The *Defense Organizational Climate Survey* (*DEOCS*) is a tool that provides commanders and Department of Defense (DoD) leaders with important feedback about the current climate of their unit or organization. This document provides survey administrators, commanders, leaders, and supervisors with an overview of the Interactive Dashboard, the reporting requirements for the *DEOCS*, and some helpful features of the Interactive Dashboard.[1]

## Table of Contents

About the Interactive Dashboard

The Interactive Dashboard is a part of the *DEOCS* Portal and is the main way that users can check response rates, as well as view or download the results of their *DEOCS* after the survey has ended. The results for a *DEOCS* are available no later than two weeks after the survey has closed. Survey administrators, commanders or leaders, and their supervisors will receive an e-mail notifying them when results for their *DEOCS* are ready for review. In order to receive results, a unit or organization needs at least 16 surveys returned (i.e., 16 participants). When *DEOCS* results are available, these users

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[1] For more information about the roles different personnel take in the *DEOCS*, navigate to https://www.prevention.mil/Climate-Portal/Defense-Climate-Portal-Survey-Resource-Center/ and under *DEOCS*, Manage Users and Permissions, click on the document titled "User Roles and the *DEOCS* Process."

can login to the *DEOCS* Portal, and view or download their results to share with others. Results and comments from the survey can be downloaded as a PDF or Excel file.

To access the *DEOCS* Interactive Dashboard, follow these steps:

- **Step 1 – Log in to the *DEOCS* Portal (https://www.drcedirect.com/all/eca-portal-v2-ui/#/login/).**
 - For best results, use Google Chrome, Mozilla Firefox, Microsoft Edge, or Apple Safari.
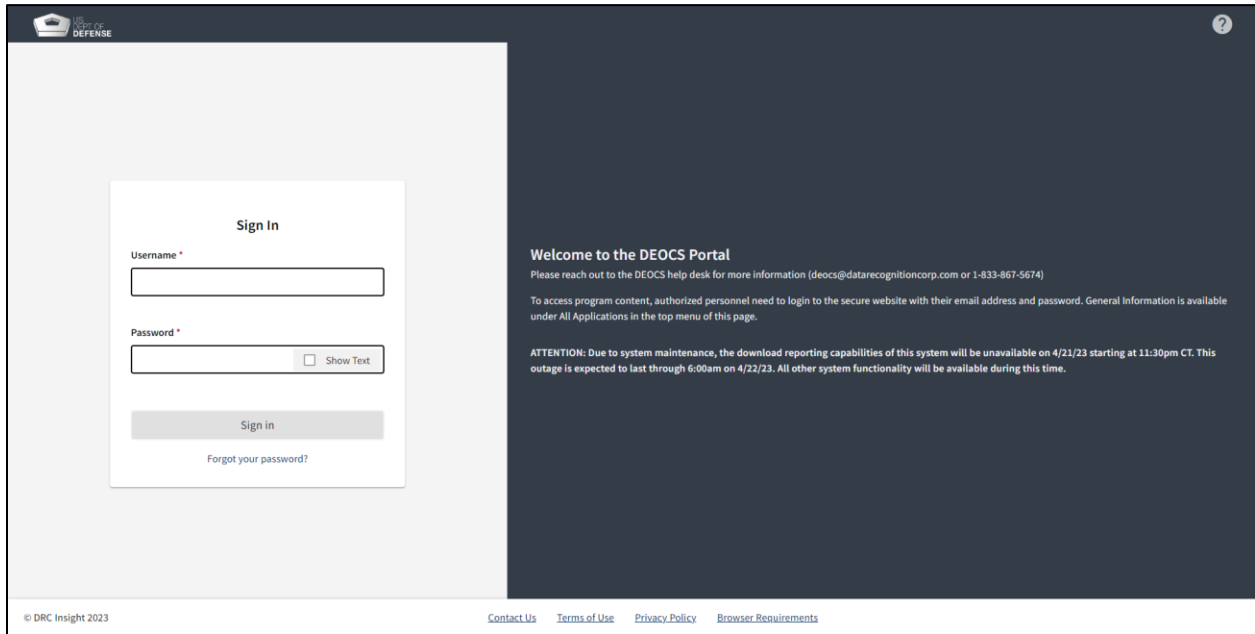
- **Step 2 – Click "My Applications" in the menu along the banner at the top of the screen, then select "Interactive Dashboard."**
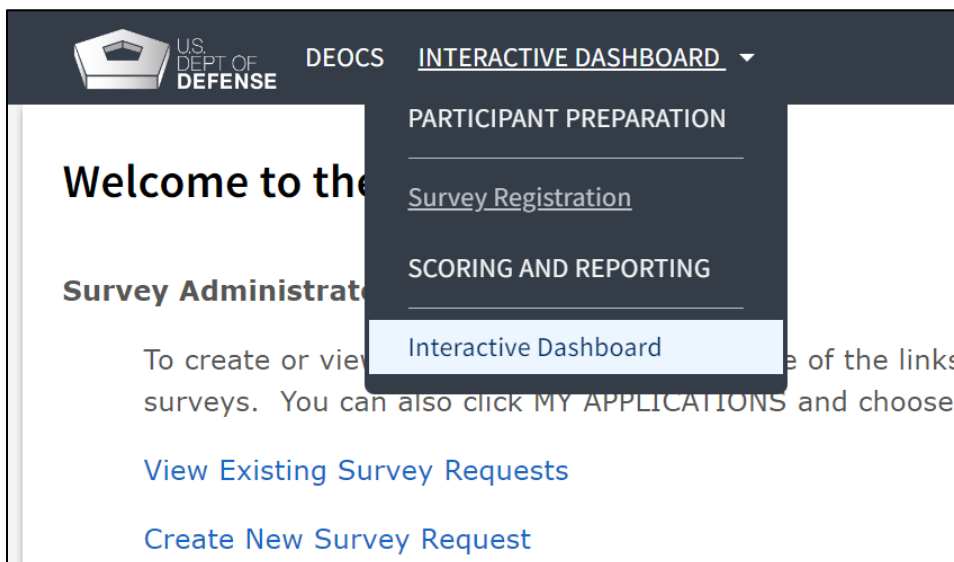
- **Step 3 – Arrive at the *DEOCS* Interactive Dashboard.**
  - Users will land on the "About" tab.
  - Users should rely on the tabs along the top of the screen to navigate the Interactive Dashboard. A description of each tab is provided in the next section.

