004?

- Army
 Navy
 Marine Corps
 Air Force
 None, you were separated or retired=>Stop here and submit the survey

2. Are you...?

- Male
 Female

3. What is your current paygrade? Mark one.

- | | | | |
|---|---|--|--|
| <input checked="" type="checkbox"/> E-1 | <input checked="" type="checkbox"/> E-6 | <input checked="" type="checkbox"/> W-1 | <input checked="" type="checkbox"/> O-1/O-1E |
| <input checked="" type="checkbox"/> E-2 | <input checked="" type="checkbox"/> E-7 | <input checked="" type="checkbox"/> W-2 | <input checked="" type="checkbox"/> O-2/O-2E |
| <input checked="" type="checkbox"/> E-3 | <input checked="" type="checkbox"/> E-8 | <input checked="" type="checkbox"/> W-3 | <input checked="" type="checkbox"/> O-3/O-3E |
| <input checked="" type="checkbox"/> E-4 | <input checked="" type="checkbox"/> E-9 | <input checked="" type="checkbox"/> W-4 | <input checked="" type="checkbox"/> O-4 |
| <input checked="" type="checkbox"/> E-5 | <input checked="" type="checkbox"/> W-5 | <input checked="" type="checkbox"/> O-5 | |
| | | <input checked="" type="checkbox"/> O-6 or above | |

4. What is your marital status?

- Married
 Separated
 Divorced
 Widowed
 Never married

5. [Ask if Q4 = "Divorced" OR Q4 = "Widowed" OR Q4 = "Never married"] How many years have you been in a relationship with your current significant other (that is, girlfriend or boyfriend)?

- Does not apply, I do not have a girlfriend/boyfriend
 Less than 1 year
 1 year to less than 6 years
 6 years to less than 10 years
 10 years or more

In the following section, you will be asked question(s) about your spouse's employment status in enough detail to ensure comparability with national employment surveys.

6. [Ask if Q4 = "Married" OR Q4 = "Separated"] Is your spouse currently serving on active duty (not a member of the National Guard or Reserve)?

- Yes
 No

7. [Ask if (Q4 = "Married" OR Q4 = "Separated") AND Q6 = "No"] Is your spouse currently serving as a member of the National Guard or Reserve in a full-time active duty program (AGR, TAR, AR)?

- Yes
 No

8. [Ask if (Q4 = "Married" OR Q4 = "Separated") AND Q6 = "No" AND Q7 = "No"] Is your spouse currently serving as a member of another type of National Guard or Reserve unit (e.g., drilling unit, IMA, IRR, military technician)?

- Yes
 No

9. [Ask if (Q4 = "Married" OR Q4 = "Separated") AND Q6 = "No" AND Q7 = "No"] Last week, did your spouse do any work for pay or profit? Mark "Yes" even if your spouse worked only one hour, or helped without pay in a family business or farm for 15 hours or more.

- Yes
 No

10. [Ask if (Q4 = "Married" OR Q4 = "Separated") AND Q6 = "No" AND Q7 = "No" AND Q9 = "No"] Last week, was your spouse temporarily absent from a job or business?

- Yes, on vacation, temporary illness, labor dispute, etc.
 No

11. [Ask if (Q4 = "Married" OR Q4 = "Separated") AND Q6 = "No" AND Q7 = "No" AND Q9 = "No" AND Q10 = "No"] Has your spouse been looking for work during the last 4 weeks?

- Yes
 No

12. [Ask if (Q4 = "Married" OR Q4 = "Separated") AND Q6 = "No" AND Q7 = "No" AND Q9 = "No" AND Q10 = "No" AND Q11 = "Yes"] **Last week, could your spouse have started a job if offered one, or returned to work if recalled?**

- Yes, could have gone to work
- No, because of his/her temporary illness
- No, because of all other reasons (in school, etc.)

13. **What is the highest degree or level of school that you have completed? Mark the one answer that describes the highest grade or degree that you have completed.**

- 12 years or less of school (no diploma)
- High school graduate-high school diploma or equivalent (e.g., GED)
- Some college credit, but less than 1 year
- 1 or more years of college, no degree
- Associate's degree (e.g., AA, AS)
- Bachelor's degree (e.g., BA, AB, BS)
- Master's, doctoral, or professional school degree (e.g., MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

For the next questions, the definition of "child or children" or "other legal dependents" includes anyone in your family, except your spouse, who has or is eligible to have a Uniformed Services identification card (military ID card) or is eligible for military health care benefits and is enrolled in the Defense Enrollment Eligibility Reporting System (DEERS).

