



2026 Defense Organizational Climate Survey (DEOCS) – Military Service Academy Preparatory School Version

June 2026

This is a master version of the 2026 Defense Organizational Climate Survey (DEOCS) that presents the core questions asked of all Military Service Academy (MSA) Preparatory School participants. Questions that are irrelevant to cadet and midshipmen candidates and asked only of other populations (e.g., civilian personnel, military personnel) are grayed out. This document does not include additional questions selected by the Service or by MSA Preparatory School leadership.

For survey administrators: Unit-level information provided during registration about your MSA Prep School (particularly its name) is piped into questions throughout the survey. It is important to keep this in mind as inaccurate or overly generic information entered during survey registration may confuse participants. For example, participants will be asked “What is your affiliation to:

[Preparatory School Title]?”, with the custom text placeholder shown in **red**.

Academy Experience

1. What is your affiliation to: [Preparatory School Title]?

Some people may have multiple affiliations (for example, a Reservist who also works as a civilian at the DoW). We are interested in your affiliation to the unit or organization conducting this DEOCS.

- ☐ Active duty military member
- ☐ Reserve military member
- ☐ National Guard member
- ☐ Civilian employee
- ☐ Military Service Academy (MSA) cadet/midshipman
- ☐ MSA Preparatory School cadet candidate/midshipman candidate

2. What is your Class year?

- ☐ Foreign exchange student
- ☐ 4/C (First Year)
- ☐ 3/C (Second Year)
- ☐ 2/C (Third Year)
- ☐ 1/C (Fourth Year)

3. When did you join: [Unit/Organization Title]?

- ☐ Less than three months ago
- ☐ Three or more months ago

The following questions ask about your beliefs and experiences at the **[Preparatory School Title]**.

4. Overall, how would you rate...

	Very high	High	Moderate	Low	Very low
a. The current level of morale among [cadet candidates in your company midshipmen candidates in your company cadet candidates in your squadron] ?	☐	☐	☐	☐	☐
b. Your own current level of morale?	☐	☐	☐	☐	☐

5. Overall, how well prepared...

	Very well prepared	Well prepared	Neither well nor poorly prepared	Poorly prepared	Very poorly prepared
a. Are you to perform your [wartime job organization's mission]?	☐	☐	☐	☐	☐
b. Is your [unit organization] to perform its [wartime mission mission]?	☐	☐	☐	☐	☐

6. Thinking about the past three months, how much do you agree or disagree with the following statements about your work?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I am proud of my work.	☐	☐	☐	☐	☐
b. My work has a great deal of personal meaning to me.	☐	☐	☐	☐	☐
c. I am committed to making the military my career.	☐	☐	☐	☐	☐

7. Suppose that you have to decide whether to [stay on active duty | continue to participate in the National Guard | continue to participate in the Reserve | continue your Federal service at your organization]. 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

How much do you agree or disagree with the following statements about [Preparatory School Title]?

8. **[Cadet candidates in my company | Midshipmen candidates in my company | Cadet candidates in my squadron]...**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Work well as a team.	☐	☐	☐	☐	☐
b. Trust each other.	☐	☐	☐	☐	☐

Thinking about the past three months, how much do you agree or disagree with the following statement?

9. **I can easily balance the demands of Academy Prep School life.**

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

10. **If you have any additional thoughts about your experiences at the [Preparatory School Title], you may share them in the space below.**

Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).

The following questions ask about your experiences at the [Preparatory School Title].

11. **How often does someone from your Military Service Academy Prep School...**

	Never	Rarely	Sometimes	Often
a. Intentionally interfere with your work performance?	☐	☐	☐	☐
b. Take credit for work or ideas that were yours?	☐	☐	☐	☐
c. Use insults, sarcasm, or gestures to humiliate you?	☐	☐	☐	☐
d. Yell when they are angry with you?	☐	☐	☐	☐

12. How often does someone from your Military Service Academy Prep School...

	Never	Rarely	Sometimes	Often
a. Tell sexual jokes that make you uncomfortable, angry, or upset?	☐	☐	☐	☐
b. Embarrass, anger, or upset you by suggesting that you do not act how a man or a woman is supposed to act?	☐	☐	☐	☐
c. Display, show, or send sexually explicit materials (such as pictures or videos) that make you uncomfortable, angry, or upset?	☐	☐	☐	☐
d. Make sexual comments about your appearance or body that make you uncomfortable, angry, or upset?	☐	☐	☐	☐
e. Intentionally touch you in unwanted sexual ways?	☐	☐	☐	☐