Starting June 26, 2023, final reports are only available for download. Interactive final reports will return in 2024. You will still be able to check response rates, download reports, and access resources.
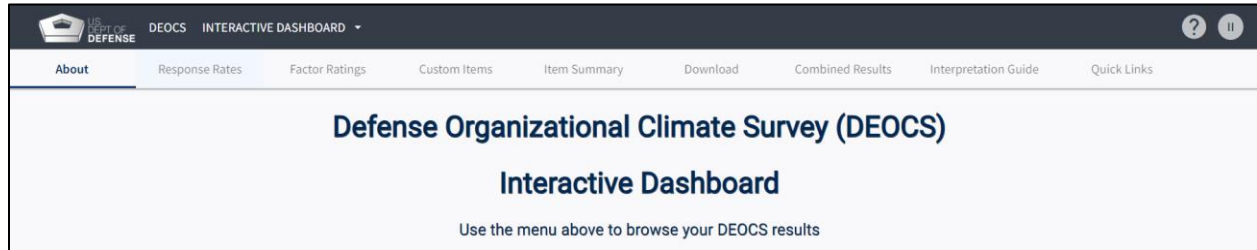
Navigating the Interactive Dashboard

The *DEOCS* Interactive Dashboard is made up of nine tabs, each containing useful information about the *DEOCS*. This section explains each tab to help users navigate the Interactive Dashboard.

Starting June 26, 2023, final reports are only available for download. Interactive final reports will return in 2024. You will still be able to check response rates, download reports, and access resources.
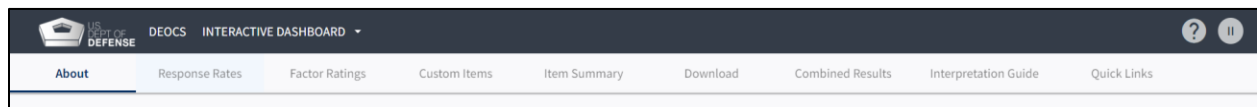
In most of the Interactive Dashboard tabs following the "About" tab, users will see a search/filter dropdown bar at the top of the page. This bar allows users to filter *DEOCS* results by the Service Component of interest, the UIC/PAS/OPFAC, the *DEOCS* ID and Survey Date, the Unit/Organization Title, the Commander/Leader Name, and/or the State. Users can use these filters to navigate to the appropriate *DEOCS* results they wish to view. Users may also have the option to filter by Group, if subgroups were designated at the time of registration, with a choice between Overall Unit/Organization and the subgroups indicated on the participant roster. Selecting "Overall Unit/Organization" will provide the total results for the unit or organization, while selecting a subgroup will only show the results for the participants within the subgroup.

About

The About tab provides an overview of the *DEOCS* and information about reports.
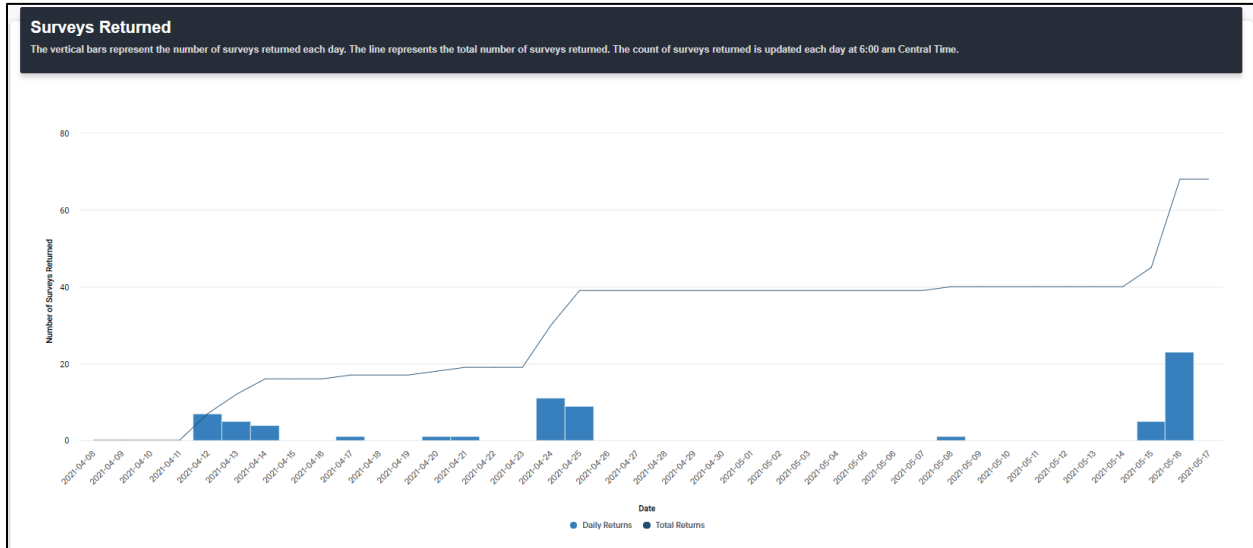
Response Rates

The Response Rates tab provides up-to-date information about *DEOCS* response rates for both current and previous *DEOCS* surveys. This tab is the only one in the Interactive Dashboard that provides results while a *DEOCS* is still open. This tab is important for survey administrators to monitor once the survey starts. Survey administrators can use this tab to inform decisions surrounding low survey response rates, including extending the survey end date or conducting additional survey outreach.[2]

The first section in this tab provides survey response rates at a glance. The Participants Registered box describes how many members of the unit or organization were included on the roster when the survey was registered. The Surveys Returned box describes the number of surveys that have been completed by unit or organization members. The Response Rate box describes the percentage of unit or organization members who have completed a survey to-date. This number can be calculated by dividing the number in the Surveys Returned box by the number in the Participants Registered box, then multiplying by 100.

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[2] For more information about monitoring response rates and conducting survey outreach, navigate to https://www.prevention.mil/Climate-Portal/Defense-Climate-Portal-Survey-Resource-Center/ and under *DEOCS*, *DEOCS* Promotion and Participation, click on the document titled "Monitoring Response Rates and Survey Outreach."

