

Introduction

Welcome to the 2014 Navy Retention Survey!

May 1st, 2014 - May 31st, 2014

This is an **unofficial** survey to assess perceptions related to personnel retention and quality of service in the U.S. Navy. The authors of this survey are active duty members of the U.S. Navy, but are conducting this survey in their personal capacities and of their own volition -- this is not an official U.S. Navy survey.

This survey will ask you some questions to better understand your thoughts on retention and quality of service, specifically along the lines of:

- Quality of Work
- Quality of Life, and
- Quality of Leadership

At no time will you be asked for personally identifying information. We will make no attempt to identify individual servicemembers through the data obtained.

We ask that you only take this survey once, and only if you are an active duty, uniformed member of the United States Navy. We are trusting in your personal integrity and professionalism to help us in this.

This survey may take a fair amount of time (10-15 minutes). The survey results will be compiled and released in a report outlining the findings in the coming months. This report will also be made available to senior civilian and military leaders in order to help inform their decision making, while improving retention incentives and quality of service.

Note: We know many of you who receive this are not active duty Navy -- but are still curious to see the questions. Simply click "no" to the below question, and you will be redirected to a website where the questions are available for viewing and download.

Thanks for your time and, once complete, please pass the link to your friends.

Sincerely,

Guy "Bus" Snodgrass
Ben "Prof" Kohlmann
Chris O'Keefe

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

- Yes
- No

Section 1 of 6: Combined Demographics

This section is intended to collect some basic information concerning your background, in order to help us establish basic trend lines. Please rest assured that no effort will be made to personally identify you -- we value your privacy.

2. Are you male or female?

- Male
- Female
- I prefer not to answer

3. Which racial group do you most identify with?

- Caucasian
- African descent
- Hispanic
- American Indian
- Asian descent
- Pacific Islander
- Multi-ethnic
- I prefer not to answer

4. How old are you?

- 20 or younger
- 21 - 25
- 26 - 30
- 31 - 35
- 36 - 40
- 41 - 45
- 46 - 50
- 51 - 55
- 56 - 60
- 61 +

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5. How long have you been in the Navy?

- 0 - 2 years
- 3 - 5 years
- 6 - 10 years
- 11 - 15 years
- 16 - 20 years
- 21 - 25 years
- 26 - 30 years
- 31 + years

6. What is the highest level of education have you completed?

- PhD
- JD
- MBA
- MA
- MPP
- MS
- BA
- BS
- Associates
- High school
- GED
- I do not hold a college degree

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

- I do not have a graduate degree
- In residence
- Distance program
- I have multiple graduate degrees, at least one in residence and one distance

*8. What is your current paygrade?

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Section 2 of 6: Retention Survey Questions for Enlisted

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

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

	Extremely Important	Important	Neutral	Slightly Important	Not Important	Do not know
Sufficient manning levels to support tasking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient time to properly accomplish tasking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient money	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient parts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sufficient training (offsite/no-cost TAD/cost TAD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connectivity Infrastructure (computers, bandwidth, printers)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food/meal quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. The parking provided at work is _____

- abundant
- adequate
- inadequate
- does not apply to me

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

- Agree
- Neutral
- Disagree
- I'm not sure

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

- Selective Retention Bonus (SRB)
- Liberty
- Leave
- Advancement
- Detailing
- PCS
- Pay

14. Do you think evaluations

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
Are an effective tool to capture in capturing Sailor performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are a transparent process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensure the best/brightest are recognized and retained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accurately captures the performance of Sailors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Can be adversely affected by things outside of the Sailor's control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Do you think the advancement process

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
Is a transparent process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensure the best/brightest are recognized and retained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accurately captures the performance of Sailors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Can be adversely affected by things outside of the Sailor's control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. I believe Perform To Serve/C-way is:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
A transparent process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures the best/brightest are retained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An overall effective tool	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Agree
- Neutral
- Disagree

18. Have you converted your rating?

- Yes - I voluntarily cross-rated
- Yes - I was forced to cross-rate because of PTS/C-Way
- No

19. Enlisted Retention Boards are:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
A transparent process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures the best/brightest are retained	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is an overall effective tool	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. ERBs have had an overall positive impact on the Navy.

