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U.S. Department of Defense

Defense Organizational Climate Pulse (DOCP) Survey Question Bank

DOCP Question Bank

When registering a Defense Organizational Climate Pulse (DOCP) survey through the DOCP System, survey administrators can select up to 15 closed-ended questions and one open-ended question from the DOCP Question Bank. This document includes all questions available for selection during DOCP survey registration.

Table of Contents

Closed-Ended Questions	3
Open-Ended Questions	44

Closed-Ended Questions

The DOCP Question Bank includes 499 closed-ended questions. These items have been submitted by stakeholders or selected from sources like the Defense Organizational Climate Survey (DEOCS), and then reviewed, edited, and vetted for final addition to the question bank. DOCP closed-ended questions fall into one of five possible response option types:

- 1) Agreement (with options “Strongly disagree,” “Disagree,” “Neither agree nor disagree,” “Agree,” and “Strongly agree”);
- 2) Frequency (with options “Never,” “Rarely,” “Sometimes,” and “Often”);
- 3) Yes/No (with options “Yes,” “No,” and “Don’t know or not applicable”);
- 4) Quality (with options “Very bad,” “Poor,” “Fair,” “Good,” and “Excellent”); and
- 5) Satisfaction (with options “Extremely dissatisfied”, “Dissatisfied”, “Neither satisfied nor dissatisfied”, “Satisfied”, “Extremely satisfied”).

In the table below, the closed-ended questions are organized alphabetically by keyword. During selection of closed-ended questions, keywords and question text can be searched to locate questions for inclusion in the survey. Some questions are population-specific (military, civilian, Military Service Academy (MSA)/MSA Preparatory Schools) and questions can be searched by population as well. The keyword “DEOCS” identifies questions that were included in the DEOCS 5.0 or 5.1. Some questions have two or three keywords listed because they are designed to address multiple aspects of organizational climate. As a reminder, a minimum of one and a maximum of 15 closed-ended questions can be selected for inclusion in a DOCP survey.

Question Text	Keyword1	Keyword2	Keyword3	Population	Response Type
Leadership is tolerant of off-duty alcohol intoxication or drunkenness.	Alcohol/ Substance Use	Leadership		Military; MSA/MSA Prep	Agreement
If I were considering seeking behavioral health services, I am concerned that my visit would not remain confidential.	Alcohol/ Substance Use	Mental Health			Agreement
If I were considering seeking behavioral health services, I would encounter logistical challenges such as difficulty scheduling appointments or difficulty getting time off work for an appointment.	Alcohol/ Substance Use	Mental Health			Agreement
Alcohol abuse by members of this command is a problem.	Alcohol/ Substance Use			Military	Agreement
Alcohol consumption is a problem in this command.	Alcohol/ Substance Use			Military	Agreement
At parties or social functions at this unit, everyone is encouraged to drink.	Alcohol/ Substance Use			Military; MSA/MSA Prep	Agreement
Illegal drug use is a problem in this command.	Alcohol/ Substance Use				Agreement
It's hard to "fit in" in my command if you don't drink.	Alcohol/ Substance Use			Military; MSA/MSA Prep	Agreement
If I were considering seeking behavioral health services, I am concerned that my coworkers might have less confidence in me, or I would be seen as weak.	Cohesion	Alcohol/ Substance Use	Mental Health		Agreement
I am comfortable being myself while working in this unit/organization.	Cohesion	Connectedness			Agreement
I am encouraged to offer ideas on how to improve operations in my workgroup.	Cohesion	Connectedness			Agreement
In this workgroup, I am comfortable discussing my personal background.	Cohesion	Connectedness			Agreement

The people I work with are accepting of individuals from all backgrounds.	Cohesion	Connectedness			Agreement
The people I work with make me feel like I belong.	Cohesion	Connectedness			Agreement
My input is valued by my leadership.	Cohesion	Engagement and Commitment			Agreement
I am singled out in the workplace.	Cohesion	Harassment/ Discrimination	Engagement and Commitment		Yes-No
People I work with respect differences in others.	Cohesion	Harassment/ Discrimination			Agreement
Others are recognized for contributing to a positive atmosphere in my workplace.	Cohesion	Leadership	Morale		Agreement
The people I work with collaborate effectively to get the job done.	Cohesion	Morale	Readiness		Agreement
In my unit/organization, people deal effectively with adversity or conflict when it occurs.	Cohesion	Morale	Workplace Hostility		Agreement
Fellow unit/organization members would treat me differently if I received mental health treatment.	Cohesion	Suicide	Mental Health		Agreement
Members of my unit/organization would have less confidence in me if I received mental health treatment.	Cohesion	Suicide	Mental Health		Agreement
I feel the Academy supports my religious freedom.	Cohesion			MSA/MSA Prep	Agreement
I trust the members of my immediate unit/organization.	Cohesion				Agreement
I feel a strong sense of belonging to this unit/workgroup.	Connectedness	Cohesion	Engagement and Commitment		Agreement
How often does leadership plan activities to bring your unit/organization closer together?	Connectedness	Cohesion	Leadership Support		Frequency
I have good relationships with the people I work with.	Connectedness	Cohesion			Agreement

In the past 12 months, I have witnessed people in my unit/organization promoting a climate based on mutual respect and trust.	Connectedness	Cohesion			Agreement
I take pride in beating a deadline.	Connectedness	Engagement and Commitment	Morale		Agreement
I am treated with dignity and respect in this unit/organization.	Connectedness	Harassment/ Discrimination			Agreement
How satisfied are you with the support from your local civilian community for military members and their families?	Connectedness	Safety/Well-Being	Work-Life Balance		Satisfaction
At the Academy, peer pressure makes me drink more than I would otherwise.	DEOCS	Alcohol/ Substance Use		MSA/MSA Prep	Agreement
At the Academy, unauthorized drinking is condoned by my sponsor.	DEOCS	Alcohol/ Substance Use		MSA/MSA Prep	Agreement
If I needed help to control my drinking, I would feel comfortable seeking help from on-campus resources.	DEOCS	Alcohol/ Substance Use		MSA/MSA Prep	Agreement
My cadet/midshipman leadership enforces the Academy's alcohol use policy.	DEOCS	Alcohol/ Substance Use		MSA/MSA Prep	Agreement
My permanent party leadership enforces the Academy's alcohol use policy.	DEOCS	Alcohol/ Substance Use		MSA/MSA Prep	Agreement
Thinking about your alcohol use in the last three months, how often have you been unable to remember what happened the night before because you had been drinking?	DEOCS	Alcohol/ Substance Use			Frequency
Thinking about your alcohol use in the last three months, how often have you had five or more drinks on one occasion?	DEOCS	Alcohol/ Substance Use			Frequency
People in my unit/organization believe that communication goes up and down the unit's/organization's chain of command.	DEOCS	Cohesion			Agreement
People in my unit/organization believe that everyone has value, regardless of who they are.	DEOCS	Cohesion			Agreement

People in my unit/organization build on each other's ideas and thoughts during the decision-making process.	DEOCS	Cohesion			Agreement
People in my unit/organization trust each other.	DEOCS	Cohesion			Agreement
People in my unit/organization work well as a team.	DEOCS	Cohesion			Agreement
The people I work with believe that everyone has worth and value.	DEOCS	Cohesion			Agreement
I think I make things worse for the people in my life.	DEOCS	Connectedness	Mental Health		Agreement
My future seems dark to me.	DEOCS	Connectedness	Mental Health		Agreement
I feel like I belong.	DEOCS	Connectedness			Agreement
I feel that there are people I can turn to in times of need.	DEOCS	Connectedness			Agreement
Choosing to attend the Academy was a good decision for me.	DEOCS	Engagement and Commitment		MSA/MSA Prep	Agreement
I am committed to making the military/Government service my career.	DEOCS	Engagement and Commitment			Agreement
I am proud of my work.	DEOCS	Engagement and Commitment			Agreement
I feel like "part of the family" among the people I work with.	DEOCS	Engagement and Commitment			Agreement
My work has a great deal of personal meaning to me.	DEOCS	Engagement and Commitment			Agreement
Discipline and criticism are administered fairly.	DEOCS	Fairness			Agreement
Training opportunities, awards, recognition, and other positive outcomes are distributed fairly.	DEOCS	Fairness			Agreement
A member of my company/squadron permanent party command team has explosive outbursts.	DEOCS	Harassment/ Discrimination	Leadership	MSA/MSA Prep	Agreement