14. **Do you have a child, children or other legal dependents based on the definition above?**

- Yes
- No

15. [Ask if Q14 = "Yes"] **How many children or other legal dependents do you have in each age group? Mark one answer in each row. To indicate none, select "0". To indicate nine or more, select "9".**

	0	1	2	3	4	5	6	7	8	9
a. 4 years old and younger	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 5 - 8 years old.....	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 9 - 11 years old.....	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. 12 - 14 years old	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 15 - 18 years old	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. 19 - 22 years old	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. 23 years old and older.....	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. **Are you Spanish/Hispanic/Latino?**

- No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

17. **What is your race? Mark one or more races to indicate what you consider yourself to be.**

- White
- Black or African American
- American Indian or Alaska Native
- Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)

18. **Where is your permanent duty station located?**

- In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession
- Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- East Asia and Pacific (e.g., Australia, Japan, Korea)
- North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- Sub-Saharan Africa (e.g., Kenya, South Africa)
- Western Hemisphere (e.g., Cuba, Honduras, Peru)
- Other or not sure

[Ask if Q18 = "In one of the 50 states, DC, Puerto Rico, a U.S. territory or possession"] **Please select from the list below your permanent duty station location within one of the 50 states, DC, Puerto Rico, a U.S. territory or possession.**

[Ask if Q18 = "Other or not sure"] **Please enter the name of the country or installation.**

19. Where do you live at your permanent duty station?

- Aboard ship
- Barracks/dorm/BEQ/UEPH/BOQ/UOPH military facility
- Military family housing, on base
- Military family housing, off base
- Privatized military housing that you rent on base
- Privatized military housing that you rent off base
- Civilian housing that you own or pay mortgage on
- Civilian housing that you rent
- Other

[Ask if Q19 = "Other"] Please specify where you live at your permanent duty station.

22. How many years of active-duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? To indicate less than 1 year, enter "0". To indicate 35 years or more, enter "35".

 Years

23. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it that you would choose to do so?

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

24. [Ask if (Q4 = "Married" OR Q4 = "Separated") OR ((Q4 = "Divorced" OR Q4 = "Widowed" OR Q4 = "Never married") AND (Q5 = "Less than 1 year" OR Q5 = "1 year to less than 6 years" OR Q5 = "6 years to less than 10 years" OR Q5 = "10 years or more"))] Does your spouse or significant other think you should stay on or leave active duty?

- Strongly favors staying
- Somewhat favors staying
- Has no opinion one way or the other
- Somewhat favors leaving
- Strongly favors leaving

25. Does your family think that you should stay on or leave active duty?

- Strongly favors staying
- Somewhat favors staying
- Has no opinion one way or the other
- Somewhat favors leaving
- Strongly favors leaving

SATISFACTION AND RETENTION INTENTION

20. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the military?

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your total compensation (i.e., base pay, allowances, and bonuses)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The type of work you do in your military job.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your opportunities for promotion.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. The quality of your coworkers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The quality of your supervisor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

21. Overall, how satisfied are you with the military way of life?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

TEMPO, READINESS, AND STRESS

26. Have you ever PCSed?

- Yes
- No

27. [Ask if Q26 = "Yes"] How many months has it been since your last PCS? To indicate less than 1 month, enter "00". To indicate more than 99 months, enter "99".

 Months

28. In the **past 12 months**, how many days have you had to work longer than your normal duty day (i.e., overtime)? *To indicate none, enter "0".*

 Days

29. In the **past 12 months**, how many nights have you been away from your permanent duty station because of your military duties? *To indicate none, enter "0".*

 Nights

30. *[Ask if Q29 > 0]* Are you currently on a deployment of 30 days or more?

- Yes
- No

31. *[Ask if Q29>0 AND Q30 = "Yes"]* Where are you currently deployed?

