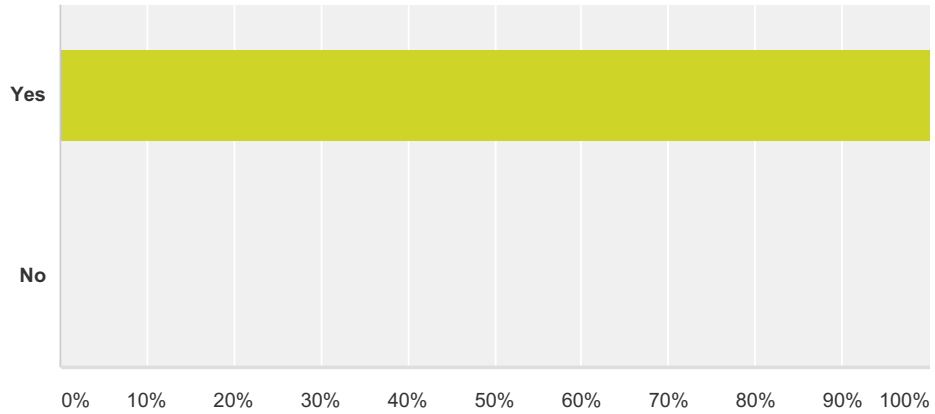


**Q1 I affirm that I am an active duty,
uniformed member of the United States
Navy, and will only take this survey once.**

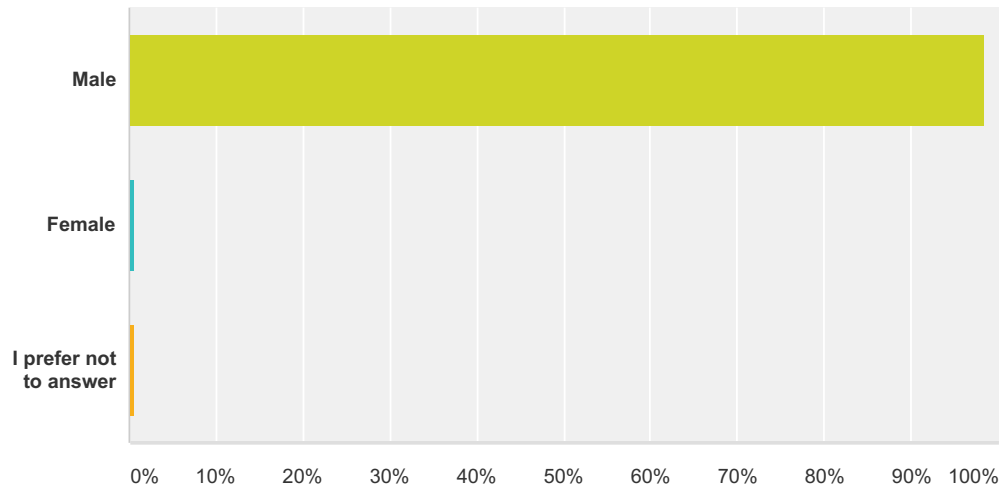
Answered: 140 Skipped: 0



Answer Choices	Responses	
Yes	100.00%	140
No	0.00%	0
Total		140

Q2 Are you male or female?

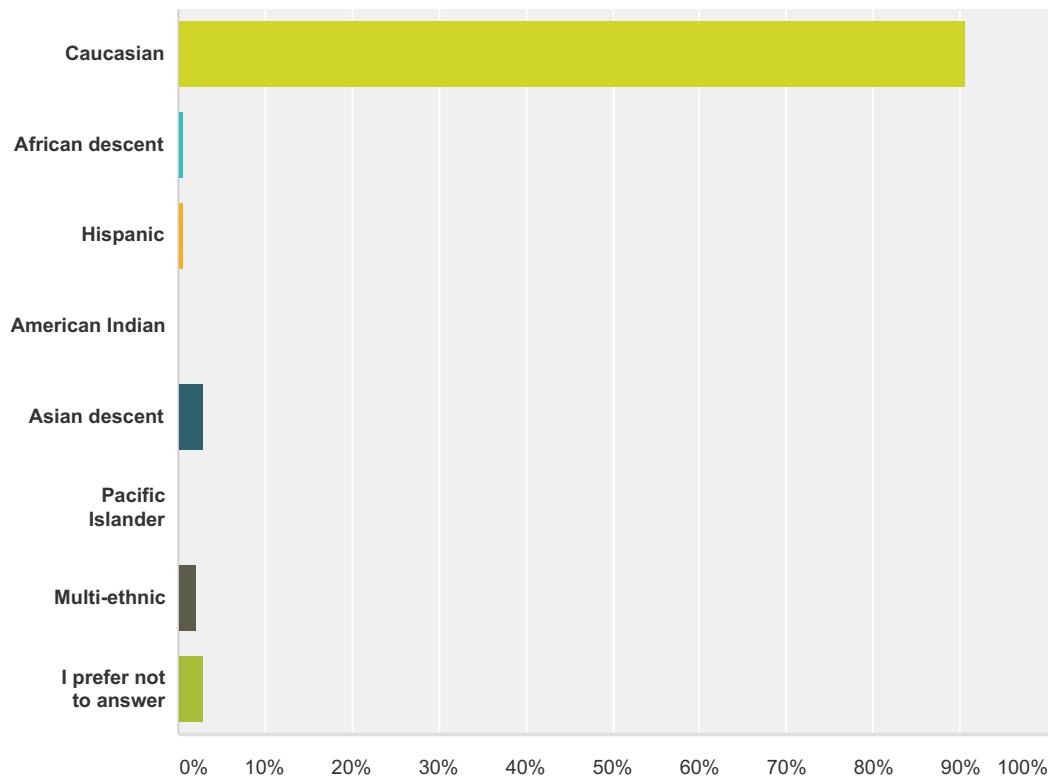
Answered: 140 Skipped: 0



Answer Choices	Responses	
Male	98.57%	138
Female	0.71%	1
I prefer not to answer	0.71%	1
Total		140

Q3 Which racial group do you most identify with?

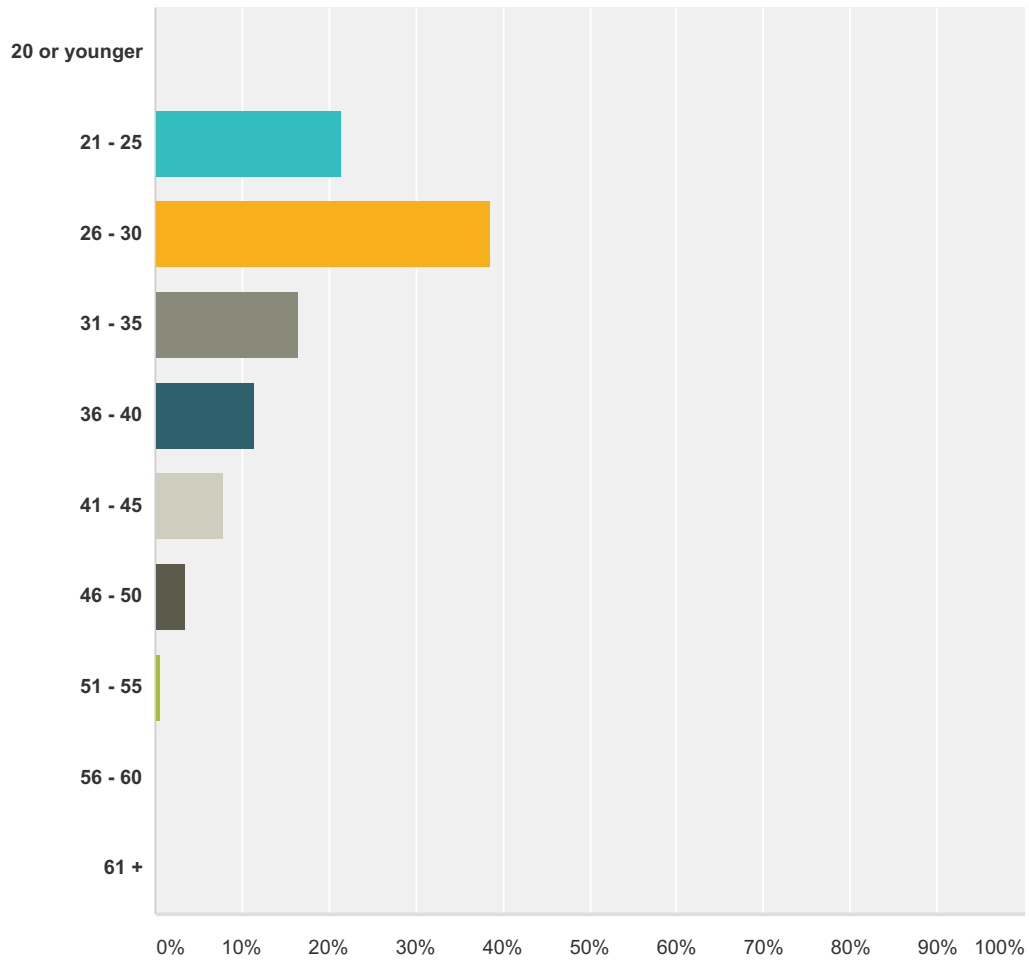
Answered: 139 Skipped: 1



Answer Choices	Responses	
Caucasian	90.65%	126
African descent	0.72%	1
Hispanic	0.72%	1
American Indian	0.00%	0
Asian descent	2.88%	4
Pacific Islander	0.00%	0
Multi-ethnic	2.16%	3
I prefer not to answer	2.88%	4
Total		139

Q4 How old are you?

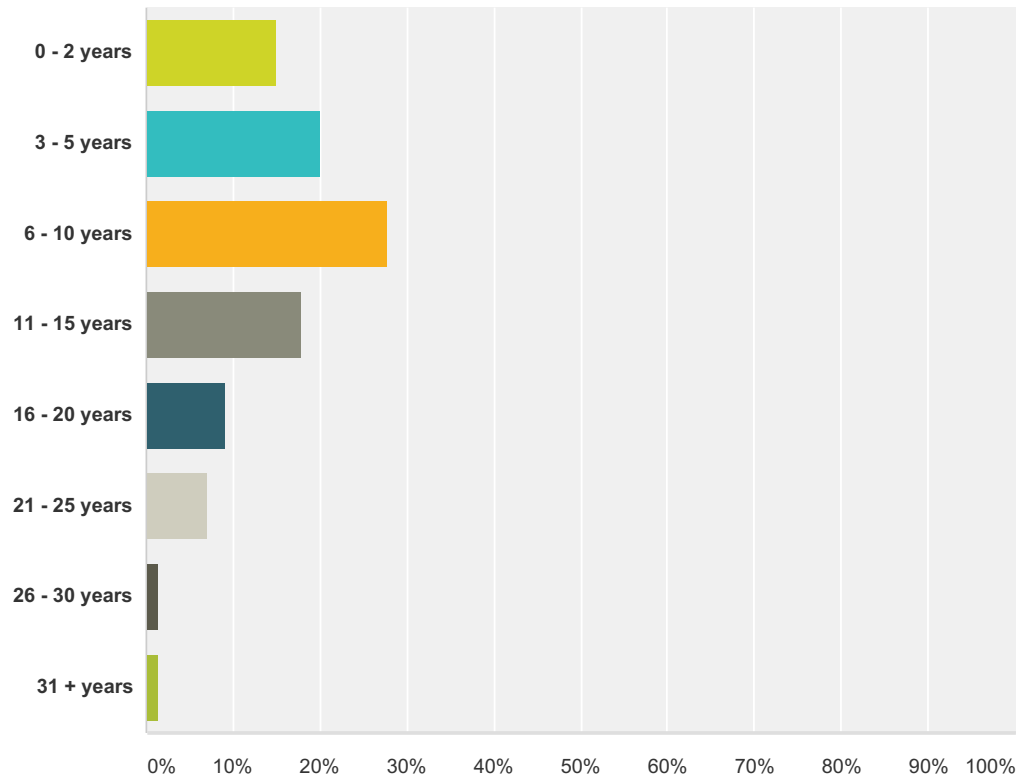
Answered: 140 Skipped: 0



Answer Choices	Responses	
20 or younger	0.00%	0
21 - 25	21.43%	30
26 - 30	38.57%	54
31 - 35	16.43%	23
36 - 40	11.43%	16
41 - 45	7.86%	11
46 - 50	3.57%	5
51 - 55	0.71%	1
56 - 60	0.00%	0
61 +	0.00%	0
Total		140

Q5 How long have you been in the Navy?

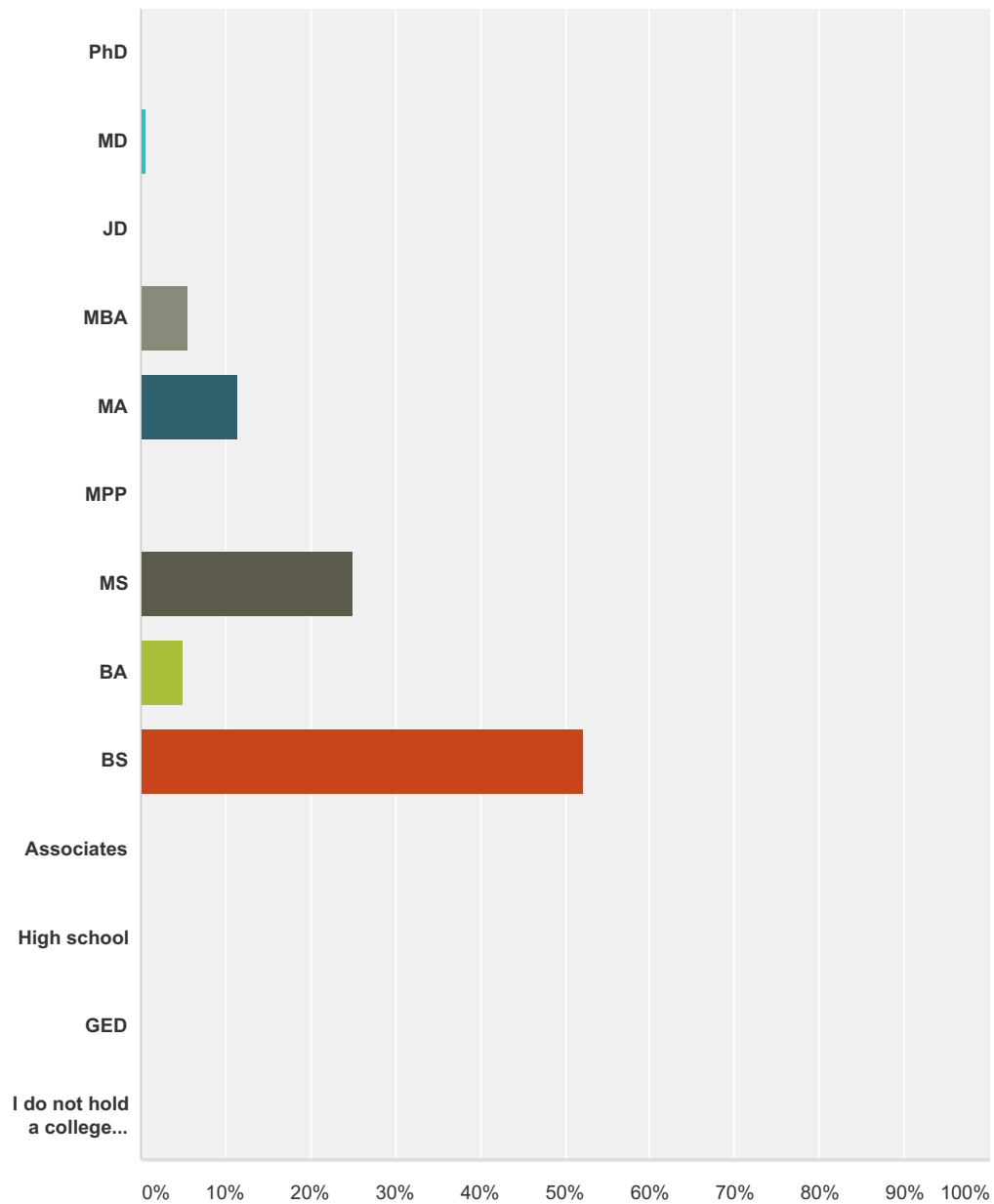
Answered: 140 Skipped: 0



Answer Choices	Responses	
0 - 2 years	15.00%	21
3 - 5 years	20.00%	28
6 - 10 years	27.86%	39
11 - 15 years	17.86%	25
16 - 20 years	9.29%	13
21 - 25 years	7.14%	10
26 - 30 years	1.43%	2
31 + years	1.43%	2
Total		140

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

Answered: 140 Skipped: 0



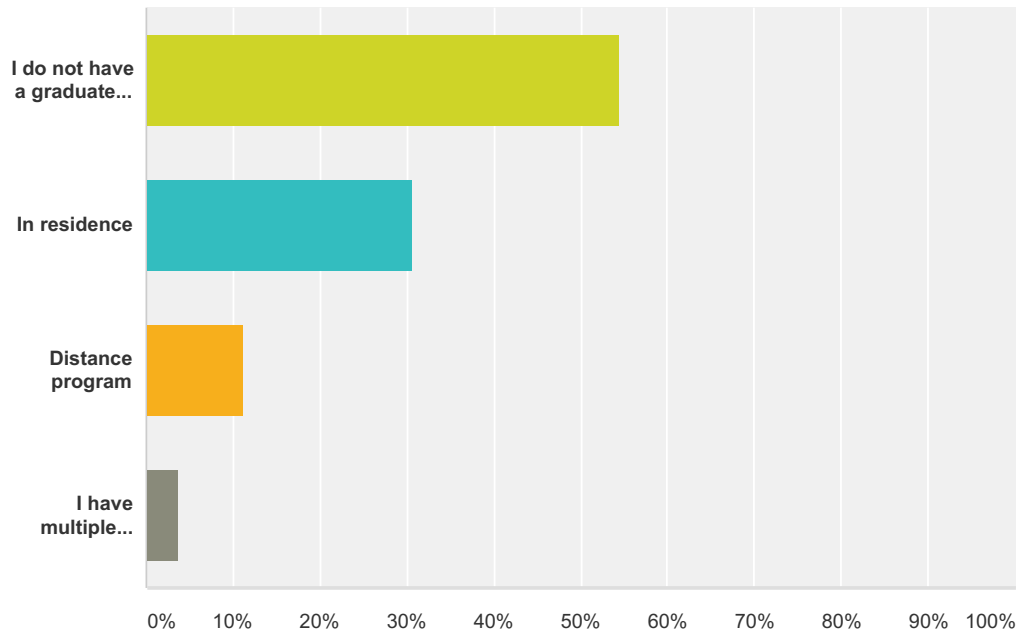
Answer Choices	Responses
PhD	0.00% 0
MD	0.71% 1
JD	0.00% 0
MBA	5.71% 8
MA	11.43% 16

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MPP	0.00%	0
MS	25.00%	35
BA	5.00%	7
BS	52.14%	73
Associates	0.00%	0
High school	0.00%	0
GED	0.00%	0
I do not hold a college degree	0.00%	0
Total		140

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

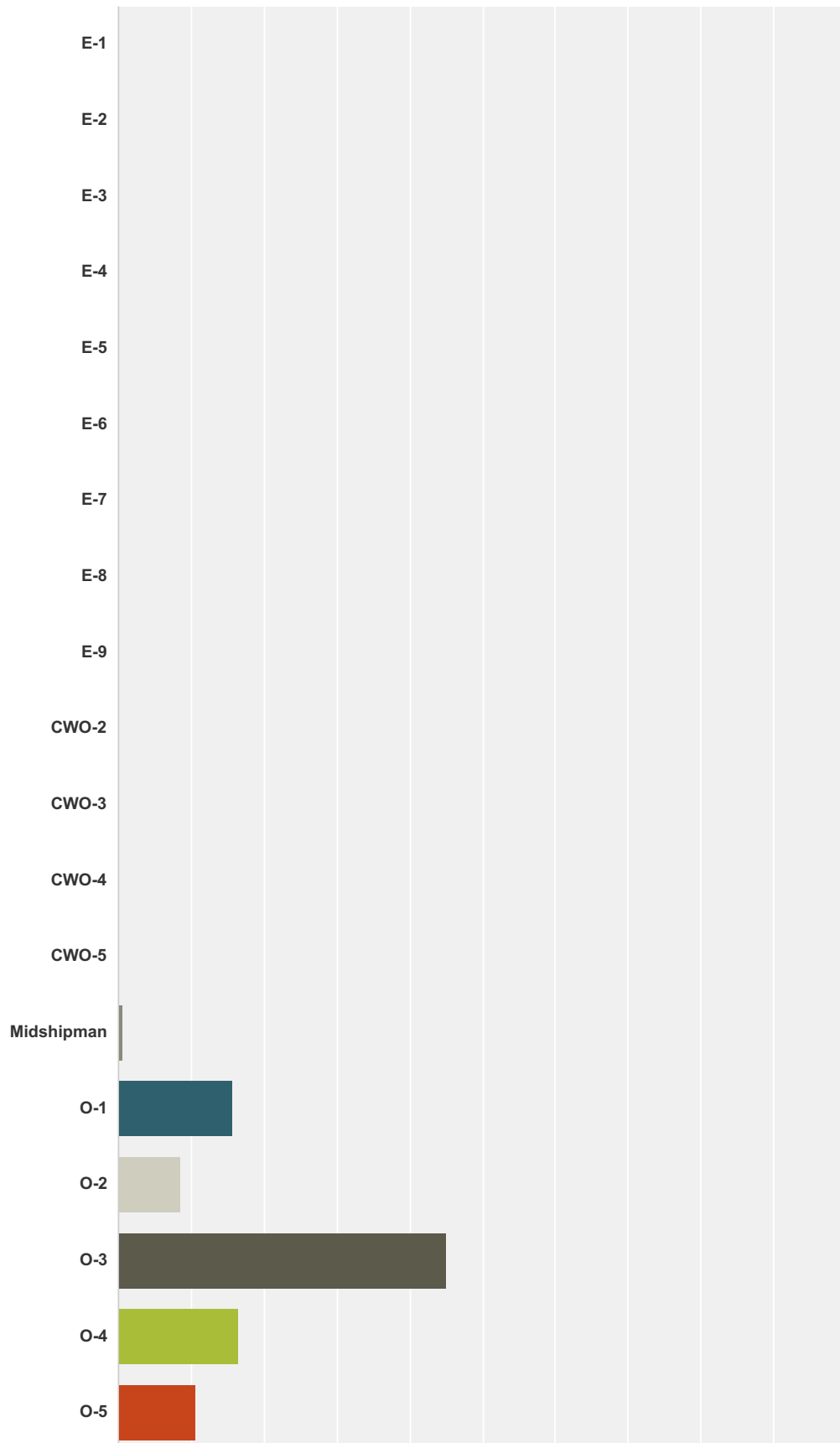
Answered: 134 Skipped: 6



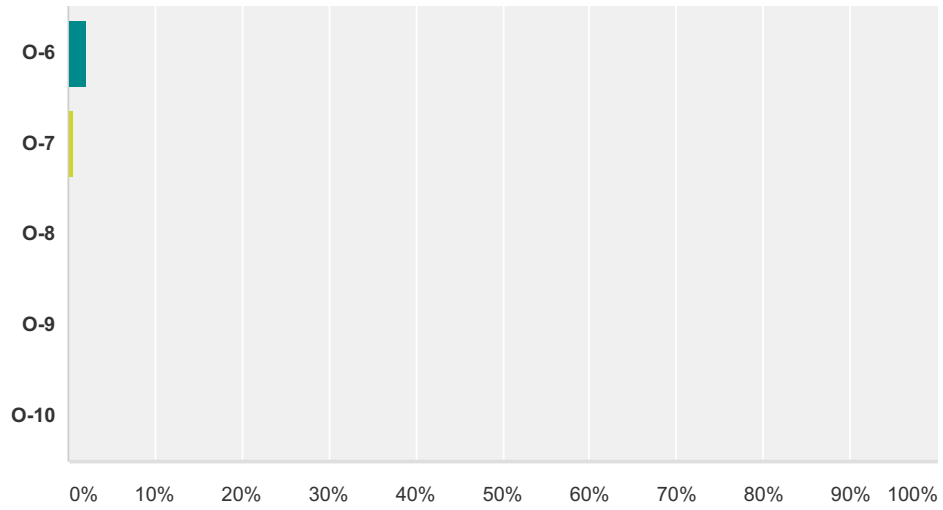
Answer Choices	Responses	
I do not have a graduate degree	54.48%	73
In residence	30.60%	41
Distance program	11.19%	15
I have multiple graduate degrees, at least one in residence and one distance	3.73%	5
Total		134

Q8 What is your current paygrade?

