Officer Career Development: Cross-sectional Sample--Fiscal Years 1986-1987

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Reviewed by
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Approved and released by
Jules I. Borack
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San Diego, California 92152-6800
### Officer Career Development: Cross-Sectional Sample--Fiscal Years 1986-1987

#### Abstract
An extensive research project was initiated in 1982 which investigated the career development and decision-making processes of three communities of naval officers. An officer career questionnaire was sent to a sub-sample ($N = 20,999$) of the larger population of aviation, surface warfare, and general unrestricted line officer ($N = 23,769$). These questionnaires were administered during 1982 and then readministered during 1986-1987.

As a result of this study, two databases were constructed: (1) a cross-sectional database that includes data for all individuals who completed a survey in FY86-FY87 ($N = 12,319$), and (2) a longitudinal database that includes data for all individuals who completed a questionnaire in FY82 ($N = 9,109$) and in FY86-FY87 ($N = 5,633$). The present document outlines the column locations for each variable in the cross-sectional database.

Those that wish to access the database to conduct additional analyses, link it to or combine it with other databases, enlarge the database for the conduct of trend analyses, etc., will find this data dictionary an essential aid.

#### Subject Terms
Career development, cross-sectional study

#### Distribution/Availability Statement
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FOREWORD

This effort was conducted within program element 0602233N (Mission Support Technology), project RM33M20 (Manpower and Personnel Technology), task RM33M20.01 (Career and Occupational Design). The purpose of the work unit was to develop explanatory models of unrestricted line (URL) officer career decisions that could be used to assess the impact of present and proposed URL career policy and practices upon those decisions and the officers' career activities.

This report was completed under the sponsorship of the Office of Chief of Naval Research (ONT-222). This report presents a blueprint of the 1986-1987 cross-sectional database of URL officer career decisions. The structure of the data dictionary was based on a similar effort conducted as part of the Officer Assignment Decisions Support System (ODASS) project, a 6.3 research effort funded by the United States Marine Corps. developed in PC/FOCUS, a microcomputer-based data base management system.

This document serves as a dictionary for the data from 12,319 officers who responded to one of eight questionnaires administered in 1986-1987 as part of the Officer Personnel Distribution and Career Development project. The sample represents aviation, general unrestricted line, and surface warfare officers commissioned between 1961 and 1985. Each bit of data is described in detail, including its column location in the data file.

Those that wish to access the database to conduct additional analyses, link it to or combine it with other databases, enlarge the database for the conduct of trend analyses, etc., will find this data dictionary an essential aid.

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JULES I. BORACK
Director, Personnel Systems Department
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DISTRIBUTION LIST
INTRODUCTION

In 1981, an extensive research project was initiated to investigate the career development and decision-making processes of three communities of naval officers. This research was designed to provide information to policy makers and career managers so that the Navy could: (1) better manage the careers of its officers, (2) fill billets with skilled individuals at all grade levels, and (3) improve performance and increase retention (Wilcove & Wilson, 1991).

Officer career questionnaires were sent to a sub-sample \( N = 20,999 \) of the larger population \( N = 23,769 \). These officers represented three major unrestricted line (URL) officer communities; surface warfare (SWO), air warfare (AWO), and general unrestricted line (GenURL). Data were collected at two points in time, 1981-1982 (Time1 (T1)) and 1986-1987 (Time2 (T2)). Approximately 4,200 officers that responded were in the same URL community at T2 as at T1. Over 1,400 individuals had either changed designators, resigned, or retired by the T2 administration. The T1 sample represented officers who had from 1 to 20 years of commissioned service and held grades ranging from ensign to commander. The T2 sample represented officers who had from 1 to 24 years of commissioned service and held grades from ensign to captain.

At T1, community questionnaires were distributed to the three URL communities discussed previously. At T2, the T1 respondents were sent either a community questionnaire if they had remained in their original URL community or, for those who were no longer in their original community, one of the following questionnaires:

1. The Designator Change Questionnaire was sent to individuals who had changed designator (for example, switched from the SWO community to a restricted line community such as engineering duty officer).

2. The Retirement Questionnaire was sent to individuals who had retired from the Navy since completion of the T1 questionnaire.

3. The Warfare Officer Resignation Questionnaire was sent to SWOs and AWOs who had resigned from the Navy and were currently in the Reserve Corps.

4. The General URL Resignation Questionnaire was sent to GenURL officers who had resigned from the Navy.

Two additional groups also received questionnaires at T2. Those officers in the above URL communities who had been commissioned between 1981 and 1985 received a community questionnaire, and an Aviation Transition Questionnaire was distributed to AWOs who were not included in the previous samples. The latter individuals were facing or had just completed a career transition, such as promotion to lieutenant commander.

As a result of this study, two databases were constructed: (1) a cross-sectional database that includes data for all individuals who completed a survey at T2 \( N = 12,319 \), and (2) a longitudinal database.

---

database that includes data for all individuals who completed a questionnaire at T1 \((N = 9,109)\) and at T1 \((N = 5,633)\). The present document outlines the column locations for each variable in the cross-sectional database. Note, the data from the 5,633 T2 respondents contained on the longitudinal database are also contained on the cross-sectional database.

The cross-sectional database contains data from officers who responded to one of the eight T2 questionnaires. A representation of the cross-sectional database is shown in Figure 1. These questionnaires are listed in the left-hand column inside the box. The values listed in the left-hand column outside the box are the numbers for each individual that responded to a questionnaire. For example, individuals who took the Surface Warfare Officer Career Questionnaire are found in rows 4,041 through 7,099 in the database, meaning that 3,059 SWOs completed that questionnaire. The values provided along the top of the box in the figure represent the columns in which the variables are stored in the database. Survey data are contained in columns 1 through 1,709.

![Figure 1. FY86-FY87 cross-sectional database.]
The database also contains T2 data on selected variables from the Officer Master File (OMF) (a computerized personnel record of current Navy officers) and the Officer Attrition File (Attrition) (a computerized personnel file of all attrited officers). OMF data are provided for T2 respondents who were in the Navy when completing the questionnaire. T2 attrition data are provided for respondents who had already retired or resigned from the Navy when completing the questionnaire. OMF/Attrition data are contained in columns 1,710 through 2,317 of the database. The survey and OMF/Attrition data are described in detail throughout the following appendices. Note, all data elements included in the database are of a fixed format.

Those that wish to access the database to conduct additional analyses, link it to or combine it with other databases, enlarge the database for the conduct of trend analyses, etc., will find this data dictionary an essential aid.

More detailed information regarding the method, sampling strategies, and procedures involved in this study can be found in Wilcove and Wilson (1991) (see footnote 1).
PRIOR PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT PUBLICATIONS


APPENDIX A
IDENTIFICATION
ENTRY NAME: **QUEST2**

SECTION: Identification  
SECTION ITEM NO.: 001

DEFINITION:

A one letter code indicating which questionnaire officer took in 1986/1987.

ITEM(S):

- A=Aviation Officer Career Questionnaire (AWO)
- B=Surface Warfare Officer Career Questionnaire (SWO)
- C=General URL Officer Career Questionnaire (GURL)
- D=Warfare Officer Resignation Questionnaire (WOR)
- E=General URL Officer Resignation Questionnaire (GOR)
- F=Aviation Careers In Transition (TRAN)
- G=Designator Change Questionnaire (DESIG)
- H=Retirement From Navy Life (RET)

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quest2</td>
<td></td>
<td></td>
<td></td>
<td>0001</td>
</tr>
</tbody>
</table>

### NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: TIME2

SECTION: Identification  SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating that officer has taken a 1986/1987 questionnaire.

ITEM(S):

Every officer who has taken a 1986 (Time2) questionnaire has a value of "2" on this variable.

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time2</td>
<td></td>
<td></td>
<td></td>
<td>0002</td>
</tr>
</tbody>
</table>

NOTES:
APPENDIX B

BACKGROUND
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SOCIAL SECURITY NUMBER

SECTION: Background
SECTION ITEM NO.: 001

DEFINITION:
A nine-digit code assigned to an individual by the Social Security Administration.

ITEM(S):

Social Security Number: ___-___-___

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>SSN</td>
<td>A1</td>
<td>A1</td>
<td>A1</td>
<td>A1</td>
<td>A1</td>
<td>A1</td>
<td>A1</td>
<td>A1</td>
<td>0011-0019</td>
</tr>
</tbody>
</table>

NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CURRENT DESIGNATOR

SECTION: Background
SECTION ITEM NO.: 002

DEFINITION:

A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

ITEM(S):

Current Designator: __ __ __

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Desig.</td>
<td>A2</td>
<td>A2</td>
<td>A2</td>
<td>A2</td>
<td>A2B</td>
<td>A3</td>
<td>-</td>
<td>A2</td>
<td>0020-0023</td>
</tr>
</tbody>
</table>

### NOTES:

NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: PREVIOUS DESIGNATOR

SECTION: Background          SECTION ITEM NO.: 003

DEFINITION:
A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

ITEM(S):

Previous Designator: _ _ _ _

RESPONSE SCALE:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Previous Desig.</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>A6</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0024-0027</td>
</tr>
</tbody>
</table>

NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DATE OF CHANGE TO CURRENT DESIGNATOR

SECTION: Background

SECTION ITEM NO.: 004

DEFINITION:

A four-digit date (MMYY) indicating the month and year of designator change.

ITEM(S):

I changed to my current designator: _____/_____.

RESPONSE SCALE:
## SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Desig. Change</td>
<td></td>
<td></td>
<td></td>
<td>A7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0028-0031</td>
</tr>
</tbody>
</table>

## NOTES:

B-8
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GRADE

SECTION: Background  SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating an officer's rank in the Navy.

ITEM(S):

Grade:

1. ENS
2. LTJG
3. LT
4. LCDR
5. CDR
6. CAPT
7. RADM-Lower Half
8. RADM-Upper Half
9. VADM

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade</td>
<td>A3</td>
<td>A3</td>
<td>A3</td>
<td>A3</td>
<td>A2</td>
<td>A2</td>
<td>A3</td>
<td>A3</td>
<td>0032</td>
</tr>
</tbody>
</table>

NOTES:
ENTRY NAME: SEX

SECTION: Background

SECTION ITEM NO.: 006

DEFINITION:

A one-position code used to identify an officer as male or female.

ITEM(S):

Sex:

1. Male
2. Female

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td>A4</td>
<td>A4</td>
<td>A4</td>
<td>A4</td>
<td>-</td>
<td>-</td>
<td>A2</td>
<td>A4</td>
<td>0033</td>
</tr>
</tbody>
</table>

NOTES:
ENTRY NAME: **FAMILY STATUS**

SECTION: Background  SECTION ITEM NO.: 007

**DEFINITION:**
A one-digit code indicating an officer’s marital and family status.

**ITEM(S):**

Family Status:
1. Single
2. Single parent
3. Married without children
4. Married with children
5. Separated/Divorced
6. Other
7. Married
8. Widowed
9. Separated
0. Divorced

**RESPONSE SCALE:**

B-13
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Status</td>
<td>A5</td>
<td>A5</td>
<td>A5</td>
<td>A5</td>
<td>A4</td>
<td>A5</td>
<td>A4</td>
<td>A5</td>
<td>0034</td>
</tr>
</tbody>
</table>

NOTES:

The original response scales differed in:

WOR & GOR: 1=Married 2=Widowed 3=Separated 4=Divorced 5=Never Married

RET: 1=Married 2=Single or Widowed 3=Separated or Divorced

DESIG: 1=Single 2=Married no children 3=Married with children
       4=Divorced with children 5=Other

However the scales recoded have been recoded to match the codes on the previous page.
ENTRY NAME: NUMBER OF CHILDREN

SECTION: Background
SECTION ITEM NO.: 008

DEFINITION:
A one-digit code indicating the number of children an officer has.

ITEM(S):
Number of children:

1. 0
2. 1
3. 2
4. 3
5. 4
6. 5 or more

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of kids</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>A5</td>
<td>A6</td>
<td>A6B</td>
<td>-</td>
<td>1638-1639</td>
</tr>
</tbody>
</table>

### NOTES:

Response scale differs in:

RET: How many ________? This is number of children residing in the home at least part of the time.
ENTRY NAME: CHILDREN AT HOME

SECTION: Background

SECTION ITEM NO.: 009

DEFINITION: A one-digit code indicating whether there are children residing in the home at least part of the time.

ITEM(S):

Do you have any children that live at home with you at least part of the time?

RESPONSE SCALE:

1. Yes
2. No
**SOURCE/LOCATION OF ENTRY:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kids at home</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>A6A</td>
<td>-</td>
<td>0036</td>
</tr>
</tbody>
</table>

**NOTES:**
ENTRY NAME: AGES OF CHILDREN

SECTION: Background  SECTION ITEM NO.: 010

DEFINITION:

A maximum of six, two-digit responses indicating the ages of an officer’s children.

ITEM(S):

What are their ages? 

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>A6C</td>
</tr>
<tr>
<td>Age 2</td>
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<td>-</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>A6C</td>
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<tr>
<td>Age 3</td>
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<td>-</td>
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<td>A6C</td>
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<tr>
<td>Age 4</td>
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<td>-</td>
<td>-</td>
<td>-</td>
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<td>-</td>
<td>-</td>
<td>A6C</td>
</tr>
<tr>
<td>Age 5</td>
<td>-</td>
<td>-</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>A6C</td>
</tr>
<tr>
<td>Age 6</td>
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<td>-</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>A6C</td>
</tr>
</tbody>
</table>

### NOTES:

B-20
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DATE/QUESTIONNAIRE COMPLETED**

SECTION: Background  
SECTION ITEM NO.: 011

DEFINITION:

A one-digit code indicating month and year of questionnaire completion.

ITEM(S):

Date/questionnaire completed:

1. May 1986
2. June 1986
3. July 1986
4. Aug 1986
5. Sept 1986
6. Oct 1986

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>COLUMN</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date Complete</td>
<td>A6</td>
<td>A6</td>
<td>A6</td>
<td>A8</td>
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<td>-</td>
<td>-</td>
<td>A6</td>
<td>0049</td>
<td></td>
</tr>
</tbody>
</table>

### NOTES:

Response scale differs in:

- **TRAN**: 1=Aug '86 2=Sept '86 3=Oct '86 4=Nov '86 5=Dec '86
- **DESIG**: 1=Mar '87 2=Apr '87 3=May '87 4=June '87 5=July '87 6=Aug '87
ENTRY NAME: **AVIATOR TYPE**

SECTION: Background  
SECTION ITEM NO.: 012

**DEFINITION:**

A one-digit code used to identify an officer as a pilot or an NFO.

**ITEM(S):**

Aviator type:

1. Pilot
2. NFO

**RESPONSE SCALE:**
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>DESIG</th>
<th>WOR</th>
<th>GOR</th>
<th>RET</th>
<th>TRAN</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aviator type</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>0050</td>
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</tbody>
</table>

NOTES:

B-24
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **YEAR AWARDED WARFARE DEVICE**

SECTION: Background

SECTION ITEM NO.: 013

DEFINITION:

A two-digit code indicating year in which an officer was awarded warfare device.

ITEM(S):

Year Awarded Warfare Device:

1. 86
2. 84-85
3. 82-83
4. 80-81
5. 78-79
6. 76-77
7. 74-75
8. 72-73
9. Before 1972
10. N/A

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
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### NOTES:

Question differs in:

TRAN & AWO: Question is phrased, "Year awarded wings".
ENTRY NAME: **AVIATION WARFARE SPECIALTY**

SECTION: Background

**SECTION ITEM NO.: 014**

**DEFINITION:**

A two-digit code indicating respondent's aviation warfare specialty community.

**ITEM(S):**

Which of the following best describes your warfare specialty community.

1. VAL
2. VAM
3. VAW
4. VAQ
5. VC
6. VF
7. VP
8. VQ
9. VS
10. HC
11. HM
12. HS
13. HSL
14. Other Support (e.g. VRC)
15. Other

**RESPONSE SCALE:**
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
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NOTES:

Question is in WOR, but for AWOs only.
ENTRY NAME: LENGTH OF TIME IN WARFARE COMMUNITY

SECTION: Background

SECTION ITEM NO.: 015

DEFINITION:
A one-digit code indicating officers' length of time in warfare specialty community.

ITEM(S):

How long have you been a member of the above warfare specialty community?

1. 1-2 years
2. 3-5 years
3. 6-9 years
4. 10-14 years
5. 15 or more years

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
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<th>ITEM</th>
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<th>GURL</th>
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<td>Length in comm. A9</td>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MEMBERSHIP IN OTHER COMMUNITIES**

SECTION: Background  SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating other communities in which officer has been a member.

ITEM(S):

How many other communities have you been a member of?

1. None
2. 1
3. 2
4. 3
5. 4 or more

RESPONSE SCALE:
**SOURCE,LOCATION OF ENTRY:**

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**NOTES:**

B-32
ENTRY NAME: SWO QUALIFICATIONS

SECTION: Background

SECTION ITEM NO.: 017

DEFINITION: A one-digit code indicating additional Surface Warfare qualifications obtained by an officer.

ITEM(S):

Which of the below Surface Warfare qualifications have you obtained?

1. None
2. OOD (U)
3. One goal, not OOD (U)
4. Several but not SWO qualified
5. Am SWO qualified

RESPONSE SCALE:
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<td>-</td>
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NOTES:
ENTRY NAME: FLYING HOURS

SECTION: Background

SECTION ITEM NO.: 018

DEFINITION:

A one-digit code indicating an officer's approximate flying hours.

ITEM(S):

Approximately how many hours a week do you fly?

1. Duty involves no flying
2. Less than 5 hours
3. 5-10 hours
4. 11-15 hours
5. 16-20 hours
6. More than 20 hours

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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<td>-</td>
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### NOTES:

Question in WOR, but for AWOs only.
ENTRY NAME: OBTAINED QUALIFICATIONS

SECTION: Background

SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating whether an officer has obtained additional qualifications.

ITEM(S):

Please indicate whether or not you have obtained each of the following qualifications

1. Division Officer
2. Department Head
3. OOD
4. EOOW
5. Weapons Control
6. Evaluator/TAO
7. XO Afloat (LCDR and above)
8. Qual-Surface Ship Command
9. Surface Nuclear Power
10. Other

RESPONSE SCALE:

1. Yes
2. No
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

B-38
ENTRY NAME: **ENTRANCE TO NAVY VIA NUPOC**

SECTION: Background

SECTION ITEM NO.: 020

DEFINITION:

A one-digit code indicating whether officer entered Navy via the NUPOC program.

ITEM(S):

Did you enter the Navy via the NUPOC program?

1. No
2. Yes-Instructor
3. Yes-Naval Reactors Engineer

RESPONSE SCALE:
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<tr>
<th>ITEM</th>
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NOTES:
ENTRY NAME: YEARS AS AN ACTIVE DUTY OFFICER

SECTION: Background

SECTION ITEM NO.: 021

DEFINITION:
A two-digit code indicating years as an active duty officer.

ITEM(S):

How many years were you an active duty officer?

1. Less than 5
2. 5
3. 6
4. 7
5. 8
6. 9
7. 10
8. 11-12
9. 13-14
10. More than 14

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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<th>AWO</th>
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</table>

### NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: EMPLOYMENT STATUS

SECTION: Background

DEFINITION:
A one-digit code indicating an officer's employment status.

ITEM(S):
Are you currently:

1. Working full-time
2. Working part-time
3. Retired
4. Looking for full-time work
5. Looking for part-time work

RESPONSE SCALE:
<table>
<thead>
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</table>

NOTES:
ENTRY NAME: INFORMATION USE

SECTION: Information Use

DEFINITION:
A one-digit code indicating officers' use of various information sources in career planning.

ITEM(S):
In reference to present assignment, evaluate the following sources of information according to use.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
2. Moderate
3. Very High
4. N/A
### SOURCE/LOCATION OF ENTRY:

| ITEM | AWO | SWO | GURL | DESIG | WOR | GOR | RET | TRAN | COLUMN LOCATION |
|------|-----|-----|------|-------|-----|-----|-----|------|----------------|-----------------|
| 1. CO/ISIC | B1A1 | B1A1 | B1A1 | B1A1 | -   | -   | -   | -    | 0073           |
| 2. XO   | B1B1 | B1B1 | B1B1 | B1B1 | -   | -   | -   | -    | 0074           |
| 3. Dept. Head | B1C1 | B1C1 | B1C1 | B1C1 | -   | -   | -   | -    | 0075           |
| 4. Other Seniors | B1D1 | B1D1 | B1D1 | B1D1 | -   | -   | -   | -    | 0076           |
| 5. Senior Offic. | B1E1 | B1E1 | B1E1 | B1E1 | -   | -   | -   | -    | 0077           |
| 6. Peers | B1F1 | B1F1 | B1F1 | B1F1 | -   | -   | -   | -    | 0078           |
| 7. Detailers | B1G1 | B1G1 | B1G1 | B1H1 | -   | -   | -   | -    | 0079           |
| 8. Perspective | B1H1 | B1H1 | B1H1 | B1I1 | -   | -   | -   | -    | 0080           |
| 9. URL Officer | B1I1 | B1I1 | B1I1 | B1N1 | -   | -   | -   | -    | 0081           |
| 10. Addendum | B1J1 | B1J1 | B1J1 | B1P1 | -   | -   | -   | -    | 0082           |
| 11. Billet Summ. | B1K1 | B1K1 | B1K1 | B1M1 | -   | -   | -   | -    | 0083           |
| 12. Navy Times | B1L1 | B1L1 | B1L1 | B1L1 | -   | -   | -   | -    | 0084           |
| 13. Public Med. | B1M1 | B1M1 | B1M1 | B1K1 | -   | -   | -   | -    | 0085           |
| 14. Publications | B1N1 | B1N1 | -   | B1L1 | -   | -   | -   | -    | 0086           |
| 15. Prev. Desig. | -   | -   | -   | B1D1 | -   | -   | -   | -    | 0087           |
| 16. Peers/Prev. | -   | -   | -   | B1E1 | -   | -   | -   | -    | 0088           |
| 17. Curr. Desig. | -   | -   | -   | B1F1 | -   | -   | -   | -    | 0089           |
| 18. Peers/Curr. | -   | -   | -   | B1G1 | -   | -   | -   | -    | 0090           |
| 19. OPNAV Instr. | -   | -   | -   | B1O1 | -   | -   | -   | -    | 0091           |

### NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: INFORMATION ACCURACY

SECTION: Information Use
SECTION ITEM NO.: 002

DEFINITION:
A one-digit code indicating the accuracy of various information sources.

ITEM(S):
In reference to present assignment, evaluate the following sources of information in terms of accuracy.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
2.
3.
4. Moderate
5.
6.
7. Very High
0. N/A
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: INFORMATION HONESTY

SECTION: Information Use  SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit codes evaluating the honesty of various information sources.

ITEM(S):

In reference to present assignment, evaluate the following sources of information in terms of honesty.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
2. 
3. 
4. Moderate
5. 
6. 
7. Very High
0. N/A
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### NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.
ENTRY NAME: INFORMATION AVAILABILITY

SECTION: Information Use  SECTION ITEM NO.: 004

DEFINITION:
A series of one-digit responses evaluating the availability of career planning information.

ITEM(S):

In reference to your present assignment, evaluate the following sources of information in terms of availability.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
2.
3.
4. Moderate
5.
6.
7. Very High
0. N/A
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### NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: INFORMATION INFLUENCE

SECTION: Information Use

SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses evaluating the influence of various information sources on career planning.

ITEM(S):

In reference to present assignment, evaluate the following sources of information in terms of influence.

1. CO/ISIC
2. XO
3. Department Head
4. Other senior officers in my community
5. Senior officers outside my community
6. Peers
7. Detailers
8. "Perspective"
9. "URL Officer Career Planning Handbook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publications put out only for my community
15. Other senior officers in my previous designator
16. Peers in my previous designator
17. Senior officers from my current designator
18. Peers from current designator
19. OPNAV instructions regarding changing designator

RESPONSE SCALE:

1. Very Low
2. Moderate
3. Moderate
4. Moderate
5. Moderate
6. Moderate
7. Very High
0. N/A
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### NOTES:

Recode N/A on DESIG information scales to be 0 across all scales.
ENTRY NAME: RESOURCES USED TO PLAN CIVILIAN CAREER

SECTION: Information Use

SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating to what extent a variety of resources were used in planning a civilian career.

ITEM(S):

To what extent have you used the following resources to plan or develop your civilian career?

1. Interest/aptitude tests
2. Books and publications on civilian career
3. Interviews/conversations with people in a particular field to learn more about field
4. Help from professional contacts, fellow workers, friends, and/or family to learn about job openings
5. Want ads
6. Placement agencies
7. Resumes
8. Professional meetings
9. Job interviews

RESPONSE SCALE:

1. Great Extent
2. 
3. Moderate Extent
4. Great Extent
5. 
6. 
7. Little or No Extent
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### NOTES:

C-12
APPENDIX D

PRESENT ASSIGNMENT
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: PRESENT TOUR - SEA OR SHORE

SECTION: Present Assignment SECTION ITEM NO.: 001

DEFINITION:
A one digit code indicating location of an officer's present tour.

ITEM(S):

My present tour is:

1. Sea
2. Shore

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DETACH FROM LAST ASSIGNMENT

SECTION: Present Assignment	SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating when an officer detached from his/her last assignment.

ITEM(S):

When did you detach from your last assignment?

1. Less than 1 month ago.
2. 1 month, but less than 3 months ago.
3. 3 months, but less than 6 months ago.
4. 6 months, but less than 9 months ago.
5. 9 months, but less than 1 years ago.
6. 1 year or more ago.
7. No reassignment.

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
ENTRY NAME: PRD - PROJECTED ROTATION DATE

SECTION: Present Assignment SECTION ITEM NO.: 003

DEFINITION:
A one-digit code indicating an officer's PRD.

ITEM(S):

My PRD is:

1. Less than 1 month from now.
2. 1 month, but less than 3 months from now.
3. 3 months, but less than 6 months from now.
4. 6 months, but less than 9 months from now.
5. 9 months, but less than 1 year from now.
6. 1 year or more from now.
7. Don't know.

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

D-6
ENTRY NAME: LENGTH OF TIME IN PRESENT ASSIGNMENT

SECTION: Present Assignment   SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating the length of time in present assignment.

ITEM(S):

How long have you been in your present assignment?

1. Less than 1 month ago
2. 1 month, but less than 7 months ago
3. 3 months, but less than 6 months ago
4. 6 months, but less than 9 months ago
5. 9 months, but less than 1 year ago
6. 1 year or more ago

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: AWARE OF OFFICER REPORTING FOR DUTY

SECTION: Present Assignment SECTION ITEM NO.: 005

DEFINITION:
A one-digit code indicating whether command was aware that an officer was reporting for duty.

ITEM(S):

How aware was your command that you would be reporting for duty?

1. Not at all
2. Partially
3. Fully

RESPONSE SCALE:
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NOTES:
ENTRY NAME: EVALUATION OF JOB AND RELATED DUTIES

SECTION: Present Assignment  SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses evaluating aspects of present job and related duties.

ITEM(S):

What is your evaluation of the following aspects of your present job and related duties?

1. Challenge
2. Separation from family/friends
3. Use of skills and abilities
4. Working environment
5. Hours of work required
6. Work pressure
7. Interesting duties
8. Ability to plan and schedule activities
9. Adventure
10. Sense of accomplishment
11. Opportunity to grow professionally
12. Doing something important

RESPONSE SCALE:

1. Very Negative
2. 
3. 
4. Neutral
5. 
6. 
7. Very Positive
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NOTES:
ENTRY NAME: EVALUATION OF TOUR

SECTION: Present Assignment

SECTION ITEM NO.: 007

DEFINITION:
A series of one-digit responses evaluating aspects of tour.

ITEM(S):
Overall, how do you evaluate this tour in terms of

1. Command
   Squadron/Command
   Ship/Command
2. Type duties
3. Superiors
4. Immediate subordinates
5. Peers
   Wardroom/peers
   Ready room/peers
6. Relationship with CO
7. Wardroom at sea (the SWOs)

RESPONSE SCALE:

1. Highly Unfavorable
2. Unfavorable
3. Neutral
4. Favorable
5. Highly Favorable
6. Not Applicable
SOURCE/LOCATION OF ENTRY:

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NOTES:

Response scale differs in:

**DESIG:** 1=Highly Unfavorable  2  3  4=Neutral  5  6  7=Highly Unfavorable  8=N/A
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: REACTIONS TO LAST NAVY ASSIGNMENT

SECTION: Present Assignment SECTION ITEM NO.: 008

DEFINITION:
A series of one-digit responses indicating reactions to last Navy assignment.

ITEM(S):
What are your reactions to your last Navy assignment?

1. Job Characteristics (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)
2. Supervisor Characteristics (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates, etc.)
3. Workgroup Characteristics (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)
4. Organizational Characteristics (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

RESPONSE SCALE:
1. Extremely Favorable
2.
3.
4. Neutral
5.
6.
7. Extremely Unfavorable
8. Not Applicable
## SOURCE/LOCATION OF ENTRY:

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## NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: REACTIONS TO CURRENT WORK SITUATION

SECTION: Present Assignment SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating reactions to current work situation.

ITEM(S):

What are your reactions to your current work situation?

1. Job Characteristics (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)
2. Supervisor Characteristics (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates, etc.)
3. Workgroup Characteristics (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)
4. Organizational Characteristics (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

RESPONSE SCALE:

1. Extremely Favorable
2. 
3. 
4. Neutral
5. 
6. 
7. Extremely Unfavorable
8. Not Applicable

D-17
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

D-18
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: COMPARISON OF CURRENT JOB TO LAST NAVY ASSIGNMENT

SECTION: Present Assignment  SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses comparing current job to last Navy assignment.

ITEM(S):

Compare your present job with your last Navy assignment in the following areas.

1. Prestige
2. Level of skills and knowledge
3. Authority over people
4. Income level
5. Importance

RESPONSE SCALE:

1. Much More
2. Somewhat More
3. About the Same
4. Somewhat Less
5. Much Less
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### Notes:

D-20
ENTRY NAME: ACTIVITIES SAME AS IN LAST ASSIGNMENT

SECTION: Present Assignment  SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating whether current job activities are the same or different from last Navy assignment.

ITEM(S):

Indicate whether your current job activities are the same or different from your last Navy assignment.

1. The actual work you perform
2. Knowledge and skill you use on the job

RESPONSE SCALE:

1. The Same
2. Similar
3. Somewhat Different
4. Very Different
5. Nothing in Common
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<td>1. Actual work</td>
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<td>2. Knowledge</td>
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<td>-</td>
<td>-</td>
<td>B10B</td>
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NOTES:
ENTRY NAME: ROLE CLARITY

SECTION: Present Assignment

SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating how often different aspects of work appear on the job.