The Surveys Returned graph displays how many surveys are completed each day the *DEOCS* is open. The vertical columns represent the number of completed surveys for each day, while the line graph represents the total number of surveys completed. This graph can be used to monitor when interest in the survey is decreasing and inform when additional outreach may be needed.

The Response Rates section describes the response rates for the overall unit or organization, as well as the response rates for each of the subgroups designated within the roster.
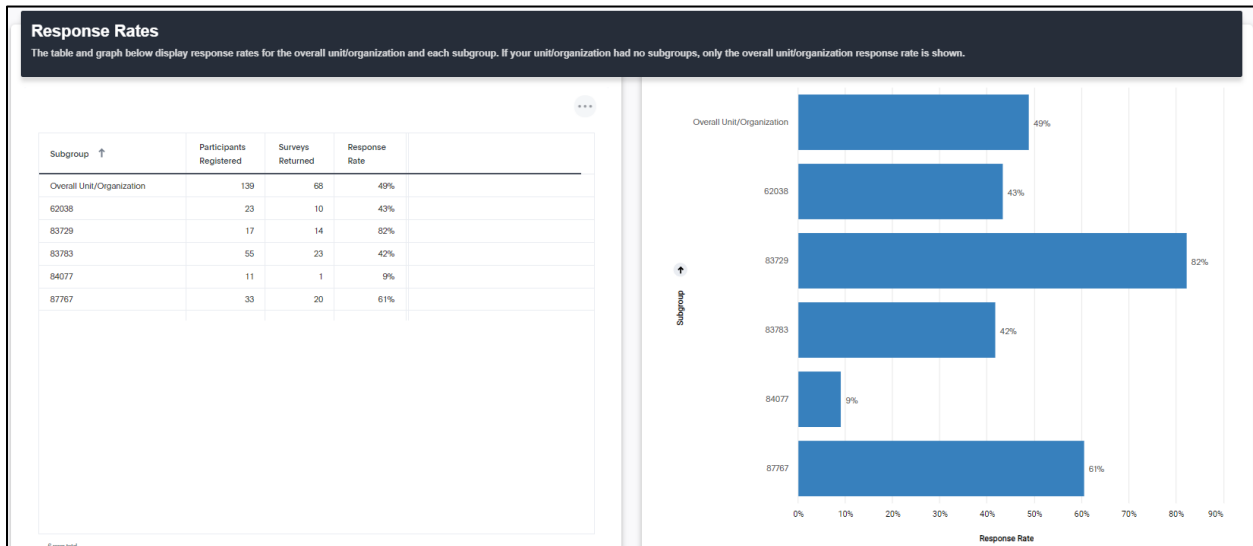
Finally, the Overall Response Rate Trends graph displays the response rates from all current and past *DEOCS* administrations with the same Service component, the same commander or leader, and the same unit identification code (UIC). This graph can be used to compare the response rates of multiple *DEOCS* administrations for the same unit or organization.

Overall Response Rate Trend

The response rates for your most recent surveys are shown below. Each data point represents the overall response rate for the survey ending on the date specified. Response rates can only be trended if registered surveys have the same unit identification code (UIC) and the same commander/leader across different time points.

Factor Ratings

Starting June 26, 2023, this tab will not be available to view. It will return in 2024. Download a PDF or excel report to view this information.

The Factor Ratings tab provides an overall picture of a unit's or organization's *DEOCS* results. This tab displays a unit's or organization's final response rate, all favorable ratings for protective factors, and all unfavorable ratings for risk factors. This tab also allows users to view results from multiple surveys by using the filters at the top of the page. To view a summary of results from more than one survey, use the "*DEOCS* ID and Survey Date" filter to select more than one survey to be displayed.
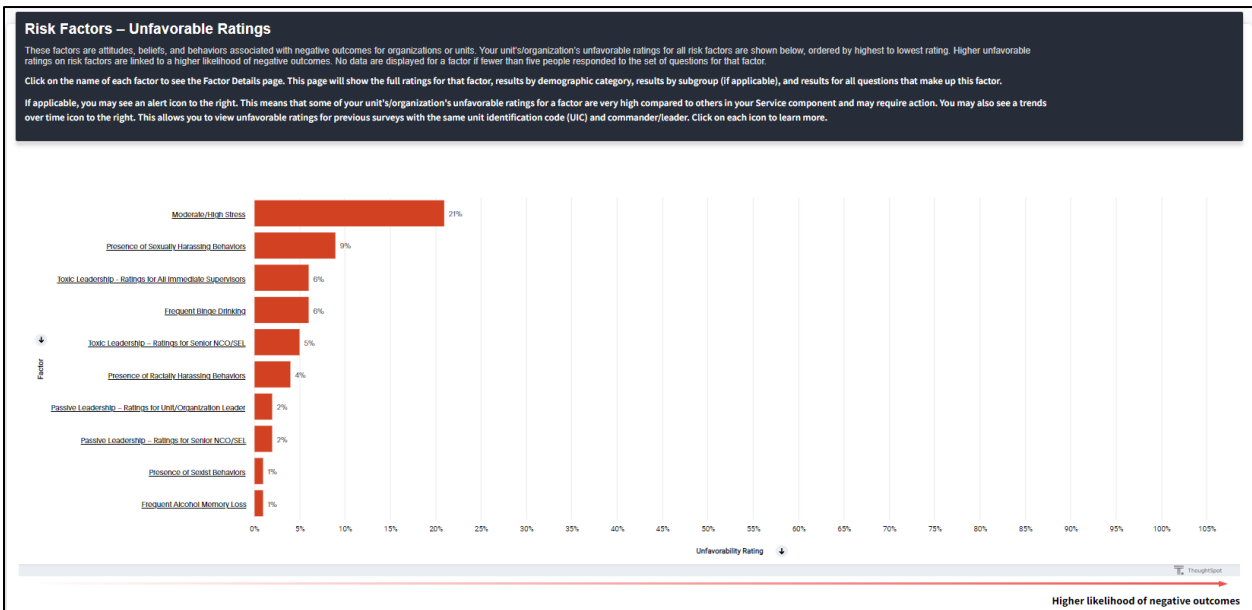
The Factor Ratings tab begins with a description of the unit's or organization's response rates. This section provides similar information as the Response Rates tab, including the Participants Registered, Surveys Returned, and Response Rate boxes, as well as the Response Rates graph, which provides the response rates for the overall unit/organization and any subgroups identified on the roster.