Answered: 140 Skipped: 0



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Answer Choices	Responses
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	0.00% 0
CWO-3	0.00% 0
CWO-4	0.00% 0
CWO-5	0.00% 0
Midshipman	0.71% 1
O-1	15.71% 22
O-2	8.57% 12
O-3	45.00% 63
O-4	16.43% 23
O-5	10.71% 15
O-6	2.14% 3
O-7	0.71% 1

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O-8	0.00%	0
O-9	0.00%	0
O-10	0.00%	0
Total		140

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses	
COMMAND MASTER CHIEF (CMDM)	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

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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
Total		0

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

Answered: 0 Skipped: 140

! 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: 140

! 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
Total	0

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

Answered: 0 Skipped: 140

! 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
Total	0

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

Answered: 0 Skipped: 140

! 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
Total Respondents: 0	

Q14 Do you think evaluations

Answered: 0 Skipped: 140

! 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: 140

! 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: 140

! 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: 140

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
Total	0

Q18 Have you converted your rating?

Answered: 0 Skipped: 140

! 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
Total		0

Q19 Enlisted Retention Boards are:

Answered: 0 Skipped: 140

! 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.

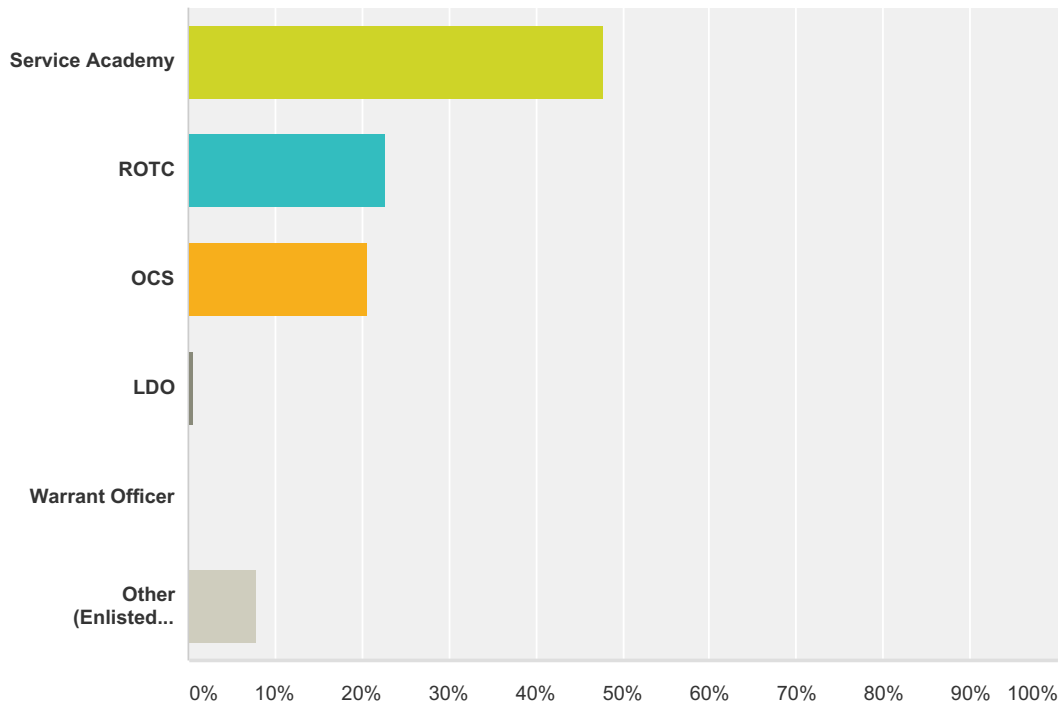
Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
Total	0

Q21 What is your commissioning source?

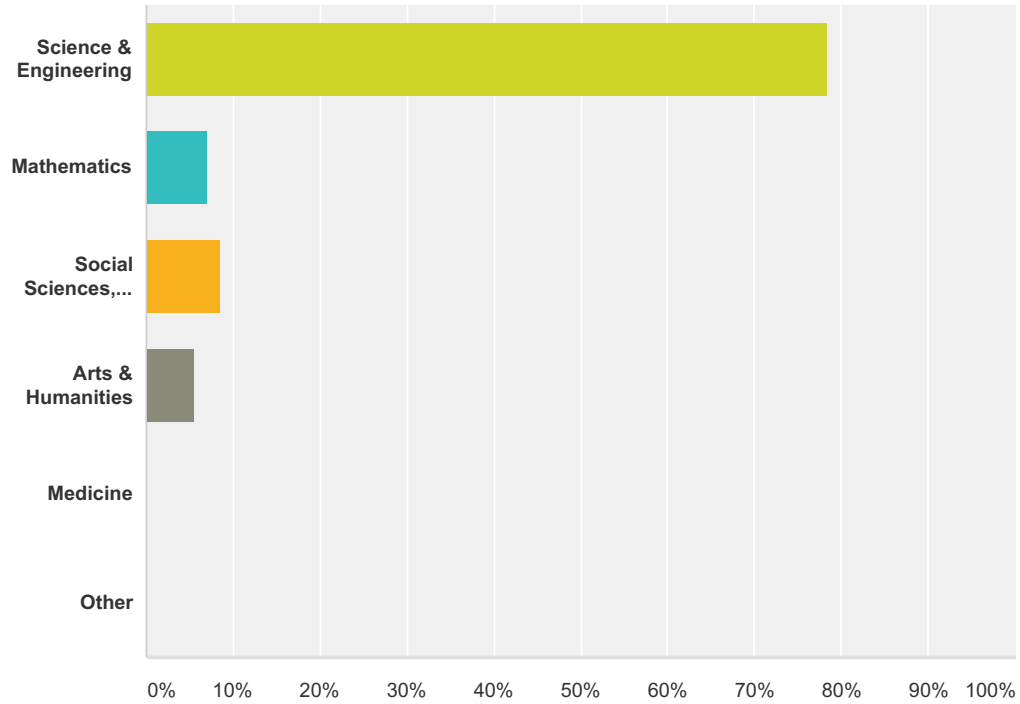
Answered: 140 Skipped: 0



Answer Choices	Responses	
Service Academy	47.86%	67
ROTC	22.86%	32
OCS	20.71%	29
LDO	0.71%	1
Warrant Officer	0.00%	0
Other (Enlisted commissioning program, Law/Medical student program, etc)	7.86%	11
Total		140

Q22 Which category does your undergraduate major most closely resemble?

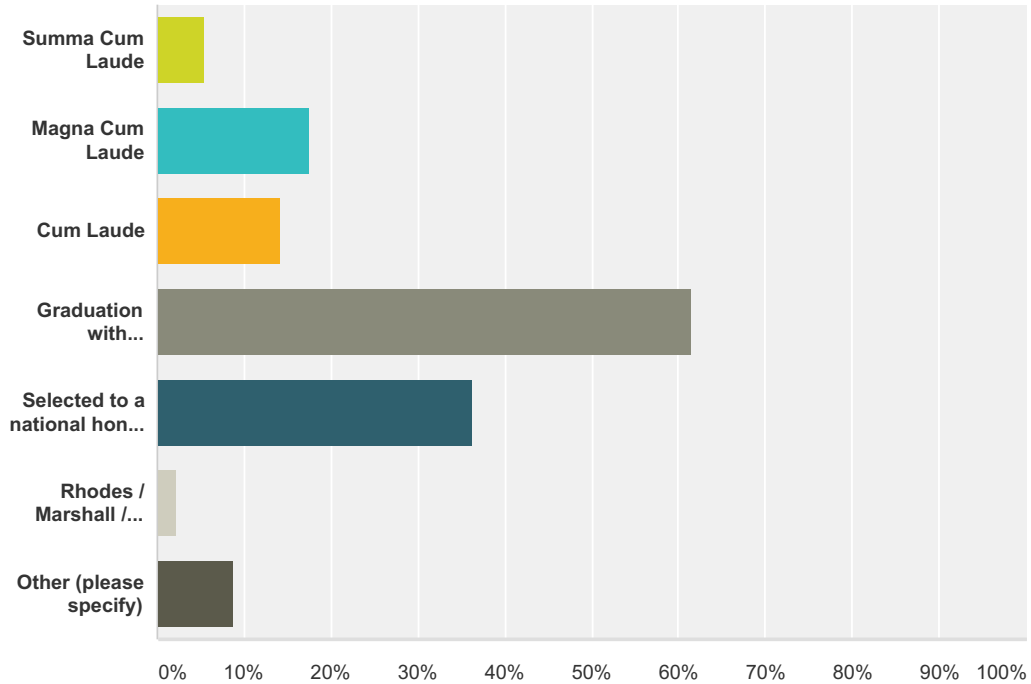
Answered: 140 Skipped: 0



Answer Choices	Responses	
Science & Engineering	78.57%	110
Mathematics	7.14%	10
Social Sciences, Business, Law, or equivalent	8.57%	12
Arts & Humanities	5.71%	8
Medicine	0.00%	0
Other	0.00%	0
Total		140

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

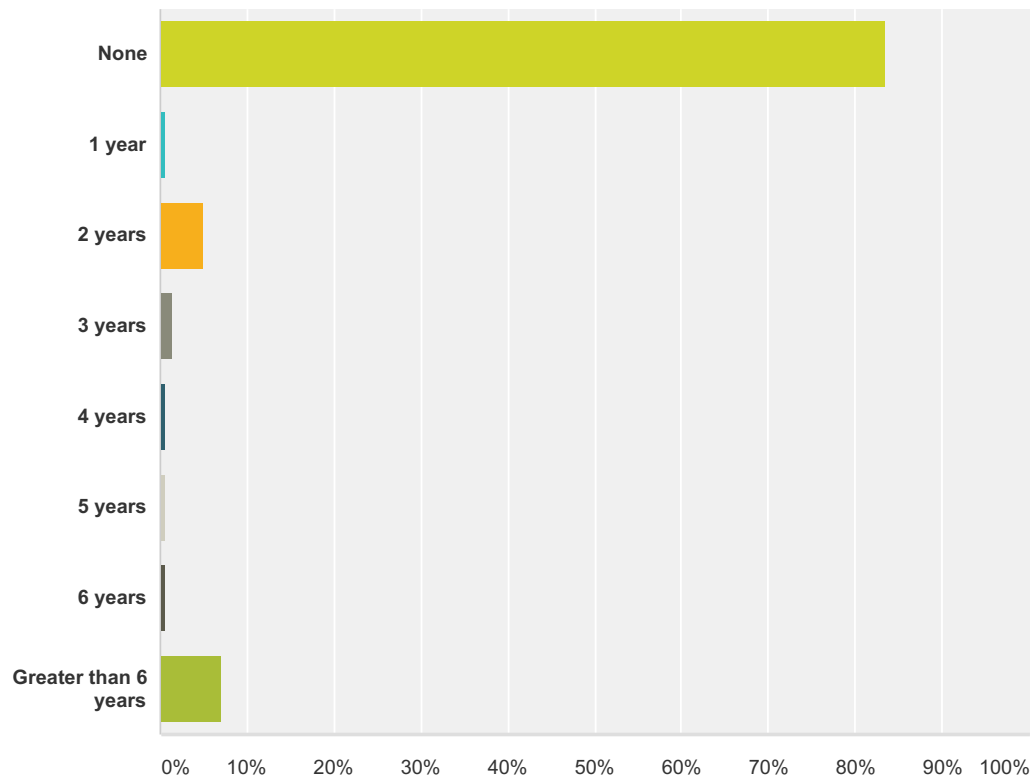
Answered: 91 Skipped: 49



Answer Choices	Responses	
Summa Cum Laude	5.49%	5
Magna Cum Laude	17.58%	16
Cum Laude	14.29%	13
Graduation with Distinction or Honors	61.54%	56
Selected to a national honor society	36.26%	33
Rhodes / Marshall / Other Major Fellowship	2.20%	2
Other (please specify)	8.79%	8
Total Respondents: 91		

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

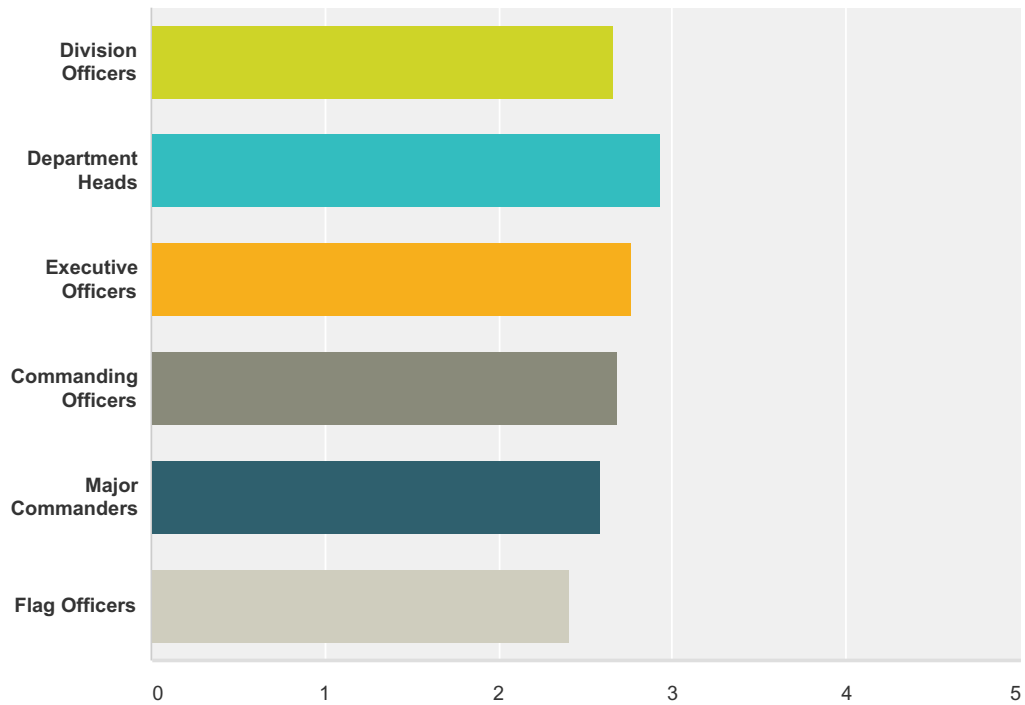
Answered: 139 Skipped: 1



Answer Choices	Responses	
None	83.45%	116
1 year	0.72%	1
2 years	5.04%	7
3 years	1.44%	2
4 years	0.72%	1
5 years	0.72%	1
6 years	0.72%	1
Greater than 6 years	7.19%	10
Total		139

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

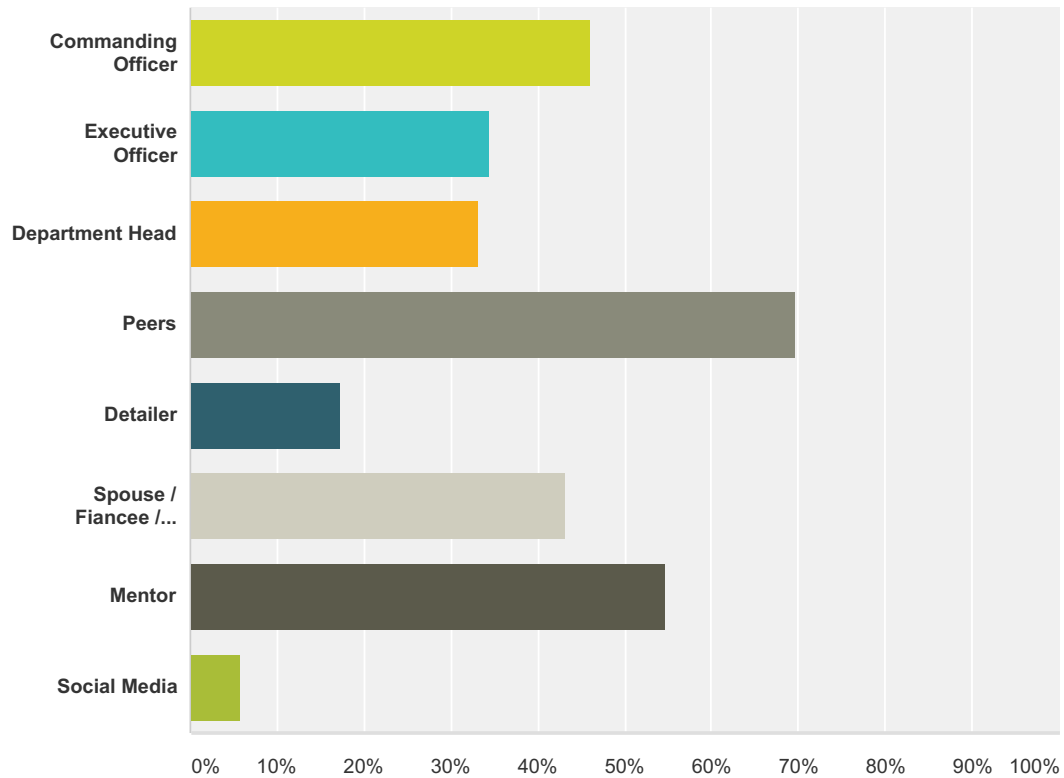
Answered: 140 Skipped: 0



	Excellent	Good	Average	Marginal	Poor	Do not know	Total	Average Rating
Division Officers	5.00% 7	34.29% 48	42.86% 60	10.00% 14	1.43% 2	6.43% 9	140	2.66
Department Heads	2.88% 4	27.34% 38	40.29% 56	17.99% 25	4.32% 6	7.19% 10	139	2.93
Executive Officers	3.60% 5	33.81% 47	41.01% 57	10.79% 15	4.32% 6	6.47% 9	139	2.77
Commanding Officers	7.91% 11	33.81% 47	36.69% 51	13.67% 19	2.88% 4	5.04% 7	139	2.68
Major Commanders	12.32% 17	27.54% 38	23.91% 33	10.87% 15	4.35% 6	21.01% 29	138	2.59
Flag Officers	13.77% 19	31.88% 44	17.39% 24	7.97% 11	3.62% 5	25.36% 35	138	2.41

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

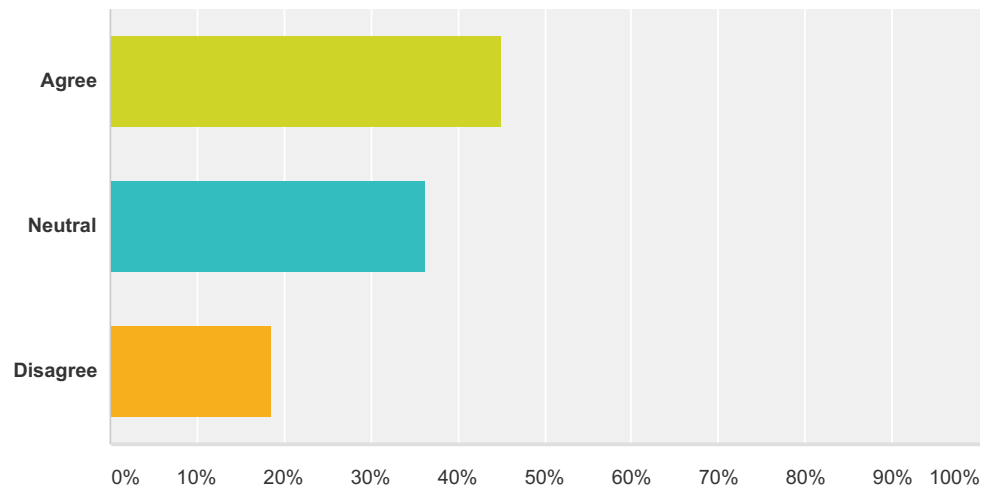
Answered: 139 Skipped: 1



Answer Choices	Responses	
Commanding Officer	46.04%	64
Executive Officer	34.53%	48
Department Head	33.09%	46
Peers	69.78%	97
Detailer	17.27%	24
Spouse / Fiancee / Significant other	43.17%	60
Mentor	54.68%	76
Social Media	5.76%	8
Total Respondents: 139		

Q27 The role of Commanding Officer is a coveted position

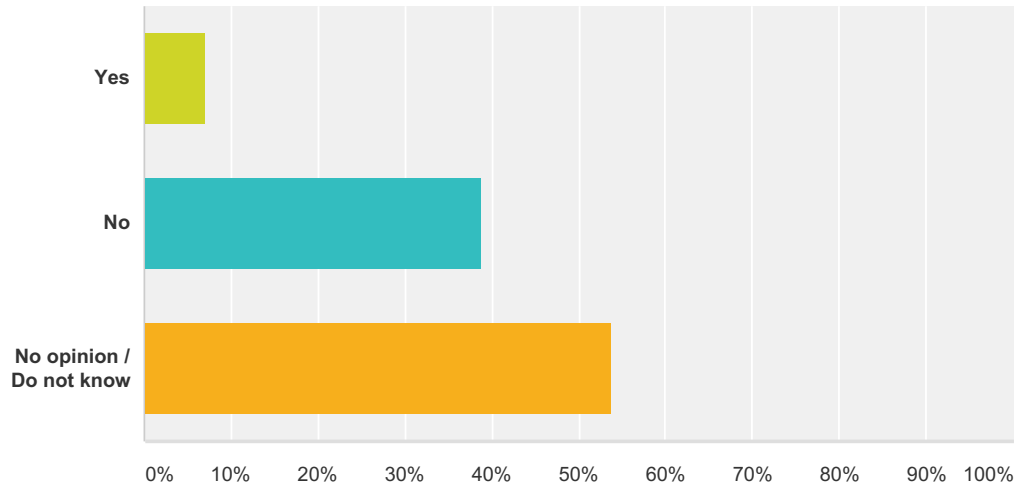
Answered: 140 Skipped: 0



Answer Choices	Responses	
Agree	45.00%	63
Neutral	36.43%	51
Disagree	18.57%	26
Total		140

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

Answered: 139 Skipped: 1



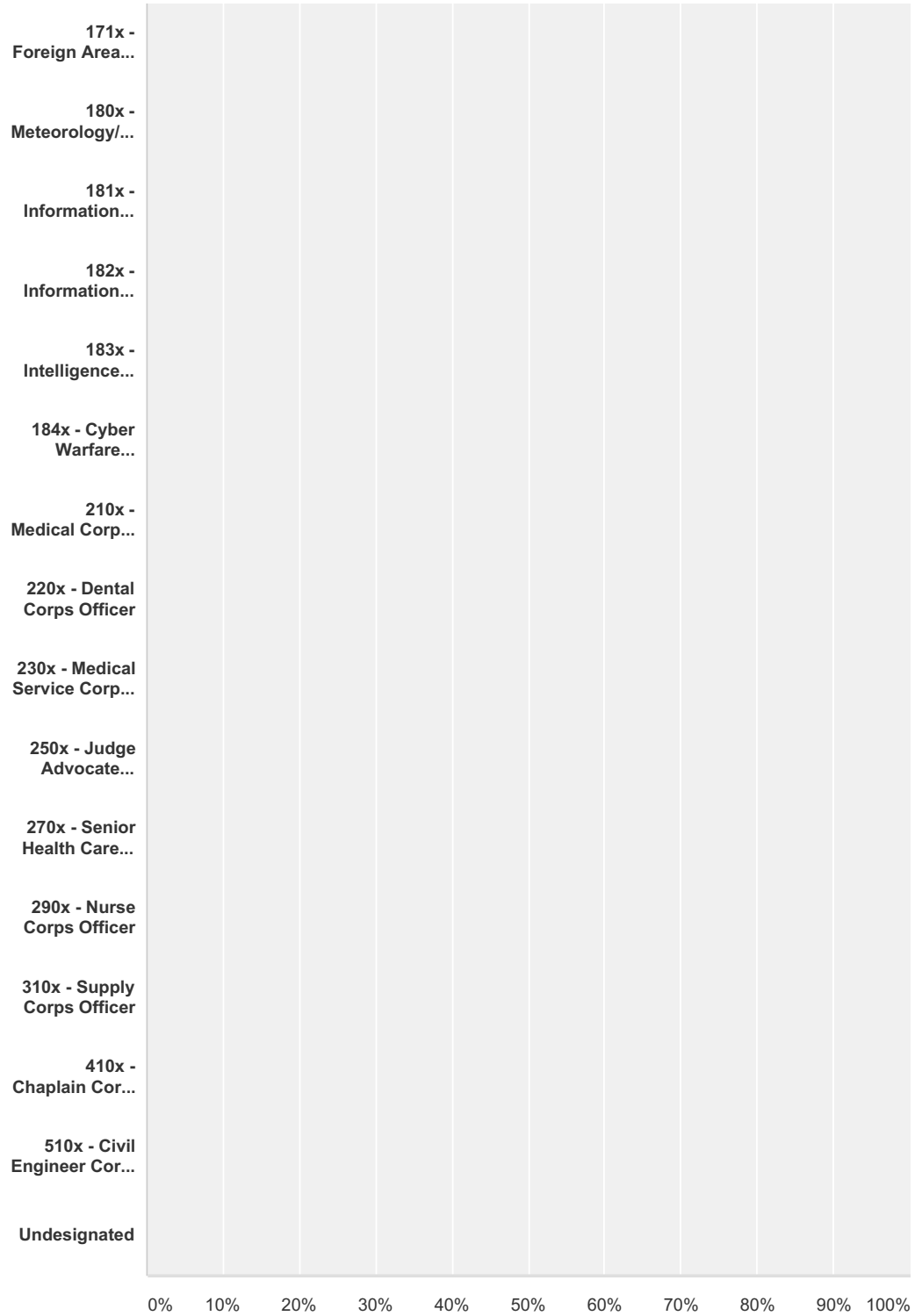
Answer Choices	Responses	
Yes	7.19%	10
No	38.85%	54
No opinion / Do not know	53.96%	75
Total		139

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

Answered: 140 Skipped: 0



2014 Navy Retention Study



Answer Choices	Responses	
111x - Surface Warfare Officer	0.00%	0
112x - Submarine Warfare Officer	100.00%	140
113x - Special Warfare Officer (SEAL).	0.00%	0
114x - Explosive Ordnance Disposal (EOD), Diving/Salvage, and EOM functional areas.	0.00%	0

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131x - Naval Aviator	0.00%	0
132x - Naval Flight Officer	0.00%	0
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
Total		140

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Not in flight training	0.00% 0
C-2	0.00% 0
E-2	0.00% 0
E/A-18	0.00% 0
F/A-18	0.00% 0
F-35C	0.00% 0
MH-53	0.00% 0
P-3/P-8	0.00% 0
MH-60R/S	0.00% 0
E-6A	0.00% 0
UAVs	0.00% 0
Total	0

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
VFA	0.00% 0
VAQ	0.00% 0
VP / VQ(P)	0.00% 0
HSM / HSC / HSL / HM	0.00% 0
VAW / VRC	0.00% 0
VQ(T)	0.00% 0
None of the above	0.00% 0
Total	0

Q32 What do squadron COs and XOs spend more time on?