- Agree
- Neutral
- Disagree

Section 2 of 6: Retention Survey Questions for Officers

21. What is your commissioning source?

- Service Academy
- ROTC
- OCS
- LDO
- Warrant Officer
- Other enlisted commissioning program (STA, STA-21, ECP)

22. Which category does your undergraduate major most closely resemble?

- Science & Engineering
- Mathematics
- Social Sciences, Business, Law, or equivalent
- Arts & Humanities
- Medicine
- Other

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

- Summa Cum Laude
- Magna Cum Laude
- Cum Laude
- Graduation with Distinction or Honors
- Selected to a national honor society
- Rhodes / Marshall / Other Major Fellowship
- Other (please specify)

24. How many years of prior enlisted service do you have?

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

	Excellent	Good	Average	Marginal	Poor	Do not know
Division Officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department Heads	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executive Officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commanding Officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Major Commanders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flag Officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Commanding Officer
- Executive Officer
- Department Head
- Peers
- Detailer
- Spouse
- Mentor
- Social Media

27. The role of Commanding Officer is a coveted position

- Agree
- Neutral
- Disagree

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

- Yes
- No
- No opinion / Do not know

*29. What is your current designator, or what is the designator you are in training for?

Section 2(b) of 6: Naval Aviator Community Retention

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

- Not in flight training
- C-2
- E-2
- E/A-18
- F/A-18
- F-35C
- MH-53
- P-3/P-8
- MH-60R/S
- E-6A
- UAVs

31. Within which community were/are you most recently qualified?

- VFA
- VAQ
- VP / VQ(P)
- HSM / HSC / HSL / HM
- VAW / VRC
- VQ(T)
- None of the above

32. What do squadron COs and XO's spend more time on?

- Leading the command / executing the mission
- Performing admin/management
- Equal time on both
- No opinion

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33. Do you believe the Command Qualification Board makes a difference?

- Yes
- No
- No opinion

34. The pay inversion between department heads and XO/COs (DHs make ~10K more than XO/COs) makes the role of XO/CO less valuable

- Agree
- Neutral
- Disagree
- No opinion

35. What are your overall assessments of the following?

	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell
The state of Naval Aviation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My specific aviation community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get enough flight time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. Questions related to the future of Naval Aviation

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Not Sure
The JSF is the right aircraft for Naval Aviation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'd prefer an Advanced Super Hornet over the JSF	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unmanned platforms will increase Naval Aviation capabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The P-8A Poseidon is a suitable replacement for the P-3C Orion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All aircraft need Link-16 / datalink capability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Section 2(b) of 6: Surface Warfare Officer Retention

38. Within which community were/are you most recently qualified?

- CRUDES
- Amphibs
- Frigate
- Littoral Combat Ship
- Minesweeper / Patrol Craft
- None of the above

39. I am a:

- Conventional SWO
- SWO(N)
- SWO RL Option
- None of the above

40. How many shipyard/repair availabilities have you made?

- 0
- 1
- 2
- 3
- 4
- 5+

41. How many INSURV visits have you been a part of?

- 0
- 1
- 2
- 3
- 4
- 5+

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

- Have not attended
- Good
- Neutral
- Poor

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

- Yes
- No

44. How would you rate the quality of instruction during SWOSDOC?

- Have not attended
- Good
- Neutral
- Poor
- N/A

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

- Agree
- Neutral
- Disagree

46. Please evaluate the following questions

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
The general state of the surface warfare community is positive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My specific surface warfare community is doing well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unit level training is realistic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unit level training enhances ship/command tactical and operational readiness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unit level training enhances crew and material readiness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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47. Littoral Combat Ship questions

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

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

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Section 2(b) of 6: Submarine Officer Retention

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

- Los Angeles-class SSN
- Seawolf-class SSN
- Virginia-class SSN
- Ohio-class SSGN
- Ohio-class SSBN

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

- SSN
- SSBN
- SSGN
- Deep submergence
- None of the above

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

	Excellent	Good	Neutral	Marginal	Poor	N/A
Nuke Power School	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prototype	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Submarine Officer Basic Course (SOBC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Submarine Officer Advanced Course (SOAC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Submarine Command Course (SCC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52. Which division officer jobs did you have?

- Main Propulsion Assistant
- Electrical Assistant
- Reactor Controls Assistant
- Chemistry and Radiological Controls Assistant
- Assistant Engineer
- Assistant Ops
- Communications Officer
- Assistant Weapons Officer
- Have not been a division officer

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

- Hard - Work load was well beyond what I expected for my first tour
- Harsh - I was not treated with the dignity and respect I expected for my first tour
- Both hard and harsh
- Neither of the above
- Have not had an initial sea tour

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

- Yes
- Neutral
- No
- Have not had a sea tour

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

- Yes
- No
- Have not experienced

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

- Port and Starboard
- 3 Section
- 4 Section
- 4+ Section

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

- Did not stand duty
- Port and Starboard
- 3 Section
- 4 Section
- 5 Section
- 5+ Section