The main focus of this page are the factor ratings graphs. The green/teal graph displays the favorable ratings for all protective factors measured on the *DEOCS*. Protective factors are attitudes, beliefs, and behaviors associated with positive outcomes for organizations or units. Higher favorable scores on protective factors are linked to a higher likelihood of positive outcomes, such as improved performance or readiness and higher retention.[3]

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[3] For more information about the protective factors measured on the *DEOCS*, navigate to the Interpretation Guide tab in the Dashboard.

Protective Factors – Favorable Ratings

These factors are attitudes, beliefs, and behaviors associated with positive outcomes for organizations or units. Your unit's/organization's favorable ratings for all protective factors are shown below, ordered by lowest to highest rating. Higher favorable ratings on protective factors are linked to a higher likelihood of positive outcomes. No data are displayed for a factor if fewer than five people responded to the set of questions for that factor.

Click on the name of each factor to see the Factor Details page. This page will show the full ratings for that factor, results by demographic category, results by subgroup (if applicable), and results for all questions that make up this factor.

If applicable, you may see an alert icon to the right. This means that some of your unit's/organization's favorable ratings for a factor are very low compared to others in your Service component and may require action. You may also see a trends over time icon to the right. This allows you to view favorable ratings for previous surveys with the same unit identification code (UIC) and commander/leader. Click on each icon to learn more.

The graph in red/orange displays the unfavorable ratings for all risk factors measured on the *DEOCS*. Risk factors are attitudes, beliefs, and behaviors associated with negative outcomes for organizations or units. Higher unfavorable scores on risk factors are linked to a higher likelihood of negative outcomes, such as suicide, sexual harassment, and sexual assault.[4]

Risk Factors – Unfavorable Ratings

These factors are attitudes, beliefs, and behaviors associated with negative outcomes for organizations or units. Your unit's/organization's unfavorable ratings for all risk factors are shown below, ordered by highest to lowest rating. Higher unfavorable ratings on risk factors are linked to a higher likelihood of negative outcomes. No data are displayed for a factor if fewer than five people responded to the set of questions for that factor.

Click on the name of each factor to see the Factor Details page. This page will show the full ratings for that factor, results by demographic category, results by subgroup (if applicable), and results for all questions that make up this factor.

If applicable, you may see an alert icon to the right. This means that some of your unit's/organization's unfavorable ratings for a factor are very high compared to others in your Service component and may require action. You may also see a trends over time icon to the right. This allows you to view unfavorable ratings for previous surveys with the same unit identification code (UIC) and commander/leader. Click on each icon to learn more.

All percentages displayed are out of the total number participants who responded to a question or set of questions. Missing responses are excluded from these calculations.

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[4] For more information about the risk factors measured on the *DEOCS*, navigate to the Interpretation Guide tab in the Dashboard.

Depending on the results of the specific *DEOCS* displayed, the Factor Ratings tab may also display an alert icon. If it applies to your results, this icon will be displayed in the top right of the protective factors or risk factors graphs. The number in the corner will indicate how many factors have an alert associated with them.[5]

This factor rating alert icon will notify viewers if:

- Any protective factor favorable ratings are very low compared to others in their Service component.[6]
- Any risk factor unfavorable ratings are very high compared to others in their Service component.

Clicking on this icon provides more context about the alert.

The Factor Ratings tab may also display trends over time for the unit or organization. Trends are only provided if there are previous *DEOCS* 5.0 surveys with the same Service component, the same unit identification code (UIC), and the same commander or leader. If it applies to your results, this icon will be displayed in the top right of the protective factors and risk factors graphs.
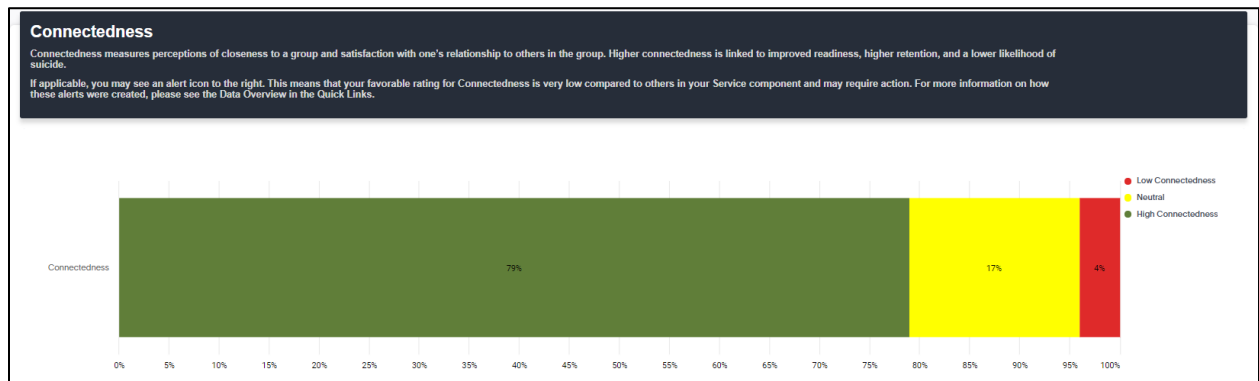

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[5] For more information about the alerts, including how they are created, navigate to the Interactive Dashboard's Quick Links tab and select "Data Overview."

[6] In this context, your Service component is the component that was selected during registration (e.g., active duty Army). It is identified in the Service Component filter in the Dashboard, as well as on the cover pages of your downloaded reports.