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses	
Leading the command / executing the mission	0.00%	0
Performing admin/management	0.00%	0
Equal time on both	0.00%	0
No opinion	0.00%	0
Total		0

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
No opinion	0.00% 0
Total	0

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: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
No opinion	0.00% 0
Total	0

Q35 What are your overall assessments of the following?

Answered: 0 Skipped: 140

! No matching responses.

	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell	Total	Average Rating
The state of Naval Aviation	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
My specific aviation community	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I get enough flight time	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

Q36 Questions related to the future of Naval Aviation

Answered: 0 Skipped: 140

! No matching responses.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Sure	Total	Average Rating
The JSF is the right aircraft for Naval Aviation	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I'd prefer an Advanced Super Hornet over the JSF	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Unmanned platforms will increase Naval Aviation capabilities	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
The P-8A Poseidon is a suitable replacement for the P-3C Orion	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
All aircraft need Link-16 / datalink capability	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

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

Answered: 0 Skipped: 140

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

Answered: 0 Skipped: 140

! 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
Total	0

Q39 I am a:

Answered: 0 Skipped: 140

! 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
Total	0

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

Answered: 0 Skipped: 140

! 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
Total	0

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

Answered: 0 Skipped: 140

! 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
Total	0

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Have not attended	0.00% 0
Good	0.00% 0
Neutral	0.00% 0
Poor	0.00% 0
Total	0

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
Total	0

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

Answered: 0 Skipped: 140

! 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
Total	0

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
Total	0

Q46 Please evaluate the following questions

Answered: 0 Skipped: 140

! 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: 140

! No matching responses.

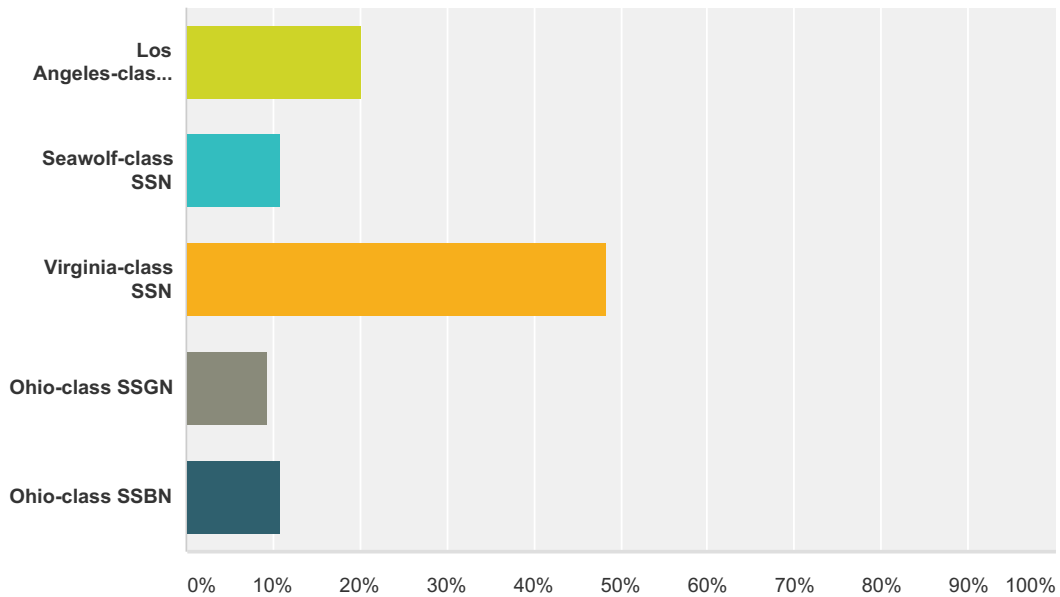
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A	Total	Average Rating
The crew rotation concept will work	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I want to serve on an LCS	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I believe the per ship costs will decrease significantly	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: 140

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

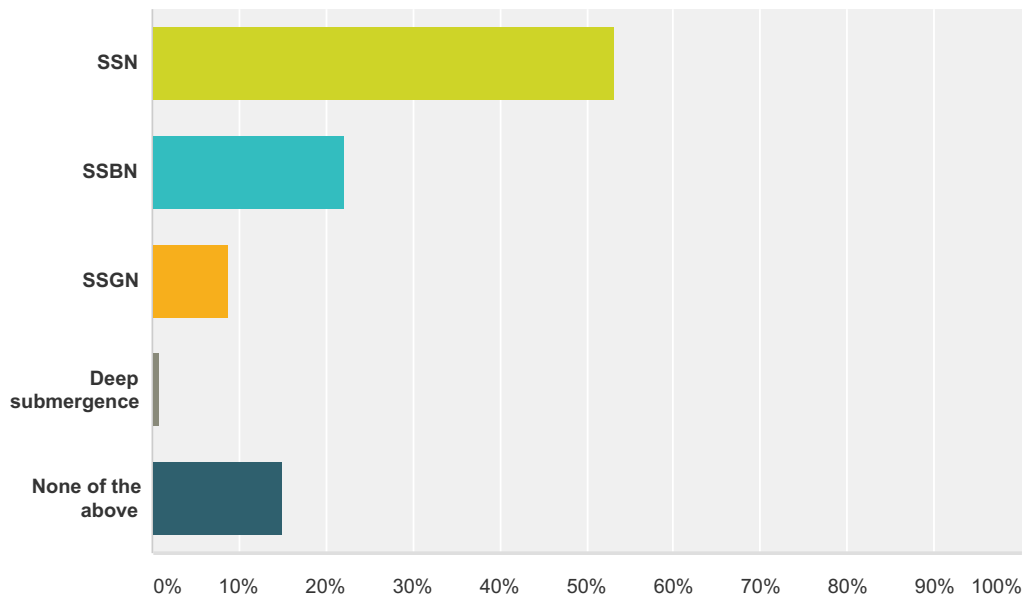
Answered: 64 Skipped: 76



Answer Choices	Responses	
Los Angeles-class SSN	20.31%	13
Seawolf-class SSN	10.94%	7
Virginia-class SSN	48.44%	31
Ohio-class SSGN	9.38%	6
Ohio-class SSBN	10.94%	7
Total		64

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

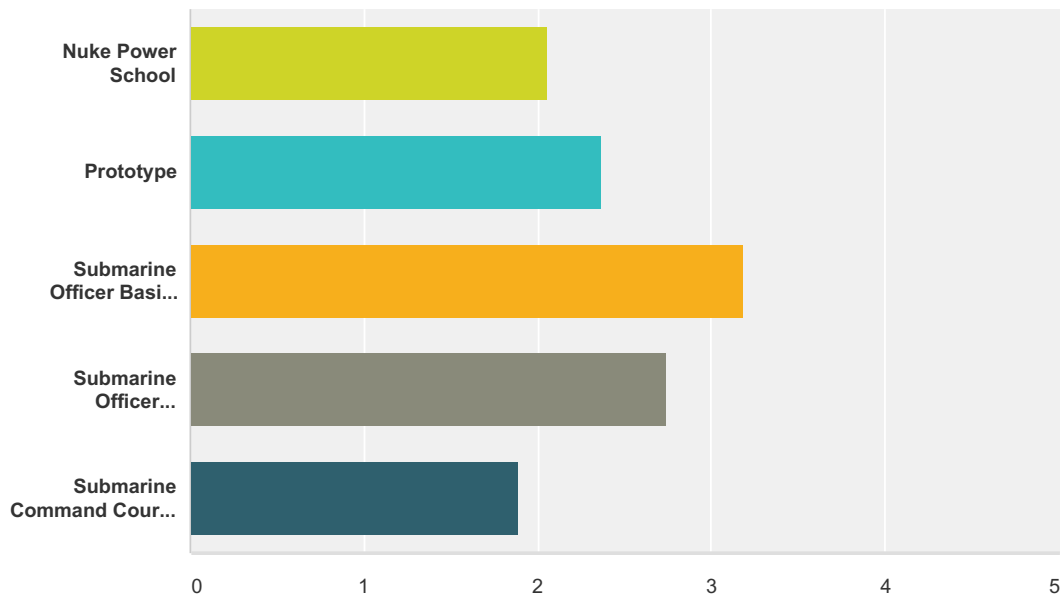
Answered: 126 Skipped: 14



Answer Choices	Responses	
SSN	53.17%	67
SSBN	22.22%	28
SSGN	8.73%	11
Deep submergence	0.79%	1
None of the above	15.08%	19
Total		126

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

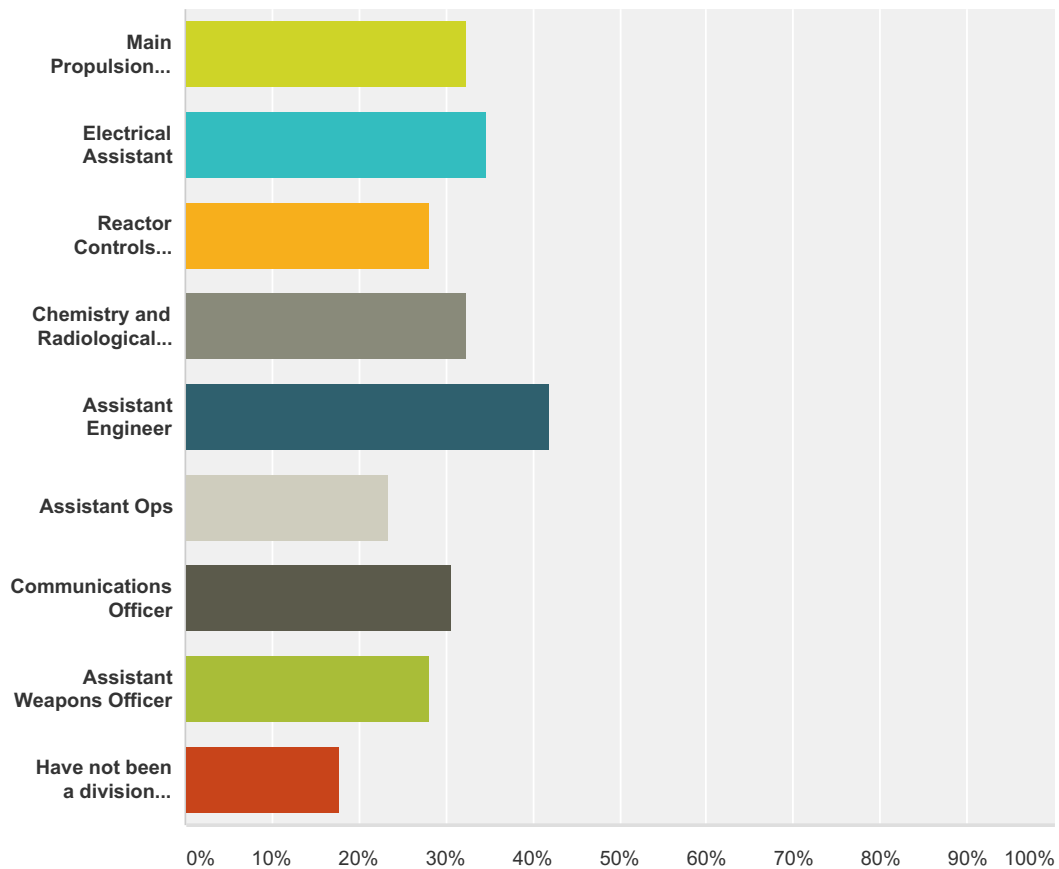
Answered: 125 Skipped: 15



	Excellent	Good	Neutral	Marginal	Poor	N/A	Total	Average Rating
Nuke Power School	24.80% 31	53.60% 67	14.40% 18	2.40% 3	4.00% 5	0.80% 1	125	2.06
Prototype	16.00% 20	47.20% 59	15.20% 19	8.00% 10	6.40% 8	7.20% 9	125	2.37
Submarine Officer Basic Course (SOBC)	2.40% 3	21.60% 27	34.40% 43	22.40% 28	10.40% 13	8.80% 11	125	3.18
Submarine Officer Advanced Course (SOAC)	1.60% 2	17.60% 22	13.60% 17	5.60% 7	2.40% 3	59.20% 74	125	2.75
Submarine Command Course (SCC)	9.60% 12	8.00% 10	2.40% 3	0.00% 0	1.60% 2	78.40% 98	125	1.89

Q52 Which division officer jobs did you have?

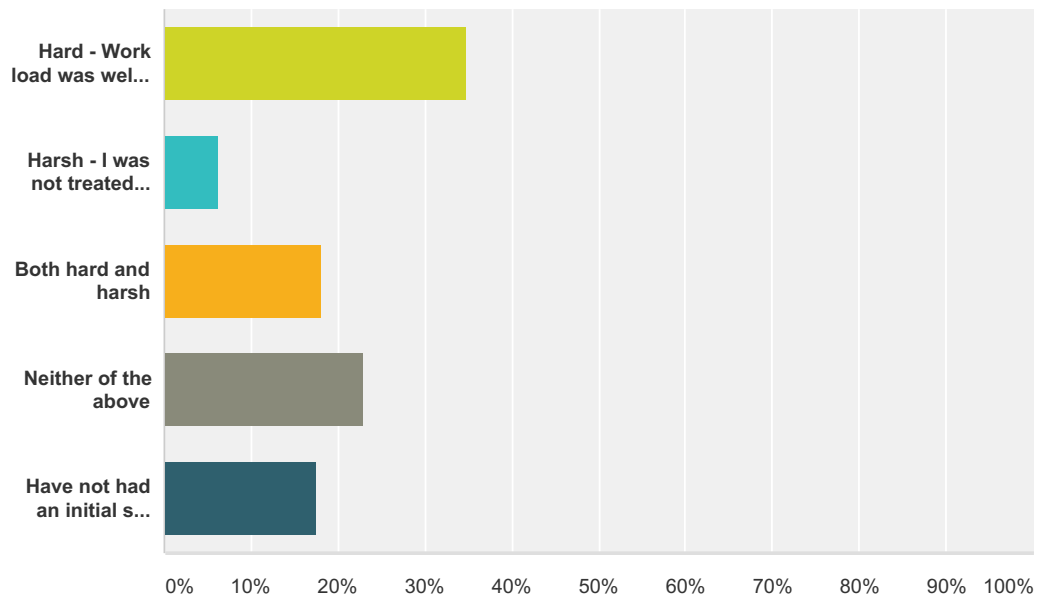
Answered: 124 Skipped: 16



Answer Choices	Responses	
Main Propulsion Assistant	32.26%	40
Electrical Assistant	34.68%	43
Reactor Controls Assistant	28.23%	35
Chemistry and Radiological Controls Assistant	32.26%	40
Assistant Engineer	41.94%	52
Assistant Ops	23.39%	29
Communications Officer	30.65%	38
Assistant Weapons Officer	28.23%	35
Have not been a division officer	17.74%	22
Total Respondents: 124		

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

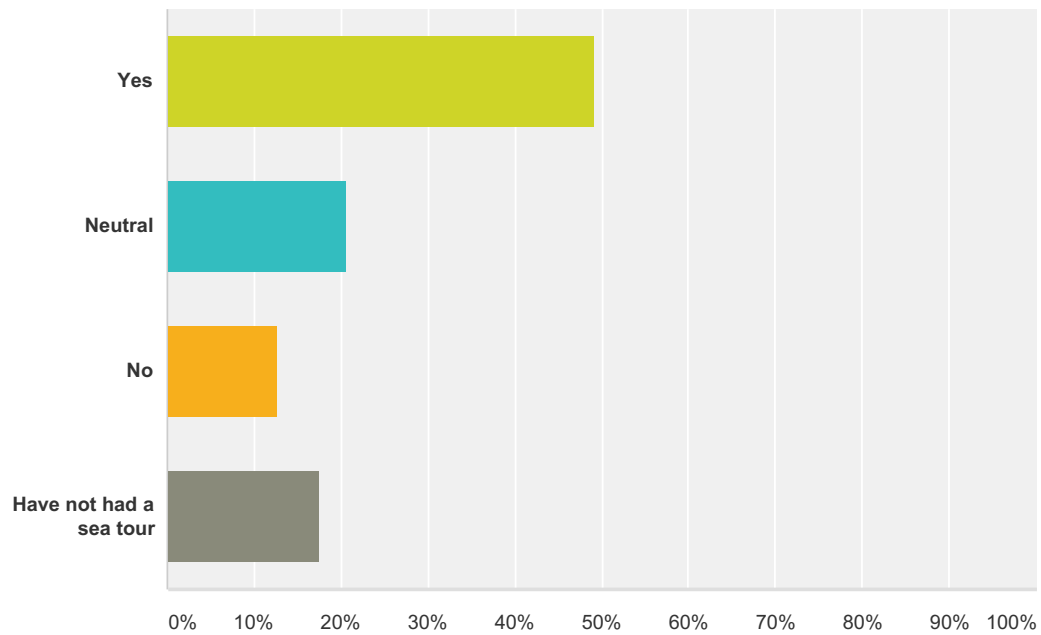
Answered: 126 Skipped: 14



Answer Choices	Responses	
Hard - Work load was well beyond what I expected for my first tour	34.92%	44
Harsh - I was not treated with the dignity and respect I expected for my first tour	6.35%	8
Both hard and harsh	18.25%	23
Neither of the above	23.02%	29
Have not had an initial sea tour	17.46%	22
Total		126

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

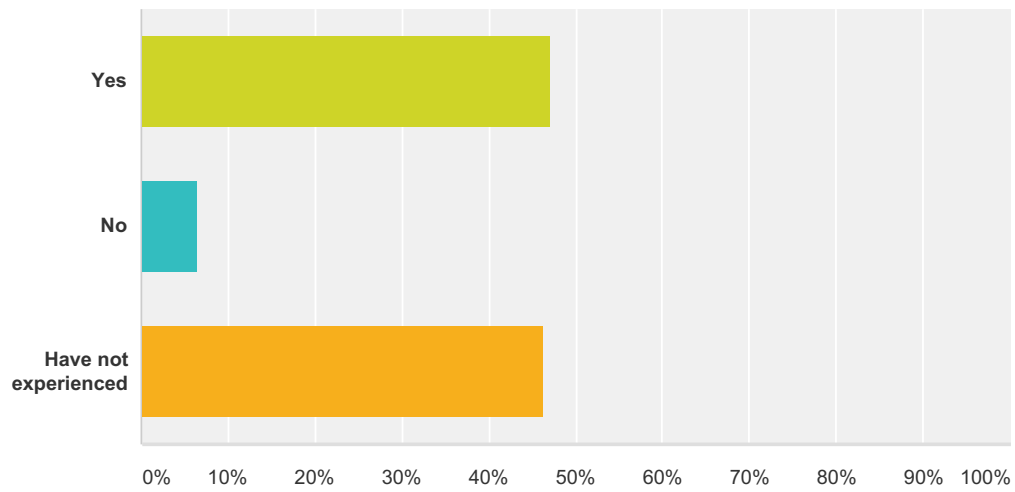
Answered: 126 Skipped: 14



Answer Choices	Responses	
Yes	49.21%	62
Neutral	20.63%	26
No	12.70%	16
Have not had a sea tour	17.46%	22
Total		126

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

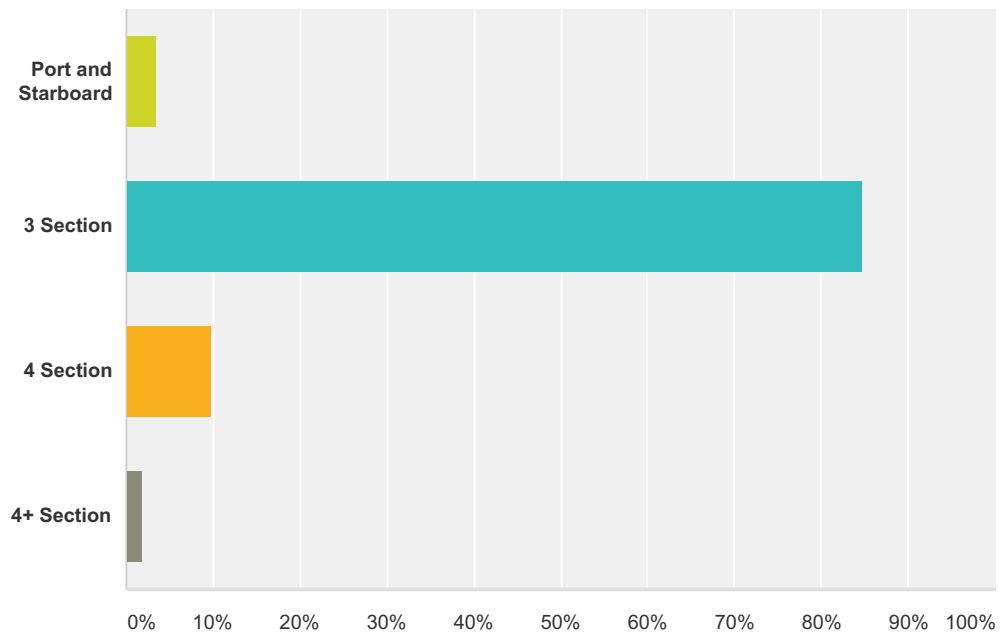
Answered: 125 Skipped: 15



Answer Choices	Responses	
Yes	47.20%	59
No	6.40%	8
Have not experienced	46.40%	58
Total		125