- In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession
- Afghanistan
- Iraq
- Other North Africa, Near East or South Asia country (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
- Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
- Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
- East Asia and Pacific (e.g., Australia, Japan, Korea)
- Sub-Saharan Africa (e.g., Kenya, Liberia, South Africa)
- Western Hemisphere (e.g., Cuba, Honduras, Peru)
- Other or not sure

[Ask if Q31= "In one of the 50 states, DC, Puerto Rico, a U.S. territory or possession"]
Please select from the list below your deployment location within one of the 50 states, DC, Puerto Rico, a U.S. territory, or possession.

[Ask if Q31 = "Other or not sure"] Please enter the name of the country or installation.

32. In the **past 12 months**, have you spent more or less time away from your permanent duty station than you expected when you first entered the military?

- Much more than expected
- More than expected
- Neither more nor less than expected
- Less than expected
- Much less than expected

33. What impact has time away (or lack thereof) from your permanent duty station in the **past 12 months** had on your military career intentions?

- Greatly increased your desire to stay
- Increased your desire to stay
- Neither increased nor decreased your desire to stay
- Decreased your desire to stay
- Greatly decreased your desire to stay

34. Overall, how well prepared are **you** to perform your wartime job?

- Very well prepared
- Well prepared
- Neither well nor poorly prepared
- Poorly prepared
- Very poorly prepared

35. Overall, how well prepared is **your unit** to perform its wartime mission?

- Very well prepared
- Well prepared
- Neither well nor poorly prepared
- Poorly prepared
- Very poorly prepared

36. How well has your training prepared you to perform your wartime job?

- Very well
- Well
- Neither well nor poorly
- Poorly
- Very poorly

37. Overall, how would you rate the current level of stress in your work life?

- Much less than usual
- Less than usual
- About the same as usual
- More than usual
- Much more than usual

38. Overall, how would you rate the current level of stress in your personal life?

- Much less than usual
- Less than usual
- About the same as usual
- More than usual
- Much more than usual

	Yes	No
d. Other North Africa, Near East or South Asia country (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. East Asia and Pacific (e.g., Australia, Japan, Korea)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Sub-Saharan Africa (e.g., Kenya, Liberia, South Africa)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Western Hemisphere (e.g., Cuba, Honduras, Peru)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Other	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

[Ask if Q41a = "Yes"] Please select from the list below your most recent deployment location within one of the 50 states, DC, Puerto Rico, a U.S. territory, or possession.

[Ask if Q41j = "Yes"] Please enter the name of the country or installation to which you were most recently deployed.

DEPLOYMENTS SINCE SEPTEMBER 11, 2001

39. Since September 11, 2001, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.

	Yes	No
a. Operation Noble Eagle	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Operation Enduring Freedom	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Operation Iraqi Freedom	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Other	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

40. [Ask if Q39a = "Yes" OR Q39b = "Yes" OR Q39c = "Yes" OR Q39d = "Yes"] Since September 11, 2001, how many times have you been deployed?

41. [Ask if Q39a = "Yes" OR Q39b = "Yes" OR Q39c = "Yes" OR Q39d = "Yes"] Since September 11, 2001, were you deployed to any of the following locations? Mark "Yes" or "No" for each item.

	Yes	No
a. In one of the 50 states, DC, Puerto Rico, a U.S. territory or possession	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Afghanistan	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Iraq	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

42. [Ask if Q39a = "Yes" OR Q39b = "Yes" OR Q39c = "Yes" OR Q39d = "Yes"] Since September 11, 2001, what is the total number of days you have been away from your permanent duty station?

 Days

43. [Ask if Q39a = "Yes" OR Q39b = "Yes" OR Q39c = "Yes" OR Q39d = "Yes"] Have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

- Yes
- No

44. [Ask if Q39a = "Yes" OR Q39b = "Yes" OR Q39c = "Yes" OR Q39d = "Yes" AND Q43 = "Yes"] How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

 Days

45. [Ask if Q39a = "Yes" OR Q39b = "Yes" OR Q39c = "Yes" OR Q39d = "Yes"] Were you involved in combat operations?

- Yes
- No

46. [Ask if Q43 = "Yes"] Are you still deployed to a combat zone or an area where you are drawing imminent danger or hostile fire pay?

- Yes
- No

47. [Ask if Q39a = "Yes" OR Q39b = "Yes" OR Q39c = "Yes" OR Q39d = "Yes"] Were any of your deployments since September 11, 2001 longer than you expected?