If I were to report someone in my company/squadron permanent party command team for misconduct, I would receive negative outcomes (for example, poor evaluations, decreased opportunities for leadership, become the center of gossip or rumors, ignored, or bullied).	DEOCS	Harassment/ Discrimination	Leadership	MSA/MSA Prep	Agreement
If I were to report the first cadet/midshipman in my chain of command for misconduct, I would receive negative outcomes (for example, poor evaluations, decreased opportunities for leadership, become the center of gossip or rumors, ignored, or bullied).	DEOCS	Harassment/ Discrimination	Leadership	MSA/MSA Prep	Agreement
How often does someone from your unit/organization make insults about racial/ethnic groups that make you uncomfortable, angry, or upset?	DEOCS	Harassment/ Discrimination	Race/ethnic Issues		Frequency
Thinking about the past three months, how often does someone from your unit/organization make you uncomfortable, angry, or upset by excluding you because of your race/ethnicity?	DEOCS	Harassment/ Discrimination	Race/ethnic Issues		Frequency
Thinking about the past three months, how often does someone from your unit/organization make you uncomfortable, angry, or upset by expressing stereotypes about racial/ethnic groups?	DEOCS	Harassment/ Discrimination	Race/ethnic Issues		Frequency
Thinking about the past three months, how often does someone from your unit/organization make you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity?	DEOCS	Harassment/ Discrimination	Race/ethnic Issues		Frequency

Thinking about the past three months, how often does someone from your unit/organization make you uncomfortable, angry, or upset by telling racial/ethnic jokes?	DEOCS	Harassment/ Discrimination	Race/ethnic Issues		Frequency
Thinking about the past three months, how often does someone from your unit/organization make you uncomfortable, angry, or upset by using offensive racial/ethnic terms?	DEOCS	Harassment/ Discrimination	Race/ethnic Issues		Frequency
How often does someone from your unit/organization make attempts to establish unwanted romantic or sexual relationships with you? These attempts could range from asking you out on a date to asking you for sex or a “hookup”.	DEOCS	Harassment/ Discrimination	Sex		Frequency
Thinking about the past three months, how often does someone from your unit/organization display, show, or send sexually explicit materials (such as pictures or videos) that make you uncomfortable, angry, or upset?	DEOCS	Harassment/ Discrimination	Sex		Frequency
Thinking about the past three months, how often does someone from your unit/organization embarrass, anger, or upset you by suggesting that you do not act how a man or a woman is supposed to act?	DEOCS	Harassment/ Discrimination	Sex		Frequency
Thinking about the past three months, how often does someone from your unit/organization intentionally touch you in unwanted sexual ways?	DEOCS	Harassment/ Discrimination	Sex		Frequency

Thinking about the past three months, how often does someone from your unit/organization make sexual comments about your appearance or body that make you uncomfortable, angry, or upset?	DEOCS	Harassment/ Discrimination	Sex		Frequency
Thinking about the past three months, how often does someone from your unit/organization mistreat, exclude, or insult you because of your sex?	DEOCS	Harassment/ Discrimination	Sex		Frequency
Thinking about the past three months, how often does someone from your unit/organization tell sexual jokes that make you uncomfortable, angry, or upset?	DEOCS	Harassment/ Discrimination	Sex		Frequency
If I were to report a cadet/midshipman for misconduct, I would expect negative social outcomes (for example, being the center of gossip or rumors, being ignored, or being bullied) from other classmates.	DEOCS	Harassment/ Discrimination		MSA/MSA Prep	Agreement
People in my unit/organization would speak up if someone was being excluded.	DEOCS	Harassment/ Discrimination			Agreement
I have trust and confidence in my immediate supervisor.	DEOCS	Leadership Support	Leadership		Agreement
I have trust and confidence in my permanent party command team.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
I trust that my academic success is supported by Academy coaches and staff.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
I trust that my academic success is supported by Academy faculty.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
I trust that my development as a leader of character is supported by Academy coaches and staff.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
I trust that my development as a leader of character is supported by Academy faculty.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement

I would not experience reprisal or retaliation from my immediate supervisor if I went to them with concerns.	DEOCS	Leadership Support	Leadership		Agreement
I would not experience reprisal or retaliation from my permanent party command team if I went to them with concerns.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
My company/squadron permanent party command team provides me with constructive suggestions to improve my performance.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
My company/squadron permanent party command team puts the interests of their cadets/midshipmen above their personal interests.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
My company/squadron permanent party command team supports my career development.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
My immediate supervisor cares about my personal well-being.	DEOCS	Leadership Support	Leadership		Agreement
My immediate supervisor listens to what I have to say.	DEOCS	Leadership Support	Leadership		Agreement
My immediate supervisor provides me with constructive suggestions to improve my performance.	DEOCS	Leadership Support	Leadership		Agreement
My immediate supervisor provides me with opportunities to demonstrate my leadership skills.	DEOCS	Leadership Support	Leadership		Agreement
My immediate supervisor puts the interests of subordinates above their personal interests.	DEOCS	Leadership Support	Leadership		Agreement
My immediate supervisor supports my career development.	DEOCS	Leadership Support	Leadership		Agreement
My immediate supervisor treats me with respect.	DEOCS	Leadership Support	Leadership		Agreement

My permanent party command provides me with opportunities to demonstrate my leadership skills.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
My permanent party command supports my career development.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
My permanent party command team listens to what I have to say.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
My permanent party command team treats me with respect.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
The Academy provides cadets/midshipmen with an effective mentoring program.	DEOCS	Leadership Support	Leadership	MSA/MSA Prep	Agreement
Overall, how would you rate the current level of morale among the people you work with in your unit/organization?	DEOCS	Morale			Quality
Overall, how would you rate your own current level of morale?	DEOCS	Morale			Quality
My unit/organization's leader takes early action in addressing problems.	DEOCS	Passive Leadership	Leadership		Agreement
My unit's commander/organization's leader does not address problems brought to their attention.	DEOCS	Passive Leadership	Leadership		Agreement
My unit's commander/organization's leader will not take action until negative behaviors become bigger problems.	DEOCS	Passive Leadership	Leadership		Agreement
My unit's senior NCO/SEL takes early action in addressing problems.	DEOCS	Passive Leadership	Leadership		Agreement
My unit's/organization's Senior NCO/SEL does not address problems brought to their attention.	DEOCS	Passive Leadership	Leadership		Agreement
My unit's/organization's Senior NCO/SEL will not take action until negative behaviors become bigger problems.	DEOCS	Passive Leadership	Leadership		Agreement
The first cadet/midshipman in my chain of command allows negative behavior to occur.	DEOCS	Passive Leadership	Leadership	MSA/MSA Prep	Agreement