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

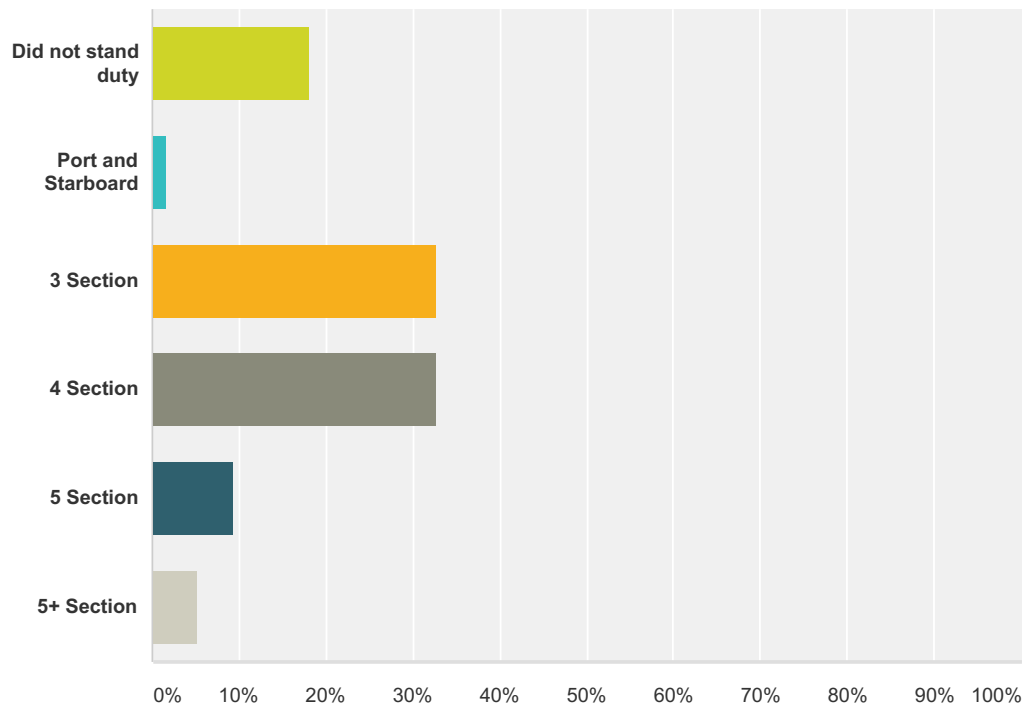
Answered: 111 Skipped: 29



Answer Choices	Responses	
Port and Starboard	3.60%	4
3 Section	84.68%	94
4 Section	9.91%	11
4+ Section	1.80%	2
Total		111

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

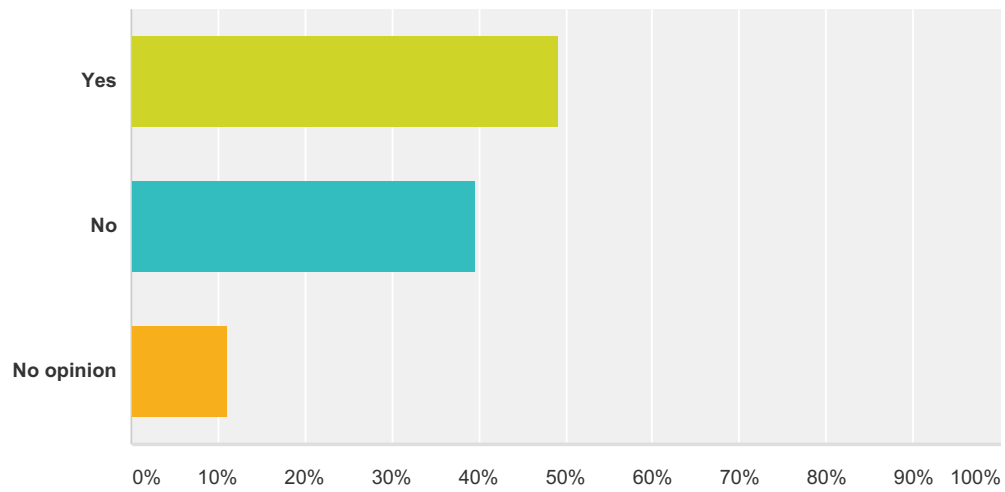
Answered: 116 Skipped: 24



Answer Choices	Responses	
Did not stand duty	18.10%	21
Port and Starboard	1.72%	2
3 Section	32.76%	38
4 Section	32.76%	38
5 Section	9.48%	11
5+ Section	5.17%	6
Total		116

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

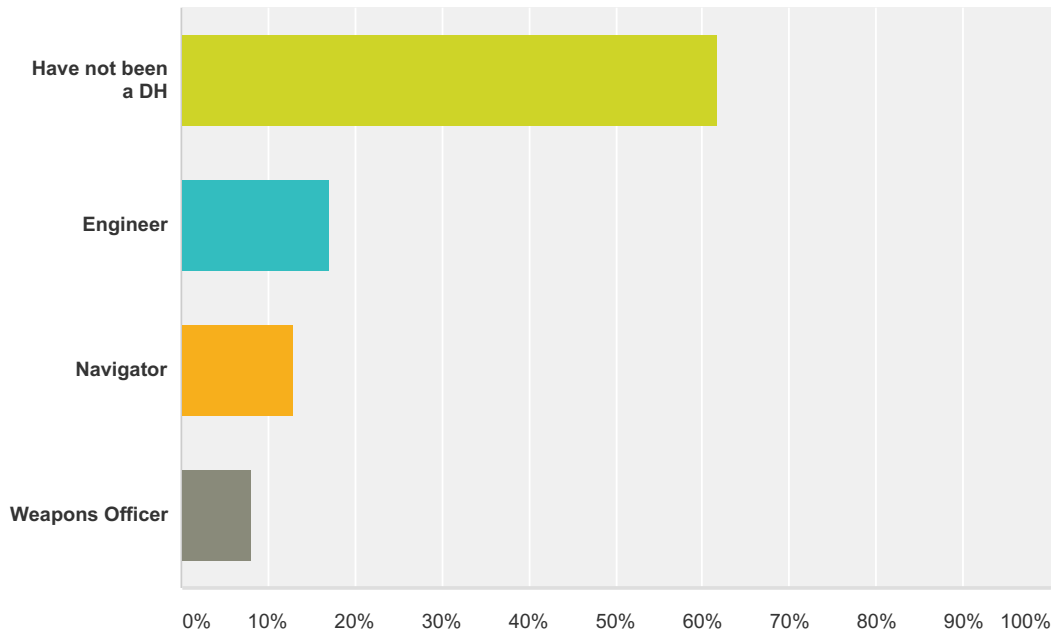
Answered: 126 Skipped: 14



Answer Choices	Responses	
Yes	49.21%	62
No	39.68%	50
No opinion	11.11%	14
Total		126

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

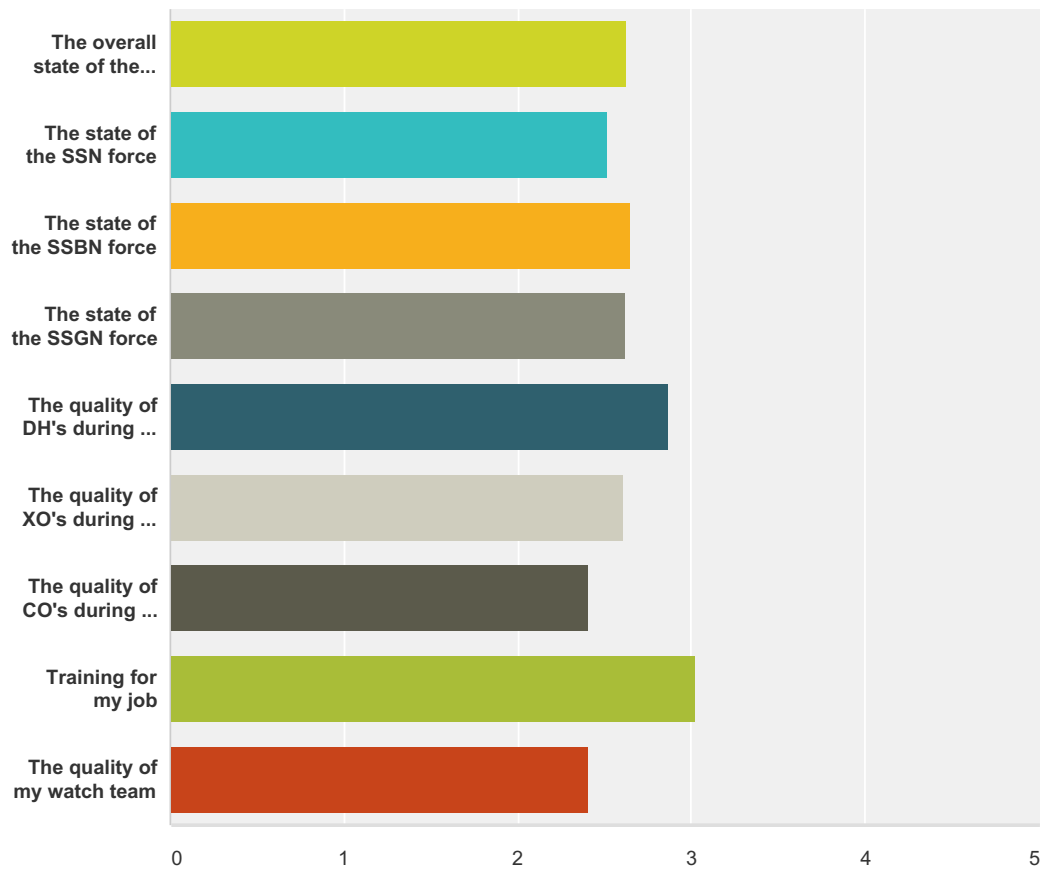
Answered: 123 Skipped: 17



Answer Choices	Responses	
Have not been a DH	61.79%	76
Engineer	17.07%	21
Navigator	13.01%	16
Weapons Officer	8.13%	10
Total		123

Q60 What are your overall assessments of the following?

Answered: 125 Skipped: 15



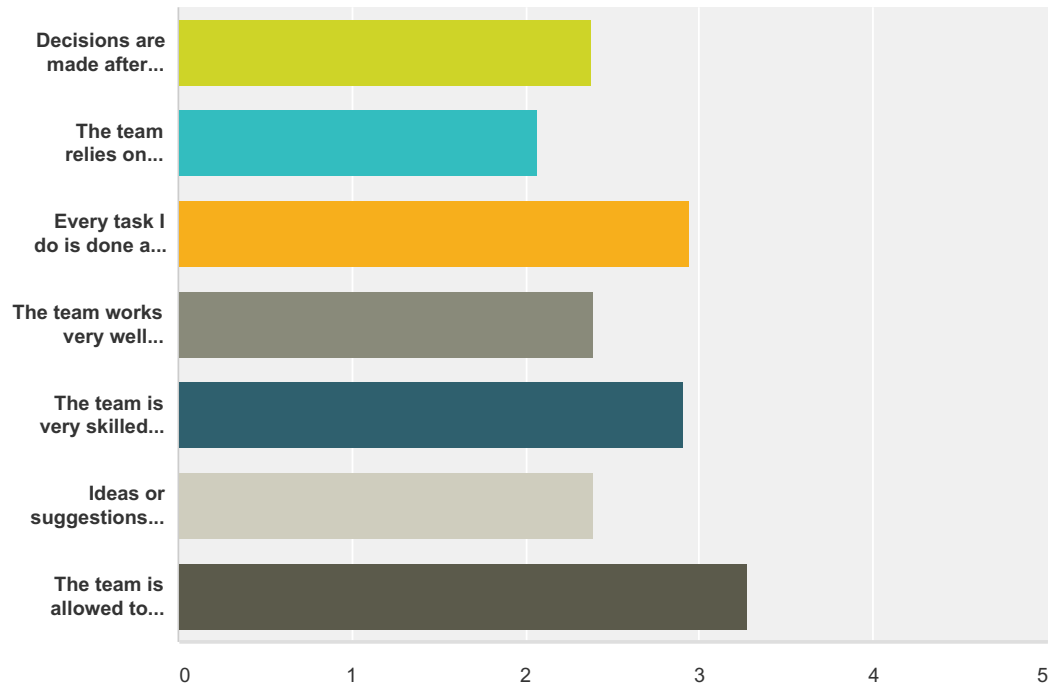
	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell	Total	Average Rating
The overall state of the submarine force	4.80% 6	43.20% 54	30.40% 38	14.40% 18	1.60% 2	5.60% 7	125	2.63
The state of the SSN force	5.60% 7	42.40% 53	21.60% 27	11.20% 14	1.60% 2	17.60% 22	125	2.52
The state of the SSBN force	3.23% 4	29.03% 36	19.35% 24	11.29% 14	0.81% 1	36.29% 45	124	2.65
The state of the SSGN force	4.10% 5	26.23% 32	18.85% 23	5.74% 7	3.28% 4	41.80% 51	122	2.62
The quality of DH's during my JO tour	5.60% 7	28.00% 35	30.40% 38	15.20% 19	6.40% 8	14.40% 18	125	2.87
The quality of XO's during my JO tour	8.80% 11	36.00% 45	24.00% 30	13.60% 17	3.20% 4	14.40% 18	125	2.61
The quality of CO's during my JO tour	18.40% 23	28.80% 36	26.40% 33	8.80% 11	3.20% 4	14.40% 18	125	2.41
Training for my job	7.20% 9	29.60% 37	25.60% 32	19.20% 24	13.60% 17	4.80% 6	125	3.03

2014 Navy Retention Study

The quality of my watch team	8.00% 10	44.80% 56	24.00% 30	7.20% 9	1.60% 2	14.40% 18	125	2.41
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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)

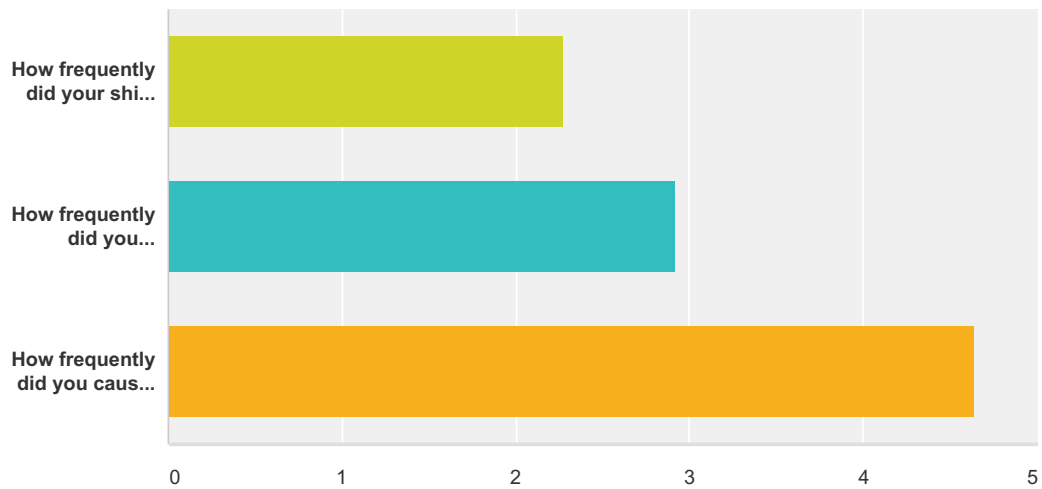
Answered: 124 Skipped: 16



	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	8.06% 10	52.42% 65	15.32% 19	12.10% 15	0.81% 1	11.29% 14	124	2.38
The team relies on direction from its leader	16.26% 20	54.47% 67	11.38% 14	5.69% 7	0.00% 0	12.20% 15	123	2.07
Every task I do is done as thoroughly as it needs to be done	9.68% 12	25.00% 31	20.97% 26	23.39% 29	8.06% 10	12.90% 16	124	2.94
The team works very well together	6.45% 8	47.58% 59	25.81% 32	7.26% 9	0.00% 0	12.90% 16	124	2.39
The team is very skilled at finding creative solutions to problems	5.65% 7	29.84% 37	22.58% 28	19.35% 24	7.26% 9	15.32% 19	124	2.91
Ideas or suggestions which I have provided are frequently tried by the team	12.20% 15	42.28% 52	15.45% 19	13.82% 17	0.81% 1	15.45% 19	123	2.39
The team is allowed to employ creative solutions to problems	6.45% 8	16.94% 21	20.97% 26	31.45% 39	11.29% 14	12.90% 16	124	3.28

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

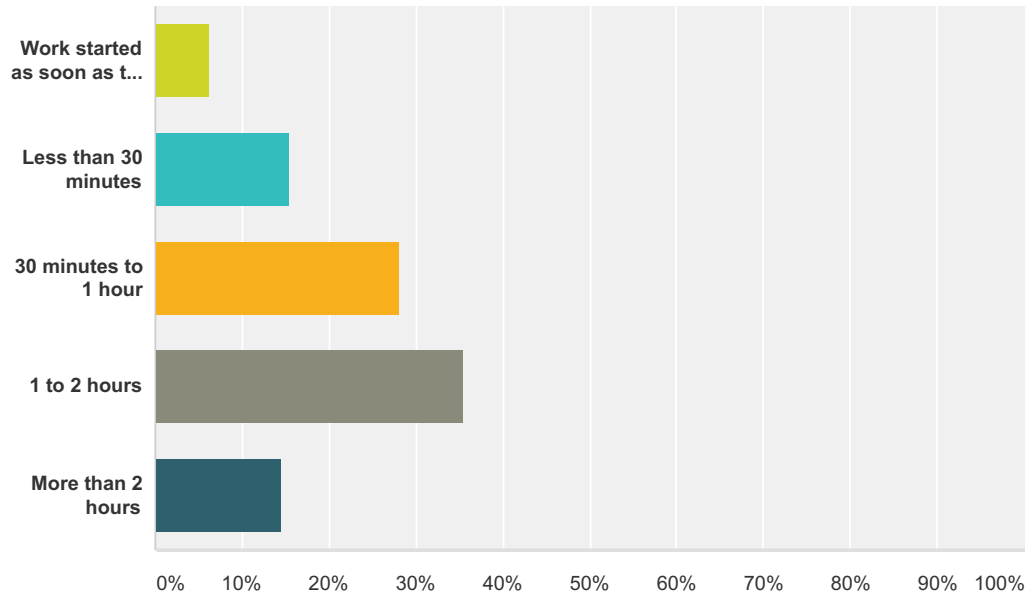
Answered: 125 Skipped: 15



	Several times per week	Weekly	Monthly	Quarterly	Annually	Do not know	Total	Average Rating
How frequently did your ship hold critiques?	14.40% 18	36.80% 46	30.40% 38	4.00% 5	0.00% 0	14.40% 18	125	2.28
How frequently did you participate in critiques?	5.60% 7	28.00% 35	24.00% 30	16.80% 21	8.00% 10	17.60% 22	125	2.92
How frequently did you cause critiques?	0.81% 1	0.81% 1	4.03% 5	9.68% 12	50.00% 62	34.68% 43	124	4.64

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)

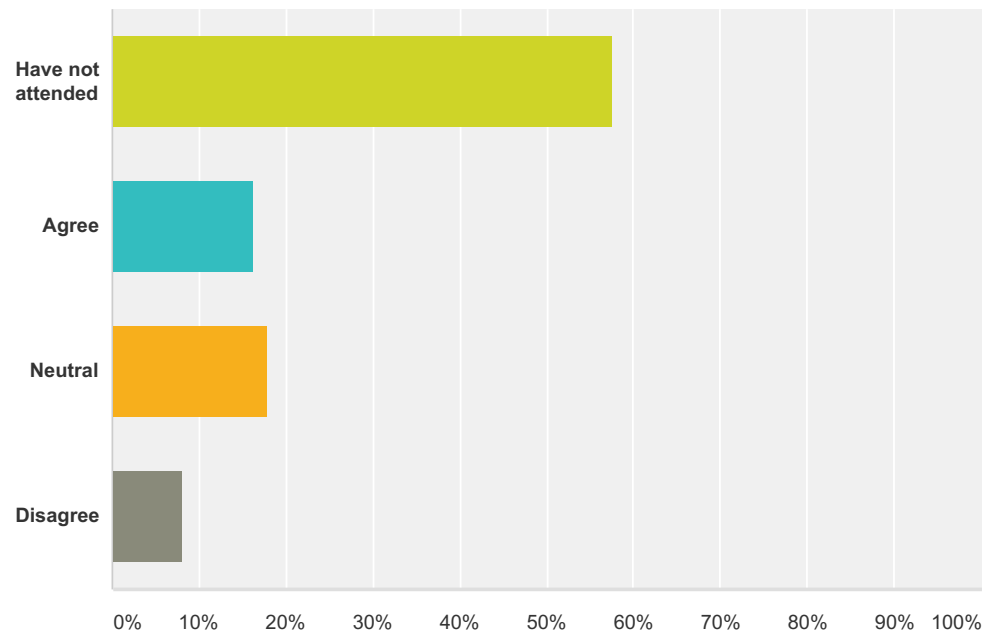
Answered: 110 Skipped: 30



Answer Choices	Responses	
Work started as soon as the workday started	6.36%	7
Less than 30 minutes	15.45%	17
30 minutes to 1 hour	28.18%	31
1 to 2 hours	35.45%	39
More than 2 hours	14.55%	16
Total		110

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

Answered: 123 Skipped: 17



Answer Choices	Responses	
Have not attended	57.72%	71
Agree	16.26%	20
Neutral	17.89%	22
Disagree	8.13%	10
Total		123

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

Answered: 97 Skipped: 43

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

Answered: 91 Skipped: 49

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

Answered: 76 Skipped: 64

Q68 What are your overall assessments of the following?

Answered: 0 Skipped: 140

! 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: 140

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
No opinion	0.00% 0
Total	0

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
No opinion	0.00% 0
Total	0

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: 140

! 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
Total	0

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

Answered: 0 Skipped: 140

! No matching responses.

Answer Choices	Responses
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
No opinion	0.00% 0
Total	0

**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: 140

! 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
Total		0

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: 140

Q75 What are your overall assessments of the following?

