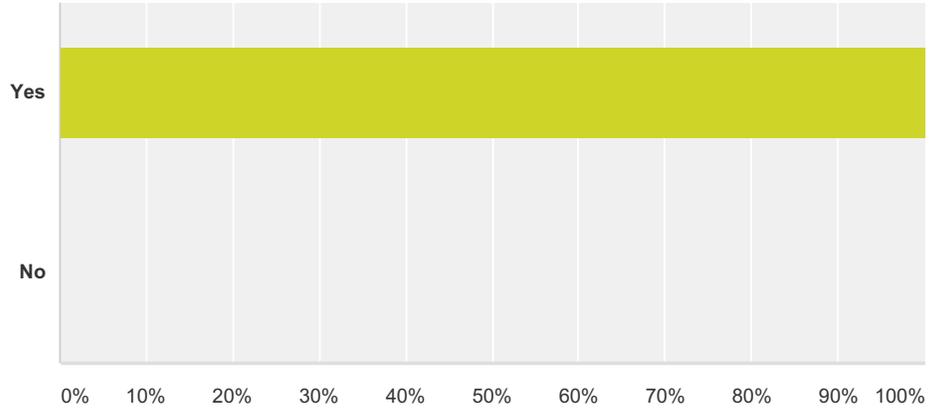


**Q1 I affirm that I am an active duty, uniformed member of the United States Navy, and will only take this survey once.**

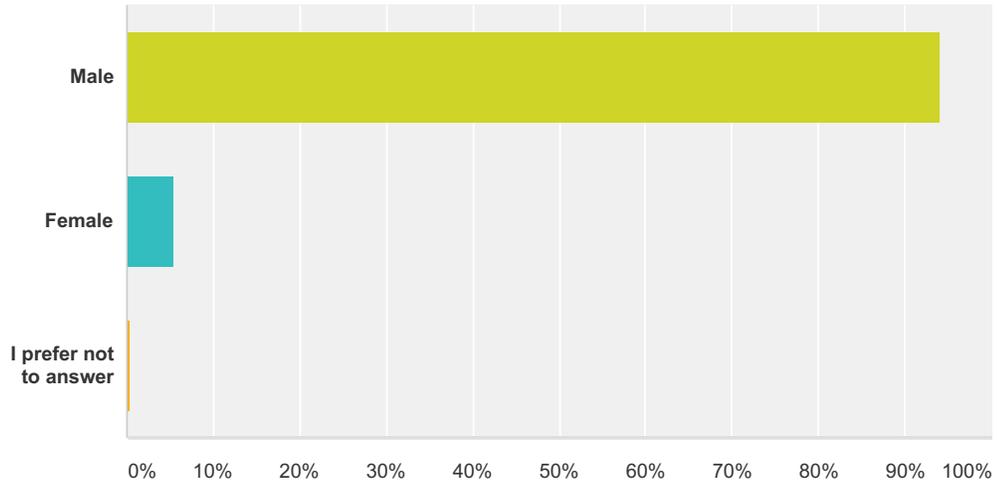
Answered: 1,504 Skipped: 0



Answer Choices	Responses	
Yes	99.93%	1,503
No	0.07%	1
<b>Total</b>		<b>1,504</b>

## Q2 Are you male or female?

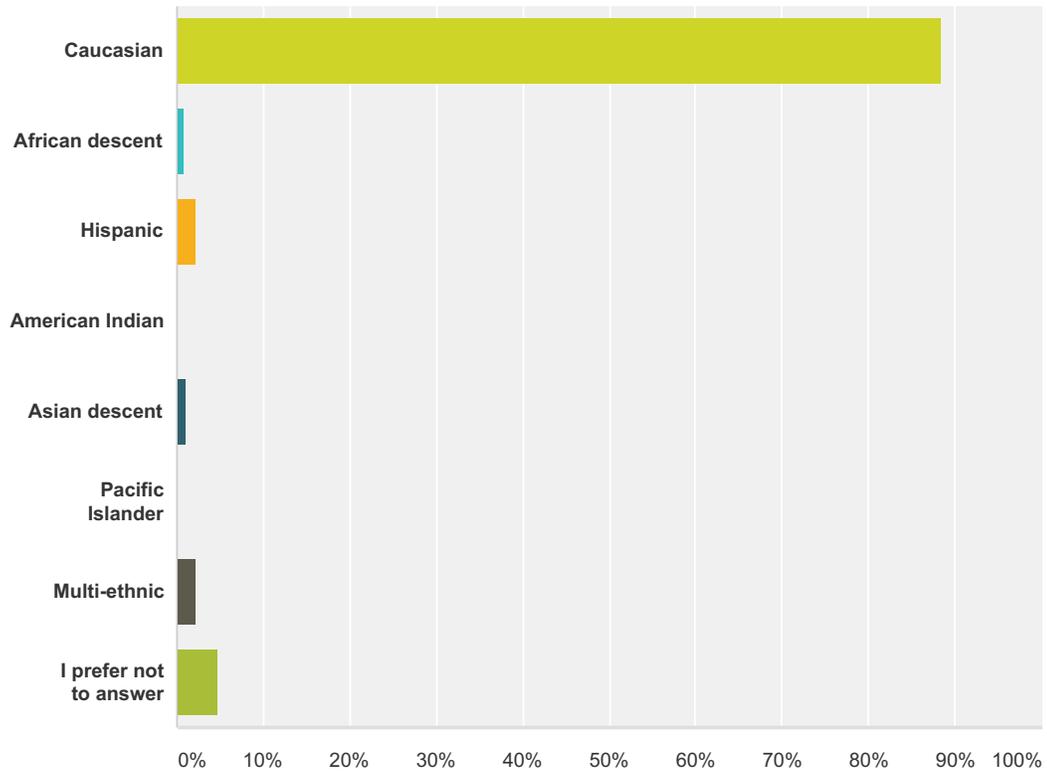
Answered: 1,499 Skipped: 5



Answer Choices	Responses	
Male	94.20%	1,412
Female	5.40%	81
I prefer not to answer	0.40%	6
<b>Total</b>		<b>1,499</b>

### Q3 Which racial group do you most identify with?

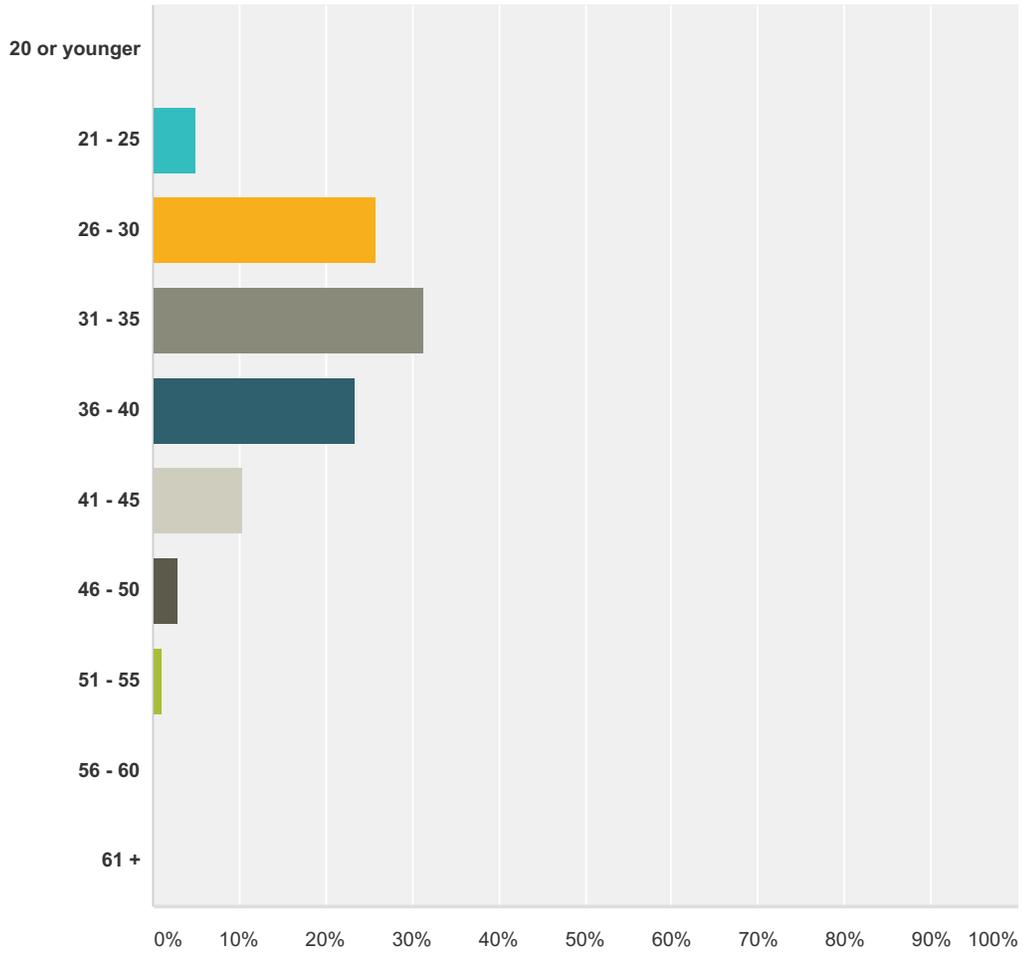
Answered: 1,499 Skipped: 5



Answer Choices	Responses	
Caucasian	88.53%	1,327
African descent	0.87%	13
Hispanic	2.20%	33
American Indian	0.20%	3
Asian descent	1.00%	15
Pacific Islander	0.13%	2
Multi-ethnic	2.33%	35
I prefer not to answer	4.74%	71
<b>Total</b>		<b>1,499</b>

### Q4 How old are you?

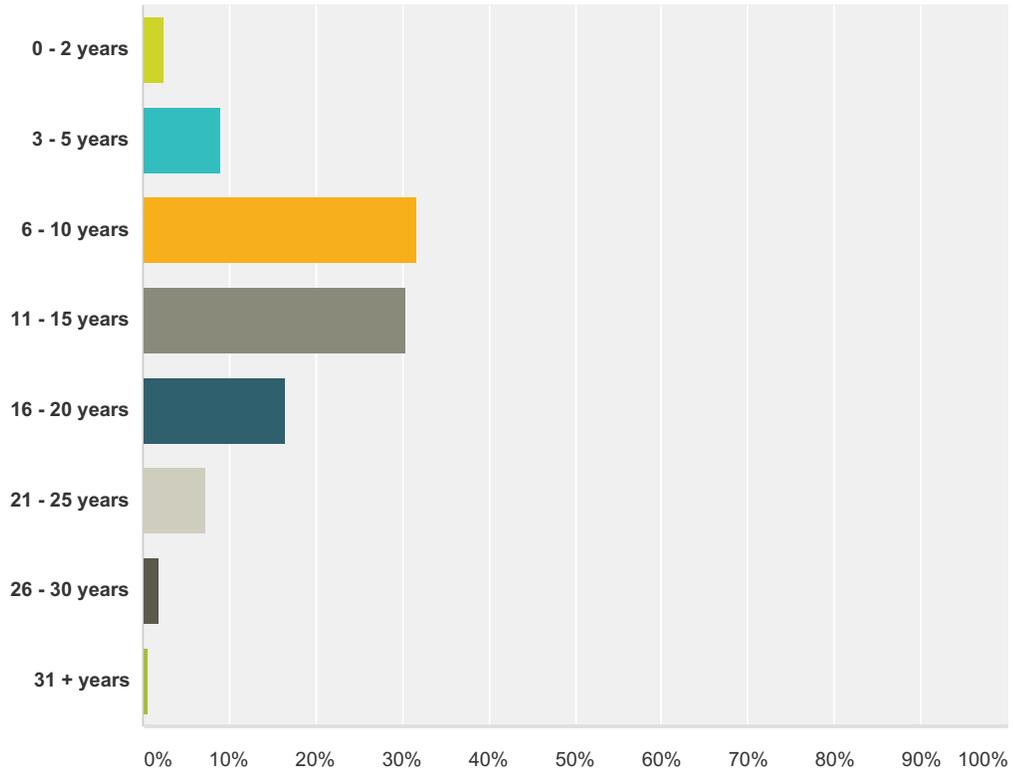
Answered: 1,500 Skipped: 4



Answer Choices	Responses	Count
20 or younger	0.00%	0
21 - 25	5.00%	75
26 - 30	25.80%	387
31 - 35	31.40%	471
36 - 40	23.33%	350
41 - 45	10.53%	158
46 - 50	2.87%	43
51 - 55	1.00%	15
56 - 60	0.07%	1
61 +	0.00%	0
<b>Total</b>		<b>1,500</b>

### Q5 How long have you been in the Navy?

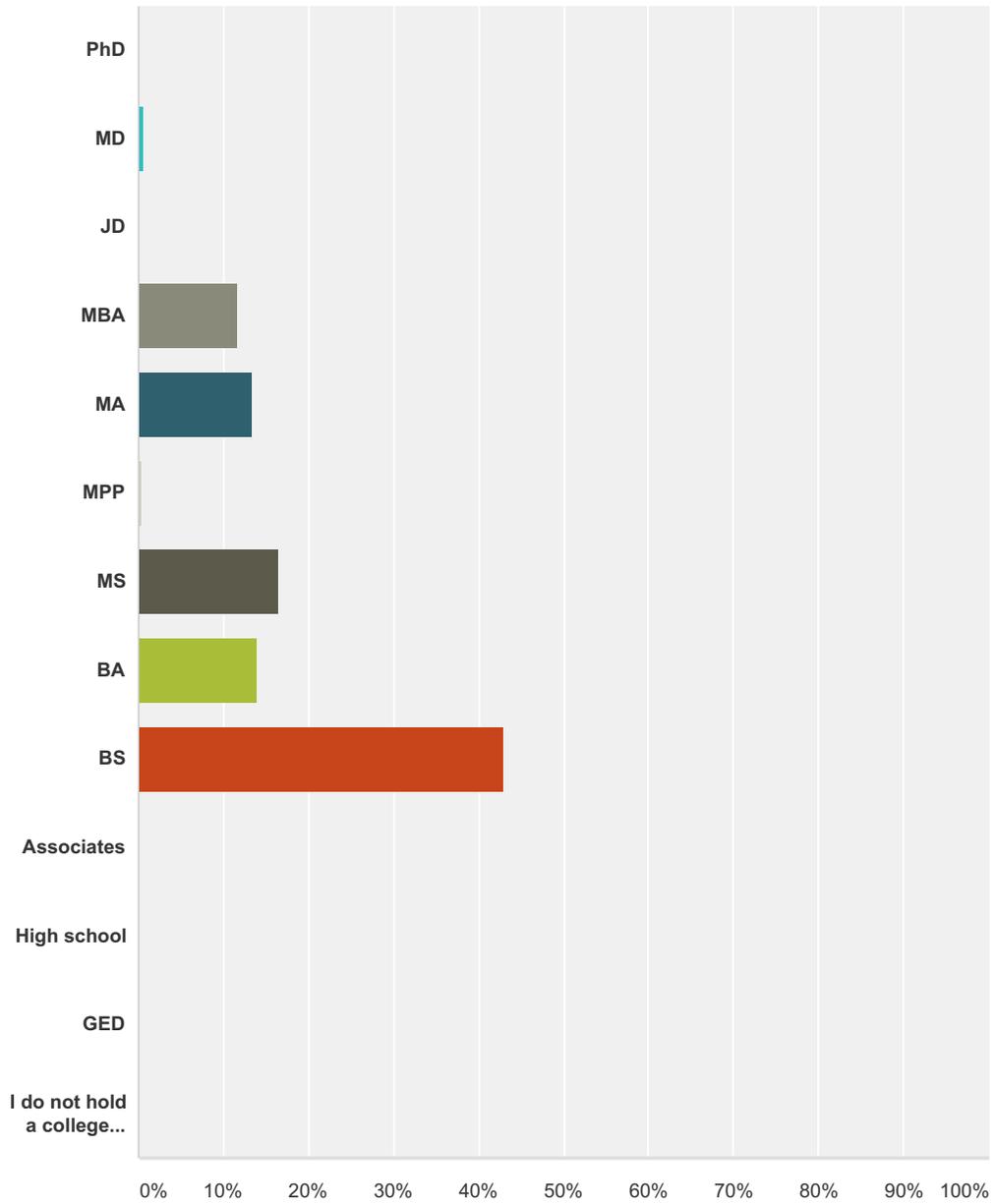
Answered: 1,498 Skipped: 6



Answer Choices	Responses
0 - 2 years	2.54% 38
3 - 5 years	8.95% 134
6 - 10 years	31.64% 474
11 - 15 years	30.57% 458
16 - 20 years	16.56% 248
21 - 25 years	7.28% 109
26 - 30 years	1.94% 29
31 + years	0.53% 8
<b>Total</b>	<b>1,498</b>

### Q6 What is the highest level of education have you completed?

Answered: 1,499 Skipped: 5



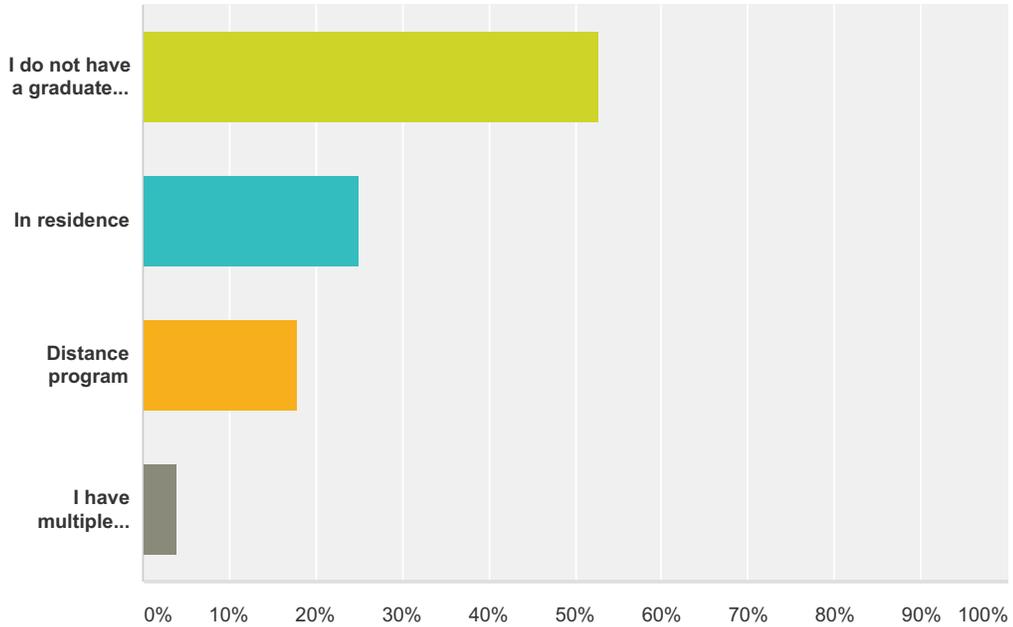
Answer Choices	Responses
PhD	0.13% 2
MD	0.60% 9
JD	0.13% 2
MBA	11.74% 176
MA	13.41% 201

## 2014 Navy Retention Study

MPP	0.33%	5
MS	16.48%	247
BA	14.01%	210
BS	43.10%	646
Associates	0.07%	1
High school	0.00%	0
GED	0.00%	0
I do not hold a college degree	0.00%	0
<b>Total</b>		<b>1,499</b>

**Q7 If you have a graduate degree, was it mostly completed in residence or as a distance program?**

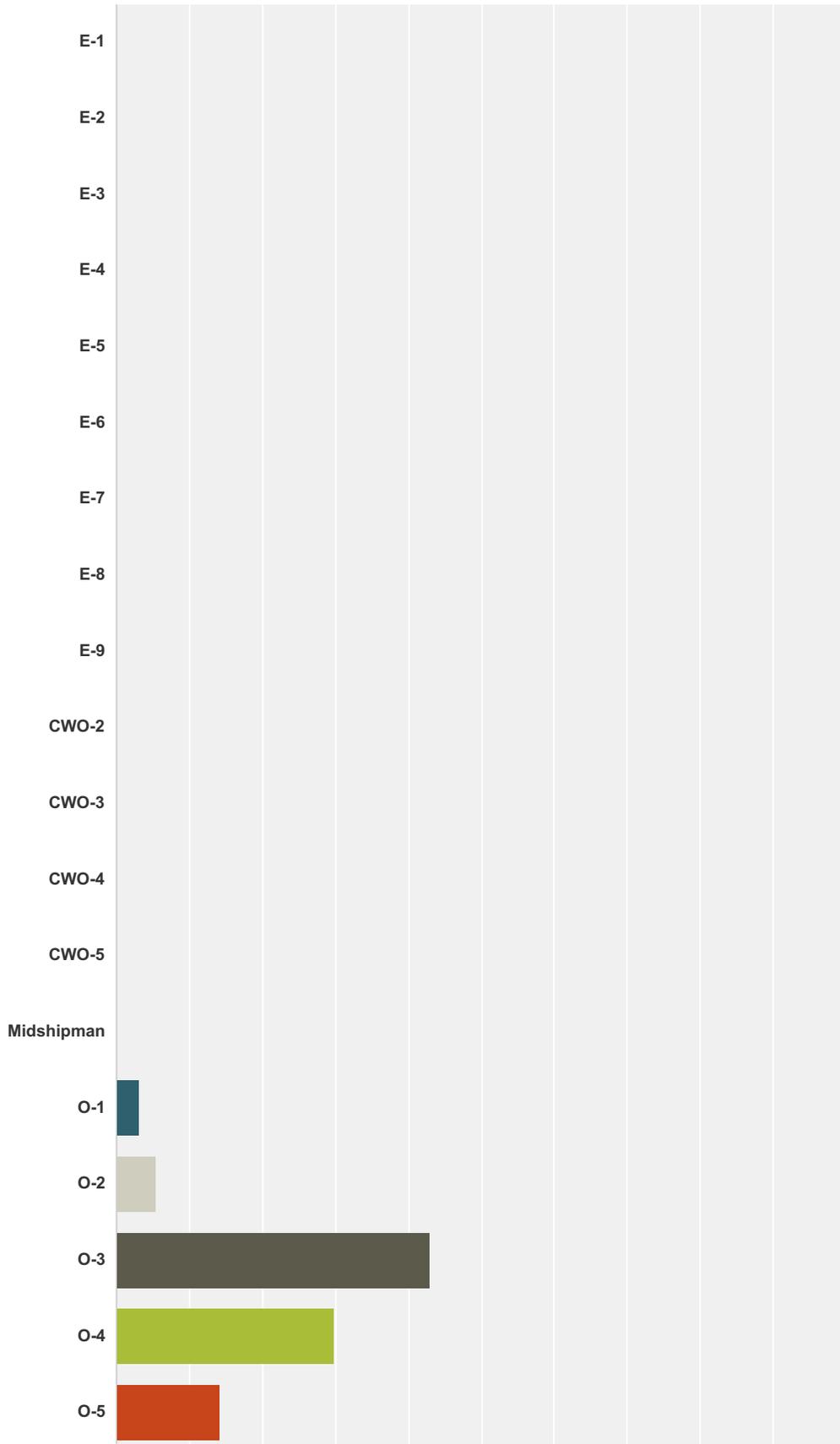
Answered: 1,457 Skipped: 47



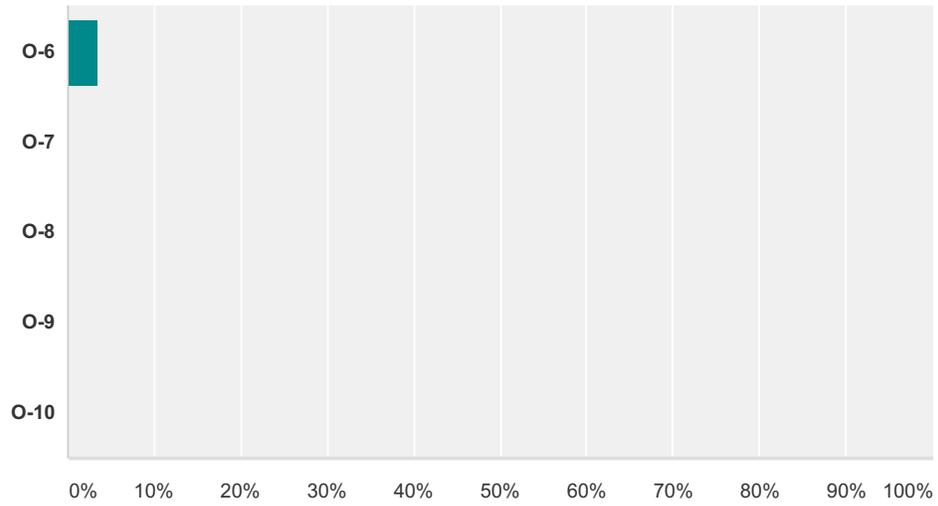
Answer Choices	Responses
I do not have a graduate degree	52.92% 771
In residence	25.12% 366
Distance program	18.05% 263
I have multiple graduate degrees, at least one in residence and one distance	3.91% 57
<b>Total</b>	<b>1,457</b>