If I had a firearm in my living space, I would store it unloaded or use a secure storage container/device.	DEOCS	Safe Storage for Lethal Means	Suicide		Agreement
I trust that my well-being is supported by academic coaches and staff.	DEOCS	Safety/Well-Being		MSA/MSA Prep	Agreement
I trust that my well-being is supported by academic faculty.	DEOCS	Safety/Well-Being		MSA/MSA Prep	Agreement
In the past month, how often have you been angered because of things that were outside of your control?	DEOCS	Stress	Mental Health		Frequency
In the past month, how often have you felt nervous or stressed?	DEOCS	Stress	Mental Health		Frequency
In the past month, how often have you felt that you were unable to control the important things in your life?	DEOCS	Stress	Mental Health		Frequency
In the past month, how often have you found that you could not cope with all of the things you had to do?	DEOCS	Stress	Mental Health		Frequency
My immediate supervisor acts only in the best interest of their own advancement.	DEOCS	Toxic Leadership	Leadership		Agreement
My immediate supervisor has a sense of personal entitlement.	DEOCS	Toxic Leadership	Leadership		Agreement
My immediate supervisor has explosive outbursts.	DEOCS	Toxic Leadership	Leadership		Agreement
My immediate supervisor ignores input from people in my unit/organization that they do not agree with.	DEOCS	Toxic Leadership	Leadership		Agreement
My immediate supervisor ridicules people in my unit/organization.	DEOCS	Toxic Leadership	Leadership		Agreement
My permanent party command team acts only in the best interest of their own advancement.	DEOCS	Toxic Leadership	Leadership	MSA/MSA Prep	Agreement

My permanent party command team ignores input from people in my unit/organization that they do not agree with.	DEOCS	Toxic Leadership	Leadership	MSA/MSA Prep	Agreement
My permanent party command team ridicules people in my unit/organization.	DEOCS	Toxic Leadership	Leadership	MSA/MSA Prep	Agreement
My unit's senior NCO/SEL has a sense of personal entitlement.	DEOCS	Toxic Leadership	Leadership		Agreement
My unit's senior NCO/SEL has explosive outbursts.	DEOCS	Toxic Leadership	Leadership		Agreement
My unit's/organization's Senior NCO/SEL acts only in the best interest of their own advancement.	DEOCS	Toxic Leadership	Leadership		Agreement
My unit's/organization's Senior NCO/SEL ignores input from people in my unit/organization that they do not agree with.	DEOCS	Toxic Leadership	Leadership		Agreement
My unit's/organization's Senior NCO/SEL ridicules people in my unit/organization.	DEOCS	Toxic Leadership	Leadership		Agreement
My unit's commander/organization's leader communicates a clear and motivating vision of the future.	DEOCS	Transformational Leadership	Leadership		Agreement
My unit's commander/organization's leader encourages people in my unit/organization to think about problems in new ways.	DEOCS	Transformational Leadership	Leadership		Agreement
My unit's commander/organization's leader supports and encourages the professional development of people in my unit/organization.	DEOCS	Transformational Leadership	Leadership		Agreement
My unit's commander/organization's leader takes actions that are consistent with my Service's values.	DEOCS	Transformational Leadership	Leadership		Agreement
My unit's senior NCO/SEL takes actions that are consistent with my Service's values.	DEOCS	Transformational Leadership	Leadership		Agreement

My unit's/organization's Senior NCO/SEL communicates a clear and motivating vision of the future.	DEOCS	Transformational Leadership	Leadership		Agreement
My unit's/organization's Senior NCO/SEL encourages people in my unit/organization to think about problems in new ways.	DEOCS	Transformational Leadership	Leadership		Agreement
My unit's/organization's Senior NCO/SEL supports and encourages the development of people in my unit/organization.	DEOCS	Transformational Leadership	Leadership		Agreement
I can easily balance the demands of my work and personal life.	DEOCS	Work-Life Balance			Agreement
How often does someone from your unit/organization gossip or talk about you?	DEOCS	Workplace Hostility			Frequency
How often does someone from your unit/organization not provide you with information and assistance when needed?	DEOCS	Workplace Hostility			Frequency
Thinking about the past three months, how often does someone from your unit/organization intentionally interfere with your work performance?	DEOCS	Workplace Hostility			Frequency
Thinking about the past three months, how often does someone from your unit/organization take credit for work or ideas that were yours?	DEOCS	Workplace Hostility			Frequency
Thinking about the past three months, how often does someone from your unit/organization use insults, sarcasm, or gestures to humiliate you?	DEOCS	Workplace Hostility			Frequency
Thinking about the past three months, how often does someone from your unit/organization yell when they are angry with you?	DEOCS	Workplace Hostility			Frequency

Among the people I work with, the quality of ideas matters more than who expresses them.	DEOCS				Agreement
How often does someone from your unit/organization ask you questions about your sex life or sexual interests that make you uncomfortable, angry, or upset?	DEOCS				Frequency
The people I work with believe that everyone has worth and value, regardless of their occupation and rank/grade.	DEOCS				Agreement
Domestic violence and child abuse are addressed appropriately at the command level.	Domestic Abuse	Safety/Well-Being			Yes-No
During a disagreement or difficult situation in your close relationship(s), how often are you insulted or talked down to?	Domestic Abuse	Safety/Well-Being			Frequency
During a disagreement or difficult situation in your close relationship(s), how often are you physically hurt?	Domestic Abuse	Safety/Well-Being			Frequency
During a disagreement or difficult situation in your close relationship(s), how often are you screamed or cursed at?	Domestic Abuse	Safety/Well-Being			Frequency
During a disagreement or difficult situation in your close relationship(s), how often are you threatened with harm?	Domestic Abuse	Safety/Well-Being			Frequency
I am aware of the resources available in the cases of domestic violence or child abuse.	Domestic Abuse	Safety/Well-Being			Yes-No
My command creates a culture of awareness for domestic violence and child abuse.	Domestic Abuse	Safety/Well-Being			Agreement
I enjoy working with my colleagues.	Engagement and Commitment	Cohesion	Readiness		Yes-No
My present assignment motivates me to continue my career within the DoD.	Engagement and Commitment	Morale			Agreement

I feel purpose when I complete a task.	Engagement and Commitment	Readiness			Yes-No
I feel valued when I am complimented on my work.	Engagement and Commitment	Readiness			Yes-No
I plan to leave the DoD within the next couple of years.	Engagement and Commitment				Agreement
I plan to separate from the military within the next couple of years.	Engagement and Commitment			Military	Agreement
In the past year, how often have you considered leaving your organization?	Engagement and Commitment				Frequency
In the past year, how often have you considered switching offices?	Engagement and Commitment				Frequency
I am often called to support the work of underperformers in my unit/organization.	Fairness	Cohesion	Engagement and Commitment		Yes-No
If I disagree with my supervisor, I am disrespected.	Fairness	Leadership	Harassment/Discrimination		Agreement
Leadership treats all unit/organization personnel with respect.	Fairness	Leadership	Harassment/Discrimination		Agreement
My unit/organization displays high standards of discipline.	Fairness	Readiness	Leadership		Agreement
Rules, regulations, and policies are enforced in my unit/organization.	Fairness	Readiness	Leadership		Agreement
Rules, regulations, and policies are obeyed in my unit/organization.	Fairness	Readiness	Leadership		Agreement
When making an honest mistake on the job, members of my unit/organization are disciplined fairly.	Fairness	Workplace Hostility			Agreement
Additional duties are assigned fairly.	Fairness				Agreement
All cadets/midshipmen are held equally accountable for their actions.	Fairness			MSA/MSA Prep	Agreement
Awards in my workgroup depend on how well employees perform their jobs.	Fairness				Agreement
Contributions of all career fields are respected in my unit/organization.	Fairness				Agreement

Favoritism does not occur in my workgroup.	Fairness				Agreement
I am assigned duties that are commensurate with my rank/grade.	Fairness				Agreement
I feel confident that I will be treated fairly in my unit/organization.	Fairness				Agreement
The process for determining who gets developmental opportunities in my workgroup is fair.	Fairness				Agreement
I am treated with respect in my unit/organization.	Harassment/ Discrimination	Cohesion			Agreement
My unit/organization is accepting of individuals from multiple backgrounds.	Harassment/ Discrimination	Cohesion			Agreement
I am made fun of because of my appearance.	Harassment/ Discrimination	Engagement and Commitment			Yes-No
There are opportunities for people of different backgrounds to serve as leaders and/or be promoted.	Harassment/ Discrimination	Fairness			Agreement
Work assignments, training opportunities, and promotions within my unit/organization are based on candidates' qualifications.	Harassment/ Discrimination	Fairness			Agreement
A complaint about harassment or discrimination would be taken seriously in my unit/organization.	Harassment/ Discrimination	Leadership			Agreement
I am able to report harassment or discrimination without fear of negative reactions from my immediate supervisor.	Harassment/ Discrimination	Leadership			Agreement
I believe I can use my chain of command/leader to address concerns about discrimination without fear of retaliation/reprisal.	Harassment/ Discrimination	Leadership			Agreement
My commander/leader values the rights of its members to practice their religion.	Harassment/ Discrimination	Leadership			Agreement