ITEM(S):

These questions deal with different aspects of work. Please indicate how often these aspects appear in your job.

1. How often are you unsure about what your nonflying job responsibilities are?
2. How often can you predict what others will expect of you on the job?
3. How much of the time are your work objectives poorly defined?
4. How often are you clear about what others expect of you on the job?

RESPONSE SCALE:

1. Rarely or Never
2. Sometimes
3. Fairly Often
4. Very Often
SOURCE/LOCATION OF ENTRY:

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<td>2. Others expect.</td>
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<td>3. Objectives</td>
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<td>4. Clear expect.</td>
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NOTES: D-24
ENTRY NAME: ROLE AMBIGUITY

SECTION: Present Assignment SECTION ITEM NO.: 013

DEFINITION:
A series of one-digit responses indicating degree of agreement with statements concerning various aspects of work.

ITEM(S):
The following statements deal with different aspects of work. How strongly do you agree or disagree with each statement?

1. On my job, I know exactly what is expected of me.
2. Rarely do I know what I have to do on my job.
3. On my job there are procedures for handling everything that comes up.
4. My job has rules and regulations concerning almost everything I might do or say.
5. My superior does not give me clear goals to achieve.
6. My superior makes it clear how I should do my work.
7. I don't know what performance standards are expected of me.

RESPONSE SCALE:
1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree
### SOURCE/LOCATION OF ENTRY:

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<tr>
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<td>-</td>
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<td>-</td>
<td>B2A</td>
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<td>2. Rarely know</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>3. Procedures</td>
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<td>4. Rules &amp; Reg.</td>
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<td>5. Clear goals</td>
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<td>-</td>
<td>-</td>
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<td>0224</td>
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<td>6. Superior</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>7. Performance</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>-</td>
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### NOTES:

D-26
ENTRY NAME: ROLE CONFLICT

SECTION: Present Assignment  SECTION ITEM NO.: 014

DEFINITION:
A series of one-digit responses indicating how often various conflicts are experienced at work.

ITEM(S):
Conflicts can occur in any job. How often do you face problems in your work like those listed below?

1. Persons who have equal rank over you ask you to do things which conflict.
2. People who closely supervise your work give you things to do which conflict with one another.
3. Persons who do not have authority over you give you things to do which conflict with other work you have to do.

RESPONSE SCALE:
1. Rarely Or Never
2. Sometimes
3. Fairly Often
4. Very Often
**SOURCE/LOCATION OF ENTRY:**

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<tr>
<td>1. Equal rank</td>
<td>-</td>
<td>-</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>2. Close superv.</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>3. No authority</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>-</td>
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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FEELINGS DURING PAST TWO WEEKS - PSYCHOLOGICAL STRAIN

SECTION: Present Assignment

SECTION ITEM NO.: 015

DEFINITION:

A series of one-digit responses indicating how often an officer has experienced various feelings during the past two weeks.

ITEM(S):

Here are some items about how people feel. When you think about your feelings during the past two weeks, how much of the time did you feel this way?

1. I felt good
2. I felt nervous
3. I felt angry
4. I felt sad
5. I felt jittery
6. I felt calm
7. I felt aggravated
8. I felt unhappy
9. I felt irritated
10. I felt depressed
11. I felt fidgety
12. I felt blue
13. I felt cheerful
14. I felt annoyed

RESPONSE SCALE:

1. Never Or A Little Of The Time
2. Some Of The Time
3. A Good Part Of The Time
4. Most Of The Time
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<tr>
<td>1. Good</td>
<td>-</td>
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<td>-</td>
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<td>-</td>
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<td>3. Angry</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>4. Sad</td>
<td>-</td>
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<td>-</td>
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<td>5. Jittery</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>B4E</td>
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<td>-</td>
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<td>B4F</td>
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<td>7. Aggravated</td>
<td>-</td>
<td>-</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>B4G</td>
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<td>8. Unhappy</td>
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<td>-</td>
<td>-</td>
<td>-</td>
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<td>9. Irritated</td>
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<td>-</td>
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<td>-</td>
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<td>B4J</td>
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<td>11. Fidgety</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>12. Blue</td>
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<td>-</td>
<td>-</td>
<td>-</td>
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<td>13. Cheerful</td>
<td>-</td>
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<td>-</td>
<td>-</td>
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<td>14. Annoyed</td>
<td>-</td>
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<td>-</td>
<td>-</td>
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<td>B4N</td>
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NOTES:
ENTRY NAME: **LOCUS OF CONTROL**

SECTION: Present Assignment  SECTION ITEM NO.: 016

**DEFINITION:**

A series of one-digit responses indicating the degree of agreement with statements concerning control of one's life.

**ITEM(S):**

How strongly do you agree or disagree with these statements about yourself?

1. Sometimes I feel that I'm being pushed around in life
2. I have little control over the things that happen to me
3. I can do just about anything I really set my mind to
4. What happens to me in the future mostly depends on me
5. There is little I can do to change many of the important things in my life

**RESPONSE SCALE:**

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree
### SOURCE/LOCATION OF ENTRY:

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<td>1. Push around</td>
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<td>-</td>
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<td>2. Amt. control</td>
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<td>-</td>
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<td>B5B</td>
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<td>3. Do anything</td>
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<td>-</td>
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<td>-</td>
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<td>4. Future on me</td>
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<td>-</td>
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<td>5. Change things</td>
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<td>-</td>
<td>-</td>
<td>-</td>
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### NOTES:

D-32
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ADJUSTMENT TO LEADERSHIP ROLE

SECTION: Present Assignment
SECTION ITEM NO.: 017

DEFINITION:
A one-digit response indicating an officer’s adjustment to the leadership role of a Navy officer.

ITEM(S):

Overall, how would you describe your adjustment to the leadership role of a Navy officer? Would you say you understand and accept the responsibilities the position entails?

1. Very well adjusted
2. Adjusted
3. Somewhat adjusted
4. Not well adjusted
5. Don’t know

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
ENTRY NAME: ADJUSTMENT TO PRESENT BILLET

SECTION: Present Assignment

SECTION ITEM NO.: 018

DEFINITION:

A one-digit response indicating an officer's adjustment to present billet and assignment.

ITEM(S):

Overall, how would you describe your adjustment to your present billet and assignment?

1. Very well adjusted
2. Adjusted
3. Somewhat adjusted
4. Not well adjusted
5. Don't know

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
ENTRY NAME: CURRENT CAREER / IDEAL CAREER MATCH

SECTION: Present Assignment  SECTION ITEM NO.: 019

DEFINITION:
A one-digit response indicating the match between current career and ideal career.

ITEM(S):

Most of us have in our minds an idea of an "ideal" career and work situation for ourselves. Would you say that your current career in the Navy is:

1. A very poor match with your ideal
2. A poor match with your ideal
3. Probably ok, but there are portions of it that are a poor match
4. A good match with your ideal
5. A very good match with your ideal
6. Uncertain at this time

RESPONSE SCALE:
### NOTES:

Question worded differently in:

**RET:** Most of us have in our minds an "ideal" career for ourselves. To what extent does your present career fulfill your ideal?

- 1 = A very poor match with my ideal
- 2 = A poor match with my ideal
- 3 = A moderately good match
- 4 = A good match
- 5 = A very good match
- 6 = Uncertain/too early to tell
ENTRY NAME: IDEAL EXISTED IN THE NAVY

SECTION: Present Assignment  SECTION ITEM NO.: 020

DEFINITION:

A one-digit response indicating the degree to which ideal career existed in the Navy.

ITEM(S):

Most of us have in our minds an "ideal" career for ourselves. To what extent would you say this ideal existed in the Navy?

1. A very poor match with my ideal
2. A poor match with my ideal
3. A moderately good match
4. A good match
5. A very good match
6. Uncertain/too early to tell

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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<tr>
<td>Ideal in Navy</td>
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<td>-</td>
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NOTES:
APPENDIX E

ASSIGNMENT PROCESS
ENTRY NAME: **SUBMIT NEW PREFERENCE CARD**

SECTION: Assignment Process    SECTION ITEM NO.: 001

**DEFINITION:**
A one-digit code indicating how many months prior to PRD a new preference card was submitted.

**ITEM(S):**
How many months prior to your PRD to your current assignment did you submit a new preference card?

1. 1 to 2 months
2. 3 to 4 months
3. 5 to 6 months
4. 7 to 8 months
5. 9 to 10 months
6. 11 to 12 months
7. More than a year before PRD
8. None submitted

**RESPONSE SCALE:**
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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **APPROACH TO COMPLETING PREFERENCE CARD**

SECTION: Assignment Process  SECTION ITEM NO.: 002

DEFINITION:
A one-digit code indicating the choices made when filling out most recent preference card.

ITEM(S):
When I completed my most recent preference card I:

1. Put down choices I personally wanted, regardless of how they might affect my Navy career.
2. Put down primarily what I wanted, but tempered them a little with what I thought would help my Navy career.
3. Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike.
4. Put down choices which I thought would help my Navy career, but tempered with my personal desires.
5. Put down choices which I thought would help my Navy career even though they weren't personally desirable.
6. Did not complete one.

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
ENTRY NAME: ACCEPTABILITY OF CURRENT ASSIGNMENT

SECTION: Assignment Process  SECTION ITEM NO.: 003

DEFINITION:
A series of one-digit codes evaluating the acceptability of current assignment.

ITEM(S):
Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

1. Location
2. Type Billet
3. Type Activity

RESPONSE SCALE:

1. Very Poor
2.
3.
4. Neutral
5.
6.
7. Very Good
8. Preference Card Not Sent
**SOURCE/LOCATION OF ENTRY:**

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<td>2. Billet</td>
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<td>3. Activity</td>
<td>D3C</td>
<td>D3C</td>
<td>D3C</td>
<td>E2C</td>
<td>-</td>
<td>-</td>
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</table>

**NOTES:**

Response set differs in:

DESIG: Choice number (8) is N/A.
ENTRY NAME: PROMISED ORDERS CHANGED

SECTION: Assignment Process  SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating whether an officer was promised one type of duty or duty station and then the orders were changed.

ITEM(S):

During my most recent transfer, I was promised one type of duty or duty station; however, it was changed in the orders I received before I transferred.

1. No
2. Yes
3. No previous reassignment

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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<thead>
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<td>Recent Transfer D4</td>
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**NOTES:**
ENTRY NAME: ORDERS RECEIVED IN A TIMELY FASHION

SECTION: Assignment Process

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether orders were received in a timely fashion.

ITEM(S):

With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion?

1. No
2. Yes
3. No previous reassignment

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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<td>Timely Fashion</td>
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<td>D5</td>
<td>D5</td>
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</table>

**NOTES:**
ENTRY NAME: SUBMITTED A NEW PREFERENCE CARD

SECTION: Assignment Process        SECTION ITEM NO.: 006

DEFINITION:
A one-digit code indicating whether a new preference card was submitted during current assignment.

ITEM(S):
Have you submitted a new preference card during your current assignment?

1. No
2. Yes

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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<td>New card</td>
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### NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ACTIVITIES RELATED TO REASSIGNMENT

SECTION: Assignment Process   SECTION ITEM NO.: 007

DEFINITION:

A series of one-digit responses indicating officers' activities in regard to last reassignment.

ITEM(S):

When did you begin the following activities in regard to your last reassignment?

1. Contacting your detailer
2. Specifically seeking the advice of a senior officer
3. Specifically seeking the advice of a peer
4. Discussing possible assignments with my spouse/family
5. Considering choices of location
6. Considering choices of types of billets
7. Considering choices of types of duty
8. Contacting a placement officer

RESPONSE SCALE:

1. Systematically throughout tour
2. More than 14 months before PRD
3. 11 to 14 months before PRD
4. 7 to 10 months before PRD
5. 3 to 6 months before PRD
6. Within 3 months before PRD
7. I didn’t do this
8. Not applicable
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
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<th>AWO</th>
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<th>GURL</th>
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<td>2. Advice Sen.</td>
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<td>D7B</td>
<td>E5B</td>
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<td>3. Advice Peer</td>
<td>D7C</td>
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<td>6. Billets</td>
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<td>D7F</td>
<td>D7F</td>
<td>E5F</td>
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<td>7. Duty</td>
<td>D7G</td>
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</table>

### NOTES:

E-14
ENTRY NAME: NO ONE INTERVENED DURING REASSIGNMENT

SECTION: Assignment Process    SECTION ITEM NO.: 008

DEFINITION:
A one-digit response indicating either an officer had no previous assignment or used no one to intervene in reassignment.

ITEM(S):
What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

If you had no previous assignment or used no one to intervene on your behalf. Please mark here.

1. No previous assignment
2. No one

RESPONSE SCALE:
<table>
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<tr>
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<td>No one</td>
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<td>-</td>
<td>-</td>
<td>-</td>
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</tbody>
</table>

NOTES:
ENTRY NAME: INDIVIDUALS USED TO INTERVENE ON BEHALF

SECTION: Assignment Process                SECTION ITEM NO.: 008

DEFINITION:
A series of one-digit responses indicating whether an individual was used or not used to intervene on officers' behalf during reassignment.

ITEM(S):

What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

1. My CO/XO/ISIC
2. CO/ISIC of the battalion I wanted
3. A senior off... in my direct chain of command from my previous assignment
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
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<td>2. CO of billet</td>
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<td>3. Prev. assig.</td>
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<td>4. Desire assi.</td>
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<td>5. Not either</td>
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<td>D8E</td>
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<td>-</td>
<td>-</td>
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<td>6. Sen. outside</td>
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<td>-</td>
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<td>7. Other</td>
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### NOTES:

E-18
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: EXPERIENCE IN OBTAINING ASSIGNMENT

SECTION: Assignment Process       SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating officers' experience in obtaining current assignment.

ITEM(S):

Which one of the following statements best describes your experience in obtaining your current assignment?

0. Haven't been through reassignment
1. Tended to run smoothly—my detailer located an acceptable billet relatively quickly.
2. Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way
3. Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
4. Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
5. Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

RESPONSE SCALE:
### NOTES:

Response scale differs in:

**AWO:** This questionnaire doesn't include choice number (4) "Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received". Instead, number (4) in the AWO questionnaire corresponds to number (5). Wording is slightly different. AWO questionnaire is worded "Tended to be a completely frustrating situation. No amount of effort on my part or by others was successful in influencing the system".

**GOR:** Which one of the following statements best describes your experiences in obtaining assignments in the Navy?
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: METHODS FOR DETAILER INTERACTION

SECTION: Assignment Process SECTION ITEM NO.: 010

DEFINITION: A series of one-digit responses indicating the effectiveness of various methods for interacting with detailer.

ITEM(S):

How effective do you feel each of the following methods are for interacting with your detailer?

1. Preference Card
2. Letter
3. Telephone
4. Personal visit
5. Detailer field trip

RESPONSE SCALE:

1. Very Ineffective
2. Ineffective
3. So-So
4. Effective
5. Very Effective
### SOURCE/LOCATION OF ENTRY:

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<tr>
<td>2. Letter</td>
<td>D10B</td>
<td>D10B</td>
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<tr>
<td>3. Telephone</td>
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<td>4. Visit</td>
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<td>5. Field trip</td>
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</table>

### NOTES:

E-22
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DETAILER EVALUATION

SECTION: Assignment Process SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses evaluating aspects of current detailer knowledge and counseling.

ITEM(S):

If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer.

1. Knowledge of current policy trends
2. Knowledge of which billets are available
3. Knowledge of requirements and duties of available billets
4. Knowledge of my career development needs
5. Knowledge of my personal desires
6. Returns telephone calls
7. Shares information
8. Knowledgeable of previous communications
9. What (s)he says can be trusted
10. Looks out for my best interests
11. Listens to my problems, desires, needs, etc.
12. Provides useful career counseling
13. Responds to correspondence
14. Availability
15. Provides useful career counseling on "tickets to be punched"
16. Provides useful career counseling on "right contacts" to make

RESPONSE SCALE:

1. Very Negative
2. 
3. 
4. Neutral
5. 
6. 
7. Very Positive
8. Don't Know
### SOURCE/LOCATION OF ENTRY:

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<td>2. Billets</td>
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<td>3. Duties</td>
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<td>4. My needs</td>
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<td>5. Desires</td>
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<td>6. Phone calls</td>
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<td>9. Trusted</td>
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</table>

### NOTES:

Response scale differs in:

DESIG: Response number (8) is N/A.
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: WHICH DETAILER EVALUATED

SECTION: Assignment Process  SECTION ITEM NO.: 012

DEFINITION:
A one-digit code indicating which detailer was evaluated.

ITEM(S):

Which detailer did you evaluate?

1. Current detailer
2. Former detailer

RESPONSE SCALE:
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<th>ITEM</th>
<th>AWO</th>
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<th>GURL</th>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: COMMUNITY OF FORMER DETAILER

SECTION: Assignment Process SECTION ITEM NO.: 013

DEFINITION:

A one-digit code indicating whether former detailer was from current or previous community.

ITEM(S):

If you evaluated your former detailer, was (s)he from your current or previous community?

1. Current community
2. Former detailer

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

<table>
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<tr>
<th>ITEM</th>
<th>AWO</th>
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</table>

**NOTES:**
ENTRY NAME: NUMBER OF TIMES SPOKEN WITH DETAILER

SECTION: Assignment Process

SECTION ITEM NO.: 014

DEFINITION:
A one-digit code indicating number of times spoken to current detailer.

ITEM(S):

How many times have you spoken to your current detailer?

1. 0
2. 1
3. 2
4. 3
5. 4
6. 5
7. 6
8. 7 or more times

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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<tr>
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<tr>
<td>No. of times</td>
<td>D13</td>
<td>D13</td>
<td>D13</td>
<td>-</td>
<td>-</td>
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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: EVALUATION OF FIELD TRIP

SECTION: Assignment Process             SECTION ITEM NO.: 015

DEFINITION:

A series of one-digit responses evaluating a detailer field trip meeting.

ITEM(S):

If you have attended a detailer field trip meeting in the last two years, to what extent:

1. Did it provide clarification of assignment policies and practices?
2. Did it give you an appreciation of officer career paths and alternatives?
3. Did it resolve some assignment problems you had?
4. Was it conducted in an open and honest manner?
5. Was it a useful and beneficial meeting?

RESPONSE SCALE:

1. Very Little
2. 
3. 
4. Some
5. 
6. 
7. Very Great
8. Not Attended
### SOURCE/LOCATION OF ENTRY:

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<tr>
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<tr>
<td>1. Clarification D14A</td>
<td>D14A</td>
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<td>-</td>
<td>-</td>
<td>-</td>
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<td>2. Alternative D14B</td>
<td>D14B</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>3. Resolve prob. D14C</td>
<td>D14C</td>
<td>D14C</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0304</td>
</tr>
<tr>
<td>4. Open/honest D14D</td>
<td>D14D</td>
<td>D14D</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0305</td>
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<tr>
<td>5. Useful D14E</td>
<td>D14E</td>
<td>D14E</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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### NOTES:

...
ENTRY NAME: DEPENDENCE ON DETAILING SYSTEM

SECTION: Assignment Process

SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating an officer's degree of dependence on the detailing system.

ITEM(S):

I cannot depend upon the detailing system to find a job that I want.

RESPONSE SCALE:

1. Strongly Disagree
2.
3.
4. Neutral
5.
6.
7. Strongly Agree
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
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<th>DESIG</th>
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<td>D15</td>
<td>D15</td>
<td>D15</td>
<td>E9</td>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DETAILER ASSESSMENT

SECTION: Assignment Process

SECTION ITEM NO.: 017

DEFINITION:

A series of one-digit responses evaluating the detailer who assigned the officer to his/her current command.

ITEM(S):

Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

1. I was favorably impressed with the way my detailer handled our interactions
2. My detailer tended to have a closed mind, and thus I could not influence him/her
3. My detailer made a sincere effort to meet my needs or to explain why he/she couldn’t
4. The detailer located for me the best billet that he/she could, given the circumstances

RESPONSE SCALE:

1. Strongly Disagree
2.
3.
4. Neutral
5.
6.
7. Strongly Agree
8. Not Assigned
## Source/Location of Entry:

<table>
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<tr>
<td>1. Impressed</td>
<td>D16A</td>
<td>D16A</td>
<td>D16A</td>
<td>E10A</td>
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<td>-</td>
<td>-</td>
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<tr>
<td>2. Closed mind</td>
<td>D16B</td>
<td>D16B</td>
<td>D16B</td>
<td>E10B</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>3. Sincere</td>
<td>D16C</td>
<td>D16C</td>
<td>D16C</td>
<td>E10C</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0310</td>
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<tr>
<td>4. Best billet</td>
<td>D16D</td>
<td>D16D</td>
<td>D16D</td>
<td>E10D</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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## Notes:

Response scale differs in:

**DESIG:** In this questionnaire there is no number (8) choice. The response scale only goes from 1 to 7.
ENTRY NAME: NOT DISAPPOINTED WITH ASSIGNMENT

SECTION: Assignment Process

SECTION ITEM NO.: 018

DEFINITION:

A one-digit response indicating whether or not officer was disappointed with the assignment received.

ITEM(S):

If you were not disappointed please mark here.

1=Not Disappointed+

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
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<tbody>
<tr>
<td>Not disappoi.</td>
<td>D17</td>
<td>D17</td>
<td>D17</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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</table>

### NOTES:

E-38
ENTRY NAME: DISAPPOINTED WITH ASSIGNMENT RECEIVED

SECTION: Assignment Process      SECTION ITEM NO.: 018

DEFINITION:

A series of one-digit responses indicating agreement with statements concerning assignment received.

ITEM(S):

If you were disappointed with the assignment received, indicate your degree of agreement with the below statements.

1. My detailer conveyed the news of my new assignment in a callous fashion
2. My detailer attempted to explain why the assignment was made

RESPONSE SCALE:

1. Strongly Disagree
2.
3.
4. Neutral
5.
6.
7. Strongly Agree
8. Not Assigned
**SOURCE/LOCATION OF ENTRY:**

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<tbody>
<tr>
<td>1. Callous</td>
<td>D17A</td>
<td>D17A</td>
<td>D17A</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>2. Explained</td>
<td>D17B</td>
<td>D17B</td>
<td>D17B</td>
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<td>-</td>
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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DETAILER DESIGNATOR DURING ASSIGNMENT

SECTION: Assignment Process

SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating the designator of the detailer who assigned officer to present command.

ITEM(S):

What was the designator of the detailer who assigned you to your present command?

1. 110X (General URL)
2. 111X (Surface Warfare)
3. Other
4. Don't know

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
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<td>Designator</td>
<td>-</td>
<td>-</td>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DESIGNATOR OF CURRENT DETAILER

SECTION: Assignment Process  SECTION ITEM NO.: 020

DEFINITION:

A one-digit code indicating the designator of the officers' current detailer.

ITEM(S):

The designator of my current detailer is:

1. 110X (General URL)
2. 111X (Surface Warfare)
3. Other
4. Don't Know

RESPONSE SCALE:
<table>
<thead>
<tr>
<th>ITEM</th>
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<th>DESIG</th>
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<td>-</td>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: 1984 POLICY CHANGE FOR GENERAL URL OFFICERS

SECTION: Assignment Process
SECTION ITEM NO.: 021

DEFINITION:

A series of one-digit responses indicating level of agreement with statements regarding the 1984 policy change for General URLs.

ITEM(S):

As a result of a 1984 policy change, General URLs are now detailing all 1100s (except CAPTs and CDRs who have been screened for command). Previously, SWOs handled this function, for the most part.

Indicate your level of agreement with each of the following statements concerning this policy change:

1. The ambiguous nature of the GURLs career path was the primary problem involved in reassignment, not the fact....our community
2. The new system means that GURLs have lost some of the parity they had gained with surface warfare specialists
3. The quality of the detailer is the important issue,...or GURL
4. GURL detailers will be more knowledgeable....SWO predecessors
5. GURL detailers will have less power....their SWO predecessors
6. I will now be able to select from a wider....the old system
7. GURL detailers will be more knowledgeable....SWO predecessors
8. The new system means that GURLs are less....enhancing billets
9. SWO detailers who sit on selection....did under the old system
10. GURL detailers will have more information....SWO predecessors
11. GURL detailers will be more informed than....to the GURL officer
12. The detailing system, for the most part, has been improved
13. The detailing system has become less responsive to the needs of GURL officer

RESPONSE SCALE:

1. Strongly Disagree
2.
3.
4. Neutral
5.
6.
7. Strongly Agree
### SOURCE/LOCATION OF ENTRY:

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<tr>
<td>1. Ambiguous</td>
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<tr>
<td>2. Lost parity</td>
<td></td>
<td></td>
<td></td>
<td>D20B</td>
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<tr>
<td>3. Quality</td>
<td></td>
<td></td>
<td></td>
<td>D20C</td>
<td></td>
<td></td>
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<tr>
<td>4. Knowledge</td>
<td></td>
<td></td>
<td></td>
<td>D20D</td>
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<tr>
<td>5. Less power</td>
<td></td>
<td></td>
<td></td>
<td>D20E</td>
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<td>6. Billets</td>
<td></td>
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<td>7. Tickets</td>
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<td>9. Patterns</td>
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<td>10. Dead ends</td>
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<td>11. Viable paths</td>
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<td>12. Improved</td>
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### NOTES:

E-46
APPENDIX F

DECISION PROCESS
ENTRY NAME: **YEARS IN ACTIVE DUTY SERVICE**

SECTION: Decision Process  SECTION ITEM NO.: 001

DEFINITION:
A two-digit code indicating number of years an officer plans to remain in active duty.

ITEM(S):
How many more years do you plan to remain on active duty?
1. 1
2. 2
3. 3
4. 4
5. 5
6. 6
7. 7
8. 8
9. 9
10. 10
11. 11
12. 12
13. 13
14. 14
15. 15
16. 16
17. 17
18. 18
19. 19
20. 20
21. 20 +

RESPONSE SCALE:
## SOURCE/LOCATION OF ENTRY:

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<td>-</td>
<td>-</td>
<td>-</td>
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</table>

## NOTES:
Response scale differs in:

**DESIG:** How many years from now do you plan to remain on active duty? _______ years.
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: NAVY WANTS YOU

SECTION: Decision Process  SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating whether officer feels the Navy wants him/her to continue as an active duty naval officer.

ITEM(S):

Do you feel that the Navy wants you to continue your career as an active duty naval officer?

RESPONSE SCALE:

1. Definitely Not
2.  
3.  
4. Don't Know
5.  
6.  
7. Definitely Does
**SOURCE/LOCATION OF ENTRY:**

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</table>
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GOOD IDEA OF AVAILABLE BILLETS

SECTION: Decision Process
SECTION ITEM NO.: 003

DEFINITION:
A one-digit code indicating whether officer has a good idea of available billets when completing preference card.

ITEM(S):
When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive?

RESPONSE SCALE:
1. Definitely Do Not
2.
3.
4. Somewhat
5.
6.
7. Definitely Do
### SOURCE/LOCATION OF ENTRY:

<table>
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<tr>
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**NOTES:**
ENTRY NAME: **BILLETs REFLECT PAST PERFORMANCE**

SECTION: Decision Process \hspace{2cm} SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating whether officer feels billets received reflect experience and past performance.

ITEM(S):

Do you feel the billets you have received reflected your experience and past performance?

RESPONSE SCALE:

1. Definitely Do Not
2. 
3. 
4. Somewhat
5. 
6. 
7. Definitely Do
## Source/Location of Entry:

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<td>Reflect</td>
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<td>E4</td>
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<td>F3</td>
<td>-</td>
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</tbody>
</table>

## Notes:

Question and response scale differ in:

DESIG: The billets that I received were a good reflection of my past experience and performance.

1 = Strongly Disagree 2 = Disagree 3 = Uncertain 4 = Agree 5 = Strongly Agree
ENTRY NAME: EVALUATING ASPECTS OF NAVY CAREER

SECTION: Decision Process  SECTION ITEM NO.: 005

DEFINITION:
A series of one-digit responses evaluating aspects of Navy career.

ITEM(S):

What is your evaluation of the following aspects of a Navy career?

1. Detailers
   Continuity of detailers
2. Assignments received
3. Change of assignments at 2-3 year intervals
4. Possibility of change of geographic location with assignment changes
5. Sea duty
6. Shore duty
7. Overseas assignments, accompanied
8. Overseas assignments, unaccompanied
9. Benefits
10. Medical benefits/care
11. Amount of paperwork
12. Liberty ports
13. Crisis management
14. Fellow Navy officers
15. Leadership provided to you
16. Work hours

RESPONSE SCALE:
1. Very Negative
2.
3.
4. Neutral
5.
6.
7. Very Positive
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<td>2. Assignments</td>
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**NOTES:**

Response scale differs in:

WOR & GOR: 1=Very Negative  
2  
3=Neutral  
4  
5=Very Positive
ENTRY NAME: EVALUATION OF FLYING IN PREVIOUS NAVY CAREER

SECTION: Decision Process  SECTION ITEM NO.: 006

DEFINITION:
A series of one-digit responses evaluating aspects of previous Navy career.

ITEM(S):

What is your evaluation of the following aspects of your previous Navy career?

1. Amount of flying time
2. Quality of flying time

RESPONSE SCALE:

1. Very Negative
2. Neutral
3. Very Positive
SOURCE/LOCATION OF ENTRY:

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NOTES:

These questions were in WOR, but for AWOs only.
ENTRY NAME: PREPARATION FOR CIVILIAN EMPLOYMENT

SECTION: Decision Process SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating how prepared officer is to seek civilian employment.

ITEM(S):

If you were to seek civilian employment, how prepared are you to do so?

RESPONSE SCALE:

1. Essentially Unprepared
2. 
3. 
4. Neither Prepared nor Unprepared
5. 
6. 
7. Essentially Prepared
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

Response scale differs in:

DESIG: 1=Totally Unprepared

2

3

4=Neutral

5

6

7=Totally Prepared
ENTRY NAME: HELP OF SUBSPECIALTY IN JOB

SECTION: Decision Process

DEFINITION:

A series of one-digit responses evaluating the help of subspecialty in finding and performing a job.

ITEM(S):

Please use the following scale to answer "a" and "b". Record your numerical response in the blank provided.

If you obtained a subspecialty(ies) in the Navy, did it (they) help you

a. Find a job,

b. Perform on this job.

RESPONSE SCALE:

1. Not at all
2. Somewhat
3. Moderately
4. Very much
5. Extremely
6. Had no subspecialty
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### NOTES:
ENTRY NAME: LEAVE THE NAVY PRIOR TO RETIREMENT

SECTION: Decision Process

SECTION ITEM NO.: 009

DEFINITION:
A one-digit code indicating whether officer would leave Navy prior to retirement.