### Q8 What is your current paygrade?

Answered: 1,504 Skipped: 0



## 2014 Navy Retention Study



Answer Choices	Responses	Count
E-1	0.00%	0
E-2	0.00%	0
E-3	0.00%	0
E-4	0.00%	0
E-5	0.00%	0
E-6	0.00%	0
E-7	0.00%	0
E-8	0.00%	0
E-9	0.00%	0
CWO-2	0.07%	1
CWO-3	0.07%	1
CWO-4	0.07%	1
CWO-5	0.00%	0
Midshipman	0.20%	3
O-1	3.19%	48
O-2	5.45%	82
O-3	43.02%	647
O-4	29.79%	448
O-5	14.30%	215
O-6	3.52%	53
O-7	0.20%	3

## 2014 Navy Retention Study

O-8	0.07%	1
O-9	0.07%	1
O-10	0.00%	0
<b>Total</b>		<b>1,504</b>

## Q9 What is your current rating, or what is the rating you are in training for?

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
COMMAND MASTER CHIEF (CMDCM)	0.00% 0
AVIATION BOATSWAIN'S MATE	0.00% 0
AIR TRAFFIC CONTROLLER	0.00% 0
AVIATION MACHINIST'S MATE	0.00% 0
AVIATION ELECTRICIAN'S MATE	0.00% 0
AEROGRAPHER'S MATE	0.00% 0
AVIATION STRUCTURAL MECHANIC	0.00% 0
AVIATION STRUCTURAL MECHANIC (SAFETY EQUIPMENT)	0.00% 0
AIRMAN	0.00% 0
AVIATION ORDNANCEMAN	0.00% 0
AVIATION SUPPORT EQUIPMENTMAN	0.00% 0
AVIATION ELECTRONICS TECHNICIAN	0.00% 0
NAVAL AIRCREWMAN - AIRCREW OPERATOR	0.00% 0
NAVAL AIRCREWMAN - TACTICAL HELICOPTER	0.00% 0
NAVAL AIRCREWMAN - AIRCREWMAN HELICOPTER	0.00% 0
AVIATION MAINTENANCE ADMINISTRATIONMAN	0.00% 0
BOATSWAIN'S MATE	0.00% 0
BUILDER	0.00% 0
CONSTRUCTION ELECTRICIAN	0.00% 0
CONSTRUCTION MECHANIC	0.00% 0
CONSTRUCTIONMAN	0.00% 0
CULINARY SPECIALIST	0.00% 0
CRYPTOLOGIC TECHNICIAN COLLECTION	0.00% 0
CRYPTOLOGIC TECHNICIAN INTERPRETIVE	0.00% 0

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CRYPTOLOGIC TECHNICIAN TECHNICAL	0.00%	0
CRYPTOLOGIC TECHNICIAN NETWORKS	0.00%	0
CRYPTOLOGIC TECHNICIAN MAINTENANCE	0.00%	0
DAMAGE CONTROLMAN	0.00%	0
ENGINEERING AIDE	0.00%	0
ELECTRICIAN'S MATE	0.00%	0
ELECTRICIAN'S MATE (NUCLEAR-SURFACE)	0.00%	0
ELECTRICIAN'S MATE (NUCLEAR-SUBMARINES)	0.00%	0
ENGINEMAN	0.00%	0
EQUIPMENT OPERATOR	0.00%	0
EXPLOSIVE ORDNANCE DISPOSAL	0.00%	0
ELECTRONICS TECHNICIAN	0.00%	0
ELECTRONICS TECHNICIAN (NUCLEAR)	0.00%	0
FIRE CONTROLMAN	0.00%	0
FIREMAN	0.00%	0
FIRE CONTROL TECHNICIAN	0.00%	0
GUNNER'S MATE	0.00%	0
GS	0.00%	0
GAS TURBINE SYSTEMS TECHNICIAN	0.00%	0
HOSPITAL CORPSMAN	0.00%	0
HOSPITALMAN	0.00%	0
HULL MAINTENANCE TECHNICIAN	0.00%	0
INTERIOR COMMUNICATIONS ELECTRICIAN	0.00%	0
INTELLIGENCE SPECIALIST	0.00%	0
INFORMATION SYSTEMS TECHNICIAN	0.00%	0
LEGALMAN	0.00%	0
LOGISTICS SPECIALIST	0.00%	0
MASTER-AT-ARMS	0.00%	0
MASS COMMUNICATIONS SPECIALIST	0.00%	0
MACHINIST'S MATE	0.00%	0
MACHINIST'S MATE (NUCLEAR)	0.00%	0
MINEMAN	0.00%	0

## 2014 Navy Retention Study

MACHINERY REPAIRMAN	0.00%	0
MISSILE TECHNICIAN	0.00%	0
MUSICIAN	0.00%	0
NAVY COUNSELOR (COUNSELOR)	0.00%	0
NAVY COUNSELOR (RECRUITER)	0.00%	0
NAVY DIVER	0.00%	0
OPERATIONS SPECIALIST	0.00%	0
AIRCREW SURVIVAL EQUIPMENTMAN	0.00%	0
PERSONNEL SPECIALIST	0.00%	0
QUARTERMASTER	0.00%	0
RELIGIOUS PROGRAM SPECIALIST	0.00%	0
SPECIAL WARFARE BOAT OPERATOR	0.00%	0
SHIP'S SERVICEMAN	0.00%	0
SEAMAN	0.00%	0
SPECIAL WARFARE OPERATOR	0.00%	0
SONAR TECHNICIAN	0.00%	0
SONAR TECHNICIAN (SURFACE)	0.00%	0
SONAR TECHNICIAN (SUBMARINE)	0.00%	0
STEELWORKER	0.00%	0
UTILITIESMAN	0.00%	0
YEOMAN	0.00%	0
<b>Total</b>		<b>0</b>

2014 Navy Retention Study

**Q10 Please evaluate how the following resources impact your desire to stay in the Navy**

Answered: 0 Skipped: 1,504

! No matching responses.

	Extremely Important	Important	Neutral	Slightly Important	Not Important	Do not know	Total	Average Rating
Sufficient manning levels to support tasking	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Sufficient time to properly accomplish tasking	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Sufficient money	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Sufficient parts	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Sufficient training (offsite/no-cost TAD/cost TAD)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Connectivity Infrastructure (computers, bandwidth, printers)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Food/meal quality	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q11 The parking provided at work is \_\_\_\_\_**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
abundant	0.00% 0
adequate	0.00% 0
inadequate	0.00% 0
does not apply to me	0.00% 0
<b>Total</b>	<b>0</b>

**Q12 In regards to retention policies, I feel that I have a stable opportunity to serve for at least 20 years**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
I'm not sure	0.00% 0
<b>Total</b>	<b>0</b>

**Q13 In terms of stability the following policy aspects of the Navy that affect my retention are (pick up to three):**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Selective Retention Bonus (SRB)	0.00% 0
Liberty	0.00% 0
Leave	0.00% 0
Advancement	0.00% 0
Detailing	0.00% 0
PCS	0.00% 0
Pay	0.00% 0
<b>Total Respondents: 0</b>	

# 2014 Navy Retention Study

## Q14 Do you think evaluations

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
Are an effective tool for capturing Sailor performance	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Are a transparent process	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Ensure the best/brightest are recognized and retained	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Accurately captures the performance of Sailors	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Can be adversely affected by things outside of the Sailor's control	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q15 Do you think the advancement process**

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
Is a transparent process	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Ensure the best/brightest are recognized and retained	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Accurately captures the performance of Sailors	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Can be adversely affected by things outside of the Sailor's control	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q16 I believe Perform To Serve/C-way is:**

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
A transparent process	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Ensures the best/brightest are retained	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
An overall effective tool	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q17 Perform to Serve (PTS)/Career  
Waypoint (C-Way) has had an overall  
positive impact on the Navy**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
<b>Total</b>	<b>0</b>

### Q18 Have you converted your rating?

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Yes - I voluntarily cross-rated	0.00% 0
Yes - I was forced to cross-rate because of PTS/C-Way	0.00% 0
No	0.00% 0
<b>Total</b>	<b>0</b>

**Q19 Enlisted Retention Boards are:**

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
A transparent process	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Ensures the best/brightest are retained	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Is an overall effective tool	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q20 ERBs have had an overall positive impact on the Navy.**

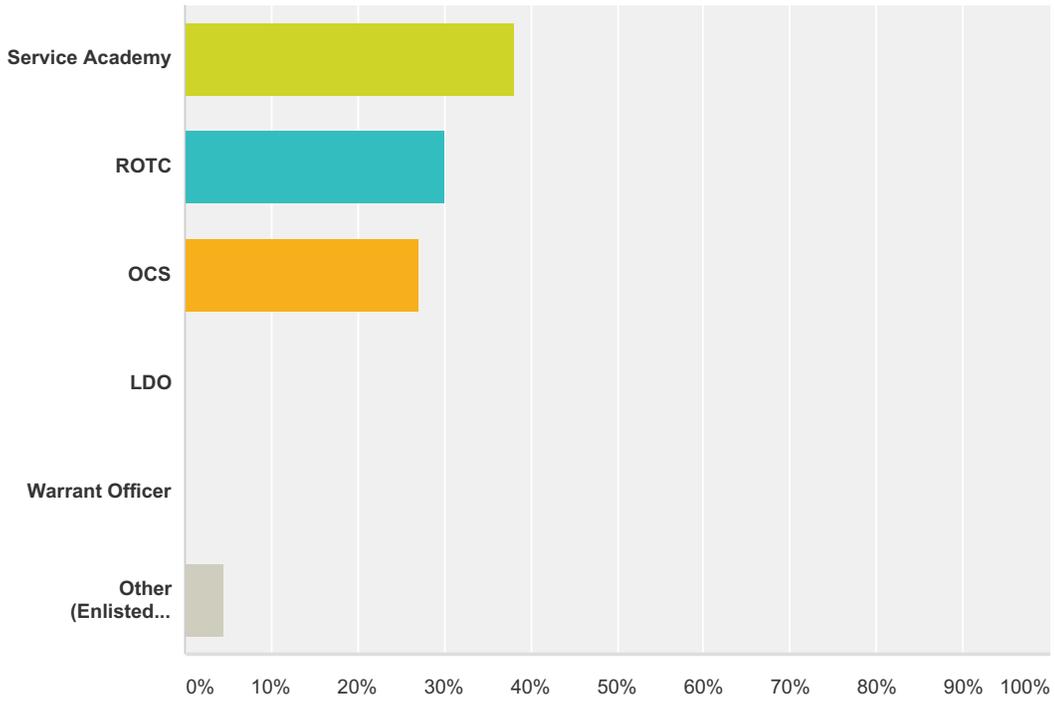
Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
<b>Total</b>	<b>0</b>

### Q21 What is your commissioning source?

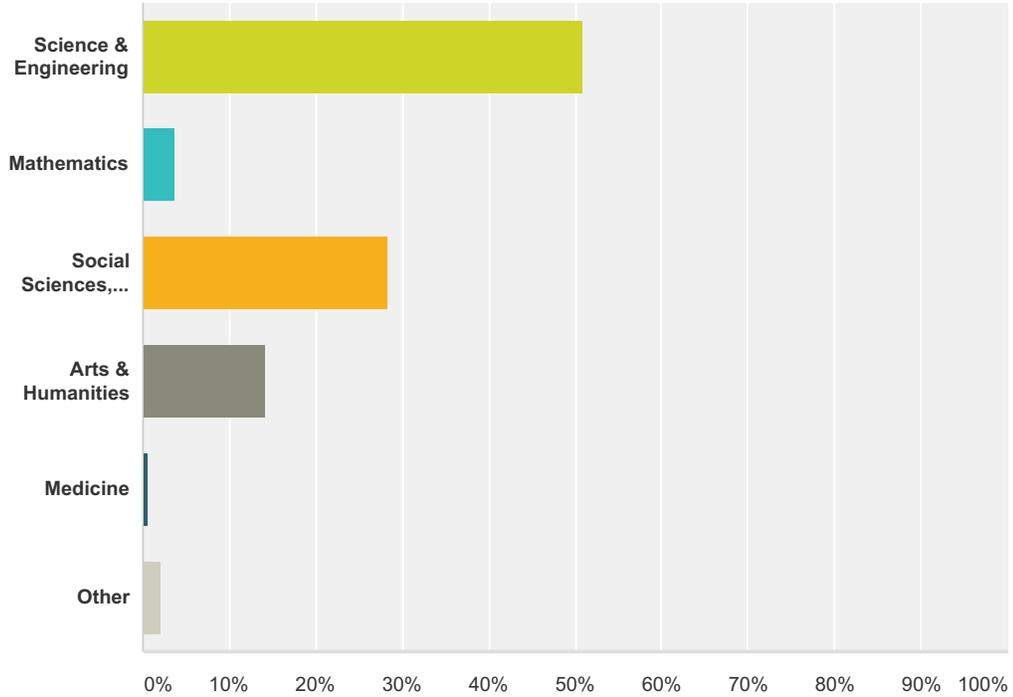
Answered: 1,500 Skipped: 4



Answer Choices	Responses
Service Academy	38.13% 572
ROTC	30.00% 450
OCS	27.07% 406
LDO	0.07% 1
Warrant Officer	0.20% 3
Other (Enlisted commissioning program, Law/Medical student program, etc)	4.53% 68
<b>Total</b>	<b>1,500</b>

### Q22 Which category does your undergraduate major most closely resemble?

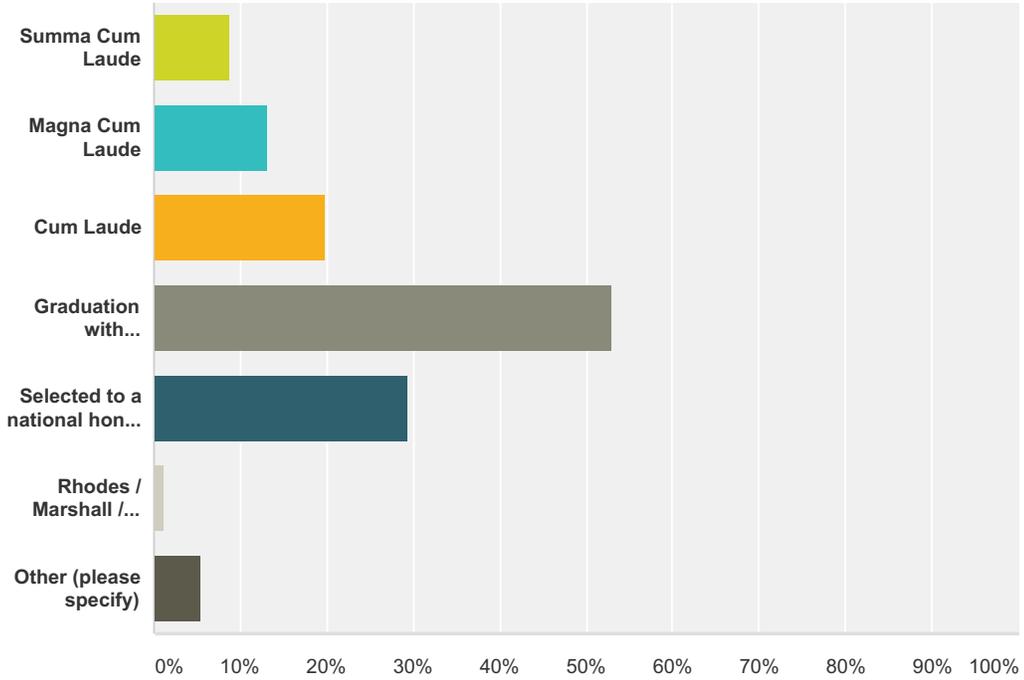
Answered: 1,500 Skipped: 4



Answer Choices	Responses
Science & Engineering	50.93% 764
Mathematics	3.67% 55
Social Sciences, Business, Law, or equivalent	28.40% 426
Arts & Humanities	14.27% 214
Medicine	0.60% 9
Other	2.13% 32
<b>Total</b>	<b>1,500</b>

**Q23 During your undergrad coursework, which, if any, of the below honors did you receive (choose all that apply)?**

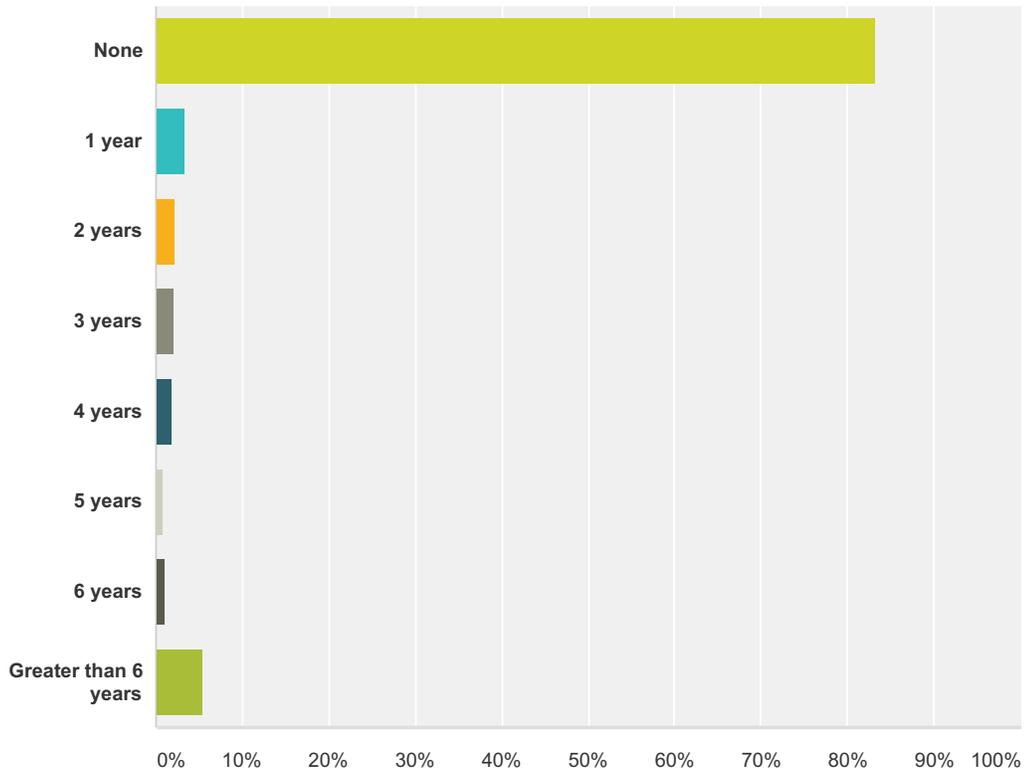
Answered: 691 Skipped: 813



Answer Choices	Responses
Summa Cum Laude	8.68% 60
Magna Cum Laude	13.17% 91
Cum Laude	19.83% 137
Graduation with Distinction or Honors	53.11% 367
Selected to a national honor society	29.52% 204
Rhodes / Marshall / Other Major Fellowship	1.16% 8
Other (please specify)	5.50% 38
<b>Total Respondents: 691</b>	

### Q24 How many years of prior enlisted service do you have?

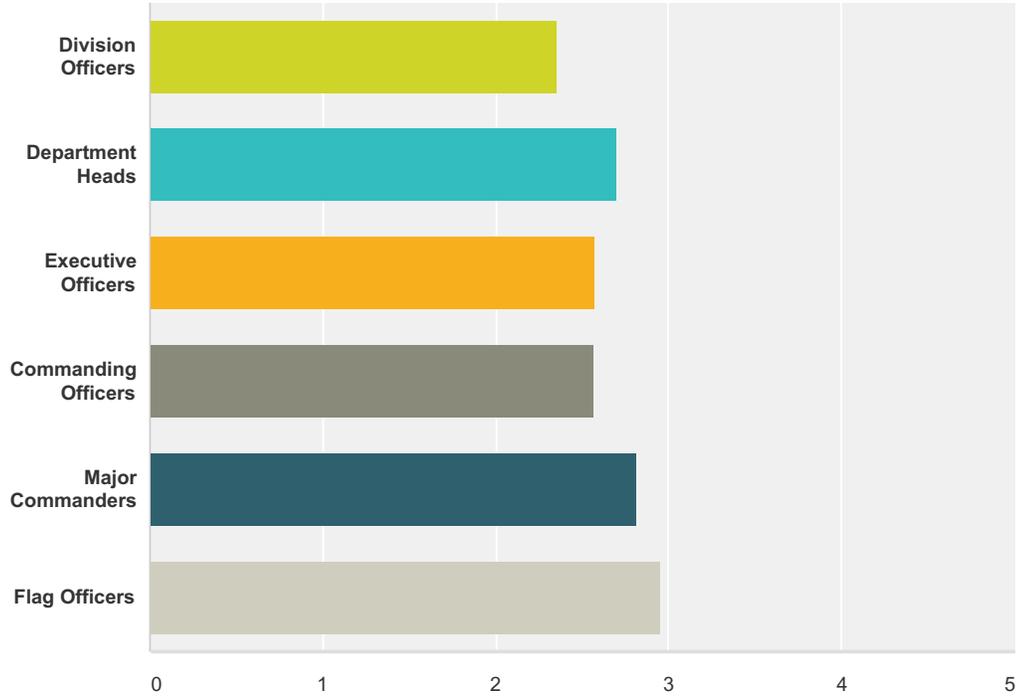
Answered: 1,455 Skipped: 49



Answer Choices	Responses
None	83.23% 1,211
1 year	3.37% 49
2 years	2.20% 32
3 years	2.06% 30
4 years	1.92% 28
5 years	0.76% 11
6 years	1.10% 16
Greater than 6 years	5.36% 78
<b>Total</b>	<b>1,455</b>

### Q25 In your opinion, what is the quality of officers we are retaining for the following groups?

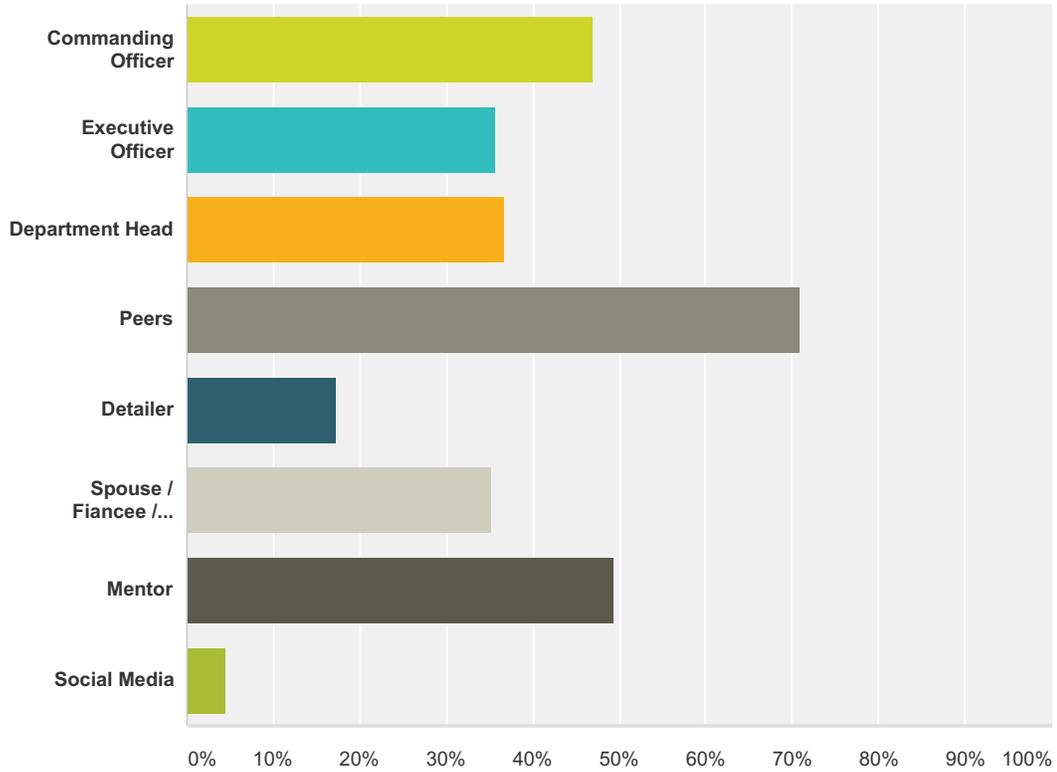
Answered: 1,494 Skipped: 10



	Excellent	Good	Average	Marginal	Poor	Do not know	Total	Average Rating
Division Officers	10.76% 159	45.67% 675	31.73% 469	5.01% 74	1.01% 15	5.82% 86	1,478	2.36
Department Heads	6.10% 91	37.58% 561	38.31% 572	12.93% 193	3.75% 56	1.34% 20	1,493	2.70
Executive Officers	10.57% 157	37.69% 560	34.86% 518	12.52% 186	2.69% 40	1.68% 25	1,486	2.58
Commanding Officers	11.61% 173	37.92% 565	33.15% 494	12.08% 180	3.49% 52	1.74% 26	1,490	2.57
Major Commanders	9.04% 134	28.39% 421	26.97% 400	17.40% 258	6.61% 98	11.60% 172	1,483	2.82
Flag Officers	6.69% 99	26.28% 389	23.24% 344	15.81% 234	9.73% 144	18.24% 270	1,480	2.95

