

February 2024



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.....	43

Closed-Ended Questions

The DOCP Question Bank includes 420 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 inclusion in the question bank. DOCP closed-ended questions fall into one of four 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”); and
- 4) Quality (with options “Very bad,” “Poor,” “Fair,” “Good,” and “Excellent”).

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. 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	Keyword 1	Keyword 2	Keyword 3	Response Type
Leadership is tolerant of off-duty alcohol intoxication or drunkenness.	Alcohol/Substance Use	Leadership		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
If I were considering seeking behavioral health services, I am concerned that my visit would not remain confidential.	Alcohol/Substance Use	Mental Health		Agreement

It's hard to "fit in" in my command if you don't drink.	Alcohol/Substance Use			Agreement
At parties or social functions at this unit, everyone is encouraged to drink.	Alcohol/Substance Use			Agreement
Illegal drug use is a problem in this command.	Alcohol/Substance Use			Agreement
Alcohol abuse by members of this command is a problem.	Alcohol/Substance Use			Agreement
Alcohol consumption is a problem in this command.	Alcohol/Substance Use			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 singled out in the workplace.	Cohesion	Harassment/ Discrimination	Engagement and Commitment	Yes/No
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
Members of my unit might have less confidence in me if I received mental health treatment.	Cohesion	Suicide	Mental Health	Agreement
Fellow unit members would treat me differently if I received mental health treatment.	Cohesion	Suicide	Mental Health	Agreement

I feel a strong sense of belonging to this unit/workgroup.	Connectedness	Cohesion	Engagement and Commitment	Agreement
I have good relationships with the people I work with.	Connectedness	Cohesion		Agreement
I take pride in beating a deadline.	Connectedness	Engagement and Commitment	Morale	Agreement
At the Academy, peer pressure makes me drink more than I would otherwise.	DEOCS	Alcohol/Substance Use		Agreement
At the Academy, unauthorized drinking is condoned by my sponsor.	DEOCS	Alcohol/Substance Use		Agreement
My permanent party leadership enforces the Academy's alcohol use policy.	DEOCS	Alcohol/Substance Use		Agreement
My cadet/midshipman leadership enforces the Academy's alcohol use policy.	DEOCS	Alcohol/Substance Use		Agreement
If I needed help to control my drinking, I would feel comfortable seeking help from on-campus resources.	DEOCS	Alcohol/Substance Use		Agreement
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
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
People in my unit/organization work well as a team.	DEOCS	Cohesion		Agreement
People in my unit/organization trust each other.	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
I am proud of my work.	DEOCS	Engagement and Commitment		Agreement
My work has a great deal of personal meaning to me.	DEOCS	Engagement and Commitment		Agreement
I am committed to making the military/Government service my career.	DEOCS	Engagement and Commitment		Agreement
I feel like "part of the family" among the people I work with.	DEOCS	Engagement and Commitment		Agreement
Choosing to attend the Academy was a good decision for me.	DEOCS	Engagement and Commitment		Agreement
Training opportunities, awards, recognition, and other positive outcomes are distributed fairly.	DEOCS	Fairness		Agreement
Discipline and criticism are administered fairly.	DEOCS	Fairness		Agreement
Thinking about the past three months, how often does someone from your unit/organization mistreat, exclude, or insult you because of your gender?	DEOCS	Harassment/ Discrimination	Gender Issues	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	Gender Issues	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	Gender Issues	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	Gender Issues	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	Gender Issues	Frequency
How often does someone from your unit/organization use derogatory slurs, make comments, or tell jokes concerning sexual orientation or gender identity?	DEOCS	Harassment/ Discrimination	Gender Issues	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	Gender Issues	Frequency
How often does someone from your unit/organization make attempts to establish unwanted romantic or sexual relationships with you? <i>These attempts could range from asking you out on a date to asking you for sex or a "hookup".</i>	DEOCS	Harassment/ Discrimination	Gender Issues	Frequency
A member of my company/squadron permanent party command team has explosive outbursts.	DEOCS	Harassment/ Discrimination	Leadership	Agreement
If I were to report someone in my company/squadron permanent party command team for misconduct, I	DEOCS	Harassment/ Discrimination	Leadership	Agreement