ITEM(S):
If you had to do it over again, would you leave the Navy prior to retirement?

RESPONSE SCALE:
1. Definitely Would Not
2. Probably Would Not
3. Uncertain
4. Probably Would
5. Definitely Would
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
ENTRY NAME: NAVY MADE STRONG EFFORT TO KEEP YOU
SECTION: Decision Process SECTION ITEM NO.: 010

DEFINITION:
A one-digit code indicating whether Navy made strong effort to have officer continue as an active duty officer.

ITEM(S):
During the year before you left, do you feel the Navy made a strong effort to have you continue your career as an active duty officer?

RESPONSE SCALE:
1. Definitely Did Not
2. Probably Did Not
3. Probably Did
4. Definitely Did
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FACTORS THAT AFFECT CAREER CHANGE

SECTION: Decision Process SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses evaluating the presence of various factors which affect the career change process.

ITEM(S):

Listed below are a number of factors that can affect the career change process. Do you agree...

which civilian career or job type to pursue?

1. Free of worry about meeting financial obligations.
2. Spouse and/or family supportive of career change plans (N/A=8).
3. Friends supportive of career change plans.
4. Access to others making career changes.
5. Confidence in my ability to make a successful career change.
6. Confidence in my ability to make the "right" decisions.
7. A willingness to take the risks necessary to change careers.
8. Control of my life.
9. A job market that accepts individuals who are middle age.
10. Confidence in my ability to handle the stresses associated with a career change.
11. Skills necessary for meeting civilian job requirements.
12. Sufficient formal education for a career change.
13. Physical health.
14. No major personal problems.
15. No major family problems.

RESPONSE SCALE:

1. Strongly Agree
2. 3.
4. Neutral
5. 6.
7. Strongly Disagree
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## NOTES:

F-22
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: OPPORTUNITY IN NAVY VERSUS CIVILIAN LIFE (CIVNAV)

SECTION: Decision Process                      SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating the opportunity of obtaining various characteristics in the Navy versus obtaining them in a civilian career.

ITEM(S):

Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

1. Interesting and challenging work
2. Ability to plan work
3. Work hours
4. Minimal work stress
5. Freedom from hassle
6. Own initiative
7. Pay and allowances
8. Health benefits/care
9. Job security
10. Family stability
11. Desirable place to live

RESPONSE SCALE:

1. Substantially Better
2. Much Better
3. Better
4. Comparable
5. Better
6. Much Better
7. Substantially Better
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### NOTES:

For question #10 Family Stability, RET survey gives the choice of (N/A=8).
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CIVNAV2

SECTION: Decision Process
SECTION ITEM NO.: 012

DEFINITION:
A series of one-digit responses indicating the opportunity of obtaining various characteristics in the Navy versus obtaining them in civilian life.

ITEM(S):

Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

12. Desirable co-workers
13. Recognition
14. Responsibility
15. Chance for spouse to develop own interests
16. Quality of superiors
   Quality leadership
17. Retirement program
18. Variety of assignments
19. Educational opportunities
20. Promotional opportunities
21. Social relationships
22. Amount of crisis management
   Freedom from crisis management
23. Leadership opportunities

RESPONSE SCALE:

1. Substantially Better
2. Much Better
3. Better
4. Comparable
5. Better
6. Much Better
7. Substantially Better

F-25
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NOTES:

This is a continuation of "OPPORTUNITY IN NAVY VERSUS CIVILIAN LIFE".

In RET survey, question #15 "Chance for spouse to develop own interests" has N/A=8 as a response choice.
ENTRY NAME: CHARACTERISTICS MOST AND LEAST IMPORTANT (CIVNAV1)

SECTION: Decision Process          SECTION ITEM NO.: 013

DEFINITION:
A series of one-digit responses indicating the most and least important characteristics.

ITEM(S):
Please go back to question 12 and circle those 5 characteristics that are most important to you and cross out those 5 characteristics that are least important to you.

1. Interesting and challenging work
2. Ability to plan work
3. Work hours
4. Minimal work stress
5. Freedom from hassle
6. Own initiative
7. Pay and allowances
8. Health benefits/care
9. Job security
10. Family stability (N/A=8)
11. Desirable place to live

RESPONSE SCALE:
1. Least important (crossed out)
2. Blank
3. Most important (circled)
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### NOTES:

F-28
ENTRY NAME: CHARACTERISTICS MOST AND LEAST IMPORTANT (CIVNAV2)

SECTION: Decision Process

SECTION ITEM NO.: 013

DEFINITION:

A series of one-digit responses indicating the most and least important characteristics.

ITEM(S):

Please go back to question 12 and circle those 5 characteristics that are most important to you and cross out those 5 characteristics that are least important to you.

12. Desirable co-workers
13. Recognition
14. Responsibility
15. Chance for spouse to develop own interests (N/A=8)
16. Quality of superiors
17. Retirement program
18. Variety of assignments
19. Educational opportunities
20. Promotional opportunities
21. Social relationships
22. Leadership opportunities

RESPONSE SCALE:

1. Least Important (crossed out)
2. Blank
3. Most Important (circled)
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# NOTES:

This is a continuation of "CHARACTERISTICS MOST AND LEAST IMPORTANT".
ENTRY NAME: CAREER DECISIONS

SECTION: Decision Process  SECTION ITEM NO.: 014

DEFINITION:
A series of one-digit responses indicating officers' decisions for various career options.

ITEM(S):
Indicate what your decision was, if one has been made, for the following career options.

I have decided to:
1. Obtain a master's degree
2. Request PG School
3. Make the Navy a career
4. Qualify for a different aircraft
5. Seek a designator change from aviation
   Seek a designator change from SWO
6. Obtain a proven subspecialty
7. Remain geographically stable
8. Request Staff or War College
9. Accept a Washington headquarters staff assignment
10. Strive for Command
    Strive for operational squadron command
    Strive for Command at sea
11. Prepare for a career outside the Navy

RESPONSE SCALE:
1. No
2. Undecided
3. Yes

*Each survey contained only one of these choices
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### NOTES:

F-32
ENTRY NAME: CAREER DECISIONS (CONT.)

SECTION: Decision Process  SECTION ITEM NO.: 014

DEFINITION:

A series of one-digit responses indicating officers' decisions for various career options.

ITEM(S):

12. Remain in the Navy beyond eligible retirement date
13. Strive for CAPT
14. Strive for flag rank
15. Seek a designator change to Material Professional
16. Obtain designation as a subspecialist
17. Follow my spouse's career
18. Strive for XO assignment
19. Complete SWO PQS
20. Request Dept. Head School
21. Complete EOOW Qual
22. Complete qualification for Command

RESPONSE SCALE:

1. No
2. Undecided
3. Yes
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**NOTES:**

F-34
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CHARACTERISTICS LEADING TO DESIGNATOR CHANGE

SECTION: Decision Process  SECTION ITEM NO.: 015

DEFINITION:

A series of one-digit responses indicating the importance of various characteristics to officers' decisions to change designator.

ITEM(S):

Please indicate the importance of each of the following to your decision to change designator:

1. More shore duty
2. Prepare for career outside of the Navy
3. Greater geographical stability
4. Greater opportunity for promotion
5. To utilize technical education
6. More time with family
7. More interesting and challenging work
8. Develop greater technical skill
9. Failure to progress in previous community
10. Physically unable to continue in previous community
11. Clearer career path
12. Minimal work stress
13. Chance for spouse to develop own interests
14. Recognition for technical accomplishments
15. Greater freedom from hassle
16. Enjoy being a specialist
17. Amount of crisis management
18. Technical control of work
19. Chance to solve technical problems

RESPONSE SCALE:

1. Not Important
2. 
3. Somewhat Important
4. 
5. Extremely Important
6. N/A
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<td>16. Specialist</td>
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NOTES:
ENTRY NAME: EVENTS LEADING TO DESIGNATOR CHANGE

SECTION: Decision Process SECTION ITEM NO.: 016

DEFINITION:

A series of one-digit responses indicating the events which lead to the decision to change designators.

ITEM(S):

What events led you to first think about changing designators?

1. Saw notice by current community for application
2. CO/ISIC suggested it
3. Other senior officer in my previous community suggested it
4. Detailer suggested it
5. Sought out by new community
6. Assignments in area
7. Family problems
8. One of my peers changed

RESPONSE SCALE:

1. No
2. N/A
3. Yes
### SOURCE/LOCATION OF ENTRY:

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<tr>
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<td>2. CO/ISIC</td>
<td>-</td>
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<td>4. Detailer</td>
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<td>5. Sought out</td>
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<td>6. Assignments</td>
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<td>7. Family probl.-</td>
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<td>8. Peers change</td>
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### NOTES:

- F-38
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: YEAR STARTED THINKING ABOUT CHANGING DESIGNATOR

SECTION: Decision Process          SECTION ITEM NO.: 017

DEFINITION:

A two-digit code indicating year in which officer first started thinking about changing designator.

ITEM(S):

Indicate the year you first started thinking about changing designator: 19

RESPONSE SCALE:
## SOURCE/LOCATION OF ENTRY:

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<tr>
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<td>Year thinking</td>
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## NOTES:

F-40
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: NUMBER OF MONTHS TO DECIDE TO CHANGE DESIGNATOR

SECTION: Decision Process  SECTION ITEM NO.: 018

DEFINITION:

A two-digit code indicating the number of months it took officer to decide to change designator.

ITEM(S):

Approximately how many months did it take you to decide to change your designator: ___

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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<td></td>
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NOTES:
ENTRY NAME: **PREPARATION TO CHANGE DESIGNATOR**

SECTION: Decision Process

SECTION ITEM NO.: 019

**DEFINITION:**

A series of one-digit responses indicating what officers' did in order to prepare for a designator change.

**ITEM(S):**

Which of the following did you do specifically to prepare to change designator?

1. Obtain a master’s degree
2. Obtain a subspecialty
3. Post-graduate education
4. Seek specific assignment

**RESPONSE SCALE:**

1. No
2. Yes
SOURCE/LOCATION OF ENTRY:

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<thead>
<tr>
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<th>AWO</th>
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<td>1. Master’s</td>
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<td>2. Subspecialty</td>
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<tr>
<td>3. Post-graduate</td>
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<td>-</td>
<td>-</td>
<td>C7C</td>
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<td>4. Seek assign.</td>
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<td>-</td>
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</table>

NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: BAD MOVE CHANGING DESIGNATOR

SECTION: Decision Process          SECTION ITEM NO.: 020

DEFINITION:
A one-digit code indicating whether officer feels he/she made a bad move changing designators.

ITEM(S):

The more I think about it, the more I feel I made a bad move changing my designator:

1. Strongly Disagree
2. 
3. 
4. Neutral
5. 
6. 
7. Strongly Agree

RESPONSE SCALE:
<table>
<thead>
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<th>ITEM</th>
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<th>GURL</th>
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<tbody>
<tr>
<td>Bad move</td>
<td></td>
<td></td>
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</table>

NOTES:

F-46
ENTRY NAME: TIME SPENT THINKING ABOUT DECISION TO CHANGE DESIGNATOR

SECTION: Decision Process  SECTION ITEM NO.: 021

DEFINITION:
A one-digit code indicating whether more time should have been spent thinking about changing designator.

ITEM(S):
I should have spent more time thinking about changing my designator:

1. Strongly Disagree
2.
3.
4. Neutral
5.
6.
7. Strongly Agree

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
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### NOTES:

F-48
A series of one-digit responses rating Aviation Sea Assignments on their potential contribution to an aviator career.

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SEA ASSIGNMENTS
1. CO - Carrier
2. XO - Carrier
3. XO - LHA

RESPONSE SCALE:
1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don’t Know
**SOURCE/LOCATION OF ENTRY:**

<table>
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<tbody>
<tr>
<td>1. CO-Carrier</td>
<td>E9A1</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>-</td>
<td>-</td>
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<tr>
<td>2. XO-Carrier</td>
<td>E9A2</td>
<td>-</td>
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<td>3. XO-LHA</td>
<td>E9A3</td>
<td>-</td>
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**NOTES:**

F-50
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: AVIATION SHIP’S COMPANY ASSIGNMENTS

SECTION: Decision Process  SECTION ITEM NO.: 023

DEFINITION:
A series of one-digit responses indicating the potential contribution of various Aviation Ship’s Company assignments to an aviator’s career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

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<thead>
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<th>SHIP’S COMPANY (CV, LHA, LPH)</th>
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<tbody>
<tr>
<td>1. Communications Officer</td>
</tr>
<tr>
<td>2. Navigator</td>
</tr>
<tr>
<td>3. Assistant Navigator</td>
</tr>
<tr>
<td>4. Weapons Officer</td>
</tr>
<tr>
<td>5. ASW Officer</td>
</tr>
<tr>
<td>6. Safety Officer</td>
</tr>
<tr>
<td>7. Operations Administrative Assistant</td>
</tr>
<tr>
<td>8. Air Operations Officer</td>
</tr>
<tr>
<td>9. Strike Operations Officer</td>
</tr>
<tr>
<td>10. CIC Officer</td>
</tr>
<tr>
<td>11. Assistant for Air Warfare</td>
</tr>
<tr>
<td>12. Assistant for ASW</td>
</tr>
<tr>
<td>13. Air Boss (Air Officer)</td>
</tr>
<tr>
<td>14. Aircraft Handling Officer</td>
</tr>
<tr>
<td>15. Catapult Officer</td>
</tr>
<tr>
<td>16. Flight Deck Officer</td>
</tr>
<tr>
<td>17. Hangar Deck Officer</td>
</tr>
</tbody>
</table>

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don’t Know

F-51
<table>
<thead>
<tr>
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<td>1. Communica. E9B1</td>
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<td>2. Navigator E9B2</td>
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<td>4. Weapons E9B4</td>
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<td>12. Asst. ASW E9B12</td>
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<td>13. Air Boss E9B13</td>
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<td>14. Aircraft E9B14</td>
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<td>15. Catapult E9B15</td>
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<td>16. Flight Deck E9B16</td>
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</table>

**NOTES:**

F-52
ENTRY NAME: AVIATION AIR WING ASSIGNMENTS

SECTION: Decision Process

SECTION ITEM NO.: 024

DEFINITION:
A series of one-digit responses indicating the potential contribution of various Aviation Air Wing assignments to an aviator’s career.

ITEM(S):
Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

AIR WING
1. CAG-Air Wing Commander (Assume it’s an 0-5 billet)
2. CAG-Air Wing Commander (Assume it’s an 0-6 billet)
3. Deputy CAG
4. CAG OPS
5. CAG ASW
6. CAG LSO

RESPONSE SCALE:
1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don’t Know
### SOURCE/LOCATION OF ENTRY:

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<td>2. CAG 0-6</td>
<td>E9C2</td>
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<td>3. Deputy CAG</td>
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<td>4. CAG OPS</td>
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<td>6. CAG LSO</td>
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### NOTES:

F-54
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: AVIATION SQUADRON ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 025

DEFINITION:
A series of one-digit responses indicating the potential contribution of various Aviation Squadron assignments to an aviator’s career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SQUADRON
1. XO/CO
2. Department Head (DH)-Administration
3. DH-Maintenance
4. DH-Operations
5. DH-Safety
6. DH-Training
7. Aviation Officer (OIC Helo Detachment)

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don’t Know
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### NOTES:

F-56
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SWO SEA ASSIGNMENTS

SECTION: Decision Process  SECTION ITEM NO.: 026

DEFINITION:

A series of one-digit responses indicating the potential contribution of various SWO Sea Assignments to an officer's career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to a SWO career (your community and designator).

SEA ASSIGNMENTS
1. Department Head (DH)-Weapons
2. DH-Engineering
3. DH-OPS
4. DH-CRUDES
5. DH-AMPHIB
6. DH-SERVICE
7. XO-CRUDES
8. XO-Non CRUDES
9. XO-NRF
10. CO-AE
11. CO-DD
12. Flag Aide

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Not Realistic
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO SHORE ASSIGNMENTS**

SECTION: Decision Process  SECTION ITEM NO.: 027

DEFINITION:

A series of one-digit responses indicating the potential contribution of various SWO Shore Assignments to an officer’s career.

ITEM(S):

Please use your personal impressions to rate EVERY assignment below on its potential contribution to a SWO career (your community and designator).

**SHORE ASSIGNMENTS**
1. Shore Support Unit (OIC)
2. SWOS-Basic Instructor
3. NROTC Instructor
4. OCS Instructor
5. Washington Tour-OPNAV
6. Washington Tour-NAV SEA
7. Major Shore Staff
8. Training Command (Enlisted)
9. Service College
10. Overseas Staff-WESTPAC
11. Overseas Staff-EUROPG

RESPONSE SCALE:

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Not Realistic
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**NOTES:**

F-60
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: AVIATION SHORE ASSIGNMENTS

SECTION: Decision Process SECTION ITEM NO.: 028

DEFINITION:
A series of one-digit responses indicating the potential contribution of various Aviation Shore Assignments to an officer’s career.

ITEM(S):
Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

SHORE ASSIGNMENT
1. FRS (RAG) Instructor
2. CO/XO-Training Squadron
3. XO-Fleet Replacement Squadron (RAG)
4. CO-Fleet Replacement Squadron (RAG)
5. Test Pilot School
6. Washington Tour
7. Wing Staff
8. Naval Aviation Training Instructor
9. Top Gun Instructor
10. Strike University Instructor

RESPONSE SCALE:
1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don’t Know
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AWO & SWO SHORE ASSIGNMENTS**

SECTION: Decision Process  SECTION ITEM NO.: 029

**DEFINITION:**

A series of one-digit responses indicating the potential contribution of various Shore Assignments common to AWO and SWO careers.

**ITEM(S):**

Please use your personal impressions to rate EVERY assignment below on its potential contribution to a aviator (SWO) career (your community and designator).

**SHORE ASSIGNMENTS**
1. Flag Aide
2. Naval Academy Instructor
3. Detailer
4. Recruiting
5. Navy PG School Student

**RESPONSE SCALE:**

1. Strongly Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Strongly Positive
8. Don't Know
SOURCE/LOCATION OF ENTRY:

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NOTES:

Response scale differs in:

SWO - Response number "8" is "Not Realistic" instead of "Don’t Know".
ENTRY NAME: GENERAL URL - SPECIALIST VS. GENERAL TRACK

SECTION: Decision Process  SECTION ITEM NO.: 030

DEFINITION:

A one-digit response indicating whether officer selected the Specialist or General Track.

ITEM(S):

Looking at recent changes in the General URL career path, which of the two options have you selected?

1. Specialist Track
2. General Track
3. Undecided
4. So senior that new path not relevant

RESPONSE SCALE:
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NOTES:

F-66
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL ENS BILLETS

SECTION: Decision Process

SECTION ITEM NO.: 031

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale.

ENS
1. Watch Officer, COMSTA
2. Watch Officer, NAVFAC
3. Public Affairs Officer
4. Admin. Asst./Personnel
5. Naval Base Staff
6. Division Officer, Training Command

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don’t Know
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### NOTES:

F-68
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL LTJG BILLETS

SECTION: Decision Process SECTION ITEM NO.: 032

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

**LTJG**
1. Instructor, Nuclear Power School
2. Legal Officer, Training Command
3. Watch Officer, NAVFAC
4. NAVMECDET Manpower Analyst
5. Port Services NAV BASE
6. Admin/Personnel Officer
7. Student Control Officer, Training Command
8. Recruiter

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don't Know
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL LT BILLETS

SECTION: Decision Process  SECTION ITEM NO.: 033

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

LT
1. Flag Aide
2. Washington Staff (NMPC, CRUITCOM)
3. Communications Officer
4. PG School Student
5. Division Officer, RTC
6. Major Fleet Staff (COMNAVSURFPAC)
7. Enlisted Programs Officer, NRD
8. Dept Head, PSA

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don't Know

F-71
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### NOTES:

F-72
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL LCDR BILLETS

SECTION: Decision Process       SECTION ITEM NO.: 034

DEFINITION:
A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

LCDR
1. Joint Staff Assignments
2. XO, PSA
3. Dept Head, Recruiting Area
4. CO, Brig
5. OIC of MEC as Dept Head Equivalent
6. XO, NRD
7. Instructor, USNA

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don’t Know
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NOTES:

F-74
ENTRY NAME: GURL CDR BILLETS

SECTION: Decision Process SECTION ITEM NO.: 035

DEFINITION:
A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):
How important are each of the below billets for success in the General Track. Use the following scale:

CDR
1. Washington Staff (NMPC, CRUITCOM)
2. Major Fleet Staff (COMNAVSURFPAC)
3. XO, Training Command
4. Instructor, Service College
5. Special Asst, Civil Affairs
6. XO, NAVSTA
7. CO, COMSTA
8. CO, NRD

RESPONSE SCALE:
1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don’t Know
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### NOTES:

F-76
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL CAPT BILLETS

SECTION: Decision Process  SECTION ITEM NO.: 036

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments for success in the General Track.

ITEM(S):

How important are each of the below billets for success in the General Track. Use the following scale:

CAPT
1. CO, NAVMEC
2. Instructor, Service College
3. Major Fleet Staff (COMNAVSURFPAC)
4. CO, PSA
5. CO, Training Command
6. Washington Staff (NMPC, CRUITCOM)

RESPONSE SCALE:

1. Very Negative
2. Substantially Negative
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially Positive
7. Very Positive
8. Don’t Know

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NOTES:

F-78
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: IMPORTANCE TO YOU REMAINING IN NAVY

SECTION: Decision Process SECTION ITEM NO.: 037

DEFINITION:
A series of one-digit responses indicating the importance of various areas to an officer remaining in the Navy.

ITEM(S):
Please indicate how IMPORTANT each of the following areas are to remaining in the Navy.

1. Number of cruise liberty ports
2. Quality of liberty ports
3. Command duties
4. Family separation
5. Retirement benefits
6. Geographical stability
7. Basic salary
8. Esprit de corps* Each survey contains
   Aviation life-style/esprit de corps *only one of these
9. Recognition for accomplishments
10. Opportunity for operational flying
11. Non-flying assignments
12. Aviation Officer Continuation Pay (AOCP)
13. Aviation Career Incentive Pay (ACIP)
14. Disassociated sea tour
15. Amount of operational flying for 0-4s
16. Amount of operational flying for 0-5s & above
17. Status of my community in the Navy
   Status of SWO community in the Navy
   *Each survey contains
   *only one of these

RESPONSE SCALE:
1. Not At All Important
2. Neutral
3. Extremely Important
4. Not Applicable

F-79
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### NOTES:

Response scale differs in:

DESIG - 1=Not Important 2 3=Somewhat Important 4 5=Extremely Important 6=N/A
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: IMPORTANCE TO REMAINING AFTER 20 YEARS

SECTION: Decision Process
SECTION ITEM NO.: 038

DEFINITION:

A series of one-digit responses indicating the importance of various factors in determining whether an officer will remain on active duty after he/she becomes eligible to retire.

ITEM(S):

How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

1. Opportunity for flag rank
2. Opportunity for major command
3. Desire to retire as 0-6
4. Opportunity for rewarding assignments
5. Enjoyment of naval service
6. Opportunities for civilian employment
7. Financial benefits
8. Opportunity to develop as specialist
9. Spouse's attitude toward Navy

RESPONSE SCALE:

1. Not Important
2. 
3. Somewhat Important
4. 
5. Extremely Important
6. N/A
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<td>3. 0-6</td>
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<td>7. Benefits</td>
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**NOTES:**

Response scale differs in:

SWO - This questionnaire does not offer "N/A" as a response choice.
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SATISFACTION WITH ASPECTS OF NAVY

SECTION: Decision Process
SECTION ITEM NO.: 039

DEFINITION:
A series of one-digit responses indicating satisfaction with various aspects of the Navy.

ITEM(S):

Now, please indicate how SATISFIED you are with the same areas.

1. Number of cruise liberty ports
2. Quality of liberty ports
3. Command duties
4. Family separation
5. Retirement benefits
6. Geographical stability
7. Basic salary
8. Esprit de corps
   Aviation life-style/esprit de corps
9. Recognition for accomplishments
10. Opportunity for operational flying
11. Non-flying assignments
12. Aviation Officer Continuation Pay (AOCP)
13. Aviation Career Incentive Pay (ACIP)
14. Disassociated sea tour
15. Amount of operational flying for 0-4s
16. Amount of operational flying for 0-5s and above
17. Status of the SWO community in the Navy

RESPONSE SCALE:

1. Very Dissatisfied
2. Neutral
3. Very Satisfied
4. Not Applicable

*Each survey contained only one of these
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NOTES:
ENTRY NAME: THINK ABOUT LEAVING NAVY PRIOR TO RETIREMENT

SECTION: Decision Process        SECTION ITEM NO.: 040

DEFINITION:
A one-digit code indicating the extent to which an officer thinks about leaving the Navy prior to retirement.

ITEM(S):
To what extent do you think about leaving the Navy prior to retirement?

  1. To No Extent
  2. To A Little Extent
  3. To Some Extent
  4. To A Considerable Extent
  5. To A Very Great Extent

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**

F-86
ENTRY NAME: SEARCH FOR EMPLOYMENT OUTSIDE THE NAVY

SECTION: Decision Process   SECTION ITEM NO.: 041

DEFINITION:
A one-digit code indicating to what extent an officer would search for employment outside the Navy, within the next year.

ITEM(S):
Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year?

1. To No Extent
2. To A Little Extent
3. To Some Extent
4. To A Considerable Extent
5. To A Very Great Extent

RESPONSE SCALE:
Search for

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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: EX-NAVY FRIENDS WOULD CHOOSE TO LEAVE AGAIN

SECTION: Decision Process          SECTION ITEM NO.: 042

DEFINITION:
A one-digit code indicating to what extent officers' feel their ex-Navy friends would choose to leave the Navy prior to their retirement.

ITEM(S):

If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement?

1. To No Extent
2. To A Little Extent
3. To Some Extent
4. To A Considerable Extent
5. To A Very Great Extent

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

F-90
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DECISION TO LEAVE BASED ON DECISIONS BY FRIENDS

SECTION: Decision Process
SECTION ITEM NO.: 043

DEFINITION:
A one-digit code indicating to what extent officers' decisions to leave the Navy were based on the decision to leave by fellow Navy officer friends.

ITEM(S):
To what extent was your decision to leave the Navy based on the decision to leave by fellow Navy officer friends who left or were leaving?

1. Not at all
2. To a Little Extent
3. To Some Extent
4. To a Considerable Extent
5. To a Great Extent

RESPONSE SCALE:
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<thead>
<tr>
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<td>C18</td>
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NOTES:
ENTRY NAME: DECISION TO LEAVE WILL INFLUENCE NAVY FRIENDS TO LEAVE

SECTION: Decision Process
SECTION ITEM NO.: 044

DEFINITION:
A one-digit code indicating whether officers' decision to leave active duty will influence fellow Navy officers to leave the Navy.

ITEM(S):
To what extent do you think your decision to leave active duty influenced or will influence fellow Navy officers to leave the Navy?

1. Not at all
2. To a Little Extent
3. To Some Extent
4. To a Considerable Extent
5. To a Great Extent

RESPONSE SCALE:
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<tr>
<td>Influence others</td>
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<td>C19</td>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SATISFACTION OF FRIENDS WHO LEFT NAVY

SECTION: Decision Process  SECTION ITEM NO.: 045

DEFINITION:
A one-digit code indicating how satisfied officers' feel their friends are who left the Navy for a civilian career.

ITEM(S):

In general, how satisfied do you think your friends are who have left the Navy for a civilian career?

1. Very satisfied
2. Satisfied
3. Neither satisfied nor dissatisfied
4. Dissatisfied
5. Very dissatisfied

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**

F-96
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: NUMBER OF YEARS YOU HAVE GOOD IDEA OF CAREER PATH

SECTION: Decision Process
SECTION ITEM NO.: 046

DEFINITION:
A two-digit code indicating approximate years in which an officer has a relatively clear idea of career path.

ITEM(S):

Looking at your (GURL or SWO or AVIATION) career, for approximately how many years from now do you have a relatively clear idea of what your career path (billets, promotions, etc.) will be?

1. Less than 1 year
2. 1-4 years
3. 5-8 years
4. 9-12 years
5. 13-16 years
6. 17-20 years
7. More than 20 years

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:

Response scale differs in:

GURL - Choices range from 0 to 29

DESIG - Question is open-ended. Any number of years is acceptable.
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW ATTRACTION DOES CAREER PATH APPEAR

SECTION: Decision Process

SECTION ITEM NO.: 047

DEFINITION:

A one-digit code indicating attractiveness of career path to an officer.

ITEM(S):

How attractive does your (SWO or AVIATION) present career path appear to you?

1. Very Unattractive
2.
3.
4. Neutral
5.
6.
7. Very Attractive

RESPONSE SCALE:
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NOTES:

F-100
ENTRY NAME: HOW ATTRACTION WOULD OVERTOUR BE

SECTION: Decision Process SECTION ITEM NO.: 048

DEFINITION:

A one-digit code indicating how attractive an overtour of up to six months would be received by officer.

ITEM(S):

If notified in advance how would an overtour of up to six months be received by you?

1. Very Negatively
2.
3.
4. Neutral
5.
6. Very Positively
7. Don't Know

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

F-102
ENTRY NAME: DECISION WAS MADE TO RESIGN OR STAY

SECTION: Decision Process               SECTION ITEM NO.: 049

DEFINITION:
A one-digit code indicating when career decision was made to either resign or stay in the Navy.

ITEM(S):

If you have made a career decision either to remain or resign from the Navy, when did you make this decision?

When did you first decide to resign, as opposed to retire from active duty service?

1. Before entering the Navy
2. Before I got my wings
3. During my first sea tour
4. During my first shore tour
5. During my second sea tour
6. During my second shore tour
7. Other
8. Not applicable—have not made the decision

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
Response scale differs in:

WOR: 1=Before I got my warfare device (e.g., wings). 2=During my first sea tour. 3=During my first shore tour. 4=During my second sea tour. 5=During my second shore tour. 6=After my second shore tour

GOR: 1=Before I got my commission. 2=1-2 years after I got my commission. 3=3-4 years after I got my commission. 4=5-6 years after I got my commission. 5=7-8 years after I got my commission. 6=9-10 years after I got my commission. 7=More than 10 years after I got my commission.
ENTRY NAME: HOW LONG PLAN TO REMAIN ON ACTIVE DUTY

SECTION: Decision Process  SECTION ITEM NO.: 050

DEFINITION:

A one-digit code indicating how long officer planned to be on active duty after receiving commission.

ITEM(S):

Thinking back to when you received your commission, approximately how long did you plan to be on active duty?