**Q26 On whom do you rely for advice concerning your career? (Select all that apply)**

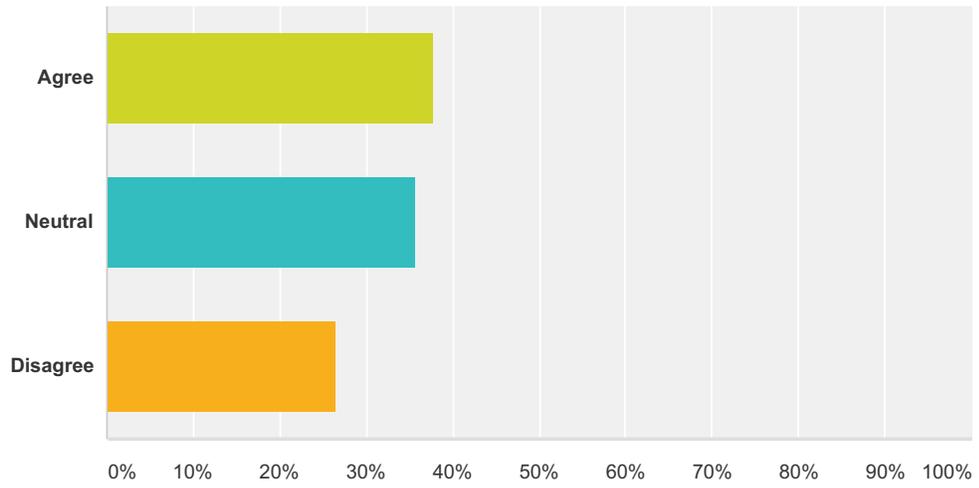
Answered: 1,493 Skipped: 11



Answer Choices	Responses
Commanding Officer	46.95% 701
Executive Officer	35.77% 534
Department Head	36.77% 549
Peers	71.06% 1,061
Detailer	17.28% 258
Spouse / Fiancee / Significant other	35.23% 526
Mentor	49.56% 740
Social Media	4.62% 69
<b>Total Respondents: 1,493</b>	

**Q27 The role of Commanding Officer is a coveted position**

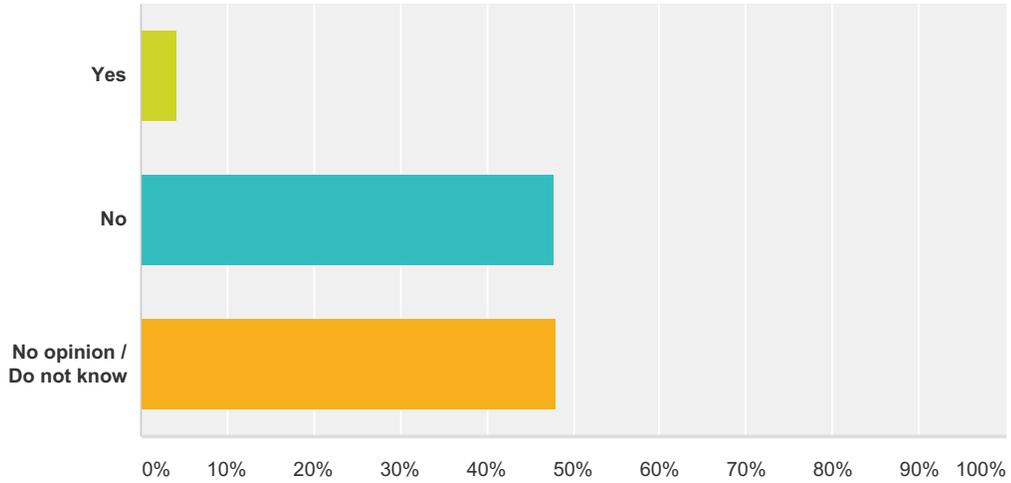
Answered: 1,498 Skipped: 6



Answer Choices	Responses
Agree	37.85% 567
Neutral	35.71% 535
Disagree	26.44% 396
<b>Total</b>	<b>1,498</b>

**Q28 Do you feel the Command Qualification Instruction, OPNAVINST 1412.14, is useful in establishing standards for qualifying and screening future commanding officers?**

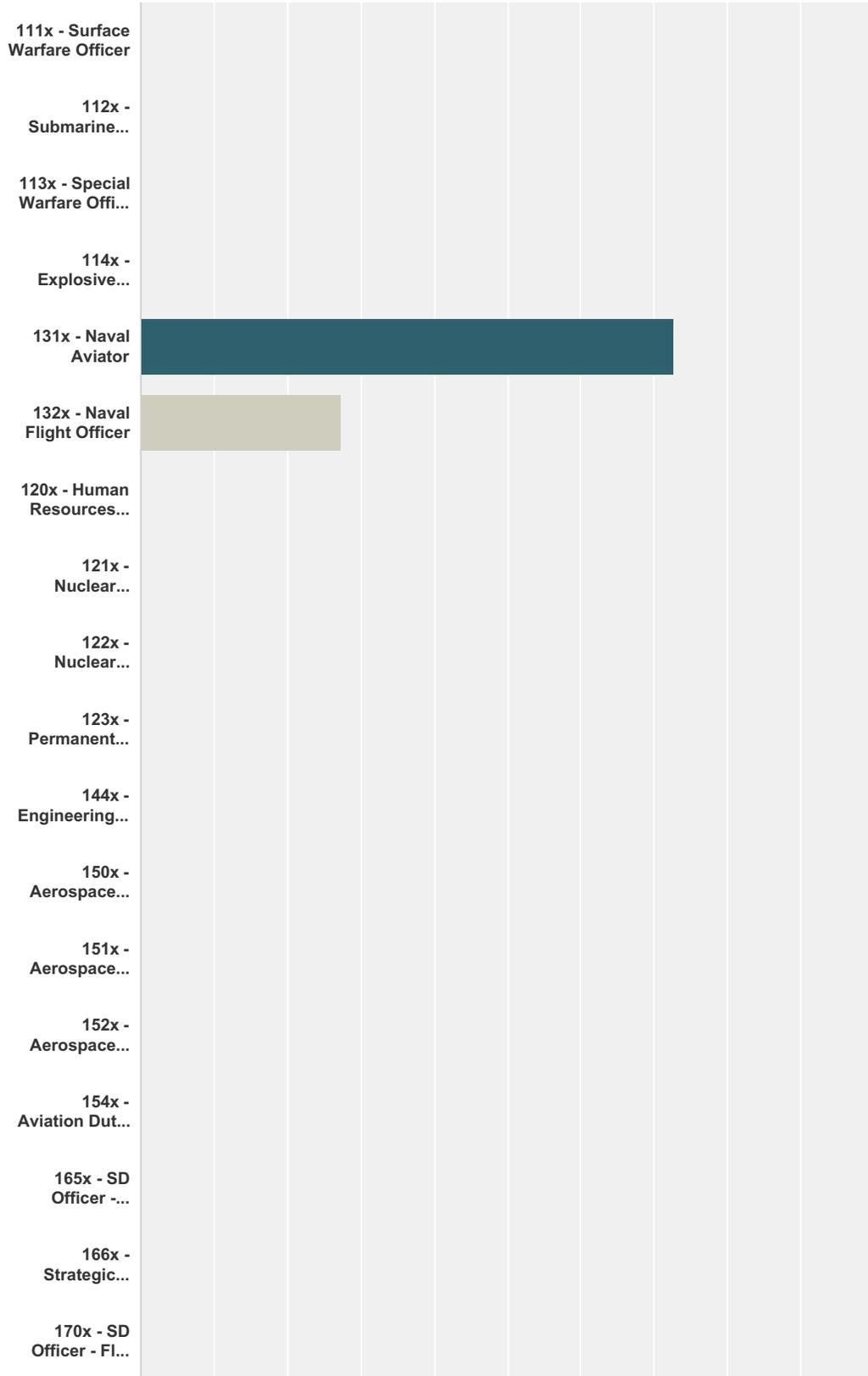
Answered: 1,494 Skipped: 10



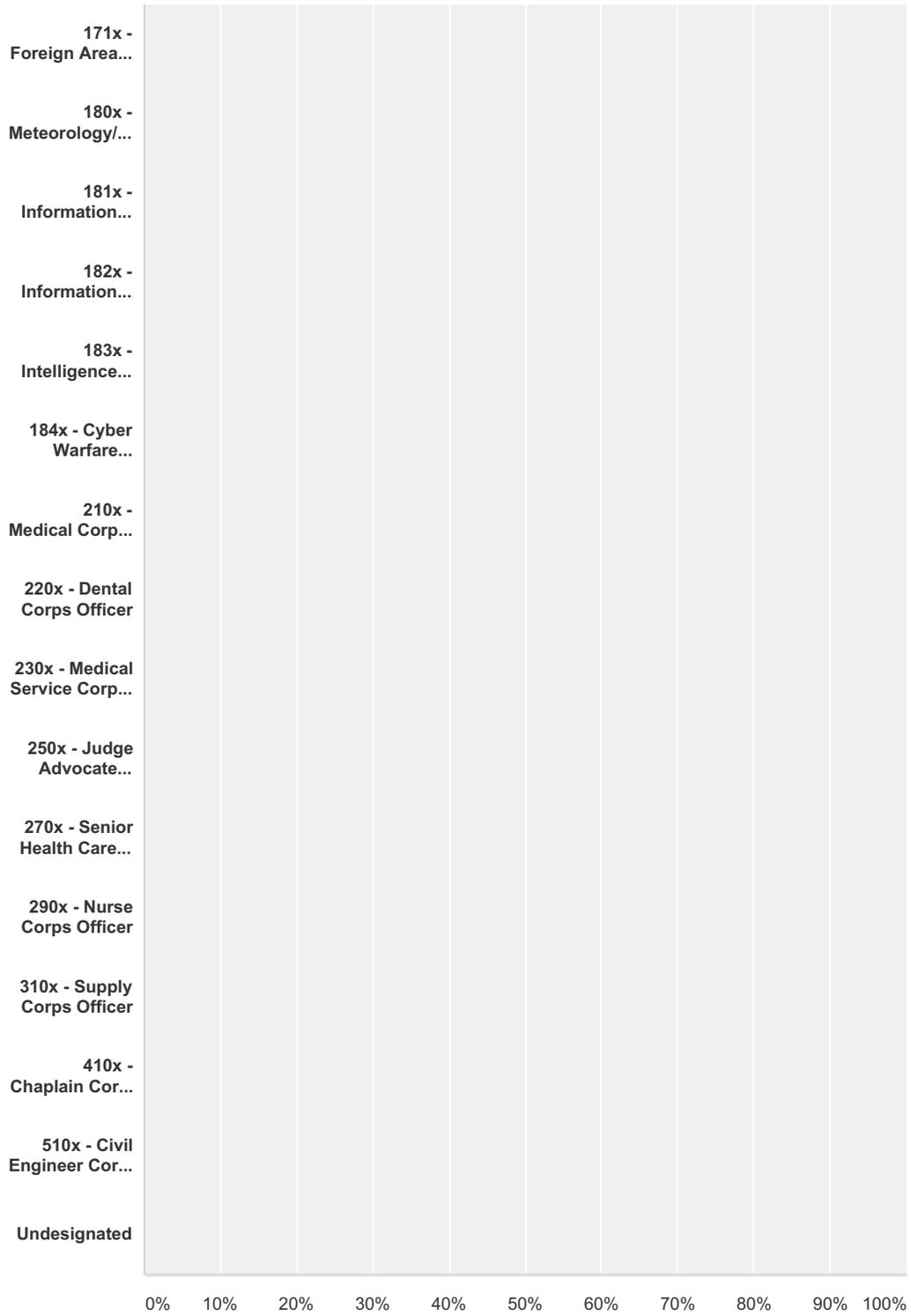
Answer Choices	Responses
Yes	4.22% 63
No	47.79% 714
No opinion / Do not know	47.99% 717
<b>Total</b>	<b>1,494</b>

### Q29 What is your current designator, or what is the designator you are in training for?

Answered: 1,504 Skipped: 0



## 2014 Navy Retention Study



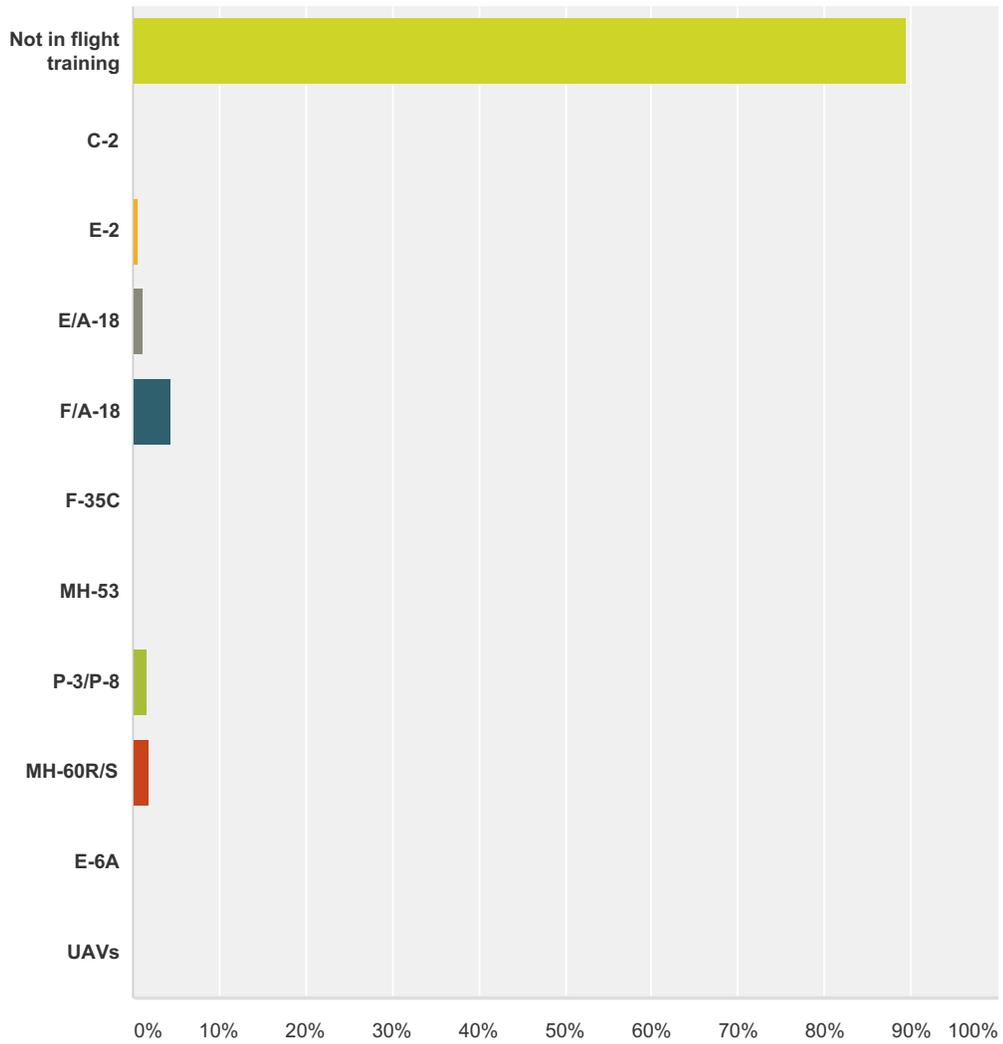
Answer Choices	Responses
111x - Surface Warfare Officer	0.00% 0
112x - Submarine Warfare Officer	0.00% 0
113x - Special Warfare Officer (SEAL).	0.00% 0
114x - Explosive Ordnance Disposal (EOD), Diving/Salvage, and EOM functional areas.	0.00% 0

## 2014 Navy Retention Study

131x - Naval Aviator	72.67%	1,093
132x - Naval Flight Officer	27.33%	411
120x - Human Resources Officer.	0.00%	0
121x - Nuclear Propulsion Training Officer (Nuclear Power School Instructor).	0.00%	0
122x - Nuclear Engineering Officer (Naval Reactors Engineer).	0.00%	0
123x - Permanent Military Professor	0.00%	0
144x - Engineering Duty Officer (EDO).	0.00%	0
150x - Aerospace Engineering Duty Officer, Engineering or Maintenance	0.00%	0
151x - Aerospace Engineering Duty Officer, Engineering (AEDO).	0.00%	0
152x - Aerospace Engineering Duty Officer, Maintenance (AMDO and AMO).	0.00%	0
154x - Aviation Duty Officer (ADO Naval Aviator)	0.00%	0
165x - SD Officer - Public Affairs Officer	0.00%	0
166x - Strategic Sealift Officer	0.00%	0
170x - SD Officer - Fleet Support Officer	0.00%	0
171x - Foreign Area Officer (FAO).	0.00%	0
180x - Meteorology/Oceanography Officer	0.00%	0
181x - Information Warfare Officer	0.00%	0
182x - Information Professional Officer	0.00%	0
183x - Intelligence Officer	0.00%	0
184x - Cyber Warfare Engineering Officer	0.00%	0
210x - Medical Corps Officer	0.00%	0
220x - Dental Corps Officer	0.00%	0
230x - Medical Service Corps Officer	0.00%	0
250x - Judge Advocate General's Corps Officer	0.00%	0
270x - Senior Health Care Executive Officer	0.00%	0
290x - Nurse Corps Officer	0.00%	0
310x - Supply Corps Officer	0.00%	0
410x - Chaplain Corps Officer	0.00%	0
510x - Civil Engineer Corps Officer	0.00%	0
Undesignated	0.00%	0
<b>Total</b>		<b>1,504</b>

### Q30 If you are in primary flight training, what platform do you most want to fly?

Answered: 1,435 Skipped: 69



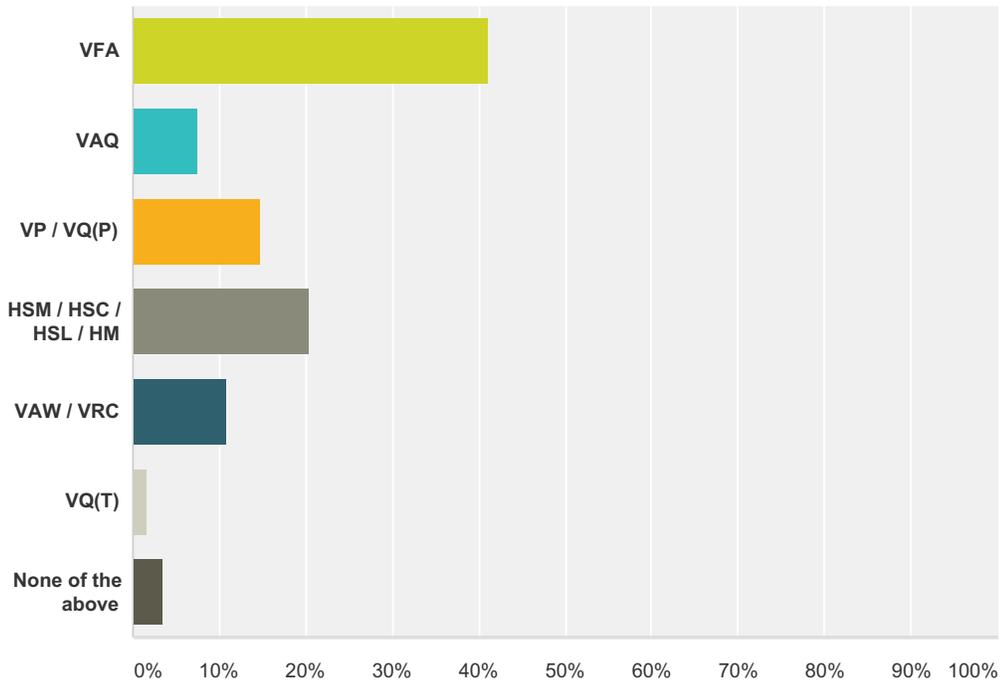
Answer Choices	Responses	Count
Not in flight training	89.48%	1,284
C-2	0.28%	4
E-2	0.56%	8
E/A-18	1.32%	19
F/A-18	4.46%	64
F-35C	0.14%	2
MH-53	0.00%	0
P-3/P-8	1.67%	24

## 2014 Navy Retention Study

MH-60R/S	1.81%	26
E-6A	0.21%	3
UAVs	0.07%	1
<b>Total</b>		<b>1,435</b>

### Q31 Within which community were/are you most recently qualified?

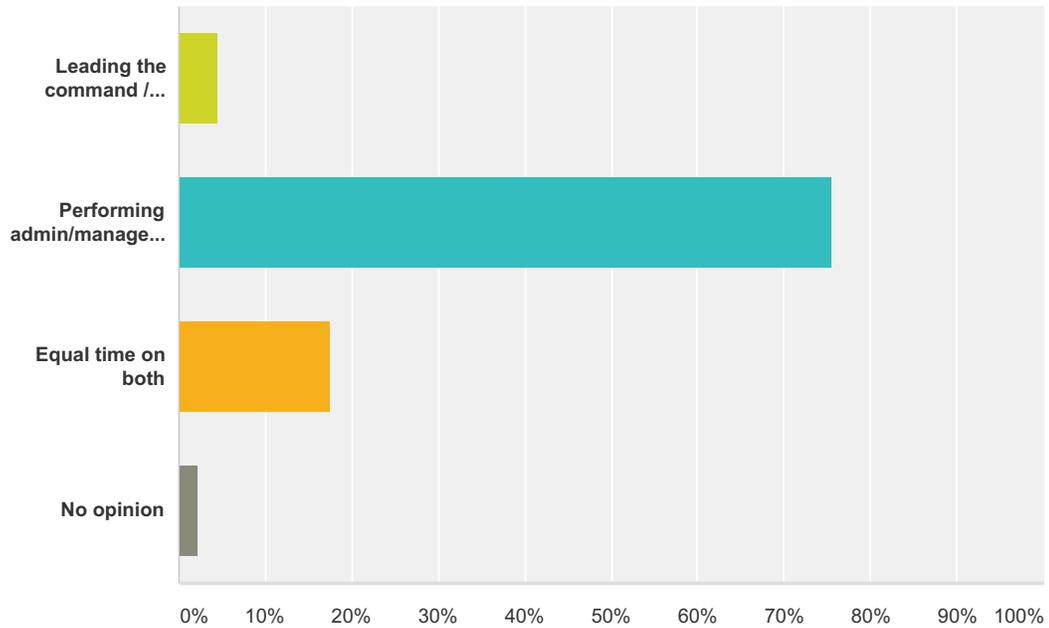
Answered: 1,464 Skipped: 40



Answer Choices	Responses
VFA	41.12% 602
VAQ	7.58% 111
VP / VQ(P)	14.75% 216
HSM / HSC / HSL / HM	20.36% 298
VAW / VRC	10.86% 159
VQ(T)	1.71% 25
None of the above	3.62% 53
<b>Total</b>	<b>1,464</b>