would receive negative outcomes (for example, poor evaluations, decreased opportunities for leadership, become the center of gossip or rumors, ignored, or bullied).				
If I were to report the first cadet/midshipman in my chain of command for misconduct, I would receive negative outcomes.	DEOCS	Harassment/ Discrimination	Leadership	Agreement
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 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 using offensive racial/ethnic terms?	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 showing you a lack of respect because of your race/ethnicity?	DEOCS	Harassment/ Discrimination	Race/ethnic Issues	Frequency

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
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		Agreement
People in my unit/organization would speak up if someone was being excluded.	DEOCS	Inclusion	Harassment/ Discrimination	Agreement
People in my unit/organization believe that everyone has value, regardless of who they are.	DEOCS	Inclusion		Agreement
People in my unit/organization build on each other's ideas and thoughts during the decision-making process.	DEOCS	Inclusion		Agreement
People in my unit/organization believe that communication goes up and down the unit's/organization's chain of command.	DEOCS	Inclusion		Agreement
The people I work with believe that everyone has worth and value, regardless of how they identify (for example, gender, race/ethnicity, sexual orientation, and other identities).	DEOCS	Inclusion		Agreement
The people I work with believe that everyone has worth and value, regardless of their occupation and rank/grade.	DEOCS	Inclusion		Agreement
Among the people I work with, the quality of ideas matters more than who expresses them.	DEOCS	Inclusion		Agreement

I have trust and confidence in my immediate supervisor.	DEOCS	Leadership Support	Leadership	Agreement
My immediate supervisor listens to what I have to say.	DEOCS	Leadership Support	Leadership	Agreement
My immediate supervisor treats me with respect.	DEOCS	Leadership Support	Leadership	Agreement
My immediate supervisor cares about my personal well-being	DEOCS	Leadership Support	Leadership	Agreement
My immediate supervisor provides me with opportunities to demonstrate my leadership skills.	DEOCS	Leadership Support	Leadership	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 have trust and confidence in my permanent party command team.	DEOCS	Leadership Support	Leadership	Agreement
My permanent party command team listens to what I have to say.	DEOCS	Leadership Support	Leadership	Agreement
My permanent party command team 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	Agreement
My permanent party command supports my career development.	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	Agreement

My immediate supervisor provides me with constructive suggestions to improve my performance.	DEOCS	Leadership Support	Leadership	Agreement
My immediate supervisor supports my career development.	DEOCS	Leadership Support	Leadership	Agreement
My immediate supervisor puts the interests of subordinates above their personal interests.	DEOCS	Leadership Support	Leadership	Agreement
I trust that my academic success is supported by Academy faculty.	DEOCS	Leadership Support	Leadership	Agreement
I trust that my academic success is supported by Academy coaches and staff.	DEOCS	Leadership Support	Leadership	Agreement
I trust that my development as a leader of character is supported by Academy faculty.	DEOCS	Leadership Support	Leadership	Agreement
I trust that my development as a leader of character is supported by Academy coaches and staff.	DEOCS	Leadership Support	Leadership	Agreement
The Academy provides cadets/midshipmen with an effective mentoring program.	DEOCS	Leadership Support	Leadership	Agreement
My company/squadron permanent party command team provides me with constructive suggestions to improve my performance.	DEOCS	Leadership Support	Leadership	Agreement
My company/squadron permanent party command team supports my career development.	DEOCS	Leadership Support	Leadership	Agreement
My company/squadron permanent party command team puts the interests of their cadets/midshipmen above their personal interests.	DEOCS	Leadership Support	Leadership	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 senior NCO/SEL takes early action in addressing problems.	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 commander/organization's leader does not address problems brought to their attention.	DEOCS	Passive Leadership	Leadership	Agreement
My unit's/organization's Senior NCO will not take action until negative behaviors become bigger problems.	DEOCS	Passive Leadership	Leadership	Agreement
My unit's/organization's Senior NCO does not address problems brought to their attention.	DEOCS	Passive Leadership	Leadership	Agreement
The first cadet/midshipman in my chain of command allows negative behavior to occur.	DEOCS	Passive Leadership	Leadership	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 faculty.	DEOCS	Safety/Well-Being		Agreement

