



Defense Organizational Climate Pulse (DOCP) Survey: Talking Paper

February 2025

The Defense Organizational Climate Pulse (DOCP) survey is a command climate assessment (CCA) tool that provides commanders and Department of Defense (DoD) leaders with timely feedback on targeted organizational climate topics. This document provides commanders and DoD leaders with a high-level overview of the DOCP.

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Overview of the DOCP

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. Unit commanders or organizational leaders may field a DOCP survey voluntarily for any reason or may be directed by their leadership to administer a DOCP survey. For example, a DOCP survey may be administered as part of a change-in-command CCA or as a follow-up survey to collect information to address challenges identified during a unit's or organization's annual Defense Organizational Climate Survey (DEOCS) and CCA. To minimize survey fatigue, a DOCP survey must not be administered to the same individual more than once a year or administered within the 90 days before or after a DEOCS. Additionally, DOCP registration is closed during the DEOCS annual fielding window (Aug 1- Nov 30). DOCP registration for 2025 will open in early December 2024 and the first day a survey can begin will be January 15, 2025. DOCP administration will stop at the end of July in preparation for the DEOCS annual fielding window.

To conduct a DOCP survey, a unit or organization must include at least 16 individuals but may not exceed 12,000. Organizations or units with fewer than 16 individuals are not eligible to take a DOCP survey, and commanders or leaders are encouraged to instead conduct focus groups and additional data collection to assess their unit's or organization's climate. Additionally, smaller units or organizations may coordinate with larger relevant units or organizations to be included in their DOCP administration as a subgroup.

The DOCP survey can include at least one-or up to 15-closed-ended questions and one open-ended question chosen from the curated DOCP Question Bank. In addition to any selected questions, all DOCP surveys include 12 fixed demographic questions and one fixed open-ended question.

DOCP Questions

DOCP questions are designed to assess a wide variety of topics within a unit or organization and to allow each command to tailor their survey to their unique needs. All questions are identified by keywords that allow the unit or organization to target specific aspects of organizational climate. The keywords include DEOCS factors and topics and broader categories such as readiness, mental health, and safety/well-being. Some closed-ended questions are identified by population (military, civilian, Military Service Academy (MSA)/MSA Preparatory Schools) and these population identifiers can be used to locate questions. Keywords for the closed-ended and open-ended items are listed below.¹

Closed-Ended Question Keywords

- Alcohol/Substance Use
- Cohesion
- Connectedness
- DEOCS
- Domestic Abuse
- Engagement and Commitment
- Fairness
- Harassment/Discrimination
- Housing/Food Security
- Leadership
- Leadership Support
- Mental Health
- Morale
- Passive Leadership
- Prevention
- Race/Ethnic Issues
- Readiness
- Safe Storage for Lethal Means
- Safety/Well-Being
- Sex
- Sexual Assault
- Stress
- Suicide
- Toxic Leadership
- Transformational Leadership
- Work–Life Balance
- Workplace Hostility

Open-Ended Question Keywords

- Alcohol Use
- Fairness
- Harassment and Discrimination
- Leadership
- Racial/Ethnic Harassment/
Discrimination
- Readiness
- Retention
- Sexually Harassing Behaviors
- Stress and Work/Life Balance
- Suicide/Safe Storage for Lethal
Means
- Workplace Hostility
- Workplace Morale

¹ To view the DOCP Question Bank, navigate to <https://www.prevention.mil/Climate-Portal/Defense-Climate-Portal-Survey-Resource-Center/#docprequest> and click the document titled “DOCP Question Bank.” There is a PDF an Excel version of the question bank to assist with question selection.

DOCP Results Reporting

DOCP survey results are typically available within two weeks after the survey has closed. Results will not be generated for the DOCP survey if the unit or organization receives less than 16 responses by the survey end date. The results are located on the DOCP System within the OPA Defense Climate Portal where they can be downloaded in PDF and Excel format.² The closed-ended question results are presented in item summary tables that are broken out by response option type (e.g., Agreement, Frequency, Yes/No, Quality, Satisfaction). Open-ended DOCP results can also be downloaded as a PDF or Excel report.

Demographic Breakouts

The PDF and Excel reports provide the results for closed-ended questions broken out by demographic categories, including sex, race/ethnicity, officer status, supervisor status, and military/civilian status. Open-ended questions are not broken out by demographic groups. Participants are included in these demographic categories based on how they respond to the demographic questions on the DOCP survey. Demographic groups based on respondent-identified demographic characteristics are considered in sets. To protect participants' privacy, commanders and leaders will only receive results for closed-ended questions by demographic categories if there are *at least five* participants in each set. If one demographic group in a set does not have *at least five* participants, no groups in that set are reported. For example, if there are only two female respondents, results are not provided for the female nor the male group.

Organizational Subgroup Breakouts

Commanders and leaders can add customizable organizational subgroups to break out results in ways that are useful to their specific unit or organization (e.g., subunits, divisions, workgroups, teams, military occupation specialty [MOS]). To protect participants' privacy, commanders and leaders will only receive subgroup reports for closed-ended questions if *at least five* participants respond. Similarly, subgroup reports for open-ended questions will only be generated if *at least 16* participants respond. If the survey included multiple subgroups and only one subgroup had fewer than five responses, it will be combined with the reportable subgroup that had the next lowest number of participants. For example, if the subgroups included on a DOCP survey were "Administration" with three participants, "Operations" with six participants, and "Logistics" with nine participants, the "Administration" subgroup results would be combined with the "Operations" subgroup results, generating an "Administration/Operations" subgroup.

² To navigate to the OPA Defense Climate Portal, click on the following link:
<https://www.drcedirect.com/all/eca-portal-v2-ui/#/login/deocs>

Contacting the Help Desk

If you have questions or any problems creating a DOCP survey registration, please contact our help desk at:

- DOCP@datarecognitioncorp.com
- 1-833-867-5674

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

- DODHRA.OPA-CCA-SUPPORT@MAIL.MIL