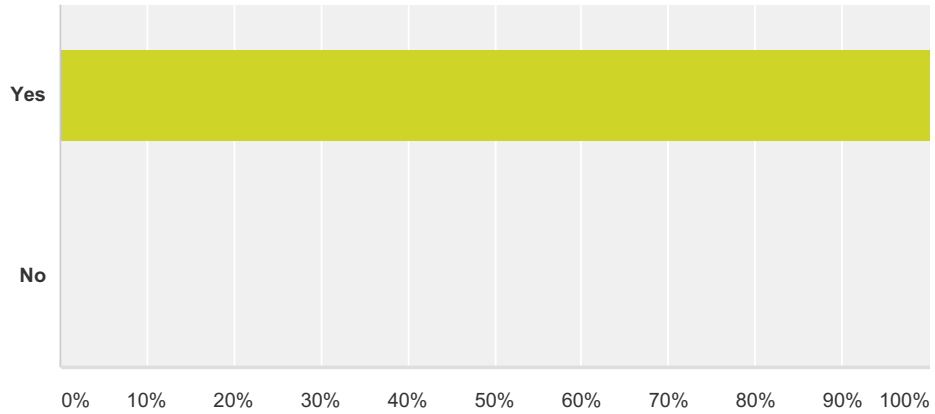


**Q1 I affirm that I am an active duty,
uniformed member of the United States
Navy, and will only take this survey once.**

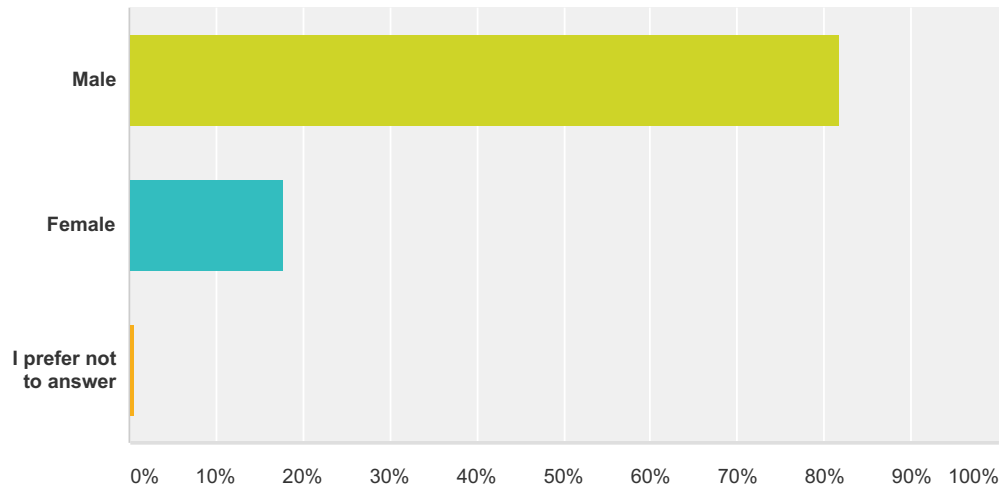
Answered: 561 Skipped: 0



Answer Choices	Responses	
Yes	100.00%	561
No	0.00%	0
Total		561

Q2 Are you male or female?

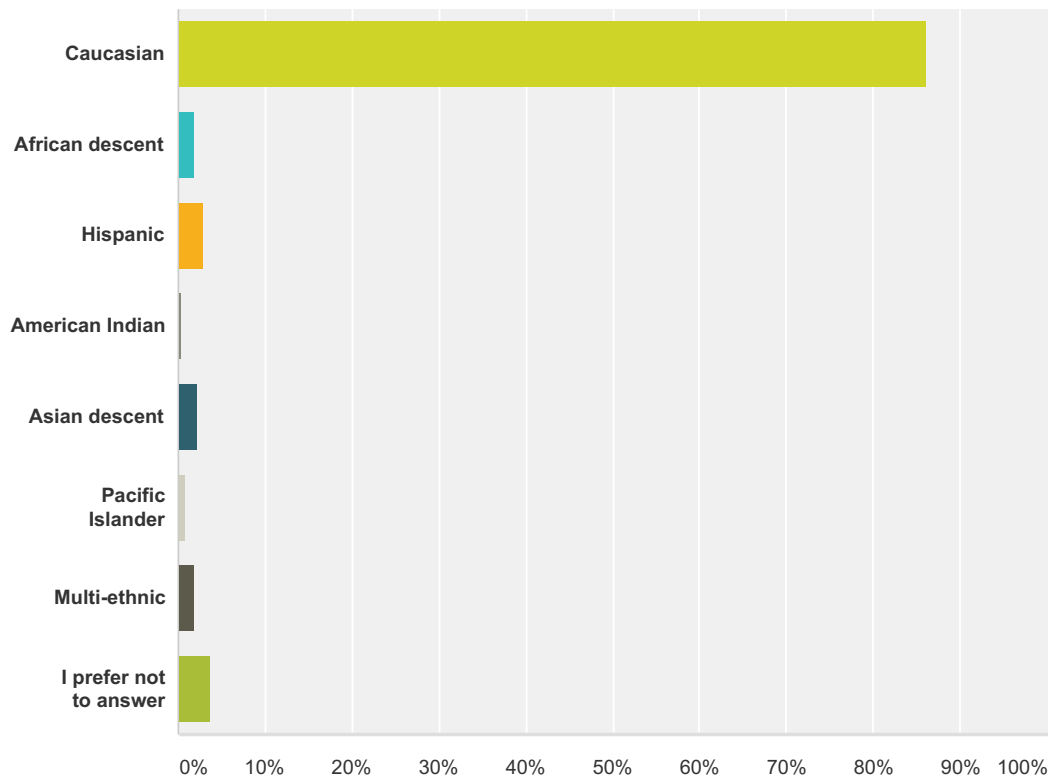
Answered: 559 Skipped: 2



Answer Choices	Responses	
Male	81.75%	457
Female	17.71%	99
I prefer not to answer	0.54%	3
Total		559

Q3 Which racial group do you most identify with?

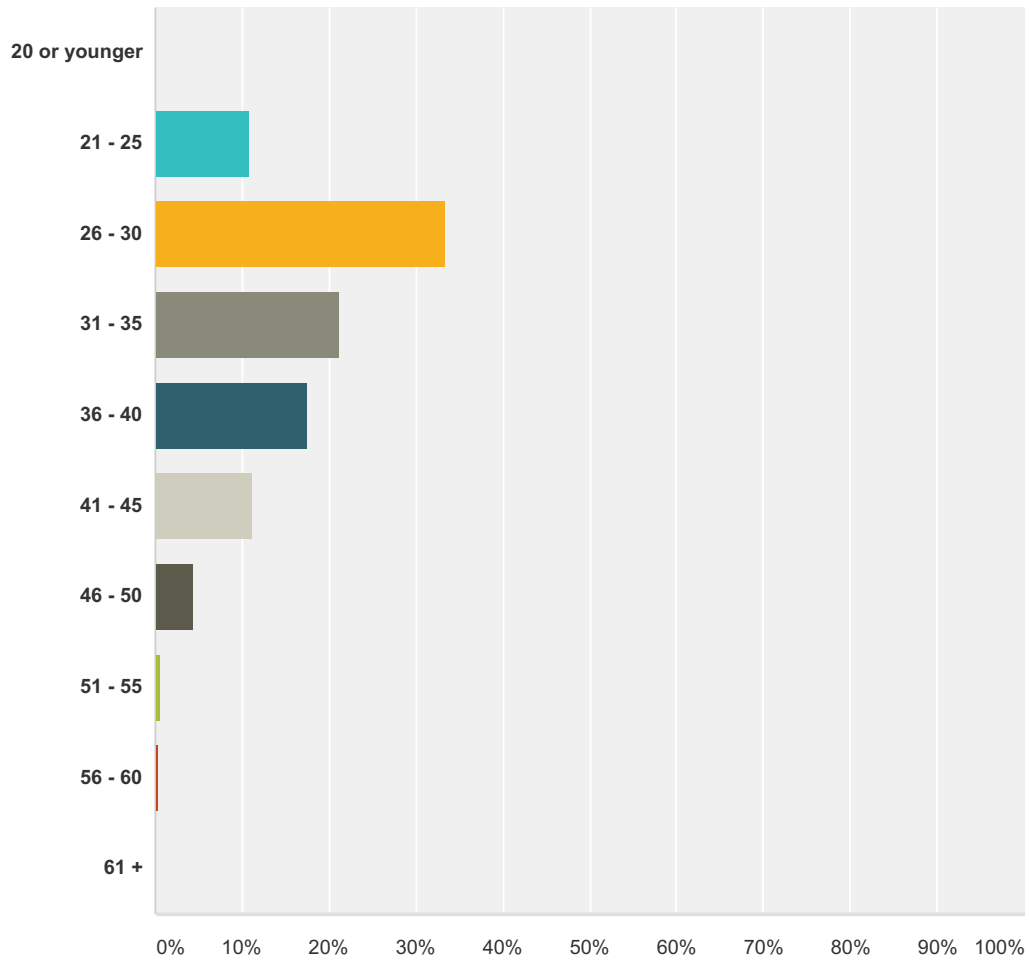
Answered: 560 Skipped: 1



Answer Choices	Responses	
Caucasian	86.25%	483
African descent	1.79%	10
Hispanic	2.86%	16
American Indian	0.36%	2
Asian descent	2.32%	13
Pacific Islander	0.89%	5
Multi-ethnic	1.79%	10
I prefer not to answer	3.75%	21
Total		560

Q4 How old are you?

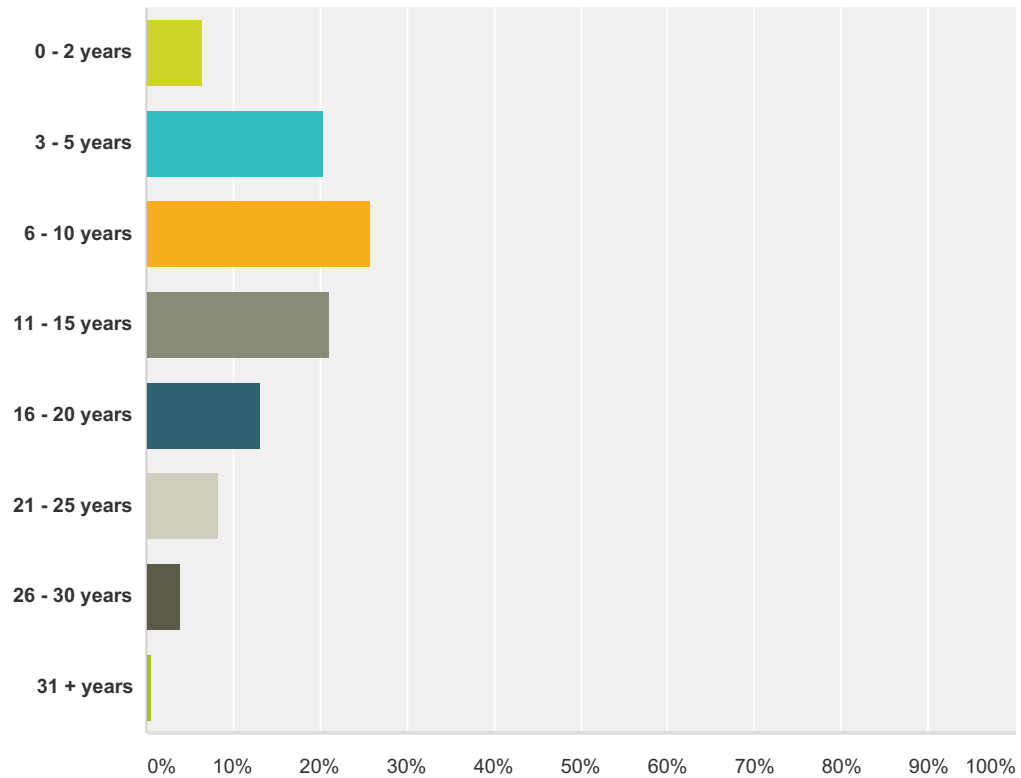
Answered: 558 Skipped: 3



Answer Choices	Responses
20 or younger	0.18% 1
21 - 25	10.93% 61
26 - 30	33.33% 186
31 - 35	21.33% 119
36 - 40	17.56% 98
41 - 45	11.29% 63
46 - 50	4.48% 25
51 - 55	0.54% 3
56 - 60	0.36% 2
61 +	0.00% 0
Total	558

Q5 How long have you been in the Navy?

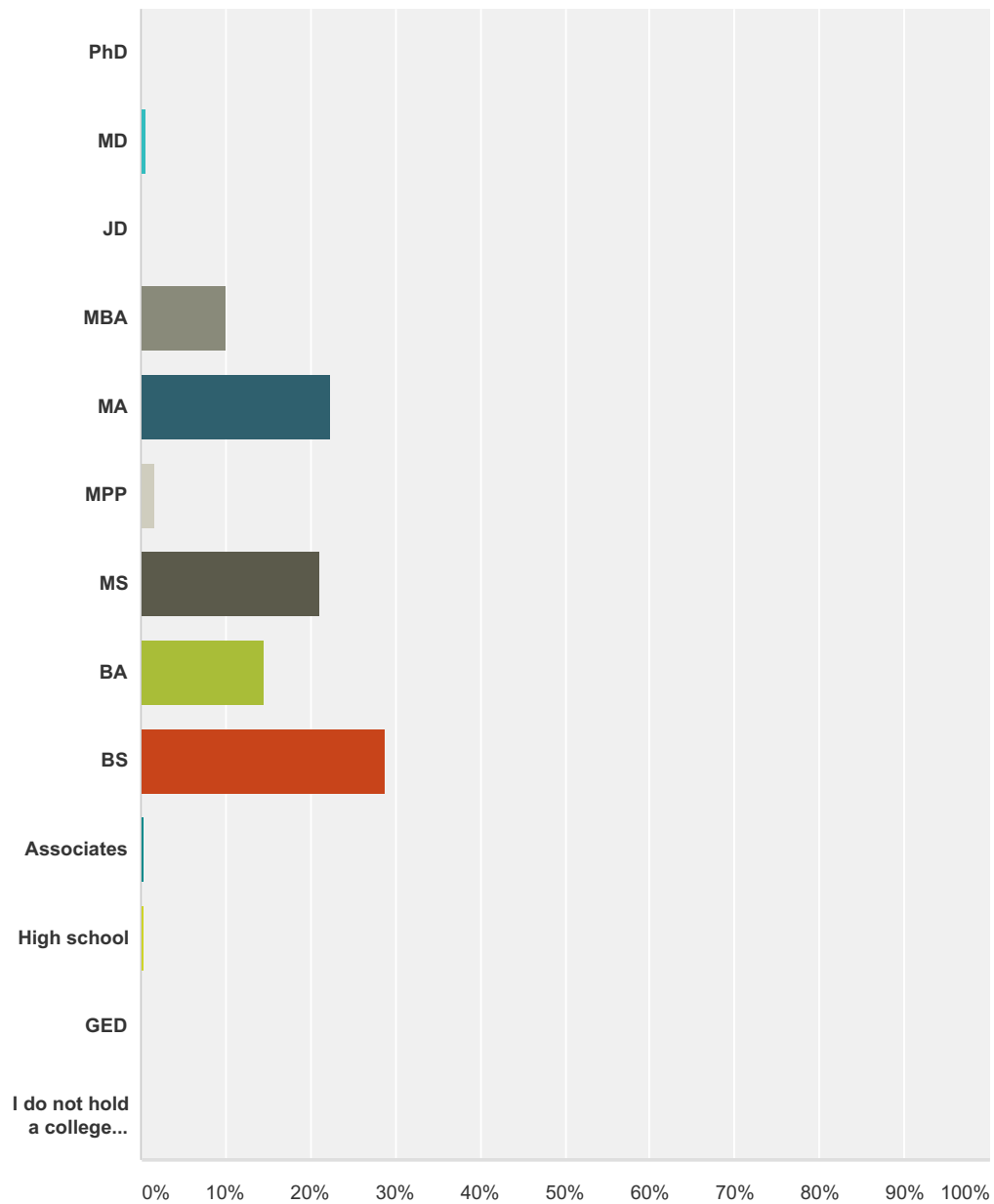
Answered: 560 Skipped: 1



Answer Choices	Responses	
0 - 2 years	6.43%	36
3 - 5 years	20.36%	114
6 - 10 years	25.89%	145
11 - 15 years	21.07%	118
16 - 20 years	13.21%	74
21 - 25 years	8.39%	47
26 - 30 years	3.93%	22
31 + years	0.71%	4
Total		560

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

Answered: 560 Skipped: 1



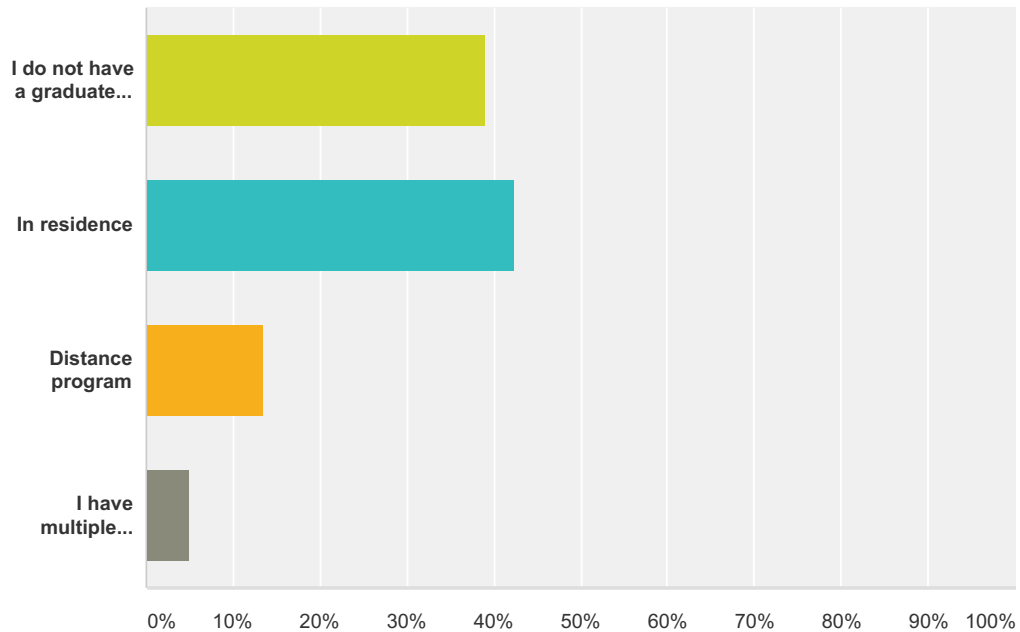
Answer Choices	Responses
PhD	0.00% 0
MD	0.54% 3
JD	0.00% 0
MBA	10.00% 56
MA	22.32% 125

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MPP	1.61%	9
MS	21.07%	118
BA	14.64%	82
BS	28.75%	161
Associates	0.36%	2
High school	0.36%	2
GED	0.18%	1
I do not hold a college degree	0.18%	1
Total		560

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

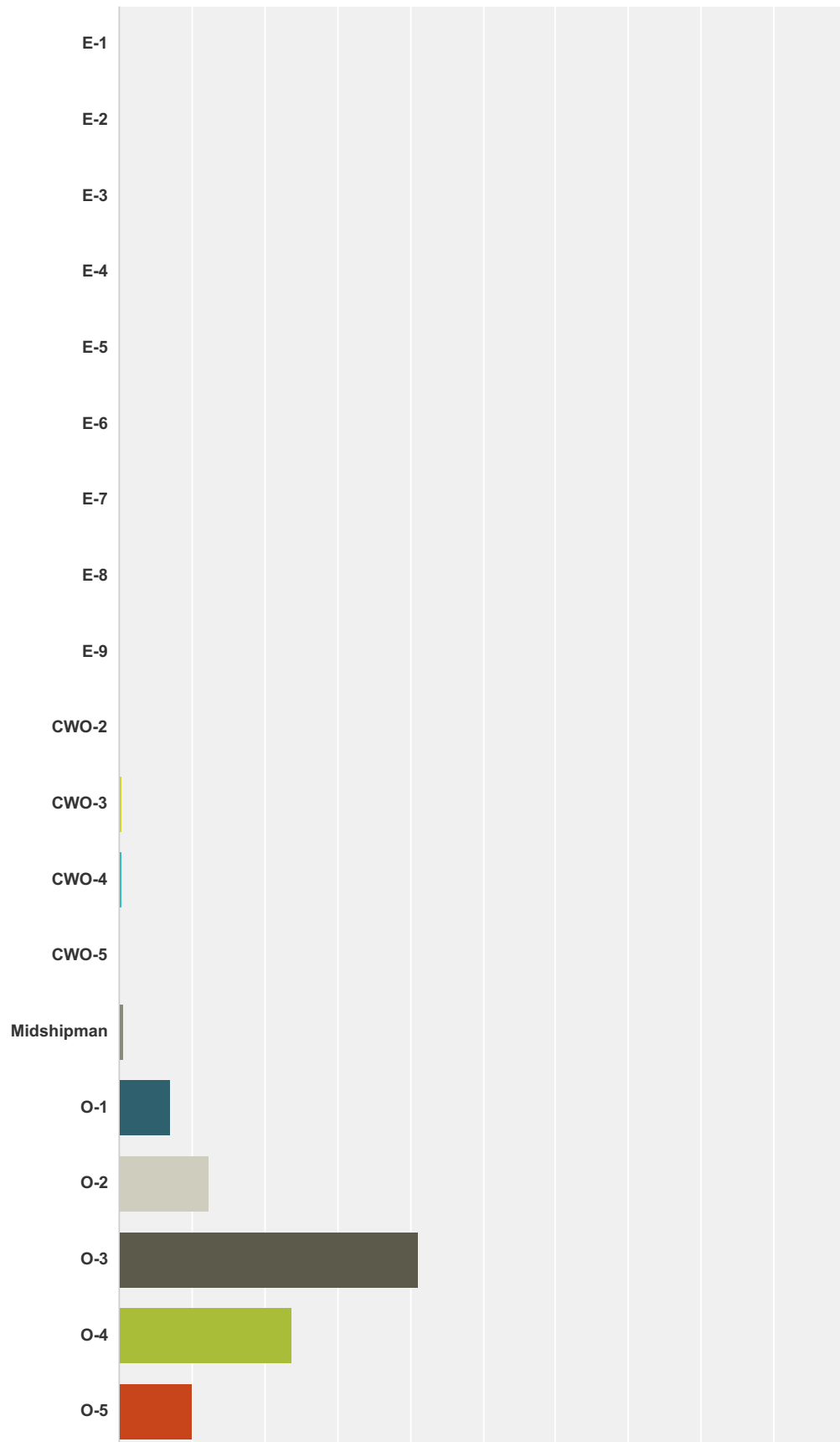
Answered: 548 Skipped: 13



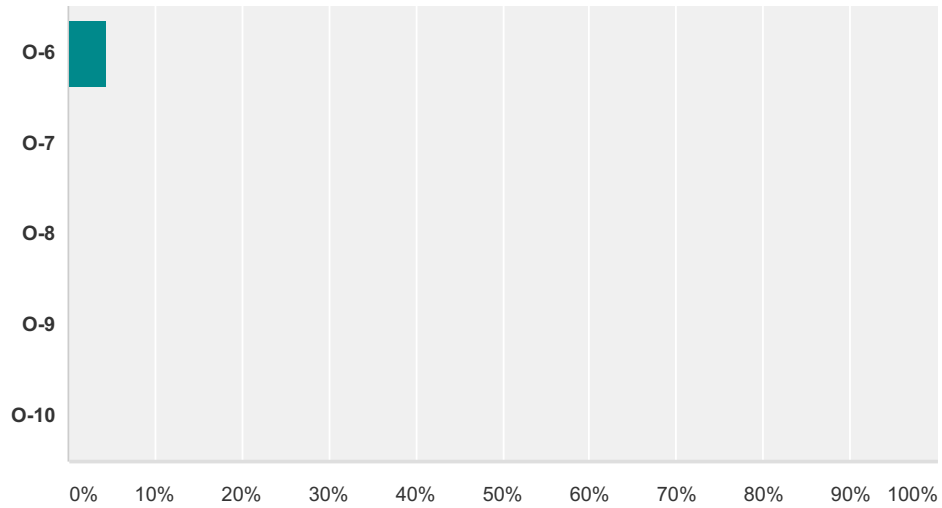
Answer Choices	Responses	
I do not have a graduate degree	39.05%	214
In residence	42.34%	232
Distance program	13.50%	74
I have multiple graduate degrees, at least one in residence and one distance	5.11%	28
Total		548

Q8 What is your current paygrade?