I trust that my well-being is supported by academic coaches and staff.	DEOCS	Safety/Well-Being		Agreement
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 found that you could not cope with all of the things you had to do?	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 been angered because of things that were outside of your control?	DEOCS	Stress	Mental Health	Frequency
My immediate supervisor ridicules people in my unit/organization.	DEOCS	Toxic Leadership	Leadership	Agreement
My immediate supervisor acts only in the best interest of their own advancement.	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 permanent party command team 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	Agreement
My permanent party command team 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 ridicules people in my unit/organization.	DEOCS	Toxic Leadership	Leadership	Agreement
My unit's/organization's Senior NCO acts only in the best interest of their own advancement	DEOCS	Toxic Leadership	Leadership	Agreement
My unit's/organization's Senior NCO ignores input from people in my unit/organization that they do not agree with.	DEOCS	Toxic Leadership	Leadership	Agreement
My immediate supervisor has explosive outbursts.	DEOCS	Toxic Leadership	Leadership	Agreement
My immediate supervisor 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 senior NCO/SEL has a sense of personal entitlement.	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 supports and encourages the professional development of people in my unit/organization.	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/organization's Senior NCO communicates a clear and motivating vision of the future.	DEOCS	Transformational Leadership	Leadership	Agreement

My unit's/organization's Senior NCO supports and encourages the development of people in my unit/organization.	DEOCS	Transformational Leadership	Leadership	Agreement
My unit's/organization's Senior NCO encourages people in my unit/organization to think about problems in new ways.	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 commander/organization's leader takes actions that are consistent with my Service's values.	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 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

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 ask you questions about your sex life or sexual interests that make you uncomfortable, angry, or upset?	DEOCS			Frequency
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 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
During a disagreement or difficult situation in your close relationship(s), how often are you physically hurt?	Domestic Abuse	Safety/Well-Being		Frequency
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 retire from the military within the next couple of years.	Engagement and Commitment			Agreement
I plan to leave the DoD within the next couple of years.	Engagement and Commitment			Agreement
In the past year, how often have you considered switching offices?	Engagement and Commitment			Frequency
In the past year, how often have you considered leaving our organization?	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
Contributions of all career fields are respected in my unit/organization.	Fairness	Inclusion		Agreement
Favoritism does not occur in my workgroup.	Fairness	Inclusion		Agreement
Leadership treats all unit/organization personnel with respect.	Fairness	Leadership	Harassment/Discrimination	Agreement
If I disagree with my supervisor, I am disrespected.	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
I am assigned duties that are commensurate with my rank/grade.	Fairness			Agreement
Additional duties are assigned fairly.	Fairness			Agreement
Awards in my workgroup depend on how well employees perform their jobs.	Fairness			Agreement
The process for determining who gets developmental opportunities in my workgroup is fair.	Fairness			Agreement
I feel confident that I will be treated fairly in my unit/organization.	Fairness			Agreement
Discrimination based on sexual orientation does not occur in my workplace.	Harassment/ Discrimination	Fairness		Agreement
My unit/organization provides equal opportunity regardless of one's sex.	Harassment/ Discrimination	Gender Issues	Fairness	Agreement
My immediate supervisor plays an active role in the prevention of sexual harassment.	Harassment/ Discrimination	Gender Issues	Leadership	Agreement
My commander/leader plays an active role in the prevention of sexual harassment.	Harassment/ Discrimination	Gender Issues	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	Gender Issues	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	Gender Issues	Leadership	Agreement
In my unit/organization, someone who reports a sexual harassment complaint would be blamed for causing problems.	Harassment/ Discrimination	Gender Issues	Leadership	Agreement
In my unit/organization, someone who reports a sexual harassment complaint would be discouraged from moving forward with the complaint.	Harassment/ Discrimination	Gender Issues	Leadership	Agreement
My company/squadron permanent party leadership would adequately respond to allegations of sexual harassment. Sexual Harassment definition: Unwelcome behaviors of a sexual nature that create a hostile work environment, and/or that include quid pro quo (“something for something”) solicitations for sexual favors in exchange for some benefit (e.g., the harasser not revealing an incriminating secret, negatively evaluating the cadet's/midshipman's performance, etc.)	Harassment/ Discrimination	Gender Issues	Leadership	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	Gender Issues	Workplace Hostility	Agreement
How often are sexist slurs, comments, or jokes used in your unit/organization?	Harassment/ Discrimination	Gender Issues	Workplace Hostility	Frequency
I feel confident in the legal justice system that prosecuted my harassment complaint.	Harassment/ Discrimination	Gender Issues		Agreement
I feel comfortable filing a report of harassment or other misconduct behaviors.	Harassment/ Discrimination	Gender Issues		Agreement

