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# NAVY RETENTION: A CROSS-COMPARISON OF ALL NAVY MEDICINE AND SURFACE WARFARE OFFICER COMMUNITIES

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Monterey, CA; Naval Postgraduate School

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**SUPPLEMENTAL TO THESIS  
(2 OF 2: NAVY RETENTION SURVEY)**

**NAVY RETENTION: A CROSS-COMPARISON OF ALL  
NAVY MEDICINE AND SURFACE WARFARE OFFICER  
COMMUNITIES**

by

Nadege Whitfield and Claudia I. Alday

June 2019

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# **Navy Retention Survey Overview**

**POC: LT Christine Cairoli**

**MPTE Research, Assessments, and Modeling Branch (OPNAV N1T)**

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03 APR 2019

The Navy Retention Survey is a continuous personnel survey given at key points in an officer or Sailor's career to poll their stay/leave tendencies. The survey is promulgated within the Navy Standard Integrated Personnel System (NSIPS) with notifications sent via email and a prompt in a Sailor's Electronic Service Record (ESR). The Retention Survey was first deployed in July 2014 with two versions, the Milestone Survey and the Exit Survey, which target distinct populations of Sailors as outlined below. The reserve survey was created but was not deployed to Sailors.

The Milestone Survey targets members with service time remaining on active duty, both active component (AC) and Full Time Support (FTS) members, that are in a window to make a stay or leave decision. The survey is offered to officers 15 months prior to their minimum service requirement (MSR) or projected rotation date (PRD). This is approximately three months prior to when a member must either negotiate orders for another tour or officially indicate that they intend to resign their commission. Enlisted members receive the survey 18 months prior to their Soft End of Active Obligated Service (SEAOS), or 5 months prior to when the reenlistment request process begins in the C-WAY system. These time frames are set to better ensure that a member can indicate their intentions and opinions about the Navy prior to and outside the decision making window for orders or reenlistment requests. This provides responses that are less likely to be tainted by the detailing or the reenlistment request processes and more indicative of a member's tours and experiences in the Navy.

The Exit Survey has the primary purpose of determining why Sailors leave active duty (AC & FTS) in the Navy. Requests are sent when there is an indication that a Sailor is leaving active service. NSIPS automatically sends requests six months prior to an Estimated Date of Loss to the Navy (EDLN) or when an enlisted member has a Career Waypoints (C-WAY) status indicating that they are leaving. Beginning in 2018, the survey office sends monthly requests to officers with orders to exit active service and enlisted members who have a Transition Assistance Program (TAP) eForm indicating that they are leaving within 6 months, if they have not already received an automatic request. This change has increased the ability to target nearly all officers who plan to exit the Navy. In FY18, the survey office attempted to contact approximately 94% of officers and 67% of enlisted exiting active service with these new methods. Receipt of the survey requests varies due to inaccurate and missing email addresses. The survey can also be requested by a member's career counselor within their NSIPS Career Information Management System (CIMS) account or a member can self-request the survey within their ESR.

The Reserve Retention Survey is adapted from the Milestone Survey to maintain the ability for comparison. This survey does not include questions that are less pertinent or do not apply to a Sailor in the reserves and has additional questions and core topics that would be more important to a reserve service member.

The Retention Survey was deployed 01 July 2014 and has been automatically deployed monthly based on the predefined criteria outlined for each version above. The manual requests have been intermittent and vary in consistency. Surveys are available to selected respondents for 8 weeks. Each survey is comprised of a maximum of 150 questions and is tailored to the individual taking the survey according to the way they answer the 15 core questions and their demographics as reflected in NSIPS. Most of the questions utilize a seven-point scale representing a member's stay or leave tendency toward each question asked.



# Milestone / Exit Questions

POC: LT Christine Cairoli

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**Filter Descriptions:** Questions with the following filters are only visible if the respondent meets the filter criteria.

**Milestone** – Taking the Milestone version of the Retention Survey

**Exit** – Taking the Exit version of the Retention Survey

**Spouse** – Has marital status indicating a spouse in DEERS

**Child** – Has Dependent Status code indicating a child in DEERS

**Dependent** – Has Dependent Status code indicating a dependent in DEERS

**Enlisted** – Has an officer / enlisted indicator of E

**Officer** – Has an officer / enlisted indicator of O

CORE question related subgroup pages are only visible if the respondent selects a 1, 2, 6, or 7 to the corresponding CORE question

**CORE (All questions are required. The 14 sliding scale questions are used to determine which subgroup pages are displayed.)**

Which of the following best describes your career intentions at this time? **(Milestone)**