If a coworker were to report a cyberharassment allegation, my chain of command/leader would take appropriate action to assist the person.	Harassment/ Discrimination	Leadership Support	Leadership		Agreement
If a coworker were to report a stalking allegation, my chain of command/leader would take appropriate action to assist the person.	Harassment/ Discrimination	Leadership Support	Leadership		Agreement
Discrimination based on race/color/national origin does not occur in my workplace.	Harassment/ Discrimination	Race/ethnic Issues	Fairness		Agreement
How often are racial slurs, comments, or jokes used in your unit/organization?	Harassment/ Discrimination	Race/ethnic Issues	Workplace Hostility		Frequency
In my unit/organization, I have feared for my physical safety because of my race/ethnicity.	Harassment/ Discrimination	Race/ethnic Issues	Workplace Hostility		Agreement
In the past 12 months, I have been asked to join or support an organization that engages in violence or criminal activity to support a political, religious, or social cause.	Harassment/ Discrimination	Race/ethnic Issues			Agreement
In the past 12 months, I have been asked to join or support an organization that promotes racial, ethnic, and/or religious intolerance or supremacy.	Harassment/ Discrimination	Race/ethnic Issues			Agreement
People in my unit/organization would speak up if someone made a racist comment.	Harassment/ Discrimination	Race/ethnic Issues			Agreement
My unit/organization provides equal opportunity regardless of one's sex.	Harassment/ Discrimination	Sex	Fairness		Agreement
In my unit/organization, someone who reports a sexual harassment complaint would be blamed for causing problems.	Harassment/ Discrimination	Sex	Leadership		Agreement
In my unit/organization, someone who reports a sexual harassment complaint would be discouraged from moving forward with the complaint.	Harassment/ Discrimination	Sex	Leadership		Agreement

My commander/leader plays an active role in the prevention of sexual harassment.	Harassment/ Discrimination	Sex	Leadership		Agreement
My commander/leader would intervene if an individual was receiving unwanted sexual attention at work (for example, was being ogled or their personal space was being violated).	Harassment/ Discrimination	Sex	Leadership		Agreement
My company/squadron permanent party leadership would adequately respond to allegations of sexual harassment.	Harassment/ Discrimination	Sex	Leadership	MSA/MSA Prep	Agreement
My immediate supervisor plays an active role in the prevention of sexual harassment.	Harassment/ Discrimination	Sex	Leadership		Agreement
My immediate supervisor would intervene if an individual was receiving unwanted sexual attention at work (for example, was being ogled or their personal space was being violated).	Harassment/ Discrimination	Sex	Leadership		Agreement
How often are sexist slurs, comments, or jokes used in your unit/organization?	Harassment/ Discrimination	Sex	Workplace Hostility		Frequency
In my unit/organization, I have feared for my physical safety because of my sex.	Harassment/ Discrimination	Sex	Workplace Hostility		Agreement
People I work with make me feel uncomfortable, angry, or upset by showing me a lack of respect due to my sex.	Harassment/ Discrimination	Sex	Workplace Hostility		Agreement
How often have you been given an undesirable task because of your sex?	Harassment/ Discrimination	Sex			Frequency
How often have you not been given an opportunity to get a military training because of your sex?	Harassment/ Discrimination	Sex		Military	Frequency
How often have you not been selected for a qualification or leadership position because of your sex?	Harassment/ Discrimination	Sex			Frequency
How often have you not received a military promotion because of your sex?	Harassment/ Discrimination	Sex		Military	Frequency

How often have you received a poor military performance evaluation because of your sex?	Harassment/ Discrimination	Sex		Military	Frequency
I feel comfortable filing a report of harassment or other misconduct behaviors.	Harassment/ Discrimination	Sex			Agreement
I feel confident in the legal justice system that prosecuted my harassment complaint.	Harassment/ Discrimination	Sex			Agreement
I feel I will be supported by management if I file a complaint of harassment.	Harassment/ Discrimination	Sex			Agreement
My commander/leader adequately responds to allegations of sexual harassment.	Harassment/ Discrimination	Sex			Agreement
My immediate supervisor adequately responds to allegations of sexual harassment.	Harassment/ Discrimination	Sex			Agreement
People I work with challenge sexual harassing behaviors.	Harassment/ Discrimination	Sex			Agreement
People in my unit/organization would speak up if someone made a sexist comment.	Harassment/ Discrimination	Sex			Agreement
People in my unit/organization would speak up if someone made a sexually harassing comment.	Harassment/ Discrimination	Sex			Agreement
Sexual harassment does not occur in my company/squadron.	Harassment/ Discrimination	Sex		Military; MSA/MSA Prep	Agreement
I am familiar with the support provided by the Violence Prevention Office.	Harassment/ Discrimination	Suicide			Agreement
If someone in my unit/organization filed a harassment or discrimination complaint, they would be denied career opportunities.	Harassment/ Discrimination	Workplace Hostility	Fairness		Agreement
Certain people in my unit/organization are publicly humiliated in an effort to belittle them.	Harassment/ Discrimination	Workplace Hostility			Agreement
Hazing and/or bullying happens in my unit/organization.	Harassment/ Discrimination	Workplace Hostility			Agreement

How often does someone from your unit/organization make you uncomfortable, angry, or upset by telling jokes about physical or mental disabilities?	Harassment/ Discrimination	Workplace Hostility			Frequency
How often does someone from your unit/organization make you uncomfortable, angry, or upset by telling religious jokes?	Harassment/ Discrimination	Workplace Hostility			Frequency
I have experienced discrimination and/or hostility in the workplace based on my political views.	Harassment/ Discrimination	Workplace Hostility			Agreement
I have experienced pressure in my workplace to adopt or conform to someone else's religious beliefs.	Harassment/ Discrimination	Workplace Hostility			Agreement
I have not experienced or witnessed hazing while assigned to this command.	Harassment/ Discrimination	Workplace Hostility			Agreement
If someone in my unit/organization filed a harassment or discrimination complaint, they would be subjected to insulting or disrespectful remarks or jokes.	Harassment/ Discrimination	Workplace Hostility			Agreement
In my unit/organization, I have feared for my physical safety because of my religious beliefs.	Harassment/ Discrimination	Workplace Hostility			Agreement
My unit/organization would take appropriate action against an individual who commits cyberbullying.	Harassment/ Discrimination	Workplace Hostility			Agreement
To be accepted in this unit/organization, members must participate in potentially dangerous activities that are not related to the mission.	Harassment/ Discrimination	Workplace Hostility			Agreement
How often are harassing or discriminatory comments made in academic settings?	Harassment/ Discrimination			MSA/MSA Prep	Frequency
How often are harassing or discriminatory comments made in athletic settings?	Harassment/ Discrimination				Frequency