I feel I will be supported by management if I file a complaint of harassment.	Harassment/ Discrimination	Gender Issues		Agreement
My immediate supervisor adequately responds to allegations of sexual harassment.	Harassment/ Discrimination	Gender Issues		Agreement
My commander/leader adequately responds to allegations of sexual harassment.	Harassment/ Discrimination	Gender Issues		Agreement
People I work with challenge sexual harassing behaviors.	Harassment/ Discrimination	Gender Issues		Agreement
Sexual harassment does not occur in my company/squadron. Sexual Harassment definition: Unwelcome behaviors of a sexual nature that create a hostile work environment, and/or that include quid pro quo (“something for something”) solicitations for sexual favors in exchange for some benefit (e.g., the harasser not revealing an incriminating secret, negatively evaluating the cadet's/midshipman's performance, etc.)	Harassment/ Discrimination	Gender Issues		Agreement
How often have you been given an undesirable task because of your gender?	Harassment/ Discrimination	Gender Issues		Frequency
How often have you not received a military promotion because of your gender?	Harassment/ Discrimination	Gender Issues		Frequency
How often have you not been given an opportunity to get a military training because of your gender?	Harassment/ Discrimination	Gender Issues		Frequency
How often have you not been selected for a qualification or leadership position because of your gender?	Harassment/ Discrimination	Gender Issues		Frequency

How often have you received a poor military performance evaluation because of your gender?	Harassment/ Discrimination	Gender Issues		Frequency
There are opportunities for people of diverse backgrounds and cultures to serve as leaders and/or be promoted.	Harassment/ Discrimination	Inclusion	Fairness	Agreement
My unit/organization is accepting of individuals from diverse backgrounds.	Harassment/ Discrimination	Inclusion		Agreement
My commander/leader values the rights of its members to practice their religion.	Harassment/ Discrimination	Leadership		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
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
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
Work assignments, training opportunities, and promotions within my unit/organization are based on	Harassment/ Discrimination	Race/ethnic Issues	Fairness	Agreement

candidates' qualifications, without regard to race or ethnicity.				
Discrimination based on race/color/national origin does not occur in my workplace.	Harassment/ Discrimination	Race/ethnic Issues	Fairness	Agreement
I am familiar with the support provided by the Diversity, Inclusion & Belonging Office.	Harassment/ Discrimination	Race/ethnic Issues	Gender Issues	Agreement
I am familiar with the support provided by the Equal Opportunity Office.	Harassment/ Discrimination	Race/ethnic Issues	Gender Issues	Agreement
How often are racial slurs, comments, or jokes used in your unit/organization?	Harassment/ Discrimination	Race/ethnic Issues	Workplace Hostility	Frequency
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
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
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
How often does someone from your unit/organization make you uncomfortable, angry, or upset by telling jokes about sexual minorities?	Harassment/ Discrimination	Workplace Hostility	Gender Issues	Frequency