Answered: 561 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	0.36% 2
CWO-4	0.36% 2
CWO-5	0.00% 0
Midshipman	0.53% 3
O-1	7.13% 40
O-2	12.30% 69
O-3	41.18% 231
O-4	23.71% 133
O-5	9.98% 56
O-6	4.46% 25
O-7	0.00% 0

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O-8	0.00%	0
O-9	0.00%	0
O-10	0.00%	0
Total		561

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

Answered: 0 Skipped: 561

! 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

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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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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.

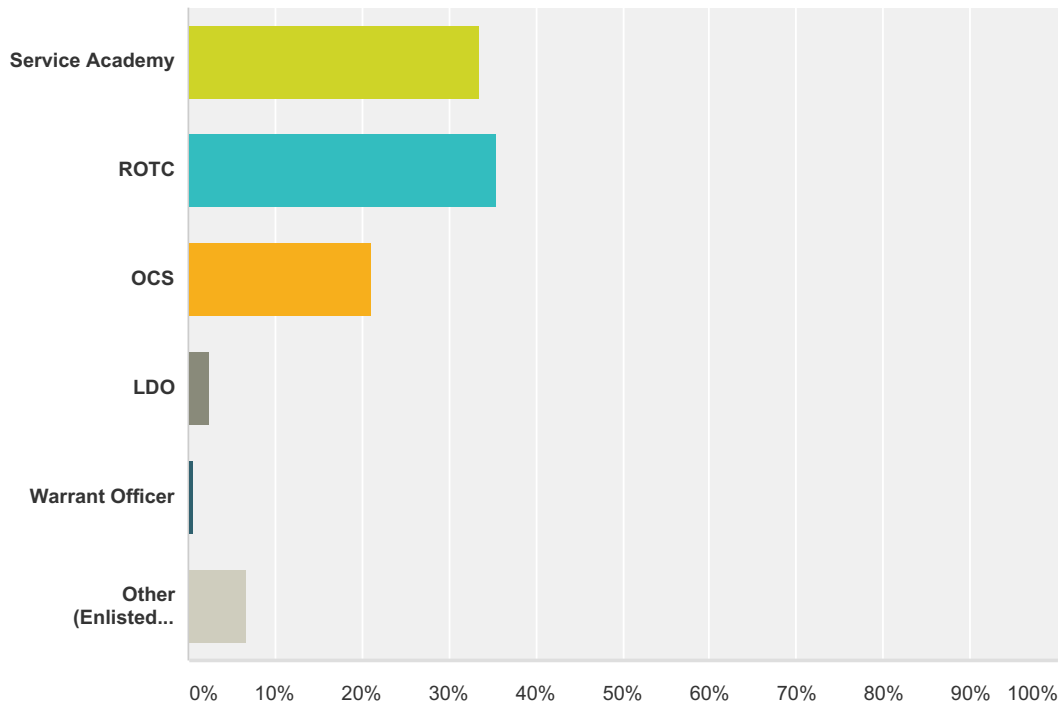
Answered: 0 Skipped: 561

! 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?

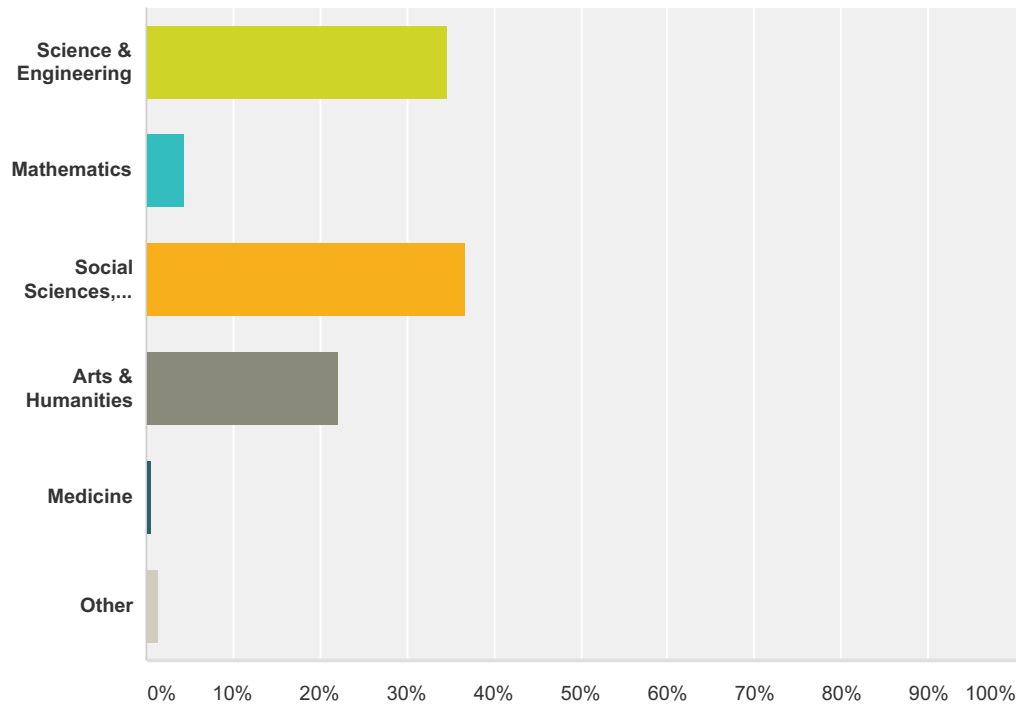
Answered: 559 Skipped: 2



Answer Choices	Responses	
Service Academy	33.63%	188
ROTC	35.42%	198
OCS	21.11%	118
LDO	2.50%	14
Warrant Officer	0.72%	4
Other (Enlisted commissioning program, Law/Medical student program, etc)	6.62%	37
Total		559

Q22 Which category does your undergraduate major most closely resemble?

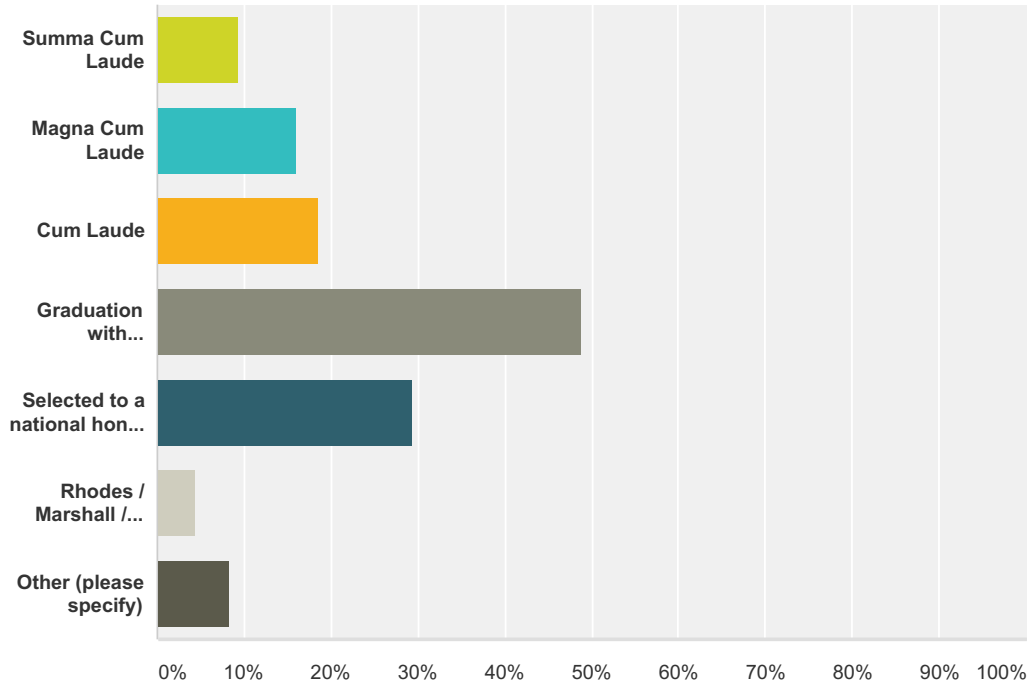
Answered: 558 Skipped: 3



Answer Choices	Responses	
Science & Engineering	34.59%	193
Mathematics	4.30%	24
Social Sciences, Business, Law, or equivalent	36.74%	205
Arts & Humanities	22.22%	124
Medicine	0.72%	4
Other	1.43%	8
Total		558

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

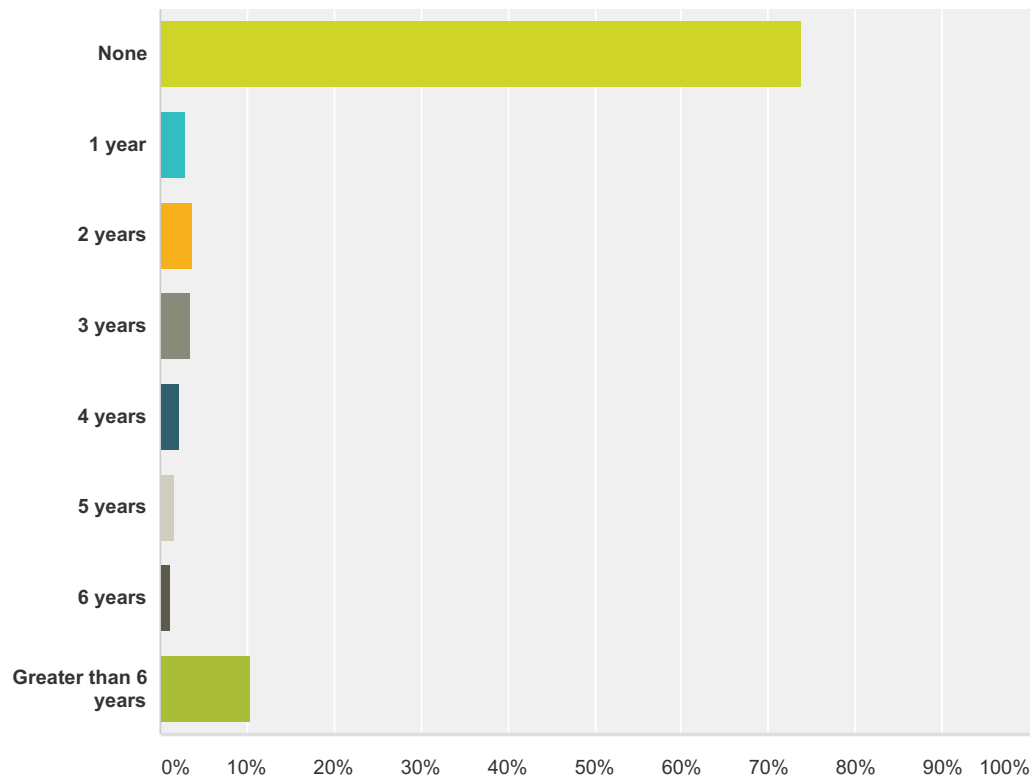
Answered: 225 Skipped: 336



Answer Choices	Responses	
Summa Cum Laude	9.33%	21
Magna Cum Laude	16.00%	36
Cum Laude	18.67%	42
Graduation with Distinction or Honors	48.89%	110
Selected to a national honor society	29.33%	66
Rhodes / Marshall / Other Major Fellowship	4.44%	10
Other (please specify)	8.44%	19
Total Respondents: 225		

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

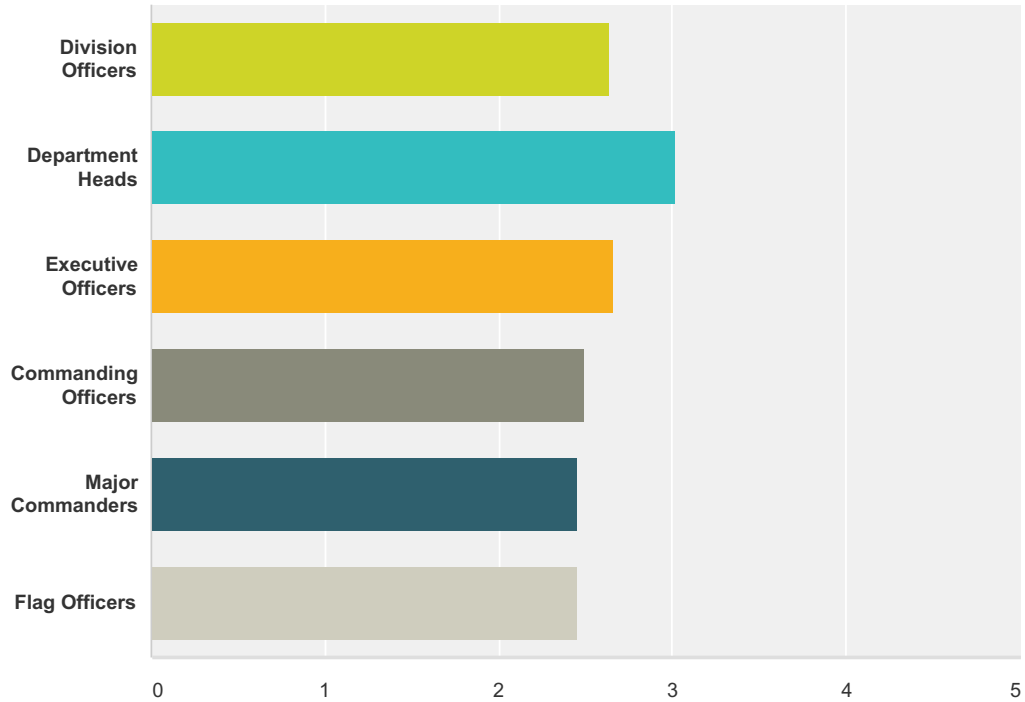
Answered: 544 Skipped: 17



Answer Choices	Responses	
None	73.90%	402
1 year	2.94%	16
2 years	3.86%	21
3 years	3.49%	19
4 years	2.39%	13
5 years	1.65%	9
6 years	1.29%	7
Greater than 6 years	10.48%	57
Total		544

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

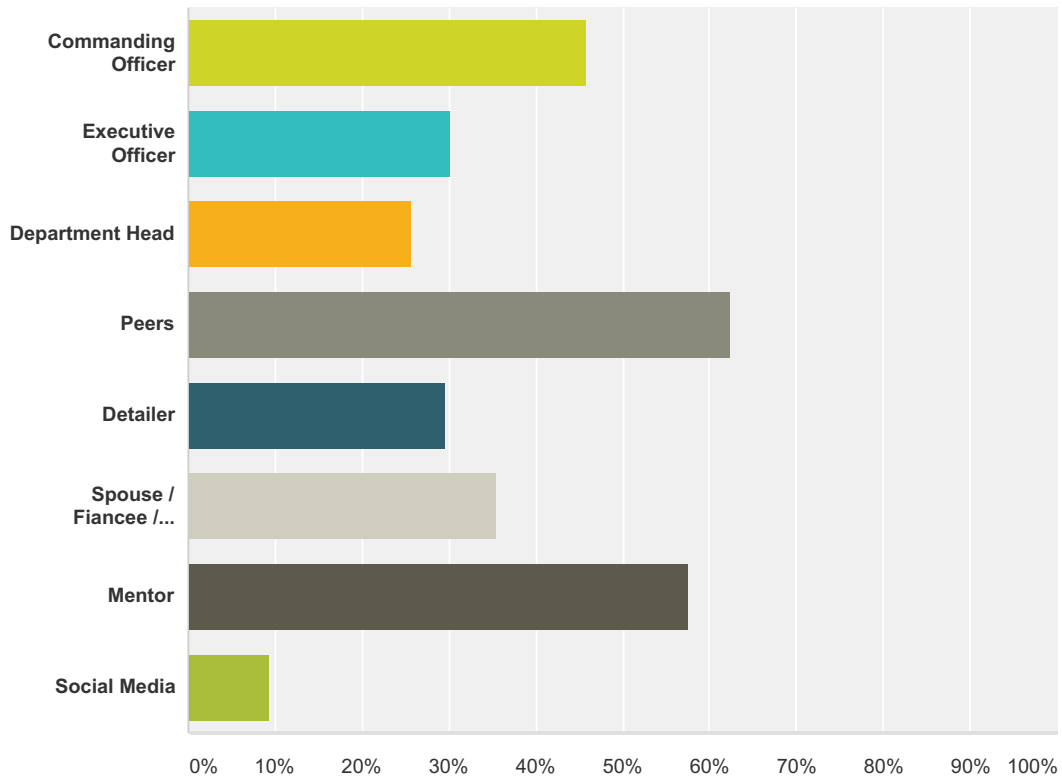
Answered: 560 Skipped: 1



	Excellent	Good	Average	Marginal	Poor	Do not know	Total	Average Rating
Division Officers	6.99% 39	35.66% 199	43.91% 245	8.42% 47	2.87% 16	2.15% 12	558	2.64
Department Heads	2.33% 13	28.44% 159	40.25% 225	22.00% 123	6.62% 37	0.36% 2	559	3.02
Executive Officers	7.21% 40	37.84% 210	37.84% 210	13.51% 75	2.70% 15	0.90% 5	555	2.66
Commanding Officers	11.63% 65	43.11% 241	30.77% 172	9.66% 54	3.40% 19	1.43% 8	559	2.49
Major Commanders	14.57% 81	35.97% 200	25.18% 140	8.99% 50	3.60% 20	11.69% 65	556	2.45
Flag Officers	16.61% 92	32.67% 181	20.94% 116	11.19% 62	3.79% 21	14.80% 82	554	2.45

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

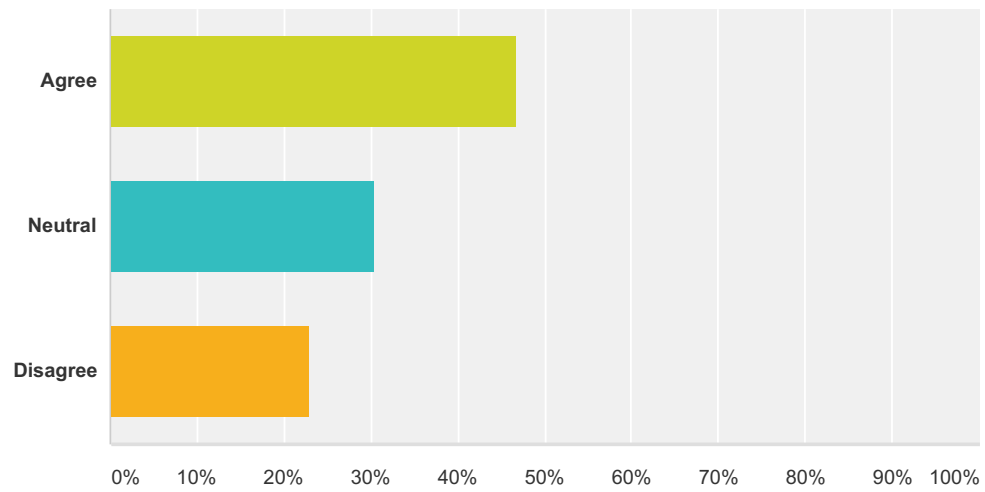
Answered: 558 Skipped: 3



Answer Choices	Responses	
Commanding Officer	45.88%	256
Executive Officer	30.29%	169
Department Head	25.63%	143
Peers	62.37%	348
Detailer	29.75%	166
Spouse / Fiancée / Significant other	35.48%	198
Mentor	57.53%	321
Social Media	9.32%	52
Total Respondents: 558		