I am familiar with the support provided by the Equal Opportunity Office.	Harassment/ Discrimination				Agreement
People I work with challenge discriminating behaviors.	Harassment/ Discrimination				Agreement
Contract employees are viewed as part of the team.	Leadership	Cohesion			Agreement
My unit/organization conducts regular discussion forums to strengthen connections and improve trust.	Leadership	Connectedness	Cohesion		Agreement
I receive recognition from my supervisor for my contributions to the unit/organization.	Leadership	Connectedness			Agreement
My unit/organization encourages individuals with different backgrounds, talents, training, work styles, and personalities to work together.	Leadership	Connectedness			Agreement
My unit/organization is committed to promoting different talents, perspectives, and contributions.	Leadership	Connectedness			Agreement
I am satisfied with the communication from my leadership.	Leadership	Engagement and Commitment			Agreement
I can easily communicate with my supervisor.	Leadership	Engagement and Commitment			Agreement
The actions of my commanders/leader align with the standards they set for unit/organization members.	Leadership	Fairness			Agreement
My commander/leader takes steps to ensure I am treated with respect.	Leadership	Harassment/ Discrimination			Agreement
Thinking about the past three months, how often has your leadership failed you?	Leadership	Leadership Support	Passive Leadership		Frequency
In the last six months, someone at work has talked to me about my progress and career goals.	Leadership	Leadership Support			Agreement
My leadership views mental health and physical health as equally important.	Leadership	Mental Health	Safety/Well- Being		Agreement

In the past year, my immediate supervisor explained how organizational change(s) will impact specific roles and responsibilities within my unit/organization.	Leadership	Morale	Readiness		Agreement
In the past year, my leadership provided timely and relevant information about the organizational changes that impact our unit/organization.	Leadership	Morale	Readiness		Agreement
In your unit, your immediate supervisor embarrasses Service members in front of others.	Leadership	Morale	Workplace Hostility		Agreement
In your unit, your immediate supervisor tries to look good to higher-ups by assigning extra missions or details.	Leadership	Morale	Workplace Hostility		Agreement
In your unit, your immediate supervisor exhibits clear thinking and reasonable actions under stress.	Leadership	Morale			Agreement
In your unit, your immediate supervisor tells Service members when they have done a good job.	Leadership	Morale		Military	Agreement
My commander/leader sets the right example with their actions.	Leadership	Morale			Agreement
I have received the necessary training to accomplish my job.	Leadership	Readiness			Agreement
I receive the information needed to do my job.	Leadership	Readiness			Agreement
I receive the training needed to perform my job well.	Leadership	Readiness			Agreement
Getting mental health treatment would hurt my chances of getting promoted.	Leadership	Suicide	Mental Health		Agreement
Getting mental health treatment would hurt my security clearance.	Leadership	Suicide	Mental Health		Agreement
Getting mental health treatment would lead to me getting discharged.	Leadership	Suicide	Mental Health		Agreement

My immediate supervisor creates an environment that promotes building trust within our team.	Leadership	Transformational Leadership	Cohesion		Agreement
My unit's senior NCO/SEL creates an environment that promotes building trust within my unit.	Leadership	Transformational Leadership	Cohesion		Agreement
The leaders in my unit/organization show a real interest in the welfare of families.	Leadership	Work-Life Balance	Connectedness		Agreement
Human relations problems are handled correctly in this command.	Leadership				Agreement
I am satisfied with my latest one-on-one rater feedback session with my rater.	Leadership				Agreement
I receive periodic formal feedback from my rater.	Leadership				Agreement
I receive the mentorship I need to perform my job well.	Leadership				Agreement
My commander/leader is open to new ideas.	Leadership				Agreement
My commander/leader cares about my personal well-being.	Leadership Support	Connectedness	Leadership		Agreement
Small group discussions with unit/organization leaders and teammates improve the work environment.	Leadership Support	Connectedness	Leadership		Agreement
My commander/leader does not tolerate hazing.	Leadership Support	Harassment/ Discrimination	Workplace Hostility		Agreement
Civilian managers are able to effectively supervise military as well as civilian personnel.	Leadership Support	Leadership			Agreement
Civilians are treated as valued members of the unit by leadership.	Leadership Support	Leadership		Military	Agreement
Commander's calls/all hands provides information I need to know for the effective performance of my duties.	Leadership Support	Leadership			Agreement
Communication between units/organizations is good.	Leadership Support	Leadership			Agreement

Communication flow up the chain of command is good.	Leadership Support	Leadership			Agreement
Communication flows freely from senior leadership to all levels of the unit/organization.	Leadership Support	Leadership			Agreement
Communication from my chain of command is clear.	Leadership Support	Leadership			Agreement
Communication from my direct leadership is clear.	Leadership Support	Leadership			Agreement
Communication from the chain of command is timely.	Leadership Support	Leadership			Agreement
Decisions in my unit/organization are made after reviewing relevant information.	Leadership Support	Leadership			Agreement
I am satisfied with the communication from the chain of command.	Leadership Support	Leadership			Agreement
I can rely on my commander/leader to act in my unit/organization's best interest.	Leadership Support	Leadership			Agreement
I receive routine feedback on my performance from my immediate supervisor.	Leadership Support	Leadership			Agreement
I would feel comfortable asking my commander/leader for help.	Leadership Support	Leadership			Agreement
I would feel comfortable asking my immediate supervisor for help.	Leadership Support	Leadership			Agreement
I would seek the assistance of my First Sergeant.	Leadership Support	Leadership		Military	Agreement
Military managers are able to effectively supervise civilian as well as military personnel.	Leadership Support	Leadership			Agreement
My commander/leader clarifies our unit/organization's goals and priorities.	Leadership Support	Leadership			Agreement
My commander/leader demonstrates an interest in my welfare.	Leadership Support	Leadership			Agreement
My commander/leader effectively deals with adversity and conflict within their command.	Leadership Support	Leadership			Agreement

My commander/leader listens to the concerns of the unit/organization members.	Leadership Support	Leadership			Agreement
My commander/leader makes decisions and takes actions that demonstrate they are competent.	Leadership Support	Leadership			Agreement
My commander/leader puts the unit's/organization's interests ahead of their own.	Leadership Support	Leadership			Agreement
My commander/leader shows a genuine interest in the welfare of single Service members.	Leadership Support	Leadership		Military	Agreement
My commander's/leader's support staff meets my needs.	Leadership Support	Leadership			Agreement
My immediate supervisor explains things clearly to me.	Leadership Support	Leadership			Agreement
My immediate supervisor makes decisions that demonstrate they are a competent leader.	Leadership Support	Leadership			Agreement
My immediate supervisor shares information with the unit/organization that has been presented to them by senior leaders.	Leadership Support	Leadership			Agreement
I feel I would be treated differently by my command for accessing mental health services.	Leadership Support	Mental Health	Harassment/ Discrimination		Agreement
It is easy for Service members in this command to meet with their commander/leader about problems.	Leadership Support	Passive Leadership	Leadership	Military	Agreement
My commander/leader is accessible.	Leadership Support	Passive Leadership	Leadership		Agreement
I feel like my command will take action when I bring up issues regarding safety and well-being in my current living situation.	Leadership Support	Safety/Well-Being	Leadership		Agreement

I would feel supported by my command if I expressed concern about my safety and well-being.	Leadership Support	Safety/Well-Being	Leadership		Agreement
My leadership regularly communicates where to get help if I am worried about my safety and well-being.	Leadership Support	Safety/Well-Being	Leadership		Agreement
My commander/leader encourages individuals to help others who are in risky situations that could result in harmful outcomes (for example, sexual assault, violence, or suicide).	Leadership Support	Sexual Assault	Suicide		Agreement
In the past year, my leadership actively listened to employee concerns and/or feedback during the organizational change process.	Leadership Support	Stress	Morale		Agreement
In the past year, my leadership effectively navigated uncertainty during organizational change.	Leadership Support	Stress	Morale		Agreement
My commander/leader creates an environment that promotes building trust within my unit/organization.	Leadership Support	Transformational Leadership	Connectedness		Agreement
My commander/leader can be trusted to make sensible decisions for the unit's/organization's future.	Leadership Support	Transformational Leadership	Leadership		Agreement
My immediate supervisor sets the right example with their actions.	Leadership Support	Transformational Leadership	Leadership		Agreement
I do not have access to behavioral health services.	Mental Health	Alcohol/ Substance Use			Agreement
I prefer to manage behavioral health problems on my own.	Mental Health	Alcohol/ Substance Use			Agreement
In the past year how often did you receive behavioral health services for a stress, emotional, alcohol, or family problem from a clinic or treatment facility?	Mental Health	Alcohol/ Substance Use			Frequency