Clicking on this icon will display a popup window with a graph and table showing results from the current and previous surveys.
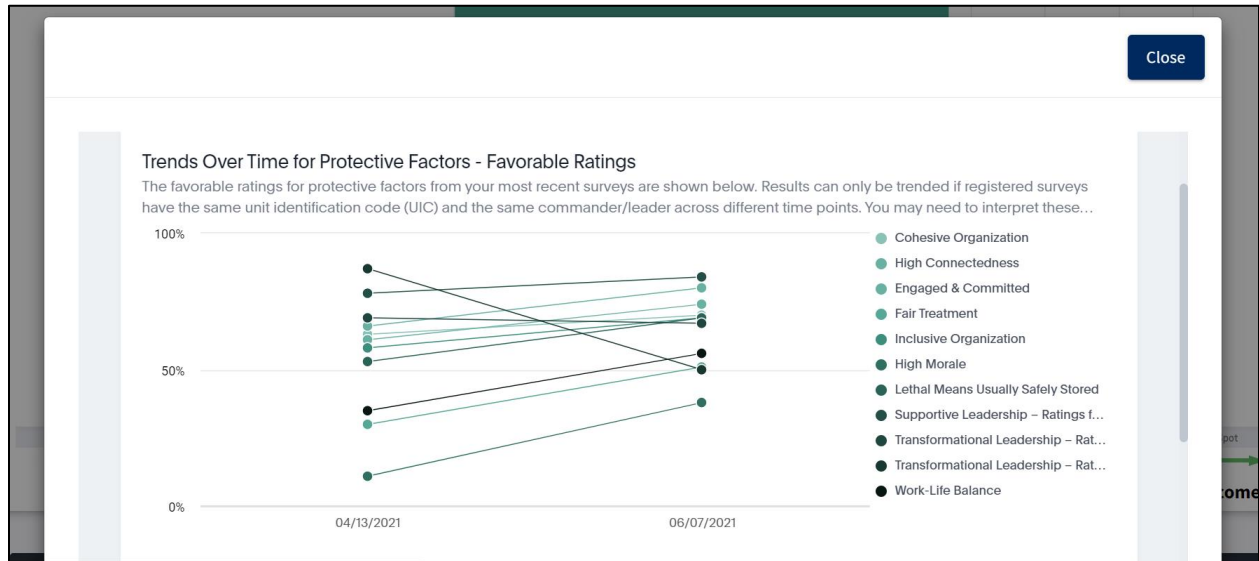

From the Factor Ratings tab, users may also access Factor Detail pages, which display detailed results for each factor measured on the *DEOCS*. Factor Detail pages are accessed by clicking on the factor name in the bar graphs displayed in the Factor Ratings tab. Factor Detail pages display the full factor ratings for each factor, with favorable ratings displayed in green, neutral or mid-point ratings in yellow, and unfavorable ratings in red. Note that factor ratings may not always add to 100% due to rounding.

Factor Detail pages also present factor-specific results by demographic category and results by subgroup, if designated on the roster.[7]

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[7] For more information about how demographic categories are created, navigate to the Interactive Dashboard's Quick Links tab and select "Data Overview."
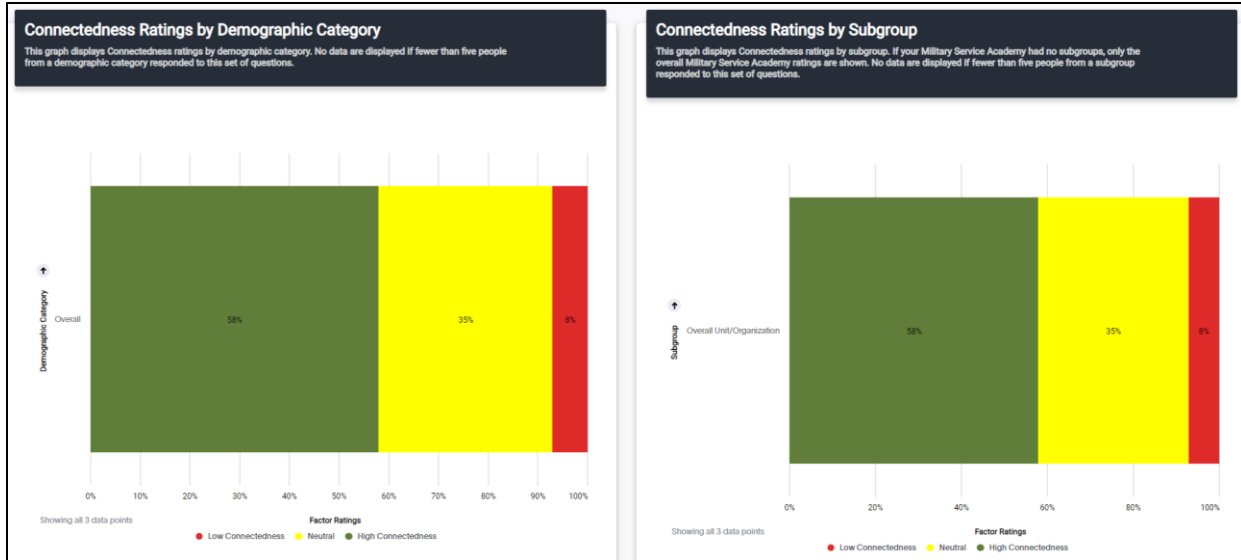
Additionally, Factor Detail pages display the results for all questions on the *DEOCS* that make up a factor. This view can be used to provide more context into overall factor ratings.

Finally, a link to the Interpretation Guide can be found on each Factor Detail page in the first section where the factor is defined. This link will take you to the Interpretation Guide tab where you can find more information about the specific factor, including its definition, a summary of research about the factor and how it relates to key outcomes, how to read factor ratings, how factor ratings are created, and a list of scientific references for each factor. You can also download a PDF copy of the full document or individual factor sections.

Custom Items

Starting June 26, 2023, this tab will not be available to view. It will return in 2024. Download a PDF or excel report to view this information.

The Custom Items tab contains the results for optional questions on a unit's or organization's *DEOCS*. This tab includes results for the close-ended custom questions (also known as locally-developed questions or LDQs), Service-specific questions, and Academy-specific questions.

Use the Section filter to select which results to view.

- **Custom Closed-ended Questions (LDQ).** Selecting this option displays the results for any closed-ended custom questions (or LDQs) that were added to the *DEOCS*.
- **Service-Specific Items.** Selecting this option displays the results for any Service-specific questions added to the *DEOCS* by the Service component. These questions are added to the *DEOCS* on behalf of the survey administrator and require no action on the survey administrator's part to add the items to their *DEOCS*.
- **Academy-Specific Items.** Selecting this option displays the results from any Military Service Academy- and Military Service Academy Preparatory School-specific questions. These questions are only asked of cadets, midshipmen, cadet candidates, and midshipman candidates at the Academies and require no action on the survey administrator's part to add the items to their *DEOCS*.