### Q32 What do squadron COs and XO's spend more time on?

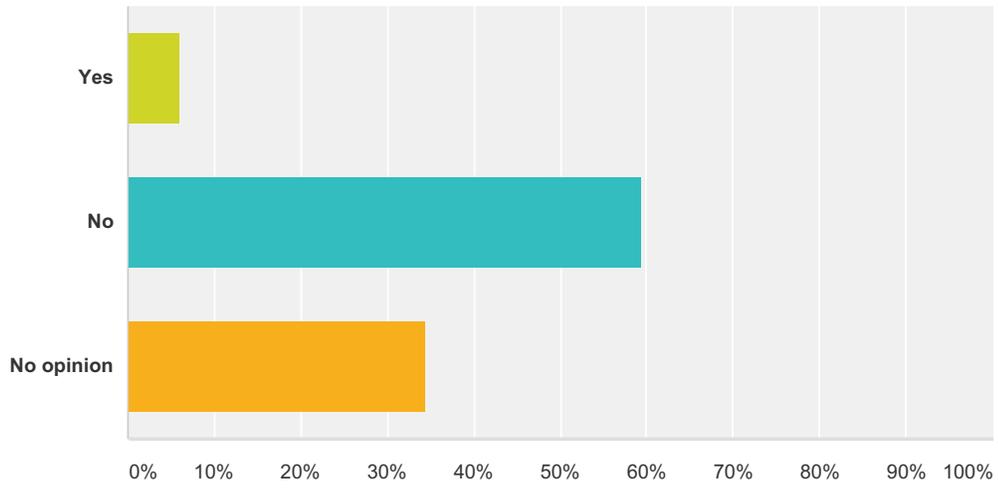
Answered: 1,461 Skipped: 43



Answer Choices	Responses
Leading the command / executing the mission	4.59% 67
Performing admin/management	75.50% 1,103
Equal time on both	17.59% 257
No opinion	2.33% 34
<b>Total</b>	<b>1,461</b>

### Q33 Do you believe the Command Qualification Board makes a difference?

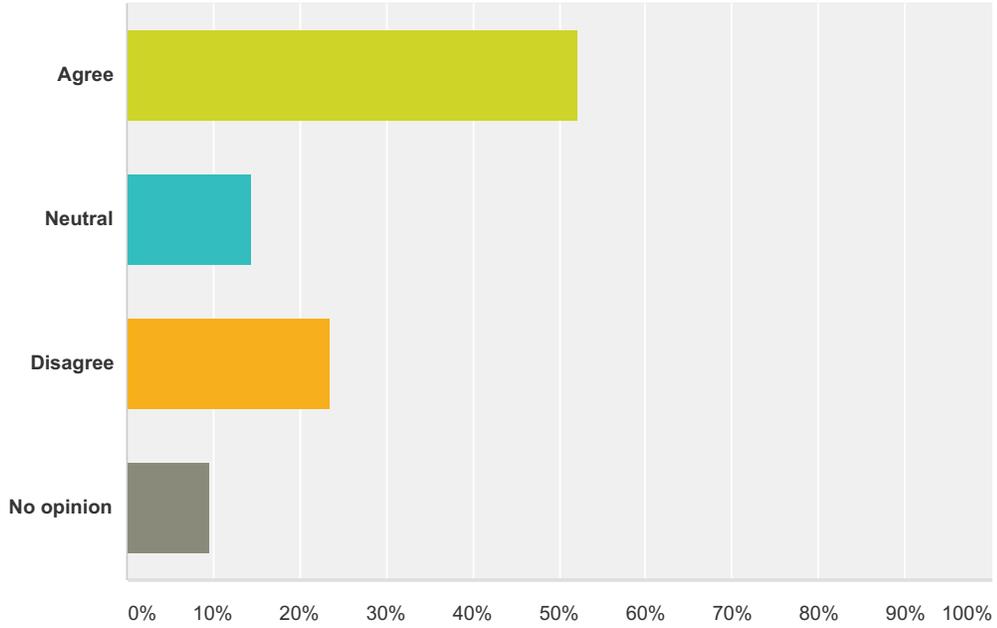
Answered: 1,464 Skipped: 40



Answer Choices	Responses
Yes	6.15% 90
No	59.49% 871
No opinion	34.36% 503
<b>Total</b>	<b>1,464</b>

**Q34 The pay inversion between department heads and XO/COs makes the role of XO/CO less valuable (depending on platform/designation, DHs can make up to 10K more annually than XO/COs)**

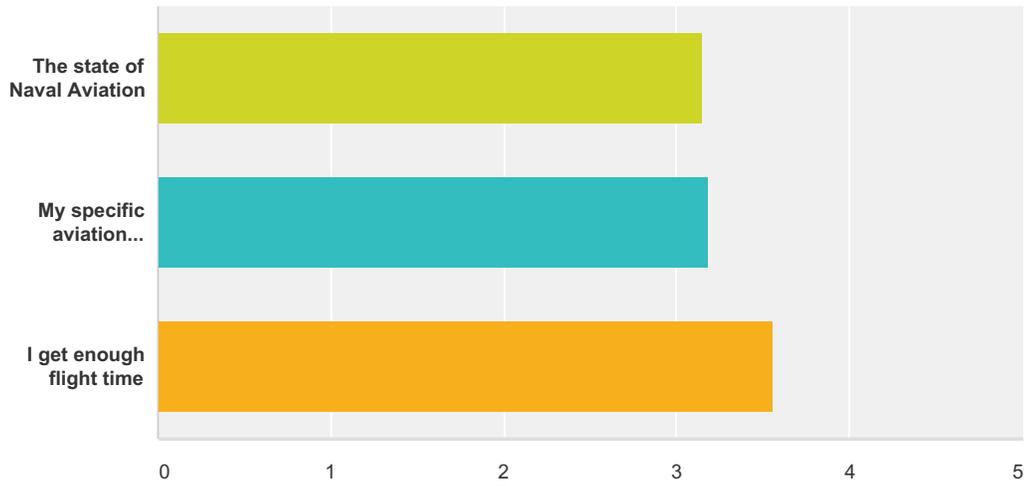
Answered: 1,463 Skipped: 41



Answer Choices	Responses	
Agree	52.15%	763
Neutral	14.49%	212
Disagree	23.65%	346
No opinion	9.71%	142
<b>Total</b>		<b>1,463</b>

### Q35 What are your overall assessments of the following?

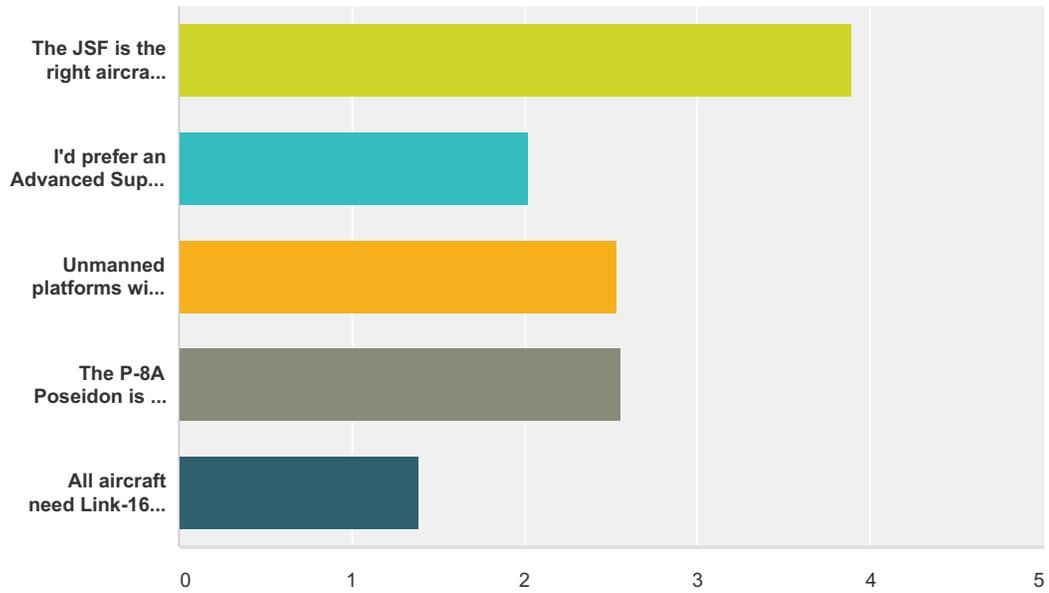
Answered: 1,462 Skipped: 42



	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell	Total	Average Rating
The state of Naval Aviation	2.81% 41	24.16% 353	36.69% 536	25.46% 372	9.79% 143	1.10% 16	1,461	3.15
My specific aviation community	5.07% 74	25.12% 367	29.64% 433	23.48% 343	14.78% 216	1.92% 28	1,461	3.18
I get enough flight time	4.38% 64	15.82% 231	22.53% 329	24.11% 352	26.37% 385	6.78% 99	1,460	3.56

### Q36 Questions related to the future of Naval Aviation

Answered: 1,464 Skipped: 40



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Sure	Total	Average Rating
The JSF is the right aircraft for Naval Aviation	1.44% 21	8.01% 117	21.77% 318	27.93% 408	31.90% 466	8.97% 131	1,461	3.89
I'd prefer an Advanced Super Hornet over the JSF	29.96% 438	31.53% 461	19.36% 283	5.27% 77	0.89% 13	13.00% 190	1,462	2.03
Unmanned platforms will increase Naval Aviation capabilities	11.89% 174	45.45% 665	21.12% 309	12.24% 179	6.29% 92	3.01% 44	1,463	2.54
The P-8A Poseidon is a suitable replacement for the P-3C Orion	10.21% 149	28.63% 418	16.58% 242	9.59% 140	4.38% 64	30.62% 447	1,460	2.56
All aircraft need Link-16 / datalink capability	68.17% 996	22.93% 335	4.04% 59	1.57% 23	0.62% 9	2.67% 39	1,461	1.39

**Q37 What question didn't we ask you? What do you think we should know regarding your experiences in the aviation community?**

Answered: 695 Skipped: 809

**Q38 Within which community were/are you most recently qualified?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses	
CRUDES	0.00%	0
Amphibs	0.00%	0
Frigate	0.00%	0
Littoral Combat Ship	0.00%	0
Minesweeper / Patrol Craft	0.00%	0
None of the above	0.00%	0
<b>Total</b>		<b>0</b>

# 2014 Navy Retention Study

## Q39 I am a:

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Conventional SWO	0.00% 0
SWO(N)	0.00% 0
SWO RL Option	0.00% 0
None of the above	0.00% 0
<b>Total</b>	<b>0</b>

### Q40 How many shipyard/repair availabilities have you made?

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
0	0.00% 0
1	0.00% 0
2	0.00% 0
3	0.00% 0
4	0.00% 0
5+	0.00% 0
<b>Total</b>	<b>0</b>

### Q41 How many INSURV visits have you been a part of?

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
0	0.00% 0
1	0.00% 0
2	0.00% 0
3	0.00% 0
4	0.00% 0
5+	0.00% 0
<b>Total</b>	<b>0</b>

### Q42 How would you rate the quality of instruction during the DH Course?

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Have not attended	0.00% 0
Good	0.00% 0
Neutral	0.00% 0
Poor	0.00% 0
<b>Total</b>	<b>0</b>

### Q43 Have you attended the Advanced Shiphandling and Tactics (ASAT) Course?

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
<b>Total</b>	<b>0</b>

**Q44 How would you rate the quality of instruction during SWOSDOC?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses	
Have not attended	0.00%	0
Good	0.00%	0
Neutral	0.00%	0
Poor	0.00%	0
N/A	0.00%	0
<b>Total</b>		<b>0</b>

**Q45 The SWO Command Qualification Exam (CQE) is a valuable indicator of how someone will perform in command**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
<b>Total</b>	<b>0</b>

**Q46 Please evaluate the following questions**

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A	Total	Average Rating
The general state of the surface warfare community is positive	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
My specific surface warfare community is doing well	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Unit level training is realistic	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Unit level training enhances ship/command tactical and operational readiness	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Unit level training enhances crew and material readiness	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

### Q47 Littoral Combat Ship questions

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A	Total	Average Rating
The crew rotation concept will work	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I want to serve on an LCS	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I believe the per ship costs will decrease significantly	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
It will be an excellent SUW, ASW or MCM platform	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
LCS will be survivable in combat operations	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The Surface Warfare Officer career track supports a Division Officer, DH, or XO-CO tour in LCS	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q48 What question didn't we ask you? What do you think we should know regarding your experiences in the surface warfare community?**

Answered: 0 Skipped: 1,504

**Q49 If you are in initial submarine pipeline training, what platform do you most want to serve on?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Los Angeles-class SSN	0.00% 0
Seawolf-class SSN	0.00% 0
Virginia-class SSN	0.00% 0
Ohio-class SSGN	0.00% 0
Ohio-class SSBN	0.00% 0
<b>Total</b>	<b>0</b>

### Q50 Within which communit(ies)y have you most recently served?

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
SSN	0.00% 0
SSBN	0.00% 0
SSGN	0.00% 0
Deep submergence	0.00% 0
None of the above	0.00% 0
<b>Total</b>	<b>0</b>

**Q51 How would you rate the quality of instruction at the following courses?**

Answered: 0 Skipped: 1,504

! No matching responses.

	Excellent	Good	Neutral	Marginal	Poor	N/A	Total	Average Rating
Nuke Power School	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Prototype	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Submarine Officer Basic Course (SOBC)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Submarine Officer Advanced Course (SOAC)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Submarine Command Course (SCC)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

### Q52 Which division officer jobs did you have?

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Main Propulsion Assistant	0.00% 0
Electrical Assistant	0.00% 0
Reactor Controls Assistant	0.00% 0
Chemistry and Radiological Controls Assistant	0.00% 0
Assistant Engineer	0.00% 0
Assistant Ops	0.00% 0
Communications Officer	0.00% 0
Assistant Weapons Officer	0.00% 0
Have not been a division officer	0.00% 0
<b>Total Respondents: 0</b>	

**Q53 Would you characterize your initial sea tour as "hard" or "harsh"?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses	
Hard - Work load was well beyond what I expected for my first tour	0.00%	0
Harsh - I was not treated with the dignity and respect I expected for my first tour	0.00%	0
Both hard and harsh	0.00%	0
Neither of the above	0.00%	0
Have not had an initial sea tour	0.00%	0
<b>Total</b>		<b>0</b>

**Q54 On your most recent sea tour, was your input to the mission welcome?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
Neutral	0.00% 0
No	0.00% 0
Have not had a sea tour	0.00% 0
<b>Total</b>	<b>0</b>

**Q55 Are you in favor of the 24-hour watch rotation for at sea operations?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
Have not experienced	0.00% 0
<b>Total</b>	<b>0</b>

**Q56 On your most recent sea tour, what was your normal at-sea watch rotation?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Port and Starboard	0.00% 0
3 Section	0.00% 0
4 Section	0.00% 0
4+ Section	0.00% 0
<b>Total</b>	<b>0</b>

**Q57 On your most recent sea tour, what was your normal in-port duty rotation?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses	
Did not stand duty	0.00%	0
Port and Starboard	0.00%	0
3 Section	0.00%	0
4 Section	0.00%	0
5 Section	0.00%	0
5+ Section	0.00%	0
<b>Total</b>		<b>0</b>

**Q58 Are you in favor of extending the JO  
tour from 32 to 36 months?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
No opinion	0.00% 0
<b>Total</b>	<b>0</b>

**Q59 What was your department head tour billet? (Select the one you spent the most time in)**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Have not been a DH	0.00% 0
Engineer	0.00% 0
Navigator	0.00% 0
Weapons Officer	0.00% 0
<b>Total</b>	<b>0</b>

**Q60 What are your overall assessments of the following?**

Answered: 0 Skipped: 1,504

! No matching responses.

	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell	Total	Average Rating
The overall state of the submarine force	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The state of the SSN force	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The state of the SSBN force	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The state of the SSGN force	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of DH's during my JO tour	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of XO's during my JO tour	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of CO's during my JO tour	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Training for my job	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my watch team	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q61 How closely do these statements compare to your experience on your most recent ship? (The "team" refers to either a division or a watchteam -- a group of submariners who work together very frequently)**

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A or too early to tell	Total	Average Rating
Decisions are made after considering input from others	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The team relies on direction from its leader	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Every task I do is done as thoroughly as it needs to be done	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The team works very well together	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The team is very skilled at finding creative solutions to problems	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Ideas or suggestions which I have provided are frequently tried by the team	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The team is allowed to employ creative solutions to problems	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q62 Regarding critiques in the most recent ship on which you have served:**

Answered: 0 Skipped: 1,504

! No matching responses.

	Several times per week	Weekly	Montly	Quarterly	Annually	Do not know	Total	Average Rating
How frequently did your ship hold critiques?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
How frequently did you participate in critiques?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
How frequently did you cause critiques?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q63 How long did it take after the start of the workday to start a job? (Tagout/WAF approved, work briefed, permission to start received, started to turn wrenches)**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses	
Work started as soon as the workday started	0.00%	0
Less than 30 minutes	0.00%	0
30 minutes to 1 hour	0.00%	0
1 to 2 hours	0.00%	0
More than 2 hours	0.00%	0
<b>Total</b>		<b>0</b>

**Q64 The quality of instruction during the  
Submarine Officer DH Course is good**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Have not attended	0.00% 0
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
<b>Total</b>	<b>0</b>

**Q65 What aspects of the Submarine Force culture do you value the most/least?**

Answered: 0 Skipped: 1,504

**Q66 What attribute do you value the most in your submarine command leadership team?**

Answered: 0 Skipped: 1,504

**Q67 What question didn't we ask you? What do you think we should know regarding your experiences in the submarine community?**

Answered: 0 Skipped: 1,504

### Q68 What are your overall assessments of the following?

Answered: 0 Skipped: 1,504

! No matching responses.

	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell	Total	Average Rating
The general state of the SEAL community	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Your Role as a Junior Officer (For O-3 and Below)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Your Role as a mid to Senior Officer	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of Leadership Development in NSW	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The likelihood you will remain in NSW if combat tours are not available	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Opportunities to lead and develop SEALs	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my current XO	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my Diversity Tour XO	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my current CO	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my Diversity Tour CO	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q69 I believe the SEAL community has too many administrative burdens**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
No opinion	0.00% 0
<b>Total</b>	<b>0</b>

**Q70 The SEAL community has too much  
bureaucracy**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
No opinion	0.00% 0
<b>Total</b>	<b>0</b>

**Q71 How much has your CO/XO's behavior, demeanor, and leadership affected your decision to stay/go? (Please consider the cumulative effect of all CO/XO's you've served with)**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
A lot	0.00% 0
Neutral	0.00% 0
Very little	0.00% 0
No opinion	0.00% 0
<b>Total</b>	<b>0</b>

**Q72 I feel SEAL leadership is transparent  
and open about community issues**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
No opinion	0.00% 0
<b>Total</b>	<b>0</b>

**Q73 Is your decision to remain in the SEALs or leave the teams primarily because of work related or family related issues?**

Answered: 0 Skipped: 1,504

! No matching responses.

Answer Choices	Responses
Primarily related to work and job satisfaction	0.00% 0
Primarily related to family or personal concerns	0.00% 0
No opinion	0.00% 0
<b>Total</b>	<b>0</b>

**Q74 What question didn't we ask you? What do you think we should know regarding your experiences in the SEAL community?**

Answered: 0 Skipped: 1,504

**Q75 What are your overall assessments of the following?**

Answered: 0 Skipped: 1,504

! No matching responses.

	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell	Total	Average Rating
The general state of my RL community	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Training for my job	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my first fleet tour department heads	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my current department heads	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my current XO	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my Fleet tour XOs	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my second to last Fleet tour CO	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my last Fleet tour CO	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The quality of my current CO	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

# 2014 Navy Retention Study

## Q76 Agree/Disagree

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I feel like my RL community is well respected within the Navy	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I want to transfer to a different RL community	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I believe that most members of the URL do not understand my RL community.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I believe that most members of my RL community do not understand the major warfare areas of the URL.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q77 What question didn't we ask you? What do you think we should know regarding your experiences in the restricted line community?**

Answered: 0 Skipped: 1,504

2014 Navy Retention Study

**Q78 Please evaluate the following statements**

Answered: 0 Skipped: 1,504

! No matching responses.

	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	N/A	Total	Average Rating
In general, I am very satisfied with my Staff Corps community	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
My Staff Corps makes meaningful contributions to the Navy's efforts	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
In terms of my professional skill set, I feel fully utilized	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I have opportunities to practice my profession at a level commensurate with my peers outside of the Navy	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I feel worried about my ability to pay off professional school loans	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
My Staff Corps has provided me with the right level of training for my position	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
My Staff Corps adequately supports my profession's continuing education/certification requirements	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
My Staff Corps adequately prepares me for my next leadership role	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
My Staff Corps places too much emphasis on a prescribed career path	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I have a mentor with whom I can be honest about my career goals and concerns	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I feel inspired by senior officers in my Staff Corps	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I identify with my profession more than the Navy (i.e., I consider myself an Nurse/Doctor/Lawyer first and an officer second)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

**Q79 If there is one policy change that would  
ABSOLUTELY cause you to STAY in the  
Navy, what would it be?**

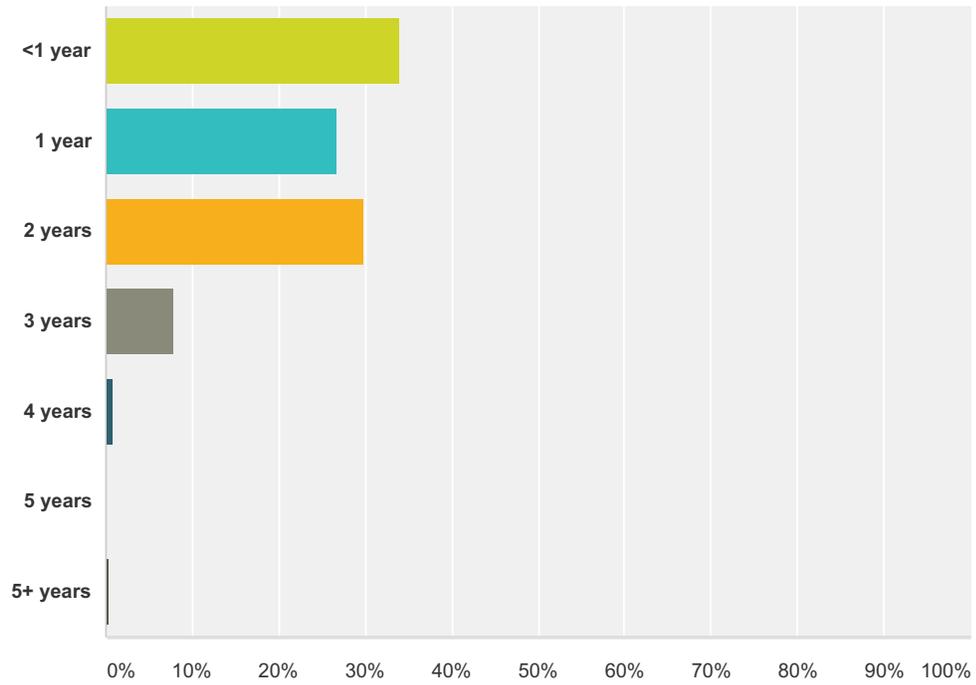
Answered: 0 Skipped: 1,504

**Q80 If there is one policy change that would  
ABSOLUTELY cause you to LEAVE of the  
Navy, what would it be?**

Answered: 0 Skipped: 1,504

### Q81 How long have you been in your current tour?

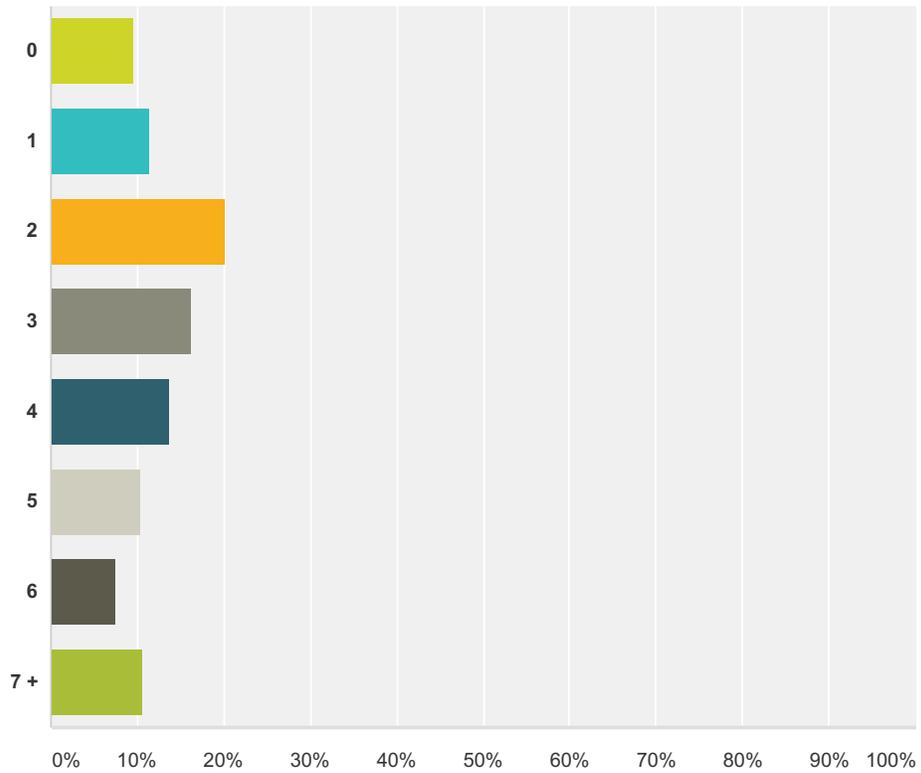
Answered: 1,450 Skipped: 54



Answer Choices	Responses
<1 year	34.07% 494
1 year	26.76% 388
2 years	29.86% 433
3 years	8.00% 116
4 years	0.83% 12
5 years	0.00% 0
5+ years	0.48% 7
<b>Total</b>	<b>1,450</b>