Q27 The role of Commanding Officer is a coveted position

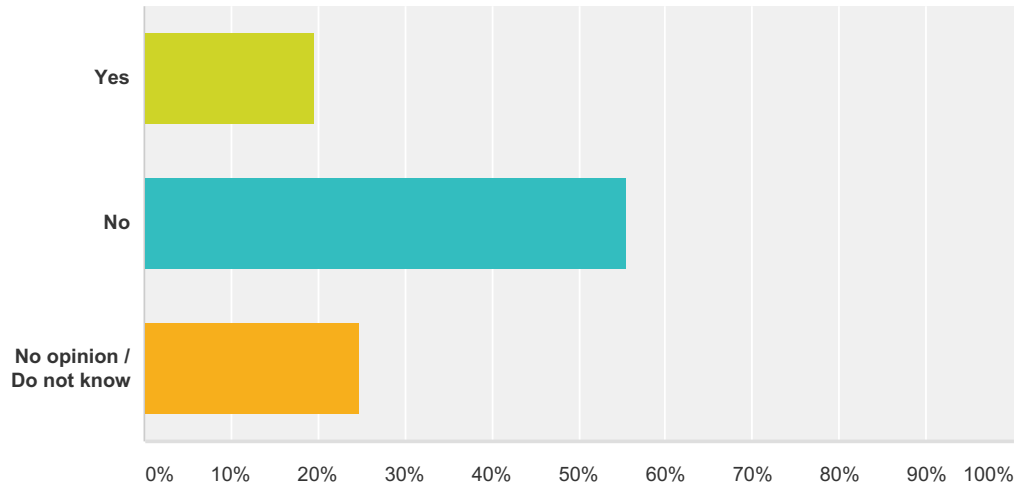
Answered: 559 Skipped: 2



Answer Choices	Responses	
Agree	46.69%	261
Neutral	30.41%	170
Disagree	22.90%	128
Total		559

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

Answered: 560 Skipped: 1



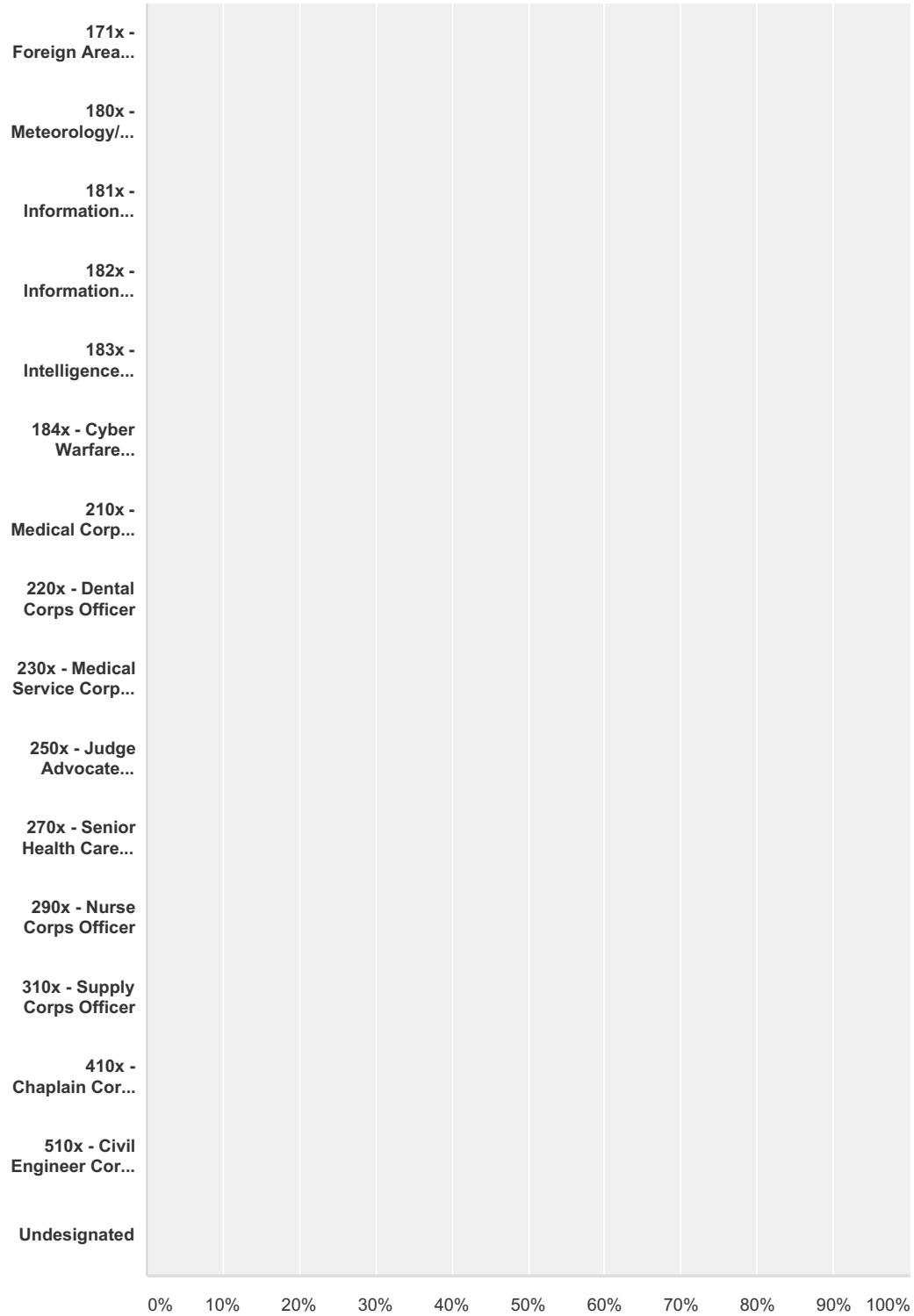
Answer Choices	Responses	
Yes	19.64%	110
No	55.54%	311
No opinion / Do not know	24.82%	139
Total		560

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

Answered: 561 Skipped: 0

111x - Surface Warfare Officer									
112x - Submarine...									
113x - Special Warfare Offi...									
114x - Explosive...									
131x - Naval Aviator									
132x - Naval Flight Officer									
120x - Human Resources...									
121x - Nuclear...									
122x - Nuclear...									
123x - Permanent...									
144x - Engineering...									
150x - Aerospace...									
151x - Aerospace...									
152x - Aerospace...									
154x - Aviation Dut...									
165x - SD Officer -...									
166x - Strategic...									
170x - SD Officer - Fl...									

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Answer Choices	Responses	
111x - Surface Warfare Officer	100.00%	561
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

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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		561

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

Answered: 0 Skipped: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! No matching responses.

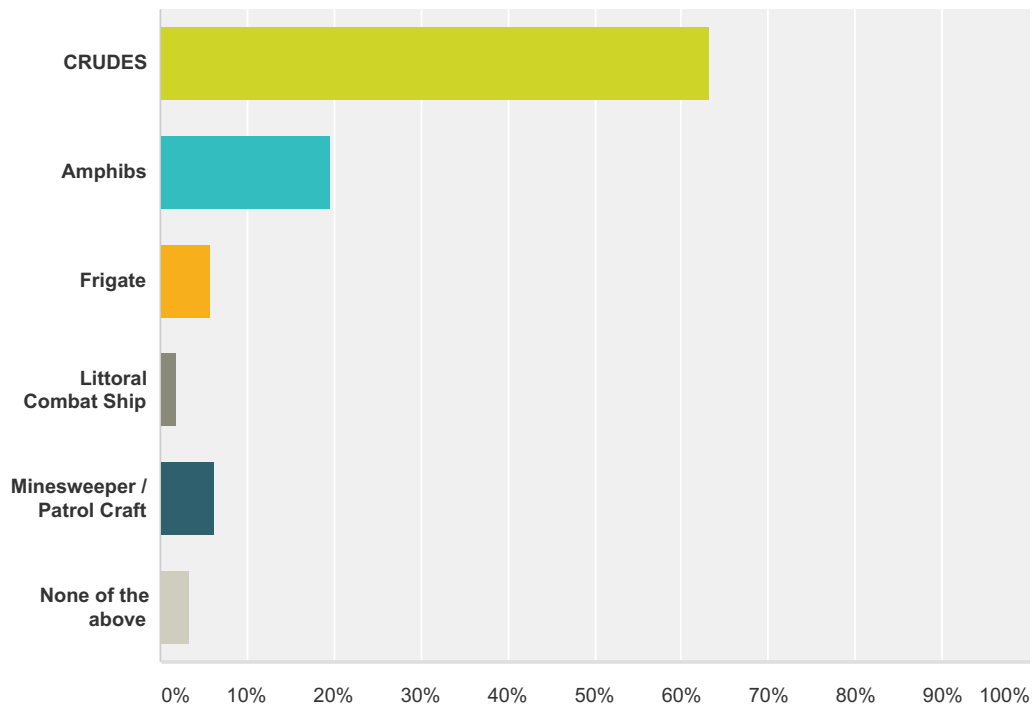
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Sure	Total	Average Rating
The JSF is the right aircraft for Naval Aviation	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
I'd prefer an Advanced Super Hornet over the JSF	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00
Unmanned 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: 561

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

Answered: 543 Skipped: 18

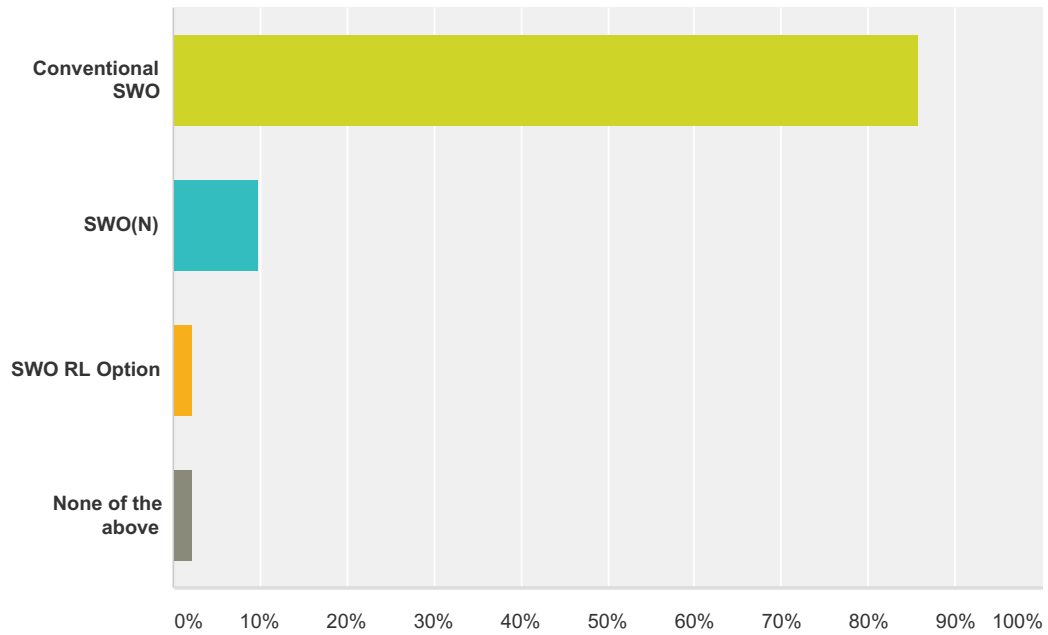


Answer Choices	Responses	
CRUDES	63.17%	343
Amphibs	19.52%	106
Frigate	5.89%	32
Littoral Combat Ship	1.84%	10
Minesweeper / Patrol Craft	6.26%	34
None of the above	3.31%	18
Total		543

2014 Navy Retention Study

Q39 I am a:

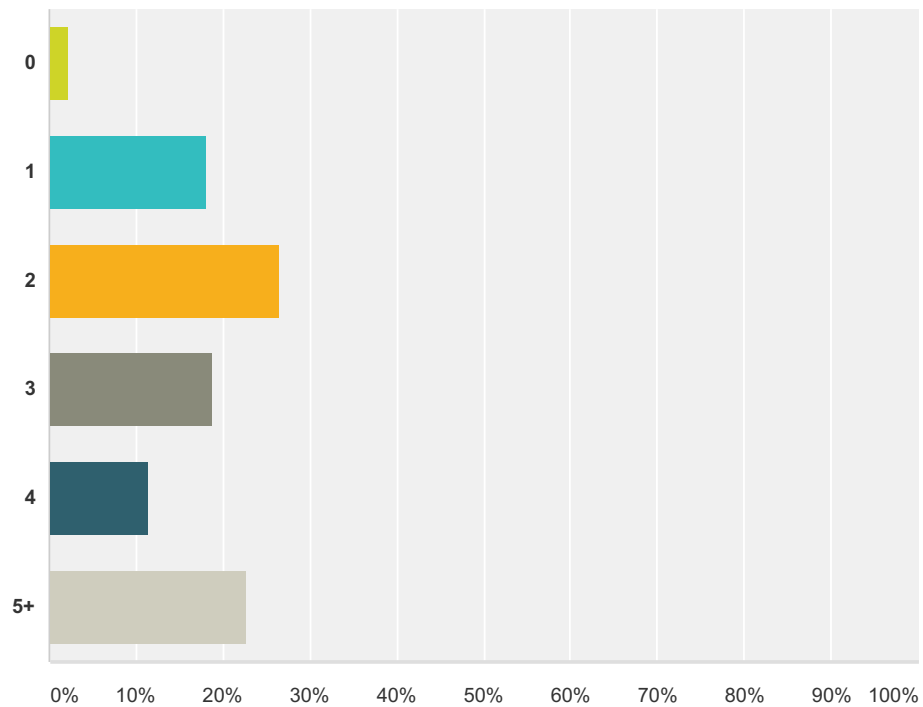
Answered: 540 Skipped: 21



Answer Choices	Responses	
Conventional SWO	85.74%	463
SWO(N)	9.81%	53
SWO RL Option	2.22%	12
None of the above	2.22%	12
Total		540

Q40 How many shipyard/repair availabilities have you made?

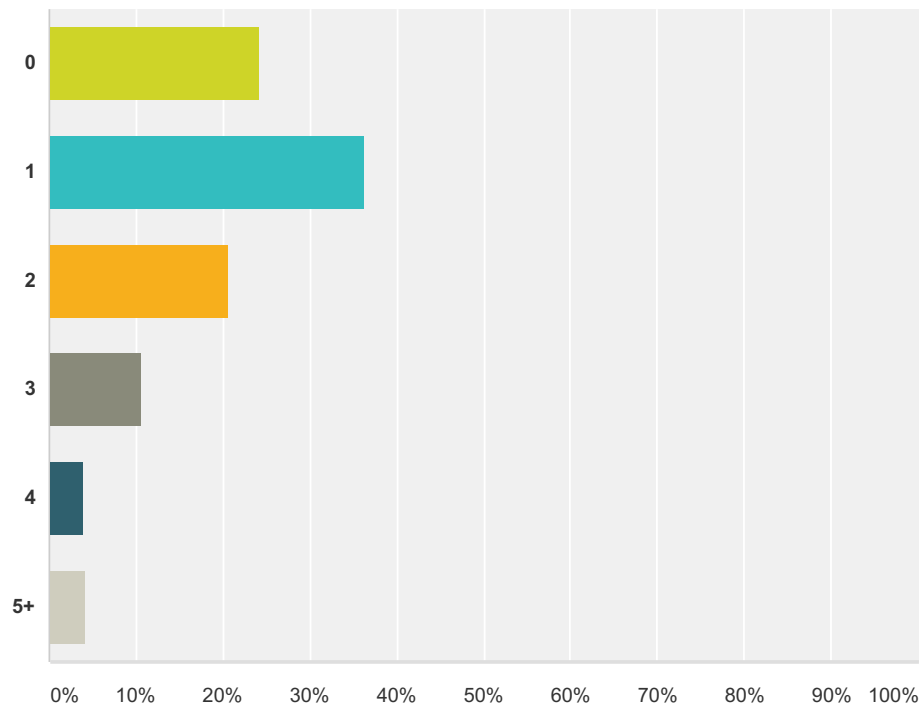
Answered: 543 Skipped: 18



Answer Choices	Responses	
0	2.21%	12
1	18.23%	99
2	26.52%	144
3	18.78%	102
4	11.42%	62
5+	22.84%	124
Total		543

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

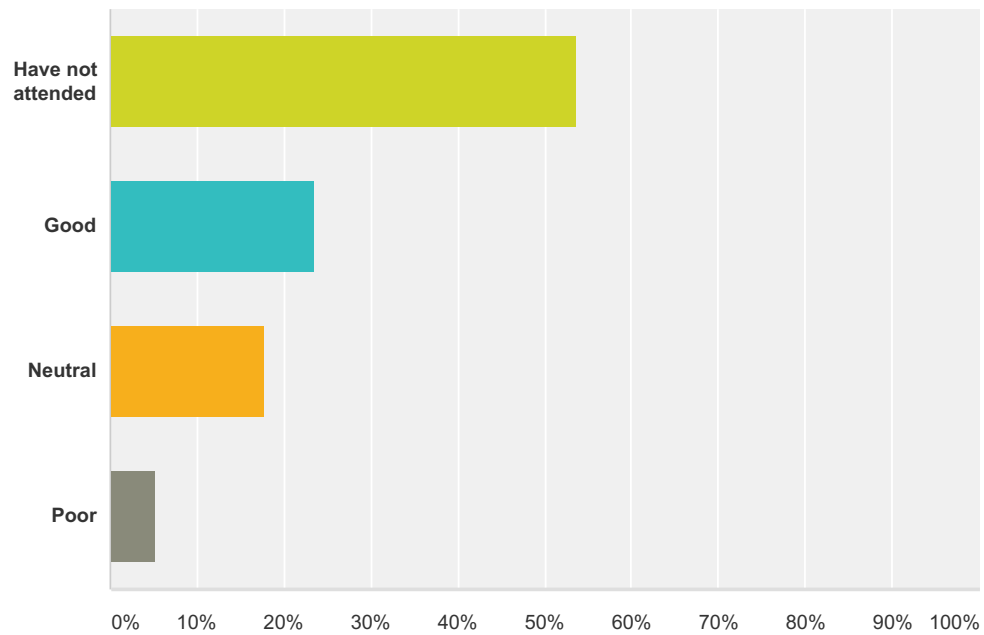
Answered: 543 Skipped: 18



Answer Choices	Responses	
0	24.31%	132
1	36.28%	197
2	20.63%	112
3	10.68%	58
4	3.87%	21
5+	4.24%	23
Total		543

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

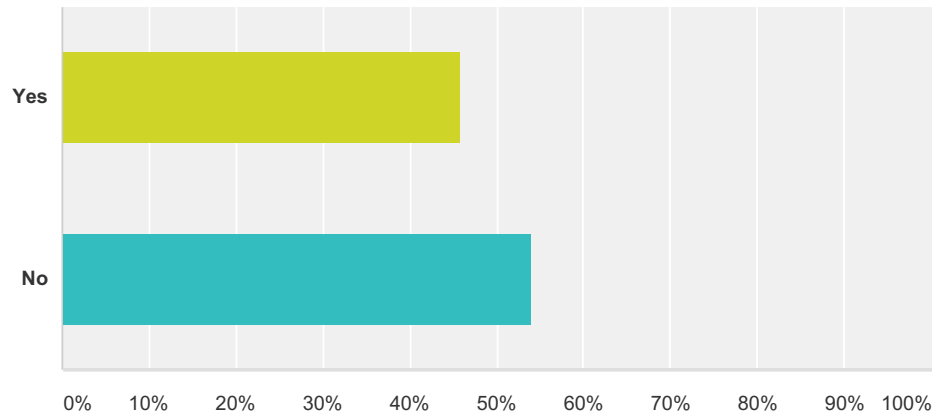
Answered: 543 Skipped: 18



Answer Choices	Responses	
Have not attended	53.59%	291
Good	23.57%	128
Neutral	17.68%	96
Poor	5.16%	28
Total		543