Item Summary

Starting June 26, 2023, this tab will not be available to view. It will return in 2024. Download a PDF or excel report to view this information.

The Item Summary tab provides detailed results for all questions related to protective factors, risk factors, custom close-ended items, Service-specific items, and Academy-specific items. Much like the Factor Detail pages, the Item Summary tab can provide more context about specific factors. In addition, if any of your factor ratings are not reportable, you will not be able to view it on a Factor Detail page; however, the tables on the Item Summary tab will display all reportable results for questions related to all factors.[8]

Protective Factor: Connectedness
* Questions with an asterisk are negatively worded. Agreement with these items indicates an unfavorable response.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
These days, I feel like I belong.	1% (1)	3% (2)	22% (15)	49% (33)	24% (16)	100% (67)
These days, I feel that there are people I can turn to in times of need.	0% (0)	3% (2)	15% (10)	42% (28)	40% (27)	100% (67)
These days, I think I make things worse for the people in my life. *	51% (34)	30% (20)	13% (9)	6% (4)	0% (0)	100% (67)
My future seems dark to me. *	57% (38)	22% (15)	16% (11)	4% (3)	0% (0)	100% (67)

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[8] For more information about not reportable data, navigate to the Interactive Dashboard's Quick Links tab and select "Data Overview."

Download

The Download tab allows users to download their *DEOCS* results for a single survey or a single subgroup. You can also use the filters to create a combined subgroup report for multiple subgroups within a survey; this feature allows you to aggregate or roll-up data from two or more subgroups. Reports can be downloaded in PDF or Excel form. To download results, follow the on-screen instructions.

There are three different types of reports available within the Interactive Dashboard. A description of the report options follows.

- **Survey Results.** This report contains all results from the *DEOCS* administration, including overall factor ratings, factor ratings by demographic categories, and detailed tables with response frequencies for each survey question. It is available in a PDF or Excel format. This report can be created for the overall unit or organization, a single subgroup, or combined subgroups. In order to generate a report for a single subgroup, it needs at least five participants. If your survey included multiple subgroups and only one subgroup had fewer than five participants, it will be combined with the subgroup that had the next lowest number of participants. You will see the subgroups that were combined reflected in the name of the subgroup in the Group filter in the *DEOCS* Dashboard, as well as the name of subgroup printed in your reports. For more information, please see the "Data Overview" document in the Quick Links tab of the *DEOCS* Dashboard.
- **Executive Report.** This report includes overall survey results and subgroup survey results in one report. It does not contain detailed tables with response frequencies for each survey question. Users must select "Overall Unit/Organization" in the Group filter to download this report. It is only available in a PDF format.
- **Comments.** This report includes comments from the open-ended survey questions, as well as any custom close-ended questions (formerly known as short answer questions or SAQs) that were included on the survey during registration. It is available in a PDF or Excel format. This comments report can be created for the overall unit or organization, a single subgroup, or combined subgroups. It is only available for organizations or units with at least 16 participants. Subgroups must also have at least 16 participants to receive a comments report. If your survey included multiple subgroups and only one subgroup had fewer than 16 respondents, it will be combined with the subgroup that had the next lowest number of participants. You will see the subgroups that were combined reflected in the name of the subgroup printed in your reports. For more information, please see the "Data Overview" document in the Quick Links tab of the *DEOCS* Dashboard.

Combined Results

The Combined Results tab allows you to create a combined *DEOCS* report for multiple surveys (formerly known as a roll-up report). This feature allows you to aggregate or roll-up data from two or more surveys. You will only be able to combine surveys that had at least 16 participants and you will only be able to combine surveys for which you have access within the Portal. You will have the option to generate a Survey Results or Comments report in a PDF or Excel format. To download results, follow the on-screen instructions.

Results are combined by taking each unit's or organization's size into account, which is more accurate than a simple average. It is important to keep in mind that results from a single survey only represent the individuals who completed it from that unit or organization. Combining *DEOCS* reports from multiple units or organizations can lead to conflicting results and may not accurately represent any one of the units or organizations in the combined report.

Finally, this tab cannot be used to create a combined report that reflects Service-level estimates. OPA creates official Service-level estimates intended to reflect each Service's *DEOCS* results for a calendar year.

Interpretation Guide

The Interpretation Guide tab provides information about each factor including its definition, a summary of research on how it relates to key outcomes, how to read your factor ratings, how factor ratings are created, how to put your ratings into more context, and a list of scientific references for each factor. You can also download a PDF copy of the full document or individual factor sections.

Quick Links

The Quick Links tab contains PDFs users can download to learn more about the *DEOCS* results presented in the Interactive Dashboard. There are three main documents in this tab, though new documents highlighting important information may also be added here.

- **Data Overview**. The Data Overview provides information on alert icons and why they appear, information on trends over time, how demographic categories are created, and why some data are not reportable.

- **Factor Rating Interpretation Guide.** The Interpretation Guide provides information about each factor including its definition, a summary of research on how it relates to key outcomes, how to read your factor ratings, how factor ratings are created, how to put your ratings into more context, and a list of scientific references for each factor. This is the same information that appears on the Interpretation Guide tab.