Hazing and/or bullying happens in my unit/organization.	Harassment/ Discrimination	Workplace Hostility		Agreement
I have not experienced or witnessed hazing while assigned to this command.	Harassment/ Discrimination	Workplace Hostility		Agreement
My unit would take appropriate action against an individual who commits cyberbullying.	Harassment/ Discrimination	Workplace Hostility		Agreement
To be accepted in this organization, members must participate in potentially dangerous activities that are not related to the mission.	Harassment/ Discrimination	Workplace Hostility		Agreement
Certain people in my unit are publicly humiliated in an effort to belittle them.	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
How often does someone from your unit/organization make you uncomfortable, angry, or upset by telling religious jokes?	Harassment/ Discrimination	Workplace Hostility		Frequency
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
People I work with challenge discriminating behaviors.	Harassment/ Discrimination			Agreement
I am encouraged to offer ideas on how to improve operations in my workgroup.	Inclusion	Cohesion	Connectedness	Agreement
The people I work with are accepting of individuals from diverse backgrounds.	Inclusion	Cohesion	Connectedness	Agreement

I am comfortable being myself while working in this unit/organization.	Inclusion	Cohesion	Connectedness	Agreement
In this workgroup, I am comfortable discussing my personal background.	Inclusion	Cohesion	Connectedness	Agreement
The people I work with make me feel like I belong.	Inclusion	Cohesion	Connectedness	Agreement
People I work with respect differences in others.	Inclusion	Cohesion	Harassment/ Discrimination	Agreement
I trust the members of my immediate unit/organization.	Inclusion	Cohesion		Agreement
In the past 12 months, I have witnessed people in my unit promoting a climate based on mutual respect and trust.	Inclusion	Connectedness	Cohesion	Agreement
I am treated with dignity and respect in this unit/organization.	Inclusion	Connectedness	Harassment/ Discrimination	Agreement
My leadership promotes events supporting cross-cultural awareness.	Inclusion	Connectedness		Agreement
My input is valued by my leadership.	Inclusion	Engagement and Commitment		Agreement
I have confidence in command medical to treat my gender-specific health care needs.	Inclusion	Gender Issues		Agreement
I prefer to see a provider of the same gender when accessing medical care for gender-specific health care needs.	Inclusion	Gender Issues		Agreement
I am treated with respect in my unit/organization.	Inclusion	Harassment/ Discrimination	Cohesion	Agreement

I am made fun of because of my appearance.	Inclusion	Harassment/ Discrimination	Engagement and Commitment	Yes/No
Contract employees are viewed as part of the team.	Inclusion	Leadership	Cohesion	Agreement
My unit/organization is committed to promoting diverse talents, perspectives, and contributions.	Inclusion	Leadership	Connectedness	Agreement
My unit/organization encourages individuals with different backgrounds, talents, training, work styles and personalities to work together.	Inclusion	Leadership	Connectedness	Agreement
My command is committed to diversity and inclusion in the workplace.	Inclusion	Leadership	Harassment/ Discrimination	Agreement
Others are recognized for contributing to a positive atmosphere in my workplace.	Inclusion	Leadership	Morale	Agreement
My immediate supervisor's commitment to diversity encourages me to continue serving in my unit/organization.	Inclusion	Leadership	Readiness	Agreement
I feel I would be treated differently by my peers for accessing mental health services.	Inclusion	Mental Health	Harassment/ Discrimination	Agreement
How often do you feel left out?	Inclusion	Mental Health	Harassment/ Discrimination	Frequency
How often do you feel isolated from others?	Inclusion	Mental Health	Harassment/ Discrimination	Frequency
Diverse viewpoints add to unit/organization success.	Inclusion	Readiness		Agreement