### Q82 How many deployments have you made in your career?

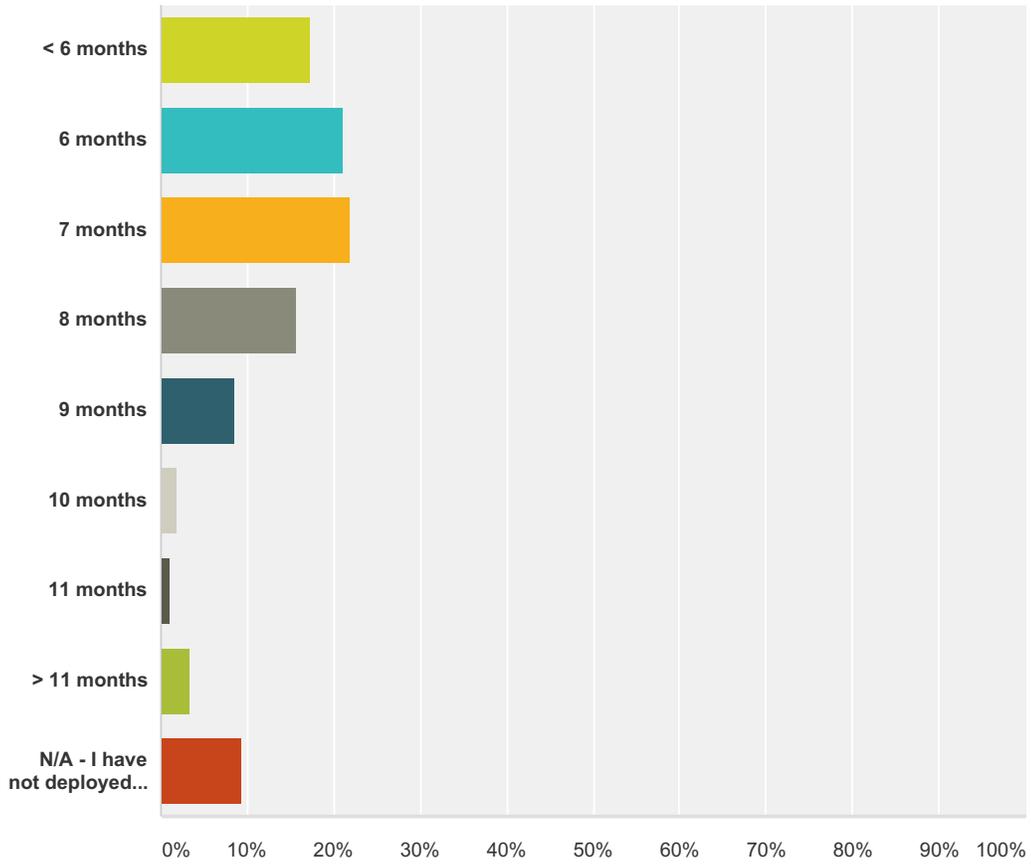
Answered: 1,450 Skipped: 54



Answer Choices	Responses	
0	9.66%	140
1	11.45%	166
2	20.34%	295
3	16.28%	236
4	13.72%	199
5	10.34%	150
6	7.59%	110
7 +	10.62%	154
<b>Total</b>		<b>1,450</b>

### Q83 How long was your last deployment?

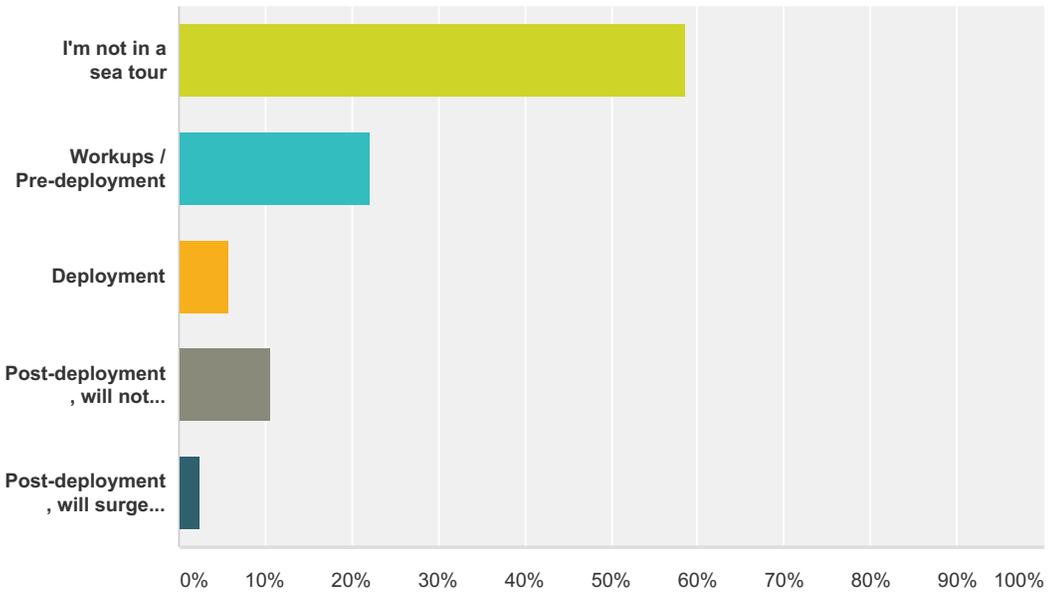
Answered: 1,443 Skipped: 61



Answer Choices	Responses	
< 6 months	17.26%	249
6 months	21.00%	303
7 months	21.97%	317
8 months	15.66%	226
9 months	8.52%	123
10 months	1.87%	27
11 months	0.97%	14
> 11 months	3.40%	49
N/A - I have not deployed before	9.36%	135
<b>Total</b>		<b>1,443</b>

### Q84 If you are on a Sea Tour, which phase are you currently in?

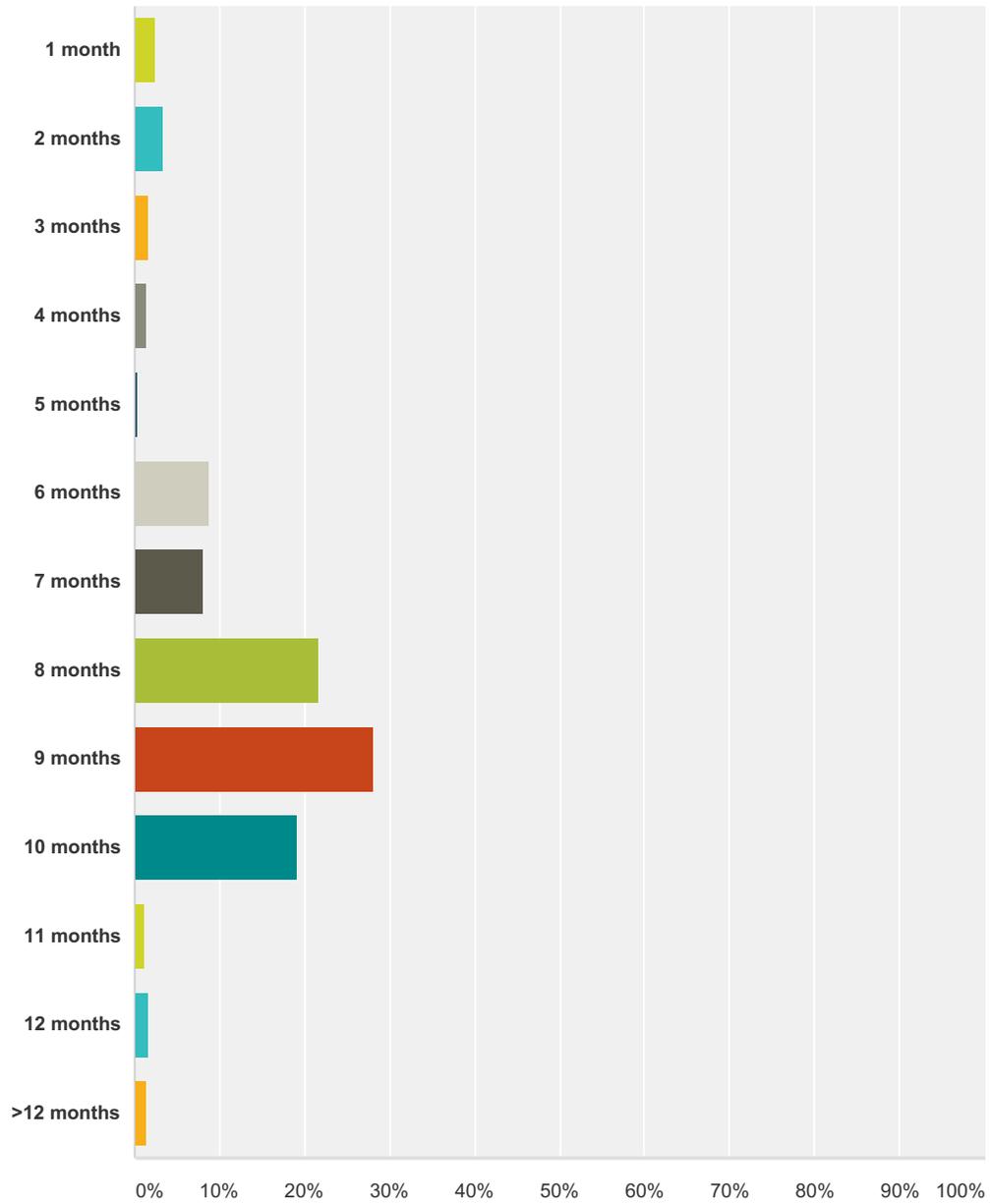
Answered: 1,436 Skipped: 68



Answer Choices	Responses	Count
I'm not in a sea tour	58.70%	843
Workups / Pre-deployment	22.21%	319
Deployment	5.85%	84
Post-deployment, will not surge	10.72%	154
Post-deployment, will surge or currently surged	2.51%	36
<b>Total</b>		<b>1,436</b>

### Q85 How long do you expect your next cruise or deployment to be?

Answered: 1,298 Skipped: 206



Answer Choices	Responses	Count
1 month	2.54%	33
2 months	3.39%	44
3 months	1.62%	21
4 months	1.54%	20
5 months	0.46%	6

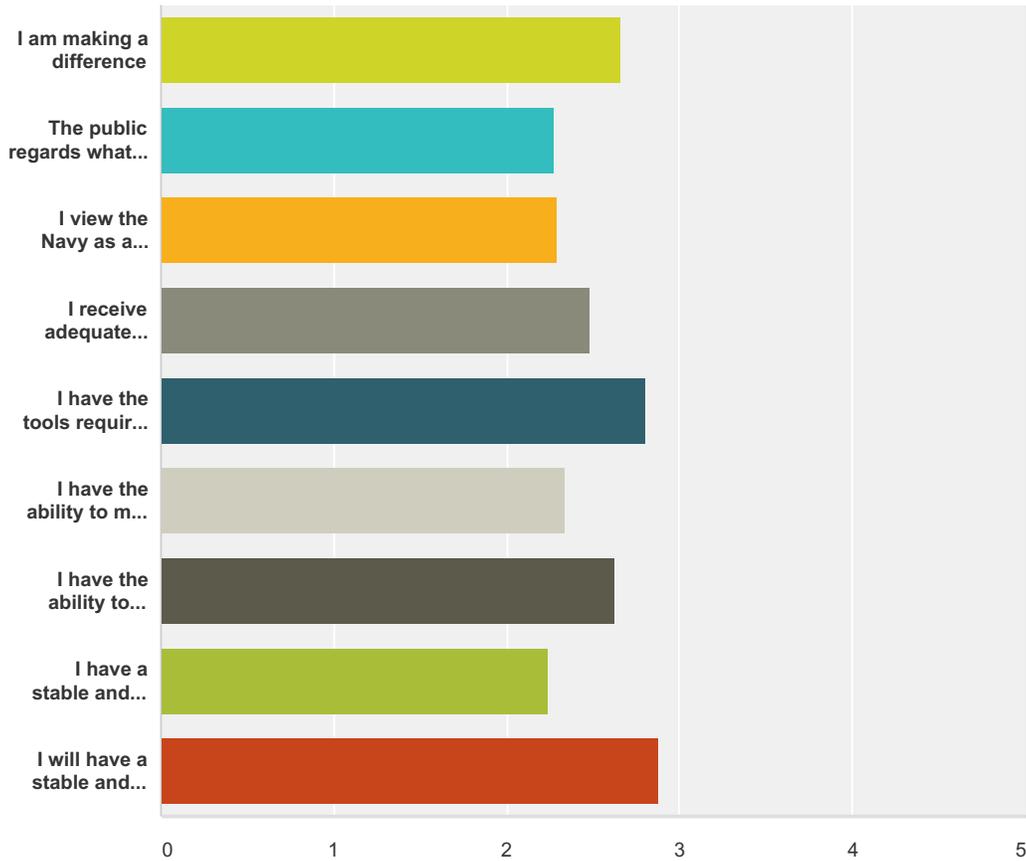
## 2014 Navy Retention Study

6 months	8.78%	114
7 months	8.24%	107
8 months	21.65%	281
9 months	28.12%	365
10 months	19.26%	250
11 months	1.23%	16
12 months	1.77%	23
>12 months	1.39%	18
<b>Total</b>		<b>1,298</b>

# 2014 Navy Retention Study

## Q86 Please evaluate the following:

Answered: 1,449 Skipped: 55



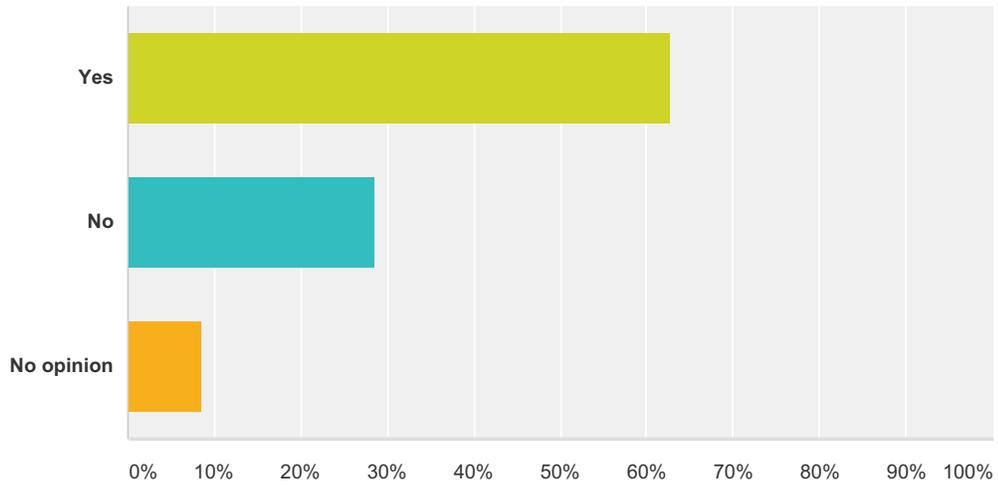
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I am making a difference	8.43% 122	43.05% 623	27.64% 400	14.17% 205	6.01% 87	0.69% 10	1,447	2.66
The public regards what the military does as important	15.08% 218	54.63% 790	18.26% 264	10.44% 151	1.38% 20	0.21% 3	1,446	2.28
I view the Navy as a calling, rather than just a job	21.31% 308	45.12% 652	19.45% 281	10.38% 150	3.53% 51	0.21% 3	1,445	2.30
I receive adequate training required to perform my job	11.05% 160	51.86% 751	19.20% 278	13.74% 199	4.07% 59	0.07% 1	1,448	2.48
I have the tools required to perform my job	6.85% 99	40.80% 590	24.41% 353	20.61% 298	7.26% 105	0.07% 1	1,446	2.81
I have the ability to make an impact on my unit	17.67% 256	49.90% 723	17.81% 258	9.80% 142	4.69% 68	0.14% 2	1,449	2.34
I have the ability to effect change in my unit	13.95% 202	40.12% 581	21.96% 318	16.85% 244	6.91% 100	0.21% 3	1,448	2.63
I have a stable and secure job	20.17% 292	53.45% 774	12.22% 177	9.53% 138	4.28% 62	0.35% 5	1,448	2.24

## 2014 Navy Retention Study

I will have a stable and secure job in five years	<b>9.89%</b> 143	<b>27.04%</b> 391	<b>24.97%</b> 361	<b>16.87%</b> 244	<b>9.75%</b> 141	<b>11.48%</b> 166	1,446	2.88
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**Q87 Do you think your immediate boss is too heavily focused on administration?**

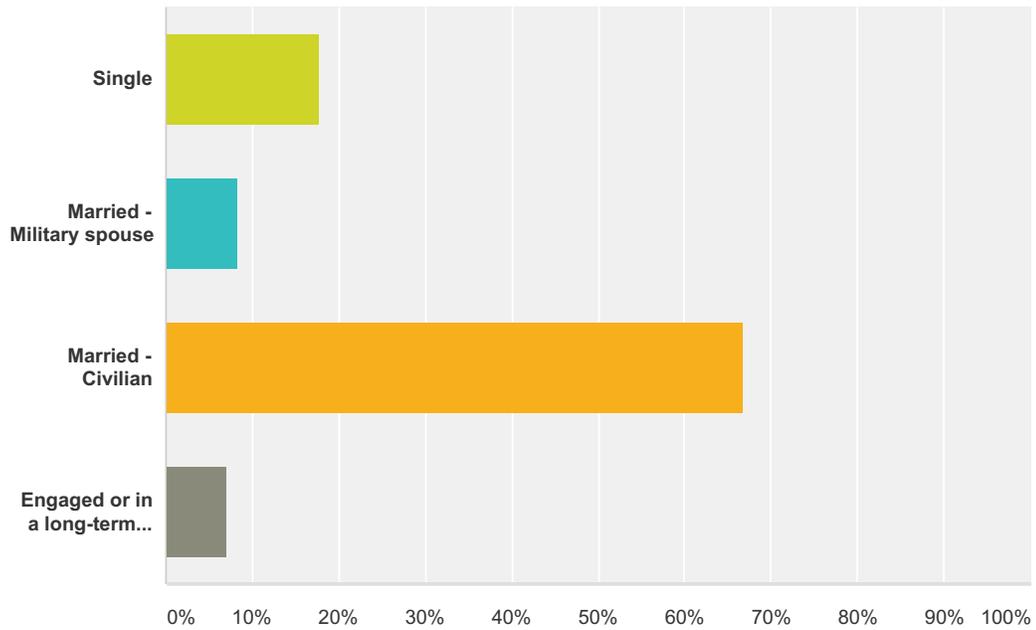
Answered: 1,448 Skipped: 56



Answer Choices	Responses
Yes	62.78% 909
No	28.59% 414
No opinion	8.63% 125
<b>Total</b>	<b>1,448</b>

### Q88 What is your marital status?

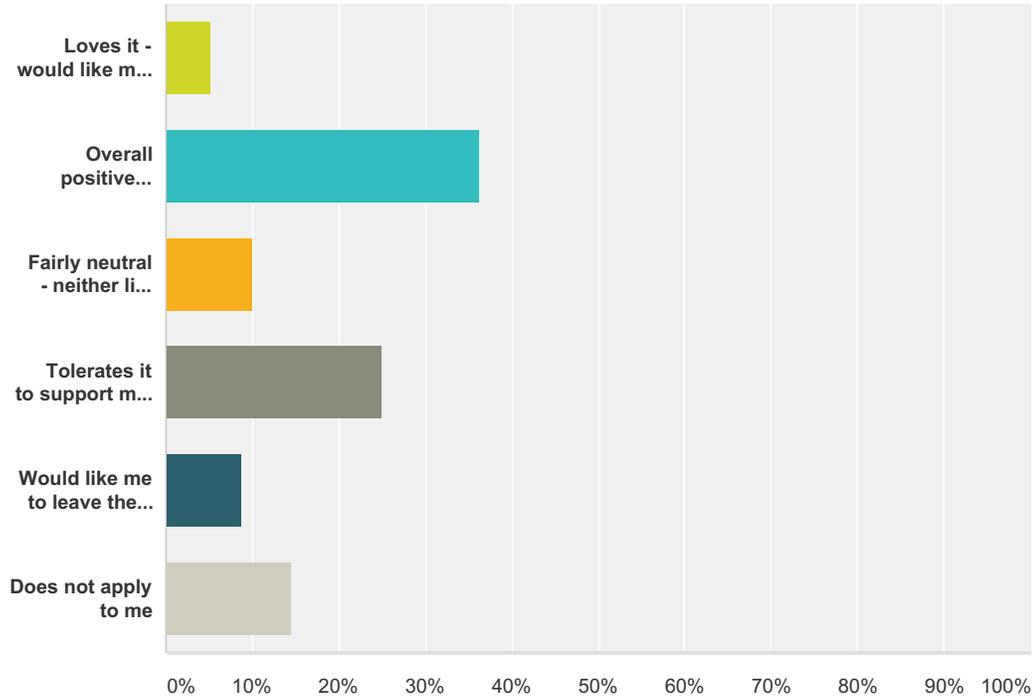
Answered: 1,439 Skipped: 65



Answer Choices	Responses	
Single	17.72%	255
Married - Military spouse	8.34%	120
Married - Civilian	66.85%	962
Engaged or in a long-term relationship	7.09%	102
<b>Total</b>		<b>1,439</b>

**Q89 If married or in a committed relationship, how do you rate your significant other's perception of your naval service?**

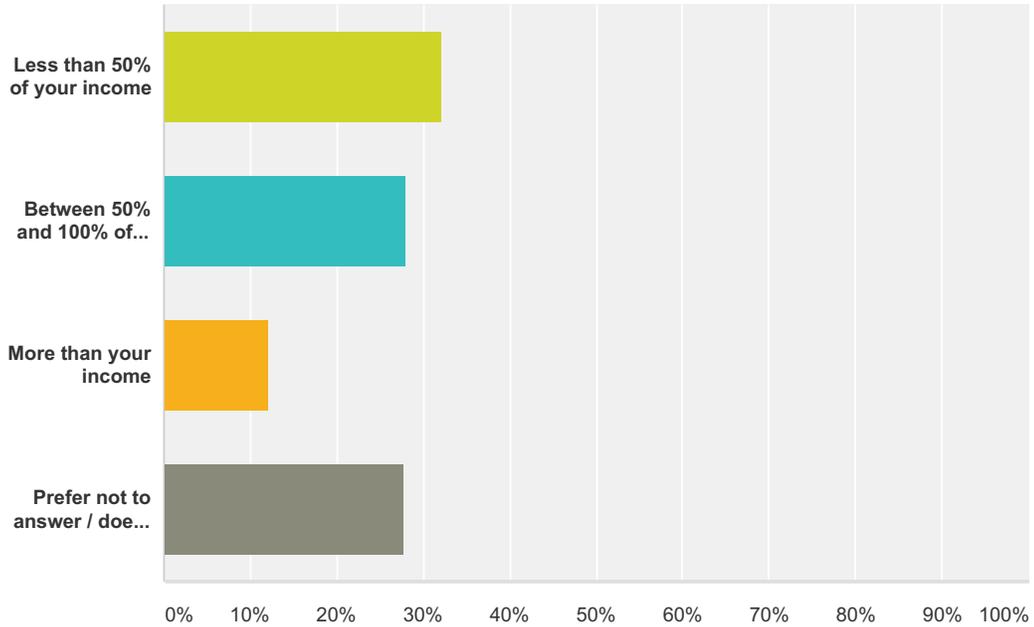
Answered: 1,435 Skipped: 69



Answer Choices	Responses
Loves it - would like me to stay in uniform as long as possible	5.23% 75
Overall positive experience	36.38% 522
Fairly neutral - neither likes nor dislikes my service	10.10% 145
Tolerates it to support my career	25.02% 359
Would like me to leave the Navy today	8.71% 125
Does not apply to me	14.56% 209
<b>Total</b>	<b>1,435</b>