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

- Yes
- No
- No opinion

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

- Have not been a DH
- Engineer
- Navigator
- Weapons Officer

60. What are your overall assessments of the following?

	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell
The overall state of the submarine force	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The state of the SSN force	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The state of the SSBN force	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The state of the SSGN force	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of DH's during my JO tour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of XO's during my JO tour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of CO's during my JO tour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training for my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my watch team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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61. 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)

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

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

	Several times per week	Weekly	Monthly	Quarterly	Annually	Do not know
How frequently did your ship hold critiques?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How frequently did you participate in critiques?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How frequently did you cause critiques?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

63. 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)

- Work started as soon as the workday started
- Less than 30 minutes
- 30 minutes to 1 hour
- 1 to 2 hours
- More than 2 hours

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

- Have not attended
- Agree
- Neutral
- Disagree

65. What aspects of the Submarine Force culture do you value the most/least?

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

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

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Section 2(b) of 6: SEAL Officer Retention

68. What are your overall assessments of the following?

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

69. I believe the SEAL community has too many administrative burdens

- Agree
- Neutral
- Disagree
- No opinion

70. The SEAL community has too much bureaucracy

- Agree
- Neutral
- Disagree
- No opinion

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71. 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)

- A lot
- Neutral
- Very little
- No opinion

72. I feel SEAL leadership is transparent and open about community issues

- Agree
- Neutral
- Disagree
- No opinion

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

- Primarily related to work and job satisfaction
- Primarily related to family or personal concerns
- No opinion

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

2014 Navy Retention Study

Section 2(b) of 6: Restricted Line Retention Survey

75. What are your overall assessments of the following?

	Excellent	Good	Average	Marginal	Poor	N/A or too early to tell
The general state of my RL community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training for my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my first fleet tour department heads	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my current department heads	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my current XO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my Fleet tour XOs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my second to last Fleet tour CO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my last Fleet tour CO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my current CO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

76. Agree/Disagree

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
I feel like my RL community is well respected within the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to transfer to a different RL community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that most members of the URL do not understand my RL community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that most members of my RL community do not understand the major warfare areas of the URL.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

2014 Navy Retention Study

Section 2(b) of 6: Staff Corps Retention

78. Please evaluate the following statements

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

2014 Navy Retention Study

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

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

Section 3 of 6: Quality of Work

As a uniformed member of the U.S .Navy, our assessment of the "quality of our work" has traditionally had a significant impact on whether or not we remain on active duty or not.

The following questions are designed to assess your perception of quality of work based on your cumulative experience in the Navy.

81. How long have you been in your current tour?

- <1 year
- 1 year
- 2 years
- 3 years
- 4 years
- 5 years
- 5+ years

82. How many deployments have you made in your career?

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7 +

83. How long was your last deployment?

- < 6 months
- 6 months
- 7 months
- 8 months
- 9 months
- 10 months
- 11 months
- > 11 months
- N/A - I have not deployed before

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

- I'm not in a sea tour
- Workups / Pre-deployment
- Deployment
- Post-deployment, will not surge
- Post-deployment, will surge or currently surged

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

2014 Navy Retention Study

86. Please evaluate the following:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
I am making a difference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The public regards what the military does as important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I view the Navy as a calling, rather than just a job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive adequate training required to perform my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the tools required to perform my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the ability to make an impact on my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the ability to effect change in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a stable and secure job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will have a stable and secure job in five years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

87. Do you think your immediate boss is too heavily focused on administration?

- Yes
- No
- No opinion

2014 Navy Retention Study

Section 4 of 6: Quality of Life

Along with quality of work, our assessment of the "quality of our life" has traditionally had a significant impact on whether or not we think a career in the U.S. Navy is in the best interests of our families and for ourselves.

The following questions are designed to assess your perception of quality of life based on your cumulative experience in the Navy.

88. What is your marital status?

- Single
- Married - Military spouse
- Married - Civilian
- Engaged or in a long-term relationship

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

- Loves it - would like me to stay in uniform as long as possible
- Overall positive experience
- Fairly neutral - neither likes nor dislikes my service
- Tolerates it to support my career
- Would like me to leave the Navy today
- Does not apply to me

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

- Less than 50% of your income
- Between 50% and 100% of your income
- More than your income
- Prefer not to answer / does not apply to me

91. If single, does your service in the Navy impact your ability to date/marry if you were inclined to do so?

- Yes, makes it incredibly difficult to date
- Yes, but not to a significant degree
- Little or no impact to dating lifestyle
- Does not apply to me

2014 Navy Retention Study

92. 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)

- I'm not a female
- Ability to meet a potential spouse
- Compatibility of naval service with having a family
- Lack of role models in senior positions

Other (please specify)

93. How many children do you have?

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

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

- More than once each day
- Daily
- Three times per week
- Once per week
- Less than once per week

2014 Navy Retention Study

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

	Extremely important	Very important	Important	Somewhat important	Not important	Do not know
People who share my interests at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being part of a military community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissary / Exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of base facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Base gyms / fitness programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MWR	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care/CDC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Agree
- Neither
- Disagree

2014 Navy Retention Study

Section 5 of 6: Quality of Leadership

The following questions are designed to assess your perception of Navy Leadership, and to evaluate its impact on your decision to remain in uniform or leave Naval service.