I can easily make a request of my organization to meet my accessibility needs.	Inclusion	Readiness		Agreement
My unit/organization conducts regular discussion forums to strengthen connections and improve trust.	Leadership	Connectedness	Cohesion	Agreement
I can easily communicate with my supervisor.	Leadership	Engagement and Commitment		Agreement
I am satisfied with the communication from my leadership.	Leadership	Engagement and Commitment		Agreement
I receive recognition from my supervisor for my contributions to the unit/organization.	Leadership	Inclusion	Connectedness	Agreement
My commander/leader takes steps to ensure I am treated with respect.	Leadership	Inclusion	Harassment/ Discrimination	Agreement
I receive the mentorship I need to perform my job well.	Leadership	Inclusion		Agreement
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 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 tells service members when they have done a good job.	Leadership	Morale		Agreement

In your unit, your immediate supervisor exhibits clear thinking and reasonable actions under stress.	Leadership	Morale		Agreement
My commander/leader sets the right example with their actions.	Leadership	Morale		Agreement
I receive the information needed to do my job.	Leadership	Readiness		Agreement
I have received the necessary training to accomplish my job.	Leadership	Readiness		Agreement
I receive the training needed to perform my job well.	Leadership	Readiness		Agreement
My unit leadership might treat me differently if I received mental health treatment.	Leadership	Suicide	Mental Health	Agreement
Getting mental health treatment would hurt my chances of getting promoted.	Leadership	Suicide	Mental Health	Agreement
Getting mental health treatment would lead to me getting discharged.	Leadership	Suicide	Mental Health	Agreement
Getting mental health treatment would hurt my security clearance.	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
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
Human relations problems are handled correctly in this command.	Leadership			Agreement
My commander/leader is open to new ideas.	Leadership			Agreement
My organization's response to the COVID pandemic has been satisfactory.	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	Inclusion	Leadership	Agreement
Civilians are treated as valued members of the unit by leadership.	Leadership Support	Inclusion	Leadership	Agreement
Military managers are able to effectively supervise civilian as well as military personnel.	Leadership Support	Inclusion	Leadership	Agreement
My commander/leader shows a genuine interest in the welfare of single Service members.	Leadership Support	Inclusion	Leadership	Agreement
Commander's calls/all hands provides information I need to know for the effective performance of my duties.	Leadership Support	Inclusion	Leadership	Agreement

Communication between units/organizations is good.	Leadership Support	Inclusion	Leadership	Agreement
Communication flows freely from senior leadership to all levels of the unit/organization.	Leadership Support	Inclusion	Leadership	Agreement
Communication from my chain of command is clear.	Leadership Support	Inclusion	Leadership	Agreement
Communication from the chain of command is timely.	Leadership Support	Inclusion	Leadership	Agreement
Communication flow up the chain of command is good.	Leadership Support	Inclusion	Leadership	Agreement
I am satisfied with the communication from the chain of command.	Leadership Support	Inclusion	Leadership	Agreement
Communication from my direct leadership is clear.	Leadership Support	Inclusion	Leadership	Agreement
My immediate supervisor shares information with the unit/organization that has been presented to them by senior leaders.	Leadership Support	Inclusion	Leadership	Agreement
My commander's/leader's support staff meets my needs.	Leadership Support	Leadership		Agreement
My commander/leader demonstrates an interest in my welfare.	Leadership Support	Leadership		Agreement
My commander/leader makes decisions and takes actions that demonstrate they are competent.	Leadership Support	Leadership		Agreement
My commander/leader effectively deals with adversity and conflict within their command.	Leadership Support	Leadership		Agreement

