



U.S. Department of Defense

Defense Organizational Climate Pulse (DOCP): Survey Templates

SURVEY TEMPLATES

The DOCP survey is a brief, fully customizable, organizational climate survey which includes questions that are selected based on topics that are relevant to a unit or organization. During registration, survey administrators select at least up to 15 closed-ended questions, and one optional open-ended question, from the curated DOCP Question Bank. Questions cover 28 different topic areas, identified by up to three keywords. Some survey administrators may be focused on a general topic area and unsure of which questions to select. These survey templates represent item combinations and topic areas based on the DEOCS factors, and other command climate concerns leaders may want to follow up on. Survey administrators looking to assess these topic areas may find these templates a helpful starting point for selecting items during DOCP registration but can select any questions in the DOCP bank to suit their needs. The list of topic areas covered by these templates are below, with more being added in an ongoing manner.

1. Cohesion Template
2. Leadership Response to Harassment/Discrimination Template



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Defense Organizational Climate Pulse (DOCP): Cohesion Survey Template

SURVEY TEMPLATES

The DOCP survey is a brief, fully customizable, organizational climate survey which includes questions that are selected based on topics that are relevant to a unit or organization. During registration, survey administrators select at least one—or up to 15—closed-ended questions, and one optional open-ended question, from the curated DOCP Question Bank. Questions cover 28 different topic areas, identified by up to three keywords. Some survey administrators may be focused on a general topic area and unsure of which question(s) to select. This is a survey template for a common area of interest: Cohesion. The questions listed below were selected based on their use during the 2024 DOCP fielding period and their relevance to this topic area. Survey administrators looking to assess this topic area may find this template a helpful starting point for selecting items during DOCP registration, but can select any questions in the DOCP bank to suit their needs.

CLOSED-ENDED ITEMS: COHESION

All closed-ended items in the table below were selected due to their topical relevance and prior use.¹ All selected items will be asked separately to participants with up to three items on a page, excluding keywords.

Question Text	Response Type	Keyword(s)
The people I work with collaborate effectively to get the job done.	Agreement	Cohesion, Morale, Readiness
I trust the members of my immediate unit/organization.	Agreement	Cohesion
I am treated with respect in my unit/organization.	Agreement	Harassment/Discrimination, Cohesion
The people I work with are united in trying to achieve our goals/mission.	Agreement	Readiness, Cohesion, Engagement and Commitment
I understand how my contribution supports the mission of the overall unit/organization.	Agreement	Readiness, Cohesion
In the past 12 months, I have witnessed people in my unit/organization promoting a climate based on mutual respect and trust.	Agreement	Connectedness, Cohesion
I have good relationships with the people I work with.	Agreement	Connectedness, Cohesion
I feel a strong sense of belonging to this unit/workgroup.	Agreement	Connectedness, Cohesion, Engagement and Commitment
My immediate supervisor creates an environment that promotes building trust within our team.	Agreement	Leadership, Transformational Leadership, Cohesion
In my unit/organization, people deal effectively with adversity or conflict when it occurs.	Agreement	Cohesion, Morale, Workplace Hostility
The unit's/organization's current vision, mission, and/or priorities are clear.	Agreement	Readiness, Cohesion, Leadership
People in my unit/organization work well as a team.	Agreement	DEOCS, Cohesion

¹ The item "My unit's senior NCO/SEL creates an environment that promotes building trust within my unit." was also identified as an option for applicable units/organizations.

People in my unit/organization trust each other.	Agreement	DEOCS, Cohesion
I am often called to support the work of underperformers in my unit/organization.	Yes-No	Fairness, Cohesion, Engagement and Commitment
I enjoy working with my colleagues.	Yes-No	Engagement and Commitment, Cohesion, Readiness

Response Type Details

All response options for the response types are detailed below.

Agreement	Yes-No
<ul style="list-style-type: none"> • Strongly agree • Agree • Neither agree nor disagree • Disagree • Strongly disagree 	<ul style="list-style-type: none"> • Yes • No • Don't know or not applicable

OPEN-ENDED ITEM: COHESION

The DOCP contains one fixed open-ended item that provides respondents an opportunity to share any additional thoughts on their experiences, their leadership, or their unit's command climate. In addition to the fixed open-ended item, survey administrators looking for information for a custom open-ended item relevant to cohesion may find the item below relevant for inclusion in their DOCP.