13. How often does someone from your Military Service Academy Prep School make you uncomfortable, angry, or upset by...

	Never	Rarely	Sometimes	Often
a. Telling racial/ethnic jokes?	☐	☐	☐	☐
b. Expressing stereotypes about racial/ethnic groups?	☐	☐	☐	☐
c. Using offensive racial/ethnic terms?	☐	☐	☐	☐
d. Excluding you because of your race/ethnicity?	☐	☐	☐	☐
e. Showing you a lack of respect because of your race/ethnicity?	☐	☐	☐	☐

14. How often does someone from your Military Service Academy Prep School use derogatory slurs, make comments, or tell jokes concerning sexual orientation?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often

15. If you have any additional information that you would like to provide about your experiences with hostile, harassing, and/or discriminatory behaviors, you may share them in the space below.

Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).

Please report how much you agree or disagree with the following statements.

16. I trust that my well-being is supported by...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Academy faculty.	☐	☐	☐	☐	☐
b. Academy coaches and staff.	☐	☐	☐	☐	☐

17. How much do you agree or disagree with the following statements about your [company | squadron]?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Training opportunities, awards, recognition, and other positive outcomes are distributed fairly.	☐	☐	☐	☐	☐
b. Discipline and criticism are administered fairly.	☐	☐	☐	☐	☐

Leadership

[Immediate Supervisor: the individual to whom you directly report in your unit, [Unit Title]. | Immediate Supervisor: the individual to whom you directly report in your organization, [Organization Title].]

18. Your current immediate supervisor is...

- ☐ Military member (e.g., Active Duty, Reserve, or National Guard)
- ☐ Civilian
- ☐ Don't know

[Immediate Supervisor: the individual to whom you directly report in your unit, [Unit Title]. | Immediate Supervisor: the individual to whom you directly report in your organization, [Organization Title].]

19. What paygrade is your immediate supervisor?

If you are not sure, please proceed to the next question.

- ☐ E-1 to E-3
- ☐ E-4 to E-6
- ☐ E-7 to E-9
- ☐ W-1 to W-3
- ☐ W-4 to W-5
- ☐ O-1 to O-3
- ☐ O-4 to O-5
- ☐ O-6 or above

[Immediate Supervisor: the individual to whom you directly report in your unit, [Unit Title]. | Immediate Supervisor: the individual to whom you directly report in your organization, [Organization Title].]

20. What civilian pay plan/category is your immediate supervisor?

If you are not sure, please proceed to the next question.

- ☐ General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR)
- ☐ Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/ WO/WN/WQ/WR/XG)
- ☐ Senior Executive Service (SES)
- ☐ Title 10 tenured or tenure-track faculty
- ☐ Title 10 non-tenure-track faculty
- ☐ Non-Appropriated Fund (NAF)
- ☐ Demonstration/Alternative/Other pay plans

[Immediate Supervisor: the individual to whom you directly report in your unit, [Unit Title]. | Immediate Supervisor: the individual to whom you directly report in your organization, [Organization Title].]

21. What is your immediate supervisor's paygrade?

If you are not sure, please proceed to the next question.

- ☐ 1 to 4
- ☐ 5 to 8
- ☐ 9 to 12
- ☐ 13 to 14
- ☐ 15 or above

[First Cadet in Chain of Command: the cadet immediately above you in your cadet chain of command. | First Midshipman in Chain of Command: the midshipman immediately above you in your midshipman chain of command.]

22. What Class year is the first [cadet | midshipman] in your chain of command?

- ☐ 3/C (Second Year)
- ☐ 2/C (Third Year)
- ☐ 1/C (Fourth Year)

[First Cadet Candidate in Chain of Command: the cadet candidate immediately above you in your cadet candidate chain of command. | First Midshipman Candidate in Chain of Command: the midshipman candidate immediately above you in your midshipman candidate chain of command.]

23. How much do you agree or disagree with the following statements about [the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command]?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I have trust and confidence in [the first cadet candidate in my chain of command the first midshipman candidate in my chain of command].	☐	☐	☐	☐	☐
b. [The first cadet candidate in my chain of command The first midshipman candidate in my chain of command] listens to what I have to say.	☐	☐	☐	☐	☐
c. [The first cadet candidate in my chain of command The first midshipman candidate in my chain of command] treats me with respect.	☐	☐	☐	☐	☐
d. [The first cadet candidate in my chain of command The first midshipman candidate in my chain of command] cares about my personal well-being.	☐	☐	☐	☐	☐
e. [The first cadet candidate in my chain of command The first midshipman candidate in my chain of command] provides me with opportunities to demonstrate my leadership skills.	☐	☐	☐	☐	☐
f. I would not experience reprisal or retaliation from [the first cadet candidate in my chain of command the first midshipman candidate in my chain of command] if I went to them with concerns.	☐	☐	☐	☐	☐

[First Cadet Candidate in Chain of Command: the cadet candidate immediately above you in your cadet candidate chain of command. | First Midshipman Candidate in Chain of Command: the midshipman candidate immediately above you in your midshipman candidate chain of command.]