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

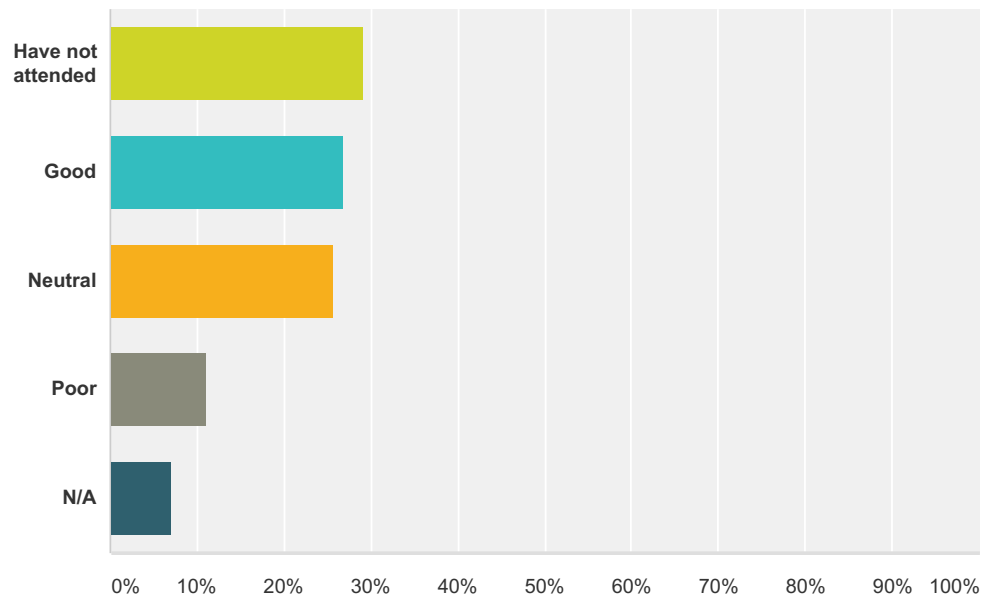
Answered: 539 Skipped: 22



Answer Choices	Responses	
Yes	45.83%	247
No	54.17%	292
Total		539

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

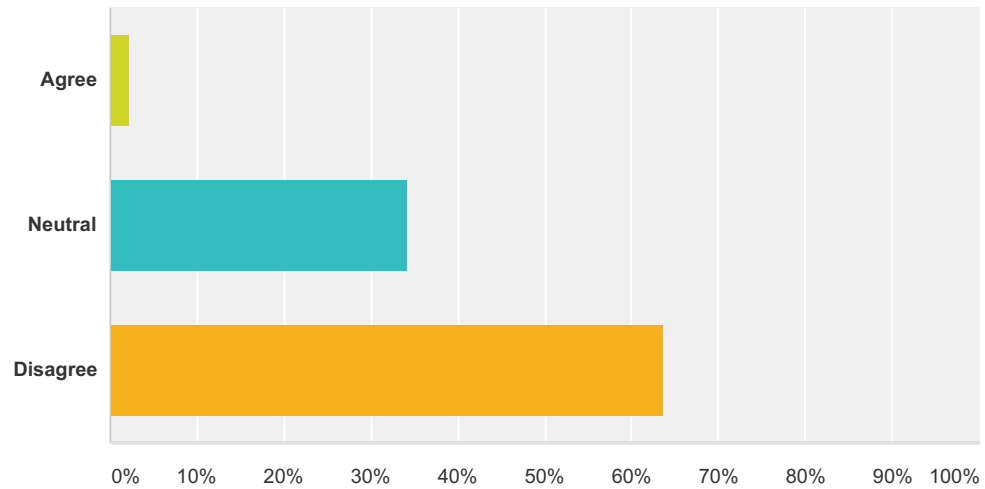
Answered: 540 Skipped: 21



Answer Choices	Responses	
Have not attended	29.26%	158
Good	26.85%	145
Neutral	25.74%	139
Poor	11.11%	60
N/A	7.04%	38
Total		540

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

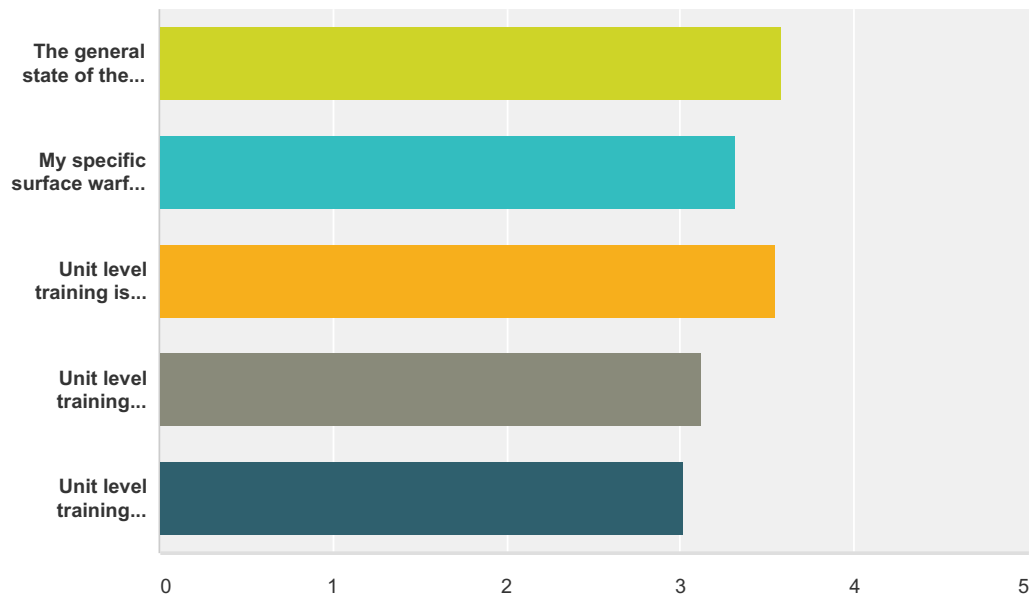
Answered: 539 Skipped: 22



Answer Choices	Responses	
Agree	2.23%	12
Neutral	34.14%	184
Disagree	63.64%	343
Total		539

Q46 Please evaluate the following questions

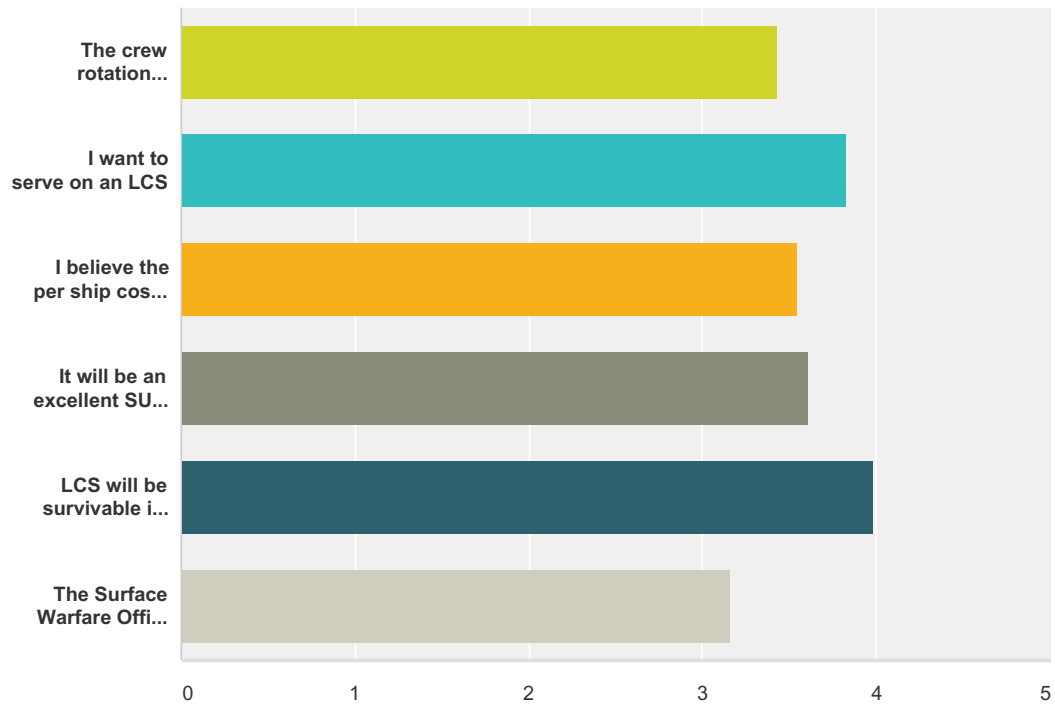
Answered: 542 Skipped: 19



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A	Total	Average Rating
The general state of the surface warfare community is positive	0.55% 3	21.59% 117	19.74% 107	35.42% 192	22.51% 122	0.18% 1	542	3.58
My specific surface warfare community is doing well	1.66% 9	24.77% 134	27.36% 148	29.94% 162	14.97% 81	1.29% 7	541	3.32
Unit level training is realistic	0.74% 4	17.84% 96	23.98% 129	39.03% 210	17.47% 94	0.93% 5	538	3.55
Unit level training enhances ship/command tactical and operational readiness	2.60% 14	33.58% 181	24.68% 133	25.79% 139	12.43% 67	0.93% 5	539	3.12
Unit level training enhances crew and material readiness	3.16% 17	36.80% 198	23.79% 128	25.84% 139	9.67% 52	0.74% 4	538	3.02

Q47 Littoral Combat Ship questions

Answered: 536 Skipped: 25



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A	Total	Average Rating
The crew rotation concept will work	2.43% 13	18.73% 100	24.34% 130	24.16% 129	18.73% 100	11.61% 62	534	3.43
I want to serve on an LCS	4.86% 26	13.46% 72	13.46% 72	20.00% 107	39.81% 213	8.41% 45	535	3.83
I believe the per ship costs will decrease significantly	4.30% 23	16.07% 86	18.13% 97	28.79% 154	22.62% 121	10.09% 54	535	3.55
It will be an excellent SUW, ASW or MCM platform	2.62% 14	14.21% 76	24.67% 132	22.24% 119	25.79% 138	10.47% 56	535	3.61
LCS will be survivable in combat operations	0.38% 2	7.32% 39	21.39% 114	23.64% 126	36.59% 195	10.69% 57	533	3.99
The Surface Warfare Officer career track supports a Division Officer, DH, or XO-CO tour in LCS	3.93% 21	20.22% 108	32.02% 171	17.98% 96	11.99% 64	13.86% 74	534	3.16

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

Answered: 287 Skipped: 274

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

Answered: 0 Skipped: 561

! 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
Total	0

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

Answered: 0 Skipped: 561

! 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
Total	0

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

Answered: 0 Skipped: 561

! 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: 561

! 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
Total Respondents: 0		

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

Answered: 0 Skipped: 561

! 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
Total		0

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

Answered: 0 Skipped: 561

! 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
Total		0

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

Answered: 0 Skipped: 561

! No matching responses.

Answer Choices	Responses
Yes	0.00% 0
No	0.00% 0
Have not experienced	0.00% 0
Total	0

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

Answered: 0 Skipped: 561

! 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
Total	0

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

Answered: 0 Skipped: 561

! 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
Total		0

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

Answered: 0 Skipped: 561

! No matching responses.

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

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

Answered: 0 Skipped: 561

! 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
Total	0

Q60 What are your overall assessments of the following?

Answered: 0 Skipped: 561

! 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: 561

! 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: 561

! No matching responses.

	Several times per week	Weekly	Monthly	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: 561

! 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
Total	0

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

Answered: 0 Skipped: 561

! No matching responses.

Answer Choices	Responses
Have not attended	0.00% 0
Agree	0.00% 0
Neutral	0.00% 0
Disagree	0.00% 0
Total	0

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

Answered: 0 Skipped: 561

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

Answered: 0 Skipped: 561

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: 561

Q68 What are your overall assessments of the following?

Answered: 0 Skipped: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

! 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: 561

Q75 What are your overall assessments of the following?

Answered: 0 Skipped: 561

! 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: 561

! 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: 561

Q78 Please evaluate the following statements

Answered: 0 Skipped: 561

! 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?**

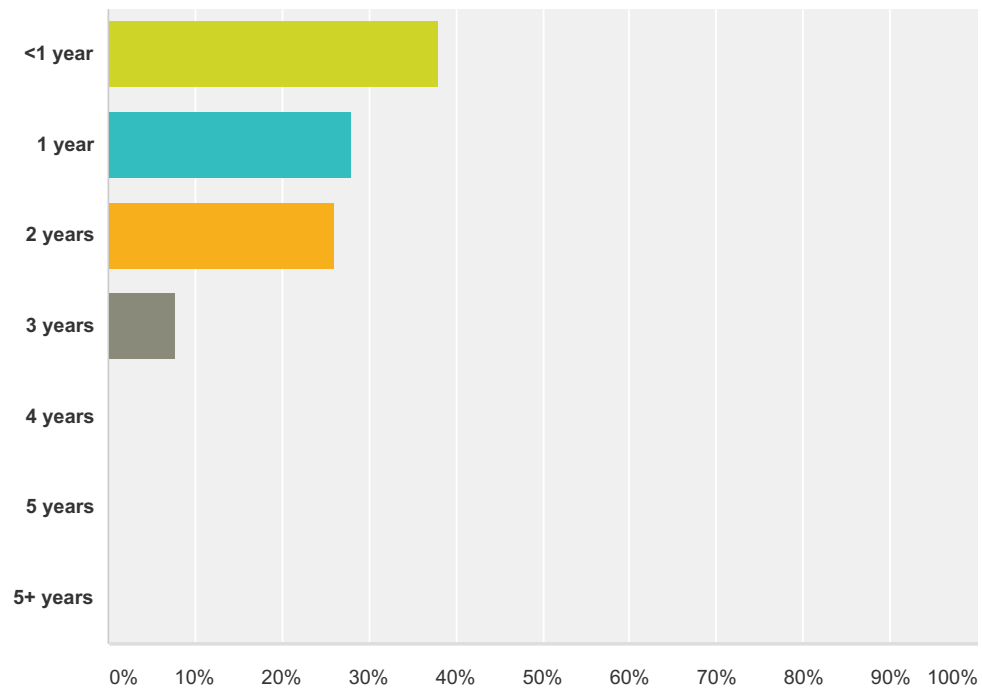
Answered: 0 Skipped: 561

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

Answered: 0 Skipped: 561

Q81 How long have you been in your current tour?

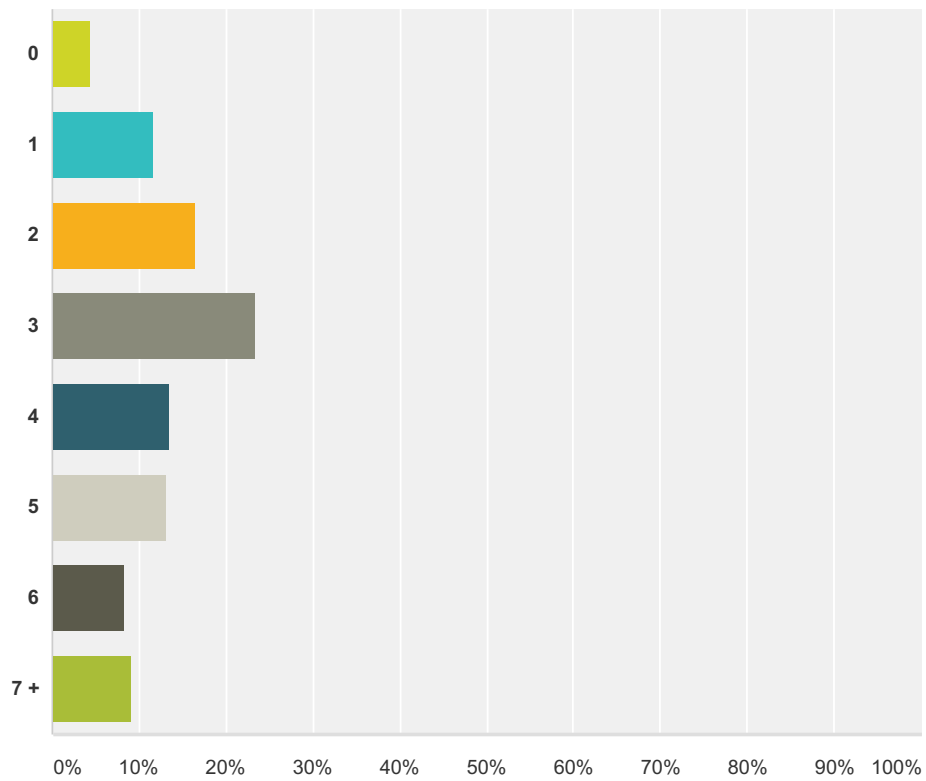
Answered: 535 Skipped: 26



Answer Choices	Responses
<1 year	37.94% 203
1 year	28.04% 150
2 years	26.17% 140
3 years	7.66% 41
4 years	0.00% 0
5 years	0.19% 1
5+ years	0.00% 0
Total	535

Q82 How many deployments have you made in your career?

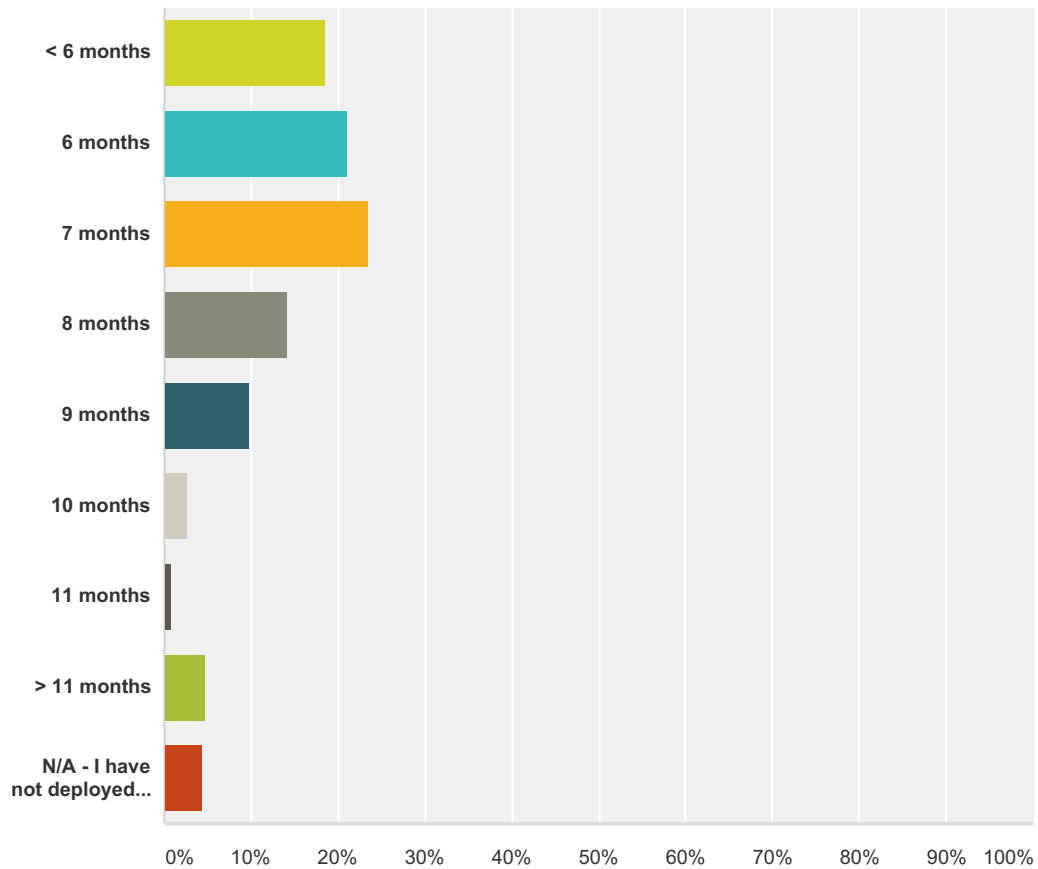
Answered: 534 Skipped: 27



Answer Choices	Responses
0	4.31% 23
1	11.61% 62
2	16.48% 88
3	23.41% 125
4	13.48% 72
5	13.11% 70
6	8.43% 45
7 +	9.18% 49
Total	534

Q83 How long was your last deployment?