- To remain in the Navy on active duty until I am eligible to retire (or longer)
- I am eligible for retirement but I intend to stay on active duty
- To stay on active duty, but not until retirement
- I'm not sure
- Leave active duty as soon as I can
- I would like to stay on active duty, but continued service is not authorized

You have indicated that you are leaving active service. Which of the following best describes your intentions? **(Exit)**

- Retirement
- Transition to (or desire to transition to) the Navy Selected Reserves
- Transition to (or desire to transition to) the Navy Individual Ready Reserve (IRR)
- No affiliation with the Navy
- Transition to (or desire to transition to) another branch of service

What is the primary reason that you are leaving active service? **(Exit)**

**1. Primary Reason for Leaving Menu**

- Civilian Career Opportunities
- Command Climate
- Continued Service Not Authorized
- Detailing
- I do not "fit" in the Navy organization
- Other
- Poor Advancement/Promotion Opportunities
- To start a family
- To use my GI Benefits
- Too much time away from home

Please specify your primary reason for leaving active service (if other is selected): **(Exit)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave ----- No Effect ----- Stay						
	1	2	3	4	5	6	7
Promotion/Advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career assignments (number of options, control over PCS assignments)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Command climate (previous and current commands)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-life balance (operational work demand, sea duty, time away from home)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation/Fitness report and recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current job satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing (availability, quality, berthing in port and at sea)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impact on family (family support, effects of moves on spouse/children, child care)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Monetary compensation and retirement (pay, incentives, bonuses)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical/Dental benefits (member and/or family)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other benefits (leave, education, commissary, exchange)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Navy personnel policy/programs (regulation, personnel management, diversity, family support, uniforms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership (All Navy and command)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Civilian job opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Promotion/Advancement Opportunities (Displayed only if CORE "Promotion/Advancement opportunities" selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave		No Effect			Stay		NA
	1	2	3	4	5	6	7	
My advancement/promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The average length of time between promotions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
My professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
My career enhancing opportunities (Exit)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The quality of the mentoring that I have received	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of schoolhouse training received (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of command training received (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education opportunities (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Career Assignments (Displayed only if CORE "Career assignments" selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave		No Effect			Stay		NA
	1	2	3	4	5	6	7	
Detailer availability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Detailer's knowledge of jobs available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Variety of job choices available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The control I have over my PCS (permanent change of station) assignments (Exit)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The control I have over my PCS (permanent change of station) assignments: (Milestone)								
to career enhancing jobs (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
to jobs in the geographic location I desire (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
to jobs that utilize my skills (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
to leadership jobs (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
to jobs that allow me to co-locate with my military spouse (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My opportunity to work in my primary enlisted rating/officer designator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
My opportunity to work in my primary NEC/job specialty/designator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Command Climate (Displayed only if CORE "Command climate" selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave		No Effect			Stay		NA
	1	2	3	4	5	6	7	
Based on all duty stations, previous and current:								
Morale in the unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Camaraderie with co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Competence of co-workers (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Competence of supervisors (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Communication within the unit (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The number of quick response tasks required (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Equal opportunity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Inclusive environment (feeling of acceptance)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Unit stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Unit stress level		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		A Lot	Some	A Little	None at all			

Based on your answers above, which has a greater influence on your stay or leave decision:

- My current command
- A single previous command
- A combination of all commands



**Work-Life Balance (Displayed only if CORE “Work-Life balance” selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave ----- No Effect ----- Stay							NA
	1	2	3	4	5	6	7	
Time spent deployed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of time spent on sea duty versus amount of time spent on shore duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of hours put in on sea/operational duty, while away from home duty station, to get the job done*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of hours put in while on sea /operational duty, while at home duty station, to get the job done*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Number of hours put in on shore/non-operational duty to get the job done*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schedule changes and unpredictability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The balance between work and personal time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress at home or in my social Life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of stress at home or in my social life	<input type="radio"/> A Lot		<input type="radio"/> Some		<input type="radio"/> A Little		<input type="radio"/> None at all	
Level of Operational Duty Demand*	<input type="radio"/> A Lot		<input type="radio"/> Some		<input type="radio"/> A Little		<input type="radio"/> None at all	

\* Questions will be required by all personnel taking the survey regardless of their response to the core work-life balance question.