Answered: 0 Skipped: 140

! 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

Q76 Agree/Disagree

Answered: 0 Skipped: 140

! 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: 140

Q78 Please evaluate the following statements

Answered: 0 Skipped: 140

! 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?**

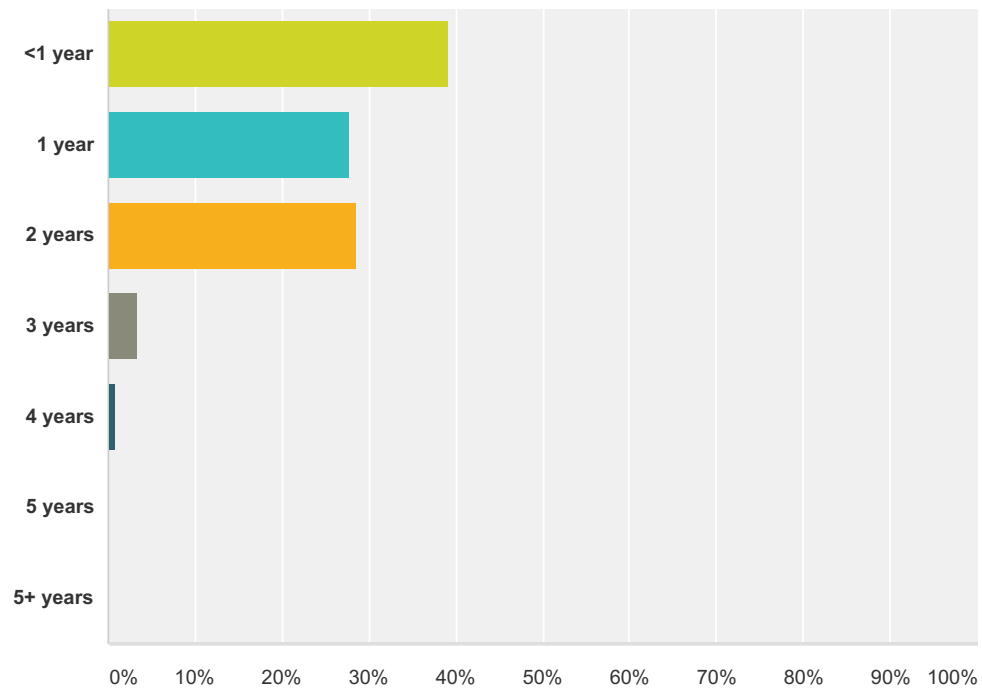
Answered: 0 Skipped: 140

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

Answered: 0 Skipped: 140

Q81 How long have you been in your current tour?

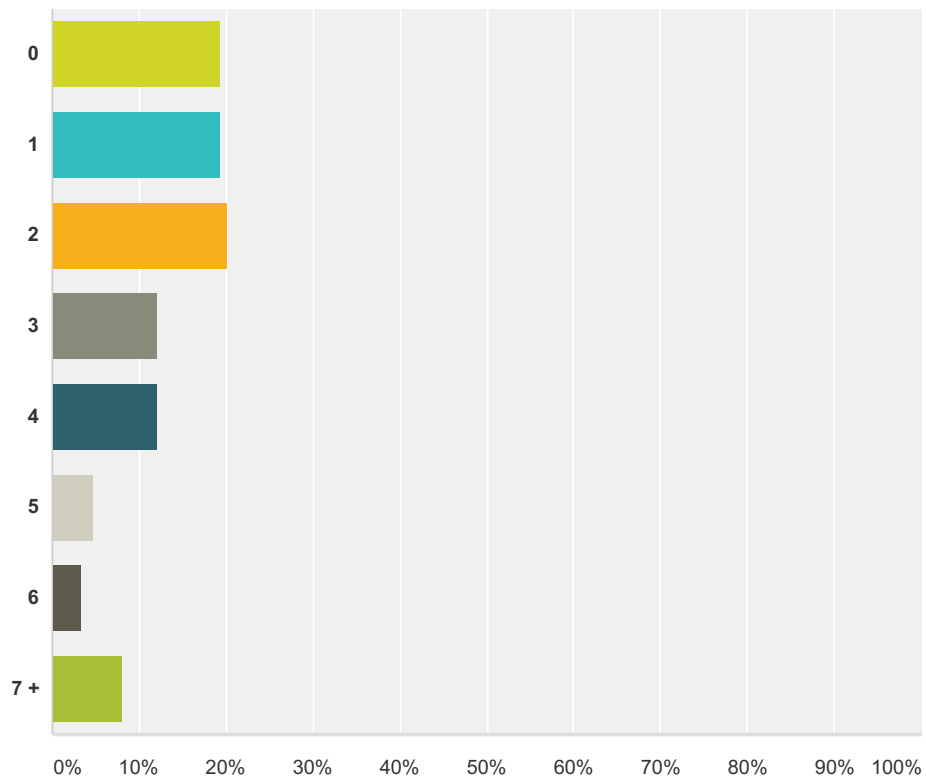
Answered: 122 Skipped: 18



Answer Choices	Responses
<1 year	39.34% 48
1 year	27.87% 34
2 years	28.69% 35
3 years	3.28% 4
4 years	0.82% 1
5 years	0.00% 0
5+ years	0.00% 0
Total	122

Q82 How many deployments have you made in your career?

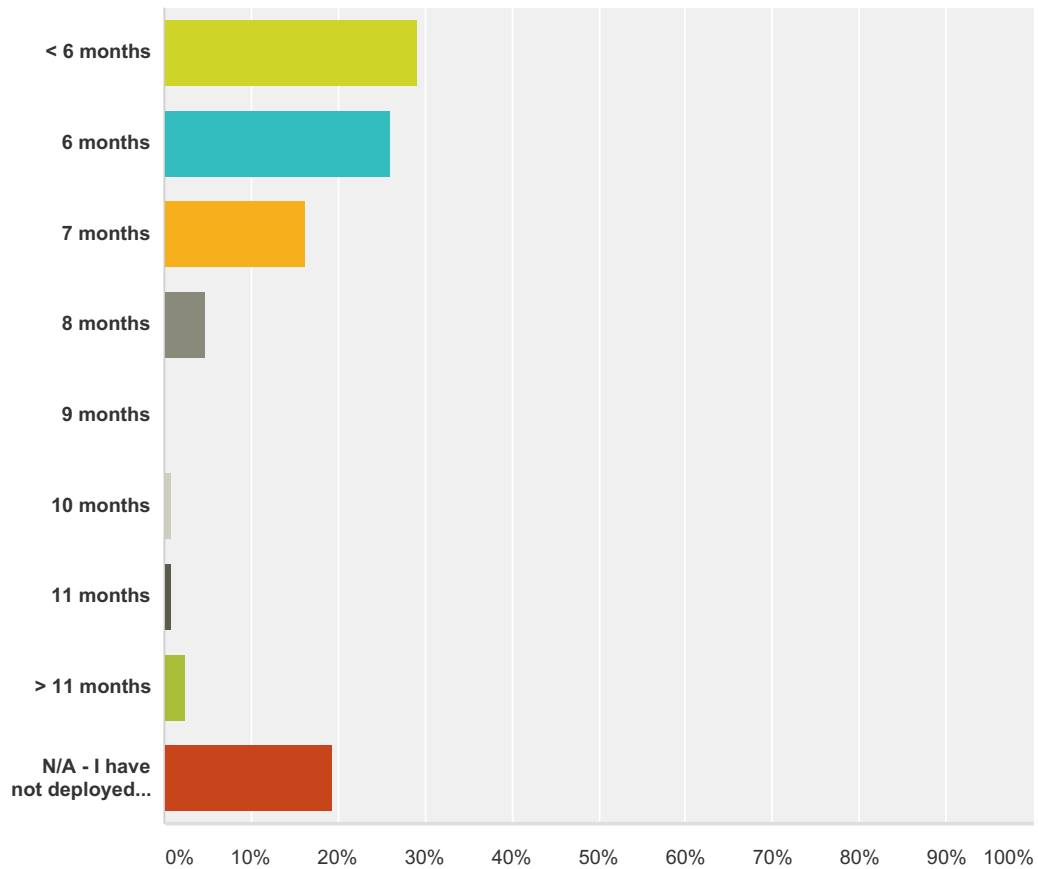
Answered: 123 Skipped: 17



Answer Choices	Responses
0	19.51% 24
1	19.51% 24
2	20.33% 25
3	12.20% 15
4	12.20% 15
5	4.88% 6
6	3.25% 4
7 +	8.13% 10
Total	123

Q83 How long was your last deployment?

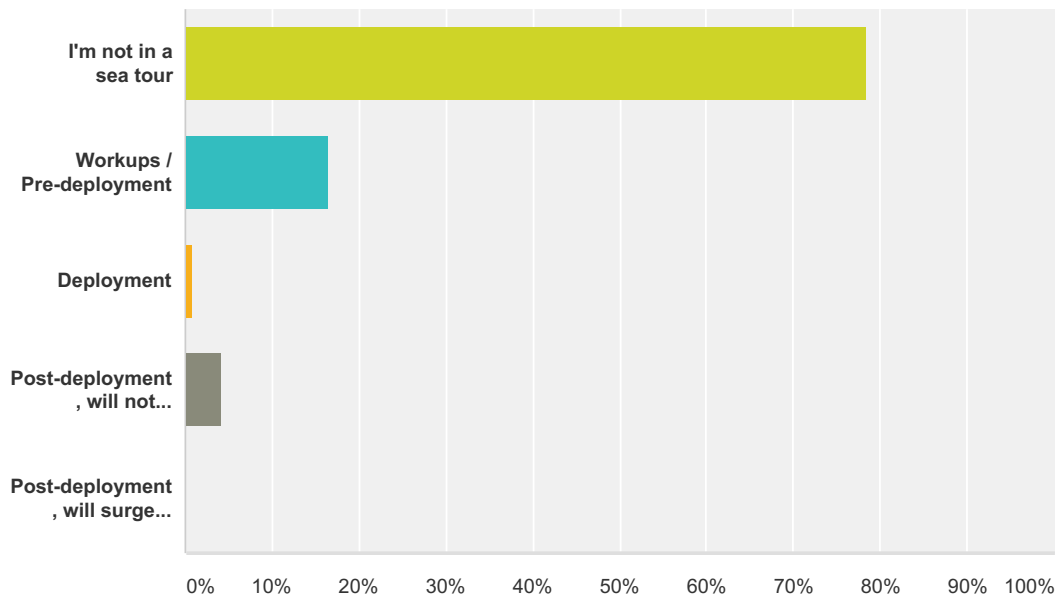
Answered: 123 Skipped: 17



Answer Choices	Responses	
< 6 months	29.27%	36
6 months	26.02%	32
7 months	16.26%	20
8 months	4.88%	6
9 months	0.00%	0
10 months	0.81%	1
11 months	0.81%	1
> 11 months	2.44%	3
N/A - I have not deployed before	19.51%	24
Total		123

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

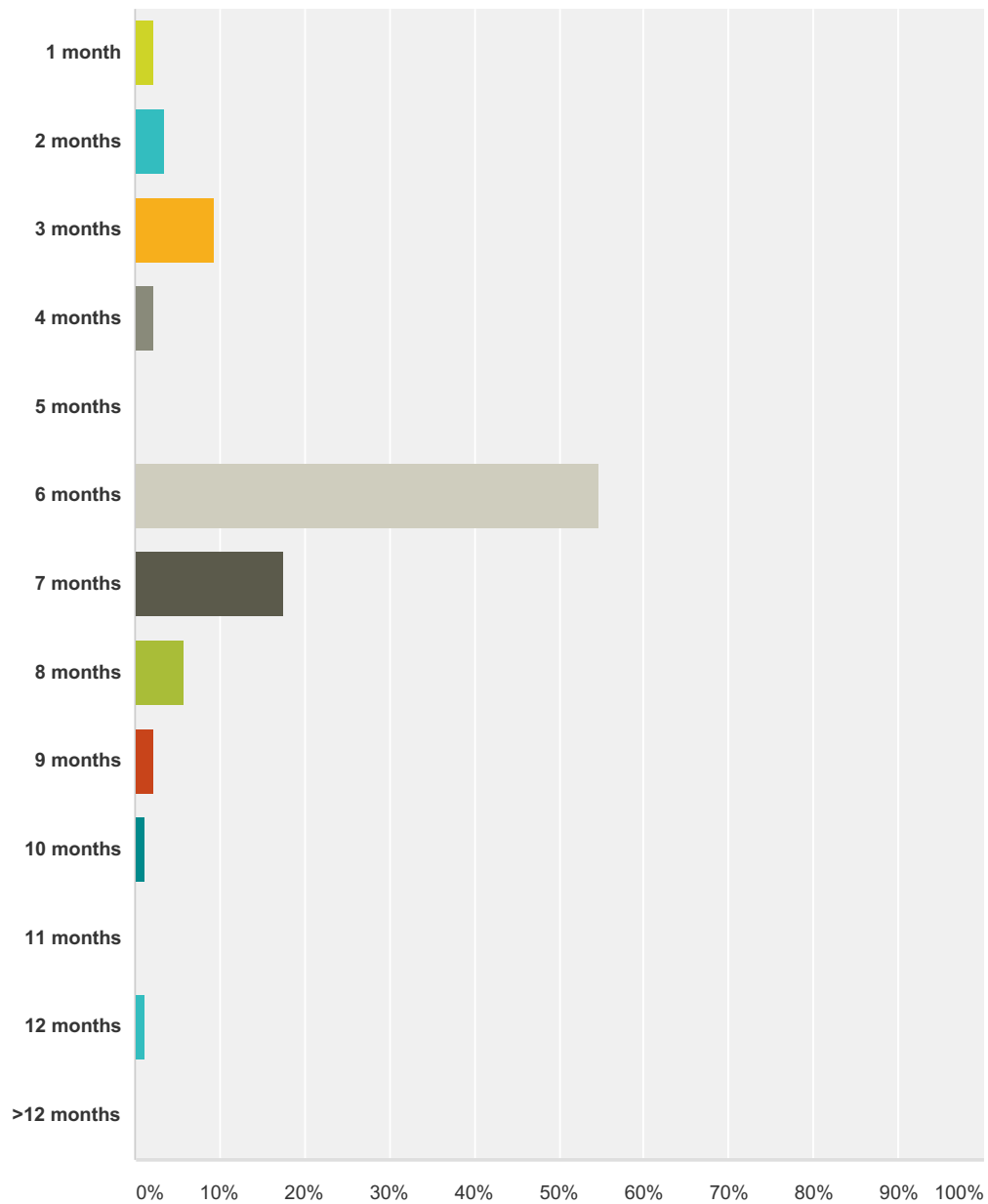
Answered: 121 Skipped: 19



Answer Choices	Responses	
I'm not in a sea tour	78.51%	95
Workups / Pre-deployment	16.53%	20
Deployment	0.83%	1
Post-deployment, will not surge	4.13%	5
Post-deployment, will surge or currently surged	0.00%	0
Total		121

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

Answered: 86 Skipped: 54



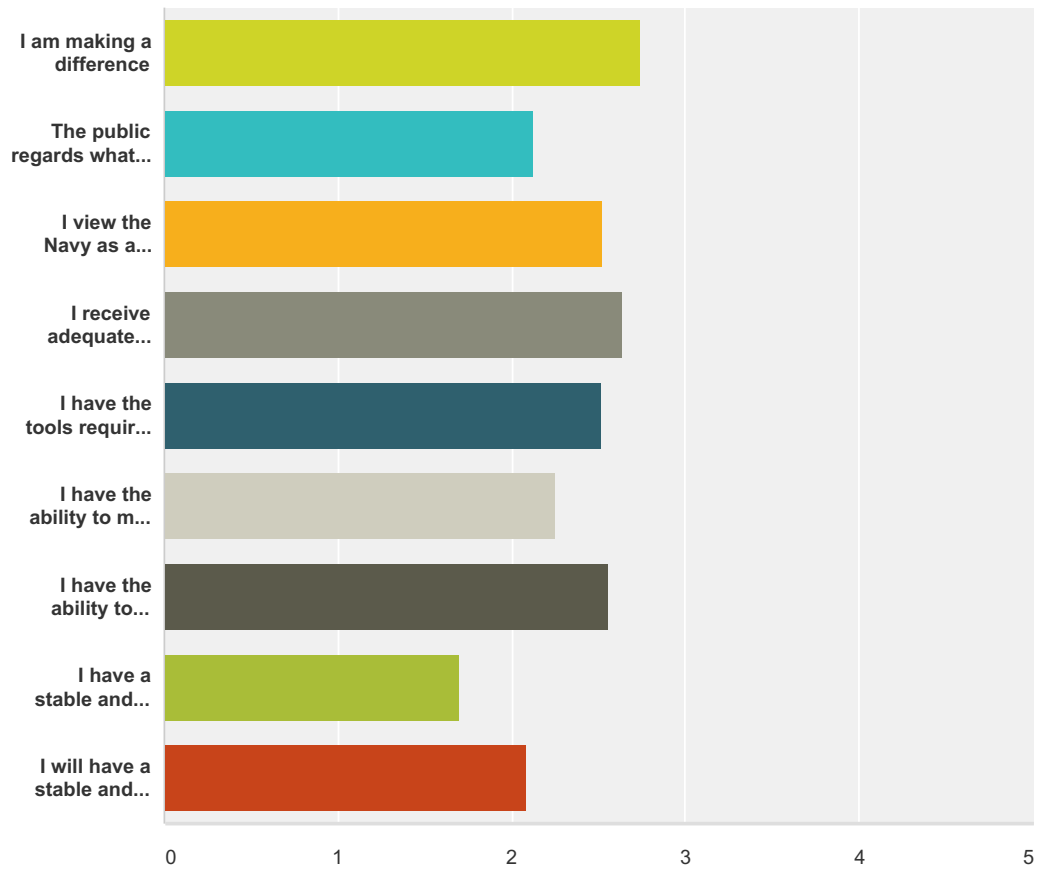
Answer Choices	Responses
1 month	2.33% 2
2 months	3.49% 3
3 months	9.30% 8
4 months	2.33% 2
5 months	0.00% 0

2014 Navy Retention Study

6 months	54.65%	47
7 months	17.44%	15
8 months	5.81%	5
9 months	2.33%	2
10 months	1.16%	1
11 months	0.00%	0
12 months	1.16%	1
>12 months	0.00%	0
Total		86

Q86 Please evaluate the following:

Answered: 123 Skipped: 17



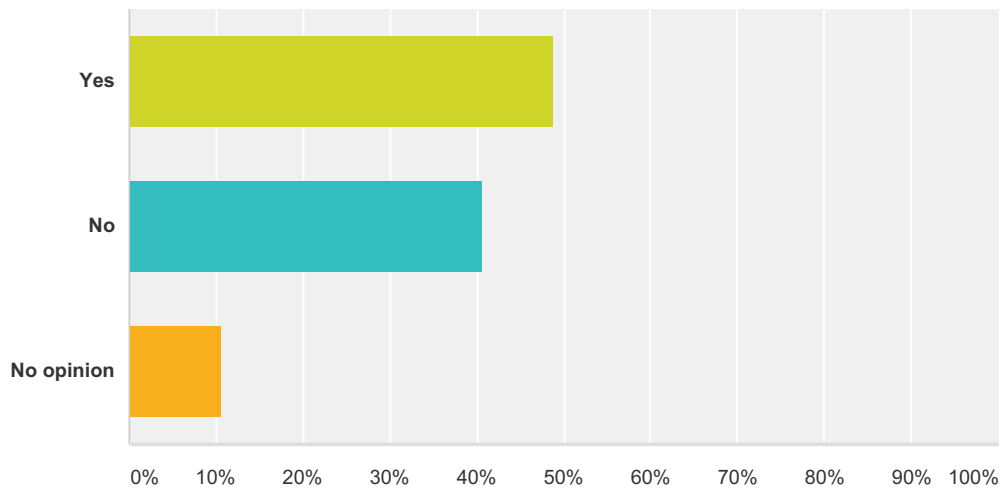
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I am making a difference	12.20% 15	36.59% 45	21.14% 26	17.07% 21	9.76% 12	3.25% 4	123	2.75
The public regards what the military does as important	28.69% 35	44.26% 54	13.11% 16	13.11% 16	0.82% 1	0.00% 0	122	2.13
I view the Navy as a calling, rather than just a job	19.51% 24	39.02% 48	17.89% 22	16.26% 20	7.32% 9	0.00% 0	123	2.53
I receive adequate training required to perform my job	13.82% 17	42.28% 52	17.07% 21	13.82% 17	10.57% 13	2.44% 3	123	2.64
I have the tools required to perform my job	10.57% 13	46.34% 57	22.76% 28	15.45% 19	2.44% 3	2.44% 3	123	2.52
I have the ability to make an impact on my unit	18.70% 23	55.28% 68	12.20% 15	7.32% 9	5.69% 7	0.81% 1	123	2.25
I have the ability to effect change in my unit	13.82% 17	47.97% 59	13.82% 17	15.45% 19	8.13% 10	0.81% 1	123	2.56
I have a stable and secure job	43.44% 53	46.72% 57	6.56% 8	2.46% 3	0.82% 1	0.00% 0	122	1.70

2014 Navy Retention Study

I will have a stable and secure job in five years	30.08% 37	34.96% 43	19.51% 24	5.69% 7	2.44% 3	7.32% 9	123	2.09
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Q87 Do you think your immediate boss is too heavily focused on administration?

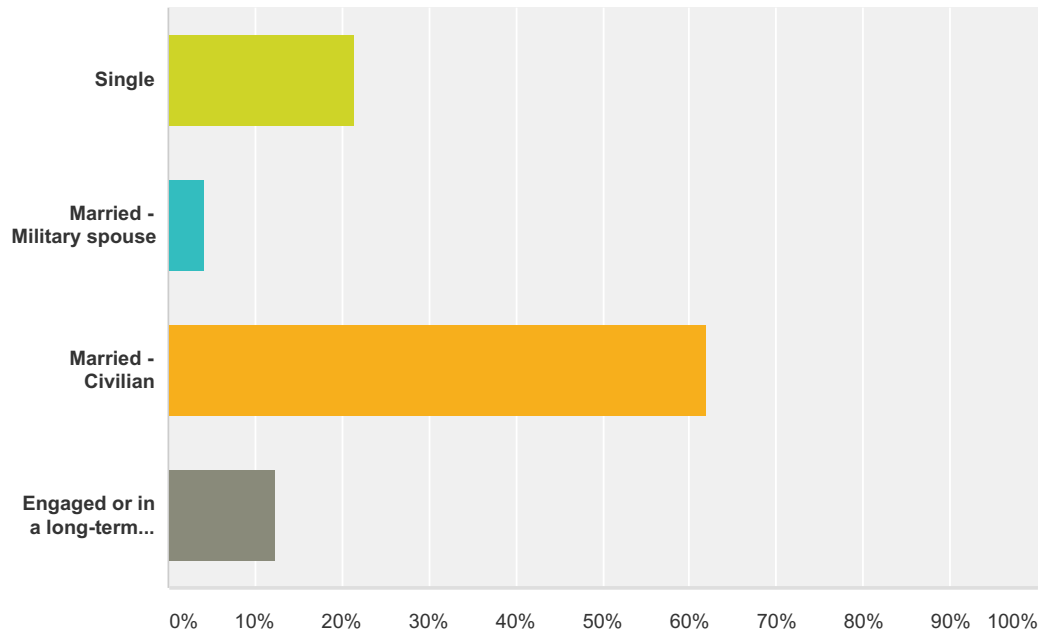
Answered: 123 Skipped: 17



Answer Choices	Responses	
Yes	48.78%	60
No	40.65%	50
No opinion	10.57%	13
Total		123

Q88 What is your marital status?