1. Until my obligation was up.
2. Probably no more than 10 years
3. Probably no more than 15 years
4. Probably no more than 20 years
5. More than 20 years
6. I really had no firm time period in mind

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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<td>Remain active</td>
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NOTES:
ENTRY NAME: PLANS TO JOIN NAVAL RESERVE

SECTION: Decision Process  SECTION ITEM NO.: 051

DEFINITION:
A one-digit code indicating whether officer plans to join naval reserve.

ITEM(S):
If you are resigning from the Navy, do you plan to join the naval reserve?

1. No
2. Uncertain
3. Yes
4. Not applicable

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

| ITEM             | AWO | SWO | GURL | DESIG | WOR | GOR | RET | TRAN | COLUMN LOCATION |
|------------------|-----|-----|------|-------|-----|-----|-----|------|----------------|----------------|
| Naval reserve    | E19 | E20 |      | G4    |     |     |     |      |                | 0647           |

NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DID YOU JOIN NAVY RESERVES

SECTION: Decision Process SECTION ITEM NO.: 052

DEFINITION:

A one-digit code indicating whether officer joined US Navy Reserves after leaving active duty.

ITEM(S):

When you left active duty service, did you join the US Navy Reserves?

1. Yes
2. No
3. No, but plan to join
4. Not eligible

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
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<th>AWO</th>
<th>SWO</th>
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### NOTES:

F-110
ENTRY NAME: ARE YOU STILL IN ACTIVE RESERVES

SECTION: Decision Process

SECTION ITEM NO.: 053

DEFINITION:

A one-digit code indicating whether officer is still in the active reserves.

ITEM(S):

Are you still in the active reserves, if you joined up?

1. Yes
2. No
3. Not applicable

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
ENTRY NAME: CIVILIAN JOB WAITING

SECTION: Decision Process  SECTION ITEM NO.: 054

DEFINITION:
A one-digit code indicating whether officer has a civilian job waiting.

ITEM(S):
If you are planning to resign from the Navy (or have submitted your letter of resignation) do you have a civilian job waiting?

1. No
2. Uncertain
3. Yes
4. Not applicable

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**

F-114
ENTRY NAME: PRIOR TO RESIGNATION, CIVILIAN JOB IN HAND

SECTION: Decision Process  SECTION ITEM NO.: 055

DEFINITION:
A one-digit code indicating whether officer had a civilian job in hand prior to resigning.

ITEM(S):

Prior to submitting your letter of resignation, did you have a civilian job "in hand"?

1. Yes
2. No

RESPONSE SCALE:
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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: TO WHAT DEGREE NEW JOB LINED UP

SECTION: Decision Process
SECTION ITEM NO.: 056

DEFINITION:
Nine one-digit codes indicating to what degree an officer had a new job lined up when leaving active duty service.

ITEM(S):

When you left active duty service, to what degree did you have a new job lined up? (Please check all the appropriate responses.)

1. I had no idea what I was going to do.
2. I had sought out relevant information about jobs.
3. I had decided the type of job and location I wanted.
4. I had held initial interviews with prospective employers.
5. I had held follow-up interviews with employers interested in me.
6. A realistic job offer had been made to me.
7. I had accepted a job offer.
8. Not applicable—I knew that I would be self-employed.
9. Not applicable—I had not looked for a job.

RESPONSE SCALE:
Coded "1" if item was checked.
### SOURCE/LOCATION OF ENTRY:

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<td>-</td>
<td>-</td>
<td>C9A</td>
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<td>2. Sought out</td>
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<td>-</td>
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<td>C9B</td>
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<td>3. I decided</td>
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<td>-</td>
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<td>4. Interviews</td>
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<td>5. Follow-up</td>
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<td>6. Realistic</td>
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<td>C9F</td>
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<td>7. Accepted</td>
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<td>8. Self-employ</td>
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<td>-</td>
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<td>9. Not applicabl</td>
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### NOTES:

F-118
ENTRY NAME: INFORMATION ON CIVILIAN HIRING OPPORTUNITIES

SECTION: Decision Process  SECTION ITEM NO.: 057

DEFINITION:

A one-digit code indicating officers' principal source of information on civilian hiring opportunities.

ITEM(S):

What is your principal source of information about civilian hiring opportunities in aviation?

1. Fellow naval aviators
2. Mass media
3. Civilian pilots
4. Written materials
5. Other

RESPONSE SCALE:
Source/Location of Entry:

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Notes:

Question and response scale differs in:

WOR - What was your principal source of information about civilian hiring opportunities?
1=Fellow Navy Aviators 2=Mass media 3=Civilian aviators 4=Civilian employment firms 5=Civilian friends/family 6=FAPA information 7=Other (please specify)

This question is in WOR, for AWOs only.
ENTRY NAME: TYPE OF JOB IN CIVILIAN LIFE

SECTION: Decision Process SECTION ITEM NO.: 058

DEFINITION:

A one-digit code indicating type of job officer will have in civilian life.

ITEM(S):

Which of the following best describes the type of job you will have in civilian life?

1. Civilian aviation/pilot
2. Civilian aviation/administration
3. Government
4. Education
5. Business
6. Professional
7. Other
8. Uncertain
9. Not applicable

*In AWO
*survey only

RESPONSE SCALE:

F-121
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CONTINUITY IN NAVY AND CIVILIAN JOBS

SECTION: Decision Process
SECTION ITEM NO.: 059

DEFINITION:
A one-digit code indicating the degree of continuity between Navy training and experience and civilian job.

ITEM(S):
To what extent was your Navy experience and training useful in your civilian job(s)? That is, was there some continuity, or was it like starting your career all over again?

1. Not at all
2. To a LittleExtent
3. To Some Extent
4. To a Considerable Extent
5. To a Great Extent

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:

Response scale differs in:

RET - 1=Like Starting a New Career 2=A Little Continuity 3=Some Continuity 4=Moderate Continuity 5=A Lot of Continuity
ENTRY NAME: **INCOME FIRST YEAR OUT OF ACTIVE DUTY**

SECTION: Decision Process  SECTION ITEM NO.: 060

DEFINITION:
A one-digit code indicating approximate income first year out of active duty service.

ITEM(S):
What was your approximate gross income your first year out of active duty service (including any bonuses)?

1. Less than $20,000
2. $20,000-$27,500
3. $27,501-$35,000
4. $35,001-$42,500
5. $42,501-$50,000
6. $50,001-$57,500
7. $57,501-$65,000
8. More than $65,000

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:

In GOR questionnaire, respondent is asked specifically to include any bonuses.
ENTRY NAME: CURRENT INCOME

SECTION: Decision Process

SECTION ITEM NO.: 061

DEFINITION:
A one-digit code indicating approximate current income.

ITEM(S):
What is your approximate current income?

1. Less than $20,000
2. $20,000-$27,500
3. $27,501-$35,000
4. $35,001-$42,500
5. $42,501-$50,000
6. $50,001-$57,500
7. $57,501-$65,000
8. More than $65,000

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:

Response scale differs in:

RET - Not applicable is included as a response choice. This response choice was coded as "0".
ENTRY NAME: TOTAL COMBINED FAMILY INCOME

SECTION: Decision Process SELECTION ITEM No.: 062

DEFINITION:
A one-digit code indicating total combined family income.

ITEM(S):
What is your total combined family income?

1. Less than $20,000
2. $20,000-$30,000
3. $30,001-$40,000
4. $40,001-$50,000
5. $50,001-$60,000
6. $60,001-$70,000
7. $70,001-$80,000
8. More than $80,000

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
ENTRY NAME: INTEREST IN MP CAREER PATH

SECTION: Decision Process  SECTION ITEM NO.: 063

DEFINITION:
A one-digit code indicating to what extent an officer would be interested in the Material Professional career path.

ITEM(S):
At the appropriate point in your career, to what extent would you be interested in the Material Professional career path, which enable CDRs and CAPTs to concentrate exclusively on material acquisition, logistics, material support and maintenance?

1. Not at all
2. To a small extent
3. To some extent
4. To a great extent
5. To a very great extent
6. I am too senior

RESPONSE SCALE.
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NOTES:
ENTRY NAME: IMPACT OF DOPMA ON ASSIGNMENTS

SECTION: Decision Process  SECTION ITEM NO.: 064

DEFINITION:
A one-digit code indicating the impact of DOPMA on assignments.

ITEM(S):

The impact of the Defense Officer Personnel Management Act (DOPMA) on my assignments will be:

1. Very Positive
2.
3.
4. Neutral
5.
6.
7. Very Negative
8. Don't Know

RESPONSE SCALE:

F-133
SOURCE/LOCATION OF ENTRY:

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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: IMPACT OF DOPMA ON PROMOTIONS

SECTION: Decision Process  SECTION ITEM NO.: 065

DEFINITION:
A one-digit code indicating the impact of DOPMA on promotions.

ITEM(S):
The impact of DOPMA on my promotions will be:

1. Very Positive
2.
3.
4. Neutral
5.
6.
7. Very Negative
8. Don't Know

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:

F-136
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: RELOCATED SINCE RETIREMENT

SECTION: Decision Process
SECTION ITEM NO.: 066

DEFINITION:
A two-digit code indicating number of times officer has relocated since retirement.

ITEM(S):

How many times have you relocated since you retired from the Navy_____?

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**

F-138
ENTRY NAME: HOW INDIVIDUALS MAKE CAREER DECISIONS

SECTION: Decision Process

SECTION ITEM NO.: 067

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning the decision making process.

ITEM(S):

Listed below is a series of statements representing how individuals go about making important career decisions. Please indicate your level of agreement with each statement.

1. I plan my important career decisions carefully
2. My career decisions are based on facts, not opinions
3. I consider the positive and negative outcomes of any important career decision to be made
4. I have benefited from my past mistakes in that I make better decisions today about my career
5. When making career decisions, I analyze my past career decisions
6. I consider my options before making career decisions
7. I make important career decisions in a logical and systematic way
8. My career decision making requires careful thought
9. I double-check my information sources to be sure I have the right facts before making career decisions
10. Often I see each of my career decisions as stages in my progress toward a definite goal
11. I often make important career decisions without hesitation
12. When making career decisions, I rely upon my instincts
13. When I make career decisions, I tend to rely on my intuition

RESPONSE SCALE:

1. Strongly Disagree
2. Disagree
3. Not Sure
4. Agree
5. Strongly Agree

F-139
## Source/Location of Entry:

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<td>3. Pros &amp; Cons</td>
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## Notes:

F-140
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW INDIVIDUALS MAKE CAREER DECISIONS (CONT.)

SECTION: Decision Process

DEFINITION:
A series of one-digit responses indicating level of agreement with statements concerning the decision-making process.

ITEM(S):

14. I rarely consider my options before making career decisions
15. I am often unable to give a rational reason for my decisions about my career
16. I generally make career decisions which feel right to me
17. My career decisions are often made spontaneously
18. When I make a career decision, it is more important to me to feel the decision is right than to have to have a rational reason for it
19. When I make a decision about my career, I trust my inner feelings and reactions
20. I don’t really think about a career decision; it’s in the back of my mind for awhile, then suddenly it will hit me and I know what I will do
21. When making a career decision, I consider the various options in terms of reaching a specific goal
22. I find it difficult to make important career decisions alone
23. I never postpone making important career decisions
24. I am concerned about the popularity of my career decisions
25. I often need the assistance of other people when making important decisions about my career
26. I rarely make important career decisions without consulting other people

RESPONSE SCALE:

1. Strongly Disagree
2. Disagree
3. Not Sure
4. Agree
5. Strongly Agree
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### NOTES:

- F-142
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW INDIVIDUALS MAKE CAREER DECISIONS (CONT.)

SECTION: Decision Process 

SECTION ITEM NO.: 067

DEFINITION:
A series of one-digit responses indicating level of agreement with statements concerning the decision-making process.

ITEM(S):
27. If I have the support of others, it is easier for me to make important career decisions
28. I avoid making an important career decision until it must be done
29. I use the advice of other people in making my important career decisions
30. I am influenced by the opinions of friends when I am making important decisions about my career
31. I often make career decisions based on what other people think, rather than on what I would really like to do
32. I like to have someone to steer me in the right direction when I am faced with important career decisions
33. I would rather do just about anything than make an important decision about my career
34. I avoid making important career decisions until the pressure is on
35. I postpone career decision making whenever possible
36. I often procrastinate when it comes to making important decisions about my career
37. I generally make important career decisions at the last minute
38. I put off making many career decisions because thinking about them makes me uneasy

RESPONSE SCALE:
1. Strongly Disagree
2. Disagree
3. Not Sure
4. Agree
5. Strongly Agree
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NOTES:
APPENDIX G

CAREER MANAGEMENT

G-0
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: IDENTITY TIED TO COMMUNITY OR NAVY OFFICER

SECTION: Career Management          SECTION ITEM NO.: 001

DEFINITION:
A one-digit code indicating whether officers’ identity is tied to community or Navy officer.

ITEM(S):

On the scale below, check the statement which most applies to you.

1. I am a (General URL officer, aviator, surface warfare specialist).
2. I am primarily a (General URL officer, aviator, surface warfare specialist) and secondarily a Navy officer.
3. I am equal balance of both.
4. I am primarily a Navy officer and secondarily a (General URL officer, aviator, surface warfare specialist).
5. I am a Navy officer.

RESPONSE SCALE:
NOTES:

Question and response scale differs in:

WOR - Question appears in WOR, for AWOs only. Question is worded "While in the Navy, which statement most applied to you?". 

SWO - This survey contains the response option "Other".
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MANAGEMENT

SECTION: Career Management

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning community.

ITEM(S):

Using (your warfare specialty, surface warfare, or 110Xs) as your community, please respond to the below items.

1. My specialty community has some programs to help me with my career which are different from other Navy communities such as (aviation, surface warfare).

2. My community tries to take care of its own in regards to promotion.

3. Officers in other communities get the billets which contribute most to their Navy careers.

4. It is important to have someone available with whom I am comfortable and trust to discuss my career.

5. My senior officers interact with me frequently.

6. I use senior officers as role models when I make career decisions.

7. I have been counseled on how the Navy's career system works for members of my community.

8. I have been counseled on the Navy career opportunities outside my community.

9. I have had good counsel on the Navy's norms and values for officer.

10. Officers need a special career counseling system for them.

11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments.

12. I have been counseled on the "blind alleys" which might kill my Navy career.

13. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy.

RESPONSE SCALE:

1. Strongly Disagree

2.

3.

4. Uncertain

5.

6.

7. Strongly Agree
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### NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MANAGEMENT2

SECTION: Career Management SECTION ITEM NO.: 002

DEFINITION:
A series of one-digit responses indicating level of agreement with statements concerning community.

ITEM(S):

14. I have a close, personal relationship with a considerably more senior officer who serves as mentor for my career
15. My specialty community has a higher rate of promotion for senior officers than other aviation communities
16. Visibility is very important at this stage in my Navy career
17. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy
18. I have been counseled on the timing and proper career progression which will help me reach my career goals in the Navy
19. Increased emphasis on department head specialization will increase department readiness
20. The increasing demands being placed on officers are reaching undesirable proportions
21. More emphasis should be placed on developing the technical competence of division heads rather than department heads
22. Increased specialization will result in officers who are less prepared to deal with problems they will face as an XO/CO
23. Rotating division officers should help these officers become better department heads
24. Most officers are technically well prepared, it is the non-technical factors that differentiate the good from bad performer
25. No department head job is better than another in preparing an officer to be CO
26. Most department heads are technically well prepared; the problem for most officers is in the transition from technical expert (division officer) to manager (department head)

RESPONSE SCALE:
1. Strongly Disagree
2.  
3.  
4. Uncertain
5.  
6.  
7. Strongly Agree
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## NOTES:

These questions are a continuation of "Career Management".

Response scale differs in:

- **WOR** - 1 = Strongly Disagree 2 = Disagree 3 = Uncertain 4 = Agree 5 = Strongly Agree

This question is in WOR, for SWOs only.
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MANAGEMENT3

SECTION: Career Management

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S): 

27. As a General URL Officer, I have frequently been assigned to billets that career-oriented officers from other communities would find unacceptable
28. As a junior officer, senior officers from my community have been (were) very supportive
29. My leadership experience is adequately represented in the documentation reviewed for decisions involving my assignment/promotion
30. Performance being equal, my chances of being selected for a career enhancing 1000 designated billet are equal to a warfare specialist officer
31. It is clear to me how the Navy defines a "leadership role"
32. The billets which General URL officers are eligible for are some of the Navy's most important jobs
33. General URL officers are held in high esteem by the rest of the Navy
34. General URL officers have a very strong feeling of community
35. Command/Program Management is (was) my optimum goal in the Navy
36. Leadership assignments outside of the subspecialty area can be harmful to an 110X officer's career
37. The new Specialist Track is more appealing to me than the General Track
38. I think that General URL officers in the General Track will have a better chance for promotion than individuals in the Specialist Track

RESPONSE SCALE:

1. Strongly Disagree
2.
3.
4. Uncertain
5.
6.
7. Strongly Agree
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### NOTES:

These questions are a continuation of "Career Management" and "Career Management2".

Response scale differs in:

GOR - 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MANAGEMENT

SECTION: Career Management               SECTION ITEM NO.: 002

DEFINITION:
A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S):

39. To me, the Specialist Track is more prestigious than the General Trac
40. Instead of "up or out", a career path should exist that enables a person to remain in the Navy for their entire career at the LT, LCDR, or CDR level, as long as they are performing satisfactorily
41. The Navy will not be able to develop viable career paths for many of the subspecialties comprising the Specialty Track
42. The specification of two career tracks makes career progression less ambiguous than it was previously
43. The Specialist Track affords a good opportunity for geographical stability
44. Available information on subspecialties helps (helped) me to decide which subspecialty I should pursue to advance in my career
45. Available information on subspecialties provides (provided) me with a clear idea on how to obtain a subspecialty
46. The 1050 billets that are actually recoded to 1000 will help make the General URL community more competitive with the warfare communities when promotions are considered
47. A career path (or paths) for General URLs after CDR command is clear (to be answered by LCDRs through Capt)
48. The Navy is anxious to retain General URL officers beyond 20 years of service (to be answered by CDRs and above)
49. Detailers provide useful information on subspecialties
50. I am actively involved in an informal support network within the 110X community
51. I am actively involved in a formal professional association or networ

RESPONSE SCALE:

1. Strongly Disagree
2.
3.
4. Uncertain
5.
6.
7. Strongly Agree
SOURCE/LOCATION OF ENTRY:

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NOTES:

These questions are a continuation of "Career Management" and "Career Management2", & "3".
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MANAGEMENT

SECTION: Career Management  SECTION ITEM NO.: 002

DEFINITION:
A series of one-digit responses indicating level of agreement with statements concerning officers' community.

ITEM(S):

52. I have been counseled on the "right" contacts to make to help further my Navy career
53. I have counseled a more junior officer in career-related matters
54. As a division officer, technical competence was more important to my job performance than general managerial skills
55. For department heads, general managerial skills were more important for good performance than technical competence
56. The best XOs/COs were officers who were generalists rather than specialists
57. A good career counseling system for General URLs probably would have prevented me from leaving the Navy
58. When contemplating whether or not to leave the Navy, I was aware of the possibility of switching designators (e.g. to Restricted Line Staff, or Surface Warfare)

RESPONSE SCALE:

1. Strongly Disagree
2.
3.
4. Uncertain
5.
6.
7. Strongly Agree
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### NOTES:

These questions are a continuation of "Career Management", "Career Management2", "Career Management3", and "Career Management4".

Response scale differs in: WOR & GOR

1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree

Questions in WOR are for SWOs only
ENTRY NAME: REVISIONS TO SWO CAREER PATH

SECTION: Career Management SECTION ITEM NO.: 003

DEFINITION:
A one-digit code which expressed officers' opinions of SWO career path changes.

ITEM(S):
Recent revisions in the SWO career path were introduced to increase an officers' technical competence and experience base, especially at the department head level. Which of the following best summarizes your opinion of these changes?

1. The SWO career changes are a step in the right direction. We need more emphasis on specialization.
2. The SWO career changes have produced the right balance between a specialist and generalist orientation.
3. The SWO career changes represent a setback. SWOs should be generalists and not specialists.

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

G-14
ENTRY NAME: IMPACT OF NEW SWO PATH ON PERFORMANCE

SECTION: Career Management  SECTION ITEM NO.: 004

DEFINITION:
A one-digit response reflecting officers' opinion of how new SWO career will impact on fleet performance/readiness.

ITEM(S):
Which of the following best reflects your opinion of how the new SWO career will impact on fleet performance/readiness?

1. Fleet readiness will be greatly improved.
2. Fleet readiness will be somewhat improved.
3. Fleet readiness will not be effected.
4. Fleet readiness will be somewhat reduced.
5. Fleet readiness will be greatly reduced.

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

G-16
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: OFFICERS IN MY COMMUNITY MAKE FLAG RANK

SECTION: Career Management  SECTION ITEM NO.: 005

DEFINITION:
A one-digit code indicating whether officers feel that officers in their community make flag rank more than officers in other communities.

ITEM(S):
In comparison with other communities, officers in my community make flag rank:

1. Very Infrequently
2. 
3. 
4. At the same rate
5. 
6. 
7. Very Frequently

RESPONSE SCALE:
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PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: IMPORTANCE FOR MAKING FLAG RANK

SECTION: Career Management SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating the importance of various factors for making flag rank.

ITEM(S):

Rate the importance of each of the following, within your community, for making flag rank.

1. High Specialization
2. Generalist (not overspecialized)
3. Superb performance
4. Have right contacts
5. Have punched the right tickets

RESPONSE SCALE:

1. Of no importance
2. Of little importance
3. Of moderate importance
4. Of considerable importance
5. Of utmost importance
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**

Response scale differs in:

DESIG - 1=Of no importance 2 3=Of moderate importance 4 5=Of utmost importance
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ATTRACTIONNESS OF A DESIGNATOR CHANGE

SECTION: Career Management  SECTION ITEM NO.: 007

DEFINITION:
A series of one-digit responses indicating how attractive a designator change would be to the officer.

ITEM(S):
How attractive would a designator change be...

1. if it would allow you to remain in the cockpit, or next to your present airplane, for a full career (including opportunity for promotion to O-6)?
2. if you were guaranteed to be in the cockpit for a full career, regardless of the type of plane or mission you would be involved with?
3. if you were expected to maintain a standard sea/shore tour rotation pattern with the change specified in item b?
4. if it included division officer and department head duties but did not include any opportunity to command a squadron?

RESPONSE SCALE:
1. Very Unattractive
2. Unattractive
3. Neither Attractive Nor Unattractive
4. Attractive
5. Very Attractive
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### NOTES:

G-22
ENTRY NAME: INFLUENCE OFFICERS PRESENTLY HAVE/POLICY

SECTION: Career Management  SECTION ITEM NO.: 008

DEFINITION:
A series of one-digit responses indicating how much influence officers presently have over policies.

ITEM(S):
How much say or influence do you think each of the following officers presently have over the career policies and practices within your community?

1. Yourself
2. Other officers you work with (in general)
3. Your CO
4. Other COs in your wing
5. The wing commander
6. Detailers
7. Placement officers
8. The aviation community manager
9. DCNO (Air Warfare)

RESPONSE SCALE:
1. None
2. Little
3. Some
4. Quite A Bit
5. Very Much
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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: INFLUENCE OFFICERS SHOULD HAVE/POLICY

SECTION: Career Management  SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating how much influence officers should have over policies.

ITEM(S):

How much say or influence do you think each of the following officers should have over the career policies and practices within your community?

1. Yourself
2. Other officers you work with (in general)
3. Your CO
4. Other COs in your wing
5. The wing commander
6. Detailers
7. Placement officers
8. The aviation community manager
9. DCNO (Air Warfare)

RESPONSE SCALE:

1. None
2. Little
3. Some
4. Quite A Bit
5. Very Much

G-25
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### Notes:

G-26
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: INFLUENCE OFFICERS PRESENTLY HAVE/CAREER

SECTION: Career Management  SECTION ITEM NO.: 010

DEFINITION:

A series of one-digit responses indicating how much influence officers presently have over the direction of officers’ career paths.

ITEM(S):

How much say or influence do you think each of the following officers presently have over the direction of your career path in the Navy?

1. Yourself
2. Other officers you work with (in general)
3. Your CO
4. Other COs in your wing
5. The wing commander
6. Detailers
7. Placement officers
8. The aviation community manager
9. DCNO (Air Warfare)

RESPONSE SCALE:

1. None
2. Little
3. Some
4. Quite A Bit
5. Very Much
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

G-28
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: INFLUENCE OFFICERS SHOULD HAVE/CAREER

SECTION: Career Management SECTION ITEM NO.: 011

DEFINITION:
A series of one-digit responses indicating how much influence officers should have over direction of career.

ITEM(S):

How much say or influence do you think each of the following officers should have over the direction of your career path in the Navy?

1. Yourself
2. Other officers you work with (in general)
3. Your CO
4. Other COs in your wing
5. The wing commander
6. Detailers
7. Placement officers
8. The aviation community manager
9. DCNO (Air Warfare)

RESPONSE SCALE:

1. None
2. Little
3. Some
4. Quite A Bit
5. Very Much
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER POLICY IMPLEMENTED CURRENTLY

SECTION: Career Management
SECTION ITEM NO.: 012

DEFINITION:
A series of one-digit responses indicating the way career policies are currently implemented in the community.

ITEM(S):

Below are several statements that relate to the way career policy is implemented in your community (VP, VF, VAL, etc.). Indicate the current extent that each statement is true for your community.

1. Established career policies and practices make life difficult for the nonconformist in a squadron
2. It is clear as to which assignments will enhance an officer's career, although this information may not be explicitly stated in a manual somewhere
3. Officers instinctively know what billets are required in order to be promoted
4. There is a lot of flexibility available to officers to determine their own career path
5. An officer's Navy career is fairly well planned out for him
6. There are a lot of written rules and regulations that determine officer careers in my community
7. Very little information about which assignments will enhance an officer's career is explicitly stated in a manual somewhere
8. Written policy clearly states what assignments and billets are required in order to be promoted
9. Promotion is obtained by learning and following standard work procedures
10. Promotion is obtained by questioning well-established ways of doing things
11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments
12. It's not so much "what you do" but "who you know" that gets one ahead in this community

RESPONSE SCALE:

1. Not At All
2. A Little Extent
3. Some Extent
4. Considerable Extent

G-31
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### NOTES:

G-32
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER POLICY PREFERRED IN COMMUNITY

SECTION: Career Management

DEFINITION:

A series of one-digit responses indicating the preferred extent in which officers would like to see career policy implemented.

ITEM(S):

Below are several statements that relate to the way career policy is implemented in your community (VP, VF, VAL, etc.). Indicate the preferred extent that each statement be true.

1. Established career policies and practices make life difficult for the nonconformist in a squadron
2. It is clear as to which assignments will enhance an officer’s career, although this information may not be explicitly stated in a manual somewhere
3. Officers instinctively know what billets are required in order to be promoted
4. There is a lot of flexibility available to officers to determine their own career path
5. An officer’s Navy career is fairly well planned out for him
6. There are a lot of written rules and regulations that determine officer careers in my community
7. Very little information about which assignments will enhance an officer’s career is explicitly stated in a manual somewhere
8. Written policy clearly states what assignments and billets are required in order to be promoted
9. Promotion is obtained by learning and following standard work procedures
10. Promotion is obtained by questioning well-established ways of doing things
11. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments
12. It’s not so much "what you do" but "who you know" that gets one ahead in this community

RESPONSE SCALE:

1. Not At All
2. A Little Extent
3. Some Extent
4. Considerable Extent
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### NOTES:

G-34
ENTRY NAME: ROTATING OFFICERS/NON-OPERATIONAL

SECTION: Career Management  SECTION ITEM NO.: 014

DEFINITION:
A one digit response indicating how easy it would be to rotate officers of the same grade in non-operational assignments.

ITEM(S):

Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks--
in non-operational assignments?

1. Very difficult. Most members would need extensive retraining.
2. Quite difficult. Some members would need extensive retraining.
3. Somewhat difficult. A few members would need retraining.
4. Quite easy. Some members would need only minor retraining.
5. Very easy. No members would need retraining.

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ROTATING OFFICERS/OPERATIONAL

SECTION: Career Management     SECTION ITEM NO.: 015

DEFINITION:

A one-digit response indicating how easy it would be to rotate officers of the same grade in operational assignments.

ITEM(S):

Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks--in operational assignments?

1. Very difficult. Most members would need extensive retraining.
2. Quite difficult. Some members would need extensive retraining.
3. Somewhat difficult. A few members would need retraining.
4. Quite easy. Some members would need only minor retraining.
5. Very easy. No members would need retraining.

RESPONSE SCALE:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: OFFICERS SIMILARLY TRAINED/NON-OPERATIONAL

SECTION: Career Management  SECTION ITEM NO.: 016

DEFINITION:

A one-digit code indicating whether officers should be similarly trained in non-operational assignments.

ITEM(S):

Officers of the same grade should be similarly trained, so that each could do a good job performing the others' tasks--in non-operational assignments.

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree

RESPONSE SCALE:
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: OFFICERS SIMILARLY TRAINED/OPERATIONAL

SECTION: Career Management

SECTION ITEM NO.: 017

DEFINITION:
A one-digit code indicating whether officers should be similarly trained for operational assignments.

ITEM(S):

Officers of the same grade should be similarly trained, so that each could do a good job performing the others' tasks--in operational assignments.

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
ENTRY NAME: REALISTIC ALTERNATIVES TO NAVY CAREER

SECTION: Career Management

SECTION ITEM NO.: 018

DEFINITION:
A one-digit response indicating to what extent there are realistic alternatives to current Navy career.

ITEM(S):
To what extent are there realistic alternatives to your current Navy career that you could take advantage of within the next six months?

1. To a very great extent  
2. To a considerable extent  
3. To some extent  
4. To a little extent  
5. Not at all

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

G-44
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: AVAILABILITY OF COMPARABLE CIVILIAN JOB

SECTION: Career Management SECTION ITEM NO.: 019

DEFINITION:

A one-digit code indicating the likelihood of finding a comparable job outside the Navy with same income and fringe benefits.

ITEM(S):

About how easy would it be for you to find a job outside the Navy with approximately the same income and fringe benefits you now have?

1. Very easy
2. Somewhat easy
3. Somewhat difficult
4. Very difficult

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

G-46
ENTRY NAME: NAVY'S ABILITY TO DISSEMINATE INFO

SECTION: Info Dissemination SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating how well the Navy is disseminating information on its policies.

ITEM(S):

Listed below are statements about the content of the November 1984 policies and others affecting General URLs. For each statement, please indicate whether you believe the item is true or false or are uncertain. The purpose of these items is to determine how well the Navy is disseminating information on its policies.