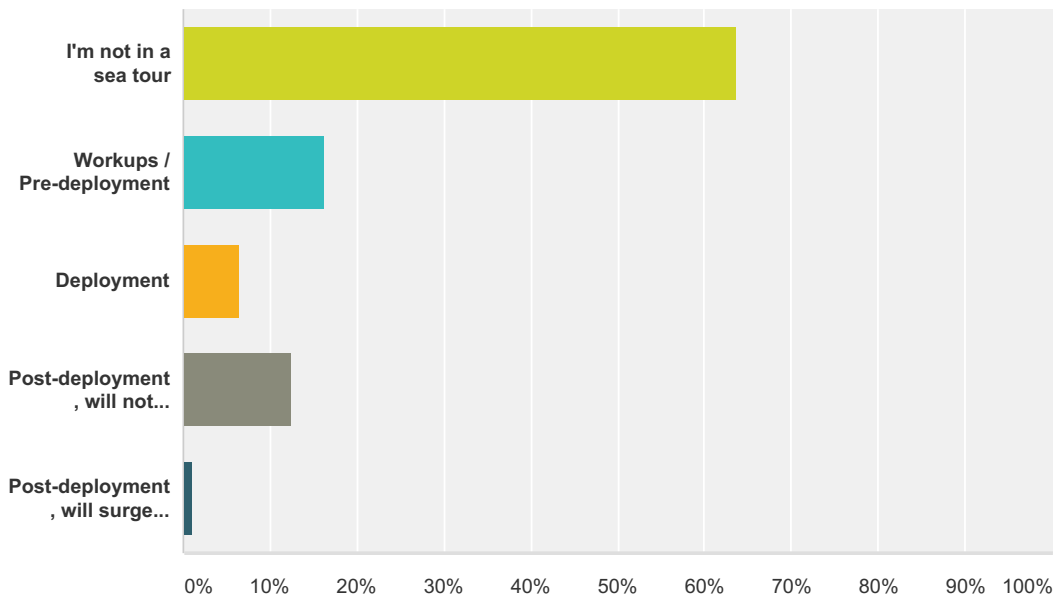
Answered: 535 Skipped: 26



Answer Choices	Responses	
< 6 months	18.50%	99
6 months	21.12%	113
7 months	23.55%	126
8 months	14.21%	76
9 months	9.91%	53
10 months	2.62%	14
11 months	0.93%	5
> 11 months	4.86%	26
N/A - I have not deployed before	4.30%	23
Total		535

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

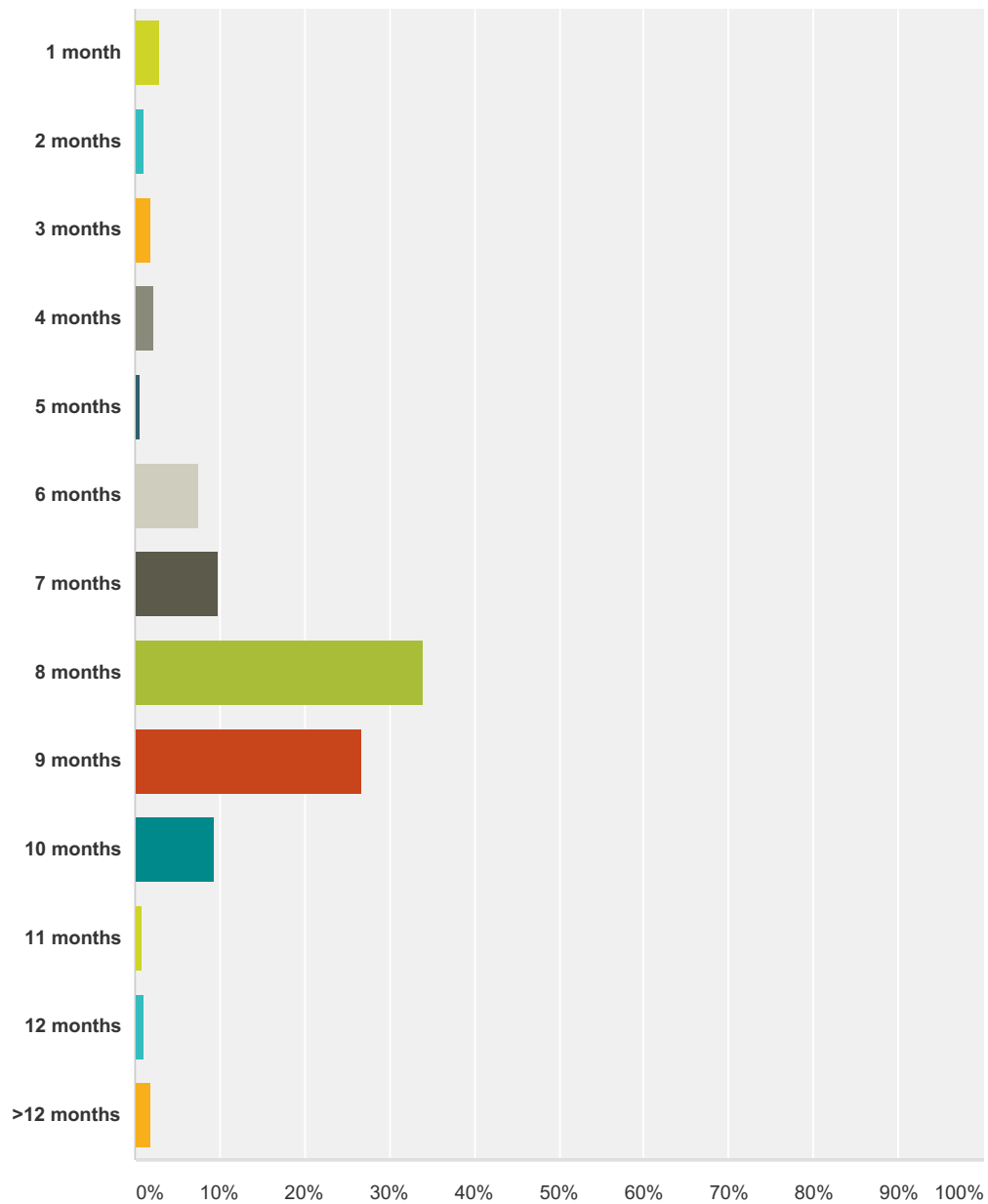
Answered: 530 Skipped: 31



Answer Choices	Responses	
I'm not in a sea tour	63.77%	338
Workups / Pre-deployment	16.23%	86
Deployment	6.42%	34
Post-deployment, will not surge	12.45%	66
Post-deployment, will surge or currently surged	1.13%	6
Total		530

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

Answered: 471 Skipped: 90



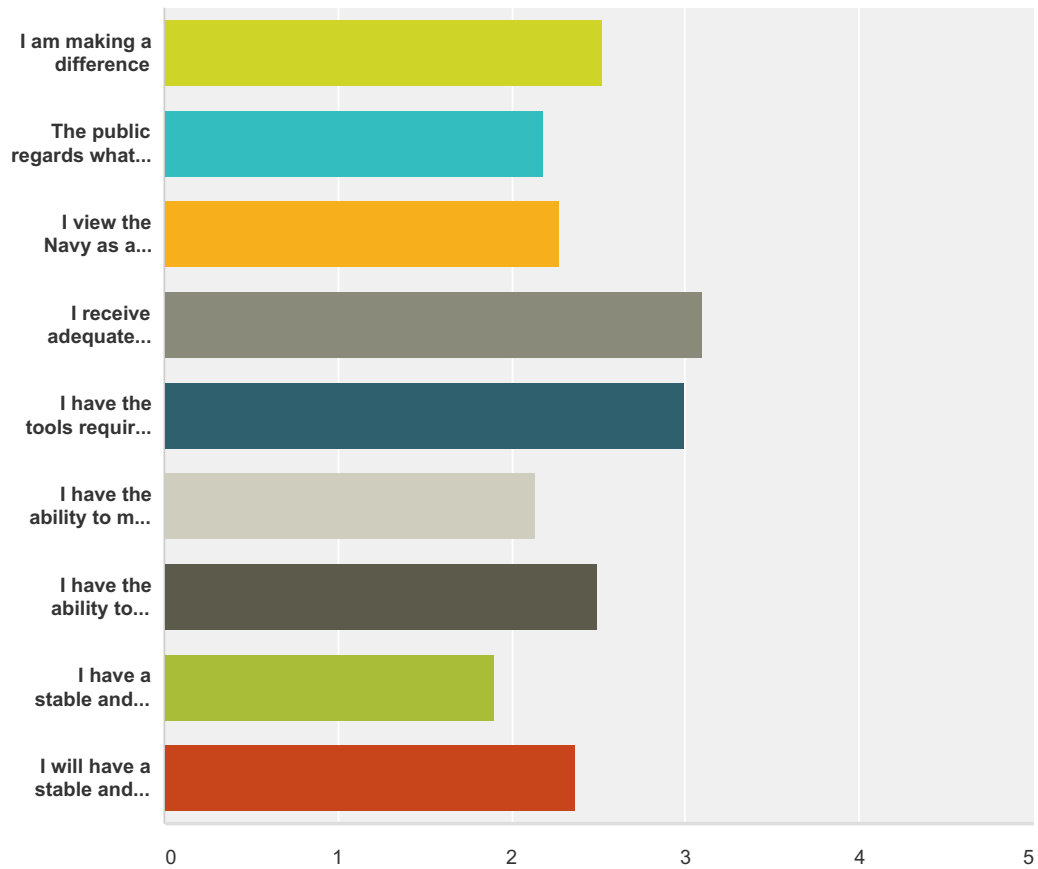
Answer Choices	Responses
1 month	2.97% 14
2 months	1.06% 5
3 months	1.91% 9
4 months	2.34% 11
5 months	0.64% 3

2014 Navy Retention Study

6 months	7.43%	35
7 months	9.77%	46
8 months	33.97%	160
9 months	26.75%	126
10 months	9.34%	44
11 months	0.85%	4
12 months	1.06%	5
>12 months	1.91%	9
Total		471

Q86 Please evaluate the following:

Answered: 535 Skipped: 26



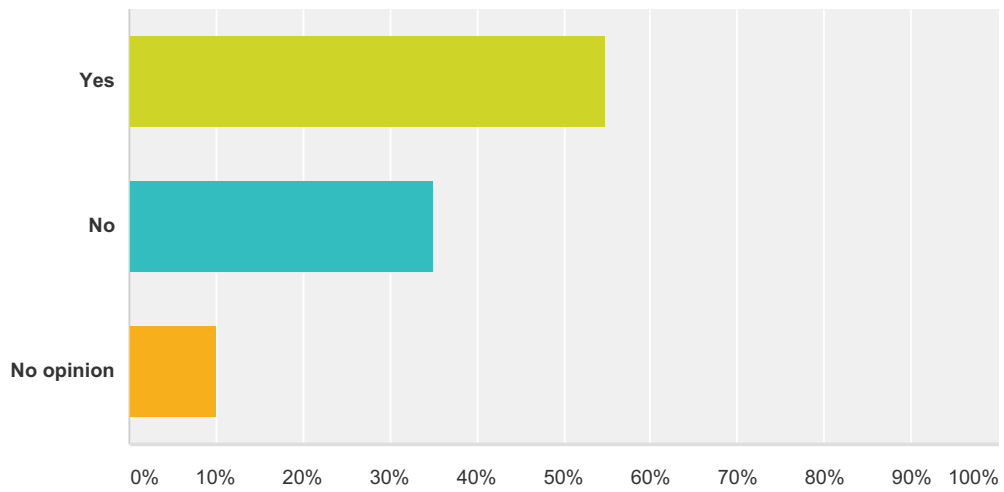
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I am making a difference	12.55% 67	46.82% 250	19.29% 103	15.92% 85	4.87% 26	0.56% 3	534	2.53
The public regards what the military does as important	21.12% 113	54.39% 291	12.52% 67	9.72% 52	2.24% 12	0.00% 0	535	2.18
I view the Navy as a calling, rather than just a job	27.85% 149	37.94% 203	16.07% 86	13.27% 71	4.49% 24	0.37% 2	535	2.28
I receive adequate training required to perform my job	4.30% 23	34.77% 186	20.56% 110	27.66% 148	12.71% 68	0.00% 0	535	3.10
I have the tools required to perform my job	4.12% 22	37.64% 201	23.03% 123	24.91% 133	10.30% 55	0.00% 0	534	3.00
I have the ability to make an impact on my unit	25.23% 135	50.65% 271	12.34% 66	8.22% 44	3.55% 19	0.00% 0	535	2.14
I have the ability to effect change in my unit	19.29% 103	41.57% 222	16.67% 89	15.54% 83	6.93% 37	0.00% 0	534	2.49
I have a stable and secure job	34.21% 183	48.97% 262	10.47% 56	4.49% 24	1.50% 8	0.37% 2	535	1.90

2014 Navy Retention Study

I will have a stable and secure job in five years	21.58% 115	33.21% 177	23.64% 126	10.32% 55	3.94% 21	7.32% 39	533	2.37
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Q87 Do you think your immediate boss is too heavily focused on administration?

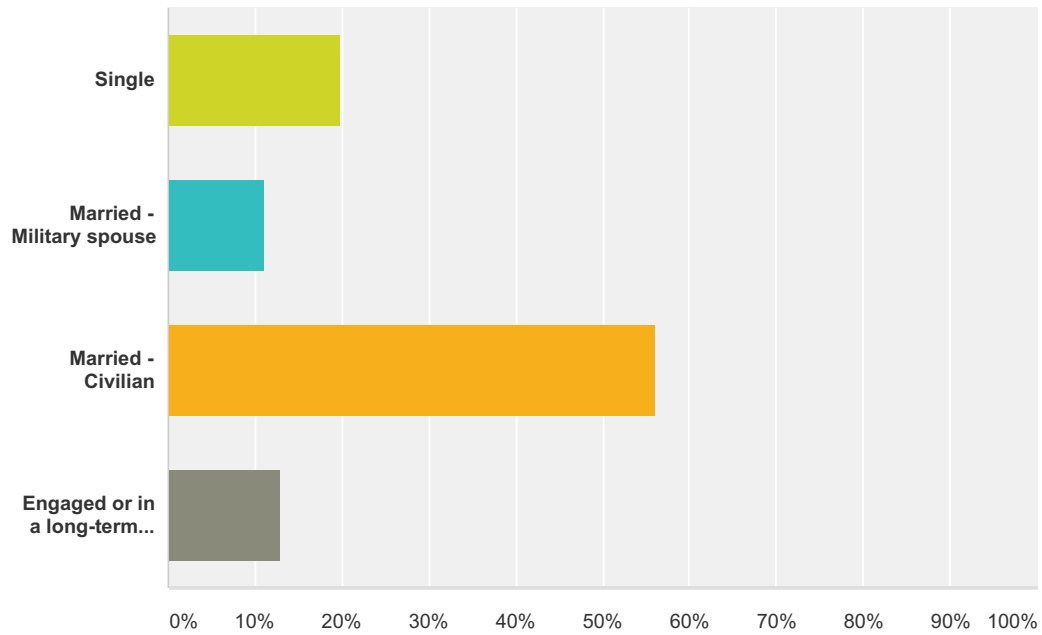
Answered: 534 Skipped: 27



Answer Choices	Responses	
Yes	54.87%	293
No	35.02%	187
No opinion	10.11%	54
Total		534

Q88 What is your marital status?

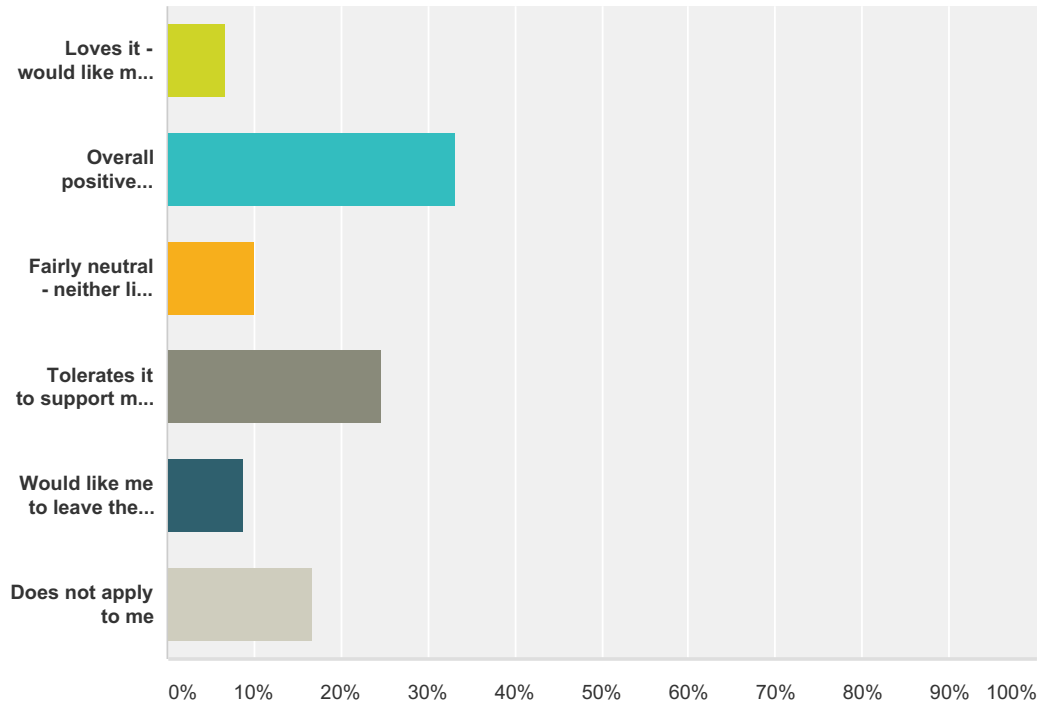
Answered: 528 Skipped: 33



Answer Choices	Responses	
Single	19.89%	105
Married - Military spouse	10.98%	58
Married - Civilian	56.25%	297
Engaged or in a long-term relationship	12.88%	68
Total		528

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

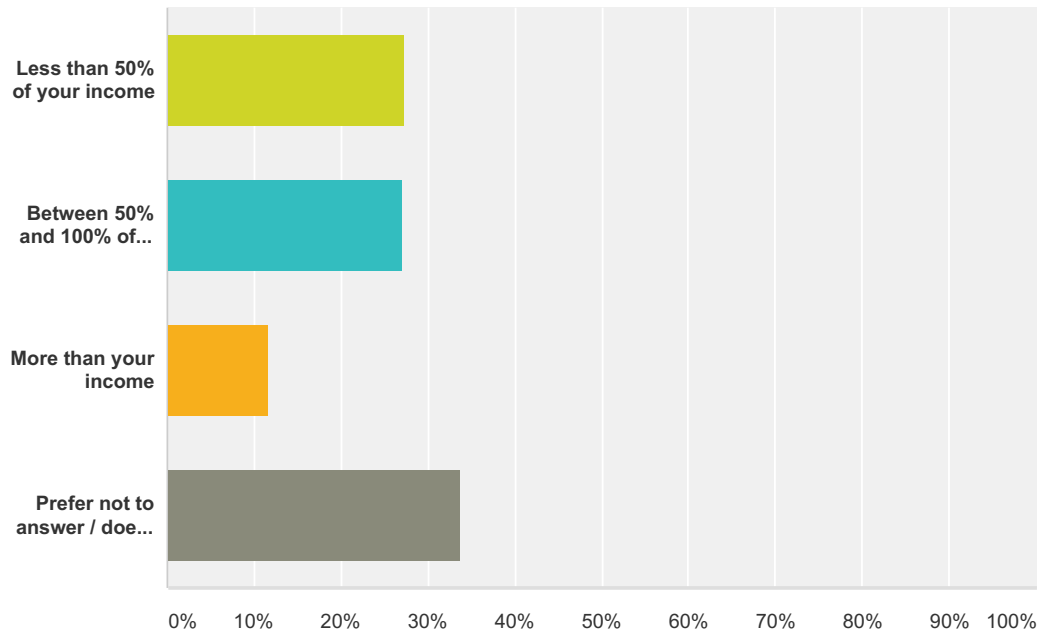
Answered: 522 Skipped: 39



Answer Choices	Responses	
Loves it - would like me to stay in uniform as long as possible	6.70%	35
Overall positive experience	33.14%	173
Fairly neutral - neither likes nor dislikes my service	9.96%	52
Tolerates it to support my career	24.71%	129
Would like me to leave the Navy today	8.81%	46
Does not apply to me	16.67%	87
Total		522

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

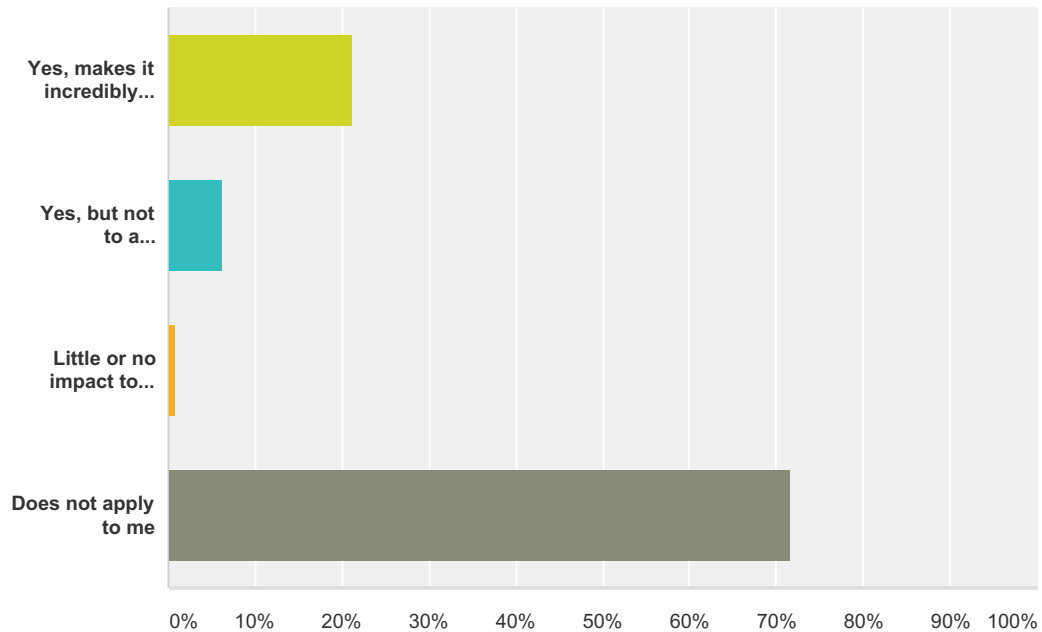
Answered: 515 Skipped: 46



Answer Choices	Responses	
Less than 50% of your income	27.38%	141
Between 50% and 100% of your income	27.18%	140
More than your income	11.65%	60
Prefer not to answer / does not apply to me	33.79%	174
Total		515