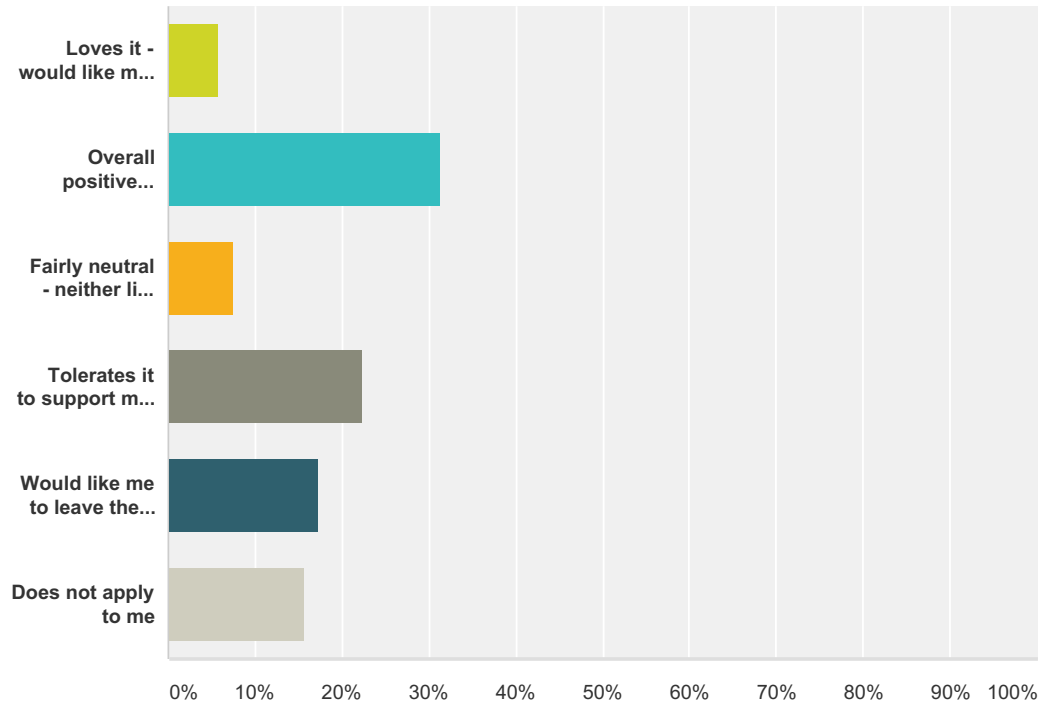
Answered: 121 Skipped: 19



Answer Choices	Responses	
Single	21.49%	26
Married - Military spouse	4.13%	5
Married - Civilian	61.98%	75
Engaged or in a long-term relationship	12.40%	15
Total		121

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

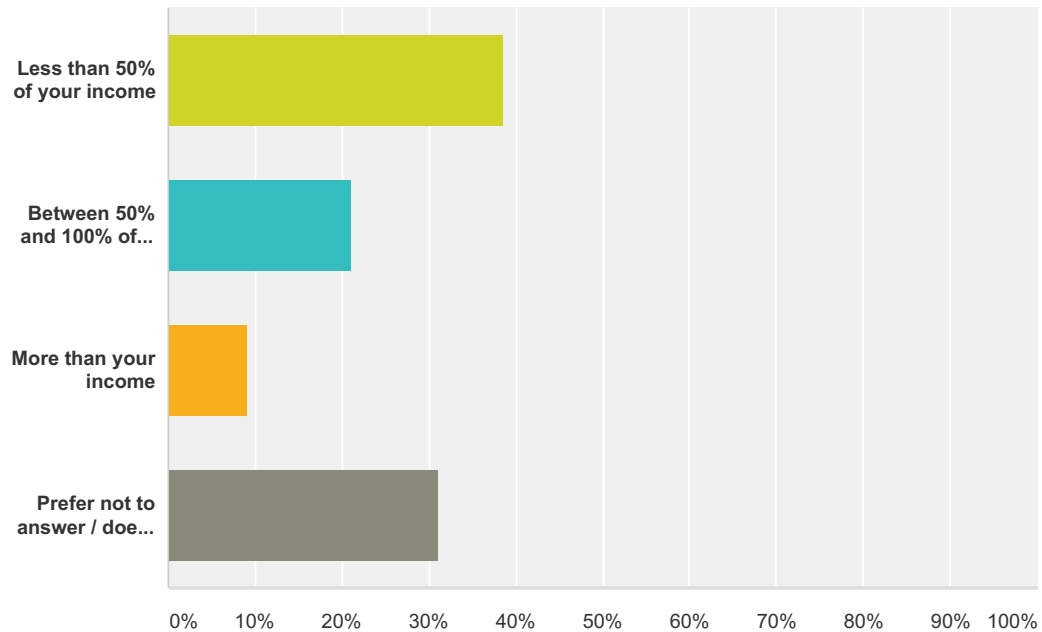
Answered: 121 Skipped: 19



Answer Choices	Responses	
Loves it - would like me to stay in uniform as long as possible	5.79%	7
Overall positive experience	31.40%	38
Fairly neutral - neither likes nor dislikes my service	7.44%	9
Tolerates it to support my career	22.31%	27
Would like me to leave the Navy today	17.36%	21
Does not apply to me	15.70%	19
Total		121

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

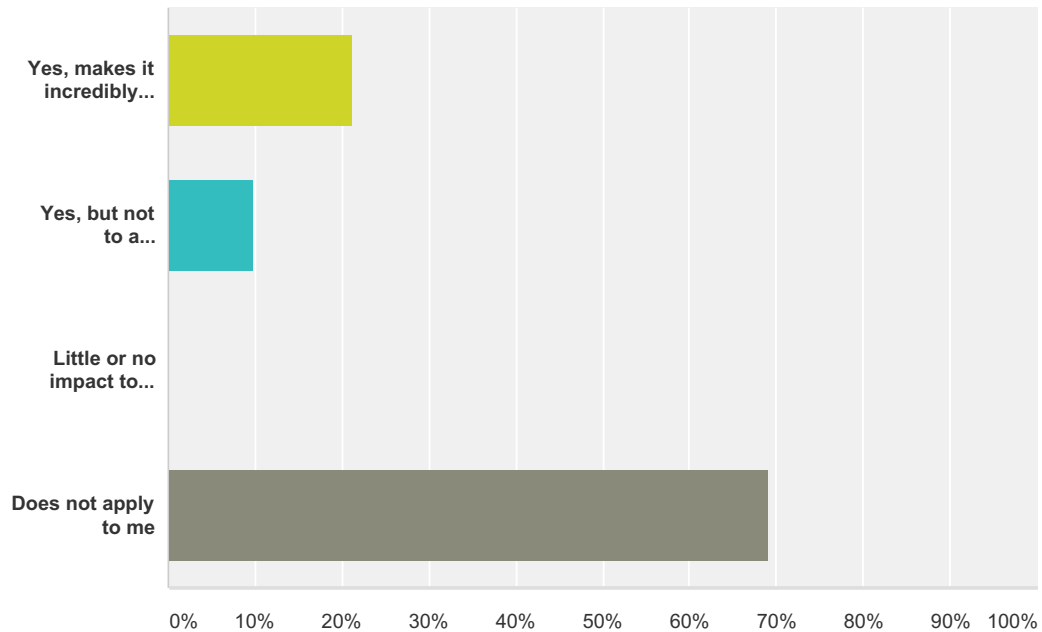
Answered: 119 Skipped: 21



Answer Choices	Responses	
Less than 50% of your income	38.66%	46
Between 50% and 100% of your income	21.01%	25
More than your income	9.24%	11
Prefer not to answer / does not apply to me	31.09%	37
Total		119

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

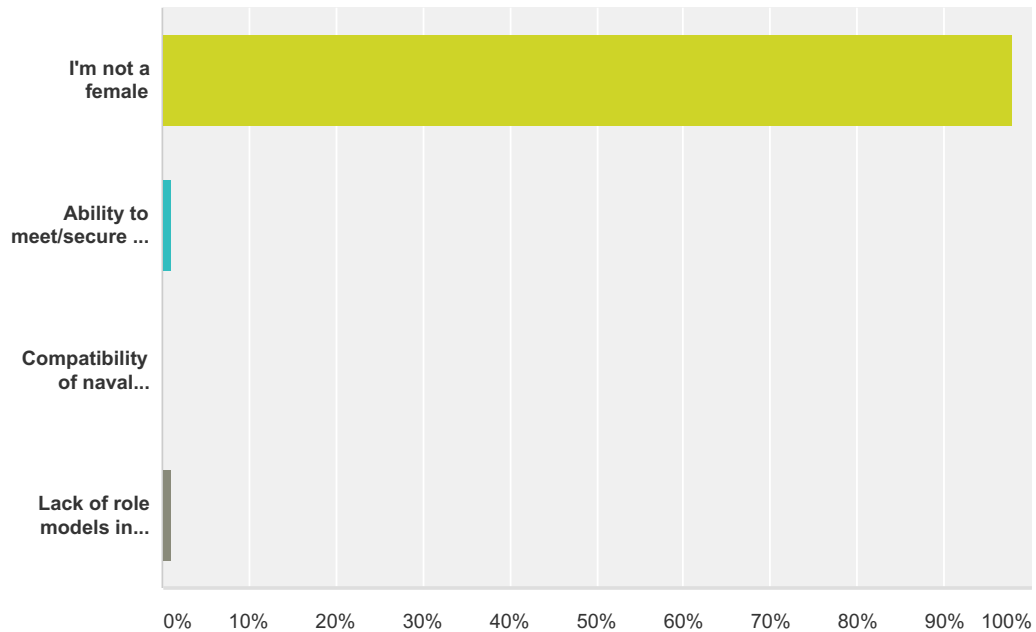
Answered: 113 Skipped: 27



Answer Choices	Responses	
Yes, makes it incredibly difficult to date	21.24%	24
Yes, but not to a significant degree	9.73%	11
Little or no impact to dating lifestyle	0.00%	0
Does not apply to me	69.03%	78
Total		113

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)

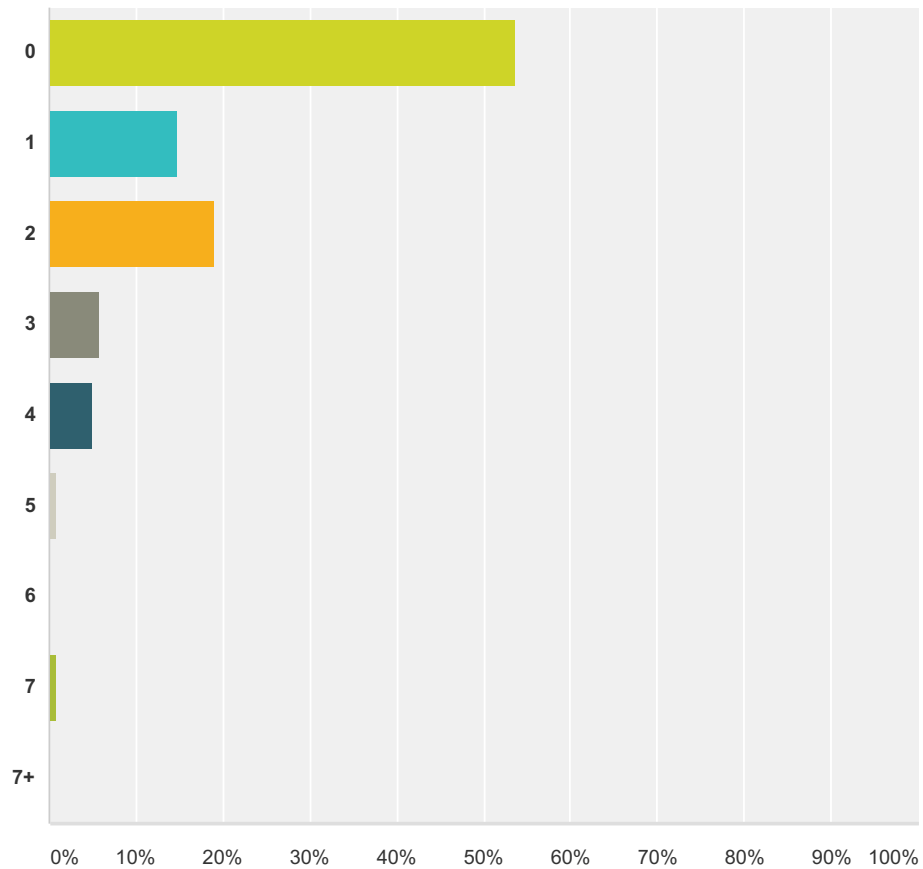
Answered: 99 Skipped: 41



Answer Choices	Responses	
I'm not a female	97.98%	97
Ability to meet/secure a potential spouse	1.01%	1
Compatibility of naval service with having a family	0.00%	0
Lack of role models in senior positions	1.01%	1
Total		99

Q93 How many children do you have?

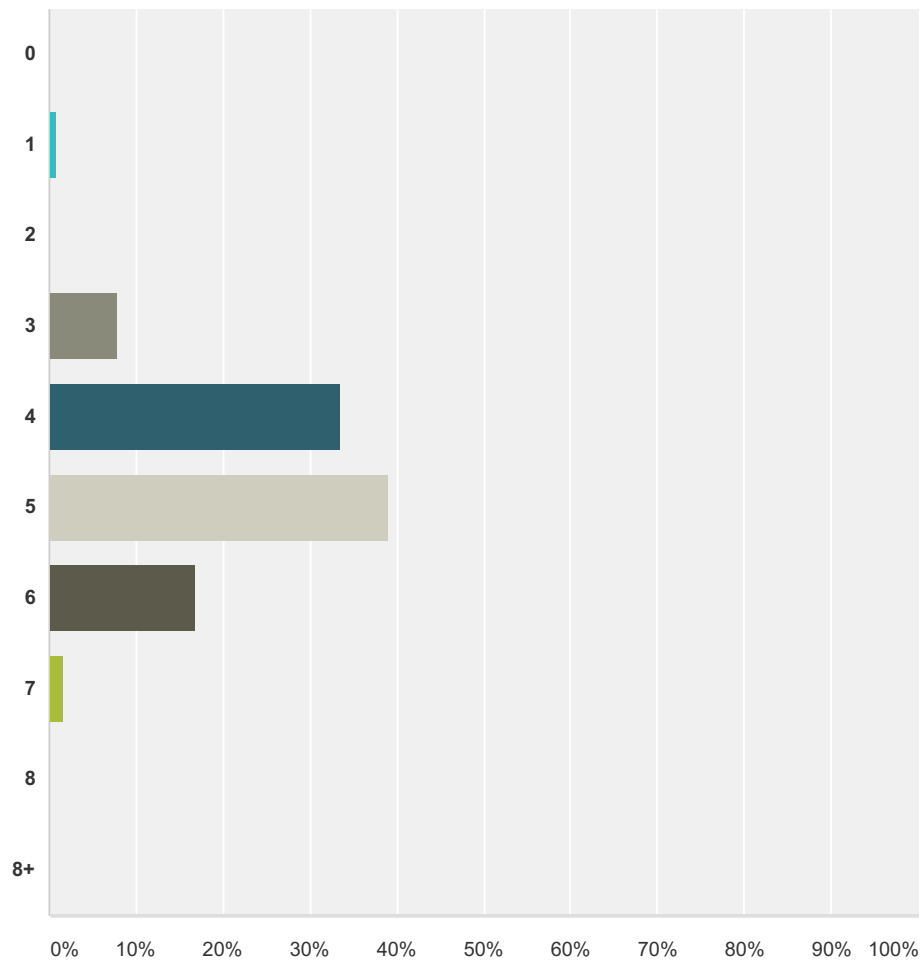
Answered: 121 Skipped: 19



Answer Choices	Responses	
0	53.72%	65
1	14.88%	18
2	19.01%	23
3	5.79%	7
4	4.96%	6
5	0.83%	1
6	0.00%	0
7	0.83%	1
7+	0.00%	0
Total		121

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

Answered: 113 Skipped: 27



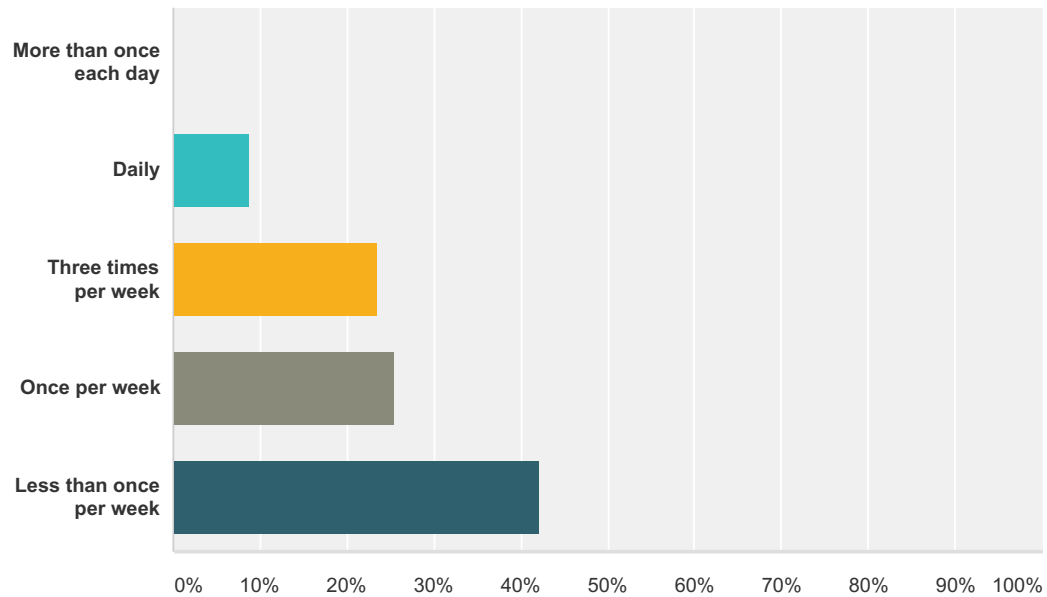
Answer Choices	Responses
0	0.00% 0
1	0.88% 1
2	0.00% 0
3	7.96% 9
4	33.63% 38
5	38.94% 44
6	16.81% 19
7	1.77% 2
8	0.00% 0

2014 Navy Retention Study

8+	0.00%	0
Total		113

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

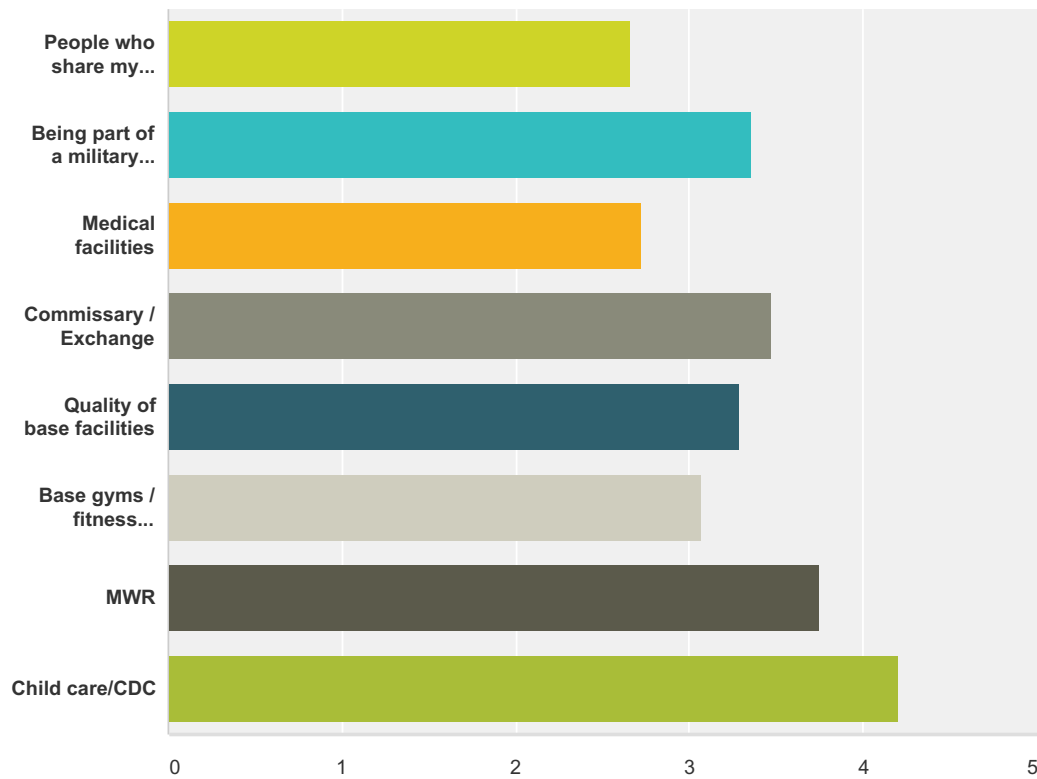
Answered: 114 Skipped: 26



Answer Choices	Responses	
More than once each day	0.00%	0
Daily	8.77%	10
Three times per week	23.68%	27
Once per week	25.44%	29
Less than once per week	42.11%	48
Total		114

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

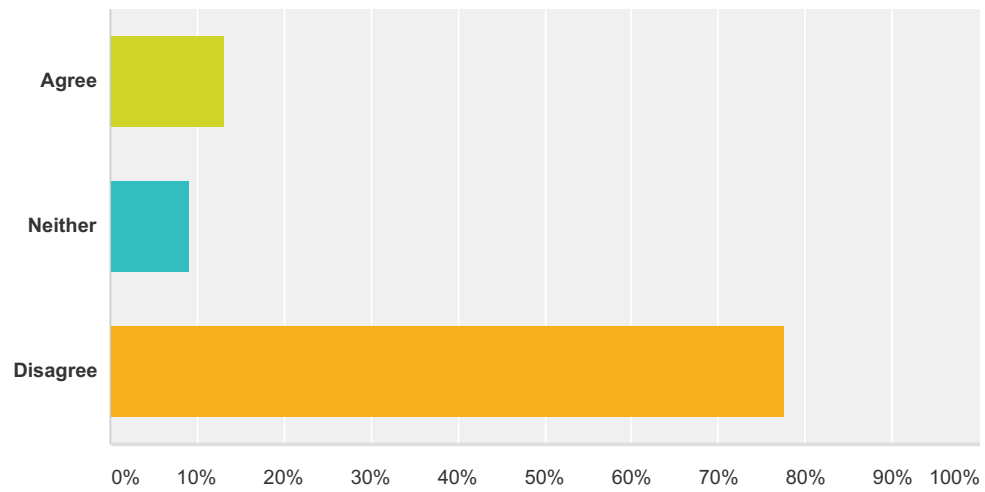
Answered: 120 Skipped: 20



	Extremely important	Very important	Important	Somewhat important	Not important	Do not know	Total	Average Rating
People who share my interests at work	14.17% 17	35.00% 42	28.33% 34	13.33% 16	8.33% 10	0.83% 1	120	2.66
Being part of a military community	5.04% 6	21.01% 25	28.57% 34	21.85% 26	22.69% 27	0.84% 1	119	3.36
Medical facilities	13.33% 16	30.83% 37	29.17% 35	21.67% 26	4.17% 5	0.83% 1	120	2.72
Commissary / Exchange	8.33% 10	15.83% 19	20.83% 25	28.33% 34	25.83% 31	0.83% 1	120	3.48
Quality of base facilities	8.33% 10	15.83% 19	29.17% 35	30.83% 37	15.00% 18	0.83% 1	120	3.29
Base gyms / fitness programs	10.92% 13	22.69% 27	28.57% 34	22.69% 27	14.29% 17	0.84% 1	119	3.07
MWR	4.17% 5	14.17% 17	16.67% 20	31.67% 38	32.50% 39	0.83% 1	120	3.75
Child care/CDC	4.17% 5	7.50% 9	8.33% 10	14.17% 17	54.17% 65	11.67% 14	120	4.21

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

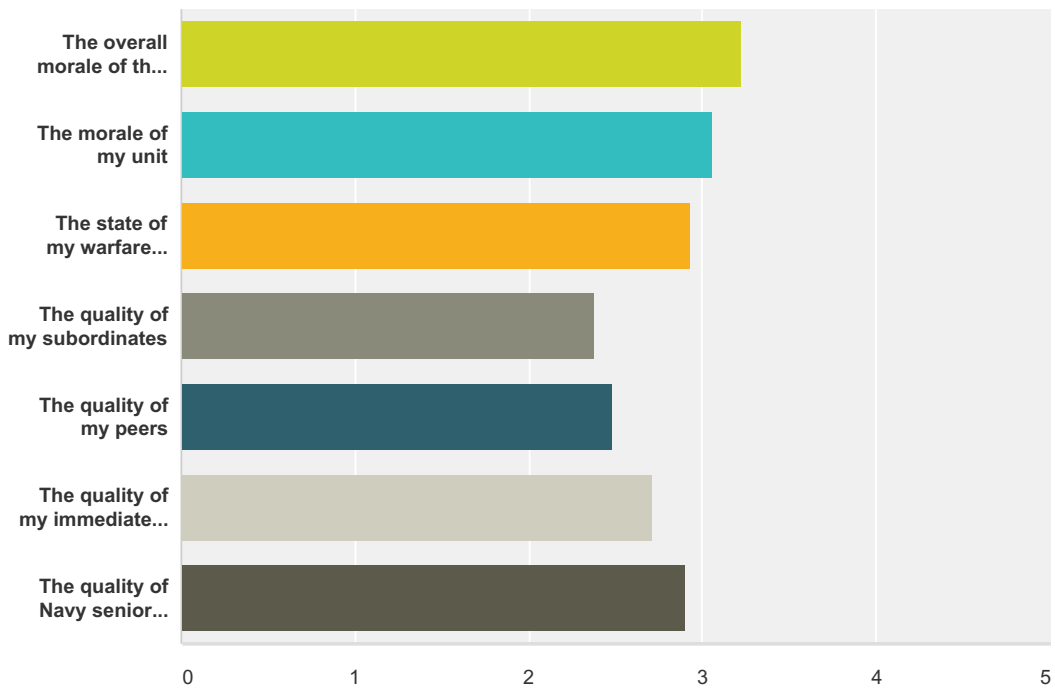
Answered: 121 Skipped: 19



Answer Choices	Responses	
Agree	13.22%	16
Neither	9.09%	11
Disagree	77.69%	94
Total		121

Q98 What are your overall assessments of the following?