1. It is possible for an individual to switch from both the General and Specialist Tracks to the Materiel Professional Track
2. Individuals in the General Track do not serve in subspecialty billets
3. Individuals in the Specialist Track are not considered for commanding officer slots
4. Only proven subspecialists are considered by a board for designation to the Specialist Track
5. Once an officer has been selected to be a proven subspecialist the Navy cannot rescind this decision
6. An individual must serve in two subspecialty billets in the same area, such as Manpower, Personnel and Training (XX33), and be selected by a board, before they are designated as a subspecialist
7. I feel that I am knowledgeable about major policy changes that have taken place in the last two years that have affected the General URL community
8. The change that has 110X officers detailing 1100s has been implemented on a trial basis
9. The Navy has mandated that 75% of the shore LCDR CO and XO 1000 billets be reserved for General URLs, although the specific billets being reserved will not always be the same
10. When a General URL ensign's initial assignment is such that he/she cannot gain subspecialty or division officer experience, he/she will, if possible, be split toured to gain such experience or be given a 2-year, instead of a 3-year tour

RESPONSE SCALE:

1. True
2. False
3. Uncertain
### SOURCE/LOCATION OF ENTRY:

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<td>1. Switch MP</td>
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<td></td>
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<td>3. Comman. slot</td>
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<td>5. Rescind decis.</td>
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<td>6. Serve in two</td>
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<td></td>
<td></td>
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<td>7. Knowledgeable</td>
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<td>9. 75% billets</td>
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### NOTES:

H-2
ENTRY NAME: **IMPORTANCE OF MILESTONES FOR SUCCESS**

SECTION: Info Dissemination  SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating how important various career milestones are for success as a General URL officer.

ITEM(S):

For each of the following career milestones, indicate its importance to success as a General URL officer. Use the following scale to rate the items.

1. Obtaining a master's degree that confers a subspecialty code
2. Becoming a proven subspecialist
3. Screening for XO
4. Screening for CO
5. A tour of duty at Washington HQ STAFF
6. A tour of duty at a joint command
7. Serving division officer/department head tours
8. Attending Junior or Senior Service College
9. Screening for major command

RESPONSE SCALE:

1. Important to success in Specialist Track
2. Important to success in General Track
3. Important to success in both Specialist and General Tracks
4. Unimportant to success in either
5. The Navy has not provided enough information for me to respond
SOURCE/LOCATION OF ENTRY:

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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SOURCES OF INFO ON GENERAL & SPECIALIST

SECTION: Info Dissemination SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating the source which provided the best information on two tracks.

ITEM(S):

Examine the following sources of information on the General and Specialist Career Tracks.

Select the one source that has provided you with the best information on these two tracks:

1. Perspective
2. Community manager
3. Navy Times
4. Detailers
5. Peers
6. Senior General URL officers
7. Officer networks or associations
8. Other
9. None
10. I have not heard of the career tracks mentioned.

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**

H-6
ENTRY NAME: **HELPFULNESS OF INFORMATION SOURCE**

SECTION: Info Dissemination  SECTION ITEM NO.: 004

**DEFINITION:**

A one-digit code indicating the helpfulness of the source when providing information on two tracks.

**ITEM(S):**

Evaluate the source of information you have selected on the following scale.

1. Extremely Helpful
2. Very Helpful
3. Mildly Helpful
4. Slightly Helpful

**RESPONSE SCALE:**
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

H-8
APPENDIX I

CAREER AND MARITAL STATUS

I-0
ENTRY NAME: FAMILY’S IMPACT ON CAREER

SECTION: Career & Marital Status  SECTION ITEM NO.: 001

DEFINITION:

A series of responses indicating degree of agreement with statements related to the family’s impact on officer’s career.

ITEM(S):

Please indicate your degree of agreement with the below statements which relate to the family’s impact on your career.

1. My spouse’s career limits considerably the options available in my career decisions
2. At the present time, my career is more important to me than my spouse’s career
3. I feel that my detailer will make an honest effort to co-locate my spouse and me
4. I have cut back on my career involvement in order to meet the needs of my spouse and/or children
5. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages
6. Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples
7. Family separation, because of deployment, makes my Navy career less attractive
8. Family separation, because of in-port working hours, is a problem
9. A single female General URL has a greater opportunity to succeed in the Navy than does a married female General URL officer
10. My detailer conveys (or I expect that he/she will convey) the attitude that I am a valuable resource to the Navy
11. My career suffered due to the....I had as a parent and/or spouse
12. Problems with colocation made my Navy career less attractive
13. Family separation, because of deployment....to my spouse
14. Family separation, because of deployment....to myself

RESPONSE SCALE:

1. Strongly Disagree
2. 
3. 
4. Neutral
5. 
6. 
7. Strongly Agree
8. NA
### SOURCE/LOCATION OF ENTRY:

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<td>2. More import.</td>
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<td>4. Cut back</td>
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### NOTES:

Response scale differs in:

WOR & GOR - 1=Strongly Disagree 2=Disagree 3=Uncertain 4=Agree 5=Strongly Agree 6=N/A

Reverse code question #2 in GOR.
ENTRY NAME: IS YOUR WIFE EMPLOYED

SECTION: Career & Marital Status  SECTION ITEM NO.: 002

DEFINITION:
A one-digit code indicating whether spouse is employed.

ITEM(S):
If you are married, is your wife employed____
(yes/no)?
1. Yes
2. No

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
ENTRY NAME: **HOW IS SPOUSE EMPLOYED**

SECTION: Career & Marital Status  SECTION ITEM NO.: 003

**DEFINITION:**
A two-digit code indicating how officers' spouse is employed.

**ITEM(S):**

How is your spouse primarily employed? (Choose best response)

1. Full-time homemaker
2. Secretary/clerical
3. Teacher
4. Professional
5. Engineer
6. Business/finance
7. Navy officer
8. Navy enlisted
9. Other military
10. Other
11. Nurse
12. Sales
13. Other military officer
14. Other military enlisted

**RESPONSE SCALE:**

1-5
## SOURCE/LOCATION OF ENTRY:

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## NOTES:

Response scale differs in:

**TRAN** - 1=Full-time homemaker 2=Secretary/Clerical 3=Retail Sales 4=Teacher 5=Nurse 6=Engineer 7=Other Professional 8=Navy officer 9=Navy enlisted 10=Other military, officer 11=Other military, enlisted 12=Other

**DESIG** - The response choice of "Teacher" is not included

**WOR** - 1=I was not married 2=Full-time homemaker 3=Secretary/Clerical 4=Teacher 5=Nurse 6=Sales 7=Engineer 8=Other professional 9=Business/finance 10=Navy officer 11=Navy enlisted 12=Other military/officer 13=Other military/enlisted 14=Other

These scales were recoded to values on previous page.
ENTRY NAME: **YEARS MARRIED TO CURRENT SPOUSE**

SECTION: Career & Marital Status  SECTION ITEM NO.: 004

DEFINITION:  
A one-digit code indicating how many years officers' have been married to their current spouse.

ITEM(S):

How many years have you been married to your current spouse?

1. Less than 1 year
2. 1-2 years
3. 3-5 years
4. 6-10 years
5. 11-15 years
6. More than 15 years

RESPONSE SCALE:
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### NOTES:
ENTRY NAME: **FINANCIAL RESPONSIBILITY/DEPENDENT KIDS**

SECTION: Career & Marital Status  SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating whether officer is financially responsible for any dependents.

ITEM(S):

Are there children or other dependents that you are partially or totally responsible for financially___ (yes/no)?

1. Yes
2. No

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
ENTRY NAME: SATISFACTION WITH MARRIAGE

SECTION: Career & Marital Status SECTION ITEM NO.: 006

DEFINITION:
A one-digit code indicating how satisfied officer is with marriage.

ITEM(S):
All in all, how satisfied would you say you are with your marriage?

1. Not at all Satisfied
2. Not too Satisfied
3. Somewhat Satisfied
4. Very Satisfied
5. Extremely Satisfied

RESPONSE SCALE:
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**NOTES:**

Response scale differ in:

RET - 1=Extremely Satisfied 2 3 4=Neutral 5 6 7=Extremely Dissatisfied 8=N/A
ENTRY NAME: INVOLVEMENT OF SPOUSE IN DECISION

SECTION: Career & Marital Status  SECTION ITEM NO.: 007

DEFINITION: A one-digit code indicating how involved spouse was in the decision to change designator.

ITEM(S):

How involved was your spouse in your decision to change designator?

1. I deferred to spouse
2.
3.
4. Equal input
5.
6.
7. I decided alone
8. N/A

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:
ENTRY NAME: INVOLVEMENT OF SPOUSE IN REASSIGNMENT

SECTION: Career & Marital Status SECTION ITEM NO.: 008

DEFINITION:
A one-digit code indicating how involved spouse was in reassignment.

ITEM(S):
How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

1. I defer to spouse's wishes
2.
3.
4. Equal participation
5.
6.
7. I decide alone
8. N/A

RESPONSE SCALE:
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**NOTES:**
ENTRY NAME:  **INVOVLMENT OF SPOUSE IN MAJOR DECISIONS**

SECTION:  Career & Marital Status  SECTION ITEM NO.: 009

**DEFINITION:**

A one-digit code indicating involvement of spouse in major career decisions.

**ITEM(S):**

How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc?

1. I defer to spouse's wishes
2. 
3. 
4. Equal participation
5. 
6. 
7. I decide alone
8. N/A

**RESPONSE SCALE:**
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NOTES:
ENTRY NAME: SPOUSE'S FEELINGS TOWARD NAVY CAREER
SECTION: Career & Marital Status  SECTION ITEM NO.: 010
DEFINITION:
A one-digit code indicating spouses' feelings toward Navy career.

ITEM(S):
How do you think your spouse feels toward your Navy career?
1. Completely opposed
2. Moderately opposed
3. Neutral
4. Moderately supportive
5. Completely supportive

RESPONSE SCALE:
### Source/Location of Entry:

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### Notes:

- Response scale differs in:
- WOR - 6 = N/A
ENTRY NAME: IMPACT ON MOST RECENT PCS MOVE

SECTION: Career & Marital Status  SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating the impact of various factors on most recent PCS move.

ITEM(S):

Rate the below items with regard to the extent of their impact on your most recent PCS move.

1. My spouse’s employment
2. Disruptions in children’s schooling
3. My out-of-pocket expenses
4. Disruptions in social relations
5. The moving process itself
6. My unavailability to help the family (en route training, for example)
7. Obtaining child care

RESPONSE SCALE:

1. To No Extent
2. To A Little Extent
3. To Some Extent
4. To A Considerable Extent
5. To A Very Great Extent
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**NOTES:**

Response scale differs in:

DESIG - 1=To no Extent 2 3=To some extent 4 5=To a Great Extent
ENTRY NAME: IMPACT OF MARITAL STATUS ON CAREER

SECTION: Career & Marital Status  SECTION ITEM NO.: 012

DEFINITION:
A series of one-digit responses indicating level of agreement with various statements concerning the impact of marital status on career.

ITEM(S):
Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

1. Single officers work the same number of hours as married personnel
2. Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location
3. Marital status should be taken into consideration in the assignment process
4. I believe there is a disparity in entitlements /allowances between married and single personnel
5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment
6. The Navy treats its single personnel as fairly as it does its married personnel

RESPONSE SCALE:
1. Strongly Disagree
2.
3.
4. Uncertain
5.
6.
7. Strongly Agree
SOURCE/LOCATION OF ENTRY:

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NOTES:

Response scale differs in:

DESIG - 1=Strongly Disagree  2 3 4=Neutral  5 6 7=Strongly Agree
APPENDIX J

EDUCATION, TRAINING, AND PROFESSIONAL DEVELOPMENT
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: EDUCATION, TRAINING, & PROFESSIONAL DEVELOPMENT

SECTION: ETPD

DEFINITION:
A series of one-digit responses indicating level of agreement with various statements concerning education, training, and professional development.

ITEM(S):

Please indicate your level of agreement to the below items in evaluating the first four items, consider ASW, CIC, etc. *Each survey contained Intell. Analyst, Communications only one of these as technical schools and LMET etc. as non-technical ones. Omit consideration of major professional schools such as NFGS or War College.

1. Navy school(s) that I completed during my most recent transfer or present assignment....my job (mark "8" if none completed)
2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer
3. I believe that non-technical schools improve my ability to do my job
4. Technical schools will increase my promotion opportunities much more than non-technical service schools
5. My community (ship) has a planned program for rotating junior officers through several departments....if on shore duty)
6. Obtaining a postgraduate degree will strengthen...for promotion
7. If I leave my warfare specialty area for any reason, including attendance at NFGS, my Navy career will suffer
8. The development of a subspecialty is important for my Navy career
9. The development of a subspecialty is important for my career beyond the Navy
10. High performing officers (0-5)....Materiel Professional career path
11. High performing officers (0-4)....Materiel Professional career path
12. I have been encouraged....etc.) to pursue a graduate education

RESPONSE SCALE:

1. Strongly Disagree
2. 
3. 
4. Neutral
5. 
6. 
7. Strongly Agree
8. N/A
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ETPD2

SECTION: ETPD

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning education, training, and professional development.

ITEM(S):

13. I would rather receive a postgraduate degree from a civilian institution than NPGS
14. More emphasis should be placed on developing an officer’s leadership abilities rather than general managerial skills
15. Attending one of the war colleges is important for my Navy career
16. I must obtain at least one operational tour FITREP as department head before I can screen for command
17. Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command
18. I have been provided all of the opportunity I need to progress toward my squadron professional qualifications
19. If an URL officer (116X) does not qualify within 24 months of shipboard duty, this may result in reassignment to shore duty and a designator change to 110X
20. The assignment of an officer on sea duty as a division officer, may be a collateral duty
21. I can predict with fair accuracy the subspecialties that will help me advance in my Navy career
22. My primary subspecialty limits opportunity for future career enhancing assignments
23. My decisions about postgraduate education in the Navy are/were driven by my desire to develop a basis for my second career after retirement
24. It is important for General URL Officers to be evaluated in “leadership roles” early in their career

RESPONSE SCALE:

1. Strongly Disagree
2.
3.
4. Neutral
5.
6.
7. Strongly Agree
8. N/A

J-3
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### NOTES:

These questions are a continuation of "Education, Training, & Professional Development".

Question differs in:

SWO: #16 An officer must serve as the head of a major department before selection for assignment as an executive officer afloat
ENTRY NAME: REMAINING IN FLYING BILLETS

SECTION: ETPD

SECTION ITEM NO.: 002

DEFINITION:

A one-digit response indicating whether officer would be interested in remaining in flying billets for remainder of career.

ITEM(S):

To what extent would you be interested in flying billets for the remainder of your career, if by policy you could not advance beyond CDR?

1. To a small extent
2.  
3.  
4. Uncertain
5.  
6.  
7. To a great extent

RESPONSE SCALE:
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SUBSPECIALTIES CONTRIBUTE TO 110X CAREER

SECTION: ETPD

SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating the extent to which each subspecialty contributes to an 110X officer's Navy career.

ITEM(S):

Listed below are 12 subspecialty education/skill fields. Please indicate the extent to which you believe that each field contributes to an 110X officer's Navy career.

1. Intelligence (Joint Intelligence, Naval Technical Intelligence)
2. Pol-Mil/Strategic Planning (Europe, International Negotiation)
3. Management (Financial, Transportation, Manpower/Personnel/Training Analysis)
4. Applied Logic (Operations Logistics)
5. Operations Systems Technology (ASW,C2)
6. Naval Systems Engineering (Nuclear Engineering Electronic Engineering)
7. Weapons Engineering (Chemistry, Nuclear Physics)
8. Communications (Engineering, Systems Technology)
9. Computer Technology (Science, Systems Technology)
10. Operations Analysis (Quantitative Economics, Applied Math)
11. Space Systems Operation (Operations, Engineering)
12. Environmental Science (Geophysics, Oceanography, Meteorology)

RESPONSE SCALE:

1. Not at all
2. To a Small Extent
3. To Some Extent
4. To a Great Extent
5. To a Very Great Extent
6. Uncertain
SOURCE/LOCATION OF ENTRY:

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NOTES:
APPENDIX K
CAREER ATTITUDES
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER INTENT

SECTION: Career Attitudes  SECTION ITEM NO.: 001

DEFINITION:  
A one-digit response indicating an officer’s certainty that he/she will continue an active Navy career at least until eligibility for retirement.

ITEM(S):

Career Intention: The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

1. 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
2. 90.0-99.8% I am almost certain I will continue my military career if possible.
3. 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
4. 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
5. 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
6. 10.0-24.9% I am confident that I will not continue my Navy career until I can retire
7. 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible
8. I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement

RESPONSE SCALE:
### Career Intent

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### Notes:
ENTRY NAME: SATISFACTION WITH CAREER

SECTION: Career Attitudes        SECTION ITEM NO.: 002

DEFINITION:
A series of one-digit responses indicating officers' satisfaction with various aspects of career, occupation, personal life, etc.

ITEM(S):
1. The more I think about it, the more I feel I made a bad move in entering my career
2. I am very satisfied with my occupation
3. I talk up the Navy to my friends as a great organization to work for
4. I am fortunate to be located where I am
5. I thoroughly enjoy my career
6. I thoroughly enjoy my field of work
7. I am proud to tell others that I am part of the Navy
8. I thoroughly enjoy my location
9. I take great pride in my career
10. I would feel happier with a different occupation
11. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined
12. I am very satisfied with my present location

RESPONSE SCALE:
1. Strongly Disagree
2.
3.
4. Neither Agree nor Disagree
5.
6.
7. Strongly Agree
### SOURCE/LOCATION OF ENTRY:

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<td>5. Enjoy career</td>
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### NOTES:

Response scale differs in:

- **DESIG**: 1=Strongly Disagree, 2 3 4=Neutral, 5 6 7=Strongly Agree
- **RET**: 1=Strongly Disagree, 2 3 4=Neutral, 5 6 7=Strongly Agree, 8=N/A
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER SAT2

SECTION: Career Attitudes

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating an officer's satisfaction with career, occupation, personal life, etc.

ITEM(S):

13. I feel very good about my career
14. I definitely feel that I am in the right field of work
15. For me this is the best of all possible organizations for which to work
16. I would be more satisfied in a different location
17. I definitely feel that I am in the wrong career
18. I am very sorry I chose my occupation
19. I take a positive attitude toward myself
20. I have a definite plan for my career
21. I have a strategy for achieving my career goals
22. On the whole, I am satisfied with myself
23. Compared to other areas of my life, my chosen career is not very important to me

RESPONSE SCALE:

1. Strongly Disagree
2. 
3. 
4. Neither Agree nor Disagree
5. 
6. 
7. Strongly Agree
## SOURCE/LOCATION OF ENTRY:

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## NOTES:

These questions are a continuation of "Satisfaction with Career".

Response scale differs in:

- DESIG - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree
- RET - 1=Strongly Disagree 2 3 4=Neutral 5 6 7=Strongly Agree 8=N/A
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SATISFACTION DURING LAST YEAR IN NAVY

SECTION: Career Attitudes  SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating how satisfied officer was during last year in Navy.

ITEM(S):

How satisfied were you in the following areas during your last year in the Navy ("Navy sat")?

1. Certainty about the purpose and meaning of my life
2. My physical health
3. My relationship with my child or children (N/A=8)
4. Personal relationships and friends
5. My own worth as a person
6. My feeling about how I conducted my life in the past
7. The opportunity to make the world a better place for coming generations
8. The time left to achieve my personal goals
9. The fairness with which people treated me in the past
10. My competence at work (N/A=8)
11. The validity of my personal values
12. My physical vigor or stamina

RESPONSE SCALE:

1. Extremely Satisfied
2. 
3. 
4. Neutral
5. 
6. 
7. Extremely Dissatisfied
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### Notes:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SATISFACTION LAST YEAR2

SECTION: Career Attitudes SECTION ITEM NO.: 003

DEFINITION:
A series of one-digit responses indicating how satisfied officer was during last year in Navy.

ITEM(S):
The extent to which my job matched/matches my
(N/A=8):

13. Interests
14. Values
15. Personality
16. Abilities
17. My ability to control my life
18. Effective use of my leisure time
19. Ability to meet my financial obligations
20. Ability to meet my medical and dental needs
21. Standard of living
22. My relationship with my spouse (N/A=8)

RESPONSE SCALE:

1. Extremely Satisfied
2. 
3. 
4. Neutral
5. 
6. 
7. Extremely Dissatisfied
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

These questions are a continuation of "Satisfaction during last year in Navy".
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CIVILIAN SATISFACTION

SECTION: Career Attitudes  SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses indicating how satisfied officer is with aspects of civilian life.

ITEM(S):

How satisfied are you now in the following areas ("civilian sat")?

1. Certainty about the purpose and meaning of my life
2. My physical health
3. My relationship with my child or children (N/A=8)
4. Personal relationships and friends
5. My own worth as a person
6. My feeling about how I conducted my life in the past
7. The opportunity to make the world a better place for coming generations
8. The time left to achieve my personal goals
9. The fairness with which people treated me in the past
10. My competence at work (N/A=8)
11. The validity of my personal values
12. My physical vigor or stamina

RESPONSE SCALE:

1. Extremely Satisfied
2. 
3. 
4. Neutral
5. 
6. 
7. Extremely Dissatisfied
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CIVILIAN SATISFACTION2

SECTION: Career Attitudes

SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses indicating officers' satisfaction with aspects of civilian life.

ITEM(S):

The extent to which my job matched/matches my (N/A=8):

13. Interests
14. Values
15. Personality
16. Abilities
17. My ability to control my life
18. Effective use of my leisure time
19. Ability to meet my financial obligations
20. Ability to meet my medical and dental needs
21. Standard of living

RESPONSE SCALE:

1. Extremely Satisfied
2.
3.
4. Neutral
5.
6.
7. Extremely Dissatisfied

K-13
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NOTES:

These questions are a continuation of "Civilian Satisfaction".
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FEELINGS ABOUT PRESENT LIFE

SECTION: Career Attitudes  SECTION ITEM NO.: 005

DEFINITION:
A series of one-digit responses describing an officer's feelings about his present life.

ITEM(S):

Here are some words which we would like you to use to describe how you feel about your present life. For example, if you think your present life is extremely boring, put an X in the space right next to the word "boring". If you think it is extremely interesting, put an X in the space right next to the word "interesting". If you think it is somewhere in between, put an X where you think it belongs. PUT AN X IN ONE SPACE ON EVERY LINE.

1. Boring/Interesting
2. Enjoyable/Miserable
3. Easy/Hard
4. Useless/Worthwhile
5. Friendly/Lonely
6. Full/Empty
7. Discouraging/Hopeful
8. Tied-Down/Free
9. Disappointing/Rewarding

RESPONSE SCALE:

1. Extremely
2. Quite
3. Somewhat
4. Both/Neither
5. Somewhat
6. Quite
7. Extremely
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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SATISFACTION WITH LIFE AT PRESENT TIME

SECTION: Career Attitudes

SECTION ITEM NO.: 006

DEFINITION:
A one-digit code indicating satisfaction with life at present time.

ITEM(S):

How satisfied are you with your life at the present time?

1. Extremely Satisfied
2. Neutral
3. Extremely Dissatisfied

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:

Question and response scale differs in TRAN:

All in all, how satisfied would you say you are with your life these days?

1=Not At All Satisfied  2=Not Too Satisfied  3=Somewhat Satisfied  
4=Very Satisfied      5=Extremely Satisfied
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: WOULD YOU DO IT ALL OVER AGAIN

SECTION: Career Attitudes  SECTION ITEM NO.: 007

DEFINITION:
A one-digit code indicating whether officer would become a naval officer if he/she had it to do all over again.

ITEM(S):

Knowing what you know now, if you had to decide all over again whether to be a naval officer, what would you decide?

1. Decide definitely not to join the Navy.
2. Have some second thoughts.
3. Decide without hesitation to join the Navy.

RESPONSE SCALE:
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MEASURES UP TO EXPECTATIONS

SECTION: Career Attitudes  SECTION ITEM NO.: 008

DEFINITION:
A one-digit code indicating how well Navy career measures up to the sort of career officer wanted when he/she joined active duty.

ITEM(S):
In general, how well would you say that your Navy career measures up to the sort of career you wanted when you joined active duty?

1. Not much like the career I wanted.
2. Somewhat like the career I wanted.
3. Very much like the career I wanted.

RESPONSE SCALE:
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### NOTES:
ENTRY NAME: HOW SATISFIED ARE YOU WITH CAREER

SECTION: Career Attitudes    SECTION ITEM NO.: 009

DEFINITION:
A one-digit code indicating how satisfied officer is with career.

ITEM(S):
All in all, how satisfied would you say you are with your career?

1. Not At All Satisfied
2. Not Too Satisfied
3. Somewhat Satisfied
4. Very Satisfied
5. Extremely Satisfied

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
ENTRY NAME: ATTITUDE TOWARD CIVILIAN LIFE

SECTION: Career Attitudes                SECTION ITEM NO.: 010

DEFINITION:
A one-digit code indicating officers' attitude toward their most recent career transition.

ITEM(S):
How eager or reluctant were/are you to go through this event?

1. Very reluctant to go through the change
2. Somewhat reluctant to go through the change
3. Indifferent toward the change
4. Somewhat eager to go through the change
5. Very eager to go through the change

RESPONSE SCALE:
**Source/Location of Entry:**

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**Notes:**

Question differs in RET:

Upon retiring from the Navy, what was your attitude toward civilian life?
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: PREPARATION FOR LIFE AFTER THE NAVY

SECTION: Career Attitudes

SECTION ITEM NO.: 011

DEFINITION:
A one-digit code indicating how adequately prepared officer was for life after the Navy.

ITEM(S):
In retrospect, how adequately do you feel that you prepared for your life after the Navy?

1. Extremely Well
2. 
3. 
4. So-So
5. 
6. 
7. Extremely Poorly

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

K-28
ENTRY NAME: ATTITUDE TOWARD NAVY WHEN YOU RETIRED

SECTION: Career Attitudes

SECTION ITEM NO.: 012

DEFINITION:

A one-digit code indicating attitude toward Navy upon retirement.

ITEM(S):

Please use the following scale to answer the next two items.

What was your attitude toward the Navy when you retired?

RESPONSE SCALE:

1. Extremely Favorable
2.
3.
4. Mixed Feelings
5.
6.
7. Extremely Unfavorable
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NOTES:

K-30
ENTRY NAME: ATTITUDE TOWARD THE NAVY NOW

SECTION: Career Attitudes

SECTION ITEM NO.: 013

DEFINITION: A one-digit code indicating an officer's attitude toward the Navy now.

ITEM(S): Please use the following scale to answer the next two items.

What is your attitude toward the Navy now?

RESPONSE SCALE:

1. Extremely Favorable
2. 
3. 
4. Mixed Feelings
5. 
6. 
7. Extremely Unfavorable
SOURCE/LOCATION OF ENTRY:

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NOTES:
APPENDIX L

CAREER AND SOCIAL SUPPORT
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GO OUT OF THEIR WAY TO MAKE LIFE EASIER

SECTION: Career & Social Support  SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating how much other people go out of their way to make officer’s work life easier.

ITEM(S):

How much do each of these people go out of their way to do things to make your work life easier for you?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn’t Apply
2. Not At All
3. A Little
4. Somewhat
5. Very Much
SOURCE/LOCATION OF ENTRY:

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NOTES:

Response scale differs in RET:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable
ENTRY NAME: EASY TO TALK TO ABOUT CAREER ISSUES
SECTION: Career & Social Support  SECTION ITEM NO.: 002
DEFINITION:
A series of one-digit responses indicating how easy it is to talk to people about career issues.

ITEM(S):
How easy is it to talk with each of the following people about career issues?
1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:
1. Doesn't Apply
2. Not At All
3. A Little
4. Somewhat
5. Very Much
SOURCE/LOCATION OF ENTRY:

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NOTES:

Response scale differs in RET:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW HELPFUL ARE THESE PEOPLE

SECTION: Career & Social Support  SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating how helpful these people are when things get tough at work.

ITEM(S):

When things get tough at work, how helpful are these people?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn’t Apply
2. Not At All
3. A Little
4. Somewhat
5. Very Much
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NOTES:

Response scale differs in RET:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable
ENTRY NAME: WILLING TO LISTEN TO PERSONAL PROBLEMS

SECTION: Career & Social Support  SECTION ITEM NO.: 004

DEFINITION: A series of one-digit responses indicating how willing these people are to listen to officer's personal problems.

ITEM(S):

How much is each of the following people willing to listen to your personal problems?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn’t Apply
2. Not At All
3. A Little
4. Somewhat
5. Very Much
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### Notes:
Response scale differs in RET:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable
ENTRY NAME: IMPORTANT TO GET SOCIAL SUPPORT

SECTION: Career & Social Support  SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses indicating how important it is to get support from each of these people.

ITEM(S):

How important is it that you get support from each of the following people?

1. Your immediate superior
2. Other officers you work with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Not At All Important
2. Somewhat Important
3. Considerably Important
4. Very Important
5. Of Utmost Importance
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### NOTES:

Response scale differs in RET:

1. Not At All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable
ENTRY NAME: SUPERVISORS IN NAVY
SECTION: Career & Social Support  SECTION ITEM NO.: 006

DEFINITION:
A series of one-digit responses indicating how supportive supervisors were in officers' last Navy assignment.

ITEM(S):
These items refer to how supportive your immediate supervisor was in your last Navy assignment.

1. Go/went out of their way to make your work life easier for you?
2. Is/was easy to talk to them about career issues/work?
3. Are/were willing to listen to your personal problems?
4. Are/were helpful?
5. How important is/was it that these people support/supported you?

RESPONSE SCALE:
1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable
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### NOTES:

- Life easier
- Talk to
- Listen
- Helpful
- Supported

LOCATION: 1043, 1044, 1045, 1046, 1047
ENTRY NAME: **HOW SUPPORTIVE ARE OTHERS NOW**

SECTION: Career & Social Support  SECTION ITEM NO.: 007

DEFINITION:
A series of one-digit responses indicating how supportive other are in current job.

ITEM(S):
These items refer to how supportive others are in your current job.

1. Go/went out of their way to make your work life easier for you?
2. Is/was easy to talk to them about career issues/work?
3. Are/were willing to listen to your personal problems?
4. Are/were helpful?
5. How important is/was it that these people support/supported you?

RESPONSE SCALE:
1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable
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### NOTES:

L-14
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW SUPPORTIVE ARE OTHERS IN NAVY

SECTION: Career & Social Support  SECTION ITEM NO.: 008

DEFINITION:

A series of one-digit responses indicating how supportive others are in officers' last Navy assignment.