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

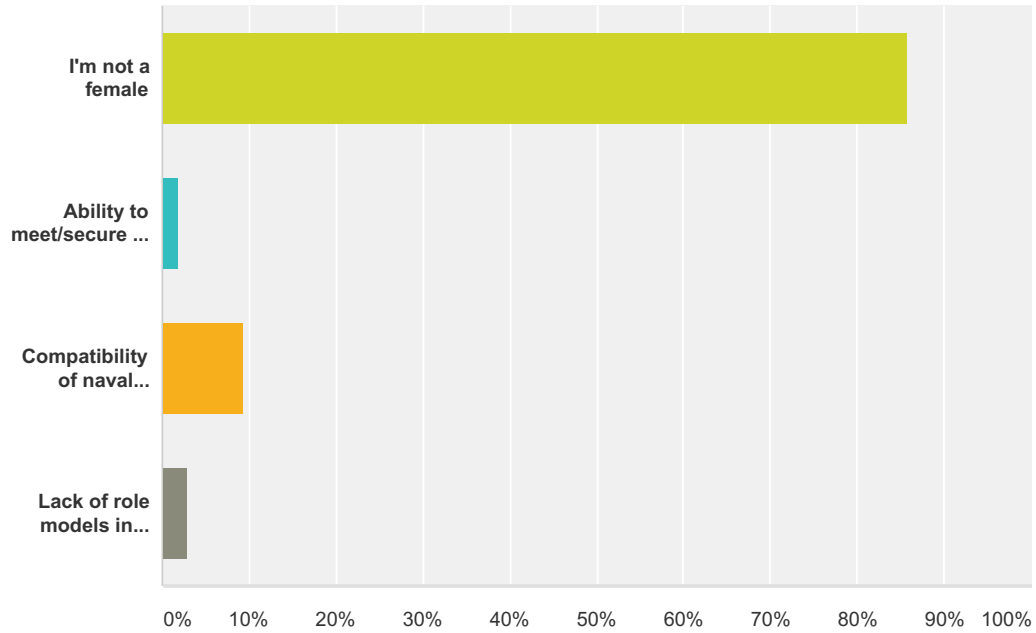
Answered: 508 Skipped: 53



Answer Choices	Responses	
Yes, makes it incredibly difficult to date	21.26%	108
Yes, but not to a significant degree	6.30%	32
Little or no impact to dating lifestyle	0.79%	4
Does not apply to me	71.65%	364
Total		508

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)

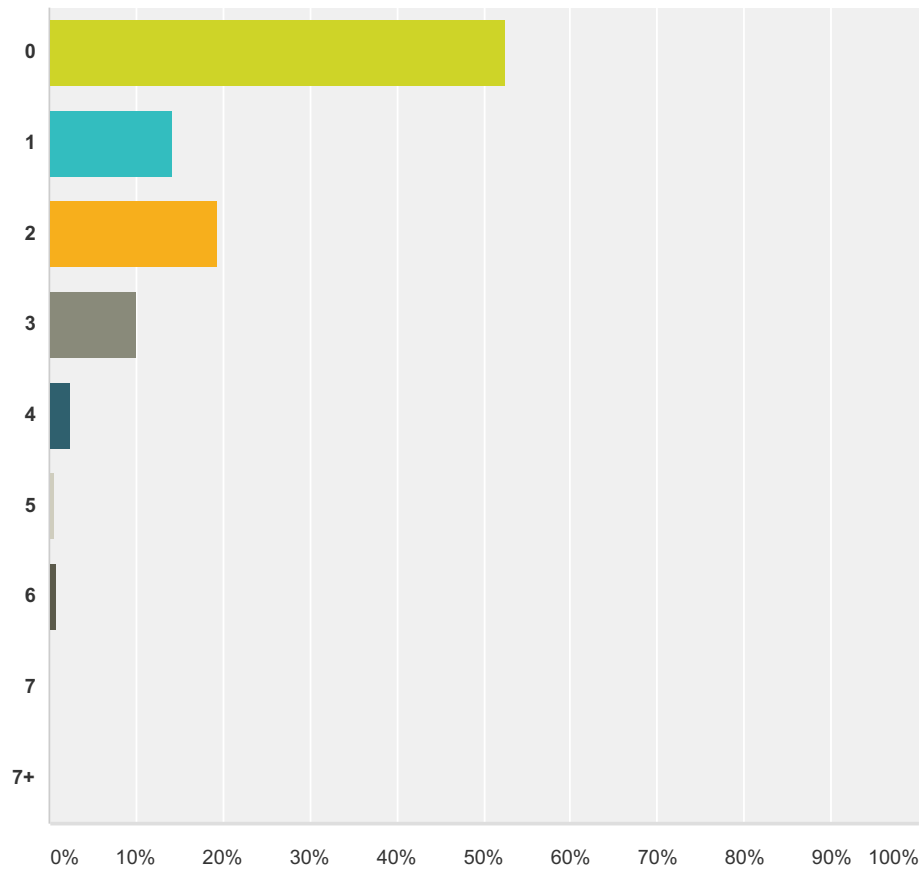
Answered: 447 Skipped: 114



Answer Choices	Responses	
I'm not a female	85.91%	384
Ability to meet/secure a potential spouse	1.79%	8
Compatibility of naval service with having a family	9.40%	42
Lack of role models in senior positions	2.91%	13
Total		447

Q93 How many children do you have?

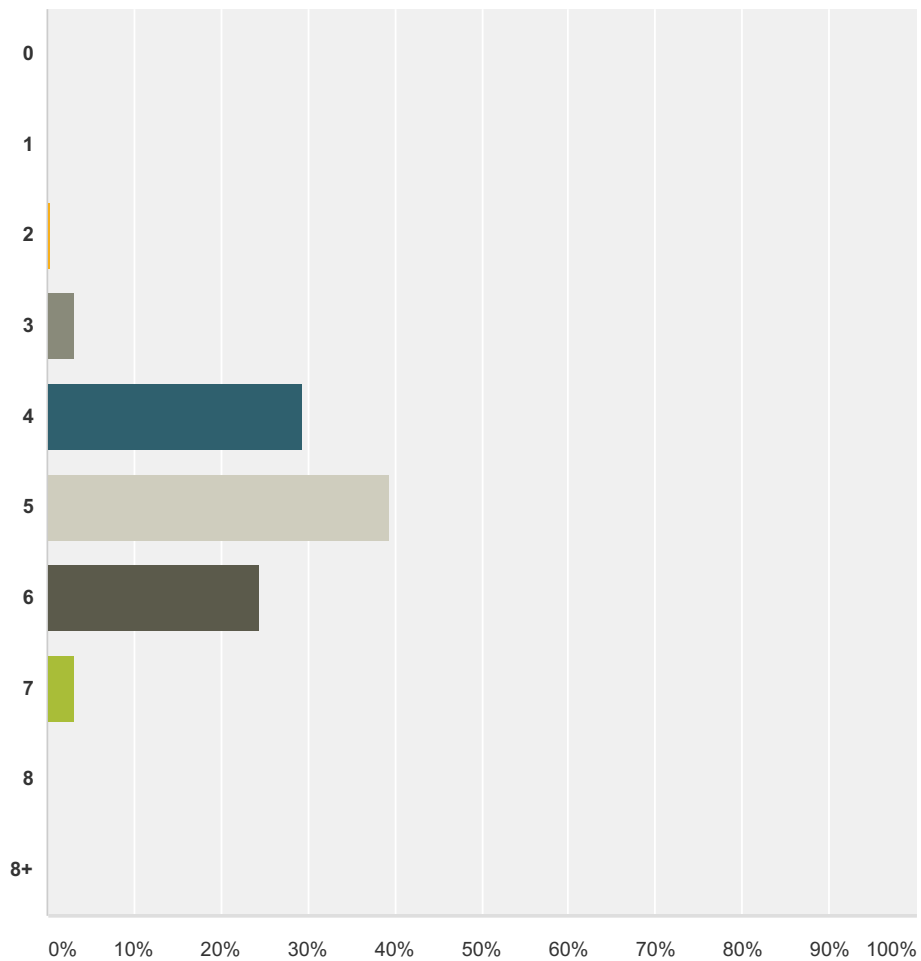
Answered: 524 Skipped: 37



Answer Choices	Responses	
0	52.67%	276
1	14.12%	74
2	19.47%	102
3	9.92%	52
4	2.48%	13
5	0.57%	3
6	0.76%	4
7	0.00%	0
7+	0.00%	0
Total		524

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

Answered: 526 Skipped: 35



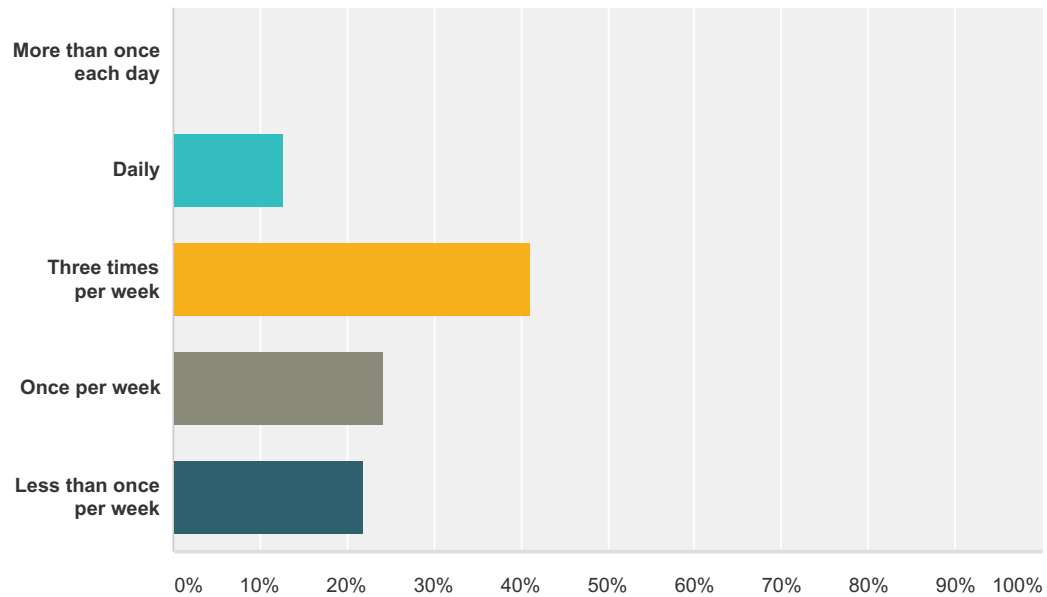
Answer Choices	Responses
0	0.00% 0
1	0.00% 0
2	0.38% 2
3	3.23% 17
4	29.47% 155
5	39.35% 207
6	24.33% 128
7	3.04% 16
8	0.19% 1

2014 Navy Retention Study

8+	0.00%	0
Total		526

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

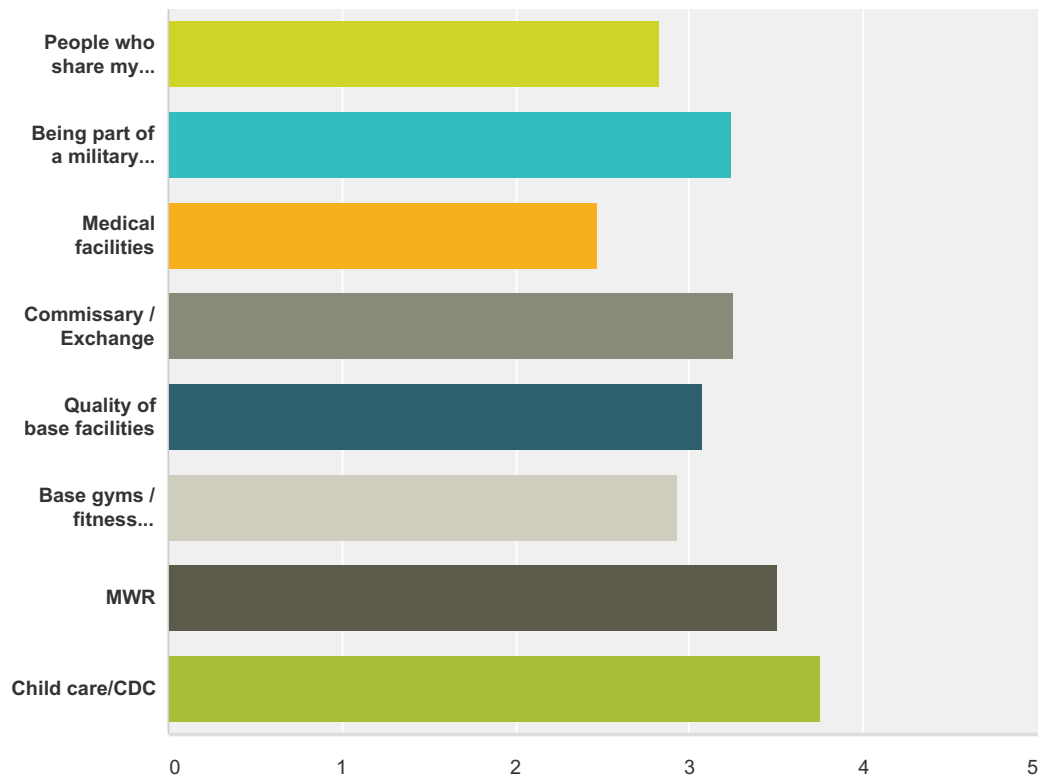
Answered: 529 Skipped: 32



Answer Choices	Responses	
More than once each day	0.00%	0
Daily	12.67%	67
Three times per week	41.21%	218
Once per week	24.20%	128
Less than once per week	21.93%	116
Total		529

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

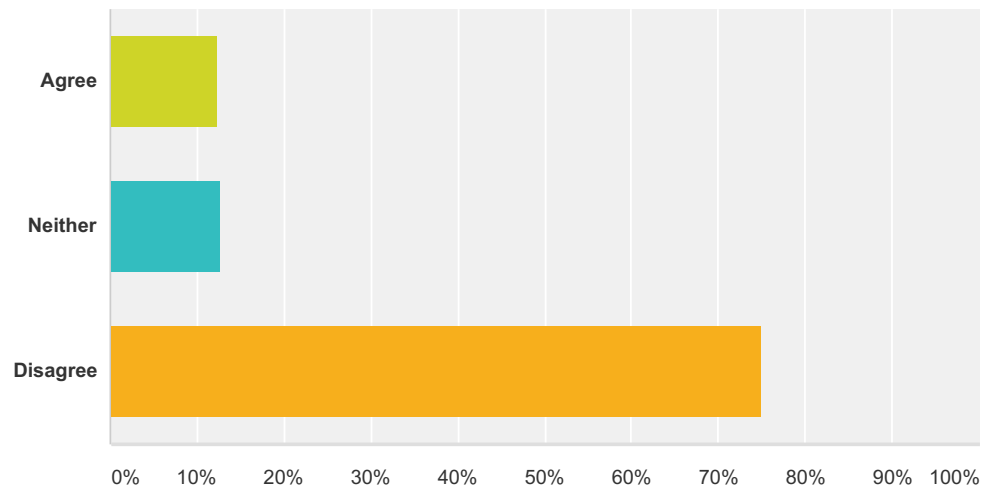
Answered: 529 Skipped: 32



	Extremely important	Very important	Important	Somewhat important	Not important	Do not know	Total	Average Rating
People who share my interests at work	11.55% 61	32.58% 172	28.41% 150	15.72% 83	11.36% 60	0.38% 2	528	2.83
Being part of a military community	8.88% 47	19.09% 101	28.54% 151	24.20% 128	18.90% 100	0.38% 2	529	3.25
Medical facilities	21.74% 115	29.30% 155	33.46% 177	11.15% 59	4.35% 23	0.00% 0	529	2.47
Commissary / Exchange	10.42% 55	20.45% 108	24.81% 131	21.40% 113	22.92% 121	0.00% 0	528	3.26
Quality of base facilities	7.75% 41	26.65% 141	28.17% 149	24.95% 132	12.48% 66	0.00% 0	529	3.08
Base gyms / fitness programs	14.93% 79	24.01% 127	27.22% 144	20.98% 111	12.85% 68	0.00% 0	529	2.93
MWR	6.63% 35	13.45% 71	25.95% 137	30.11% 159	23.67% 125	0.19% 1	528	3.51
Child care/CDC	8.95% 47	10.67% 56	15.05% 79	11.62% 61	42.10% 221	11.62% 61	525	3.76

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

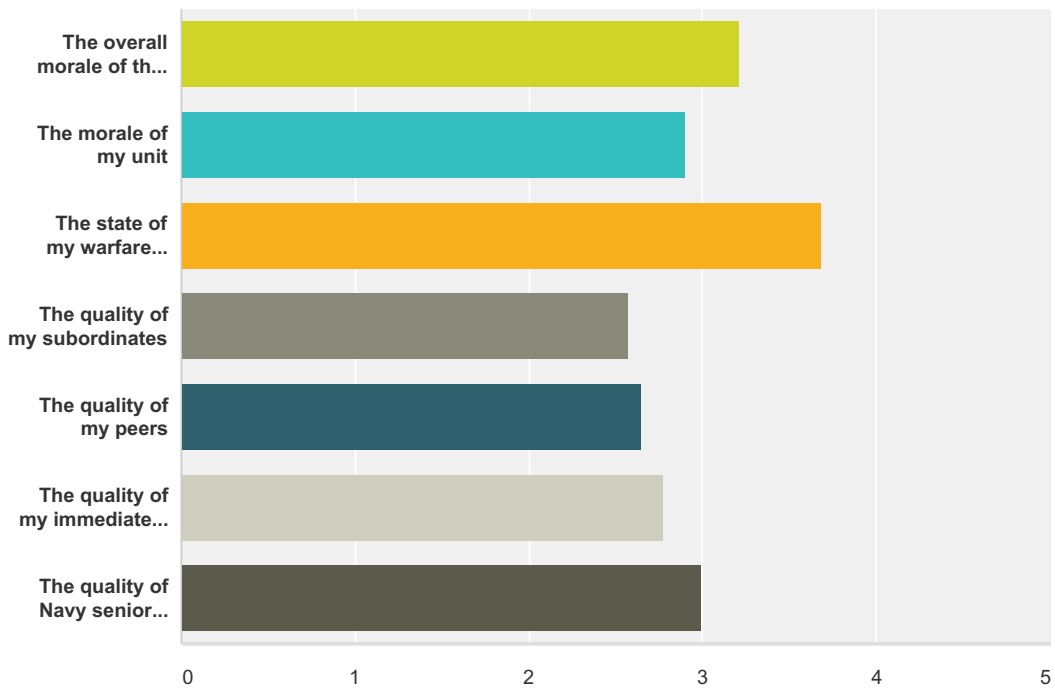
Answered: 529 Skipped: 32



Answer Choices	Responses	
Agree	12.29%	65
Neither	12.67%	67
Disagree	75.05%	397
Total		529

Q98 What are your overall assessments of the following?

Answered: 516 Skipped: 45



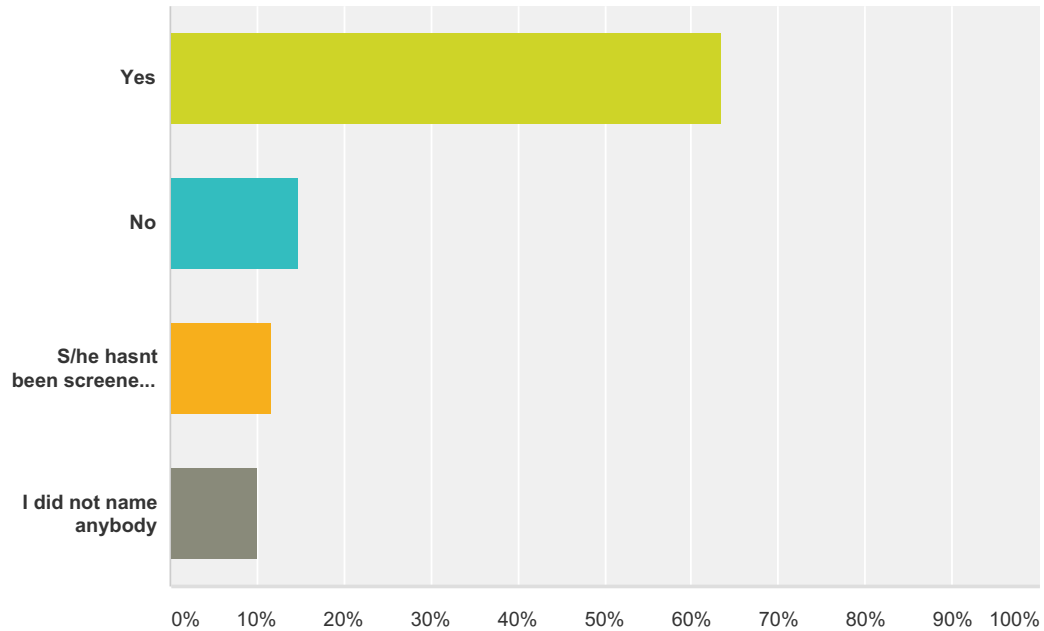
	Excellent	Good	Average	Marginal	Poor	Do not know	Total	Average Rating
The overall morale of the Navy	0.78% 4	23.84% 123	37.98% 196	28.68% 148	8.72% 45	0.00% 0	516	3.21
The morale of my unit	9.71% 50	33.01% 170	26.99% 139	16.89% 87	12.82% 66	0.58% 3	515	2.90
The state of my warfare community	0.58% 3	13.95% 72	29.26% 151	28.68% 148	27.33% 141	0.19% 1	516	3.68
The quality of my subordinates	8.72% 45	43.60% 225	31.59% 163	10.47% 54	4.65% 24	0.97% 5	516	2.58
The quality of my peers	6.78% 35	39.34% 203	38.95% 201	12.40% 64	2.52% 13	0.00% 0	516	2.65
The quality of my immediate leaders	9.14% 47	35.80% 184	31.13% 160	15.76% 81	7.98% 41	0.19% 1	514	2.78
The quality of Navy senior leadership	6.40% 33	29.07% 150	31.78% 164	18.41% 95	11.63% 60	2.71% 14	516	3.00

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

Answered: 486 Skipped: 75

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?)