My commander/leader clarifies our unit/organization's goals and priorities.	Leadership Support	Leadership		Agreement
My commander/leader listens to the concerns of the unit/organization members.	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 would feel comfortable asking my immediate supervisor for help.	Leadership Support	Leadership		Agreement
My commander/leader puts the unit's/organization's interests ahead of their own.	Leadership Support	Leadership		Agreement
I would feel comfortable asking my commander/leader for help.	Leadership Support	Leadership		Agreement
My immediate supervisor makes decisions that demonstrate they are a competent leader.	Leadership Support	Leadership		Agreement
My immediate supervisor explains things clearly to me.	Leadership Support	Leadership		Agreement
I receive routine feedback on my performance from my immediate supervisor.	Leadership Support	Leadership		Agreement
I would seek the assistance of my First Sergeant.	Leadership Support	Leadership		Agreement
Decisions in my unit/organization are made after reviewing relevant information.	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

My commander/leader is accessible.	Leadership Support	Passive Leadership	Leadership	Agreement
It is easy for Service members in this command to meet with their commander/leader about problems.	Leadership Support	Passive Leadership	Leadership	Agreement
I feel supported by my command when I inform that I am concerned 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
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
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
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
It takes courage to get treatment for a behavioral health problem.	Mental Health	Alcohol/Substance Use		Agreement
I prefer to manage behavioral health problems on my own.	Mental Health	Alcohol/Substance Use		Agreement

I do not have access to behavioral health services.	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 an Embedded Behavioral Health provider?	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 a clinic or treatment facility?	Mental Health	Alcohol/Substance Use		Frequency
Negative comments or jokes about service members who get mental health treatment are not tolerated within my unit/organization.	Mental Health	Morale	Leadership	Agreement
Gambling has affected my relationships or finances.	Mental Health	Safety/Well-Being		Agreement
Do you ever gamble more than you intended to?	Mental Health	Safety/Well-Being		Yes/No
Have you ever wanted to stop gambling, but didn't think you could?	Mental Health	Safety/Well-Being		Yes/No
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
I like my current job.	Morale	Engagement and Commitment		Agreement

I feel satisfied with my current job.	Morale	Engagement and Commitment		Agreement
At my job I always persevere, even when things do not go well.	Morale	Engagement and Commitment		Agreement
My work inspires me.	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
When I get up in the morning, I feel like going to work.	Morale	Engagement and Commitment		Agreement
I am encouraged to offer ideas on how to improve operations.	Morale	Inclusion		Agreement
Creativity and innovation are rewarded.	Morale	Leadership	Engagement and Commitment	Agreement
My family and time with my family is viewed as important by my Command.	Morale	Leadership	Engagement and Commitment	Agreement
How often do you feel that you lack companionship?	Morale	Mental Health		Frequency
My office has an important voice in interagency decision-making.	Morale			Agreement

I am satisfied with the physical surroundings of my work area.	Morale			Agreement
I am satisfied with the parking options available at work.	Morale			Agreement
I trust leadership to handle complaints, problems, or issues effectively.	Passive Leadership	Leadership Support	Leadership	Agreement
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
My unit/organization makes good use of available resources to accomplish its mission.	Readiness	Cohesion		Agreement
I understand how my contribution supports the mission of the overall unit/organization.	Readiness	Cohesion		Agreement
The work I do every day is critical to operational readiness.	Readiness	Cohesion		Agreement
My unit is well prepared to perform its operational duties.	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
The overall health of this unit/organization is better now than one year ago.	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		Agreement
I am given adequate time to maintain my physical conditioning.	Readiness	Work-Life Balance		Agreement
My command-issued gear is offered in appropriate sizing options.	Readiness			Agreement
My unit/organization is able to assist me to fit my equipment to my needs.	Readiness			Agreement
A physical training program should be implemented in my unit.	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	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
Removal or safe storage of weapons, medications, and poisons can keep everyone in the home safer.	Safe Storage for Lethal Means	Suicide		Agreement
My firearms are secured and inaccessible to children/others within the home	Safe Storage for Lethal Means	Suicide		Yes/No
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 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, I would be seen as weak.	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	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 the past month, how often have you worried about your own safety and well-being?	Safety/Well-Being	Stress		Frequency
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
Within the past 3 months, how often did you drink two or more energy drinks a day?	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 12 months, how often have you/your household not been able to afford to eat balanced meals?	Safety/Well-Being			Frequency
Within the past 3 months, how often did you text while driving?	Safety/Well-Being			Frequency
Within the past 3 months, how often did you drive while sleepy?	Safety/Well-Being			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	Gender Issues	Harassment/ Discrimination	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	Gender Issues	Leadership	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	Gender Issues	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	Gender Issues	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	Gender Issues	Leadership	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	Gender Issues	Leadership	Agreement