Answered: 119 Skipped: 21



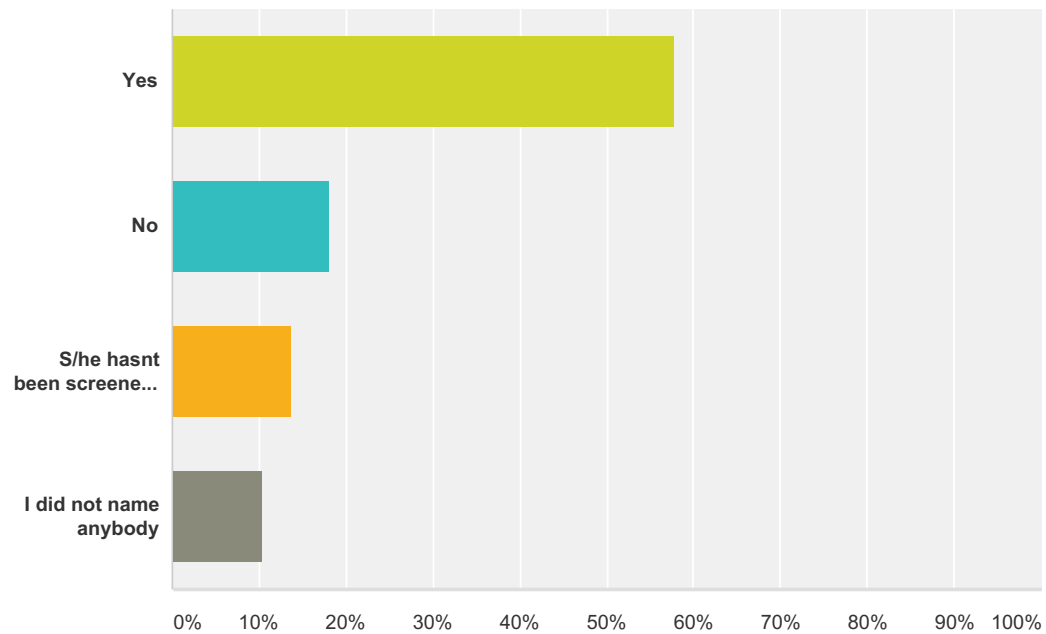
	Excellent	Good	Average	Marginal	Poor	Do not know	Total	Average Rating
The overall morale of the Navy	0.84% 1	15.13% 18	49.58% 59	27.73% 33	5.88% 7	0.84% 1	119	3.23
The morale of my unit	5.04% 6	32.77% 39	29.41% 35	15.13% 18	16.81% 20	0.84% 1	119	3.06
The state of my warfare community	4.20% 5	34.45% 41	28.57% 34	21.01% 25	7.56% 9	4.20% 5	119	2.93
The quality of my subordinates	10.92% 13	50.42% 60	23.53% 28	10.92% 13	0.84% 1	3.36% 4	119	2.38
The quality of my peers	8.40% 10	43.70% 52	38.66% 46	7.56% 9	0.84% 1	0.84% 1	119	2.48
The quality of my immediate leaders	5.88% 7	37.82% 45	35.29% 42	15.97% 19	2.52% 3	2.52% 3	119	2.71
The quality of Navy senior leadership	5.08% 6	27.12% 32	41.53% 49	16.10% 19	5.93% 7	4.24% 5	118	2.90

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

Answered: 109 Skipped: 31

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?)

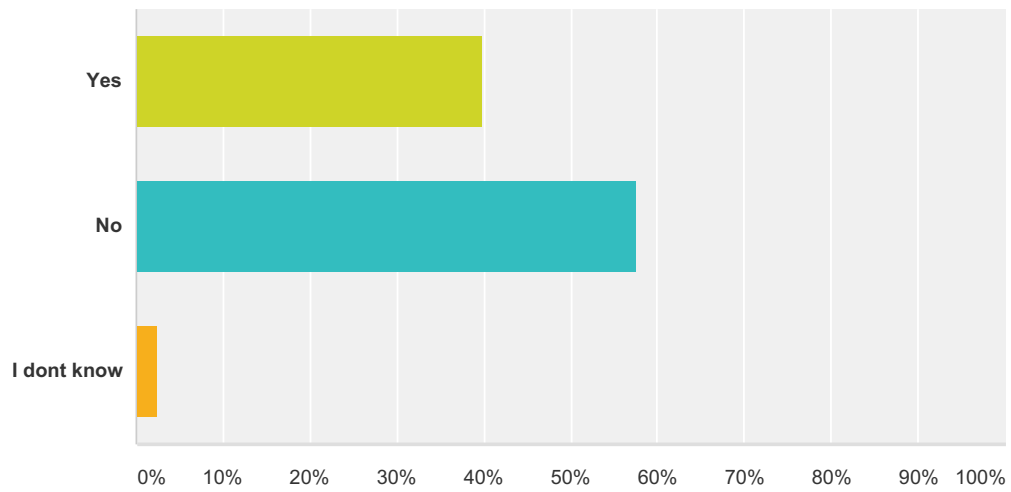
Answered: 116 Skipped: 24



Answer Choices	Responses	
Yes	57.76%	67
No	18.10%	21
S/he hasnt been screened yet	13.79%	16
I did not name anybody	10.34%	12
Total		116

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

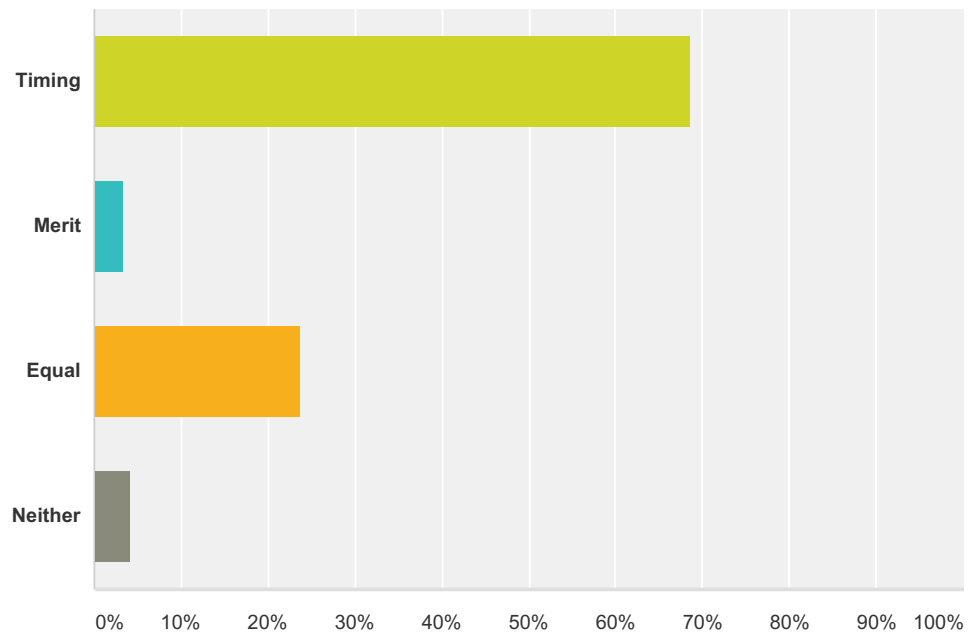
Answered: 118 Skipped: 22



Answer Choices	Responses	
Yes	39.83%	47
No	57.63%	68
I dont know	2.54%	3
Total		118

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

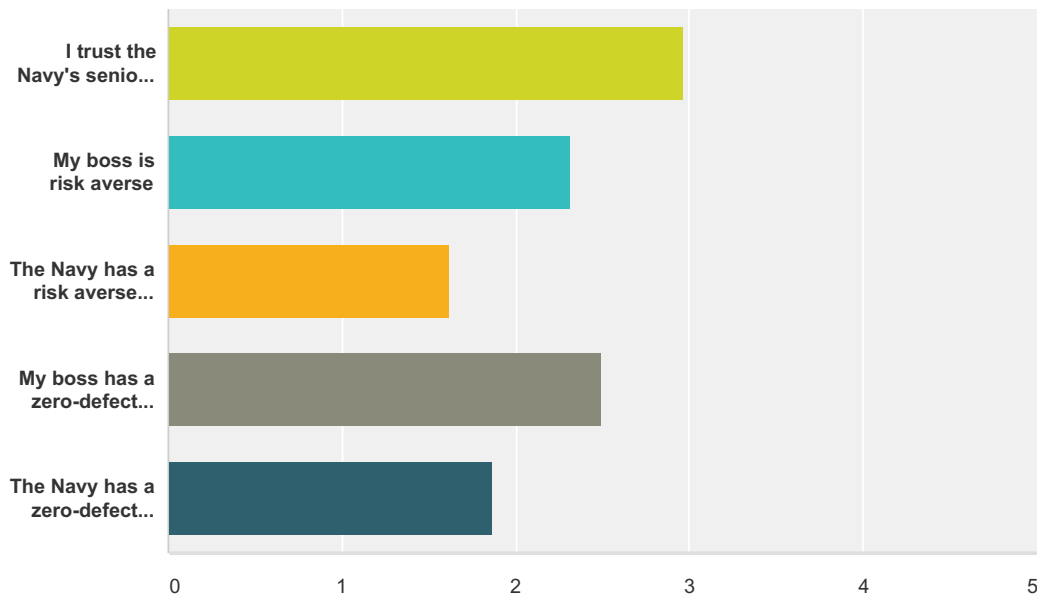
Answered: 118 Skipped: 22



Answer Choices	Responses
Timing	68.64% 81
Merit	3.39% 4
Equal	23.73% 28
Neither	4.24% 5
Total	118

Q103 Do you agree with the following statements?

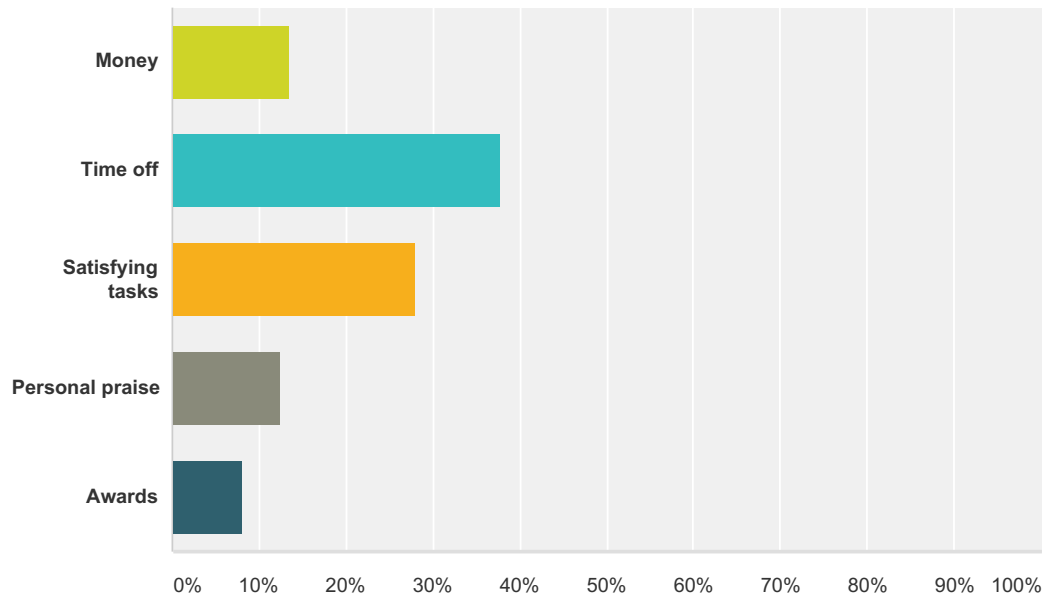
Answered: 118 Skipped: 22



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I trust the Navy's senior leaders	5.93% 7	32.20% 38	30.51% 36	21.19% 25	9.32% 11	0.85% 1	118	2.96
My boss is risk averse	16.95% 20	47.46% 56	12.71% 15	16.10% 19	0.85% 1	5.93% 7	118	2.32
The Navy has a risk averse culture	47.01% 55	43.59% 51	5.98% 7	1.71% 2	0.00% 0	1.71% 2	117	1.62
My boss has a zero-defect mentality	21.19% 25	33.90% 40	15.25% 18	19.49% 23	4.24% 5	5.93% 7	118	2.49
The Navy has a zero-defect mentality	38.46% 45	39.32% 46	11.11% 13	5.98% 7	0.85% 1	4.27% 5	117	1.87

Q104 How do you prefer to be rewarded?

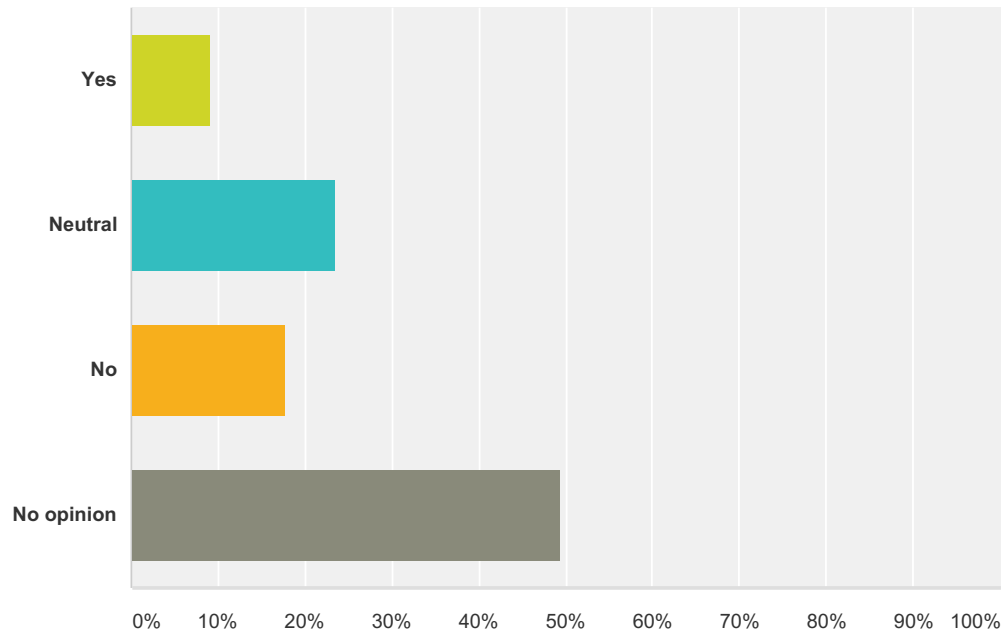
Answered: 111 Skipped: 29



Answer Choices	Responses	
Money	13.51%	15
Time off	37.84%	42
Satisfying tasks	27.93%	31
Personal praise	12.61%	14
Awards	8.11%	9
Total		111

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

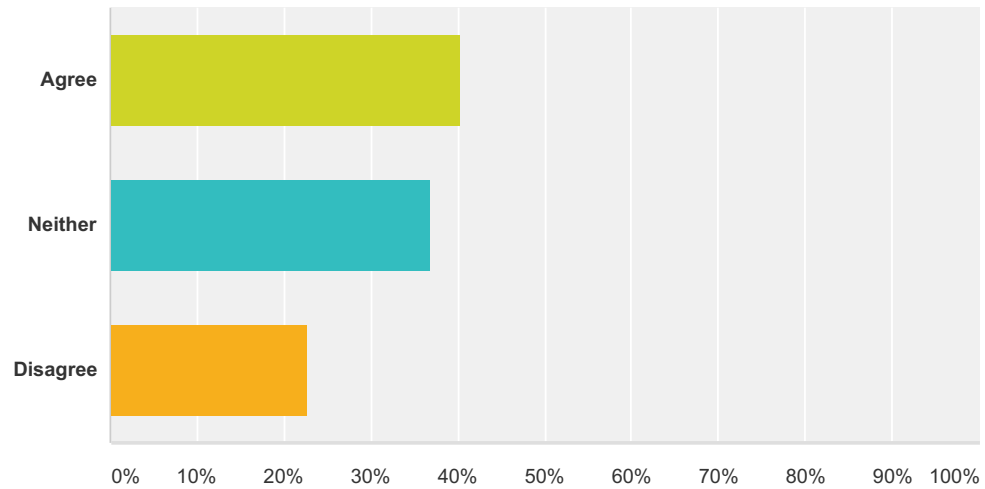
Answered: 119 Skipped: 21



Answer Choices	Responses	
Yes	9.24%	11
Neutral	23.53%	28
No	17.65%	21
No opinion	49.58%	59
Total		119

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

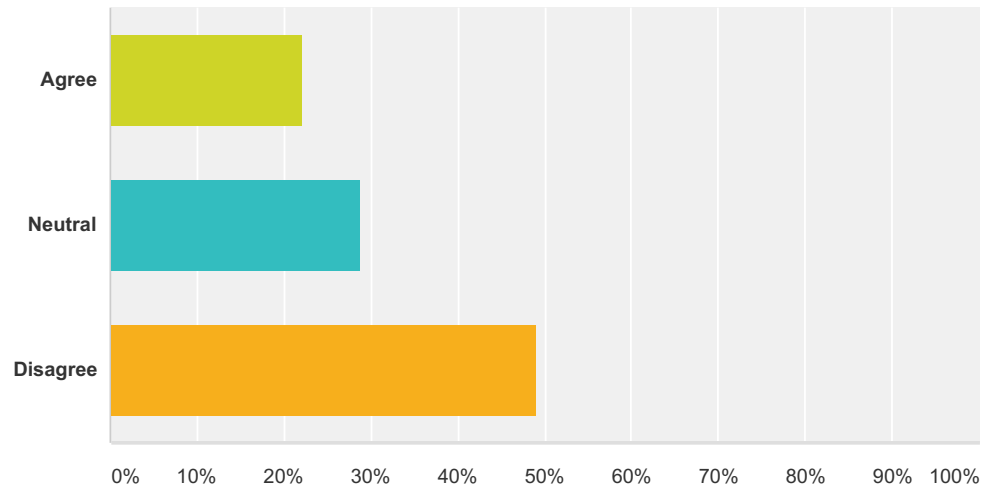
Answered: 119 Skipped: 21



Answer Choices	Responses	
Agree	40.34%	48
Neither	36.97%	44
Disagree	22.69%	27
Total		119

Q107 Senior leaders care about what I think

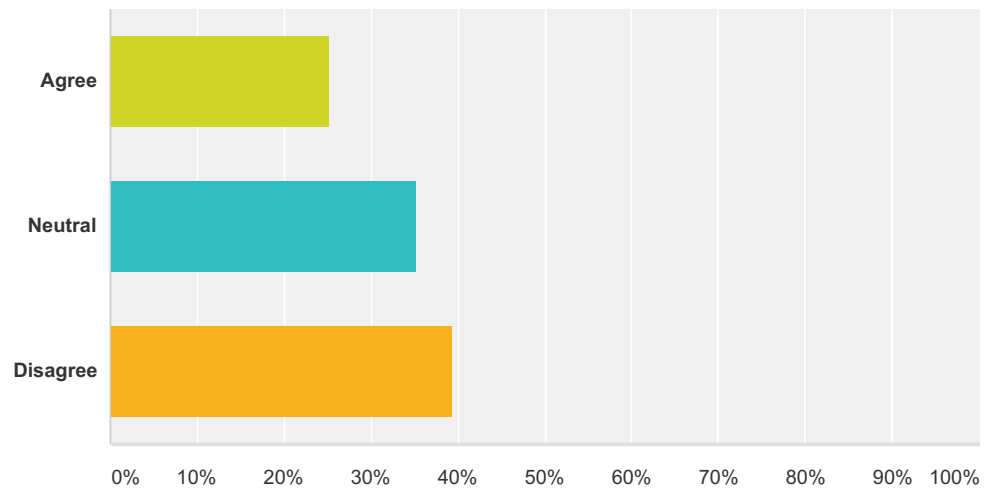
Answered: 118 Skipped: 22



Answer Choices	Responses	
Agree	22.03%	26
Neutral	28.81%	34
Disagree	49.15%	58
Total		118

Q108 Senior leaders are willing to hold themselves accountable

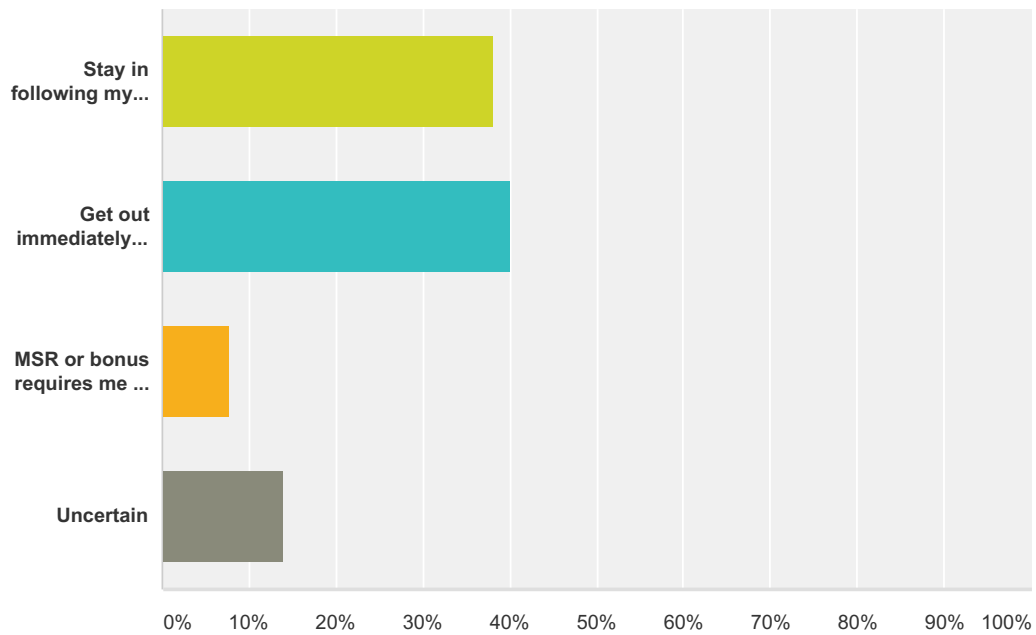
Answered: 119 Skipped: 21



Answer Choices	Responses	
Agree	25.21%	30
Neutral	35.29%	42
Disagree	39.50%	47
Total		119