ITEM(S):

These items refer to how supportive others were in your last Navy assignment.

1. Go/went out of their way to make your work life easier for you?
2. Is/was easy to talk to them about career issues/work?
3. Are/were willing to listen to your personal problems?
4. Are/were helpful?
5. How important is/was it that these people support/supported you?

RESPONSE SCALE:

1. Not at All
2. A Little
3. Moderately
4. Very Much
5. Inapplicable
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## NOTES:

L-16
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ACCEPT DECISION TO LEAVE ACTIVE DUTY

SECTION: Career & Social Support  SECTION ITEM NO.: 009

DEFINITION:

A series of one-digit responses indicating whether people accepted officers' decision to leave active duty.

ITEM(S):

How much did each of these people accept your decision to leave active duty?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn't Apply
2. Not at all
3. A Little
4. Somewhat
5. Very Much
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### NOTES:

L-18
ENTRY NAME: LEAVING ACTIVE DUTY WAS BEST DECISION

SECTION: Career & Social Support  SECTION ITEM NO.: 010

DEFINITION:
A series of one-digit responses indicating whether people thought that leaving active duty was the best decision for the officer.

ITEM(S):
How much did the following people think that leaving active duty was the best decision for you?
1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:
1. Doesn't Apply
2. Not at all
3. A Little
4. Somewhat
5. Very Much
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### NOTES:

L-20
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: MAKE TRANSITION EASIER FOR OFFICER

SECTION: Career & Social Support  SECTION ITEM NO.: 011

DEFINITION:
A series of one-digit responses indicating how much people went out of their way to make transition to civilian life easier for officer.

ITEM(S):
How much did each of these people go out of their way to make the transition to civilian life easier for you?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:
1. Doesn’t Apply
2. Not at all
3. A Little
4. Somewhat
5. Very Much
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### NOTES:

L-22
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ENCOURAGED TO REVERSE DECISION TO LEAVE

SECTION: Career & Social Support  SECTION ITEM NO.: 012

DEFINITION:

A series of one-digit responses indicating how much people encouraged officer to reverse decision to leave active duty.

ITEM(S):

How much did these people make an effort to encourage you to reverse your decision to leave active duty?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn’t Apply
2. Not at all
3. A Little
4. Somewhat
5. Very Much
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### NOTES:
L-24
ENTRY NAME: HOW IMPORTANT WAS THE SUPPORT RECEIVED

SECTION: Career & Social Support  SECTION ITEM NO.: 013

DEFINITION:
A series of one-digit responses indicating the importance of the support received from people during decision to resign.

ITEM(S):

How important was the support you received from each of the following people, while you were making the decision to submit your letter of resignation?

1. Your CO
2. Other officers you worked with (in general)
3. Your spouse
4. Friends and relatives
5. Your detailer

RESPONSE SCALE:

1. Doesn’t Apply
2. Not at all Important
3. Somewhat Important
4. Considerably Important
5. Very Important
6. Of Utmost Importance
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### NOTES:

L-26
APPENDIX M

CAREER TRANSITIONS

M-0
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: MAGNITUDE OF CAREER EVENTS

SECTION: Career Transitions SECTION ITEM NO.: 001

DEFINITION:
A series of one-digit responses indicating the magnitude of various career events.

ITEM(S):

Please rate the magnitude of the following career events. Strive to give your opinion of the degree of personal change required by the "average" officer within your community to successfully adjust after the event.

1. Entering flight training
2. Obtaining your wings
3. Entering first operational squadron
4. Leaving on first deployment
5. Entering first shore assignment
6. Approaching end of obligation - the continuation decision
7. Voluntarily resigning from active duty
8. Entering a ship's company tour (disassociated)
9. Entering second operational squadron
10. Entering a full-time education program (War College, NPGS, etc.)
11. Screening for department head (VP community only)
12. Screening for Test Pilot school (omit if not applicable)

RESPONSE SCALE:

1. Little Or No Change
2. 
3. A Moderate Amount Of Change
4. 
5. A Great Deal Of Change
6. Don't Know
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: MAGNITUDE2

SECTION: Career Transitions    SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating the magnitude of various career events.

ITEM(S):

13. Becoming department head
14. Screening for a proven subspecialty
15. Screening for command
16. Failing to be selected for command
17. Becoming squadron XO
18. Becoming squadron CO
19. Leaving CO tour
20. Coming upon 20 years—the retirement decision
21. Deciding to retire or not to retire as soon as eligible
22. Being selected for O-6
23. Being selected for flag rank
24. Retiring from active duty

RESPONSE SCALE:

1. Little Or No Change
2. 
3. A Moderate Amount Of Change
4. 
5. A Great Deal Of Change
6. Don't Know
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### NOTES:

These questions are a continuation of "Magnitude of career events".
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DESIRABILITY OF CAREER EVENTS

SECTION: Career Transitions

DEFINITION:

A series of one-digit responses indicating the desirability of various career events.

ITEM(S):

Now, please rate the desirability of these same events. That is, provide your impression of how desirable each of these potential events are to you, regardless of the effect they possibly may have on advancement in your Navy career.

1. Entering flight training
2. Obtaining your wings
3. Entering first operational squadron
4. Leaving on first deployment
5. Entering first shore assignment
6. Approaching end of obligation-the continuation decision
7. Voluntarily resigning from active duty
8. Entering a ship’s company tour (disassociated)
9. Entering second operational squadron
10. Entering a full-time education program (War College, NPGS, etc.)
11. Screening for department head (VP community only)
12. Screening for Test Pilot school (omit if not applicable)

RESPONSE SCALE:

1. Not At All Desirable
2.
3. Moderately Desirable
4.
5. Extremely Desirable
6. Don’t Know
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NOTES:
ENTRY NAME: DESIRABILITY2

SECTION: Career Transitions  SECTION ITEM NO.: 002

DEFINITION:
A series of one-digit responses indicating the desirability of various career events.

ITEM(S):
13. Becoming department head
14. Screening for a proven subspecialty
15. Screening for command
16. Failing to be selected for command
17. Becoming squadron XO
18. Becoming squadron CO
19. Leaving CO tour
20. Coming upon 20 years-the retirement decision
21. Deciding to retire or not to retire as soon as eligible
22. Being selected for O-6
23. Being selected for flag rank
24. Retiring from active duty

RESPONSE SCALE:
1. Not At All Desirable
2. 
3. Moderately Desirable
4. 
5. Extremely Desirable
6. Don't Know
SOURCE/LOCATION OF ENTRY:

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NOTES:

These questions are a continuation of "Desirability of career events".
ENTRY NAME: CAREER EVENT RECENTLY GONE THROUGH

SECTION: Career Transitions SECTION ITEM NO.: 003

DEFINITION:
A two-digit code indicating the career event an officer has most recently gone through.

ITEM(S):
This question relates to the single career event of Question 2 which you are closest to in your career.

Which one career event have you recently gone through or are about to go through? Mark the letter associated with the event in Question 2.

RESPONSE SCALE:
Letter "a" to letter "x"
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
ENTRY NAME: WHERE ARE YOU IN PROCESS OF EVENT

SECTION: Career Transitions  SECTION ITEM NO.: 004

DEFINITION: A one-digit code indicating where officer is in the process of this career event.

ITEM(S):

Where are you in the process of this event?

1. I have recently gone through this event.
2. I am about to go through this event.

RESPONSE SCALE:
<table>
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<tr>
<th>ITEM</th>
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<th>SWO</th>
<th>GURL</th>
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</table>

NOTES:
ENTRY NAME: APPROXIMATE MONTH OF THE EVENT

SECTION: Career Transitions SECTION ITEM NO.: 005

DEFINITION:
A two-digit code indicating the month of the event.

ITEM(S):

What was/is the approximate month of the event?

1. JAN
2. FEB
3. MAR
4. APR
5. MAY
6. JUN
7. JUL
8. AUG
9. SEP
10. OCT
11. NOV
12. DEC

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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<td></td>
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</table>

NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: APPROXIMATE YEAR OF THE EVENT

SECTION: Career Transitions SECTION ITEM NO.: 006

DEFINITION:
A two-digit code indicating the year of the career event.

ITEM(S):
What was/is the approximate year of the event?

1. 1981
2. 1982
3. 1983
4. 1984
5. 1985
6. 1986
7. 1987
8. 1988
9. 1989
10. 1990
11. 1991
12. 1992

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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</table>

### NOTES:

M-16
ENTRY NAME: DID EVENT INVOLVE RELOCATION

SECTION: Career Transitions  SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating whether career event involved a relocation.

ITEM(S):

Does this event involve a relocation (PCS)?

1. Yes
2. No
3. Uncertain

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
ENTRY NAME: CHANGE FOR BETTER OR WORSE

SECTION: Career Transitions SECTOR ITEM NO.: 008

DEFINITION:
A one-digit code indicating whether change was for the better or for the worse.

ITEM(S):
For you, was/is this a change for the better or for the worse?

1. Definitely for the better
2. Probably for the better
3. Probably for the worse
4. Definitely for the worse

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
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<tr>
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<tr>
<td>Better or worse</td>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CONTROL OVER THIS EVENT

SECTION: Career Transitions SECTION ITEM NO.: 009

DEFINITION:
A one-digit code indicating how much control officer had over aspects of the event.

ITEM(S):

How much control did/do you feel that you had/will have over all the different aspects of this event?

1. Complete Control
2. 
3. Some Control
4. 
5. No Control

RESPONSE SCALE:
## SOURCE/LOCATION OF ENTRY:

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## NOTES:

M-22
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW MUCH YOU STAND TO GAIN

SECTION: Career Transitions

SECTION ITEM NO.: 010

DEFINITION: A series of one-digit responses indicating how much officer has to gain from this event.

ITEM(S):

Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to gain:

1. In your personal life
2. For your personal career goals
3. For your Navy career
4. For your family life

RESPONSE SCALE:

1. Very Little To Gain
2. 
3. A Moderate Amount To Gain
4. 
5. A Great Deal To Gain
### Source/Location of Entry:

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<td>3. Navy career</td>
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<td>4. Family life</td>
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### Notes:

M-24
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW MUCH YOU STAND TO LOSE

SECTION: Career Transitions SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit responses indicating how much officer stands to lose from this event.

ITEM(S):

Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to lose:

1. In your personal life
2. For your personal career goals
3. For your Navy career
4. For your family life

RESPONSE SCALE:

1. Very Little To Lose
2. A Moderate Amount To Lose
4. A Great Deal To Lose
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

M-26
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: WHEN I LEFT IT FELT LIKE A BIG CHANGE

SECTION: Career Transitions SECTION ITEM NO.: 012

DEFINITION:

A one-digit code indicating whether leaving active duty service felt like a big change.

ITEM(S):

When I left active duty service, it felt like a big change:

1. Strongly Disagree
2. Disagree
3. Uncertain
4. Agree
5. Strongly Agree

RESPONSE SCALE:
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NOTES:
ENTRY NAME: SATISFACTION WITH DECISION TO LEAVE

SECTION: Career Transitions	SECTION ITEM NO.: 013

DEFINITION:
A one-digit code indicating how satisfied officer is with decision to leave the Navy.

ITEM(S):
Taking everything into account, how satisfied are you with your decision to leave the Navy?

1. Very Dissatisfied
2. Dissatisfied
3. Neither Satisfied Nor Dissatisfied
4. Satisfied
5. Very Satisfied

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW EASY TO ADJUST TO JOB AFTER CHANGE

SECTION: Career Transitions  SECTION ITEM NO.: 014

DEFINITION:
A one-digit code indicating how easy it was for officer to adjust to job after the change.

ITEM(S):

If you have recently completed a career event (the one marked on page 11), how easy or difficult was it for you to adjust to your job after the change? If you have not yet gone through the career event (on page 11), how easy or difficult do you anticipate it will be for you to adjust to your job after making the change?

1. Very difficult
2. Difficult
3. Uncertain
4. Easy
5. Very easy

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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### NOTES:
ENTRY NAME: HOW EASY FOR FAMILY TO ADJUST TO CHANGE

SECTION: Career Transitions  SECTION ITEM NO.: 015

DEFINITION:

A one-digit response indicating how easy it was for officers' family to adjust after the change.

ITEM(S):

If you have recently completed a career event, how easy or difficult was it for your family to adjust after the change? If you have not yet gone through the career event, how easy or difficult do you anticipate it will be for your family to adjust after making the change?

1. Very difficult
2. Difficult
3. Uncertain
4. Easy
5. Very easy
6. Not applicable

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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<thead>
<tr>
<th>ITEM</th>
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<tbody>
<tr>
<td>Family adjust</td>
<td>-</td>
<td>-</td>
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</table>

**NOTES:**
ENTRY NAME: HOW IMPORTANT A ROLE HAS NAVY CAREER PLAYED

SECTION: Career Transitions  SECTION ITEM NO.: 016

DEFINITION: A one-digit code indicating how important a role an officers' Navy career has played.

ITEM(S):

Of all of your experiences since high school, how important a role has your Navy career played?

1. Not at all Important
2. Somewhat Important
3. Considerably Important
4. Very Important
5. Of Utmost Importance

RESPONSE SCALE:
### SOURCE/LOCATION OF ENTRY:

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<thead>
<tr>
<th>ITEM</th>
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<th>SWO</th>
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<tr>
<td>Important role</td>
<td>-</td>
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### NOTES:

M-36
ENTRY NAME: IMPORTANCE OF RESIGNATION FROM NAVY

SECTION: Career Transitions SECTION ITEM NO.: 017

DEFINITION:
A one-digit code indicating how important resignation from the Navy was to the officer.

ITEM(S): How important was resignation from the Navy to you at the time you resigned?

1. Not at all Important
2. Somewhat Important
3. Considerably Important
4. Very Important
5. Of Utmost Importance

RESPONSE SCALE:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
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<th>GURL</th>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: DIFFICULTY IN ADJUSTING TO CIVILIAN LIFE

SECTION: Career Transitions                      SECTION ITEM NO.: 018

DEFINITION:
A series of one-digit responses indicating how difficult it was for
officer to adjust to civilian life after retiring.

ITEM(S):

How difficult has it been to adjust to civilian
life since you retired from the Navy?

Answer for each point in time presented below
(N/A=8):

1. 6 months after retiring from the Navy.
2. 1 year after retiring.
3. 1-1/2 years after retiring.
4. 2 years after retiring.
5. 3 years after retiring.
6. 4 years after retiring.
7. 5 years after retiring.

RESPONSE SCALE:

1. Very Difficult
2. Moderately Difficult
3. Neutral
4. Moderately Enjoyable
5. Very Enjoyable
## SOURCE/LOCATION OF ENTRY:

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<td>1. 6 months</td>
<td>-</td>
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<td>-</td>
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<td>2. 1 year</td>
<td>-</td>
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<td>3. 1-1/2 yrs.</td>
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<td>4. 2 years</td>
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<td>6. 4 years</td>
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<td>7. 5 years</td>
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## NOTES:

M-40
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: QUICKLY DID REQUEST TO RETIRE PROCEED

SECTION: Career Transitions   SECTION ITEM NO.: 019

DEFINITION:
A one-digit code indicating how long an officer's request to retire proceeded.

ITEM(S):

If your retirement from the Navy was voluntary, how quickly, from an administrative standpoint, did your request to retire proceed? (Put "8" if your retirement was mandatory.)

1. Extremely Quickly
2.
3.
4. Neither Quickly Nor Slowly
5.
6.
7. Extremely Slowly

RESPONSE SCALE:
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**NOTES:**
APPENDIX N

MATERIEL PROFESSIONAL
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AREA OF CURRENT ASSIGNMENT**

SECTION: Materiel Professional SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating the area of officers' current assignment.

ITEM(S):

Your current assignment is in the area of:

1. Acquisition
2. Logistics
3. Planning and Policy
4. Fleet Support
5. Test and Evaluation
6. Research and Development

RESPONSE SCALE:
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NOTES:
ENTRY NAME: PRESENT BILLET CLASSIFIED AS

SECTION: Materiel Professional SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating what an officer's present billet is classified as.

ITEM(S):

What is your present billet classified as?

1. It is an MP billet
2. Don't know if it is an MP billet or not
3. It is not an MP billet

RESPONSE SCALE:
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW LONG HAVE YOU BEEN IN PRESENT ASSIGNMENT

SECTION: Materiel Professional SECTION ITEM NO.: 003

DEFINITION: A one-digit code indicating how long officer has been in present assignment.

ITEM(S):

How long have you been in your present assignment?

1. On way to new assignment
2. 2 months or less
3. 3-4 months
4. 5-6 months
5. 7-8 months
6. 9-10 months
7. 11-12 months
8. More than a year

RESPONSE SCALE:
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<td>Length of time</td>
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</table>
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: NEXT ASSIGNMENT IS

SECTION: Materiel Professional        SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating what officer's next assignment will be.

ITEM(S):

My next assignment is:

1. An MP billet
2. Not an MP billet
3. Don't know

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LEVEL OF AGREEMENT / MP**

SECTION: Materiel Professional  SECTION ITEM NO.: 005

DEFINITION:
A series of one-digit responses indicating level of agreement with various items dealing with Materiel Professional path.

ITEM(S):

Please indicate your level of agreement with each of the following items.

1. My undergraduate education is directly applicable to my present work
2. My graduate education is directly applicable to my present work
3. It was my management experience as a warfare officer or (G)URL, that is essential to my present assignment
4. I have been able to apply my specific warfare knowledge in my present position
5. It is primarily my experience as an MP or related billets experience that is essential to effective MP performancy
6. To be most effective, officers should be rotated between MP and non-MP billets
7. A technical background (i.e. engineering or science) is essential to being an effective MP officer
8. Mastery of technical language is more important than mastery of current technical concepts
9. An officer should have a subspecialty before becoming an MP
10. I would recommend the MP career path to other officers
11. CDR command is essential to performing effectively as an MP

RESPONSE SCALE:

1. Strongly Disagree
2.
3. Not Sure
4.
5. Strongly Agree
6. N/A
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<td>2. Graduate</td>
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<td>3. Management</td>
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<td>4. Warfare know.</td>
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<td>5. Effective MF</td>
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<td>6. MP &amp; non-MP</td>
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<td>7. Technical</td>
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<td>8. Mastery</td>
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<td>9. Subspecialty</td>
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<td>11.CDR command</td>
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NOTES:
ENTRY NAME: **HOW DID YOU BECOME AN MP**

SECTION: Materiel Professional    SECTION ITEM NO.: 006

DEFINITION:
A one-digit code indicating how officer became an MP.

ITEM(S):

How did you become an MP?

1. I applied and was accepted by the board
2. Even though I didn’t apply I was selected
3. Other (please explain)

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
ENTRY NAME: **HOW DO YOU EVALUATE MP CAREER PATH**

SECTION: Materiel Professional       SECTION ITEM NO.: 007

DEFINITION:

A one-digit code evaluating the MP career path.

ITEM(S):

Compared to other careers in the Navy, how do you evaluate the MP career path?

1. Very Poor
2. 
3. 
4. Average
5. 
6. 
7. Very Good
8. N/A

RESPONSE SCALE:
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NOTES:
ENTRY NAME: **NUMBER OF MP ASSIGNMENTS**

SECTION: Materiel Professional  SECTION ITEM NO.: 008

**DEFINITION:**

A one-digit code indicating number of MP assignments officer has had.

**ITEM(S):**

How many MP assignments have you had?

1. 1
2. 2
3. 3
4. 4
5. 5
6. 6 or more

**RESPONSE SCALE:**
### SOURCE/LOCATION OF ENTRY:

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### NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EFFECTIVENESS IN LEADERSHIP ROLE**

SECTION: Performance    SECTION ITEM NO.: 001

DEFINITION:
A one-digit code indicating effectiveness of officer in leadership role.

ITEM(S):

How effective are you in carrying out your duties in your present leadership role?

1. Very effective
2. Effective
3. Holding my own
4. Ineffective
5. Very ineffective
6. Don't know

RESPONSE SCALE:
**SOURCE/LOCATION OF ENTRY:**

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**NOTES:**
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: EFFECTIVENESS IN MANAGERIAL ROLE

SECTION: Performance  SECTION ITEM NO.: 007

DEFINITION: A one-digit code indicating effectiveness of officer in managerial role.

ITEM(S):

How effective are you in carrying out your duties in your present managerial role?

1. Very effective
2. Effective
3. Holding my own
4. Ineffective
5. Very ineffective
6. Don’t know

RESPONSE SCALE:
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NOTES:
ENTRY NAME: CONFIDENCE IN LEADERSHIP ABILITIES

SECTION: Performance  SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating officers' confidence in leadership abilities.

ITEM(S):

Overall, how much confidence do you have in your leadership abilities?

1. A great deal
2. Some
3. Little
4. None
5. Don’t know

RESPONSE SCALE:
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PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HIGHEST GRADE YOU CAN ACHIEVE

SECTION: Performance  SECTION ITEM NO.: 004

DEFINITION:
A one-digit code indicating the highest grade an officer feels he/she can achieve.

ITEM(S):
Given your history of performance in the Navy, what is the highest grade you think you can achieve?

1. LT
2. LCDR
3. CDR
4. CAPT
5. RADM, Lower half
6. RADM, Upper half
7. VADM
8. ADM

RESPONSE SCALE:
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: PERFORMANCE INACCURATELY PORTRAYED

SECTION: Performance

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating to what degree an officer feels his/her performance was inaccurately portrayed on most recent FitRep.

ITEM(S):

To what degree do you think your performance was inaccurately portrayed on your most recent fitness report?

1. Performance was considerably higher than reported
2. Performance was somewhat higher than reported
3. Performance was accurately reported
4. Performance was somewhat lower than reported
5. Performance was considerably lower than reported

RESPONSE SCALE:

0-9
## SOURCE/LOCATION OF ENTRY:

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<td>Inaccurate</td>
<td>-</td>
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## NOTES:

0-10
ENTRY NAME: **FITNESS REPORT (PERCENTAGE)**

SECTION: Performance  SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating in which percentage an officer's Fitness Report was.

ITEM(S):

Generally speaking, were your fitness reports in the:

1. Top 1%
2. Top 5%
3. Top 10%
4. Top 30%
5. Top 50%
6. Bottom 50%

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT

SECTION: Performance   SECTION ITEM NO.: 007

DEFINITION:

A series of responses providing information from most recent fitness report received by an officer.

ITEM(S):

Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours,...No information from an individual will be reported.

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

0-13
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
ENTRY NAME: FITNESS REPORT2

SECTION: Performance

SECTION ITEM NO.: 008

DEFINITION:

A series of responses providing information from second most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:
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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT3

SECTION: Performance

SECTION ITEM NO.: 009

DEFINITION:

A series of responses providing information from third most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:
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### NOTES:

Question #3 differs in GURL:

   Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT4

SECTION: Performance  SECTION ITEM NO.: 010

DEFINITION:

A series of responses providing information from fourth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT5

SECTION: Performance

SECTION ITEM NO.: 011

DEFINITION:
A series of responses providing information from fifth most recent fitness report received by an officer.

ITEM(S):
1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

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NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
ENTRY NAME: FITNESS REPORT6

SECTION: Performance

SECTION ITEM NO.: 012

DEFINITION:

A series of responses providing information from sixth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

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## NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT7

SECTION: Performance

SECTION ITEM NO.: 013

DEFINITION:

A series of responses providing information from seventh most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

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### Notes:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT8

SECTION: Performance

SECTION ITEM NO.: 014

DEFINITION:

A series of responses providing information from eighth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

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NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT9

SECTION: Performance SECTION ITEM NO.: 015

DEFINITION:

A series of responses providing information from ninth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT10

SECTION: Performance  SECTION ITEM NO.: 016

DEFINITION:

A series of responses providing information from tenth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

0-31
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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT

SECTION: Performance

SECTION ITEM NO.: 017

DEFINITION:
A series of responses providing information from eleventh most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

0-33
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### Notes:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT12

SECTION: Performance
SECTION ITEM NO.: 018

DEFINITION:
A series of responses providing information from twelfth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

0-35
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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT13

SECTION: Performance

SECTION ITEM NO.: 019

DEFINITION:
A series of responses providing information from thirteenth most recent fitness report received by an officer.

ITEM(S):

1. Date (Month)
2. Date (Year)
3. Sea/Shore
4. Field Circled
5. Evaluation and Summary (1%)
6. Evaluation and Summary (5%)
7. Evaluation and Summary (10%)
8. Evaluation and Summary (30%)
9. Evaluation and Summary / Typically Effective (50%)
10. Evaluation and Summary / Typically Effective (50%)
11. Evaluation and Summary / Bottom (30% Marg Unsat)
12. Early Promotion (Recmd Early)
13. Early Promotion (Ranking)
14. Early Promotion (Num Recmd)

RESPONSE SCALE:

0-37
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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
APPENDIX P
OFFICER MASTER FILE DATA
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ACADEMIC PROFILE CODE OMF ITEM NO.: 001
OMF CODE: ACPROF COLUMN(S) 1710-1712

DEFINITION: A three-position numeric code used in determining PG school eligibility.

1. First digit is the Quality Point Rating Code (Repeated courses and failures are computed).

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<td>B+</td>
<td>3.20 - 3.59</td>
</tr>
<tr>
<td>2</td>
<td>B-/B</td>
<td>2.60 - 3.19</td>
</tr>
<tr>
<td>3</td>
<td>C+</td>
<td>2.20 - 2.59</td>
</tr>
<tr>
<td>4</td>
<td>C</td>
<td>1.90 - 2.19</td>
</tr>
<tr>
<td>5</td>
<td>C- or below</td>
<td>0 - 1.89</td>
</tr>
</tbody>
</table>

2. Second digit is the Math Qualification Code.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Significant post-calculus math with B average</td>
</tr>
<tr>
<td>1</td>
<td>2 or more calculus courses with B+ average</td>
</tr>
<tr>
<td>2</td>
<td>2 or more calculus courses with C+ average</td>
</tr>
<tr>
<td>3</td>
<td>1 calculus course with C grade or better</td>
</tr>
<tr>
<td>4</td>
<td>At least 2 pre-calculus courses with B average or better</td>
</tr>
<tr>
<td>5</td>
<td>At least one pre-calculus course with C grade</td>
</tr>
<tr>
<td>6</td>
<td>No math with C grade</td>
</tr>
</tbody>
</table>

3. Third digit is the Technical Qualification Code. Used for technical curriculum requiring physical science for entrance.

<table>
<thead>
<tr>
<th>Code</th>
<th>Calculus-Based Physics</th>
<th>Upper Div Courses in Eng/Physical Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>-</td>
<td>B+ average</td>
</tr>
<tr>
<td>1</td>
<td>-</td>
<td>C+ average</td>
</tr>
<tr>
<td>2</td>
<td>Complete sequence taken</td>
<td>B+ average</td>
</tr>
<tr>
<td>3</td>
<td>Complete sequence taken</td>
<td>C+ average</td>
</tr>
<tr>
<td>4</td>
<td>At least one course with</td>
<td>C grade</td>
</tr>
<tr>
<td>5</td>
<td>None</td>
<td></td>
</tr>
</tbody>
</table>
**ENTRY NAME: ACTIVE DUTY BASE DATE**

**OMF ITEM NO.: 002**

**OMF CODE:** ABDBYR

- COLUMN(S) 1713-1714
- 1715-1716
- 1717-1718

**DEFINITION:** A six-digit code (last 2 digits of year, month, and day) representing the date when active duty (enlisted, warrant, and commissioned) in any of the U.S. Armed Services and their reserve components would have begun if it were continuous to the present.

---

**ENTRY NAME: ACTIVITY MISSION CODE**

**OMF ITEM NO.: 003**

**OMF CODE:** ACMISCOD

- COLUMN(S) 1719-1720

**DEFINITION:** A two-character alphanumeric code which groups activities by mission. This code relates an activity to an Officer Support Branch placement desk for distribution purposes. Generally, codes A-I are assigned to sea duty activities and codes J-Z are assigned to shore activities.

**NOTES:**

For listing of codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, ITEM 1-7.

---

**ENTRY NAME: ACTUAL LOSS DATE**

**OMF ITEM NO.: 004**

**OMF CODE:** LOSDATYR

- COLUMN(S) 1721-1722
- 1723-1724
- 1725-1726

**DEFINITION:** A six-position field (last two digits of year, month, and day) indicating loss date of P9 transaction.
ENTRY NAME: ADDITIONAL QUALIFICATION DESIGNATION  
OMF ITEM NO.: 005

OMF CODE: AQD1 COLUMN(S) 1727-1729  
AQD2 1730-1732  
AQD3 1733-1735  
AQD4 1736-1738  
AQD5 1739-1741  
AQD6 1742-1744  
AQD7 1745-1747  
AQD8 1748-1750  
AQD9 1751-1753  
AQD10 1754-1756  
AQD11 1757-1759  
AQD12 1760-1762

DEFINITION: A three-position alphanumeric code which identifies the attainment of skills and knowledges, certified by competent authority, in addition to those identified by the officer designator.

NOTES:
1. The first character identifies a broad occupational area closely related to the officer's designator.
2. The second character specifies the qualifications appropriate to that occupation area.
3. The third character further defines the specific qualifications.
4. For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS Vol I, Major Code Structures, Appendix C.

ENTRY NAME: ADDITIONAL QUALIFICATION DESIGNATION COUNTER  
OMF ITEM NO.: 006

OMF CODE: AQDCOUNT COLUMN(S) 1763-1764

DEFINITION: A two-position numeric counter of the total number of Additional Qualification Designations recorded in the officer master record.
ENTRY NAME: ADDITIONAL QUALIFICATION DESIGNATION - DATE

OMF ITEM NO.: 007

OMF CODE: AQDDATE1
AQDDATE2
AQDDATE3
AQDDATE4
AQDDATE5
AQDDATE6
AQDDATE7
AQDDATE8
AQDDATE9
AQDDATE10
AQDDATE11
AQDDATE12

COLUMN(S) 1765-1766
1767-1768
1769-1770
1771-1772
1773-1774
1775-1776
1777-1778
1779-1780
1781-1782
1783-1784
1785-1786
1787-1788

DEFINITION: A two-position numeric year during which an Additional Qualification Designation was earned.