In my unit/organization, someone who reports a sexual assault allegation would be blamed for causing problems.	Sexual Assault	Gender Issues	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	Gender Issues	Leadership	Agreement
My permanent party chain of command creates an environment where victims are encouraged to report sexual assault.	Sexual Assault	Gender Issues	Leadership	Agreement
I am familiar with the support provided by the Family Advocacy Program (FAP).	Sexual Assault	Gender Issues		Agreement
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	Gender Issues		Agreement
I am familiar with the kinds of support provided by the Sexual assault Response Coordinator and Victim Advocate.	Sexual Assault	Gender Issues		Agreement
If a service member were sexually assaulted, I would know how to advise him or her on where to get help	Sexual Assault	Gender Issues		Yes/No
I understand the difference between a restricted and unrestricted report for sexual assault	Sexual Assault	Gender Issues		Yes/No
I understand what happens when someone files an unrestricted report for sexual assault	Sexual Assault	Gender Issues		Yes/No
I understand what happens when a service member files a restricted report for sexual assault	Sexual Assault	Gender Issues		Yes/No

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 am satisfied with my command support: (Allowing time off) for survivor healing/treatment.	Sexual Assault	Suicide	Mental Health	Agreement
Within the past 3 months, how often did you get into trouble with your leadership?	Stress	Leadership		Frequency
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
I have someone who will listen to me when I need to talk	Stress	Suicide	Mental Health	Yes/No
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
Within the past 3 months, how often did you get into financial trouble?	Stress			Frequency
Leaders in my organization discuss recent suicides that occur and 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 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
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
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
I know what actions to take if someone expresses a desire to do harm to themselves or others.	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 my medical information will be kept confidential.	Work-Life Balance	Fairness		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

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 leadership reinforces that it is important to be proactive about personal struggles before they become overwhelming.	Work-Life Balance	Mental Health	Leadership	Agreement
Leaders in my organization allow me 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
I have sufficient time in my duty day to conduct my core duties.	Work-Life Balance	Readiness		Agreement
Collateral duties are not interfering with my ability to perform my primary mission.	Work-Life Balance	Readiness		Agreement
My unit leadership supports and encourages family safety and well-being.	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 commander sets a positive example for healthy work and personal relationships.	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
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 know where to go if I am worried about my family's safety and well-being.	Work-Life Balance	Safety/Well-Being		Agreement
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 have seen extremist group behavior or propaganda in my workplace.	Workplace Hostility	Harassment/ Discrimination		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.

Question Text	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.	Sex/Gender Issues
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

<p>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 and inclusion, you may share them in the space below.</p>	Fairness and Inclusion
<p>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?</p>	Workplace Morale
<p>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?</p>	Stress and Work/Life Balance
<p>How serious of a problem do you think alcohol use is in your unit/organization? Please explain.</p>	Alcohol Use
<p>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.</p>	Workplace Hostility
<p>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.</p>	Leadership