



2026 Defense Organizational Climate Survey (DEOCS) Service-Specific Questions

June 2026

Service-specific questions are designated by select Services to be included in each Defense Organizational Climate Survey (DEOCS) administered within a given Service component. These questions may include some items from the DEOCS Custom Question Bank (CQB) so be sure to review these items prior to selecting custom questions.

Table of Contents

Army Service-Specific Questions	2
Navy Service-Specific Questions	3
Marine Corps Service-Specific Questions	4
Air Force and Space Force Service-Specific Questions	5
National Guard Service-Specific Questions	6
Coast Guard Service-Specific Questions	7
Naval Academy and Naval Academy Prep School Service-Specific Questions	8

Army Service-Specific Questions

The Army is authorized to have up to 10 Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by Army leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Army
- Reserve Army

Results of these questions are included in a unit's/organization's DEOCS reports.

1. I feel a sense of belonging in my unit.
2. In my unit, people feel safe to admit they made a mistake.
3. Leaders in my unit would address a sexual harassment or assault incident with the same seriousness during a field training exercise or deployment as they would in garrison.
4. I know who my unit's assigned Victim Advocate (VA) is.
5. My unit promotes a culture of responsible alcohol use.
6. In the last 6 months, have you received at least two hours of counseling or mentorship focused on your career goals?
7. I am aware of resources and support available if I am struggling with parenting or childcare responsibilities.
8. I know where to find resources for my personal and family wellbeing (e.g., financial, spiritual, mental health).
9. I am confident that my command would take the appropriate actions to support those involved in a domestic or family abuse situation.
10. I have seen my leadership engage in retaliatory behavior (e.g., increased scrutiny, social isolation, shifting responsibilities, lack of support for professional development) towards those who attempt to address issues within my unit.

Navy Service-Specific Questions

The Navy is authorized to have up to 10 Service-specific questions to ask of their personnel on the DEOCS. The questions below were selected by Navy leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Navy
- Reserve Navy

Results of these questions are included in a unit's/organization's DEOCS reports.

1. I trust my command triad.
2. In my command, I have a trusted leader I can turn to when things get hard, personally or professionally.
3. My command's onboarding process (CMD Sponsorship/Indoc) sets personnel and their families (if applicable) up for success.
4. My command has an effective Command Resilience Team (CRT).
5. My command is supportive when personnel seek mental health assistance.
6. My command provides me with the time and resources to strengthen my mind, body, and spirit.
7. I believe my command will use the input provided from this survey to improve the command.
8. I know how to recognize and get assistance for shipmates experiencing uncontrolled stress.
9. I am aware of how to access family and relationship support resources.
10. My command values input and transparently discusses successes and failures for continuous improvement.

Marine Corps Service-Specific Questions

The Marine Corps is authorized to have up to 10 Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by Marine Corps leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Marine Corps
- Reserve Marine Corps

Results of these questions are included in a unit's/organization's DEOCS reports.

1. In my unit, sometimes we have to skip approved procedures in order to meet deadlines.
2. People in my unit understand why they are asked to perform tasks.
3. In my unit, people understand the standard for tasks they are performing (in other words, they know what "right" looks like).
4. There are times when my leadership prioritizes the mission over personnel safety.
5. Safety regulations and procedures are adhered to at all times at my unit.
6. In my unit, I have a senior leader I can turn to when things get hard, personally or professionally.
7. I felt welcomed in my command/unit from the moment I arrived.
8. In my unit, the Command Indoctrination/Onboarding Program set me up for success on arrival.
9. I trust my command triad.
10. Is fraternization a problem in your unit?

Air Force and Space Force Service-Specific Questions

The Air Force and Space Force are authorized to have up to 10 Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by Air Force and Space Force leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Air Force
- Reserve Air Force
- Active Duty Space Force
- Reserve Space Force

Results of these questions are included in a unit's/organization's DEOCS reports.

1. In my unit/organization, someone who reported a sexual assault would not experience retaliation.
2. In my unit/organization, people are comfortable seeking mental health care without fear of being treated negatively.
3. In my unit/organization, people see personal well-being as essential for mission readiness.
4. My unit leadership/immediate supervisor encourages physical fitness.
5. My unit leadership/immediate supervisor encourages mental health.
6. I am able to maintain a healthy diet.
7. I can make time to support my physical fitness.
8. Even with the demands of my work, I am able to get enough sleep.
9. My installation/community provides the resources that I need to support my mental health.
10. My installation/community provides the resources that I need to support my physical health.

National Guard Service-Specific Questions

The National Guard is authorized to have up to 10 Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by National Guard leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- National Guard: Air National Guard
- National Guard: Army National Guard
- National Guard: Joint Army/Air

Results of these questions are included in a unit's/organization's DEOCS reports.

1. Do you currently have any concerns about your ability to pay for necessities (e.g., food and housing)?
2. Do you have access to a vehicle or public transportation that is dependable enough to get you to important appointments and errands regularly?
3. My current personal relationships are emotionally safe.
4. My current personal relationships are physically safe.
5. I have people to reach out to in a time of need.
6. I have dependable childcare for my children during military training.
7. My commander/leader listens to the concerns of the unit/organization members.
8. In my unit, reporters of sexual harassment or sexual assault would be discouraged from moving forward with the report.
9. In my unit, reporters of sexual harassment or sexual assault would be blamed for causing problems.
10. My first line leader demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, sex discrimination), even when it's not popular with others.

Coast Guard Service-Specific Questions

The Coast Guard is authorized to have up to 10 Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by Coast Guard leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Coast Guard
- Reserve Coast Guard

Results of these questions are included in a unit's/organization's DEOCS reports.

1. I am comfortable being myself while working in this unit/organization.
2. My commander/leader listens to the concerns of the unit/organization members.
3. I can rely on my commander/leader to act in my unit/organization's best interest.
4. I can express my safety concerns within my unit/organization without fear of reprisal.
5. I believe that the organization provides sufficient follow-up support after a report of sexual assault or harassment.
6. I feel encouraged by my unit to report unethical behavior or harassment.
7. The people in my unit demonstrate moral courage by doing what's right even when difficult.
8. Leaders in my unit hold themselves accountable to the same standards they set for others.
9. I feel that my commander/leader will use the information from the climate assessment to improve the unit/organization.
10. I believe it's important to take care of my colleague's mental health and emotional well-being, not just their physical safety.

Naval Academy and Naval Academy Prep School Service-Specific Questions

The U.S. Naval Academy and Naval Academy Prep School are authorized to have up to 10 Service-specific questions to ask of their personnel on the DEOCS. The questions below were selected by Academy leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- MSA/MSA Prep: US Naval Academy Students
- MSA/MSA Prep: Naval Academy Preparatory School Students
- MSA/MSA Prep: US Naval Academy Faculty/Staff
- MSA/MSA Prep: Naval Academy Preparatory School Faculty/Staff

Results of these questions are included in a unit's/organization's DEOCS reports.

1. My unit is cohesive.
2. In my unit, there is respect from the chain of command.
3. People in my unit have respect for the chain of command.
4. Personnel in my unit treat each other with respect.
5. In the past 12 months, I have witnessed people in my unit make it clear that sexual assault is an unacceptable act.
6. In the past 12 months, I have not witnessed anyone in my unit convey or condone sexist comments and behaviors.
7. In the past 12 months, I have witnessed people in my unit encourage bystander intervention to assist others in situations at risk for sexual assault and other harmful behaviors.
8. In the past 12 months, I have witnessed people in my unit publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, or sexual assault hotline number).
9. In the past 12 months, I have witnessed people in my unit encourage victims to report sexual assault.