- Yes
- No

48. Since September 11, 2001, have you been under stop-loss at anytime?

- Yes
- No

LEADERSHIP

49. How much do you agree or disagree with each of the following statements about your immediate supervisor? *The term "workgroup" refers to the people with whom you work on a day-to-day basis.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Handling the technical-skills part of the job (fully understands the capabilities and limitations of equipment in the workgroup; demonstrates knowledge of tactical skills).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Handling the people-skills part of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
c. Handling the conceptual-skills part of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Decision making (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and workgroup activities, focuses the workgroup on mission accomplishment)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
i. Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the workgroup adapt to changing circumstances, recognizes personal limitations).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Planning and organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Assessing (accurately assesses the workgroup's strengths and weaknesses, conducts effective in- progress reviews and after-action reviews, takes time to find out what subordinate units are doing).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

50. To what extent do you agree or disagree with the following statements about your supervisor?

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
a. You trust your supervisor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your supervisor ensures that all assigned people are treated fairly.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				
c. There is conflict between your supervisor and the people who report to him/her	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You are satisfied with the direction/supervision you receive from your supervisor.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your supervisor evaluates work performance fairly	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Your supervisor makes work assignments fairly in your workplace	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

MENTORING

51. In your opinion, have you ever had a mentor?

- Yes, you have one now
- Yes, you had one, but you don't have one now
- No, but you would have liked one
- No, and you never wanted one
- No, and you don't know what a mentor is

52. [Ask if Q51 = "Yes"] Is your current mentor (or was your most recent mentor)...? **Mark one.**

- Your rater
- Your senior rater
- A person who is/was higher in rank than you, but not your rater or your senior rater
- A person who is/was at your same rank
- A person who is/was lower in rank than you
- A person who is not or was not in the military at the time the mentoring was provided

53. [Ask if Q51= "Yes"] If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

	Not provided					
	Not at all helpful					
	Slightly helpful					
	Moderately helpful					
	Very helpful					
	Extremely helpful					
a. Teaches job skills.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Gives feedback on your job performance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Assigns challenging tasks	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Helps develop your skills/competencies for future assignments	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Provides support and encouragement.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Provides personal and social guidance.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Provides career guidance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Demonstrates trust.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Acts as a role model.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Protects you.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Invites you to observe activities at his/her level	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Instills Service core values	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Provides moral/ethical guidance	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Teaches/advises on organizational politics.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Provides sponsorship/contacts to advance your career	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
p. Assists in obtaining future assignments	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

ORGANIZATIONAL CULTURE

54. Indicate the extent to which you agree or disagree with the following statements about your unit/Service?

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a. The current environment in your unit is one of "zero" defect (i.e., a feeling that one mistake will end a career)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The current environment in your Service is one of "zero defect"	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Micromanagement is prevalent in your unit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Micromanagement is prevalent in your Service	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

55. Please indicate whether you agree or disagree with the following statements?

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a. If you make a request through channels in your unit, you know somebody will listen.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Leaders in your unit are more interested in looking good than in being good.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. You would go for help with a personal problem to people in your chain-of-command	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Leaders in your unit are not concerned with the way the Service members treat each other as long as the job gets done.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. You are impressed with the quality of leadership in your unit	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				

f. Leaders in your unit are more interested in furthering their careers than in the well-being of their Service members.....

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				

b. My Service's evaluation/selection system is effective in promoting its best members

c. If I stay in the Service, I will be promoted as high as my ability and effort warrant

CAREER OPPORTUNITIES

56. When you first entered active-duty service, did you have a preference for a military occupation?

- Yes
- No

57. [Ask if Q56 = "Yes"] Did you receive the military occupation of your choice?

- Yes
- No, but I received a related occupation
- No, I received an occupation unrelated to my choice

58. How satisfied are you now with the military occupation you received when you first entered active duty?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

59. How much do you agree with the following statements about your military career and Service?

Strongly disagree				
Disagree				
Neither agree nor disagree				
Agree				
Strongly agree				

a. I will get the assignments I need to be competitive for promotions

60. How satisfied are you with the following aspects of your career?

Very dissatisfied				
Dissatisfied				
Neither satisfied nor dissatisfied				
Satisfied				
Very satisfied				

a. Your level of responsibility on the job.....

b. Your level of authority on the job.....