In the past year how often did you receive behavioral health services for a stress, emotional, alcohol, or family problem from an Embedded Behavioral Health provider?	Mental Health	Alcohol/ Substance Use			Frequency
It takes courage to get treatment for a behavioral health problem.	Mental Health	Alcohol/ Substance Use			Agreement
How often do you feel isolated from others?	Mental Health	Harassment/ Discrimination			Frequency
How often do you feel left out?	Mental Health	Harassment/ Discrimination			Frequency
I feel I would be treated differently by my peers for accessing mental health services.	Mental Health	Harassment/ Discrimination			Agreement
Negative comments or jokes about Service members who get mental health treatment are not tolerated within my unit/organization.	Mental Health	Morale	Leadership	Military	Agreement
Do you ever gamble more than you intended to?	Mental Health	Safety/Well-Being			Yes-No
Gambling has affected my relationships or finances.	Mental Health	Safety/Well-Being			Agreement
Have you ever wanted to stop gambling, but didn't think you could?	Mental Health	Safety/Well-Being			Yes-No
In thinking about your mental health, which includes stress, depression, and problems with emotions, in the past 30 days, how often was your mental health not good?	Mental Health	Stress	Readiness		Frequency
My work environment is free from unprofessional behavior.	Morale	Cohesion	Harassment/ Discrimination		Agreement
My unit/organization is true to its core values.	Morale	Cohesion	Leadership		Agreement
My unit/organization has an atmosphere of respect.	Morale	Connectedness	Harassment/ Discrimination		Agreement
I feel empowered to control work processes that impact me in this unit/organization.	Morale	Connectedness			Agreement

At my job I always persevere, even when things do not go well.	Morale	Engagement and Commitment			Agreement
I am being fully utilized in my current job.	Morale	Engagement and Commitment			Agreement
I am challenged by my current job.	Morale	Engagement and Commitment			Agreement
I am proud of my unit/organization.	Morale	Engagement and Commitment			Agreement
I feel satisfied with my current job.	Morale	Engagement and Commitment			Agreement
I like my current job.	Morale	Engagement and Commitment			Agreement
My work inspires me.	Morale	Engagement and Commitment			Agreement
When I get up in the morning, I feel like going to work.	Morale	Engagement and Commitment			Agreement
Creativity and innovation are rewarded.	Morale	Leadership	Engagement and Commitment		Agreement
My family and time with my family are viewed as important by my Command.	Morale	Leadership	Engagement and Commitment		Agreement
I am determined to do what I think is right in a situation, even if it means facing criticism from leadership.	Morale	Leadership Support			Agreement
How often do you feel that you lack companionship?	Morale	Mental Health			Frequency
How often do you feel a sense of purpose in your life?	Morale				Frequency
How often do you hope to leave the world better than you found it?	Morale				Frequency
How satisfied are you with your current remote/telework arrangement?	Morale			Civilian	Satisfaction
I am determined to do what I think is right in a situation, even if it makes me anxious or uncomfortable.	Morale				Agreement

I am encouraged to offer ideas on how to improve operations.	Morale				Agreement
I am satisfied with the parking options available at work.	Morale				Agreement
I am satisfied with the physical surroundings of my work area.	Morale				Agreement
I have a sense of responsibility to improve the climate of the community in which I live.	Morale				Agreement
I have a sense of responsibility to improve the climate of the unit/organization in which I work.	Morale				Agreement
I would prefer more in-person (instead of remote) meetings.	Morale			Civilian	Agreement
I would prefer more in-person (instead of remote) social events.	Morale			Civilian	Agreement
My current remote/telework arrangement makes it more likely that I will stay in my current position.	Morale			Civilian	Agreement
My office has an important voice in interagency decision-making.	Morale				Agreement
I trust leadership to handle complaints, problems, or issues effectively.	Passive Leadership	Leadership Support	Leadership		Agreement
I receive annual or periodic formal feedback on command climate and action plan from my command/leadership.	Prevention	Leadership			Agreement
Primary prevention, or stopping harmful behaviors before they start, is a priority for my unit/organization.	Prevention	Readiness			Agreement
I can benefit from participating in primary prevention activities, such as attending events or using resources, even if I don't have a specific "problem."	Prevention				Agreement
I generally think of prevention as promoting positive behaviors in my unit/organization.	Prevention				Agreement

I generally think of prevention as reducing negative behaviors in my unit/organization.	Prevention				Agreement
I have heard of the new integrated prevention workforce (i.e., Integrated Prevention Advisory Group [I-PAG], Integrated Primary Prevention Workforce [IPPW]).	Prevention			Military	Yes-No
The people I work with are united in trying to achieve our goals/mission.	Readiness	Cohesion	Engagement and Commitment		Agreement
The unit's/organization's current vision, mission, and/or priorities are clear.	Readiness	Cohesion	Leadership		Agreement
I understand how my contribution supports the mission of the overall unit/organization.	Readiness	Cohesion			Agreement
My unit/organization is well prepared to perform its operational duties.	Readiness	Cohesion			Agreement
My unit/organization makes good use of available resources to accomplish its mission.	Readiness	Cohesion			Agreement
The work I do every day is critical to operational readiness.	Readiness	Cohesion			Agreement
How often do urgent matters overtake unit/organization priorities?	Readiness	Engagement and Commitment	Leadership		Frequency
My commander/leader is taking appropriate steps to mitigate the spread of COVID-19 at work.	Readiness	Leadership			Agreement
In the past 30 days, how often did poor physical or mental health keep you from your usual activities, including work, Military service, self-care, and/or recreation?	Readiness	Safety/Well-Being	Mental Health		Frequency
I have access to adequate facilities to maintain my physical conditioning.	Readiness	Safety/Well-Being			Agreement
The health care provider at my command can meet my medical needs or ensure that I receive the care I need if they cannot meet my needs.	Readiness	Safety/Well-Being		Military	Agreement

The overall health of this unit/organization is better now than one year ago.	Readiness	Safety/Well-Being			Agreement
I am given adequate time to maintain my physical conditioning.	Readiness	Work-Life Balance		Military; MSA/MSA Prep	Agreement
A physical training program should be implemented in my unit.	Readiness			Military; MSA/MSA Prep	Agreement
Character development is incorporated throughout my military training and/or education.	Readiness			Military; MSA/MSA Prep	Agreement
I can easily make a request of my unit/organization to meet my accessibility needs.	Readiness				Agreement
I feel that this institution is adequately equipped to produce satisfactory officers after graduation.	Readiness			MSA/MSA Prep	Agreement
Multiple viewpoints add to unit/organization success.	Readiness				Agreement
My command-issued gear is offered in appropriate sizing options.	Readiness			Military	Agreement
My unit/organization is able to assist me to fit my equipment to my needs.	Readiness				Agreement
I know how to properly dispose of my unused medication.	Safe Storage for Lethal Means	Suicide	Alcohol/ Substance Use		Agreement
My command encourages the safe storage of lethal means.	Safe Storage for Lethal Means	Suicide	Leadership		Yes-No
My command would secure my firearm in a time of crisis.	Safe Storage for Lethal Means	Suicide	Leadership	Military	Yes-No
I have someone who will secure my firearm in a time of crisis.	Safe Storage for Lethal Means	Suicide	Mental Health		Yes-No
My firearms are secured and inaccessible to children/others within the home.	Safe Storage for Lethal Means	Suicide			Yes-No