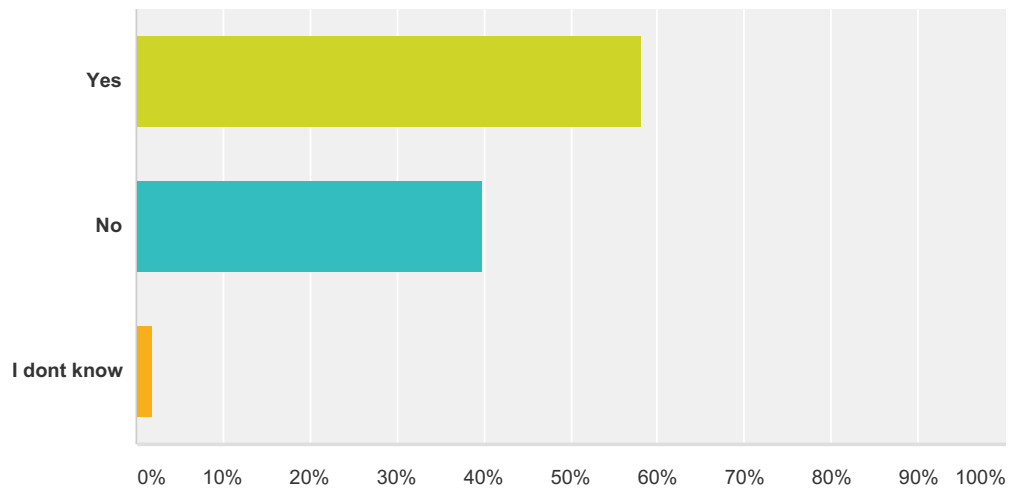
Answered: 502 Skipped: 59



Answer Choices	Responses	
Yes	63.55%	319
No	14.74%	74
S/he hasnt been screened yet	11.75%	59
I did not name anybody	9.96%	50
Total		502

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

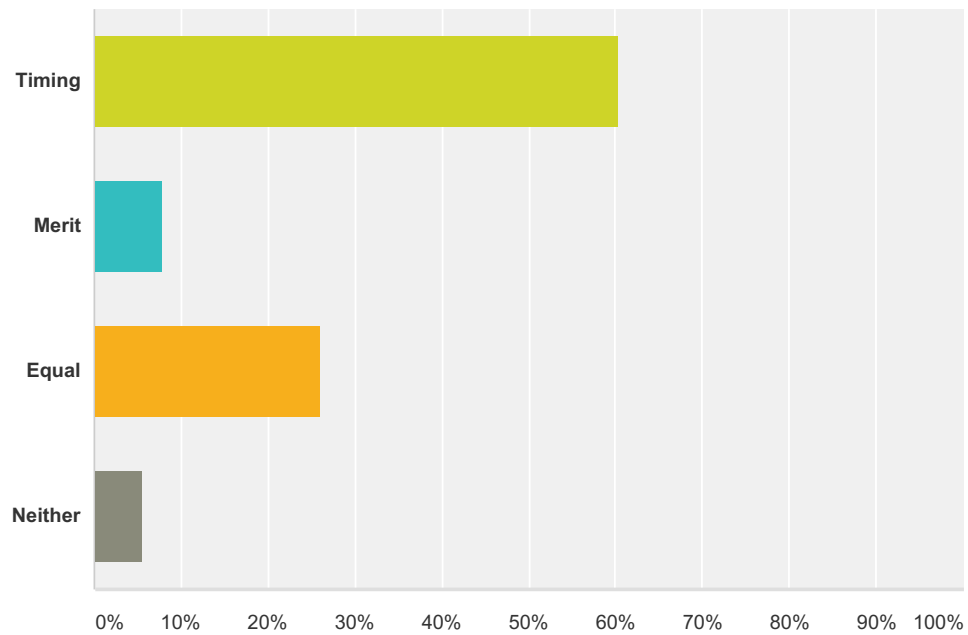
Answered: 517 Skipped: 44



Answer Choices	Responses	
Yes	58.22%	301
No	39.85%	206
I dont know	1.93%	10
Total		517

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

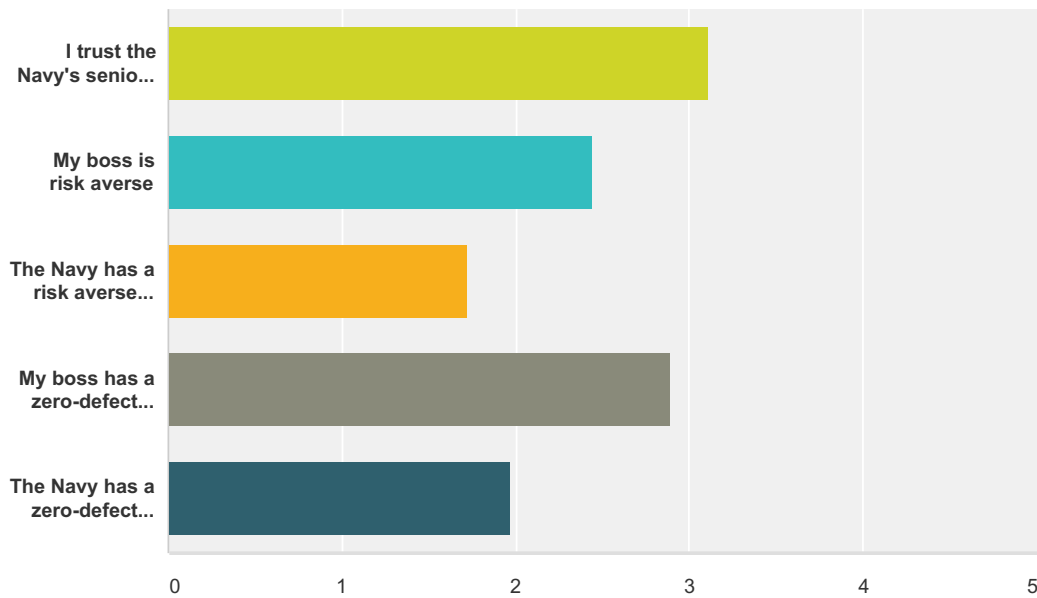
Answered: 517 Skipped: 44



Answer Choices	Responses
Timing	60.35% 312
Merit	7.93% 41
Equal	26.11% 135
Neither	5.61% 29
Total	517

Q103 Do you agree with the following statements?

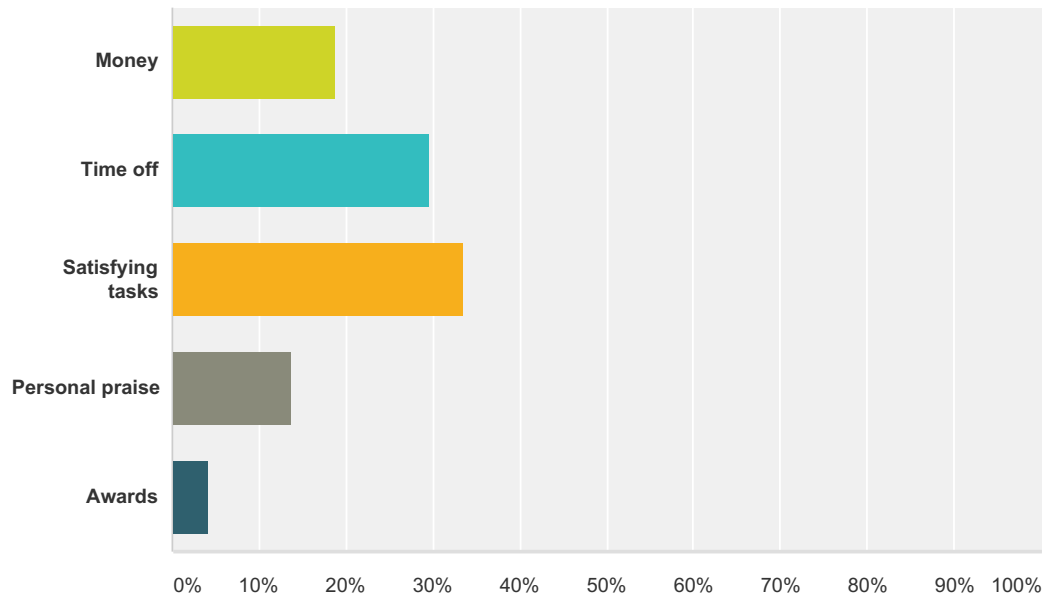
Answered: 515 Skipped: 46



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I trust the Navy's senior leaders	2.53% 13	34.05% 175	24.90% 128	27.24% 140	11.28% 58	0.00% 0	514	3.11
My boss is risk averse	24.32% 125	31.52% 162	20.62% 106	19.07% 98	2.92% 15	1.56% 8	514	2.44
The Navy has a risk averse culture	48.16% 248	38.64% 199	7.18% 37	3.88% 20	1.75% 9	0.39% 2	515	1.72
My boss has a zero-defect mentality	14.98% 77	21.40% 110	26.07% 134	28.99% 149	5.64% 29	2.92% 15	514	2.89
The Navy has a zero-defect mentality	35.94% 184	38.28% 196	15.04% 77	8.01% 41	0.78% 4	1.95% 10	512	1.97

Q104 How do you prefer to be rewarded?

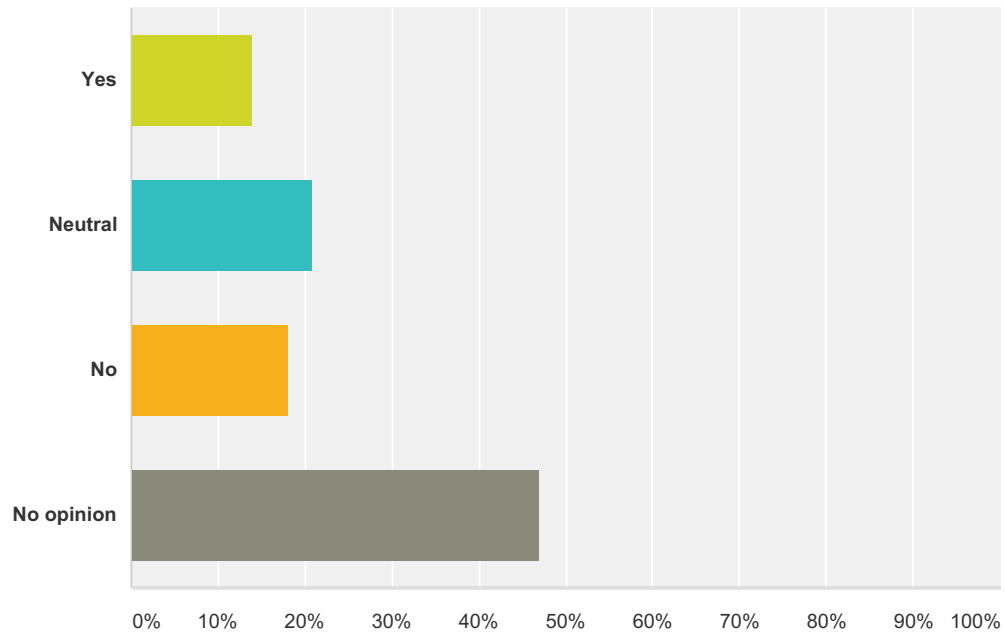
Answered: 490 Skipped: 71



Answer Choices	Responses	
Money	18.78%	92
Time off	29.59%	145
Satisfying tasks	33.67%	165
Personal praise	13.88%	68
Awards	4.08%	20
Total		490

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

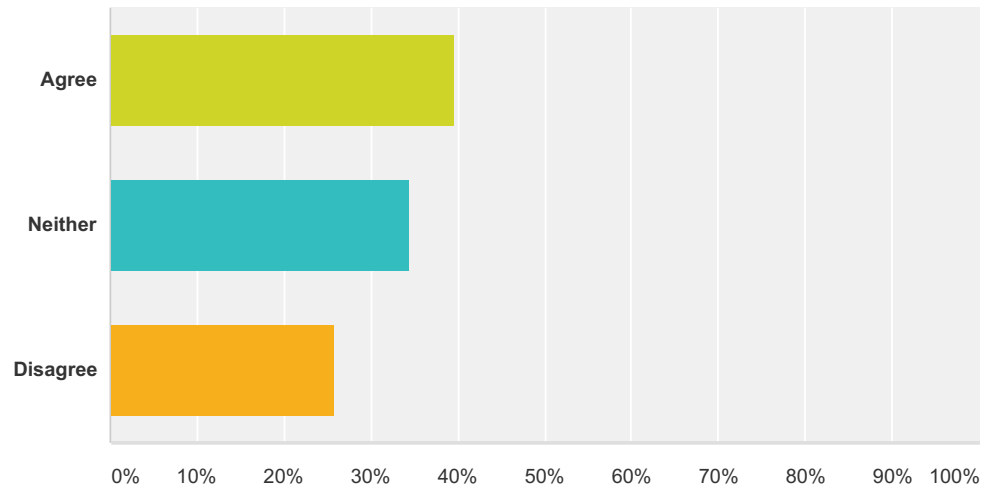
Answered: 517 Skipped: 44



Answer Choices	Responses	
Yes	13.93%	72
Neutral	20.89%	108
No	18.18%	94
No opinion	47.00%	243
Total		517

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

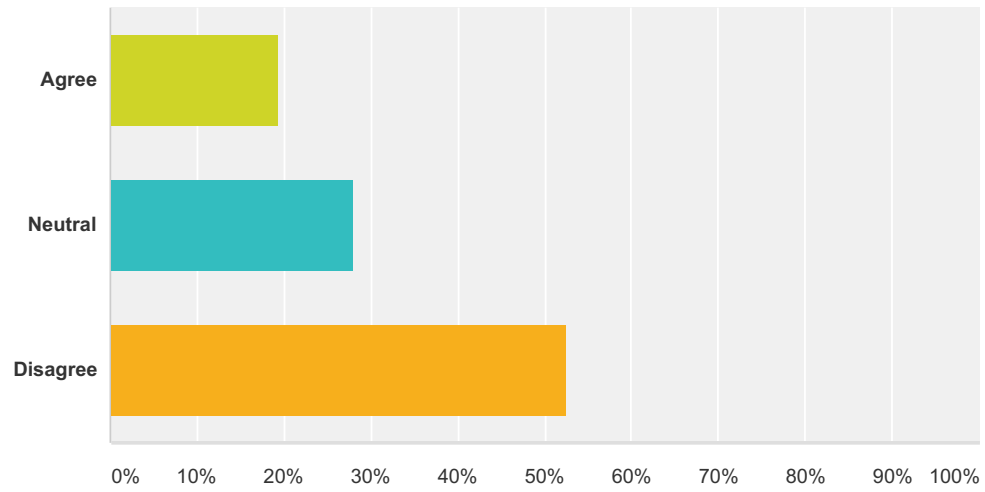
Answered: 514 Skipped: 47



Answer Choices	Responses	
Agree	39.69%	204
Neither	34.44%	177
Disagree	25.88%	133
Total		514

Q107 Senior leaders care about what I think

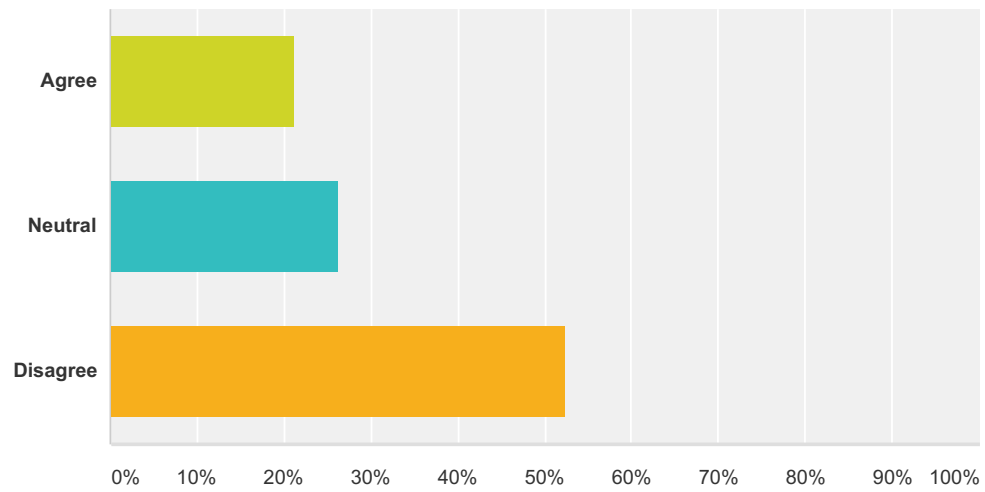
Answered: 517 Skipped: 44



Answer Choices	Responses	
Agree	19.34%	100
Neutral	28.05%	145
Disagree	52.61%	272
Total		517

Q108 Senior leaders are willing to hold themselves accountable

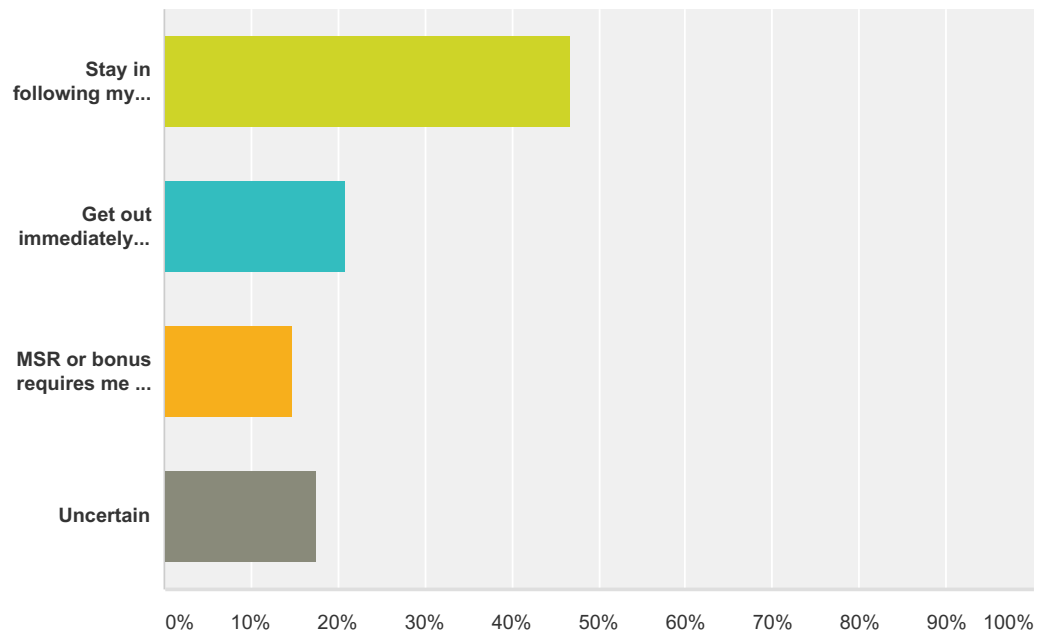
Answered: 517 Skipped: 44



Answer Choices	Responses	
Agree	21.28%	110
Neutral	26.31%	136
Disagree	52.42%	271
Total		517

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

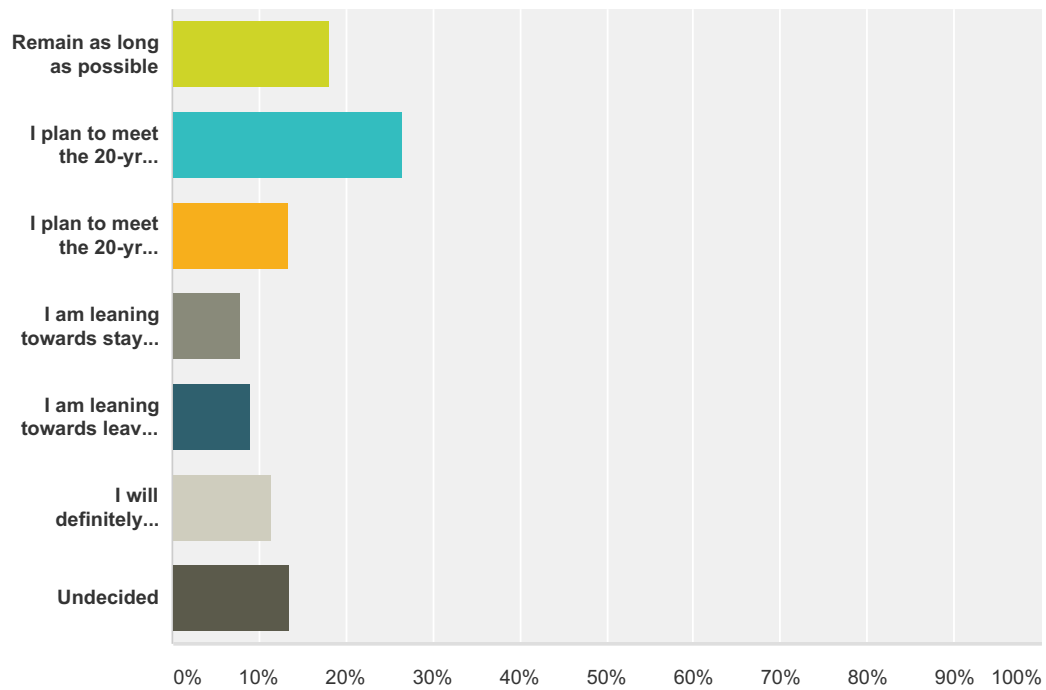
Answered: 515 Skipped: 46



Answer Choices	Responses	
Stay in following my current tour	46.80%	241
Get out immediately after this tour	20.97%	108
MSR or bonus requires me to stay for another tour	14.76%	76
Uncertain	17.48%	90
Total		515