ENTRY NAME: AVIATION BILLET INDICATOR

OMF ITEM NO.: 008

OMF CODE: AVBILIN

COLUMN(S) 1789

DEFINITION: A one-position alphanumeric code which indicates the operational flying status of the billet in which an officer is currently serving.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Operational flying billet. This officer was ordered in DIFOPS status and the MOF counter is being incremented monthly for gate purposes</td>
</tr>
<tr>
<td>C</td>
<td>Proficiency flying. Officer was ordered to duty involving proficiency flying (DIFPRO). The MOF counter is not being incremented (no longer used - retained for historical purposes).</td>
</tr>
<tr>
<td>O</td>
<td>This ABI is used for all aviation officers not ordered to DIFOPS or DIFPRO. The MOF counter is not being incremented.</td>
</tr>
<tr>
<td>(blank)</td>
<td>Current flying status under review or officer has acquired 18+ years aviation service</td>
</tr>
</tbody>
</table>
ENTRY NAME: **AVIATION BILLET INDICATOR**  
OMF ITEM NO.: 009  
PENDING

OMF CODE: AVBILINP  
COLUMN(S) 1790

**DEFINITION:** A one-position alphanumeric code which indicates the operational flying status of the billet to which an officer is ordered.

**NOTES:**  
For codes, see OMF Item No.: 008, Aviation Billet Indicator (AVBILIN)

---

ENTRY NAME: **AVIATION OFFICER**  
OMF ITEM NO.: 010

**CONTINUATION PAY START DATE**

OMF CODE: AOCPSTYR  
AOCPSTMO  
AOCPSTD  
COLUMN(S) 1791-1792  
1793-1794  
1795-1796

**DEFINITION:** A six-position date indicating the year, month, and day an officer started additional obligated service as a result of an Aviation Flight Bonus contract.

---

ENTRY NAME: **AVIATION OFFICER**  
OMF ITEM NO.: 011

**CONTINUATION PAY STOP DATE**

OMF CODE: AOCPSPYR  
AOCPSPMO  
AOCPSPDA  
COLUMN(S) 1797-1798  
1799-1800  
1801-1802

**DEFINITION:** A six-position date indicating the year, month, and day an officer completed additional obligated service as a result of an Aviation Flight Bonus contract.
<table>
<thead>
<tr>
<th>ENTRY NAME: AVIATION OFFICER</th>
<th>OMF ITEM NO.: 012</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONTINUATION PAY YEARS OBLIGATED</td>
<td></td>
</tr>
<tr>
<td>OMF CODE: AOCPYRS</td>
<td>COLUMN(S) 1803</td>
</tr>
<tr>
<td>DEFINITION: A one-position field indicating the number of years an officer has obligated to serve as a result of an Aviation Flight Bonus contract.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ENTRY NAME: AVIATION SERVICE ENTRY DATE</th>
<th>OMF ITEM NO.: 013</th>
</tr>
</thead>
<tbody>
<tr>
<td>OMF CODE: AVSENTYR</td>
<td>COLUMN(S) 1804-1805</td>
</tr>
<tr>
<td>AVSENTMO</td>
<td>1806-1807</td>
</tr>
<tr>
<td>AVSENTDA</td>
<td>1808-1809</td>
</tr>
<tr>
<td>DEFINITION: A six-position date (year, month, and day) an officer reported to an aviation activity to commence Primary Flight Training.</td>
<td></td>
</tr>
</tbody>
</table>
ENTRY NAME: COMMAND SCREEN RESULTS  

OMF ITEM NO.: 014

OMF CODE: SCREEN  
COLUMN(S) 1810-1814

DEFINITION: A five-position alphanumeric code assigned to officers who have been considered by a Command Screening Board. The code describes the fiscal year considered, the type of command for which selected (or negative), and the standing (e.g., primary, alternate, etc.).

NOTES:

1. The first position of code indicates the final fiscal year in which most recent action was taken. An "X" indicates date of screening action not known.

2. The second position indicates Selection Category.

3. The third position indicates Board Sponsor.

4. The fourth position indicates type for which screened.

5. The fifth position indicates second type for which screened, if any.

6. For listing of codes for position 2 through 4, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 103.

ENTRY NAME: DATE OF BIRTH  

OMF ITEM NO.: 015

OMF CODE: BIRTHYR  
COLUMN(S) 1815-1816
BIRTHMO  
1817-1818
BIRTHDA  
1819-1820

DEFINITION: A six-digit date which shows the last 2 digits of year, month, and day of an officer's birth.
<table>
<thead>
<tr>
<th>ENTRY NAME: DATE OF FIRST COMMISSION</th>
<th>OMF ITEM NO.: 016</th>
</tr>
</thead>
<tbody>
<tr>
<td>OMF CODE: COMMYR</td>
<td>COLUMN(S) 1821-1822</td>
</tr>
<tr>
<td>COMMMO</td>
<td>1823-1824</td>
</tr>
<tr>
<td>DEFINITION: A four-digit date (last 2 digits of year and month) which indicates the acceptance and oath date of an officer’s first naval commission.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ENTRY NAME: DATE OF GAIN TO ACTIVE DUTY - INITIAL</th>
<th>OMF ITEM NO.: 017</th>
</tr>
</thead>
<tbody>
<tr>
<td>OMF CODE: GAINYR</td>
<td>COLUMN(S) 1825-1826</td>
</tr>
<tr>
<td>GAINMO</td>
<td>1827-1828</td>
</tr>
<tr>
<td>DEFINITION: A four-digit date (last two digits of year and month) which indicates when an officer reported for his first tour of active duty.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ENTRY NAME: DATE OF RANK</th>
<th>OMF ITEM NO.: 018</th>
</tr>
</thead>
<tbody>
<tr>
<td>OMF CODE: RANKYR</td>
<td>COLUMN(S) 1830-1831</td>
</tr>
<tr>
<td>RANKMO</td>
<td>1832-1833</td>
</tr>
<tr>
<td>DEFINITION: A four-digit date (last two digits of year and month) of an officer’s date of rank in his PRESENT GRADE.</td>
<td></td>
</tr>
</tbody>
</table>

NOTES:

Nine (9999999999) may be recorded for officers whose date of rank is temporarily undetermined.
ENTRY NAME: DECORATIONS CODE  
OMF ITEM NO.: 019

OMF CODE: DECOCODE  
COLUMN(S) 1835

DEFINITION: A one-digit code reflecting the Navy decoration with the highest precedence awarded an officer. Decorations by other services and governments are not included.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Medal of Honor</td>
</tr>
<tr>
<td>2</td>
<td>Navy Cross</td>
</tr>
<tr>
<td>3</td>
<td>Distinguished Service Medal</td>
</tr>
<tr>
<td>4</td>
<td>Silver Star Medal</td>
</tr>
<tr>
<td>5</td>
<td>Legion of Merit</td>
</tr>
<tr>
<td>6</td>
<td>Distinguished Flying Cross</td>
</tr>
<tr>
<td>7</td>
<td>Navy and Marine Corps Medal</td>
</tr>
<tr>
<td>8</td>
<td>Bronze Star Medal</td>
</tr>
<tr>
<td>9</td>
<td>Meritorious Service Award</td>
</tr>
<tr>
<td>0</td>
<td>Air Medal</td>
</tr>
</tbody>
</table>
ENTRY NAME: DEPENDENCY CODE
PRIMARY

OMF CODE: DEPEND1
COLUMN(S) 1836

OMF ITEM NO.: 020

DEFINITION: A one-position alphanumeric code where the primary dependent is defined as any person who bears to a member of the uniformed services any of the following relationships:

1. Lawful spouse
2. An unmarried child (including any of the following categories of children is such child is dependent on the member; a stepchild, an adopted child, or an illegitimate child whose alleged member-father has been judicially decreed to be the father of the child in writing by the member) who either:
   A. is under 21 years of age; or
   B. is incapable of self-support because of a mental or physical incapacity and is in fact dependent on the member for over one-half of his/her support.
3. The husband of a female member of the uniformed services is such dependent can prove that he is fact dependent on the female member for over half of his support.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>No primary dependents</td>
<td>A</td>
<td>1 dependent child</td>
</tr>
<tr>
<td>1</td>
<td>Spouse</td>
<td>B</td>
<td>2 dependent children</td>
</tr>
<tr>
<td>2</td>
<td>Spouse &amp; 1 dependent child</td>
<td>C</td>
<td>3 dependent children</td>
</tr>
<tr>
<td>3</td>
<td>Spouse &amp; 2 dependent children</td>
<td>D</td>
<td>4 dependent children</td>
</tr>
<tr>
<td>4</td>
<td>Spouse &amp; 3 dependent children</td>
<td>E</td>
<td>5 dependent children</td>
</tr>
<tr>
<td>5</td>
<td>Spouse &amp; 4 dependent children</td>
<td>F</td>
<td>6 dependent children</td>
</tr>
<tr>
<td>6</td>
<td>Spouse &amp; 5 dependent children</td>
<td>G</td>
<td>7 dependent children</td>
</tr>
<tr>
<td>7</td>
<td>Spouse &amp; 6 dependent children</td>
<td>H</td>
<td>8 or more dependent children</td>
</tr>
<tr>
<td>8</td>
<td>Spouse &amp; 7 dependent children</td>
<td>K</td>
<td>Married (no primary dependents)*</td>
</tr>
<tr>
<td>9</td>
<td>Spouse &amp; 8 or more dependent children</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Used to identify service members married to other service members.
ENTRY NAME: DEPENDENCY CODE
SECONDARY
OMF ITEM NO.: 021

OMF CODE: DEPEND2
COLUMN(S) 1837

DEFINITION: A one-position alphanumeric code which defines the dependency of a parent (includes step-parent, parent by adoption, or someone who has stood in loco parentis to the member at any time for a continuous period of at least 5 years before said member became 21 years of age) upon the service member.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>No dependent parent</td>
</tr>
<tr>
<td>J</td>
<td>1 dependent parent</td>
</tr>
<tr>
<td>S</td>
<td>2 dependent parents</td>
</tr>
</tbody>
</table>
ENTRY NAME: DESIGNATOR  
OMF ITEM NO.: 022

OMF CODE: DESIGOMF  
COLUMN(S) 1838-1841

DEFINITION: A four-digit numeric code used to categorize officers for accounting purposes and statistical purposes.

1. The first three digits are used to indicate an officer's billet or designation (for a listing of officer designator codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix B).

2. The fourth digit indicates an officer's grade or status.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>An officer of the regular Navy whose permanent grade is ensign or above.</td>
</tr>
<tr>
<td>1</td>
<td>An officer of the regular Navy whose permanent status is Warrant Officer.</td>
</tr>
<tr>
<td>2</td>
<td>A temporary officer of the regular Navy whose permanent status is enlisted.</td>
</tr>
<tr>
<td>3</td>
<td>An officer of the regular Navy who is on the retired list.</td>
</tr>
<tr>
<td>4</td>
<td>An officer of the Naval Reserve whose permanent grade is enlisted.</td>
</tr>
</tbody>
</table>

ENTRY NAME: DESIGNATOR - PENDING  
OMF ITEM NO.: 023

OMF CODE: DESIGPEN  
COLUMN(S) 1842-1844

DEFINITION: A three-digit code which indicates a change to the high order position of an officer's designator which will become effective upon his detachment from his current duty station.

NOTES:

Please refer to the MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix B.
### ENTRY NAME: DESIGNATOR CHANGE

#### HISTORY - DATE

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>DESCH1YR</td>
<td>1845-1846</td>
</tr>
<tr>
<td>DESCH1MO</td>
<td>1847-1848</td>
</tr>
<tr>
<td>DESCH2YR</td>
<td>1849-1850</td>
</tr>
<tr>
<td>DESCH2MO</td>
<td>1851-1852</td>
</tr>
</tbody>
</table>

**DEFINITION:** A four-digit date (last two digits of year and month) indicating the date an officer's designator was changed. A maximum of two designator change dates are recorded (DESCH1YR and DESCH1MO describe the most recent designator change date).

### ENTRY NAME: DESIGNATOR CHANGE

#### HISTORY - DESIGNATOR

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>DESCH1</td>
<td>1853-1856</td>
</tr>
<tr>
<td>DESCH2</td>
<td>1857-1860</td>
</tr>
</tbody>
</table>

**DEFINITION:** A four-digit numeric code used to categorize officers for accounting and statistical purposes. Designators previously assigned to an officer are recorded in these fields. A maximum of two previous designators may be recorded (DESCH1 describes the most recent designator change.

**NOTES:**

Designators 139X and 19XX will be deleted when space is required for other designators.
**ENTRY NAME: DISTRIBUTION GRADE**

**OMF ITEM NO.: 026**

**OMF CODE: DISGRADE**

**COLUMN(S) 1861**

**DEFINITION:** A one-position alphanumeric code which identifies the officer grade required for the billet currently occupied. The officer's grade can be actual or selected.

<table>
<thead>
<tr>
<th>Code</th>
<th>Grade</th>
<th>Pay Grade</th>
<th>Abbr.</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Fleet Admiral</td>
<td>012*</td>
<td>FADM</td>
</tr>
<tr>
<td>B</td>
<td>Admiral</td>
<td>010</td>
<td>ADM</td>
</tr>
<tr>
<td>C</td>
<td>Vice Admiral</td>
<td>09</td>
<td>VADM</td>
</tr>
<tr>
<td>D</td>
<td>Rear Admiral</td>
<td>08</td>
<td>RDMU</td>
</tr>
<tr>
<td>E</td>
<td>Rear Admiral (lower half)</td>
<td>07</td>
<td>RAML</td>
</tr>
<tr>
<td>G</td>
<td>Captain</td>
<td>06</td>
<td>CAPT</td>
</tr>
<tr>
<td>H</td>
<td>Commander</td>
<td>05</td>
<td>CDR</td>
</tr>
<tr>
<td>I</td>
<td>Lieutenant Commander</td>
<td>04</td>
<td>LCDR</td>
</tr>
<tr>
<td>J</td>
<td>Lieutenant</td>
<td>03</td>
<td>LT</td>
</tr>
<tr>
<td>K</td>
<td>Lieutenant (junior grade)</td>
<td>02</td>
<td>LTJG</td>
</tr>
<tr>
<td>L</td>
<td>Ensign</td>
<td>01</td>
<td>ENS</td>
</tr>
<tr>
<td>M</td>
<td>Chief Warrant Officer-4</td>
<td>W4</td>
<td>CWO4</td>
</tr>
<tr>
<td>N</td>
<td>Chief Warrant Officer-3</td>
<td>W3</td>
<td>CWO3</td>
</tr>
<tr>
<td>O</td>
<td>Chief Warrant Officer-2</td>
<td>W2</td>
<td>CWO2</td>
</tr>
</tbody>
</table>

*Paygrade 012 is used here (vice paygrade 011) since paygrade 011 reflects an Admiral (paygrade 010) serving in certain billets for which additional pay is authorized (e.g., CNO, Chairman JCS).*
ENTRY NAME: DISTRIBUTION GRADE
OMF ITEM NO.: 027
PENDING
OMF CODE: PNDGRADE
COLUMN(S) 1862

DEFINITION: A one-position alphanumeric code which identifies the grade required for a billet that an officer has been ordered to. Grade of officer can be either current or selected.

NOTES:
For codes, see OMF Item NO.: 026, Distribution Grade (DISGRADE).

ENTRY NAME: EDUCATION - COLLEGE NAME
OMF ITEM NO.: 028
OMF CODE: COLLEGE1 COLUMN(S) 1863-1872
COLLEGE2 1873-1882

DEFINITION: A maximum ten alpha characters used to indicate the name of a school that an officer attended. School names are recorded only when education is above the high school level. A maximum of two college names may be recorded in an officer’s record (COLLEGE1 describes the most recent school attended.

NOTES:
For listing of schools, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Appendix D.
ENTRY NAME: EDUCATION - LEVEL

OMF CODE: EDLEVEL1
EDLEVEL2

COLUMN(S) 1883 1884

OMF ITEM NO.: 029

DEFINITION: A one-digit code used to reflect the level of an officer's educational achievement. A maximum of two degrees achieved may be recorded in an officer's record (EDLEVEL1 describes the most recent degree achieved).

<table>
<thead>
<tr>
<th>Level Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Less than high school.</td>
</tr>
<tr>
<td>1</td>
<td>High School Graduate or high school level General Educational Development (GED) certificate.</td>
</tr>
<tr>
<td>2</td>
<td>Less than 2 years of college.</td>
</tr>
<tr>
<td>3</td>
<td>Two years of college credit, but less than 3 years.</td>
</tr>
<tr>
<td>4</td>
<td>Three or more years of undergraduate college credit, no bachelor's degree awarded; or a degree from a non-accredited school.</td>
</tr>
<tr>
<td>5</td>
<td>A minimum of 18 hours toward a master's degree, no degree awarded and no prior bachelor's degree has been earned.</td>
</tr>
<tr>
<td>6</td>
<td>PROF Baccalaureate degree or certain first professional degree (e.g., Law, Theology, Optometry, etc.)</td>
</tr>
<tr>
<td>7</td>
<td>Baccalaureate degree and a minimum of 18 hours toward a master's degree.</td>
</tr>
<tr>
<td>8</td>
<td>Master's degree or selected second professional degree.</td>
</tr>
<tr>
<td>R</td>
<td>Post-master's degree. Degree beyond the master's level but less than doctorate.</td>
</tr>
<tr>
<td>9</td>
<td>Doctor's degree, Ph.D or equivalent in selected fields.</td>
</tr>
</tbody>
</table>
ENTRY NAME: EDUCATION - MAJOR
OMF ITEM NO.: 030

OMF CODE: EDMAJOR1
EDMAJOR2

COLUMNS 1885-1886
1887-1888

DEFINITION: A two-digit code used to reflect the major field of study if officer's record indicates more than two years of college. A maximum of two major fields of study may be recorded in an officer's record (EDMAJOR1 describes the most recent major field of study).

NOTES:

For listing of major codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, Officer Data Card, Appendix D.

ENTRY NAME: EDUCATION - SPONSOR
OMF ITEM NO.: 031

OMF CODE: EDSPN1 (EDYEAR1)
EDSPN2 (EDYEAR2)

COLUMNS 1889
1890

DEFINITION: A one-character alpha code used to identify Navy-sponsored graduate or advanced courses and special programs. A maximum of two courses or programs may be recorded in an officer's record (EDSPN1 describes the most recent course or program attended).

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Immediate Graduate Education Program (IGEP)</td>
</tr>
<tr>
<td>N</td>
<td>Navy-sponsored graduate or advanced courses</td>
</tr>
<tr>
<td>E</td>
<td>Navy-enlisted Scientific Educational Program (NESEP)</td>
</tr>
<tr>
<td>B</td>
<td>Junior Line Officer Advanced Scientific Educational Program (BURKE)</td>
</tr>
<tr>
<td>Z</td>
<td>Designated CNO Scholar</td>
</tr>
<tr>
<td>G</td>
<td>Advanced Education Program</td>
</tr>
</tbody>
</table>

P-17
ENTRY NAME: EDUCATION - YEAR COMPLETED OMF ITEM NO.: 032

OMF CODE: EDCOMYR1
EDCOMYR2

COLUMN(S) 1891-1892
1893-1894

DEFINITION: A two-digit code (last two digits of year) which indicate the year a degree was awarded or the last year of attendance. A maximum of two dates may be recorded in an officer's record (EDYEAR1 describes the most recent date a degree was awarded or year of attendance.

ENTRY NAME: EDUCATION HISTORY OMF ITEM NO.: 033

OMF CODE: PGDECLYR
PGDECLMO

COLUMN(S) 1895-1896
1897-1898

DEFINITION: A four-position date (year and month) indicating the date an officer declined postgraduate education.

ENTRY NAME: EDUCATION HISTORY OMF ITEM NO.: 034

OMF CODE: PGDECIND

COLUMN(S) 1899

DEFINITION: A one-position alpha indicator which signifies that an officer, selected for a postgraduate education program, declined selection. Recorded code explains the reason for the declination.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>No reason stated</td>
</tr>
<tr>
<td>O</td>
<td>Obligated Service requirement unacceptable</td>
</tr>
<tr>
<td>R</td>
<td>Impending RAD or resignation</td>
</tr>
<tr>
<td>C</td>
<td>Other curriculum more desirable</td>
</tr>
<tr>
<td>D</td>
<td>Delay in attendance desired</td>
</tr>
<tr>
<td>M</td>
<td>Miscellaneous</td>
</tr>
</tbody>
</table>

P-18
ENTRY NAME: EDUCATION HISTORY
YEAR LAST SELECTED
OMF ITEM NO.: 035
OMF CODE: LASTPGYR
LASTPGF1
COLUMN(S) 1900-1901

DEFINITION: A three-position code which indicates the fiscal year for which an officer was last selected for an education program. Code consists of last two digits of fiscal year and a one-position numeral indicating first or second half of fiscal year.

ENTRY NAME: EDUCATION PREFERENCE
DATE
OMF ITEM NO.: 036
OMF CODE: EDPREFYR
EDPREFMO
COLUMN(S) 1903
1904-1905

DEFINITION: A three-position date (year, month - YMM format) which is the date the Officer Preference and Personnal Information Card (NAVPERS 1301/1) was submitted by the officer. It is the "as of" date for data elements Education Preference - Curricula and Education Preference - Does Not Desire.

ENTRY NAME: EDUCATION PREFERENCE
DOES NOT DESIRE
OMF ITEM NO.: 037
OMF CODE: EDNODES
COLUMN(S) 1907

DEFINITION: A one-position indicator which indicates that an officer has submitted a preference card to show that he does not desire graduate or undergraduate education. Indicator is "X" when present.
<table>
<thead>
<tr>
<th>ENTRY NAME: ESTIMATED LOSS CODE</th>
<th>OMF ITEM NO.: 038</th>
</tr>
</thead>
<tbody>
<tr>
<td>OMF CODE: ELC</td>
<td>COLUMN(S) 1908</td>
</tr>
</tbody>
</table>

**DEFINITION:** A one-character alpha code which indicates the reason for an officer’s pending loss from naval officer strength, or indicates that an officer has actually been separated from active naval service.

**NOTES:**
For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 15.

<table>
<thead>
<tr>
<th>ENTRY NAME: ESTIMATED LOSS CODE (PENDING)</th>
<th>OMF ITEM NO.: 039</th>
</tr>
</thead>
<tbody>
<tr>
<td>OMF CODE: ELCPEND</td>
<td>COLUMN(S) 1909</td>
</tr>
</tbody>
</table>

**DEFINITION:** A one-character alpha code identifying the reason for an officer pending loss from naval officer strength. This code is applied to the pending segment of an officer’s record when orders are processed.

**NOTES:**
For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 15.

<table>
<thead>
<tr>
<th>ENTRY NAME: ESTIMATED LOSS DATE</th>
<th>OMF ITEM NO.: 040</th>
</tr>
</thead>
<tbody>
<tr>
<td>OMF CODE: ELDYR</td>
<td>COLUMN(S) 1910-1911</td>
</tr>
<tr>
<td></td>
<td>1912-1913</td>
</tr>
<tr>
<td></td>
<td>1914-1915</td>
</tr>
</tbody>
</table>

**DEFINITION:** A six-digit date (year, month, and day) indicating the estimated date that an officer will be a loss to active naval service or the date of actual loss.
ENTRY NAME: ESTIMATED LOSS DATE PENDING
OMF ITEM NO.: 041
OMF CODE: ELDPENYR
ELDPENMO
COLUMN(S) 1916-1917
1918-1919
DEFINITION: A four-digit date (last two digits of year and month) indicating the estimated date that an officer will be a loss to active naval service. This date is applied to the pending segment of an officer’s record when orders are processed.

ENTRY NAME: FROCKING INDICATOR
OMF ITEM NO.: 042
OMF CODE: FROCKING
COLUMN(S) 1920
DEFINITION: A one-position alphabetic code which indicates the grade in which an officer is serving, having been authorized to serve in a higher grade without pay or promotion.

NOTES:
Code is similar to that for Grade Code.

ENTRY NAME: LOSS CODE - BUPERS
OMF ITEM NO.: 043
OMF CODE: LOSSCODE
COLUMN(S) 1921-1923
DEFINITION: A three-digit numeric code which indicates type of loss from active officer strength.

NOTES:
For listing of codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-122.
**ENTRY NAME: MINIMUM SERVICE REQUIREMENT**

<table>
<thead>
<tr>
<th>OMF ITEM NO.</th>
<th>044</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>MINREQYR</th>
<th>MINREQMO</th>
</tr>
</thead>
</table>

**COLUMN(S)** 1924-1925 1926-1927

**DEFINITION:** A four-digit date (year and month) which is the date an officer will fulfill or has fulfilled his minimum service obligation as determined by source of commission or by entry on a training/education program which carries an additional service obligation.

---

**ENTRY NAME: NAVAL FLIGHT OFFICER DESIGNATION DATE**

<table>
<thead>
<tr>
<th>OMF ITEM NO.</th>
<th>045</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>NFODEGYR</th>
<th>NFODEGMO</th>
</tr>
</thead>
</table>

**COLUMN(S)** 1928-1929 1930-1931

**DEFINITION:** A four-digit date (last digits of year and month) which indicated the date that the officer was designated as qualified to perform the duties of a naval flight officer.
## ENTRY NAME: NAVAL OFFICER BILLET CLASSIFICATION CODE

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOBC1</td>
<td>1932-1935</td>
</tr>
<tr>
<td>NOBC2</td>
<td>1936-1939</td>
</tr>
<tr>
<td>NOBC3</td>
<td>1940-1943</td>
</tr>
<tr>
<td>NOBC4</td>
<td>1944-1947</td>
</tr>
<tr>
<td>NOBC5</td>
<td>1948-1951</td>
</tr>
<tr>
<td>NOBC6</td>
<td>1952-1955</td>
</tr>
<tr>
<td>NOBC7</td>
<td>1956-1959</td>
</tr>
</tbody>
</table>

**DEFINITION:** A four digit code which identifies a qualification acquired by an officer by virtue of serving in a billet identified by that code in a manpower authorization. A maximum of seven may be recorded in an officer’s record (NOBC1 is most recent qualification acquired).

**NOTES:**

For listing of codes, refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix A.

## ENTRY NAME: NAVAL OFFICER BILLET CLASSIFICATION COUNTER

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOBCOUNT</td>
<td>1960-1965</td>
</tr>
</tbody>
</table>

**DEFINITION:** A six-position counter which indicates the number of Naval Officer Billet Classifications recorded in the officer record.
ENTRY NAME: NAVAL OFFICER BILLET
CLASSIFICATION KEY

OMF ITEM NO.: 048

OMF CODE: NOBCKEY1
NOBCKEY2
NOBCKEY3
NOBCKEY4
NOBCKEY5
NOBCKEY6
NOBCKEY7

COLUMN(S) 1966
1967
1968
1969
1970
1971
1972

DEFINITION: A one-character alpha code used to relate a Naval Officer Billet Classification to the duty station at which qualification was obtained.

Code Related to:
A, B, and C Past Duty Station 1
D, E, and F Past Duty Station 2
G, H, and I Past Duty Station 3
J, K, and L Past Duty Station 4
M, N, and O Past Duty Station 5
P, Q, and R Past Duty Station 6
S, T, and U Past Duty Station 7

ENTRY NAME: NAVAL OFFICER BILLET
CLASSIFICATION - MONTHS

OMF ITEM NO.: 049

OMF CODE: NOBCM0N1
NOBCM0N2
NOBCM0N3
NOBCM0N4
NOBCM0N5
NOBCM0N6
NOBCM0N7

COLUMN(S) 1973-1974
1975-1976
1977-1978
1979-1980
1981-1982
1983-1984
1985-1986

DEFINITION: A two-digit code indicating the number of months an officer held a billet which resulted in recording a Naval Officer Billet Classification in his record. Naval Officer Billet Classifications are deleted if the number of months the billet was held was four months or less.
**ENTRY NAME: NAVAL OFFICER BILLET CLASSIFICATION STATION CODE**

**OMF ITEM NO.: 050**

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOBCSTA1</td>
<td>1987-1989</td>
</tr>
<tr>
<td>NOBCSTA2</td>
<td>1990-1992</td>
</tr>
<tr>
<td>NOBCSTA3</td>
<td>1993-1995</td>
</tr>
<tr>
<td>NOBCSTA4</td>
<td>1996-1998</td>
</tr>
<tr>
<td>NOBCSTA5</td>
<td>1999-2001</td>
</tr>
<tr>
<td>NOBCSTA6</td>
<td>2002-2004</td>
</tr>
<tr>
<td>NOBCSTA7</td>
<td>2005-2007</td>
</tr>
</tbody>
</table>

**DEFINITION:** A three-character alphanumeric code which identifies the types of activities where experience and qualifications were acquired by a naval officer.

**NOTES:**

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix A.

---

**ENTRY NAME: OCCUPATION CODE**

**OMF ITEM NO.: 051**

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OCCUCODE</td>
<td>2008</td>
</tr>
</tbody>
</table>

**DEFINITION:** A one-position alpha code which groups officers according to occupational specialty (surface/submarine).

**NOTES:**

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 97.
ENTRY NAME: OFFICER ACCESSION CODE  
OMF ITEM NO.: 052
OMF CODE: OFFACCES  
COLUMN(S) 2009
DEFINITION: A one-position code which indicates an officer's initial gain as permanent duty.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>TAC Source is from activities other than NFC</td>
</tr>
<tr>
<td>C</td>
<td>TAC source is NFC</td>
</tr>
<tr>
<td>(blank)</td>
<td>Individual not yet on permanent duty</td>
</tr>
</tbody>
</table>

ENTRY NAME: PAST DUTY STATION COUNTER  
OMF ITEM NO.: 053
OMF CODE: PDSCOUNT  
COLUMN(S) 2010-2015
DEFINITION: A counter which indicates the number of Past Duty Stations recorded in an officer's record.

ENTRY NAME: PAST DUTY STATION DEPLOYMENT DURATION  
OMF ITEM NO.: 054
OMF CODE: PDSUR1  
COLUMN(S) 2016-2017
PDSUR2  
2018-2019
PDSUR3  
2020-2021
PDSUR4  
2022-2023
PDSUR5  
2024-2025
PDSUR6  
2026-2027
PDSUR7  
2028-2029
PDSUR8  
2030-2031

DEFINITION: Two digits which indicate the total number of months that an officer was deployed at a past duty station. Only periods of deployment in excess of 30 consecutive days are recorded (PDSUR1 describes the most recent past duty station.)
**ENTRY NAME:** PAST DUTY STATION  
**FROM DATE**  

**OMF CODE:**  
- PDSFRYR1  
- PDSFRMO1  
- PDSFRYR2  
- PDSFRMO2  
- PDSFRYR3  
- PDSFRMO3  
- PDSFRYR4  
- PDSFRMO4  
- PDSFRYR5  
- PDSFRMO5  
- PDSFRYR6  
- PDSFRMO6  
- PDSFRYR7  
- PDSFRMO7  
- PDSFRYR8  
- PDSFRMO8  

**COLUMN(S):**  
- 2032-2033  
- 2034-2035  
- 2036-2037  
- 2038-2039  
- 2040-2041  
- 2042-2043  
- 2044-2045  
- 2046-2047  
- 2048-2049  
- 2050-2051  
- 2052-2053  
- 2054-2055  
- 2056-2057  
- 2058-2059  
- 2060-2061  
- 2062-2063  

**DEFINITION:** A four-digit date (last two digits of year and month) which indicates when an officer reported to a duty station. (PDSFRYR1 and PDSFRMO1 describe the most recent reporting date.)