**Evaluation/Fitness Report and Recognition (Displayed only if CORE “Evaluation/Fitness report and recognition” selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave ----- No Effect ----- Stay						
	1	2	3	4	5	6	7
Recognition of job accomplishments (verbal praise, awards, special liberty, time off, ect.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appropriateness of awards (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation/Fitness report accuracy in recognition of job performance and accomplishments in comments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluation/Fitness report fairness of promotion recommendation and rankings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Current Job Satisfaction (Displayed only if CORE “Current job satisfaction” selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave ----- No Effect ----- Stay							
	1	2	3	4	5	6	7	
Satisfaction with my current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Level of authority to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Job interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Job meets my skill level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
The red tape (administrative barriers) required to complete tasks (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Number of personnel to do the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Zero defects mentality (I cannot make a mistake) as a performance standard (Milestone)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Meaningfulness of the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Job stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Job stress level	<input type="radio"/> A Lot		<input type="radio"/> Some		<input type="radio"/> A Little		<input type="radio"/> None at all	

**Housing (Displayed only if CORE "Housing" selection is 1, 2, 6, or 7)**

In what type of housing are you living?       Combined Bachelors Quarters       Navy Housing       Civilian Housing       Shipboard

Are you required to live in government assigned quarters?       Yes       No

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.

	1	2	3	4	5	6	7	NA
--	---	---	---	---	---	---	---	----

(Entire section below: Milestone)

The influence of the following factors in regards to housing:

Availability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of my quarters/housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The time it takes to receive Navy housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The cost of housing in relation to my housing allowance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The level of privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Berthing on Navy ships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Impact on Family (Displayed only if CORE "Impact on family" selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.

	1	2	3	4	5	6	7	NA
--	---	---	---	---	---	---	---	----

My family's support for my Navy career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The impact of being in the Navy on my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Separation from family and friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family support services in my current duty location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The impact of PCS moves on my spouse's career (Spouse)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The impact of my geographic location on my spouse's career (Spouse)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The impact of PCS moves on my children (Child)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My children's education (Child)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Entire section below: Child)

The influence of the following factors in regards to child care:

Availability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Monetary Compensation (Displayed only if CORE "Monetary compensation" selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.

	1	2	3	4	5	6	7	NA
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Overall Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Base pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic Allowance for Housing (BAH)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special pay and allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bonus for my rate, NEC, or designator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Medical and Dental Benefits (Displayed only if CORE “Medical and dental benefits” selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave -----			No Effect-----			Stay		NA
	1	2	3	4	5	6	7		
My medical benefits	0	0	0	0	0	0	0	0	
My dental benefits	0	0	0	0	0	0	0	0	
Selection of providers that accept TRICARE	0	0	0	0	0	0	0	0	

(Entire Medical and Dental care section below: Dependent)

**Medical care for my family**

Availability	0	0	0	0	0	0	0	0	0
Location	0	0	0	0	0	0	0	0	0
Quality	0	0	0	0	0	0	0	0	0
Cost	0	0	0	0	0	0	0	0	0
Selection of providers that accept TRICARE	0	0	0	0	0	0	0	0	0

**Dental care for my family**

Availability	0	0	0	0	0	0	0	0	0
Location	0	0	0	0	0	0	0	0	0
Quality	0	0	0	0	0	0	0	0	0
Cost	0	0	0	0	0	0	0	0	0
Selection of providers that accept TRICARE	0	0	0	0	0	0	0	0	0

**Other Benefits (Displayed only if CORE “Other benefits” selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.	Leave -----			No Effect-----			Stay		NA
	1	2	3	4	5	6	7		
Amount of leave I receive	0	0	0	0	0	0	0	0	
My ability to take leave when desired	0	0	0	0	0	0	0	0	
Work time available to keep physically fit (Milestone)	0	0	0	0	0	0	0	0	
Tuition Assistance (TA) benefits	0	0	0	0	0	0	0	0	
Post 9/11 GI Bill	0	0	0	0	0	0	0	0	0
GI Bill transferability	0	0	0	0	0	0	0	0	0
Time available to use my education benefits	0	0	0	0	0	0	0	0	
Quality of my education benefits	0	0	0	0	0	0	0	0	
My access to education programs	0	0	0	0	0	0	0	0	
Commissary benefits (Milestone)	0	0	0	0	0	0	0	0	
Navy Exchange benefits (Milestone)	0	0	0	0	0	0	0	0	
MWR programs (Milestone)	0	0	0	0	0	0	0	0	
Overall value of my benefits	0	0	0	0	0	0	0	0	

**Navy Personnel Policy/Programs (Displayed only if CORE "Navy Personnel Policy/Programs" selection is 1, 2, 6, or 7)**

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.