**Q90 If you are married, how much can your spouse make in his/her profession relative to your military career?**

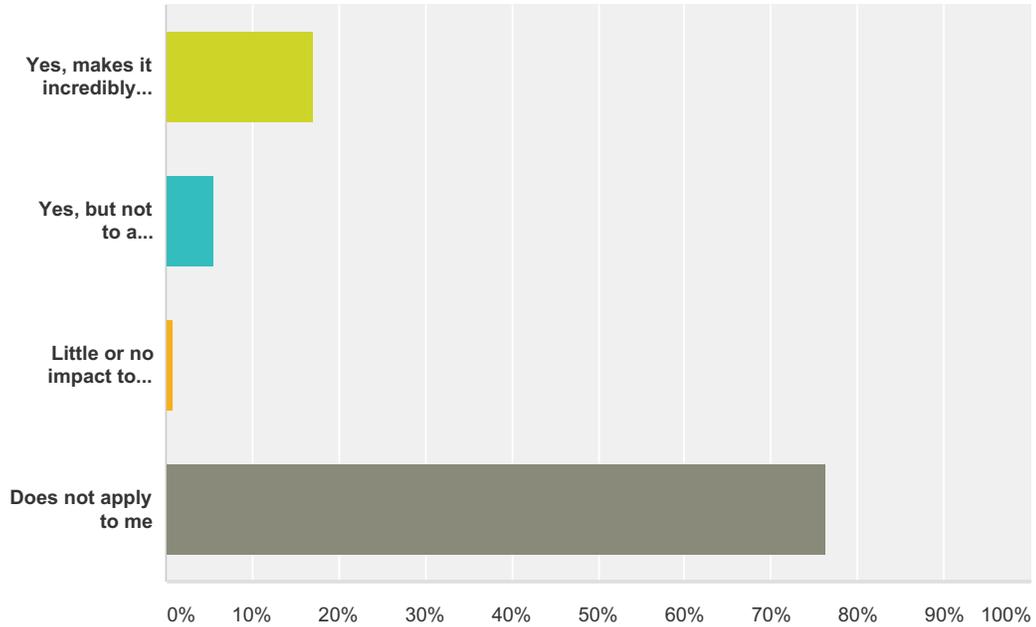
Answered: 1,420 Skipped: 84



Answer Choices	Responses
Less than 50% of your income	32.18% 457
Between 50% and 100% of your income	28.03% 398
More than your income	12.11% 172
Prefer not to answer / does not apply to me	27.68% 393
<b>Total</b>	<b>1,420</b>

**Q91 If not married, does your service in the Navy impact your ability to date/marry if you were inclined to do so?**

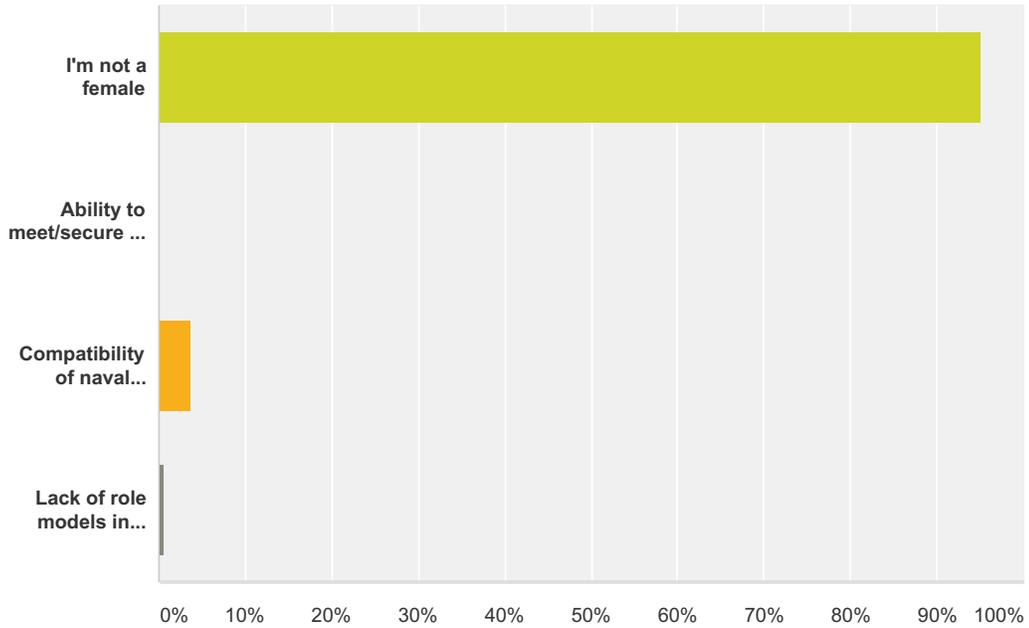
Answered: 1,408 Skipped: 96



Answer Choices	Responses
Yes, makes it incredibly difficult to date	17.05% 240
Yes, but not to a significant degree	5.61% 79
Little or no impact to dating lifestyle	0.92% 13
Does not apply to me	76.42% 1,076
<b>Total</b>	<b>1,408</b>

**Q92 For females: Which of the following is the most important factor driving your decision to remain past your initial service obligation? (Please select "other" and provide reason if applicable)**

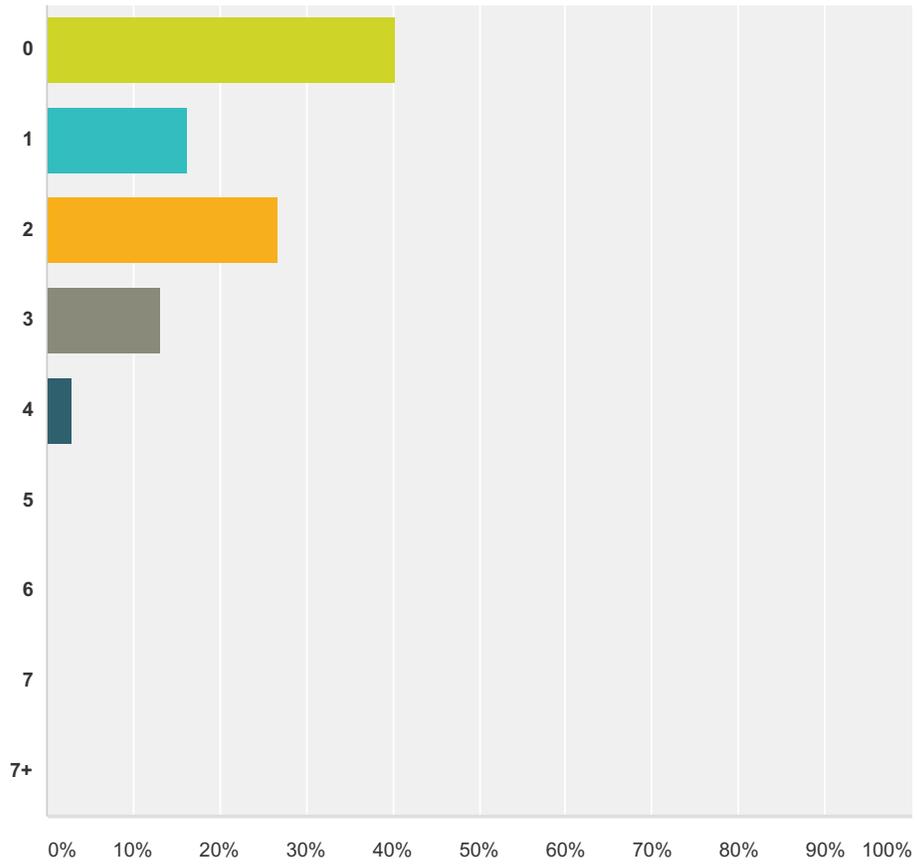
Answered: 1,320 Skipped: 184



Answer Choices	Responses
I'm not a female	95.23% 1,257
Ability to meet/secure a potential spouse	0.30% 4
Compatibility of naval service with having a family	3.79% 50
Lack of role models in senior positions	0.68% 9
<b>Total</b>	<b>1,320</b>

### Q93 How many children do you have?

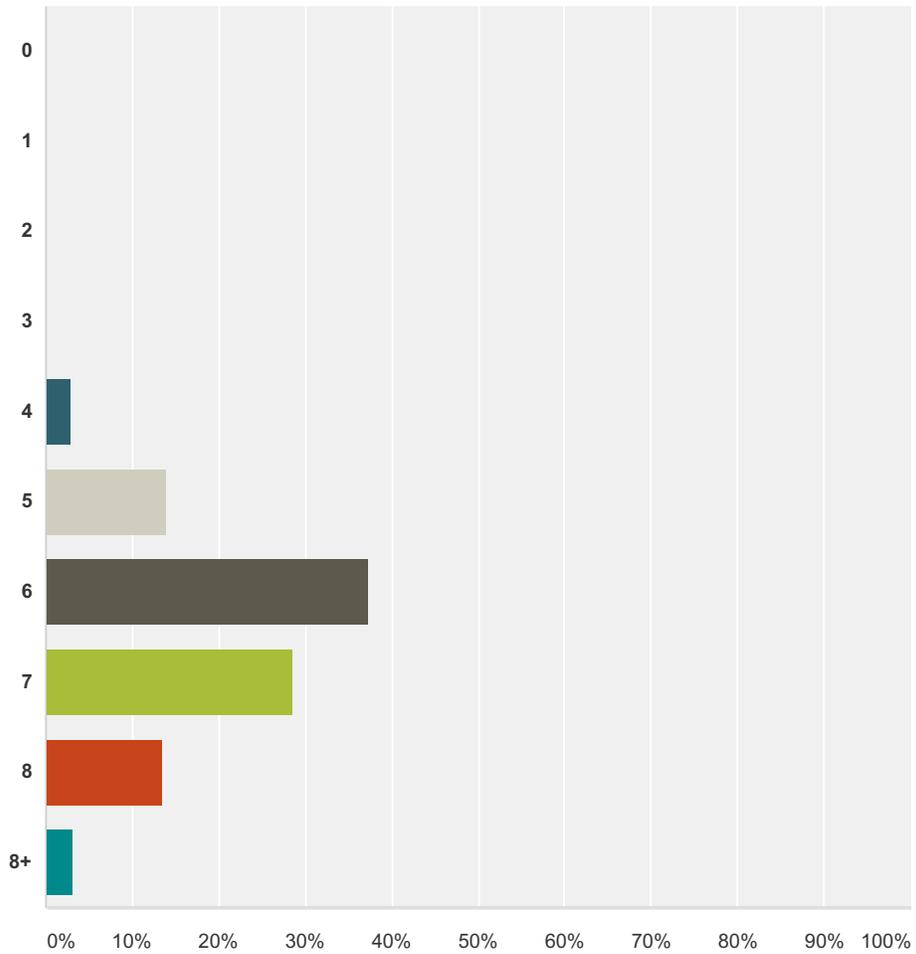
Answered: 1,435 Skipped: 69



Answer Choices	Responses	
0	40.35%	579
1	16.24%	233
2	26.76%	384
3	13.10%	188
4	2.93%	42
5	0.28%	4
6	0.28%	4
7	0.00%	0
7+	0.07%	1
<b>Total</b>		<b>1,435</b>

**Q94 When at sea or on duty, how much do you typically sleep in a 24 hour period?**

Answered: 1,418 Skipped: 86



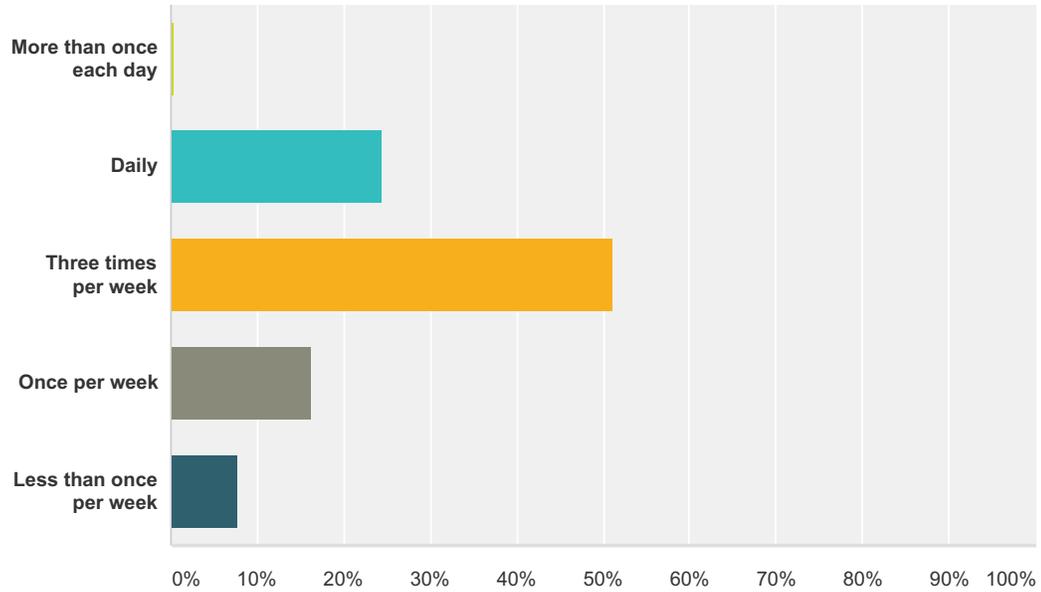
Answer Choices	Responses	
0	0.07%	1
1	0.00%	0
2	0.07%	1
3	0.21%	3
4	2.96%	42
5	14.03%	199
6	37.31%	529
7	28.56%	405
8	13.61%	193

## 2014 Navy Retention Study

8+	3.17%	45
<b>Total</b>		<b>1,418</b>

**Q95 When at sea or on duty, how frequently do you typically exercise for more than 20 minutes?**

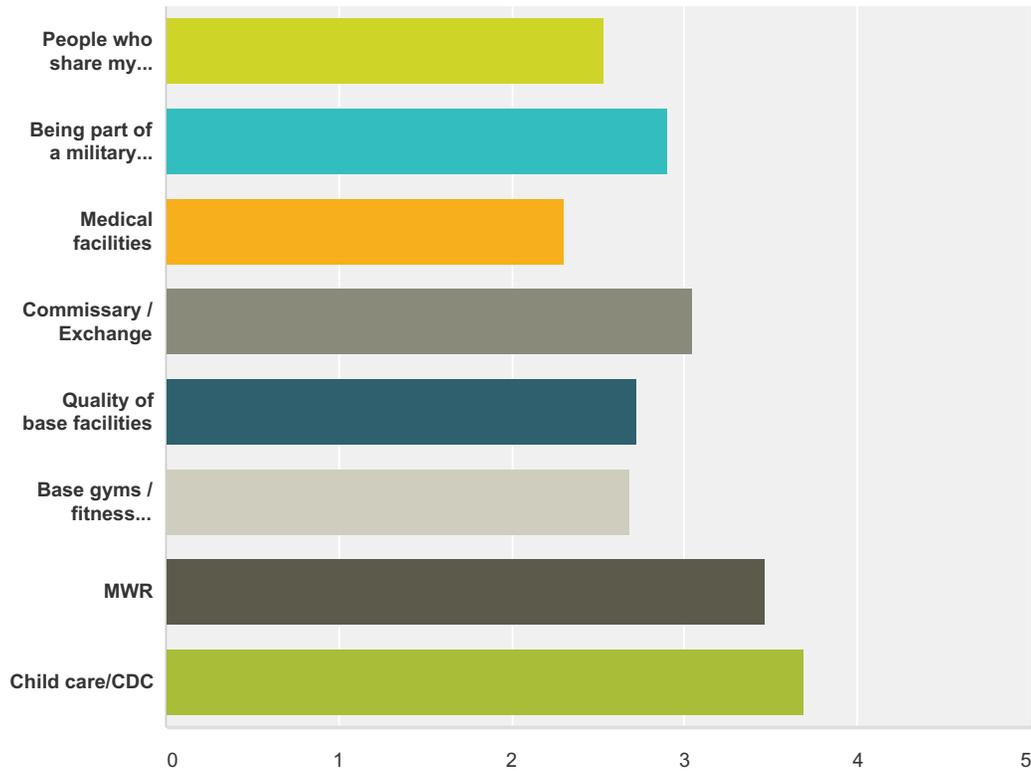
Answered: 1,425 Skipped: 79



Answer Choices	Responses
More than once each day	0.35% 5
Daily	24.35% 347
Three times per week	51.23% 730
Once per week	16.35% 233
Less than once per week	7.72% 110
<b>Total</b>	<b>1,425</b>

**Q96 How important are the following quality of life factors to you and/or your family?**

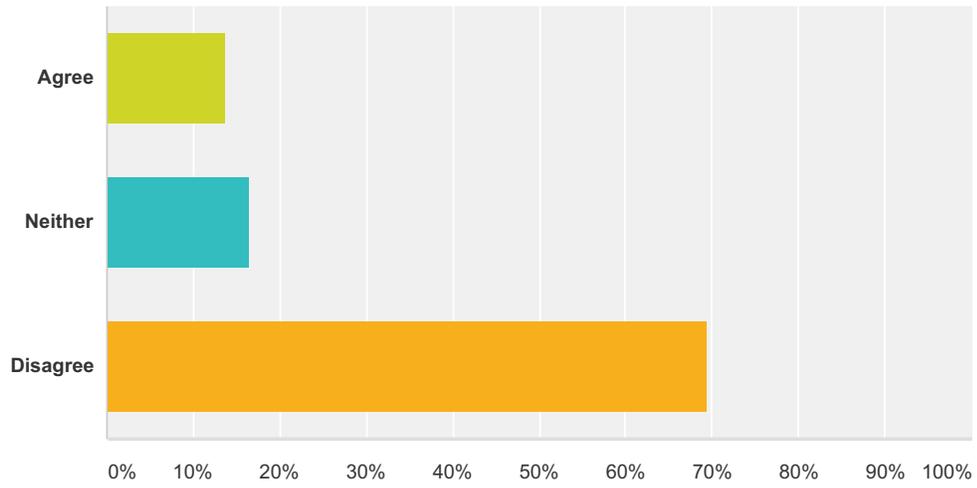
Answered: 1,438 Skipped: 66



	Extremely important	Very important	Important	Somewhat important	Not important	Do not know	Total	Average Rating
People who share my interests at work	15.31% 220	37.37% 537	30.69% 441	11.27% 162	5.22% 75	0.14% 2	1,437	2.54
Being part of a military community	10.52% 151	29.81% 428	31.20% 448	16.43% 236	12.05% 173	0.00% 0	1,436	2.90
Medical facilities	24.01% 344	36.22% 519	27.91% 400	8.51% 122	3.28% 47	0.07% 1	1,433	2.31
Commissary / Exchange	13.85% 199	23.24% 334	23.94% 344	21.85% 314	17.12% 246	0.00% 0	1,437	3.05
Quality of base facilities	14.15% 203	30.45% 437	31.01% 445	17.98% 258	6.41% 92	0.00% 0	1,435	2.72
Base gyms / fitness programs	16.45% 236	30.52% 438	28.92% 415	16.66% 239	7.46% 107	0.00% 0	1,435	2.68
MWR	5.03% 72	16.01% 229	27.90% 399	28.46% 407	22.45% 321	0.14% 2	1,430	3.47
Child care/CDC	8.46% 121	11.88% 170	17.54% 251	14.68% 210	38.71% 554	8.74% 125	1,431	3.69

### Q97 Level of work-life balance is ideal in the Navy as a whole

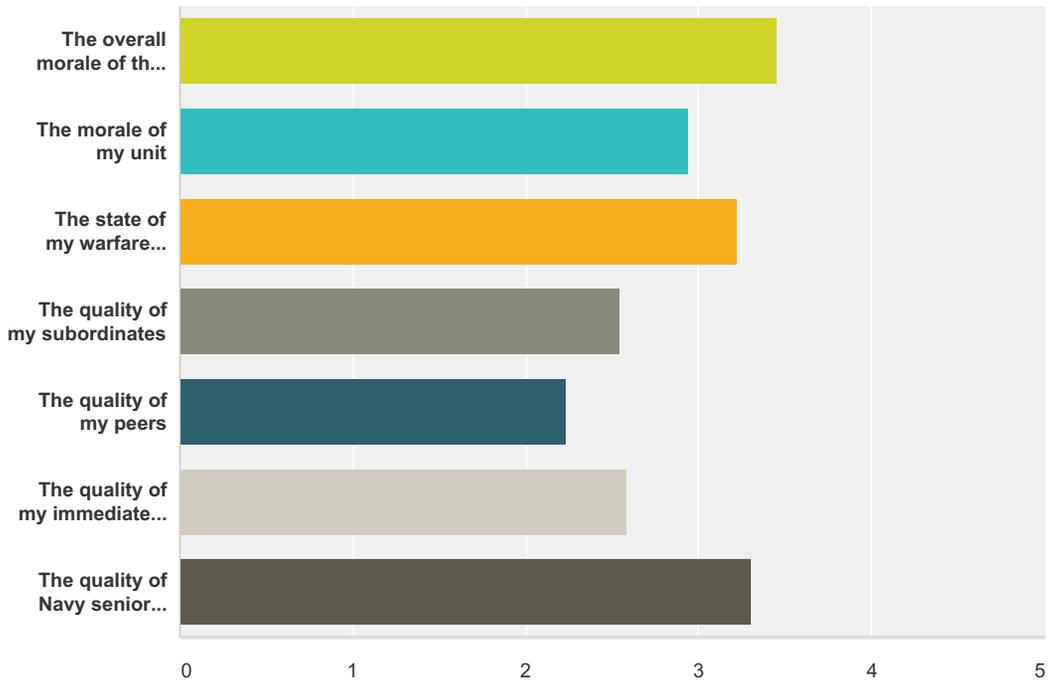
Answered: 1,435 Skipped: 69



Answer Choices	Responses
Agree	13.87% 199
Neither	16.52% 237
Disagree	69.62% 999
<b>Total</b>	<b>1,435</b>