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

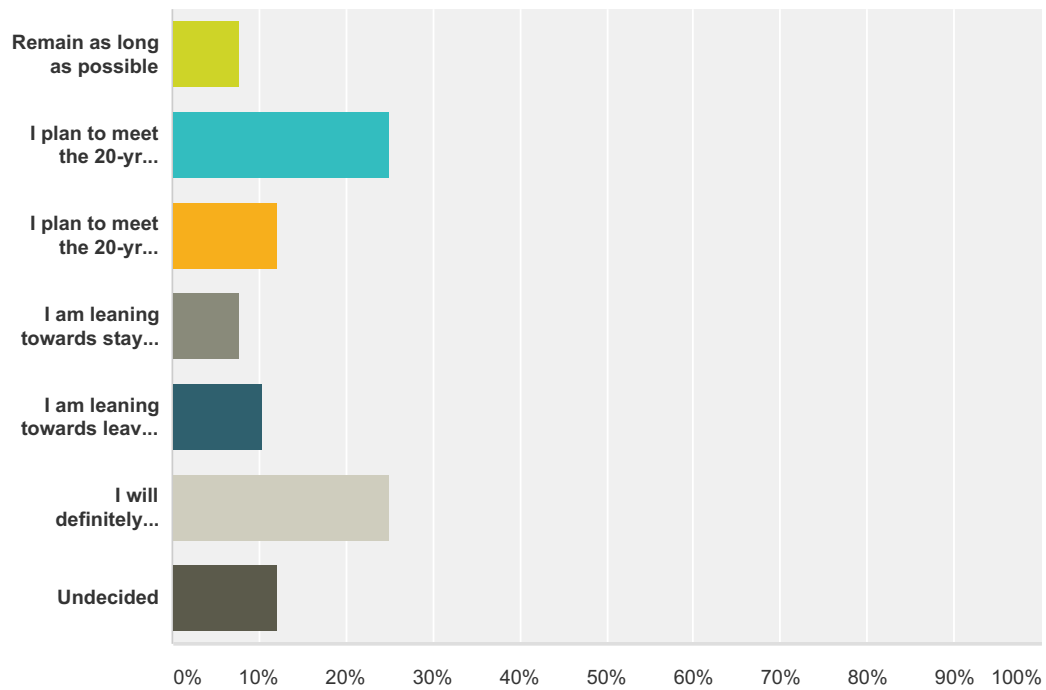
Answered: 115 Skipped: 25



Answer Choices	Responses	
Stay in following my current tour	38.26%	44
Get out immediately after this tour	40.00%	46
MSR or bonus requires me to stay for another tour	7.83%	9
Uncertain	13.91%	16
Total		115

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

Answered: 116 Skipped: 24

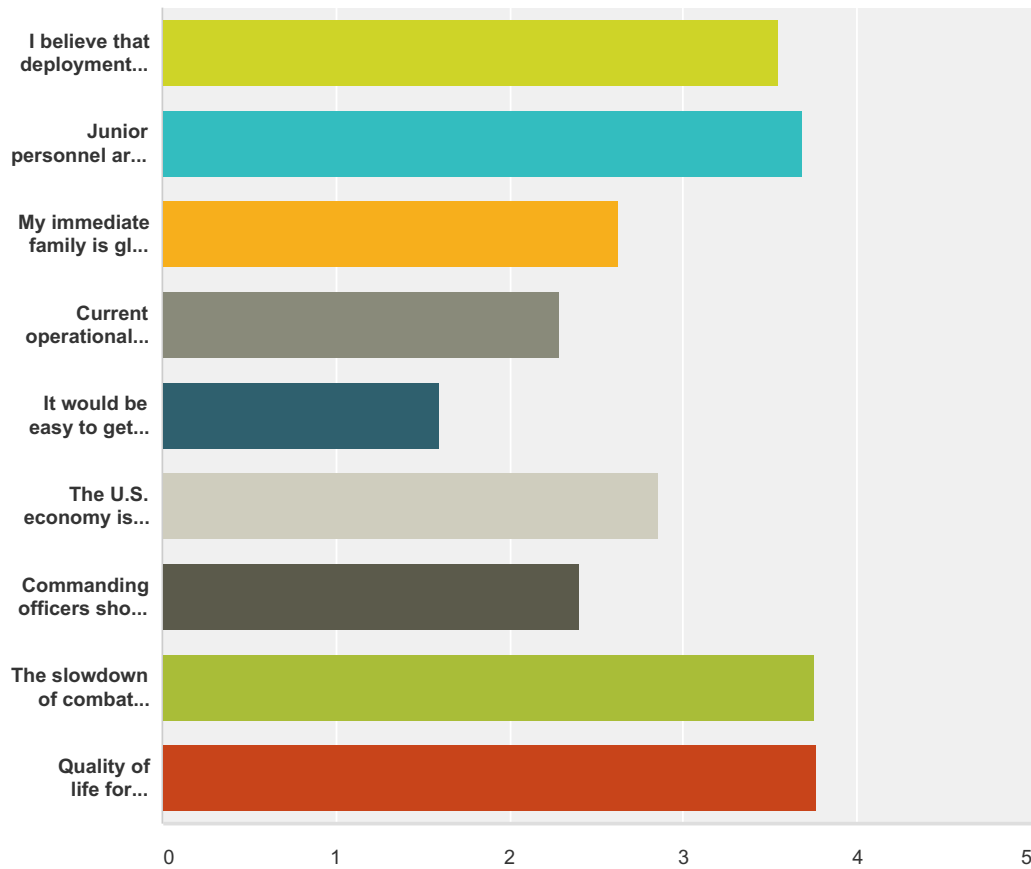


Answer Choices	Responses	
Remain as long as possible	7.76%	9
I plan to meet the 20-yr milestone and then re-evaluate	25.00%	29
I plan to meet the 20-yr milestone and then retire	12.07%	14
I am leaning towards staying beyond my Minimum Service Requirement (MSR)	7.76%	9
I am leaning towards leaving at my MSR	10.34%	12
I will definitely leave at my MSR	25.00%	29
Undecided	12.07%	14
Total		116

2014 Navy Retention Study

Q111 Overall Retention

Answered: 115 Skipped: 25



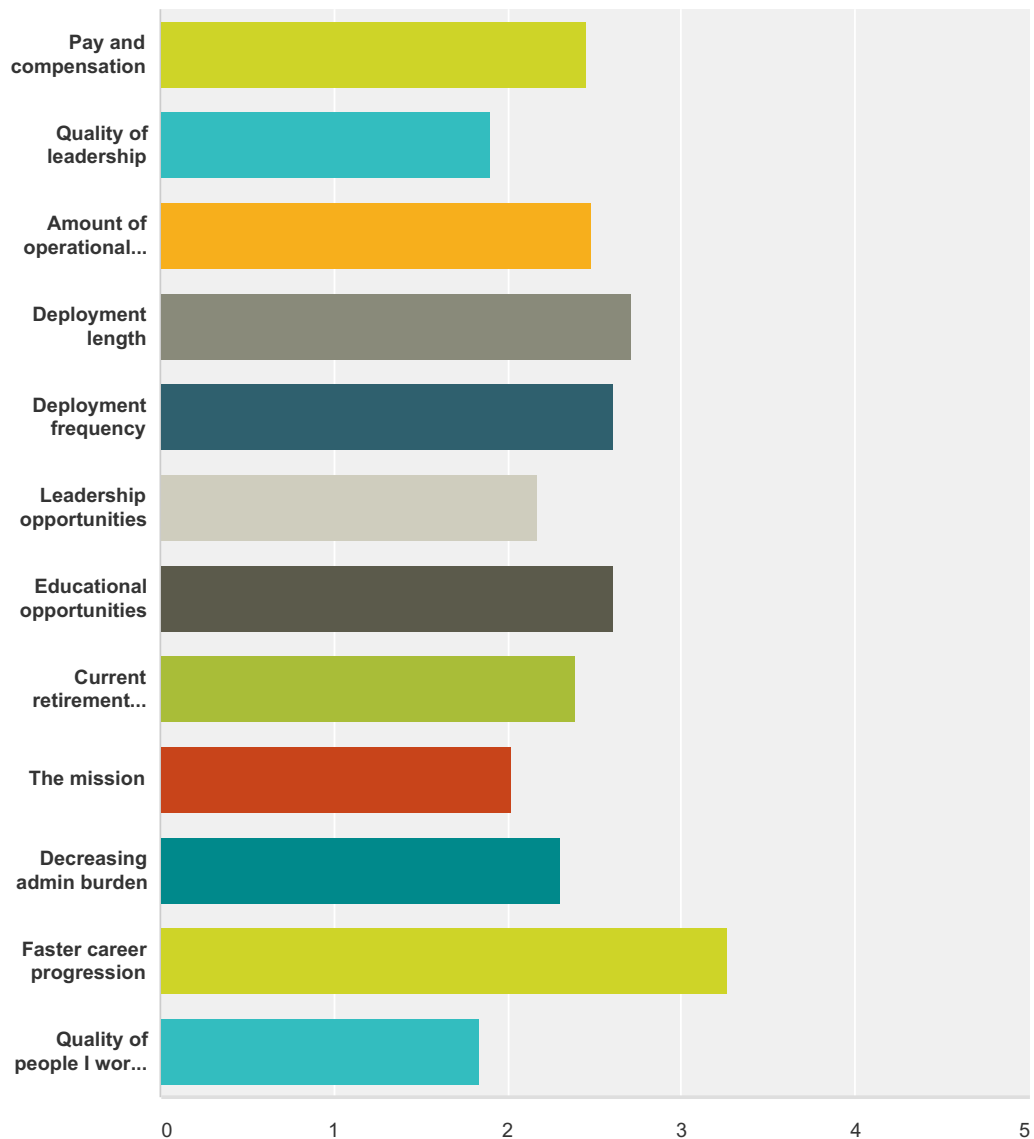
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I believe that deployment lengths will be capped at 8 months	2.61% 3	16.52% 19	14.78% 17	41.74% 48	14.78% 17	9.57% 11	115	3.55
Junior personnel are utilized to their full potential	1.74% 2	9.57% 11	24.35% 28	43.48% 50	17.39% 20	3.48% 4	115	3.68
My immediate family is glad I am in the Navy	13.91% 16	42.61% 49	16.52% 19	20.00% 23	6.96% 8	0.00% 0	115	2.63
Current operational tempo is too high	16.52% 19	44.35% 51	25.22% 29	9.57% 11	0.00% 0	4.35% 5	115	2.29
It would be easy to get hired if I left the Navy today	52.17% 60	34.78% 40	9.57% 11	1.74% 2	0.00% 0	1.74% 2	115	1.60
The U.S. economy is rapidly improving	6.09% 7	34.78% 40	27.83% 32	24.35% 28	4.35% 5	2.61% 3	115	2.86
Commanding officers should be paid critical skills bonuses	17.39% 20	39.13% 45	23.48% 27	7.83% 9	5.22% 6	6.96% 8	115	2.40
The slowdown of combat operations makes me want to leave the Navy	2.61% 3	8.70% 10	20.87% 24	42.61% 49	22.61% 26	2.61% 3	115	3.76

2014 Navy Retention Study

Quality of life for military members is ensured through the rest of my career	0.87% 1	12.17% 14	22.61% 26	34.78% 40	26.96% 31	2.61% 3	115	3.77
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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: 115 Skipped: 25



	Extremely Important	Very important	Important	Somewhat important	Not Important	Do not know	Total	Average Rating
Pay and compensation	23.48% 27	26.96% 31	33.91% 39	12.17% 14	3.48% 4	0.00% 0	115	2.45
Quality of leadership	30.43% 35	52.17% 60	14.78% 17	1.74% 2	0.87% 1	0.00% 0	115	1.90
Amount of operational time	14.78% 17	38.26% 44	34.78% 40	6.09% 7	5.22% 6	0.87% 1	115	2.48

2014 Navy Retention Study

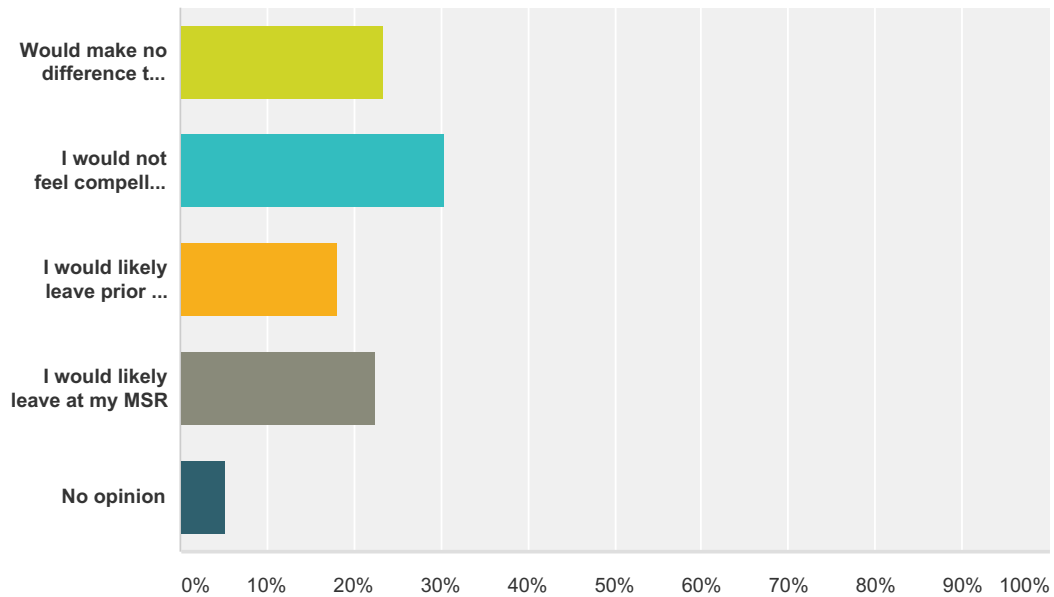
Deployment length	15.65% 18	24.35% 28	39.13% 45	14.78% 17	6.09% 7	0.00% 0	115	2.71
Deployment frequency	17.39% 20	29.57% 34	33.91% 39	13.04% 15	6.09% 7	0.00% 0	115	2.61
Leadership opportunities	22.61% 26	46.09% 53	24.35% 28	6.09% 7	0.87% 1	0.00% 0	115	2.17
Educational opportunities	16.67% 19	31.58% 36	28.95% 33	20.18% 23	2.63% 3	0.00% 0	114	2.61
Current retirement benefits	33.04% 38	23.48% 27	20.87% 24	16.52% 19	6.09% 7	0.00% 0	115	2.39
The mission	33.04% 38	40.87% 47	18.26% 21	5.22% 6	2.61% 3	0.00% 0	115	2.03
Decreasing admin burden	30.43% 35	29.57% 34	20.00% 23	13.91% 16	4.35% 5	1.74% 2	115	2.31
Faster career progression	8.77% 10	15.79% 18	29.82% 34	28.07% 32	15.79% 18	1.75% 2	114	3.27
Quality of people I work with	38.26% 44	42.61% 49	17.39% 20	0.00% 0	1.74% 2	0.00% 0	115	1.84

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

Answered: 95 Skipped: 45

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

Answered: 115 Skipped: 25

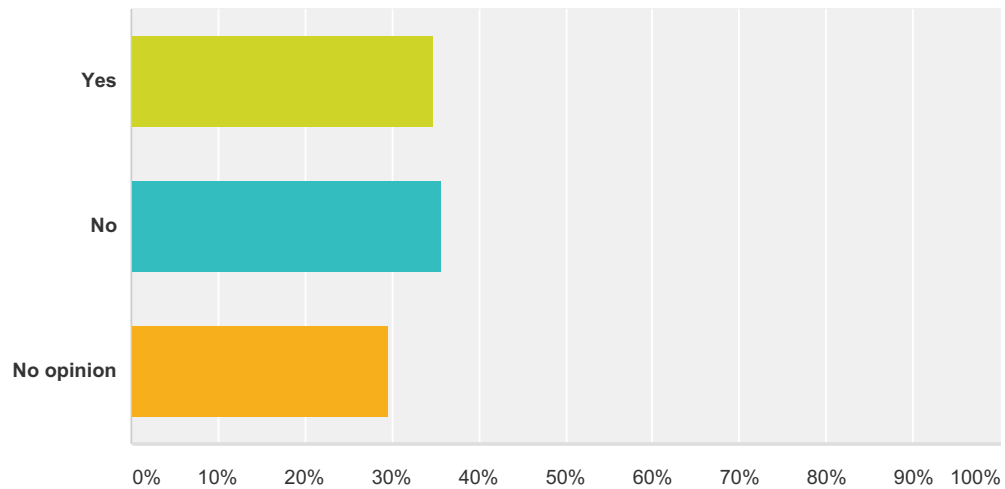


Answer Choices	Responses	
Would make no difference to future plans	23.48%	27
I would not feel compelled to stay for any particular length of time	30.43%	35
I would likely leave prior to serving 20 years	18.26%	21
I would likely leave at my MSR	22.61%	26
No opinion	5.22%	6
Total		115

Q115 If the Career Intermision 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>

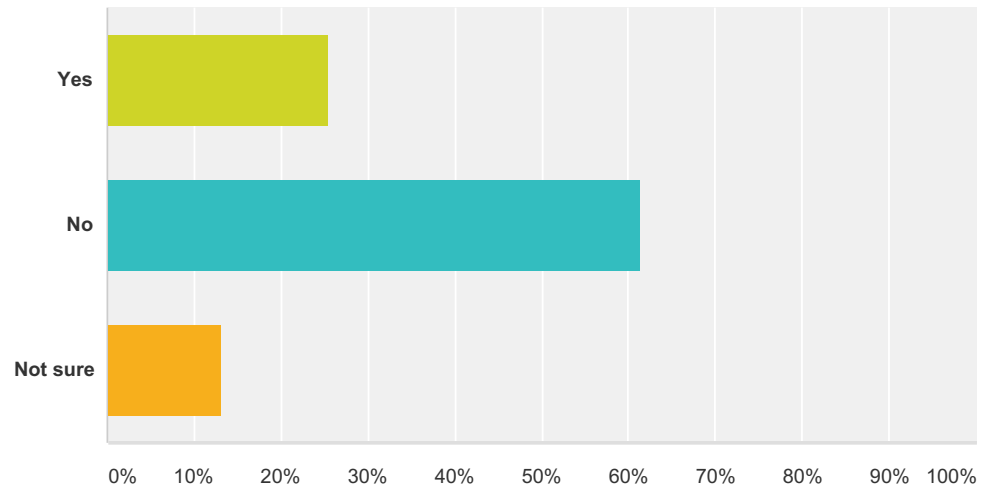
Answered: 115 Skipped: 25



Answer Choices	Responses	
Yes	34.78%	40
No	35.65%	41
No opinion	29.57%	34
Total		115

Q116 Do you want your Boss's job?

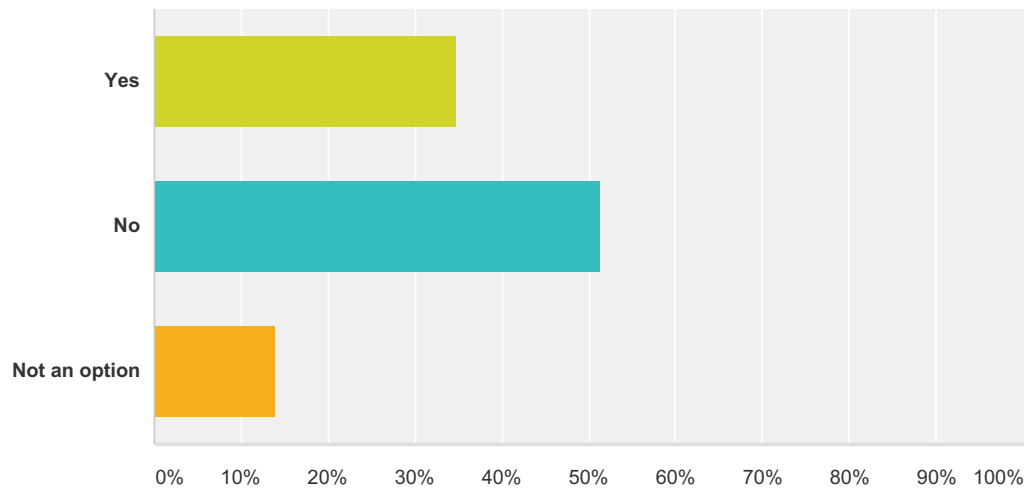
Answered: 114 Skipped: 26



Answer Choices	Responses	
Yes	25.44%	29
No	61.40%	70
Not sure	13.16%	15
Total		114

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

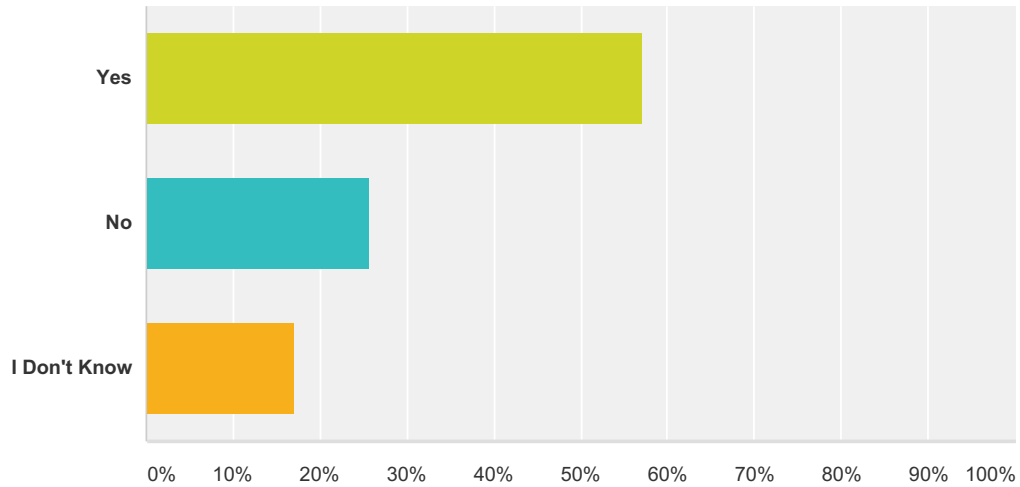
Answered: 115 Skipped: 25



Answer Choices	Responses	
Yes	34.78%	40
No	51.30%	59
Not an option	13.91%	16
Total		115

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

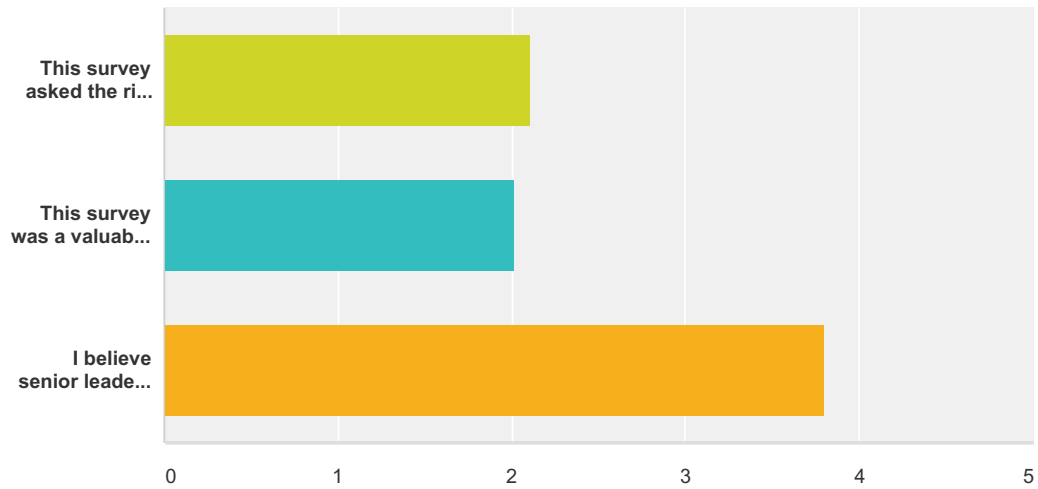
Answered: 105 Skipped: 35



Answer Choices	Responses	
Yes	57.14%	60
No	25.71%	27
I Don't Know	17.14%	18
Total		105

Q119 Evaluate this survey

Answered: 102 Skipped: 38



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Average Rating
This survey asked the right questions	8.82% 9	73.53% 75	16.67% 17	0.00% 0	0.98% 1	102	2.11
This survey was a valuable use of my time	19.61% 20	61.76% 63	17.65% 18	0.00% 0	0.98% 1	102	2.01
I believe senior leaders will take action on the results of this survey	2.94% 3	5.88% 6	22.55% 23	45.10% 46	23.53% 24	102	3.80

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

Answered: 25 Skipped: 115

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

Answered: 53 Skipped: 87

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%	53
Phone Number:	0.00%	0