- **Strategic Target Outcome Guide.** The Strategic Target Outcome Guide focuses on strategic target outcomes (STO) and how they align with the 19 *DEOCS* factors measured on the *DEOCS* 5.0. It is intended to assist unit commanders, DoD leaders, and IPPW staff as they review and analyze their *DEOCS* results and develop their unit/organization specific action plan to improve their organizational climate. Specifically, the STO Guide will help you assess areas of concern related to sexual assault within your unit based on responses to the risk and protective factors associated with sexual assault.
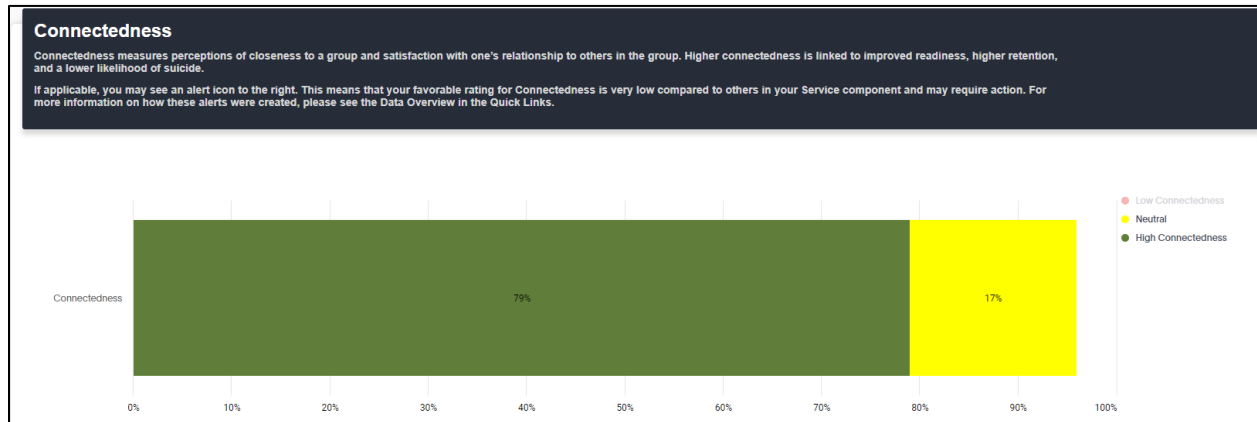
Quick Links	
Data Overview	
Factor Rating Interpretation Guide	
Strategic Target Outcome Guide	
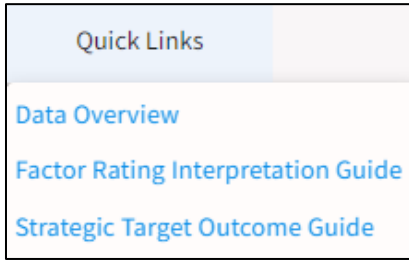
Helpful Features in the Interactive Dashboard

The Interactive Dashboard has a number of features designed to help users get the most out of their *DEOCS* results. This section will describe features within the Interactive Dashboard that users might find particularly helpful.

- **Download graphs and tables from the Chart Menu.** Most graphs and tables in the Interactive Dashboard have a menu that allows users to download them. This feature allows users to easily download graphs and tables for use in briefings and presentations.
  - Graphs can be downloaded as image files (.png).
  - Tables can be downloaded as comma-separated values files (.csv), Excel files (.xlsx), or PDFs (.pdf).
  - Click on each chart's menu to see the available options.
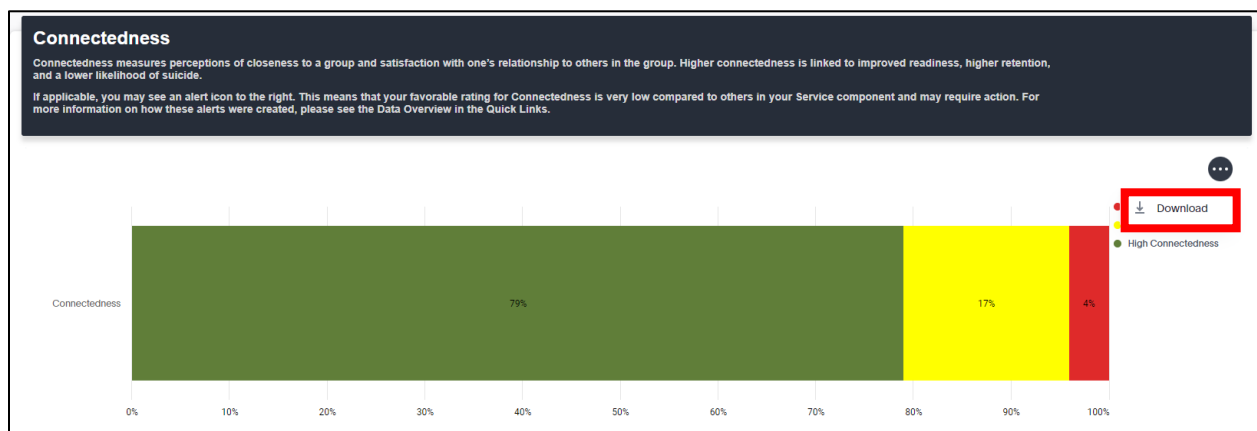
- **Click on response options within a legend to make the response options disappear or appear in the graph.**
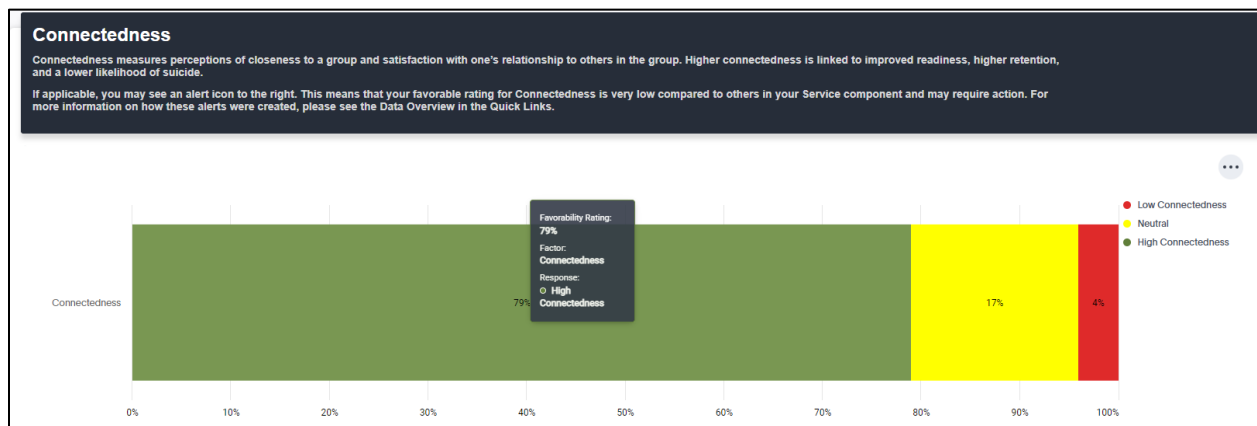