### Q98 What are your overall assessments of the following?

Answered: 1,423 Skipped: 81



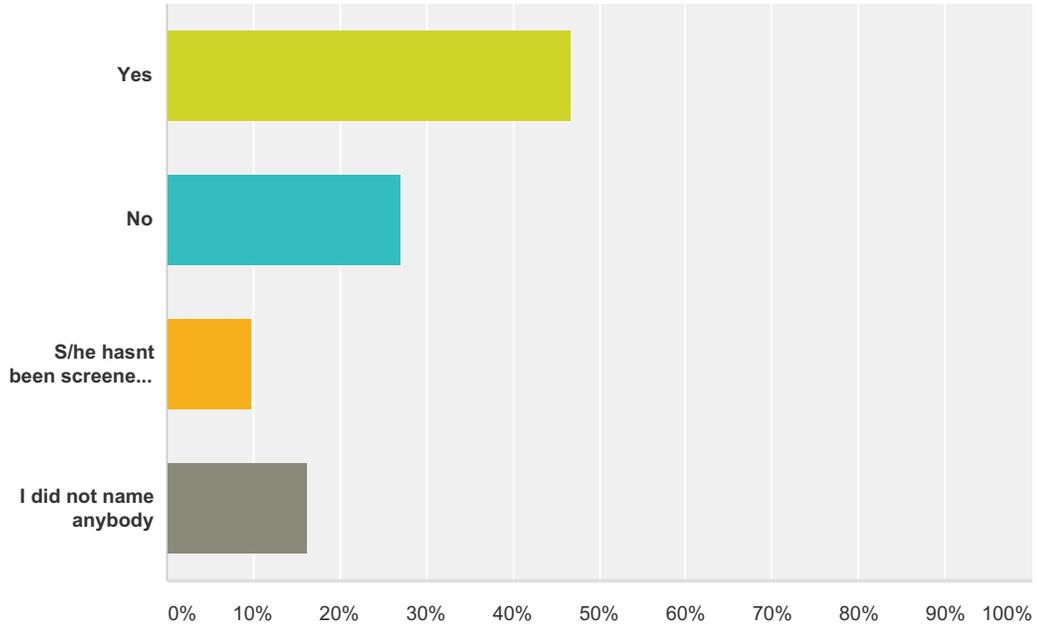
	Excellent	Good	Average	Marginal	Poor	Do not know	Total	Average Rating
The overall morale of the Navy	0.35% 5	12.59% 179	40.79% 580	32.91% 468	12.94% 184	0.42% 6	1,422	3.46
The morale of my unit	5.63% 80	33.05% 470	31.93% 454	19.06% 271	9.63% 137	0.70% 10	1,422	2.94
The state of my warfare community	2.67% 38	24.03% 342	32.61% 464	27.27% 388	12.65% 180	0.77% 11	1,423	3.23
The quality of my subordinates	9.16% 130	42.85% 608	30.73% 436	11.28% 160	3.17% 45	2.82% 40	1,419	2.55
The quality of my peers	17.01% 242	50.67% 721	26.00% 370	4.71% 67	1.62% 23	0.00% 0	1,423	2.23
The quality of my immediate leaders	11.92% 169	39.84% 565	30.25% 429	13.12% 186	4.72% 67	0.14% 2	1,418	2.59
The quality of Navy senior leadership	2.75% 39	22.57% 320	30.61% 434	22.28% 316	17.77% 252	4.02% 57	1,418	3.31

**Q99 Who is the best leader you have encountered during your time in the Navy?  
(Enter "N/A" if desired)**

Answered: 1,347 Skipped: 157

**Q100 Did this person get selected to the next career milestone (eg. from DH to CO, CO to Major Command Afloat, PO1 to Chief, etc?)**

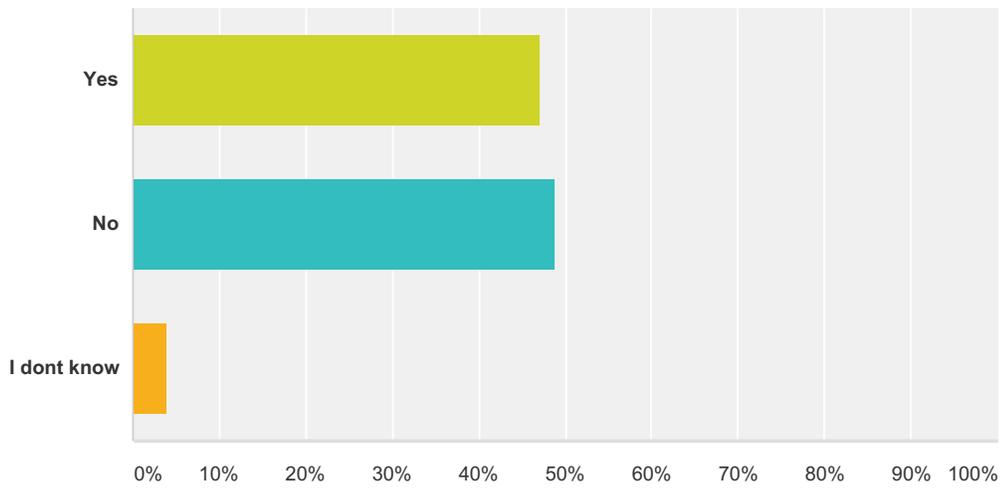
Answered: 1,409 Skipped: 95



Answer Choices	Responses
Yes	46.84% 660
No	27.11% 382
S/he hasnt been screened yet	9.87% 139
I did not name anybody	16.18% 228
<b>Total</b>	<b>1,409</b>

### Q101 Do you have a mentor, other than the one assigned to you?

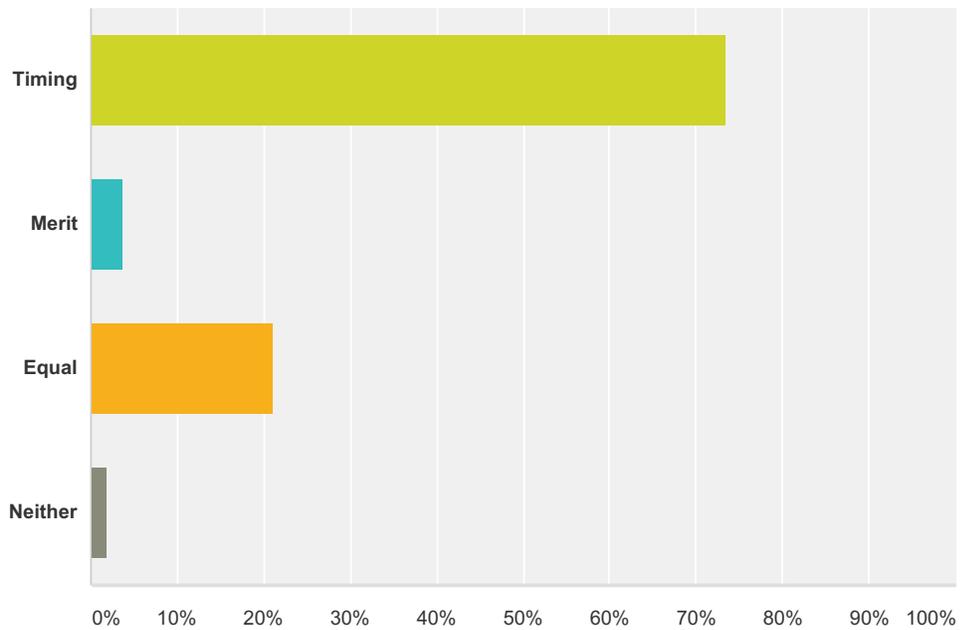
Answered: 1,420 Skipped: 84



Answer Choices	Responses
Yes	47.18% 670
No	48.87% 694
I dont know	3.94% 56
<b>Total</b>	<b>1,420</b>

### Q102 Do you believe performance rankings are based more on timing or merit?

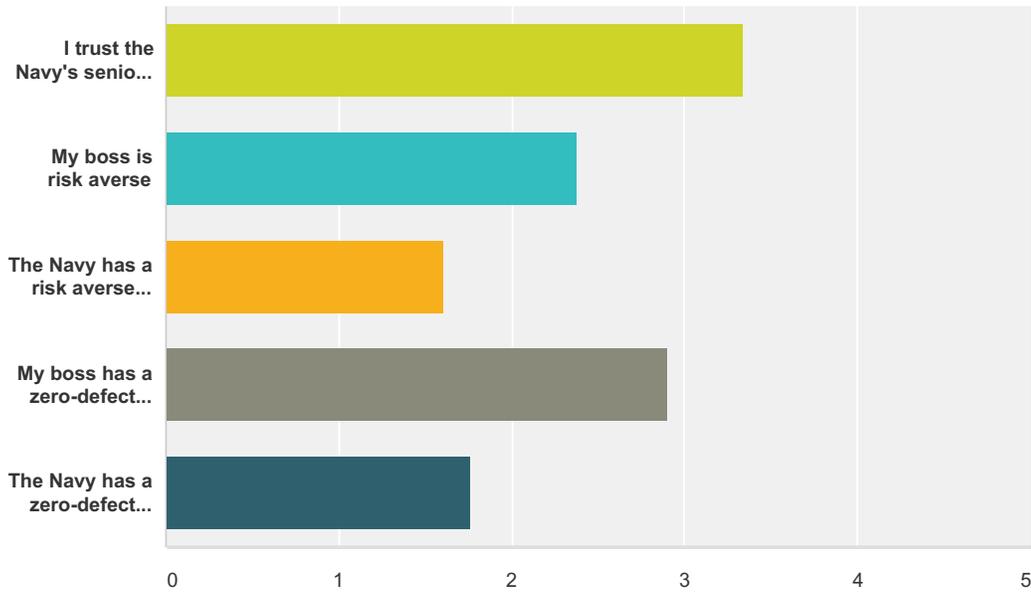
Answered: 1,420 Skipped: 84



Answer Choices	Responses
Timing	73.45% 1,043
Merit	3.66% 52
Equal	21.06% 299
Neither	1.83% 26
<b>Total</b>	<b>1,420</b>

### Q103 Do you agree with the following statements?

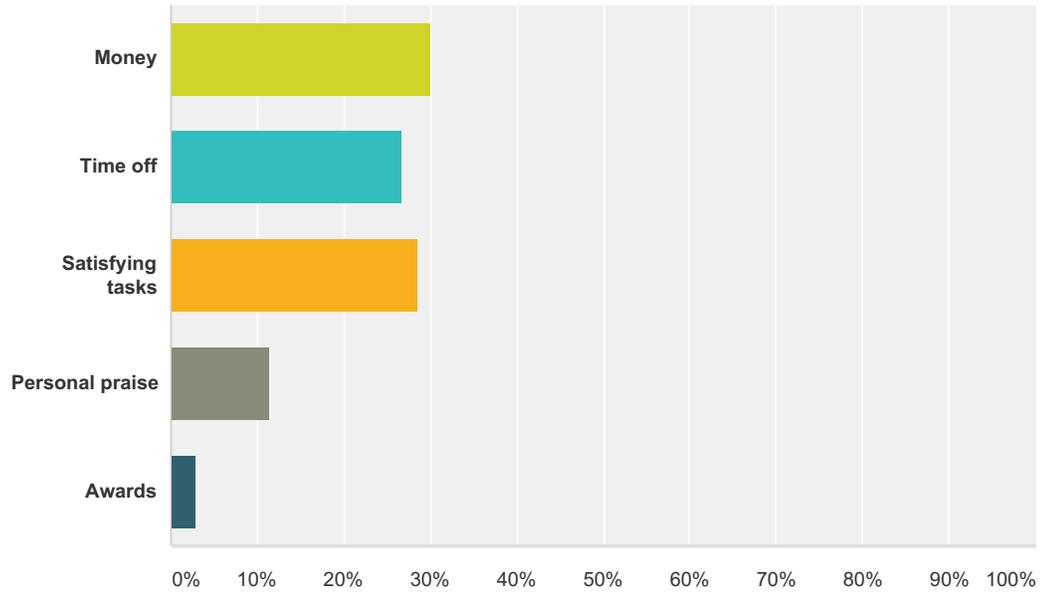
Answered: 1,420 Skipped: 84



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I trust the Navy's senior leaders	1.34% 19	24.58% 349	28.24% 401	30.00% 426	15.42% 219	0.42% 6	1,420	3.34
My boss is risk averse	22.53% 319	36.30% 514	21.47% 304	16.74% 237	1.62% 23	1.34% 19	1,416	2.38
The Navy has a risk averse culture	54.38% 770	33.47% 474	7.77% 110	3.32% 47	0.28% 4	0.78% 11	1,416	1.61
My boss has a zero-defect mentality	14.26% 202	21.81% 309	25.76% 365	29.15% 413	5.58% 79	3.46% 49	1,417	2.90
The Navy has a zero-defect mentality	49.22% 697	30.51% 432	10.88% 154	6.57% 93	0.49% 7	2.33% 33	1,416	1.76

### Q104 How do you prefer to be rewarded?

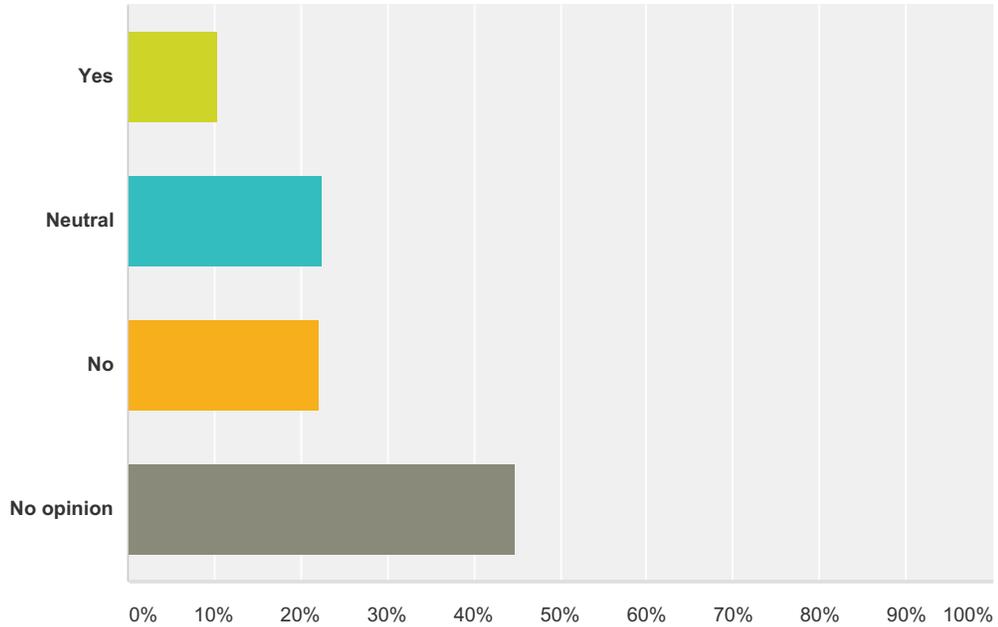
Answered: 1,332 Skipped: 172



Answer Choices	Responses
Money	30.03% 400
Time off	26.80% 357
Satisfying tasks	28.68% 382
Personal praise	11.56% 154
Awards	2.93% 39
<b>Total</b>	<b>1,332</b>

**Q105 Are official Navy leadership awards (Stockdale award, Navy League awards, etc) given to the right people?**

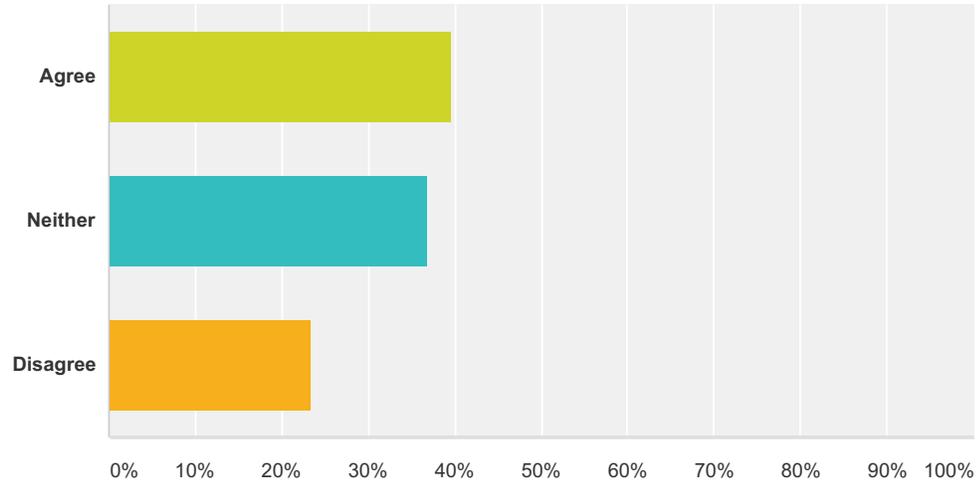
Answered: 1,421 Skipped: 83



Answer Choices	Responses
Yes	10.49% 149
Neutral	22.45% 319
No	22.17% 315
No opinion	44.90% 638
<b>Total</b>	<b>1,421</b>

**Q106 Navy leadership is committed to our core values of Honor - Courage - Commitment**

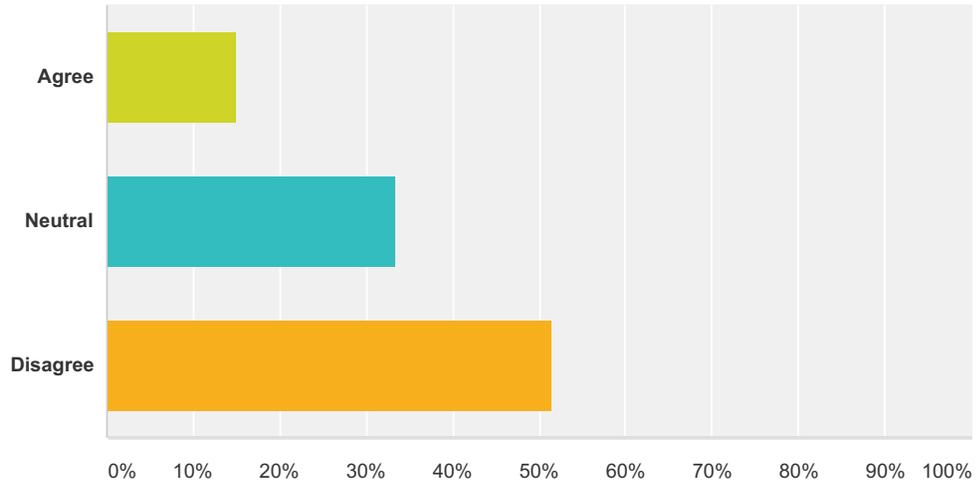
Answered: 1,421 Skipped: 83



Answer Choices	Responses
Agree	39.62% 563
Neither	36.95% 525
Disagree	23.43% 333
<b>Total</b>	<b>1,421</b>

**Q107 Senior leaders care about what I think**

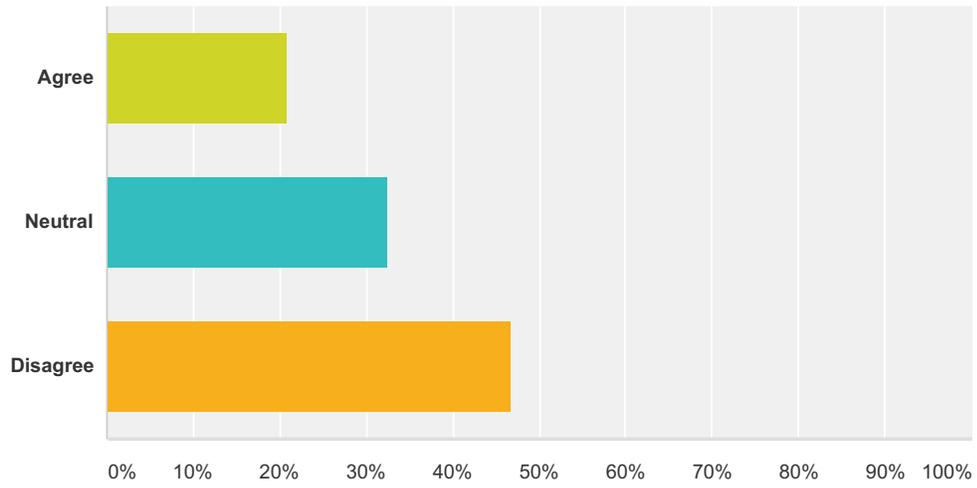
Answered: 1,421 Skipped: 83



Answer Choices	Responses	
Agree	14.99%	213
Neutral	33.43%	475
Disagree	51.58%	733
<b>Total</b>		<b>1,421</b>

### Q108 Senior leaders are willing to hold themselves accountable

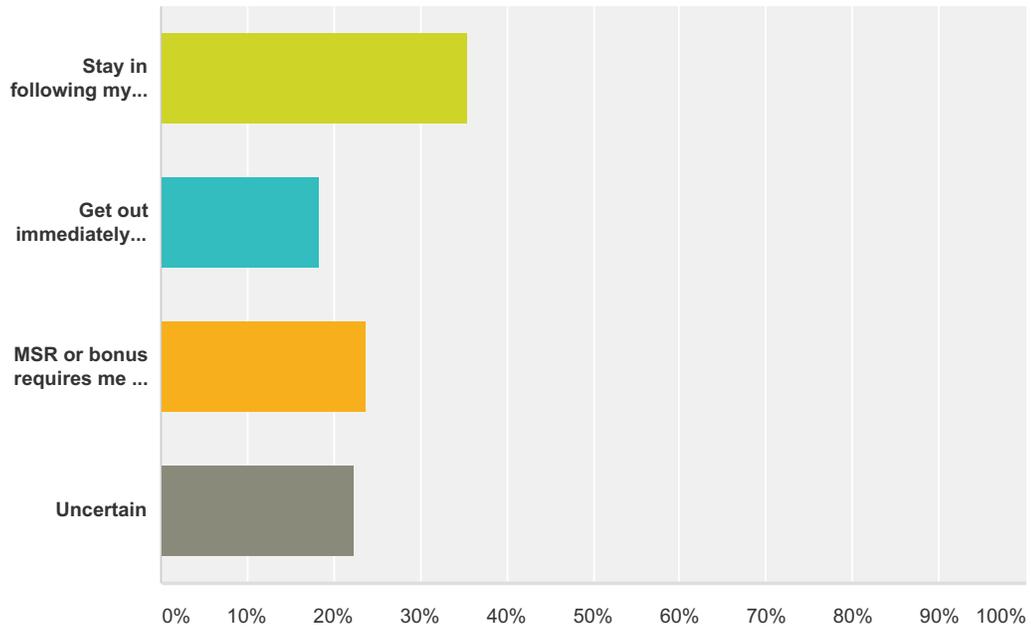
Answered: 1,423 Skipped: 81



Answer Choices	Responses	
Agree	20.80%	296
Neutral	32.47%	462
Disagree	46.73%	665
<b>Total</b>		<b>1,423</b>

### Q109 Do you plan to stay in or get out following your current tour?

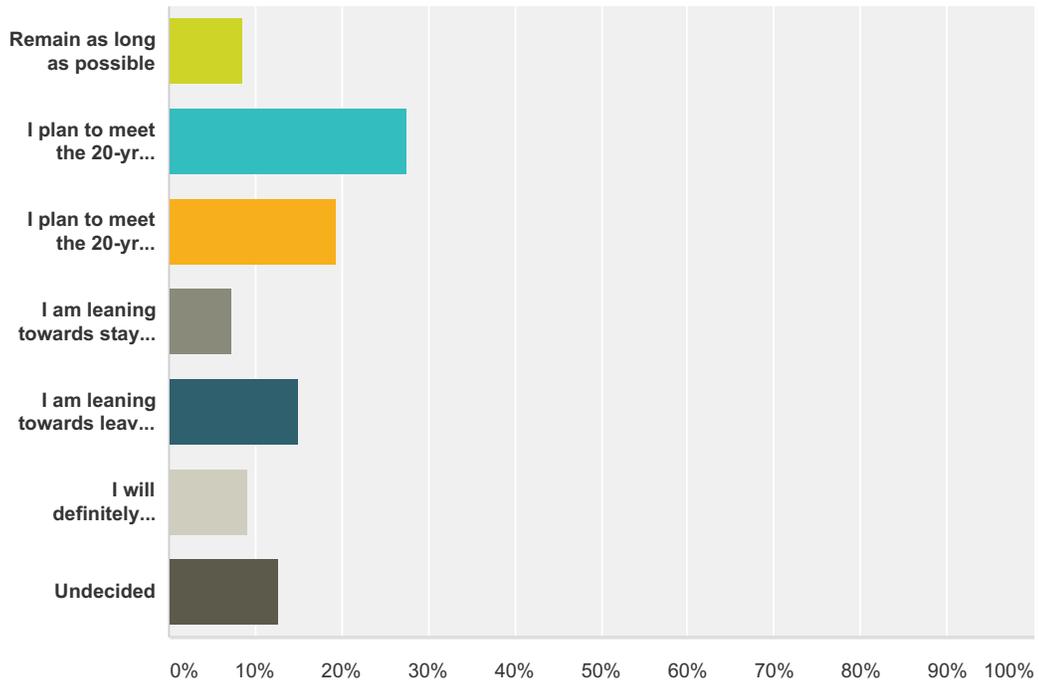
Answered: 1,404 Skipped: 100



Answer Choices	Responses	
Stay in following my current tour	35.40%	497
Get out immediately after this tour	18.45%	259
MSR or bonus requires me to stay for another tour	23.86%	335
Uncertain	22.29%	313
<b>Total</b>		<b>1,404</b>