c. Your opportunities for promotion

d. Your chances to acquire valuable job skills

61. If you stay on active duty, when would you expect your next promotion to a higher grade?

- Less than 3 months
- 3 months to less than 7 months
- 7 months to less than 1 year
- 1 year to less than 2 years
- 2 years or more
- Does not apply, I do not expect a promotion
- Does not apply, I have no opportunities for promotion

62. **Have you completed a professional development course (for example, Basic Non-Commissioned Officers Course [BNCO], Command and General Staff College)? Mark only one answer.**

- Yes, via correspondence
- Yes, in-residence
- Yes, both via correspondence and in-residence
- No

63. *[Ask if Q62 = "Yes, via correspondence" AND Q62 = "Yes, in-residence" AND Q62 = "Yes, both via correspondence and in-residence"]*
How many professional development courses have you completed?

- One
- Two
- Three or more

64. *[Ask if Q62 = "Yes, via correspondence" AND Q62 = "Yes, in-residence" AND Q62 = "Yes, both via correspondence and in-residence"]*
To what extent did completing a professional development course enhance your performance as a Soldier/Sailor/Marine/Airman?

- Very large extent
- Large extent
- Moderate extent
- Small extent
- Not at all

65. *[Ask if Q62 = "Yes, via correspondence" AND Q62 = "Yes, in-residence" AND Q62 = "Yes, both via correspondence and in-residence"]*
To what extent did completing a professional development course enhance your chances of being promoted?

- Very large extent
- Large extent
- Moderate extent
- Small extent
- Not at all

66. *[Ask if Q62 = "Yes, both via correspondence and in-residence"]* **Which form of professional development, correspondence or in-residence, was more beneficial in terms of your development as a Soldier/Sailor/Marine/Airman?**

- Correspondence was much more beneficial
- Correspondence was more beneficial
- Correspondence and in-residence were equally beneficial
- In-residence was more beneficial
- In-residence was much more beneficial

67. *[Ask if Q62 = "Yes, both via correspondence and in-residence"]* **Which form of professional development, correspondence or in-residence, was more beneficial in terms of your enhancing your chances of being promoted?**

- Correspondence was much more beneficial
- Correspondence was more beneficial
- Correspondence and in-residence were equally beneficial
- In-residence was more beneficial
- In-residence was much more beneficial

ORGANIZATIONAL EFFECTIVENESS

68. **To what extent do you agree or disagree with the following statements about the people you work with?**

	Strongly disagree				
	Disagree				
	Neither agree nor disagree				
	Agree				
	Strongly agree				
a. There is very little conflict among your coworkers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. You like your coworkers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your coworkers put in the effort required for their jobs.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You are satisfied with the relationships you have with your coworkers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. The people in your workgroup tend to get along.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. The people in your workgroup are willing to help each other.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

69. To what extent do you agree or disagree with the following statements about the work you do?

	Strongly disagree				
	Disagree				
	Neither agree nor disagree			Agree	
	Strongly agree				
a. Your work provides you with a sense of pride.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Your work makes good use of your skills.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Your present assignment is good for your military career.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. You like the kind of work you do.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Your job gives you the chance to acquire valuable skills.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. You are satisfied with your job as a whole.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

70. Please respond to the following items regarding the effectiveness of your workgroup (all persons who report to the same supervisor that you do) using the scale below.

	Strongly disagree				
	Disagree				
	Neither agree nor disagree			Agree	
	Strongly agree				
a. The amount of output of my workgroup is very high.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. The quality of output of my workgroup is very high.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. When high priority work arises, such as short suspenses, crash programs, and schedule changes, the people in my workgroup do an outstanding job in handling these situations.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. My workgroup always gets maximum output from available resources (e.g., personnel and materials).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. My workgroup's performance in comparison to similar workgroups is very high.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

ORGANIZATIONAL COMMITMENT

71. How much do you agree or disagree with each of the following statements?

	Strongly disagree				
	Disagree				
	Neither agree nor disagree			Agree	
	Strongly agree				
a. I enjoy serving in the military.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Serving in the military is consistent with my personal goals.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. If I left the military, I would feel like I'm starting all over again.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. I would feel guilty if I left the military.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Generally, on a day-to-day basis, I am happy with my life in the military.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. It would be difficult for me to leave the military and give up the benefits that are available in the Service.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. I would not leave the military right now because I have a sense of obligation to the people in it.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. I really feel as if the military's values are my own.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. I would have difficulty finding a job if I left the military.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Generally, on a day-to-day basis, I am proud to be in the military.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. If I left the military, I would feel like I had let my country down.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. I continue to serve in the military because leaving would require considerable sacrifice.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. I feel like being a member of the military can help me achieve what I want in life.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. One of the problems with leaving the military would be the lack of available alternatives.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. I am committed to making the military my career.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

WILLINGNESS TO RECOMMEND

72. [Ask if Q15d>0 OR Q15e>0 OR Q15f > 0] Suppose your child came to you for advice. How likely is it that you would recommend...?