- **Click on column headers in graphs to sort, filter, or remove the column.**
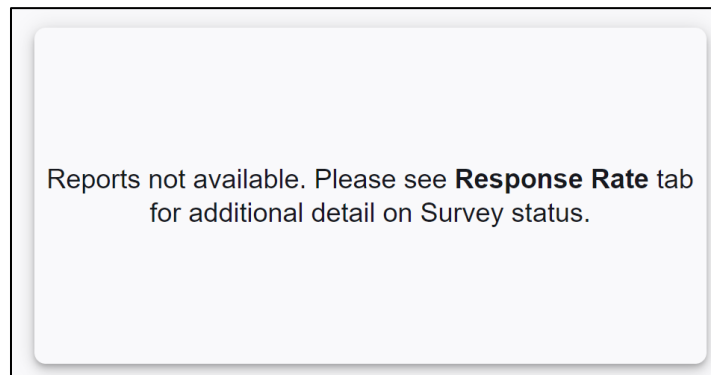

- **Hover over data in a graph to view more detailed information.**

Reporting Requirements

The *DEOCS* has multiple security measures to ensure that the identities of *DEOCS* participants are protected. This section outlines the reporting requirements the *DEOCS* maintains to protect participants' confidentiality and what happens when the reporting requirements are not met.[9]

- **A minimum number of 16 responses is required to receive a *DEOCS* report or comments report**. If the *DEOCS* has ended and it does not have at least 16 total surveys returned, a report will not be generated.

> Reports not available. Please see **Response Rate** tab for additional detail on Survey status.

- **A minimum number of five (5) responses is required to generate *DEOCS* results for demographic groups or subgroups**. If demographic groups or subgroups have fewer than five (5) responses, results will not be generated for that demographic group or subgroup. The group's results will still be included in the overall unit's or organization's results.

    o If your survey included multiple subgroups and only one subgroup had fewer than five responses, it will be combined with the subgroup that had the next lowest number of participants. You will see the subgroups that were combined reflected in the name of the subgroup in your reports.

- **A minimum number of five (5) responses is required to generate *DEOCS* results for a question or set of questions.** If a question or set of questions have fewer than five (5) responses, data will be displayed as "NR" or not reportable.

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[9] For more information about non-reportable data, navigate to the Interactive Dashboard's Quick Links tab and select "Data Overview."

Protective Factor: Transformational Leadership – Ratings for Senior NCO

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
My unit's senior NCO/senior enlisted leader communicates a clear and motivating vision of the future.	NR	NR	NR	NR	NR	NR

- **A minimum number of 16 responses for a subgroup is required to receive a comments report for a subgroup.** If there are enough respondents to generate a comments report, you will see a "Comments PDF" or a "Comments Excel" option in the Report filter. If there are not enough respondents, you will not see these options in the Report filter. In the example below, Subgroup Alpha only had 5 respondents, so there is not a comments report available for download.

  - If your survey included multiple subgroups and only one subgroup had fewer than 16 responses, it will be combined with the subgroup that had the next lowest number of participants. You will see the subgroups that were combined reflected in the name of the subgroup printed in your reports.

Search ∧		
Service Component :	UIC/PAS/OPFAC :	DEOCS ID and Survey Date * :
Q [ACTIVE DUTY] US Space Force (USSF) ∨	Q 111111 ∨	Q 1a1a1111 [01/01/2022-02/01/2022] ∨
Unit/Organization Title :	Commander/Leader Name :	State :
Q Unit ABCD ∨	Q John Smith	Q AL ∨
Group :	Report * :	
Q ALPHA ∨	Q *Required ∧	Submit
	Survey Results PDF	Reset Filters
	Survey Results Excel	

Sharing Results and Next Steps

It is recommended that commanders and leaders share the results of the *DEOCS* with their leadership and members of their unit or organization before taking action. However, it is important to keep in mind that some of the information presented on the Interactive Dashboard is sensitive and may not be appropriate to share with everyone. This section provides commanders and leaders with best practices for sharing their *DEOCS* results and next steps in the command climate assessment process.

Sharing Results

The *DEOCS* team encourages commanders and leaders to share most overall factor results and results by demographic categories with their members. We recommend caution in sharing results about individuals, such as supervisors. Similar to a performance evaluation, ratings of a specific individual should be shared with that individual and appropriate leadership in a private manner. We do not recommend sharing results for the following:

- *Leadership Support* – Ratings by Paygrade of Immediate Supervisor
- *Transformational Leadership* – Ratings for Senior NCO/SEL
- *Passive Leadership* – Ratings for Senior NCO/SEL
- *Toxic Leadership* – Ratings by Paygrade of Immediate Supervisor
- If your organization only has a small number of immediate supervisors, do not share *Leadership Support* – Ratings for All Immediate Supervisors
- If your organization only has a small number of immediate supervisors, do not share *Toxic Leadership* – Ratings for All Immediate Supervisors
- Custom close-ended questions or Service/Academy-specific questions that ask participants to evaluate unique individuals (e.g., "My unit's senior NCO cares about my personal well-being.")

We do not recommend sharing any comments with your organization members. The comments may contain PII or other identifying information and should not be shared beyond the leadership team. We also recommend caution before sharing any subgroup results with your organization members. If subgroups are small (e.g., fewer than 20 individuals) or show negative results, sharing these data in a public forum is also an inappropriate use of *DEOCS* as it may lead to stigmatization of those groups.

Next Steps

Step 1 – Discuss your *DEOCS* report with Integrated Primary Prevention Workforce (IPPW) staff to interpret the results and review other relevant sources of information. Collaborate on potential actions to improve or sustain the climate in your organization.

Step 2 – Share your *DEOCS* results, keeping the above guidance in mind.

Step 3 – Let members know you are acting on their feedback. Provide examples of actions in your comprehensive integrated primary prevention (CIPP) plan that are based on DEOCS results and other relevant sources of information.

Contact the *DEOCS* Help Desk

If you have questions or have any problems using the Interactive Dashboard, please contact our *DEOCS* help desk at deocs@datarecognitioncorp.com or 1-833-867-5674.