	1	2	3	4	5	6	7	NA
Consistent enforcement of Navy personnel policies, regulations, and/or standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Navy personnel policy and programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most influential to leave (Enlisted)	See 1. below for menu options							
Most influential to stay (Enlisted)	See 1. below for menu options							
Most influential to leave (Officer)	See 2. below for menu options							
Most influential to stay (Officer)	See 2. below for menu options							
Family Support Policy and Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most influential to leave	See 3. below for menu options							
Most influential to stay	See 3. below for menu options							
Navy uniform regulations, appearance, and grooming standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Uniforms (expense, quantity, fit, practicality)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

Please indicate any other Navy policies and programs or comments that influenced your Navy career intentions (Limit 1000 Characters)

**1. Enlisted Navy Personnel Policy and Programs Menu**

- Reenlistment Opportunities
- Physical Readiness Program
- Transition Assistance Program
- Enlisted Retention Board (ERB)
- Senior Enlisted Continuation Board (SECB)
- Selective Reenlistment Bonus (SRB)
- High Year Tenure (HYT)
- Specialty Pay
- Advancement Opportunity
- Conversion Opportunities
- Other

**2. Officer Navy Personnel Policy and Programs Menu**

- Promotion Opportunity
- Physical Readiness Program
- Transition Assistance Program
- Continuation Board
- Bonuses
- Probationary Officer Continuation and Re-designation (POCR)
- 2x Failed Officer Selection
- Time in Grade (TIG)
- Specialty Pay
- Lateral Transfer Opportunity/Boards
- Specialty Career Path
- Years Commissioned Service (YCS) Waiver
- Other

**3. Family Support Policy and Programs Menu**

- Parenthood Programs and Policies
- Ombudsman
- Career Intermission Pilot Program
- Deployment Support
- Spouse Training and Support
- Family Employment Readiness Program
- Life Skills
- Exceptional Family Member Program
- New Parent Support
- Family Advocacy Program
- Work-Life Balance
- Sexual Assault Prevention and Response
- Post-birth 12 Month Operational Deferment
- Paternity Leave
- Other

**Leadership (Displayed only if CORE "Leadership" selection is 1, 2, 6, or 7)**

Using the scale here, please show whether the following factors have influenced you (contributed to your decision) to stay on active duty, influenced your decision to leave active duty, or had no effect on your Navy career intentions.

	Not at All 1	To a Slight Extent 2	To a Moderate Extent 3	To A Great Extent 4	To a Very Great Extent 5
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To what extent do you trust your Navy leadership?  0  1  2  3  4  5

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.

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

Overall trust in Navy leadership (All Navy, upper leadership level)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Navy leadership communication (All Navy, upper leadership level)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Command leadership communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of leadership of my Commanding Officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of leadership of my immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of leadership at the CMC/COB (Senior Enlisted Advisor) level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please list any other factors or comments about Navy leadership that influenced your Navy career intentions (Limit 1000 Characters) (Milestone)

**Civilian Job Opportunities (Displayed only if CORE "Civilian Job Opportunities" selection is 1, 2, 6, or 7)**

Do you currently work a second job?  Yes  No

**To what extent do you agree with the following:**

	Not at All 1	To a Slight Extent 2	To a Moderate Extent 3	To A Great Extent 4	To a Very Great Extent 5
--	-----------------	-------------------------	---------------------------	------------------------	-----------------------------

The Navy is my best current career choice  0  1  2  3  4  5

In the last 6 months, I have looked at other jobs as an alternative to staying in the navy  0  1  2  3  4  5

On a sliding scale of 1-7, with 7 being the strongest influence to stay, please indicate if the following factors influence you (contribute to your decision) to stay on active duty, leave active duty, or have no effect on your Navy career intentions.

	1	2	3	4	5	6	7	NA
--	---	---	---	---	---	---	---	----

Availability of civilian job opportunities  0  1  2  3  4  5  6  7

Civilian job compensation (pay and benefits) compared to my Navy job compensation  0  1  2  3  4  5  6  7

**Organizational Commitment (Displayed for all survey respondents and All “Extent” questions are required to complete the survey)**

	Not at All	To a Slight Extent	To a Moderate Extent	To A Great Extent	To a Very Great Extent
	1	2	3	4	5
<b>To what extent do you agree with the following:</b>					
What the Navy stands for is important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be very happy to stay in the Navy until I’m eligible for retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel part of the Navy family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel emotionally attached to the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Navy has a great deal of personal meaning for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong sense of belonging to the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend a career in the Navy to someone considering enlisting/commissioning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too much in my life would be disrupted if I decided I wanted to leave the Navy now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It would be too costly for me to leave the Navy right now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I have too few options to consider leaving the Navy now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Using the space below, what can be done to encourage you to remain in the Navy on active duty when you are next required to make a stay/leave decision? (Limit 1000 Characters) [\(Milestone\)](#)

Using the space below, please list any other factors that have influenced your career intentions, based on your response to your first question answered. (Limit 1000 Characters)