24. How much do you agree or disagree with the following statements?

[The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command]...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Ridicules people in my [company squadron].	☐	☐	☐	☐	☐
b. Acts only in the best interest of their own advancement.	☐	☐	☐	☐	☐
c. Ignores input from people in my [company squadron] that they do not agree with.	☐	☐	☐	☐	☐

25. If you have any additional thoughts that you would like to provide about [the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command], you may share them in the space below.

Please do not include personally identifiable information (for example, stating your name or the name of [the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command]).

The following questions ask you about [your company permanent party command team | your squadron permanent party command team].

[Company Permanent Party Command Team: the officer and enlisted personnel responsible for your company. | Squadron Permanent Party Command Team: the officer and enlisted personnel responsible for your squadron.]

26. How much do you agree or disagree with the following statements?

[My company permanent party command team | My squadron permanent party command team]...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Communicates a clear and motivating vision of the future.	☐	☐	☐	☐	☐
b. Supports and encourages the professional development of people in my [company squadron].	☐	☐	☐	☐	☐
c. Encourages people in my [company squadron] to think about problems in new ways.	☐	☐	☐	☐	☐
d. Will not take action until negative behaviors become bigger problems.	☐	☐	☐	☐	☐
e. Does not address problems brought to their attention.	☐	☐	☐	☐	☐

[Company Permanent Party Command Team: the officer and enlisted personnel responsible for your company. | Squadron Permanent Party Command Team: the officer and enlisted personnel responsible for your squadron.]

27. How much do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I have trust and confidence in my [company squadron] permanent party command team.	☐	☐	☐	☐	☐
b. My [company squadron] permanent party command team listens to what I have to say.	☐	☐	☐	☐	☐
c. My [company squadron] permanent party command team treats me with respect.	☐	☐	☐	☐	☐
d. My [company squadron] permanent party command team cares about my personal well-being.	☐	☐	☐	☐	☐
e. My [company squadron] permanent party command team provides me with opportunities to demonstrate my leadership skills.	☐	☐	☐	☐	☐
f. I would not experience reprisal or retaliation from my [company squadron] permanent party command team if I went to them with concerns.	☐	☐	☐	☐	☐

[Company Permanent Party Command Team: the officer and enlisted personnel responsible for your company. | Squadron Permanent Party Command Team: the officer and enlisted personnel responsible for your squadron.]

28. How much do you agree or disagree with the following statements?

My [company | squadron] permanent party command team...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Ridicules people in my [company squadron].	☐	☐	☐	☐	☐
b. Acts only in the best interest of their own advancement.	☐	☐	☐	☐	☐
c. Ignores input from people in my [company squadron] that they do not agree with.	☐	☐	☐	☐	☐

Senior NCO/SEL: your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in [Unit/Organization/Academy/Preparatory School Title].

29. Is [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name] your senior NCO/SEL?

- ☐ Yes
- ☐ No

Senior NCO/SEL: your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in [Unit/Organization/Academy/Preparatory School Title].

30. Does your unit or organization have a senior NCO/SEL?

- ☐ Yes
- ☐ No
- ☐ Don't know

The following questions ask you about your unit's senior NCO/SEL.

Senior NCO/SEL: your senior NCO/SEL is [the highest-ranking non-commissioned officer or enlisted person in [Unit/Organization Title] | [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name]].

31. *[How | Thinking about the past three months, how] much do you agree or disagree with the following statements?*

My [unit | organization]'s senior NCO/SEL...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Communicates a clear and motivating vision of the future.	☐	☐	☐	☐	☐
b. Supports and encourages the professional development of people in my [unit organization].	☐	☐	☐	☐	☐
c. Encourages people in my [unit organization] to think about problems in new ways.	☐	☐	☐	☐	☐
d. Will not take action until negative behaviors become bigger problems.	☐	☐	☐	☐	☐
e. Does not address problems brought to their attention.	☐	☐	☐	☐	☐

Senior NCO/SEL: your senior NCO/SEL is [the highest-ranking non-commissioned officer or enlisted person in [Unit/Organization Title] | [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name]].