98. What are your overall assessments of the following?

	Excellent	Good	Average	Marginal	Poor	Do not know
The overall morale of the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The morale of my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The state of my warfare community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my subordinates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of my immediate leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of Navy senior leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

- Yes
- No
- S/he hasnt been screened yet
- I did not name anybody

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

- Yes
- No
- I dont know

2014 Navy Retention Study

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

- Timing
- Merit
- Equal
- Neither

103. Do you agree with the following statements?

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
I trust the Navy's senior leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My boss is risk averse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Navy has a risk averse culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My boss has a zero-defect mentality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Navy has a zero-defect mentality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

104. How do you prefer to be rewarded?

- Money
- Time off
- Satisfying tasks
- Personal praise
- Awards

Other (please specify)

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

- Yes
- Neutral
- No
- No opinion

2014 Navy Retention Study

106. Navy leadership is committed to our core values of Honor - Courage - Commitment

- Agree
- Neither
- Disagree

107. Senior leaders care about what I think

- Agree
- Neutral
- Disagree

108. Senior leaders are willing to hold themselves accountable

- Agree
- Neutral
- Disagree

Section 6 of 6: General Retention Questions

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

- Stay in following my current tour
- Get out immediately after this tour
- MSR or bonus requires me to stay for another tour
- Uncertain

110. What are your long-term intentions regarding Naval service?

- Remain as long as possible
- I plan to meet the 20-yr milestone and then re-evaluate
- I plan to meet the 20-yr milestone and then retire
- I am leaning towards staying beyond my Minimum Service Requirement (MSR)
- I am leaning towards leaving at my MSR
- I will definitely leave at my MSR
- Undecided

2014 Navy Retention Study

111. Overall Retention

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Do not know
I believe that deployment lengths will be capped at 8 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Junior personnel are utilized to their full potential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate family is glad I am in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current operational tempo is too high	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It would be easy to get hired if I left the Navy today	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The U.S. economy is rapidly improving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commanding officers should be paid critical skills bonuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The slowdown of combat operations makes me want to leave the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of life for military members is ensured through the rest of my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

112. Based on your current or previous experiences, how important are the following to making you want to stay in the Navy?

	Extremely Important	Very important	Important	Somewhat important	Not Important	Do not know
Pay and compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of operational time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deployment length	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deployment frequency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educational opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decreasing admin burden	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faster career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of people I work with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2014 Navy Retention Study

113. What is your number one (#1) reason for staying in the Navy

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

- Would make no difference to future plans
- I would not feel compelled to stay for any particular length of time
- I would likely leave prior to serving 20 years
- I would likely leave at my MSR
- No opinion

115. If the Career Intermission Program (i.e. a sabbatical) was a viable career option and/or more readily available, I would be willing to remain in the Navy longer than I otherwise would.

If unfamiliar, here is a link to the NAVADMIN: <http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2013/NAV13125.txt>

- Yes
- No
- No opinion

116. Do you want your Boss's job?

- Yes
- No
- Not sure

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

- Yes
- No
- Not an option

Survey Closeout

Thank you!

Please pass along this survey to an active duty sailor by clicking here! [Email Survey](#)

We certainly appreciate your time. Please know that your participation in this survey will help direct the future course of the Navy and aid senior decision makers.

Please visit <http://navy.dodretention.org> for additional information, to view the entire question bank, and to view the preliminary survey results in mid-June.

Survey closes May 31st, 2014!

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

- Yes
- No
- I Don't Know

119. Evaluate this survey

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
This survey asked the right questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This survey was a valuable use of my time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe senior leaders will take action on the results of this survey	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What other questions would you want asked on a follow-on survey?

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

Stay involved and receive updates

Would you be willing to help with future endeavors geared towards improving our Navy experience? If so, please consider providing an email address where we can reach you.

**** YOUR EMAIL WILL NOT BE SHARED ****

If you provide your email, we will ensure you receive the June 15th demographics report and the final report due out in August. (Note: You will still be able to access all reports from our website, regardless of whether or not you sign up)

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

Email Address:

Conclusion and Redirect