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

Answered: 514 Skipped: 47

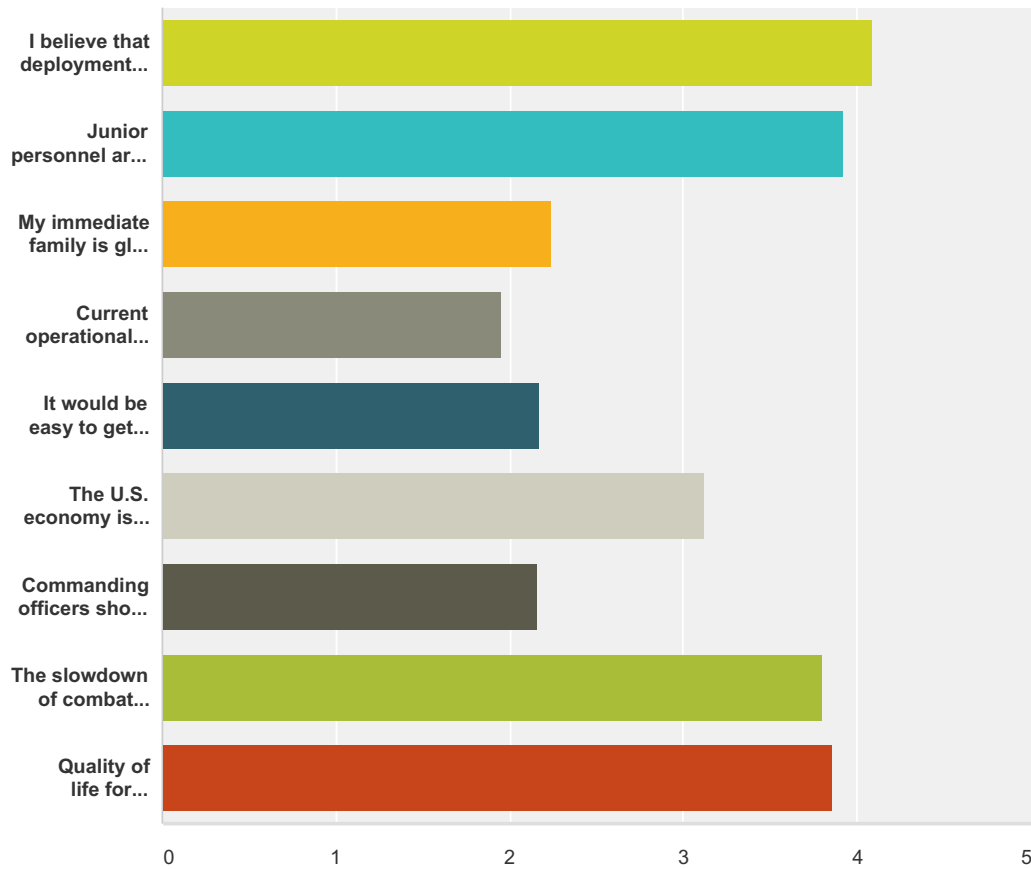


Answer Choices	Responses	
Remain as long as possible	18.09%	93
I plan to meet the 20-yr milestone and then re-evaluate	26.46%	136
I plan to meet the 20-yr milestone and then retire	13.42%	69
I am leaning towards staying beyond my Minimum Service Requirement (MSR)	7.98%	41
I am leaning towards leaving at my MSR	8.95%	46
I will definitely leave at my MSR	11.48%	59
Undecided	13.62%	70
Total		514

2014 Navy Retention Study

Q111 Overall Retention

Answered: 512 Skipped: 49



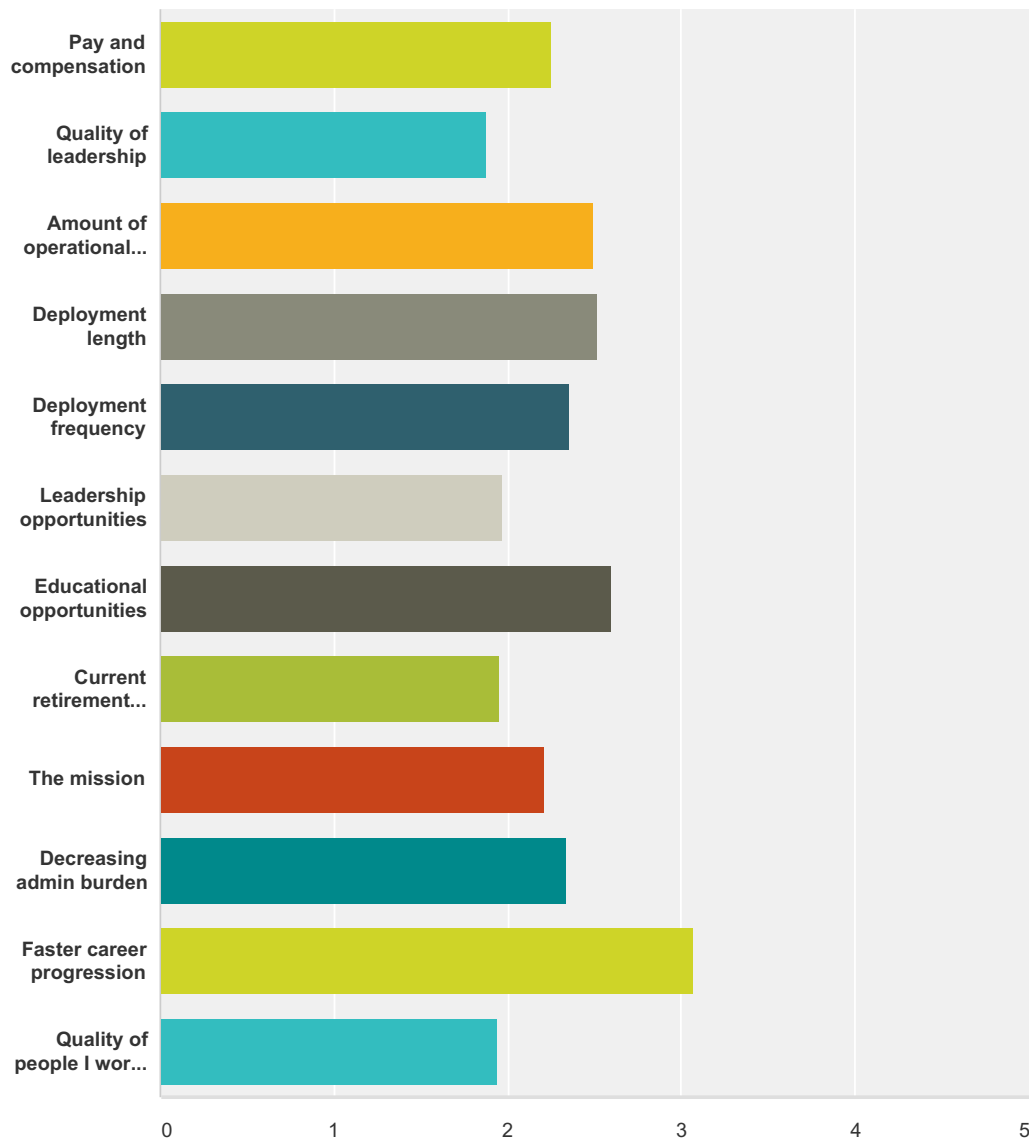
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know	Total	Average Rating
I believe that deployment lengths will be capped at 8 months	1.56% 8	7.62% 39	6.05% 31	46.88% 240	34.77% 178	3.13% 16	512	4.09
Junior personnel are utilized to their full potential	0.39% 2	8.41% 43	13.70% 70	53.62% 274	23.87% 122	0.00% 0	511	3.92
My immediate family is glad I am in the Navy	17.03% 87	52.64% 269	21.92% 112	6.07% 31	2.15% 11	0.20% 1	511	2.24
Current operational tempo is too high	35.81% 183	39.92% 204	17.42% 89	6.07% 31	0.39% 2	0.39% 2	511	1.95
It would be easy to get hired if I left the Navy today	28.57% 146	38.55% 197	17.03% 87	8.02% 41	3.91% 20	3.91% 20	511	2.17
The U.S. economy is rapidly improving	5.66% 29	25.59% 131	28.52% 146	28.32% 145	10.16% 52	1.76% 9	512	3.12
Commanding officers should be paid critical skills bonuses	35.16% 180	32.62% 167	15.04% 77	9.57% 49	5.66% 29	1.95% 10	512	2.16
The slowdown of combat operations makes me want to leave the Navy	4.11% 21	7.83% 40	16.63% 85	45.99% 235	25.05% 128	0.39% 2	511	3.80

2014 Navy Retention Study

Quality of life for military members is ensured through the rest of my career	0.78% 4	9.98% 51	18.20% 93	41.29% 211	27.20% 139	2.54% 13	511	3.86
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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: 512 Skipped: 49



	Extremely Important	Very important	Important	Somewhat important	Not Important	Do not know	Total	Average Rating
Pay and compensation	27.93% 143	32.81% 168	28.71% 147	7.42% 38	3.13% 16	0.00% 0	512	2.25
Quality of leadership	38.28% 196	41.80% 214	16.02% 82	1.95% 10	1.95% 10	0.00% 0	512	1.88
Amount of operational time	16.24% 83	34.05% 174	37.18% 190	9.00% 46	3.13% 16	0.39% 2	511	2.49

2014 Navy Retention Study

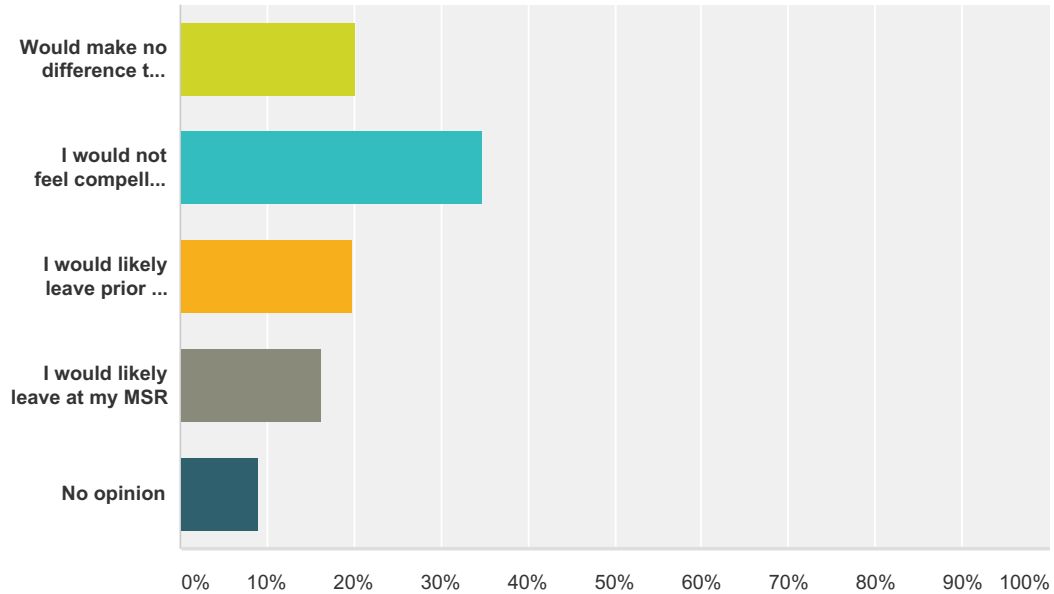
Deployment length	22.85% 117	26.17% 134	31.45% 161	14.26% 73	5.08% 26	0.20% 1	512	2.52
Deployment frequency	26.37% 135	29.88% 153	28.91% 148	11.52% 59	3.32% 17	0.00% 0	512	2.36
Leadership opportunities	35.62% 182	40.31% 206	17.42% 89	5.09% 26	1.57% 8	0.00% 0	511	1.97
Educational opportunities	22.07% 113	26.37% 135	29.69% 152	13.48% 69	8.40% 43	0.00% 0	512	2.60
Current retirement benefits	45.51% 233	27.54% 141	16.60% 85	7.62% 39	2.73% 14	0.00% 0	512	1.95
The mission	29.78% 151	35.11% 178	22.29% 113	9.66% 49	3.16% 16	0.00% 0	507	2.21
Decreasing admin burden	32.81% 168	25.59% 131	22.07% 113	12.70% 65	6.25% 32	0.59% 3	512	2.34
Faster career progression	12.60% 64	20.28% 103	28.54% 145	23.62% 120	14.17% 72	0.79% 4	508	3.07
Quality of people I work with	36.01% 184	39.53% 202	19.96% 102	3.33% 17	0.98% 5	0.20% 1	511	1.94

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

Answered: 472 Skipped: 89

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

Answered: 511 Skipped: 50

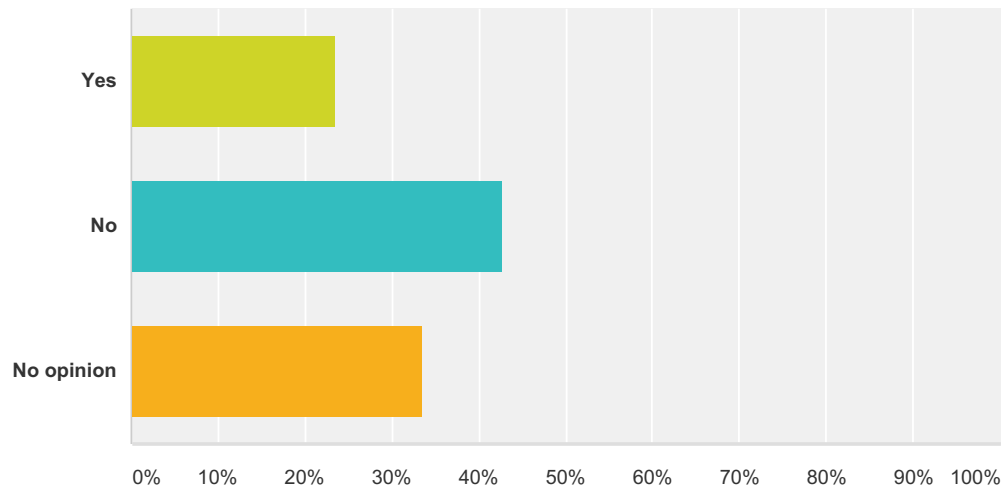


Answer Choices	Responses	
Would make no difference to future plans	20.16%	103
I would not feel compelled to stay for any particular length of time	34.83%	178
I would likely leave prior to serving 20 years	19.77%	101
I would likely leave at my MSR	16.24%	83
No opinion	9.00%	46
Total		511

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>

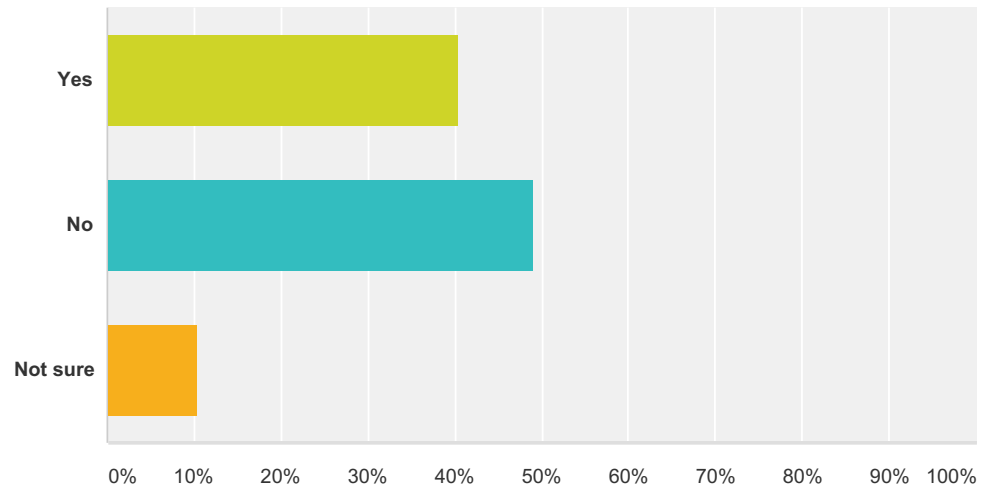
Answered: 512 Skipped: 49



Answer Choices	Responses	
Yes	23.63%	121
No	42.77%	219
No opinion	33.59%	172
Total		512

Q116 Do you want your Boss's job?

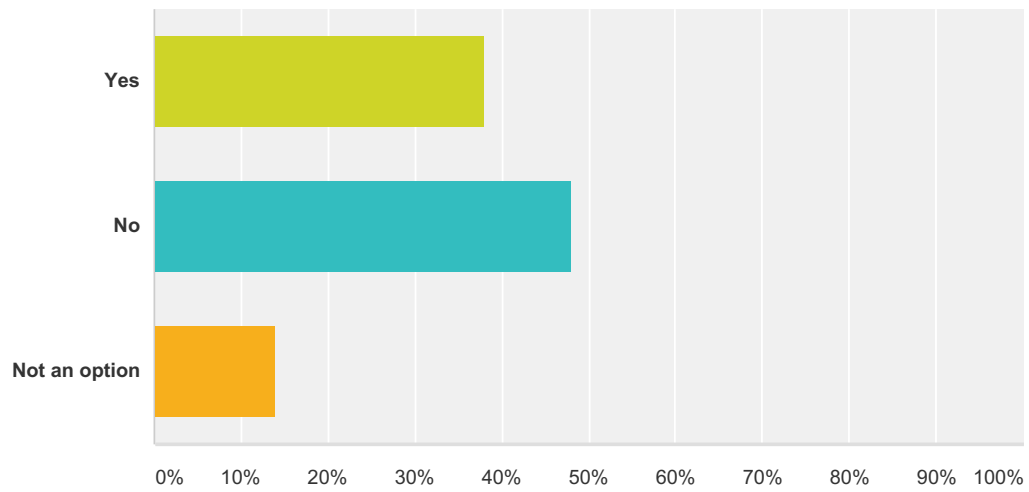
Answered: 514 Skipped: 47



Answer Choices	Responses	
Yes	40.47%	208
No	49.03%	252
Not sure	10.51%	54
Total		514

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

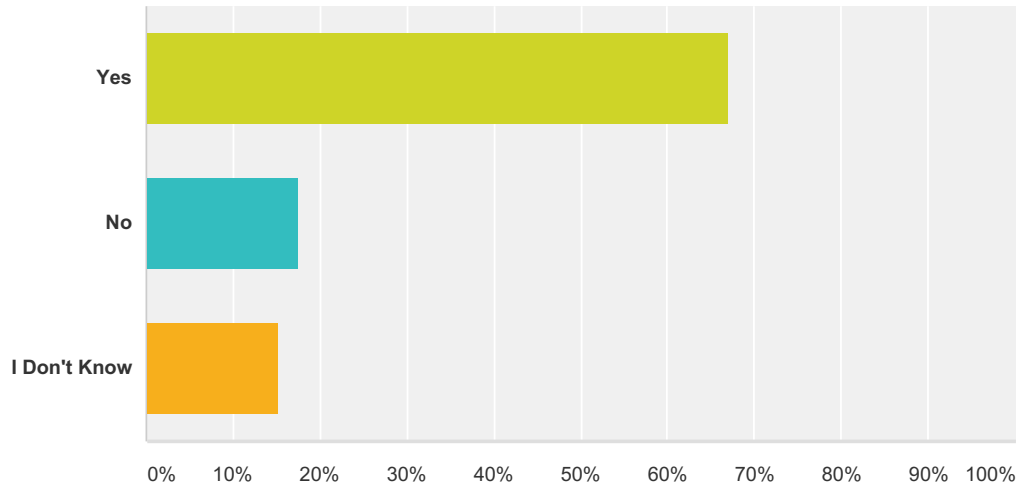
Answered: 514 Skipped: 47



Answer Choices	Responses	
Yes	37.94%	195
No	48.05%	247
Not an option	14.01%	72
Total		514

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

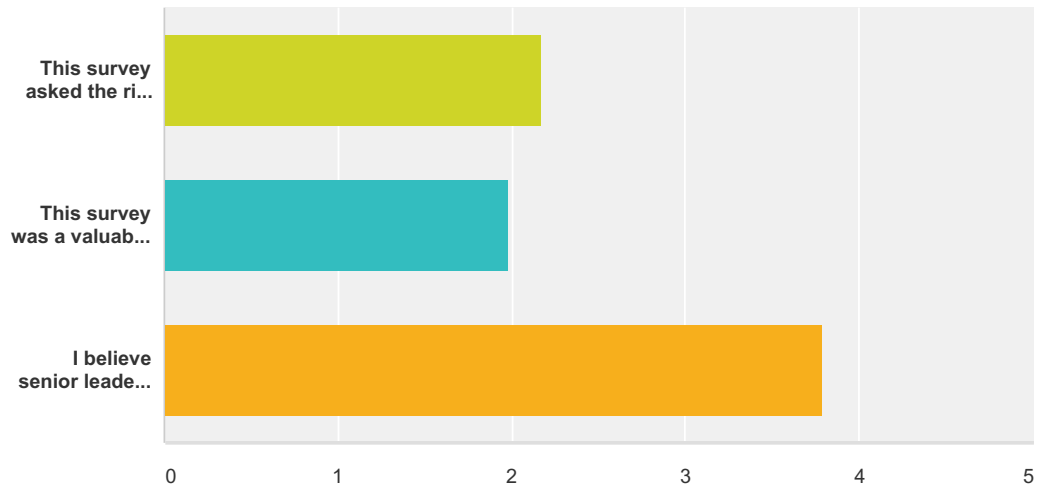
Answered: 471 Skipped: 90



Answer Choices	Responses	
Yes	67.09%	316
No	17.62%	83
I Don't Know	15.29%	72
Total		471

Q119 Evaluate this survey

Answered: 473 Skipped: 88



	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Average Rating
This survey asked the right questions	9.73% 46	69.34% 328	16.07% 76	3.81% 18	1.06% 5	473	2.17
This survey was a valuable use of my time	23.45% 110	59.06% 277	14.29% 67	2.13% 10	1.07% 5	469	1.98
I believe senior leaders will take action on the results of this survey	2.34% 11	10.19% 48	23.14% 109	35.03% 165	29.30% 138	471	3.79

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

Answered: 162 Skipped: 399

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

Answered: 232 Skipped: 329

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%	232
Phone Number:	0.00%	0