32. [How | Thinking about the past three months, how] much do you agree or disagree with the following statements?

My [unit | organization]'s senior NCO/SEL...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Ridicules people in my [unit organization].	☐	☐	☐	☐	☐
b. Acts only in the best interest of their own advancement.	☐	☐	☐	☐	☐
c. Ignores input from people in my [unit organization] that they do not agree with.	☐	☐	☐	☐	☐

33. If you have any thoughts that you would like to provide about people in leadership roles at your Military Service Academy Prep School, please share them in the space below.

Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).

Behaviors and Personal Experience

The following questions ask about your thoughts and behaviors.

34. In the past three months, how often have you...

	Never	Rarely	Sometimes	Often
a. Felt nervous or stressed?	☐	☐	☐	☐
b. Found that you could not cope with all of the things you had to do?	☐	☐	☐	☐

35. Thinking about the past three months, how much do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I feel like I belong.	☐	☐	☐	☐	☐
b. I feel that there are people I can turn to in times of need.	☐	☐	☐	☐	☐
c. I think I make things worse for the people in my life.	☐	☐	☐	☐	☐
d. My future seems dark to me.	☐	☐	☐	☐	☐

36. Thinking about your alcohol use in the last three months, how often have you...

	Never	Less than monthly	Monthly	Weekly	Daily or almost daily
a. Had five or more drinks on one occasion?	☐	☐	☐	☐	☐

Please respond how much you agree or disagree with the following statement.

Secure Storage Container/Device: a lock box, commercial gun safe, trigger lock, or chamber-style gun lock

37. If I had a firearm in my living space, I would store it unloaded or use a secure storage container/device.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

38. If you have thoughts that you were not able to express while answering this survey, you may share them in the space below.

Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).

Demographics

39. What branch of Service are you in?

- ☐ Army
- ☐ Navy
- ☐ Marine Corps
- ☐ Air Force
- ☐ Space Force
- ☐ Coast Guard

40. What is your current paygrade?

- ☐ E-1 to E-3
- ☐ E-4 to E-6
- ☐ E-7 to E-9
- ☐ W-1 to W-3
- ☐ W-4 to W-5
- ☐ O-1 to O-3
- ☐ O-4 to O-5
- ☐ O-6 or above

41. What is your current pay plan/category?

- ☐ General Schedule (GS)-like pay plan (GS/ GG/GM/GL/GP/GR)
- ☐ Federal Wage System pay plan (WG/WS/ WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG)
- ☐ Senior Executive Service (SES)
- ☐ Title 10 tenured or tenure-track faculty
- ☐ Title 10 non-tenure-track faculty
- ☐ Non-Appropriated Fund (NAF)
- ☐ Demonstration/Alternative/Other pay plans

42. What is your paygrade?

- ☐ 1 to 4
- ☐ 5 to 8
- ☐ 9 to 12
- ☐ 13 to 14
- ☐ 15 or above

43. Are you a supervisor?

To be a supervisor, you must have at least one subordinate who directly reports to you.

- ☐ No
- ☐ Yes

44. What is your position at the Military Service Academy?

- ☐ AD-1: Instructor
- ☐ AD-3: Assistant Professor
- ☐ AD-5: Associate Professor
- ☐ AD-7: Professor
- ☐ AD-9: Admin Faculty
- ☐ AD-11: Supervisory/Professor
Dean/Academic Dean

45. Are you a member of an intercollegiate athletic team?

- ☐ No
- ☐ Yes

46. Are you Spanish, Hispanic, or Latino?

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

47. What is your race?

Mark one or more races to indicate what race you consider yourself to be.

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

48. Are you...?

- ☐ Male
- ☐ Female

The DEOCS administrator registered your [unit | organization] as affiliated with the installation, base, ship, or location: [Installation/Base/Ship/Location]

49. Are you assigned to this installation, base, ship, or location: [Installation/Base/Ship/Location]

- ☐ Yes
- ☐ No

50. What is your assigned installation, base, ship, or location?

Service Customized Section

The following questions were chosen by your Service or Military Service Academy.

Leader Customized Section

The following questions were chosen by your leadership specifically for your Military Service Academy Prep School.

Contacting the DEOCS Help Desk

If you have questions about DEOCS content, purpose, or participant privacy, please contact:

DODHRA.OPA-CCA-Support@mail.mil

If you experience any technical difficulties while registering or completing the survey, please contact:

OPA_DCP@datarecognitioncorp.com

1-833-867-5674