Removal or safe storage of weapons, medications, and poisons can keep everyone in the home safer.	Safe Storage for Lethal Means	Suicide			Agreement
If I were to seek behavioral health services, I would be seen as weak.	Safety/Well-Being	Alcohol/ Substance Use	Mental Health		Agreement
If I were to seek behavioral health services, I wouldn't know where to get help.	Safety/Well-Being	Alcohol/ Substance Use	Mental Health		Agreement
If I were to seek behavioral health services, they wouldn't be available.	Safety/Well-Being	Alcohol/ Substance Use	Mental Health		Agreement
If I were to deploy, there would be adequate resources on base to take care of my family.	Safety/Well-Being	Leadership	Work-Life Balance	Military	Agreement
This unit/organization takes an active role in caring for the needs of family members of deployed unit personnel.	Safety/Well-Being	Leadership	Work-Life Balance		Agreement
I feel supported by my command when I bring up issues around the safety and well-being of my family in our current living situation.	Safety/Well-Being	Leadership			Agreement
In general, how satisfied are you with your life?	Safety/Well-Being	Morale	Readiness		Satisfaction
During the past month, how often have you had trouble staying awake while on duty/at work?	Safety/Well-Being	Readiness	Stress		Frequency
During the past month, how would you rate your sleep quality overall?	Safety/Well-Being	Readiness	Stress		Quality
In the past 3 months, my medical condition(s) worsened due to delays in scheduling medical care.	Safety/Well-Being	Readiness			Agreement
The military medical system is not able to meet all of my healthcare needs.	Safety/Well-Being	Readiness			Agreement
In the past month, how often have you worried about your own safety and well-being?	Safety/Well-Being	Stress			Frequency

I am aware of how to access resources offered by my command/organization for overall wellness.	Safety/Well-Being				Agreement
I know where to go if I am concerned about my own safety and well-being.	Safety/Well-Being				Agreement
I know where to go if I have concerns about the safety and well-being of my family in my current living situation.	Safety/Well-Being				Agreement
In the past seven days, how often did you eat less nutritious foods because the more nutritious foods were too expensive?	Safety/Well-Being				Frequency
In the past seven days, how often did you have access to nutritious foods (e.g., fruit, vegetables, whole grains, lean protein, and low-fat dairy)?	Safety/Well-Being				Frequency
In the past seven days, how often did you have enough food to eat?	Safety/Well-Being				Frequency
In the past seven days, how often were you able to eat (had access to food) when you felt hungry?	Safety/Well-Being				Frequency
My housing accommodations are adequate.	Safety/Well-Being				Agreement
Within the past 12 months, how often have you/your household worried that you would not be able to pay your rent or mortgage?	Safety/Well-Being				Frequency
Within the past 12 months, how often have you/your household worried whether your food would run out before you got money to buy more?	Safety/Well-Being				Frequency
Within the past 3 months, how often did you drink two or more energy drinks a day?	Safety/Well-Being				Frequency
Within the past 3 months, how often did you drive while sleepy?	Safety/Well-Being				Frequency
Within the past 3 months, how often did you text while driving?	Safety/Well-Being				Frequency

I have confidence in command medical to treat my sex-specific health care needs.	Sex			Military	Agreement
I prefer to see a provider of the same sex when accessing medical care for sex-specific health care needs.	Sex				Agreement
Women belong at the Academy.	Sex			MSA/MSA Prep	Agreement
Sexual assault/harassment prevention is talked about freely within my unit/organization.	Sexual Assault	Harassment/ Discrimination	Prevention		Agreement
My commander/leader promotes annual training as a prevention tool for sexual assault.	Sexual Assault	Prevention			Agreement
During a disagreement or difficult situation in your close relationship(s), how often are you forced to engage in sexual activities?	Sexual Assault	Safety/Well-Being	Domestic Abuse		Frequency
I observed a situation in this unit/organization in the past 12 months that I believe was, or could have led to, a sexual assault.	Sexual Assault	Sex	Harassment/ Discrimination		Agreement
If a coworker were to report a sexual assault allegation, my chain of command/leader would allow the person time off to obtain health care, legal, or other support services.	Sexual Assault	Sex	Leadership		Agreement
If a coworker were to report a sexual assault allegation, my chain of command/leader would keep the private details of the report limited to those with a need to know.	Sexual Assault	Sex	Leadership		Agreement

If a coworker were to report a sexual assault allegation, my chain of command/leader would support the individual for speaking up.	Sexual Assault	Sex	Leadership		Agreement
If a coworker were to report a sexual assault allegation, my chain of command/leader would take the appropriate action to assist the person.	Sexual Assault	Sex	Leadership		Agreement
In my unit/organization, someone who reports a sexual assault allegation would be blamed for causing problems.	Sexual Assault	Sex	Leadership		Agreement
In my unit/organization, someone who reports a sexual assault allegation would be discouraged by others from moving forward with the report.	Sexual Assault	Sex	Leadership		Agreement
My permanent party chain of command creates an environment where victims are encouraged to report sexual assault.	Sexual Assault	Sex	Leadership	MSA/MSA Prep	Agreement
While serving in this unit/organization, I told someone in a position of authority about a situation that I believe was, or could have led to, a sexual assault.	Sexual Assault	Sex	Leadership		Agreement
I am familiar with the kinds of support provided by the Sexual assault Response Coordinator and Victim Advocate.	Sexual Assault	Sex			Agreement
I am familiar with the support provided by the Family Advocacy Program (FAP).	Sexual Assault	Sex		Military	Agreement
I understand the difference between a restricted and unrestricted report for sexual assault.	Sexual Assault	Sex			Yes-No
I understand what happens when a Service member files a restricted report for sexual assault.	Sexual Assault	Sex			Yes-No

I understand what happens when someone files an unrestricted report for sexual assault.	Sexual Assault	Sex			Yes-No
If a Service member were sexually assaulted, I would know how to advise him or her on where to get help.	Sexual Assault	Sex			Yes-No
In the past 12 months, I have witnessed people in my unit/organization make it clear that sexual assault has no place in the military.	Sexual Assault	Sex			Agreement
My unit/organization allows enough time off for survivor healing/treatment.	Sexual Assault	Suicide	Mental Health		Agreement
I feel confident I would not experience retaliation/reprisal if I reported a sexual assault to my chain of command/leadership.	Sexual Assault				Agreement
I feel equipped to support someone who reported a sexual assault to me.	Sexual Assault				Agreement
I understand how the Catch A Serial Offender (CATCH) Program process works.	Sexual Assault				Agreement
I understand that participation in the Catch A Serial Offender (CATCH) program is anonymous and voluntary.	Sexual Assault				Agreement
My unit/organization leadership creates an environment where victims are encouraged to report sexual assault.	Sexual Assault				Agreement
Factors that are beyond my leadership's control create additional workplace stress for me.	Stress	Leadership	Morale		Agreement
In the past 3 months, have you felt very stressed because you are responsible for supervising or managing people at work?	Stress	Leadership			Yes-No
Within the past 3 months, how often did you get into trouble with your leadership?	Stress	Leadership			Frequency
I have more work to do than one person can do well.	Stress	Morale	Engagement and Commitment		Agreement

I experience a high level of stress because I serve/work in this unit/organization.	Stress	Morale	Mental Health		Agreement
I feel mentally worn out.	Stress	Morale	Mental Health		Agreement
Current staffing levels negatively impact my ability to complete my core duties.	Stress	Morale	Readiness		Agreement
In the past 3 months, how often did you experience work stress?	Stress	Safety/Well-Being			Frequency
I have someone to confide in or talk to about myself or my problems.	Stress	Suicide	Mental Health		Yes-No
I have someone to talk with when I have a bad day.	Stress	Suicide	Mental Health		Yes-No
I have someone who will listen to me when I need to talk.	Stress	Suicide	Mental Health		Yes-No
I experience a high level of stress due to my family, home, or personal relationships.	Stress	Work-Life Balance			Agreement
In the past 3 months, how often did you experience stress because of national or global events?	Stress	Work-Life Balance			Frequency
In the past 3 months, how often did you experience stress from your family or social relationships?	Stress	Work-Life Balance			Frequency
I experience a high level of stress because of academic requirements.	Stress			MSA/MSA Prep	Agreement
I experience a high level of stress because of athletic or fitness requirements.	Stress			Military; MSA/MSA Prep	Agreement
I experience a high level of stress because of military training requirements.	Stress			Military; MSA/MSA Prep	Agreement
In the past 3 months, how often did you experience stress due to your finances?	Stress				Frequency
The stress I experience is at a level that I would expect given my rank/grade.	Stress				Agreement
Thinking about the past three months, how often have you felt overwhelmed by stress?	Stress				Frequency