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
a. Joining a military service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve or Coast Guard Reserve	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Career opportunities as a civil federal government employee	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Getting a full-time job	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Getting a part-time job	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Attending a four-year college or university	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Attending a trade, technical, vocational, or community college	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

73. [Ask if Q14="No" OR (Q14="Yes" AND (Q15d=0 OR Q15e=0 OR Q15f= 0))] Suppose a youth came to you for advice. How likely is it that you would recommend...?

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
a. Joining a military service such as the Army, Navy, Marine Corps, Air Force, or Coast Guard	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
b. Joining a Reserve component of the military such as the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air Force Reserve or Coast Guard Reserve	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Career opportunities as a civil federal government employee	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Getting a full-time job	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Getting a part-time job	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Attending a four-year college or university	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Attending a trade, technical, vocational, or community college	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

PERMANENT CHANGE OF STATION (PCS) MOVES

74. [Ask if (Q15b>0 OR 15c>0 OR Q15d>0 OR Q15e> 0) AND Q26="Yes"] For your most recent PCS move, were any of the following a problem?

	Not a problem	Slight problem	Somewhat of a problem	Serious problem
a. Discontinued special education, gifted education, English as a Second Language, or other services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Missed mandated entrance or exit exams on any grade level	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Difficulty transferring school records	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Difficulty with correct classroom placement	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Exclusion from extra-curricular activities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Unable to continue Kindergarten or 1st grade due to age restriction	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Difficulties adjusting to new school	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Graduation requirements could not be met due to junior or senior year transfer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

SUPPORT SERVICES

75. **Have you used the Military OneSource website or 1-800 help-line service in the past 12 months?**

- Yes
 No

76. **[Ask if Q75="No"] What is the primary reason you have not used Military OneSource?**

- Not familiar with Military OneSource
 Not relevant, I did not have any issues I needed information or referrals for
 Concerned about confidentiality
 Thought I could get help elsewhere
 I heard Military OneSource was not useful
 Military OneSource was hard to use

77. **[Ask if Q75="Yes"] How many times have you accessed Military OneSource via the Internet in the past 12 months?**

- 0 times
 1 time
 2-3 times
 4-5 times
 6-10 times
 11 or more times

78. **[Ask if Q75="Yes"] How many times have you e-mailed Military OneSource in the past 12 months?**

- 0 times
 1 time
 2-3 times
 4-5 times
 6-10 times
 11 or more times

79. **[Ask if Q75="Yes"] How many times have you talked on the telephone with a Military OneSource consultant in the past 12 months**

- 0 times
 1 time
 2-3 times
 4-5 times
 6-10 times
 11 or more times

80. **[Ask if Q75="Yes"] How many times have you used Military OneSource to arrange face-to-face counseling sessions in the past 12 months?**

- 0 times
 1 time
 2-3 times
 4-5 times
 6-10 times
 11 or more times

TOP ISSUES RELATED TO DEPLOYMENTS

81. **[Ask if Q30="No"] Which of the following was your biggest concern about returning from your most recent deployment? *Select one item from the list below.***

- Readjusting to work life
 Financial stability
 Readjusting to family life
 Reestablishing a good relationship with your spouse
 Reestablishing a good relationship with your children
 Recovering from a physical injury/limitation
 Recovering from the emotional impact and stress of deployment
 Health care coverage for yourself
 Health care coverage for your family
 Possibility of being deployed again
 Other

[Ask if Q30="No" AND Q81="Other"] Please specify your biggest concern about returning from your most recent deployment.