### Q110 What are your long-term intentions regarding Naval service?

Answered: 1,401 Skipped: 103

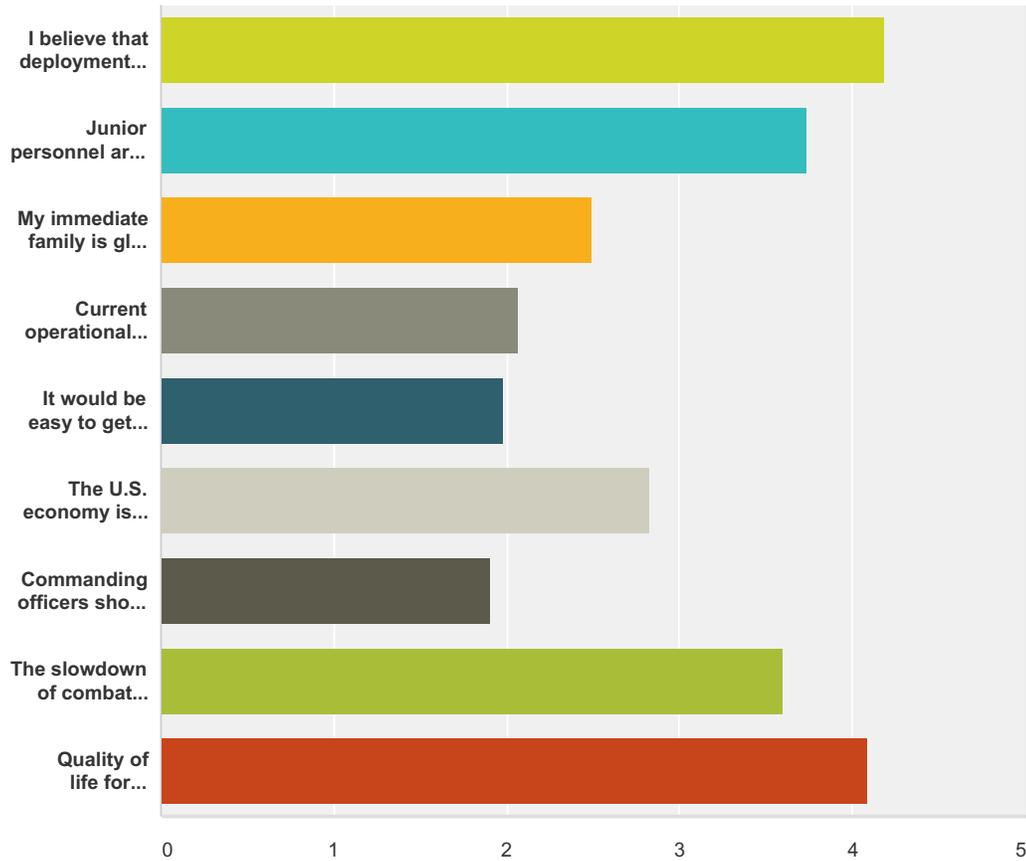


Answer Choices	Responses	
Remain as long as possible	8.49%	119
I plan to meet the 20-yr milestone and then re-evaluate	27.55%	386
I plan to meet the 20-yr milestone and then retire	19.49%	273
I am leaning towards staying beyond my Minimum Service Requirement (MSR)	7.35%	103
I am leaning towards leaving at my MSR	15.13%	212
I will definitely leave at my MSR	9.28%	130
Undecided	12.71%	178
<b>Total</b>		<b>1,401</b>

# 2014 Navy Retention Study

## Q111 Overall Retention

Answered: 1,404 Skipped: 100



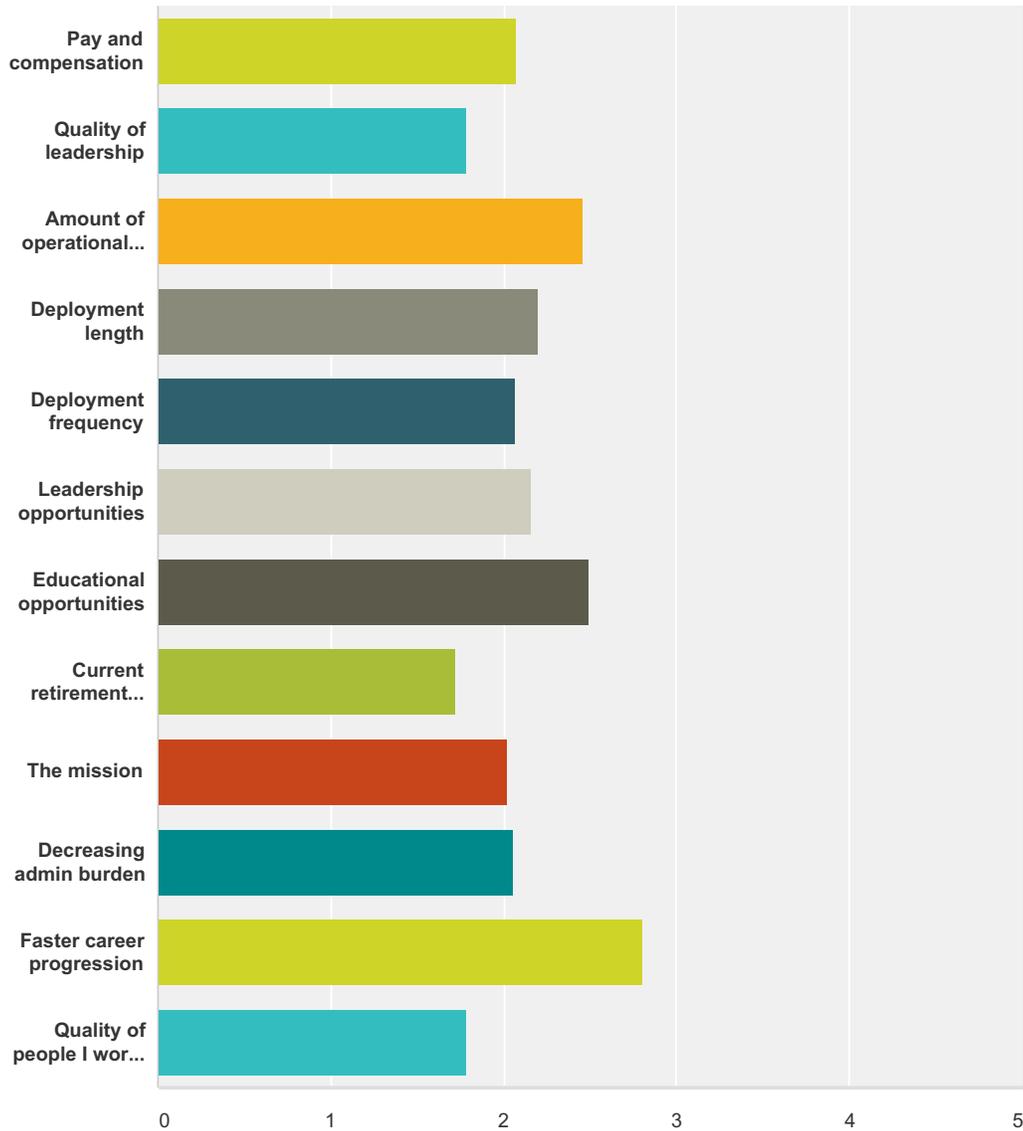
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I believe that deployment lengths will be capped at 8 months	2.21% 31	4.78% 67	7.91% 111	39.70% 557	42.12% 591	3.28% 46	1,403	4.19
Junior personnel are utilized to their full potential	0.71% 10	10.76% 151	19.81% 278	50.61% 710	17.46% 245	0.64% 9	1,403	3.74
My immediate family is glad I am in the Navy	10.48% 147	46.90% 658	27.94% 392	11.19% 157	3.42% 48	0.07% 1	1,403	2.50
Current operational tempo is too high	29.60% 415	39.80% 558	21.54% 302	6.42% 90	0.86% 12	1.78% 25	1,402	2.07
It would be easy to get hired if I left the Navy today	37.04% 520	34.47% 484	14.60% 205	7.48% 105	1.85% 26	4.56% 64	1,404	1.98
The U.S. economy is rapidly improving	9.41% 132	30.58% 429	32.86% 461	18.96% 266	6.84% 96	1.35% 19	1,403	2.83
Commanding officers should be paid critical skills bonuses	38.89% 546	37.54% 527	12.96% 182	4.84% 68	2.42% 34	3.35% 47	1,404	1.91
The slowdown of combat operations makes me want to leave the Navy	2.93% 41	12.36% 173	22.64% 317	44.50% 623	16.71% 234	0.86% 12	1,400	3.60

## 2014 Navy Retention Study

Quality of life for military members is ensured through the rest of my career	<b>0.71%</b> 10	<b>5.42%</b> 76	<b>15.61%</b> 219	<b>37.42%</b> 525	<b>37.78%</b> 530	<b>3.06%</b> 43	1,403	4.09
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**Q112 Based on your current or previous experiences, how important are the following to making you want to stay in the Navy?**

Answered: 1,403 Skipped: 101



	Extremely Important	Very important	Important	Somewhat important	Not Important	Do not know	Total	Average Rating
Pay and compensation	32.36% 454	35.14% 493	25.80% 362	5.42% 76	1.28% 18	0.00% 0	1,403	2.08
Quality of leadership	40.51% 568	43.44% 609	13.20% 185	2.14% 30	0.71% 10	0.00% 0	1,402	1.79
Amount of operational time	15.02% 210	39.06% 546	34.05% 476	8.30% 116	3.43% 48	0.14% 2	1,398	2.46

## 2014 Navy Retention Study

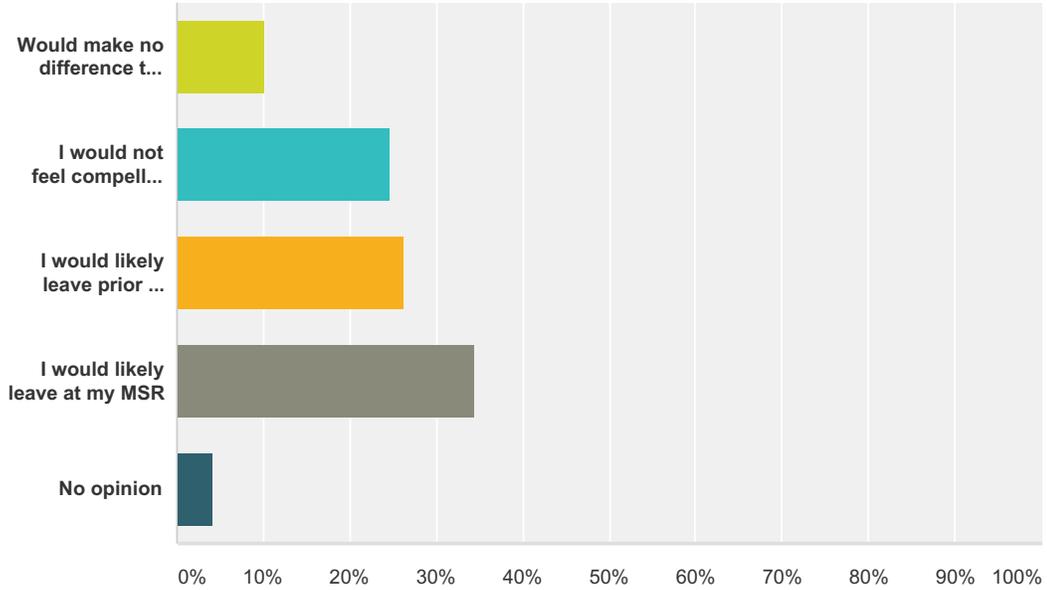
Deployment length	<b>31.00%</b> 435	<b>32.22%</b> 452	<b>24.59%</b> 345	<b>9.76%</b> 137	<b>2.14%</b> 30	<b>0.29%</b> 4	1,403	2.20
Deployment frequency	<b>34.45%</b> 483	<b>35.02%</b> 491	<b>21.26%</b> 298	<b>7.49%</b> 105	<b>1.57%</b> 22	<b>0.21%</b> 3	1,402	2.07
Leadership opportunities	<b>26.09%</b> 366	<b>41.55%</b> 583	<b>24.16%</b> 339	<b>5.92%</b> 83	<b>2.14%</b> 30	<b>0.14%</b> 2	1,403	2.16
Educational opportunities	<b>19.44%</b> 272	<b>33.02%</b> 462	<b>29.95%</b> 419	<b>12.94%</b> 181	<b>4.57%</b> 64	<b>0.07%</b> 1	1,399	2.50
Current retirement benefits	<b>54.49%</b> 764	<b>26.46%</b> 371	<b>13.48%</b> 189	<b>4.07%</b> 57	<b>1.50%</b> 21	<b>0.00%</b> 0	1,402	1.72
The mission	<b>34.62%</b> 485	<b>36.97%</b> 518	<b>21.70%</b> 304	<b>4.78%</b> 67	<b>1.86%</b> 26	<b>0.07%</b> 1	1,401	2.02
Decreasing admin burden	<b>38.77%</b> 544	<b>30.08%</b> 422	<b>19.89%</b> 279	<b>7.13%</b> 100	<b>3.49%</b> 49	<b>0.64%</b> 9	1,403	2.06
Faster career progression	<b>16.44%</b> 230	<b>22.59%</b> 316	<b>32.74%</b> 458	<b>18.73%</b> 262	<b>8.79%</b> 123	<b>0.71%</b> 10	1,399	2.81
Quality of people I work with	<b>42.01%</b> 586	<b>39.50%</b> 551	<b>16.06%</b> 224	<b>2.08%</b> 29	<b>0.36%</b> 5	<b>0.00%</b> 0	1,395	1.79

**Q113 What is your number one (#1) reason  
for staying in the Navy**

Answered: 1,273 Skipped: 231

**Q114 If DoD eliminates current pensions and only allows for TSP, would this impact your decision to remain for a 20-yr career?**

Answered: 1,404 Skipped: 100

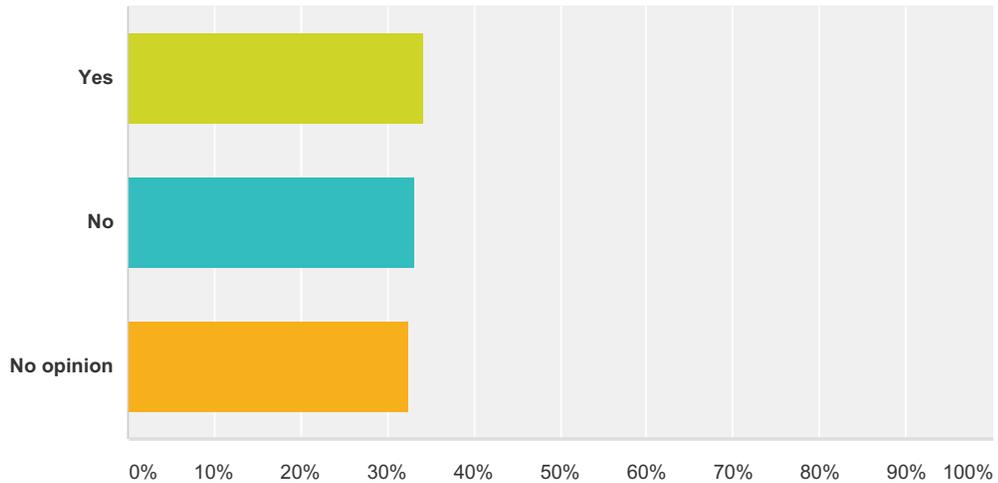


Answer Choices	Responses
Would make no difference to future plans	10.26% 144
I would not feel compelled to stay for any particular length of time	24.72% 347
I would likely leave prior to serving 20 years	26.35% 370
I would likely leave at my MSR	34.54% 485
No opinion	4.13% 58
<b>Total</b>	<b>1,404</b>

**Q115 If the Career Intermission Program (i.e. a sabbatical) was a viable career option and/or more readily available, I would be willing to remain in the Navy longer than I otherwise would. If unfamiliar, here is a link to the NAVADMIN:**

**<http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMIN/NAV2013/NAV13125.txt>**

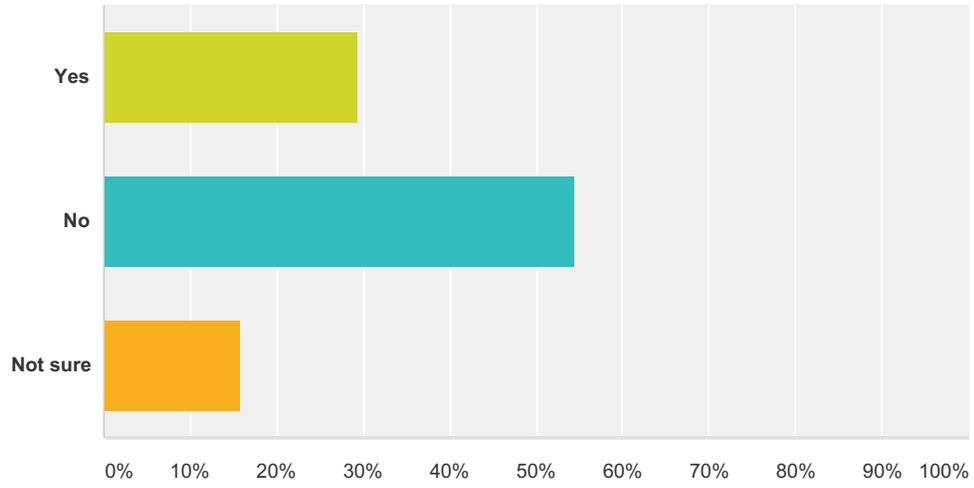
Answered: 1,401 Skipped: 103



Answer Choices	Responses
Yes	34.33% 481
No	33.19% 465
No opinion	32.48% 455
<b>Total</b>	<b>1,401</b>

### Q116 Do you want your Boss's job?

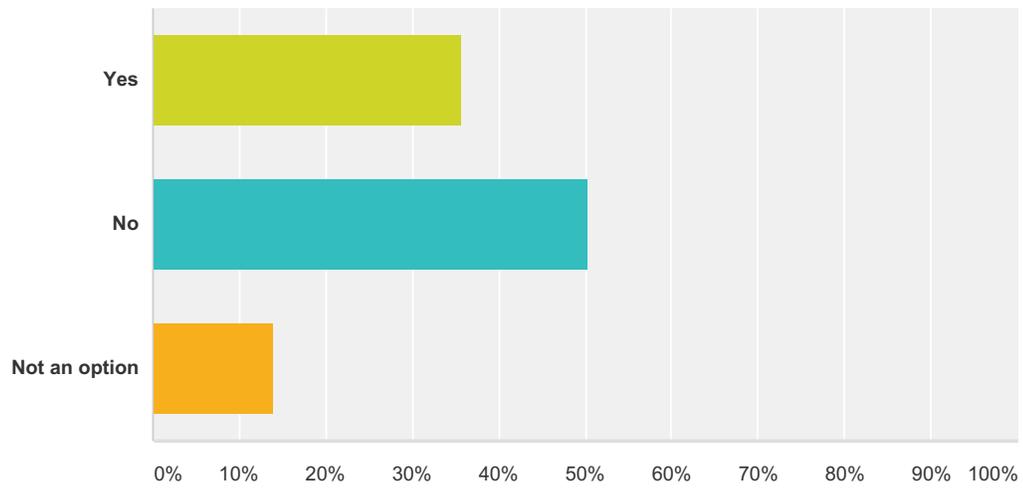
Answered: 1,405 Skipped: 99



Answer Choices	Responses	
Yes	29.54%	415
No	54.59%	767
Not sure	15.87%	223
<b>Total</b>		<b>1,405</b>

### Q117 Do you plan to join the reserves when you leave naval service?

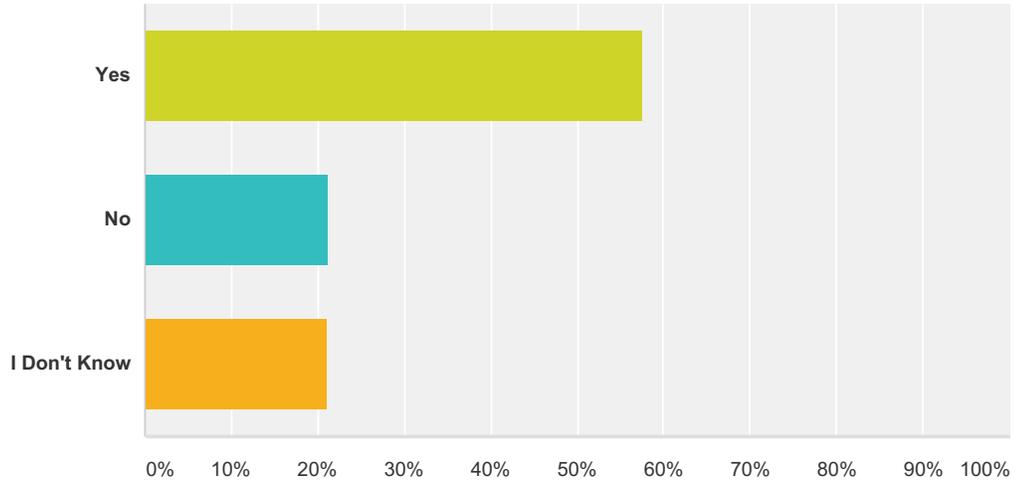
Answered: 1,403 Skipped: 101



Answer Choices	Responses
Yes	35.64% 500
No	50.39% 707
Not an option	13.97% 196
<b>Total</b>	<b>1,403</b>

**Q118 Based on your personal experiences in uniform, would you recommend a job in the Navy to someone who asks your opinion?**

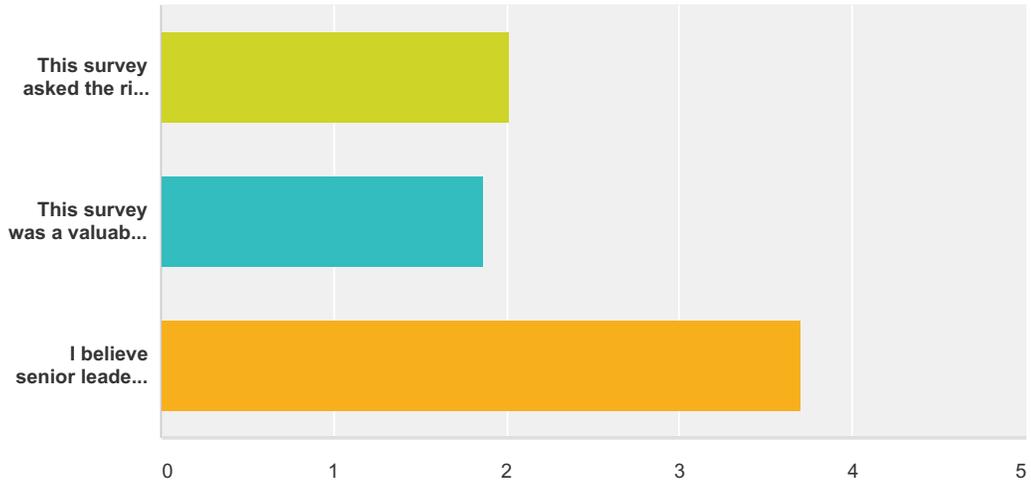
Answered: 1,300 Skipped: 204



Answer Choices	Responses
Yes	57.54% 748
No	21.31% 277
I Don't Know	21.15% 275
<b>Total</b>	<b>1,300</b>

### Q119 Evaluate this survey

Answered: 1,290 Skipped: 214



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Average Rating
This survey asked the right questions	17.42% 224	66.95% 861	12.91% 166	2.49% 32	0.23% 3	1,286	2.01
This survey was a valuable use of my time	27.43% 350	59.80% 763	11.68% 149	0.94% 12	0.16% 2	1,276	1.87
I believe senior leaders will take action on the results of this survey	3.90% 50	9.83% 126	22.23% 285	39.24% 503	24.80% 318	1,282	3.71

**Q120 Please feel free to write about any additional Navy retention issues -- there is no limit to how long your comments can be.**

Answered: 441 Skipped: 1,063

**Q121 Email address (completely optional if you want updates/final report sent to you)**

Answered: 543 Skipped: 961

Answer Choices	Responses	
Name:	0.00%	0
Company:	0.00%	0
Address:	0.00%	0
Address 2:	0.00%	0
City/Town:	0.00%	0
State:	0.00%	0
ZIP:	0.00%	0
Country:	0.00%	0
Email Address:	100.00%	543
Phone Number:	0.00%	0