Custom Open-Ended Item

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?



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Defense Organizational Climate Pulse (DOCP): Leadership Response to Harassment/Discrimination Survey Template

SURVEY TEMPLATES

The DOCP survey is a brief, fully customizable, organizational climate survey which includes questions that are selected based on topics that are relevant to a unit or organization. During registration, survey administrators select at least up to 15 closed-ended questions, and one optional open-ended question, from the curated DOCP Question Bank. Questions cover 28 different topic areas, identified by up to three keywords. Some survey administrators may be focused on a general topic area and unsure of which questions to select. This is a survey template for a common area of interest: Leadership Response to Harassment/Discrimination. The questions listed below were selected based on their use during the 2024 DOCP fielding period and their relevance to this topic area. Survey administrators looking to assess this topic area may find this template a helpful starting point for selecting items during DOCP registration, but can select any questions in the DOCP bank to suit their needs.

CLOSED-ENDED ITEMS: LEADERSHIP RESPONSE TO HARASSMENT/DISCRIMINATION

All closed-ended items in the table below were selected due to their topical relevance and prior use.¹ All selected items will be asked separately to participants with up to three items on a page, excluding keywords.

Question Text	Response Type	Keyword(s)
Leadership treats all unit/organization personnel with respect.	Agreement	Fairness, Leadership, Harassment/Discrimination
I believe I can use my chain of command/leader to address concerns about discrimination without fear of retaliation/reprisal.	Agreement	Harassment/Discrimination, Leadership
A complaint about harassment or discrimination would be taken seriously in my unit/organization.	Agreement	Harassment/Discrimination, Leadership
I am able to report harassment or discrimination without fear of negative reactions from my immediate supervisor.	Agreement	Harassment/Discrimination, Leadership
I have been harassed by higher ranking personnel while on duty.	Agreement	Toxic Leadership, Harassment/Discrimination, Workplace Hostility
My commander/leader plays an active role in the prevention of sexual harassment. ²	Agreement	Harassment/Discrimination, Sex, Leadership
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). ³	Agreement	Harassment/Discrimination, Sex, Leadership
If a coworker were to report a cyberharassment allegation, my chain of command/leader would take appropriate action to assist the person.	Agreement	Harassment/Discrimination, Leadership Support, Leadership

¹ Three additional items were identified as options for applicable MSA/MSAPrep registrations. These include “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).”, “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.)”, and “A member of my company/squadron permanent party command team has explosive outbursts.”

² The item “My immediate supervisor plays an active role in the prevention of sexual harassment.” is a similar alternative.

³ The item “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).” is a similar alternative.

My commander/leader takes steps to ensure I am treated with respect.	Agreement	Leadership, Harassment/Discrimination
In my unit/organization, someone who reports a sexual harassment complaint would be blamed for causing problems.	Agreement	Harassment/Discrimination, Sex, Leadership
My commander/leader does not tolerate hazing.	Agreement	Leadership Support, Harassment/Discrimination, Workplace Hostility
If a coworker were to report a stalking allegation, my chain of command/leader would take appropriate action to assist the person.	Agreement	Harassment/Discrimination, Leadership Support, Leadership
In my unit/organization, someone who reports a sexual harassment complaint would be discouraged from moving forward with the complaint.	Agreement	Harassment/Discrimination, Sex, Leadership
I feel I would be treated differently by my command for accessing mental health services.	Agreement	Leadership Support, Mental Health, Harassment/Discrimination
My commander/leader values the rights of its members to practice their religion.	Agreement	Harassment/Discrimination, Leadership

Response Type Details

All response options for the agreement response type are detailed below.

Agreement
<ul style="list-style-type: none"> • Strongly agree • Agree • Neither agree nor disagree • Disagree • Strongly disagree

OPEN-ENDED ITEMS: LEADERSHIP RESPONSE TO HARASSMENT/DISCRIMINATION

The DOCP contains one fixed open-ended item that provides respondents an opportunity to share any additional thoughts on their experiences, their leadership, or their unit's command climate. In addition to the fixed open-ended item, survey administrators looking for information for a custom open-ended item relevant to harassment/discrimination and leadership may find the item below relevant for inclusion in their DOCP.

Custom Open-Ended Item

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.