82. *[Ask if Q30="Yes"]* Which of the following is your **biggest** concern while deployed? *Select one item from the list below.*

- Financial stability
- Ability to communicate with family
- Problems for spouse
- Problems for children
- Possibility of you being physically injured
- Possibility of you experiencing emotional issues and stress as a result of deployment
- Health care coverage for your family
- Other

[Ask if Q30="Yes" And Q82="Other"] Please specify your **biggest** concern while deployed.

83. *[Ask if Q30="No"]* Which of the following was your **second biggest** concern about returning from your most recent deployment? *Select one item from the list below.*

- Readjusting to work life
- Financial stability
- Readjusting to family life
- Reestablishing a good relationship with your spouse
- Reestablishing a good relationship with your children
- Recovering from a physical injury/limitation
- Recovering from the emotional impact and stress of deployment
- Health care coverage for yourself
- Health care coverage for your family
- Possibility of being deployed again
- Other

[Ask if Q30="No" And Q83="Other"] Please specify your **second biggest** concern about returning from your most recent deployment.

84. *[Ask if Q30="Yes"]* Which of the following was your **second biggest** concern while deployed? *Select one item from the list below.*

- Financial stability
- Ability to communicate with family
- Problems for spouse
- Problems for children
- Possibility of you being physically injured
- Possibility of you experiencing emotional issues and stress as a result of deployment
- Health care coverage for your family
- Other

[Ask if Q30="Yes" And Q84="Other"] Please specify your **second biggest** concern while deployed.

85. *[Ask if Q30="No"]* Which of the following was your **third biggest** concern about returning from your most recent deployment? *Select one item from the list below.*

- Readjusting to work life
- Financial stability
- Readjusting to family life
- Reestablishing a good relationship with your spouse
- Reestablishing a good relationship with your children
- Recovering from a physical injury/limitation
- Recovering from the emotional impact and stress of deployment
- Health care coverage for yourself
- Health care coverage for your family
- Possibility of being deployed again
- Other

[Ask if Q30="No" And Q85="Other"] Please specify your **third biggest** concern about returning from your most recent deployment.

86. [Ask if Q30="Yes"] Which of the following was your **third biggest** concern while deployed? **Select one item from the list below.**

- Financial stability
- Ability to communicate with family
- Problems for spouse
- Problems for children
- Possibility of you being physically injured
- Possibility of you experiencing emotional issues and stress as a result of deployment
- Health care coverage for your family
- Other

[Ask if Q30="Yes" And Q86="Other"] Please specify your **third biggest** concern while deployed.

HEALTH

87. By which of the following health plans are you (and/or your spouse and dependents) currently covered? **Mark "Yes" or "No" for each item.**

	Yes	No
a. TRICARE Prime.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. TRICARE Extra or Standard (CHAMPUS)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. TRICARE Plus	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Medicare	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A civilian HMO (such as Kaiser)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Other civilian health insurance (such as Blue Cross)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. The Veterans Administration.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

88. How much do you think you would have to pay each year for a health insurance policy giving you and your family the same benefits as you currently receive from your military health plan?

 Dollars

89. A Health Savings Account (HSA) combines a high deductible health plan policy with a medical savings account. One example of an HSA might include a health plan with a \$4,000 deductible combined with \$2,000 provided to your medical savings account annually by the insurer. You would use the savings account to pay for medical expenses such as eye exams, medical treatments, and prescription drugs up to your plan deductible. Medical expenses, after the deductible has been met, would be covered by the health plan. If available, how interested would you be in an HSA plan?

- Extremely interested
- Very interested
- Moderately interested
- Slightly interested
- Not at all interested

TAKING THE SURVEY

90. Where did you take this survey? **Mark "Yes" or "No" for each item.**

	Yes	No
a. Home/barracks	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Work/office	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Installation/ship library	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Installation/ship recreation center.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Other non-military location (e.g., public library, cyber café).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Deployed location (on land).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. On a deployed ship	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. On board a ship at sea on regular duty	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. On board a ship in port.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. TDY or training location (non-deployment).....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

91. Which of the following computers did you use to take the survey? **Mark "Yes" or "No" for each item.**

	Yes	No
a. Government computer.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Privately-owned computer.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Public (e.g., library or café) computer.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Other	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

- 92. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported.**

- 93. Thank you for participating in the DoD December 2004 Status of Forces Survey of Active-Duty Members. There are no more questions on this survey. If you would like to receive a message advising you of when and where the results will be available, please provide your e-mail address. Your address will only be used for this purpose.**