Within the past 3 months, how often did you get into financial trouble?	Stress				Frequency
If a suicide were to occur, leaders in my unit/organization would highlight available resources.	Suicide	Leadership	Mental Health		Agreement
I would be seen as weak if I received mental health treatment.	Suicide	Mental Health			Agreement
I'm aware of ways to re-integrate a colleague back into the unit/organization after a suicide attempt.	Suicide	Mental Health			Yes-No
I've received training on how to work with a colleague after experiencing trauma or loss.	Suicide	Mental Health			Yes-No
I know what actions to take if someone expresses a desire to do harm to themselves or others.	Suicide	Stress	Mental Health		Agreement
In the past 12 months, I have known someone in my unit/organization who has thought of but not attempted suicide.	Suicide	Stress	Mental Health		Agreement
People in my unit/organization are able to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).	Suicide	Stress	Mental Health		Agreement
Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength.	Suicide	Stress	Mental Health		Agreement
Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member's career.	Suicide	Stress	Mental Health		Agreement
I have been harassed by higher ranking personnel while on duty.	Toxic Leadership	Harassment/ Discrimination	Workplace Hostility		Agreement
I have a mentor at work who encourages my development.	Transformational Leadership	Leadership Support	Leadership		Agreement

My commander/leader will use the information from the DEOCS to improve the unit/organization.	Transformational Leadership	Leadership Support	Leadership		Agreement
I feel confident that my medical information is kept private and confidential to only those who need to know.	Work-Life Balance	Fairness			Agreement
I feel my medical information will be kept confidential.	Work-Life Balance	Fairness			Agreement
My direct supervisor is unaware of how our unit's OPTEMPO impacts myself and my family.	Work-Life Balance	Leadership	Leadership Support		Agreement
My commander/leader gives me adequate time to address my health care needs.	Work-Life Balance	Leadership	Safety/Well-Being		Agreement
I am afforded opportunities to take leave.	Work-Life Balance	Leadership			Agreement
My commander/leader puts us and our families first, above and beyond their personal interests.	Work-Life Balance	Leadership Support	Leadership		Agreement
My immediate supervisor helps subordinates balance personal needs and mission requirements.	Work-Life Balance	Leadership Support	Readiness		Agreement
Leaders in my unit/organization allow me to be proactive about personal struggles before they become overwhelming.	Work-Life Balance	Mental Health	Leadership		Agreement
My leadership reinforces that it is important to be proactive about personal struggles before they become overwhelming.	Work-Life Balance	Mental Health	Leadership		Agreement
I have been made aware of the variety of resources available to me to assist with personal struggles.	Work-Life Balance	Readiness	Mental Health		Agreement
There are barriers to accessing resources related to addressing personal concerns or struggles.	Work-Life Balance	Readiness	Mental Health		Agreement
Collateral duties are not interfering with my ability to perform my primary mission.	Work-Life Balance	Readiness			Agreement

I have sufficient time in my duty day to conduct my core duties.	Work-Life Balance	Readiness		Military	Agreement
It is a challenge to access childcare services due to expenses, waitlists, and/or hours of operation.	Work-Life Balance	Readiness			Agreement
My and/or my family's quality of life impacts my decision to remain in the military.	Work-Life Balance	Readiness			Agreement
There are adequate childcare services available on or around my installation.	Work-Life Balance	Readiness			Yes-No
My commander sets a positive example for healthy work and personal relationships.	Work-Life Balance	Safety/Well-Being	Leadership		Agreement
My leadership regularly communicates where to get help if I am worried about my family's safety and well-being.	Work-Life Balance	Safety/Well-Being	Leadership		Agreement
My senior NCO sets a positive example for healthy work and personal relationships.	Work-Life Balance	Safety/Well-Being	Leadership		Agreement
My unit/organization leadership supports and encourages family safety and well-being.	Work-Life Balance	Safety/Well-Being	Leadership		Agreement
In the past month, how often have you worried about your family's safety and well-being?	Work-Life Balance	Safety/Well-Being	Stress		Frequency
I am aware of resources and support available if I am struggling with parenting or child care responsibilities.	Work-Life Balance	Safety/Well-Being			Yes-No
I feel supported when I need to take action to address my family's safety and well-being.	Work-Life Balance	Safety/Well-Being			Agreement
I know where to go if I am worried about my family's safety and well-being.	Work-Life Balance	Safety/Well-Being			Agreement
In the past month, how often did the demands of your personal/family life interfere with your work?	Work-Life Balance	Stress			Frequency

In the past month, how often did the demands of your work interfere with your personal/family life?	Work-Life Balance	Stress			Frequency
How often are you expected to check work messages or e-mails after duty hours or on weekends?	Work-Life Balance				Frequency
How often are you expected to work after duty hours or on weekends?	Work-Life Balance				Frequency
I have seen extremist group behavior or propaganda in my workplace.	Workplace Hostility	Harassment/ Discrimination			Agreement
Hazing and bullying are not tolerated in my unit.	Workplace Hostility				Agreement

Open-Ended Questions

Open-ended questions have no specified response options; instead, they can be answered openly by participants. Each open-ended question below is designed to gather information on specific organizational climate challenges. The following prompt is included after *each* open-ended question to remind participants that their responses should not include potentially identifiable information (PII): “Please do not include personally identifiable information (e.g., a personal story containing specific details that could be used to identify you or others).” As a reminder, only one open-ended question can be selected for inclusion in the DOCP survey.

Open-Ended Questions	Keyword
If you have any thoughts that you would like to provide about sexual assault, sexual harassment, and/or sexist behaviors in your unit/organization, you may share them in the space below.	Sexually Harassing Behaviors
If you have any thoughts that you would like to provide about racial/ethnic harassment or discrimination in your unit/organization, you may share them in the space below.	Racial/Ethnic Harassment/Discrimination
If you have any thoughts that you would like to provide about suicide, personal safety, and/or the safe storage of lethal means (i.e., firearms, medicine) in your unit/organization, you may share them in the space below.	Suicide/Safe Storage for Lethal Means
What role has leadership played in your decision to stay or leave your unit/organization? What could be done to retain people in your unit/organization?	Retention
How can your leadership improve your unit/organization's ability to perform its mission/function?	Readiness
How would you describe leaderships' efforts and commitment to creating and fostering an environment of respect and dignity? Are harassment and discrimination an issue in your unit/organization? Please explain.	Harassment and Discrimination
If you have any information that you would like to provide about policies, practices, and procedures within your unit/organization that either promote or undermine fairness, you may share them in the space below.	Fairness
If you have any thoughts that you would like to provide about morale or cohesion in your unit/organization, you may share them in the space below. What could leadership do to improve morale or cohesion?	Workplace Morale
If you have any thoughts that you would like to provide about stress or work/life balance in your unit/organization, you may share them in the space below. What could leadership do to reduce stress or to improve work/life balance?	Stress and Work/Life Balance
How serious of a problem do you think alcohol use is in your unit/organization? Please explain.	Alcohol Use
If you have any information that you would like to provide about your experiences with hostile, harassing, and/or discriminatory behaviors in your unit/organization, you may share them in the space below.	Workplace Hostility
How would you describe leaderships' efforts and commitment to creating and fostering an environment of respect and dignity? If you have any thoughts that you would like to provide about people in leadership roles in your unit/organization, you may share them in the space below.	Leadership