---

**ENTRY NAME:** PAST DUTY STATION  
**TO DATE**  

**OMF CODE:**  
- PDSTOYR1  
- PDSTOMO1  
- PDSTOYR2  
- PDSTOMO2  
- PDSTOYR3  
- PDSTOMO3  
- PDSTOYR4  
- PDSTOMO4  
- PDSTOYR5  
- PDSTOMO5  
- PDSTOYR6  
- PDSTOMO6  
- PDSTOYR7  
- PDSTOMO7  
- PDSTOYR8  
- PDSTOMO8  

**COLUMN(S):**  
- 2064-2065  
- 2066-2067  
- 2068-2069  
- 2070-2071  
- 2072-2073  
- 2074-2075  
- 2076-2077  
- 2078-2079  
- 2080-2081  
- 2082-2083  
- 2084-2085  
- 2086-2087  
- 2088-2089  
- 2090-2091  
- 2092-2093  
- 2094-2095  

**DEFINITION:** A four-digit date (last two digits of year and month) indicating when an officer was detached from a duty station. The "TO DATE" for Past Duty Station 1 will be blank.
ENTRY NAME: PAST DUTY STATION
TYPE ASSIGNMENT

OMF CODE: PDSTYPE1  COLUMN(S) 2096
           PDSTYPE2  2097
           PDSTYPE3  2098
           PDSTYPE4  2099
           PDSTYPE5  2100
           PDSTYPE6  2101
           PDSTYPE7  2102
           PDSTYPE8  2103

DEFINITION: A one-character alpha code indicating whether an officer was serving for rotational purposes at sea; shore or overseas while attached to a duty station.

NOTES:

For listing of codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-155.
ENTRY NAME: PRECEDENCE GROUP CODE

OMF CODE: PRECGRP

COLUMN(S) 2104

DEFINITION: A one-character code prefixed to the precedence number which indicates an officer's promotion group and implies the public law which governs his promotion.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>L</td>
<td>Lineal list officer and women other than designator 1XXX or 3XXX.</td>
</tr>
<tr>
<td>M</td>
<td>Bandmaster</td>
</tr>
<tr>
<td>N</td>
<td>USN Warrant officer (including women)</td>
</tr>
<tr>
<td>P</td>
<td>USNR Warrant officer (including women)</td>
</tr>
<tr>
<td>R</td>
<td>Retired officer on active duty (including WAVES)</td>
</tr>
<tr>
<td>T</td>
<td>TAR officer (including women and warrant officer TARs)</td>
</tr>
<tr>
<td>W</td>
<td>USN women (other than warrant officers) with designators 1XX0 or 3XX0</td>
</tr>
<tr>
<td>Y</td>
<td>USNR women (other than warrant officers or TARs) with designators 1XX5 or 3XX5</td>
</tr>
<tr>
<td>Z</td>
<td>Temporarily active duty officer</td>
</tr>
</tbody>
</table>

ENTRY NAME: PRECEDENCE NUMBER

OMF CODE: PRECNUMB

COLUMN(S) 2105-2112

DEFINITION: An eight-digit number assigned to an officer indicating his position on the precedence list of officers on active duty in the Navy. The last two digits of the number, called the subnumber, are used for insertions. The following officers are not indicated on the precedence list; newly commissioned ensigns during first six months of commissioned service; retired officers on active duty; and, officers on temporary active duty.

NOTES:

Precedence number/subnumber will be zeros for retired officers on active duty and TEMACDUs (Codes R and Z).
ENTRY NAME: PREVIOUS MILITARY SERVICE  OMF ITEM NO.: 060
(MONTHS)

OMF CODE: MILTSERV                    COLUMN(S) 2113-2115

DEFINITION: A three-digit number indicating total number of months of ACTIVE PREVIOUS MILITARY SERVICE in enlisted, warrant, and/or commissioned status regardless of branch of service. Does not include training duty, duty as a cadet, OCS, college programs, etc. Number of months in foreign service is not entered.

ENTRY NAME: PRIMARY AERONAUTICAL DESIGNATION  OMF ITEM NO.: 061

OMF CODE: PRIAWODE                    COLUMN(S) 2116

DEFINITION: A one-character alphanumeric code which identifies an officer's aviation specialty.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Naval aviator (HTA)</td>
</tr>
<tr>
<td>3</td>
<td>Naval flight officer</td>
</tr>
<tr>
<td>4</td>
<td>Technical observer</td>
</tr>
<tr>
<td>5</td>
<td>Naval flight meteorologist</td>
</tr>
<tr>
<td>7</td>
<td>Student naval flight officer</td>
</tr>
<tr>
<td>8</td>
<td>Aviation ground officer</td>
</tr>
<tr>
<td>9</td>
<td>Student naval aviator</td>
</tr>
<tr>
<td>A</td>
<td>Naval aviator (medical officer)</td>
</tr>
<tr>
<td>E</td>
<td>Naval technical observer (aviation medical examiner)</td>
</tr>
<tr>
<td>M</td>
<td>Naval technical observer (aviation physiologist and aviation psychologist)</td>
</tr>
<tr>
<td>S</td>
<td>Naval aviation observer (flight surgeon)</td>
</tr>
</tbody>
</table>

P-30
**ENTRY NAME:** PRIMARY AERONAUTICAL DESIGNATION - PENDING  
**OMF ITEM NO.:** 062

**OMF CODE:** PRIAWOPN  
COLUMN(S) 2117

**DEFINITION:** A one-character alphanumeric code which indicates that an officer's aviation specialty will be at the activity to which he is a pending gain.

**NOTES:**

For codes, please refer to OMF Item No.: 061, Primary Aeronautical Designation (PRIAWODE).

---

**ENTRY NAME:** PROJECTED ROTATION DATE  
**OMF ITEM NO.:** 063

**OMF CODE:** PRDYR  
PRDMO  
COLUMN(S) 2118-2119  
2120-2121

**DEFINITION:** A four-digit date (last two digits of year and month) indicating when officer planned for rotation from present activity: 9912 indicates officer is in a missing or other indeterminate status.

---

**ENTRY NAME:** PROJECT ROTATION DATE PREVIOUS  
**OMF ITEM NO.:** 064

**OMF CODE:** PRDPRYR  
PRDPRMO  
COLUMN(S) 2122-2123  
2124-2125

**DEFINITION:** A four-digit date (last two digits of year and month) which is the planned date of detachment from a tour of duty just completed. This date is copied from Projected Rotation Date - Pending at the time of an officer's detachment from a toured duty assignment.
<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>WARRANTYR</td>
<td>2126-2127</td>
<td>Six-digit dates (last two digits of year, month, and day) showing dates of rank for each grade an officer has held. For warrant officer this will be date of rank for first commissioned warrant officer grade (W2 through W4). For flag it will be date of rank for first flag grade held. Asterisks in fields lower than the officer’s present grade indicate that the officer never held that grade.</td>
</tr>
</tbody>
</table>
ENTRY NAME: PROMOTION STATUS
OMF ITEM NO.: 066
OMF CODE: PROMSTAT
COLUMN(S) 2168-2171

DEFINITION: A maximum four-character code indicating an officer's selection or failure of selection for promotion to the next grade higher than his present grade.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>Indicates officer has been selected or the next higher grade. This is followed by a single digit year code to indicate the fiscal year the selection was made.</td>
</tr>
<tr>
<td>F</td>
<td>Indicates officer has failed selection. This is followed by a single digit year code for each fiscal year of failure up to a maximum of three years. In the event of more than three failures the last three years will be shown.</td>
</tr>
<tr>
<td>X</td>
<td>Indicates an officer in the grade of ensign who has not been promoted normally to LTJG in accordance with the provisions of SECNAVINST 1412.6D.</td>
</tr>
<tr>
<td>L</td>
<td>CWO selected for LDO.</td>
</tr>
</tbody>
</table>

NOTES:

1. When an officer who has previously failed selection is selected, all failure information will be erased from his record and replaced by selection code and year.

2. This element will be blank for an officer who has not been considered by a selection board in his present grade.
ENTRY NAME: RACE

OMF ITEM NO.: 067

OMF CODE: RACE

COLUMN(S) 2172

DEFINITION: A one-digit code identifying an officer's race.

<table>
<thead>
<tr>
<th>Code</th>
<th>Race/Pop Group Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>C</td>
<td>White (Caucasoid)</td>
</tr>
<tr>
<td>N</td>
<td>Black (Negroid of African)</td>
</tr>
<tr>
<td>M</td>
<td>Yellow (Asian/Mongoloid)</td>
</tr>
<tr>
<td>R</td>
<td>Red (American Indian)</td>
</tr>
<tr>
<td>X</td>
<td>Other</td>
</tr>
<tr>
<td>Z</td>
<td>Unknown</td>
</tr>
</tbody>
</table>

ENTRY NAME: RESIGNATION-DATE RECEIVED

OMF ITEM NO.: 068

OMF CODE: RESIGYR

COLUMN(S) 2173-2174

RESIGMO 2175-2176

DEFINITION: A four-digit (year and month) date that indicates when an officer's request for resignation forwarded via official channels, is received by the Chief of Naval Personnel for endorsement.

ENTRY NAME: SEA/SHORE CODE

OMF ITEM NO.: 069

OMF CODE: SEACODE

COLUMN(S) 2177

DEFINITION: A one-position code designating the type of duty an officer is serving under at the activity to which currently attached for duty or TEMDU.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Shore duty</td>
</tr>
<tr>
<td>2</td>
<td>Sea duty</td>
</tr>
<tr>
<td>3</td>
<td>Overseas shore duty</td>
</tr>
<tr>
<td>4</td>
<td>Nonrotated sea duty</td>
</tr>
<tr>
<td>5</td>
<td>Neutral duty</td>
</tr>
<tr>
<td>6</td>
<td>Preferred overseas shore duty</td>
</tr>
</tbody>
</table>
ENTRY NAME: **SEPARATION REASON CODE**  
OMF ITEM NO.: 070

OMF CODE: SEPREAS  
COLUMN(S) 2178

**DEFINITION:** A one-position alphanumeric code which defines the reason for separation.

**NOTES:**

For codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-200 - 1-200.1.

---

ENTRY NAME: **SERVICE COLLEGE (JR) OMF ITEM NO.: 071**

OMF CODE: JRCOLLEGE  
COLUMN(S) 2179-2180

**DEFINITION:** A two-position alphanumeric code which represents the junior service college or alternate order of merit for which an officer is selected. This code is not always utilized by the Service College Selection Board.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>NC</td>
<td>Naval War College (C&amp;S)</td>
</tr>
<tr>
<td>MC</td>
<td>USMC (C&amp;S)</td>
</tr>
<tr>
<td>XX</td>
<td>Other</td>
</tr>
<tr>
<td>2 digits</td>
<td>Alternate Order of Merit</td>
</tr>
<tr>
<td>(blank)</td>
<td>URL or Supply Corps School</td>
</tr>
</tbody>
</table>

---

ENTRY NAME: **SERVICE COLLEGE (JR) FISCAL YEAR ELIGIBLE**  
OMF ITEM NO.: 072

OMF CODE: JCELIGFR  
COLUMNS(S) 2181
JCELIGTO  
2182

**DEFINITION:** A two-position alphanumeric code representing the last digit of the fiscal years during which a selectee is eligible to attend junior service college (example:

- 28 = eligible to attend between fiscal '72 and '78
- 3X = eligible to attend only during fiscal '73).

P-35
ENTRY NAME: SERVICE COLLEGE (JR) OMF ITEM NO.: 073
FISCAL YEAR SELECTED

OMF CODE: JCSELEC COLUMN(S) 2183

DEFINITION: A one-position numeric code which indicates the fiscal year in which an officer was selected for attendance at a junior service college. Code is the last position of a fiscal year.

ENTRY NAME: SERVICE COLLEGE (JR) OMF ITEM NO.: 074
SELECTEE STATUS

OMF CODE: JCSTAT COLUMN(S) 2184

DEFINITION: A one-position alpha code which indicates whether a junior service college program selectee was selected as a principal or alternate.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Alternate</td>
</tr>
<tr>
<td>P</td>
<td>Principal</td>
</tr>
<tr>
<td>(blank)</td>
<td>Not a selectee</td>
</tr>
</tbody>
</table>

ENTRY NAME: SERVICE COLLEGE (SR) OMF ITEM NO.: 075

OMF CODE: SRCOLLEGE COLUMN(S) 2185-2186

DEFINITION: A two-position alphanumeric code which represents the senior service college or alternate order of merit for which an officer is selected.

NOTES:

For codes, please refer to OMF Item No.: 071, Service College (JR) College (JRCOLLEGE).
**ENTRY NAME:** SERVICE COLLEGE (SR)  
**FISCAL YEAR ELIGIBLE**  
**OMF ITEM NO.:** 076

**OMF CODE:** SCELIGFR  
SCELIGTO  
**COLUMN(S):** 2187  
2188

**DEFINITION:** A two-position code representing the last digit of the fiscal years during which a selectee is eligible to attend senior service college.

**NOTES:**  
For codes, please refer to OMF Item No.: 072, Service College (JR) Fiscal Year Eligible (JCELIGFR & JCELIGTO).

---

**ENTRY NAME:** SERVICE COLLEGE (SR)  
**FISCAL YEAR SELECTED**  
**OMF ITEM NO.:** 077

**OMF CODE:** SCSELEC  
**COLUMN(S):** 2189

**DEFINITION:** A one-position numeric code which indicates the fiscal year in which an officer was selected for attendance at a senior service college. Code is the last position of a fiscal year.

---

**ENTRY NAME:** SERVICE COLLEGE (SR)  
**SELECTEE STATUS**  
**OMF ITEM NO.:** 078

**OMF CODE:** SCSTAT  
**COLUMN(S):** 2190

**DEFINITION:** A one-position alphabetic code which indicates whether a senior service college program selectee was selected as a principal or alternate.

**NOTES:**  
For codes, please refer to OMF Item No. 074, Service College (JR) Selectee Status (JCSTAT).
ENTRY NAME: SERVICE DATE

OMF ITEM NO.: 079

OMF CODE: SERVDATE

COLUMN(S) 2191-2192

DEFINITION: Last two fiscal year digits indicating commencement of commissioned service for the purpose of determining eligibility for retention on the active list. It applies to USN officers only and is used to measure total commissioned service.

ENTRY NAME: SERVICE SCHOOL CODE

OMF ITEM NO.: 080

OMF CODE: SERVSCH1

SERVSCH2 2193-2195
SERVSCH3 2196-2198
SERVSCH4 2199-2201
SERVSCH5 2202-2204
SERVSCH5 2205-2207

DEFINITION: A three-digit code reflecting a service school which an officer successfully completed. Schools recorded are generally limited to those which are of substantial assistance in detailing and planning functions within the Bureau of Naval Personnel. A maximum of five schools may be recorded in an officer's record. Schools are recorded in descending sequence (most recent first).

NOTES:

For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Appendix C.
ENTRY NAME: SERVICE SCHOOL COMPLETION DATE
OMF ITEM NO.: 081
OMF CODE: SCHDTYR1
SCHDTMO1
SCHDTRY2
SCHDTMO2
SCHDTRY3
SCHDTMO3
SCHDTRY4
SCHDTMO4
SCHDTRY5
SCHDTMO5
COLUMN(S) 2208-2209
2210-2211
2212-2213
2214-2215
2216-2217
2218-2219
2220-2221
2222-2223
2224-2225
2226-2227
DEFINITION: A four-digit date (last two digits of year and month) indicating when an officer successfully completed a service school which is recorded in his record.

ENTRY NAME: SERVICE SCHOOL COUNTER
OMF ITEM NO.: 082
OMF CODE: SERVSCNT
COLUMN(S) 2228-2233
DEFINITION: A counter which indicates the number of service schools recorded in an officer’s record.

ENTRY NAME: SERVICE SCHOOL LENGTH/DURATION
OMF ITEM NO.: 083
OMF CODE: SERVLN1
SERVLN2
SERVLN3
SERVLN4
SERVLN5
COLUMN(S) 2234-2235
2236-2237
2238-2239
2240-2241
2242-2243
DEFINITION: Two digits (in weeks) indicating length of a service school which an officer successfully completed.

ENTRY NAME: SEX CODE
OMF ITEM NO.: 084
OMF CODE: SEXCODE
COLUMN(S) 2244
DEFINITION: A one-position alphabetic code used to identify an officer as male ("M") or female ("F").
**ENTRY NAME: SOURCE CODE**

**OMF ITEM NO.: 085**

**OMF CODE:**
- OSRCE1
- OSRCE2
- CSRCE1
- CSRCE2

**COLUMN(S)**
- 2254-2255
- 2256
- 2257-2258
- 2259

**DEFINITION:**

**Original Source Code** A three-digit numeric code which indicates the program under which an officer first received a Navy commission.

**Current Source Code** A three-digit numeric code which indicates the reason for an officer's current active naval officer service.

**NOTES:**

For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 24.

---

**ENTRY NAME: SPECIAL DESIGNATION COUNTER**

**OMF ITEM NO.: 086**

**OMF CODE:** SPECDGCT

**COLUMN(S)** 2260-2263

**DEFINITION:** A counter which indicates the number of special designations/special qualifications recorded in an officer's record.
ENTRY NAME: SUBSPECIALTY

OMF CODE: SUBSPEC1 COLUMN(S) 2264-2268
SUBSPEC2 2269-2273
SUBSPEC3 2274-2278

DEFINITION: A five-digit classification code (four numeric and one alpha digit) which identifies a subspecialty area and level of expertise established by an officer through completion of doctoral level, master’s level, or less than master’s level education; or through specialized experience and/or training. Three codes are recordable in master file.

NOTES:
For codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix E.

ENTRY NAME: SUBSPECIALTY UTILIZATION

OMF ITEM NO.: 088

HISTORY

OMF CODE: SUBUTIL1 COLUMN(S) 2279
SUBUTIL2 2280
SUBUTIL3 2281
SUBUTIL4 2282
SUBUTIL5 2283
SUBUTIL6 2284
SUBUTIL7 2285
SUBUTIL8 2286

DEFINITION: An 8-position alphabetic composite code which is used in tracking a subspecialist’s assignments upon his entry into a subspeciality community. This code is entered by the assignment officer whenever he orders a subspecialist. Codes are assigned based upon the quality of the code match between the subspecialty and the billet to which slated.
ENTRY NAME: TYPE ASSIGNMENT - PENDING  
OMF ITEM NO.: 089

OMF CODE: TYPEASGP  
COLUMN(S) 2287

DEFINITION: A one-character code which indicates the type of assignment in which an officer will be serving at the activity to which he is a pending gain.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>C</td>
<td>Serving at Sea</td>
</tr>
<tr>
<td>S</td>
<td>Serving on Shore, inside U.S. (except Alaska or Hawaii)</td>
</tr>
<tr>
<td>A</td>
<td>Serving on Shore, Alaska</td>
</tr>
<tr>
<td>H</td>
<td>Serving on Shore, Hawaii</td>
</tr>
<tr>
<td>O</td>
<td>Serving on Shore, outside U.S.</td>
</tr>
<tr>
<td>D</td>
<td>Serving on Deployed Ship or Squadron homeported outside U.S.</td>
</tr>
<tr>
<td>G</td>
<td>Serving with other non-military U.S. Government Agency in reimbursable status</td>
</tr>
</tbody>
</table>

ENTRY NAME: UNIT IDENTIFICATION CODE  
OMF ITEM NO.: 090

OMF CODE: UICA  
COLUMN(S) 2288-2292

DEFINITION: A five-position alphanumeric code which is the primary MAPMIS activity identifier. UIC is issued and maintained by the Comptroller of the Navy and is used in several major ADP systems. UIC is unique to the activity to which assigned.

NOTES:

High order position of UIC are always numeric but 5th position may be alpha.
ENTRY NAME: UNIT IDENTIFICATION CODE OMF ITEM NO.: 091
PENDING
OMF CODE: UICPN COLUMN(S) 2293-2297
DEFINITION: A non-functional five-digit activity identification unique for each activity. This UIC pertains to the activity to which an officer is pending gain.

ENTRY NAME: UNIT IDENTIFICATION CODE OMF ITEM NO.: 092
PREVIOUS
OMF CODE: UICPR COLUMN(S) 2308-2312
DEFINITION: A non-functional five-digit activity identification unique for each activity. This UIC identifies the activity at which an officer was last assigned prior to his current activity.

ENTRY NAME: YEAR FIRST ELIGIBLE TO RETIRE OMF ITEM NO.: C93
OMF CODE: ELIGRET COLUMN(S) 2313-2314
DEFINITION: Last two digits of fiscal year that officer is first eligible to retire under a law applicable to him.
ENTRY NAME: **YEAR GROUP**  
OMF ITEM NO.: 094  

OMF CODE: **YRGRP**  
COLUMN(S) 2315-2317

**DEFINITION:** A three-digit number reflecting the present precedence of an officer for promotional purposes. For the due-course officer, the first two-digits, in general, will indicate the fiscal year of first commissioning. The third digit may indicate a subdivision of the basic year group, predicted upon the basic year group being split at a promotion point. For the non-due-course officer, the year group is, in general, the same as that of his present precedence contemporaries who are due-course officers.

**NOTES:**

Year group will be zeros for TEMACDUs warrant officers and flag officers when precedence number is ZEROS.
APPENDIX Q
AVIATION OFFICER CAREER QUESTIONNAIRE
# OFFICER CAREER QUESTIONNAIRE

## MARKING INSTRUCTIONS

- Use only a No. 2 pencil.
- Read each question carefully. Make a heavy black mark that fills the circle representing your answer.
- Please do not make stray marks of any kind.

## PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

### A. BACKGROUND INFORMATION

1. **Social Security Number:**
   - (11-19)
   - Print your Social Security No. in the boxes provided. Then fill in the appropriate circle below each number.

2. **Current designator:**
   - (20-23)
   - Fill in the appropriate circle below each number.

2a. **Aviator type:**
   - (50)
   - Fill in the appropriate circle below each number.

3. **Grade:**
   - (32)
   - Fill in the appropriate circle below each number.

4. **Sex:**
   - (33)
   - Fill in the appropriate circle below each number.

5. **Family status:**
   - (34)
   - Fill in the appropriate circle below each number.

6. **Date questionnaire completed:**
   - (49)
   - Fill in the appropriate circle below each number.

7. **Year awarded wings:**
   - (51-52)
   - Fill in the appropriate circle below each number.

8. Which of the following best describes your warfare specialty community?
   - (53-54)
   - Fill in the appropriate circle below each number.

9. How long have you been a member of the above warfare specialty community?
   - (55)
   - Fill in the appropriate circle below each number.

10. How many other communities have you been a member of?
    - (56)
    - Fill in the appropriate circle below each number.

11. Which of the below Surface Warfare qualifications have you obtained?
    - (57)
    - Fill in the appropriate circle below each number.

12. Approximately how many hours a week do you fly?
    - (58)
    - Fill in the appropriate circle below each number.
B. INFORMATION USE

1. In reference to your present assignment, evaluate each of the following 14 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

<table>
<thead>
<tr>
<th>INFORMATION SOURCE</th>
<th>USE</th>
<th>ACCURACY</th>
<th>HONESTY</th>
<th>AVAILABILITY</th>
<th>INFLUENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. CO/ISIC.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. XO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Department Head</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Other senior officers in my community</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>e. Senior officers outside my community</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Peers</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>g. Detailers</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>h. &quot;Perspective&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. &quot;URL Officer Career Planning Handbook&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. &quot;Commanding Officer's Addendum&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k. &quot;Officer Billet Summary&quot;</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>l. Navy Times</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m. Public media</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>n. Publications put out only for my community</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>
C. PRESENT ASSIGNMENT

1. My present tour is:
   (177)
   ○ Sea
   ○ Shore

2. When did you detach from your last assignment?
   (178)
   ○ Less than 1 month ago.
   ○ 1 month, but less than 3 months ago.
   ○ 3 months, but less than 6 months ago.
   ○ 6 months, but less than 9 months ago.
   ○ 9 months, but less than 1 year ago.
   ○ 1 year or more ago.
   ○ No reassignment.

3. My PRD is:
   (179)
   ○ Less than 1 month from now.
   ○ 1 month, but less than 3 months from now.
   ○ 3 months, but less than 6 months from now.
   ○ 6 months, but less than 9 months from now.
   ○ 9 months, but less than 1 year from now.
   ○ 1 year or more from now.
   ○ Don’t know.

4. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Negative</td>
<td>Neutral</td>
<td>Very Positive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Challenge</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Separation from family/friends</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Use of skills &amp; abilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Working environment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Hours of work required</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Work pressure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. Interesting duties</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. Ability to plan and schedule activities</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>i. Adventure</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>j. Sense of accomplishment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k. Opportunity to grow professionally</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l. Doing something important</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

5. Overall, how do you evaluate this tour in terms of:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Unfavorable</td>
<td>Unfavorable</td>
<td>Neutral</td>
<td>Favorable</td>
<td>Highly Favorable</td>
<td>Not Applicable</td>
<td></td>
</tr>
<tr>
<td>a. Squadron/Command</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Type duties</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Superiors</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Immediate subordinates</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Wardroom at sea (the SWOs)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Ready room/peers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
D. ASSIGNMENT PROCESS

1. How many months prior to your PRD to your current assignment did you submit a new preference card?
   (253)
   ○ 1 to 2 months  ○ 5 to 6 months  ○ 9 to 10 months  ○ More than a year before PRD
   ○ 3 to 4 months  ○ 7 to 8 months  ○ 11 to 12 months  ○ None submitted

2. When I completed my most recent preference card I:
   (254)
   ○ Put down choices I personally wanted, regardless of how they might affect my Navy career.
   ○ Put down primarily what I wanted, but tempered them a little with what I thought would help my Navy career.
   ○ Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are allied.
   ○ Put down choices which I thought would help my Navy career, but tempered with my personal desires.
   ○ Put down choices which I thought would help my Navy career even though they weren’t personally desirable.
   ○ Did not complete one.

3. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Poor</td>
<td>Neutral</td>
<td>Very Good</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>🗔️</td>
<td>🗔️</td>
<td>🗔️</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

   a. Location (255)
   b. Type Billet (256)
   c. Type Activity (257)

4. During my most recent transfer, I was promised one type of duty or duty station location; however, it was changed in the orders I received before I transferred.
   (258)
   ○ No  ○ Yes  ○ No previous reassignment

5. With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion?
   (259)
   ○ No  ○ Yes  ○ No previous reassignment

6. Have you submitted a new preference card during your current assignment?
   (260)
   ○ No  ○ Yes

7. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through g)

   1. Systematically throughout my tour
   2. More than 14 months before my PRD
   3. 11 to 14 months before my PRD
   4. 7 to 10 months before my PRD
   5. 3 to 6 months before my PRD
   6. Within 3 months before my PRD
   7. I didn’t do this
   8. Not applicable

   a. Contacting your detailer  (261)
   b. Specifically seeking the advice of a senior officer  (262)
   c. Specifically seeking the advice of a peer  (263)
   d. Discussing possible assignments with my spouse/family  (264)
   e. Considering choices of location  (265)
   f. Considering choices of types of billets  (266)
   g. Considering choices of types of duty  (267)
   h. Contacting a placement officer  (268)
8. What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

If you had no previous assignment or used no one to intervene on your behalf,
please mark here and go to Question 9.

(269)

<table>
<thead>
<tr>
<th>Used Individual</th>
<th>Did Not Use Individual</th>
</tr>
</thead>
<tbody>
<tr>
<td>(270)</td>
<td>(271)</td>
</tr>
<tr>
<td>(272)</td>
<td>(273)</td>
</tr>
<tr>
<td>(274)</td>
<td>(275)</td>
</tr>
<tr>
<td>(276)</td>
<td></td>
</tr>
</tbody>
</table>

9. Which one of the following statements best describes your experience in obtaining your current assignment?

(277)

- Haven't been through reassignment.
- Tended to run smoothly—my detailer located an acceptable billet relatively quickly.
- Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.
- Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
- Tended to be a completely frustrating situation. No amount of effort on my part or by others was successful in influencing the system.

10. How effective do you feel each of the following methods are for interacting with your detailer?

<table>
<thead>
<tr>
<th>Method</th>
<th>Very Ineffective</th>
<th>Ineffective</th>
<th>So-So</th>
<th>Effective</th>
<th>Very Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Preference Card</td>
<td>(278)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Letter</td>
<td>(279)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Telephone</td>
<td>(280)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Personal visit</td>
<td>(281)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Detailer field trip</td>
<td>(282)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
11. If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer.

<table>
<thead>
<tr>
<th></th>
<th>Very Negative</th>
<th>Very Positive</th>
<th>Don't Know</th>
<th>Neutral</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>7</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

a. Knowledge of current policy trends...

b. Knowledge of which billets are available...

c. Knowledge of requirements and duties of available billets...

d. Knowledge of my career development needs...

e. Knowledge of my personal desires...

f. Returns telephone calls...

g. Shares information...

h. Knowledgeable of previous communications...

i. What (s)he says can be trusted...

j. Looks out for my best interests...

k. Listens to my problems, desires, needs, etc...

l. Provides useful career counseling...

m. Responds to correspondence...

n. Availability...

o. Provides useful career counseling on "tickets to be punched"...

p. Provides useful career counseling on "right contacts" to make...

12. Which detailer did you evaluate?

(299)

O Current detailer   O Former detailer

13. How many times have you spoken to your current detailer?

(301)

O 0   O 2   O 4   O 6   O 7 or more times

O 1   O 3

14. If you have attended a detailer field trip meeting in the last two years, to what extent:

<table>
<thead>
<tr>
<th></th>
<th>Very Great</th>
<th>Some</th>
<th>Little</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>2</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>3</td>
<td>O</td>
<td>O</td>
<td>O</td>
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<tr>
<td>4</td>
<td>O</td>
<td>O</td>
<td>O</td>
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<tr>
<td>5</td>
<td>O</td>
<td>O</td>
<td>O</td>
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<tr>
<td>6</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>7</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>8</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

a. Did it provide clarification of assignment policies and practices?

b. Did it give you an appreciation of officer career paths and alternatives?

c. Did it resolve some assignment problems you had?

d. Was it conducted in an open and honest manner?

e. Was it a useful and beneficial meeting?
15. I cannot depend upon the detailing system to find a job that I want.

(307)

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

16. Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>Not Assigned</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. I was favorably impressed with the way my detailer handled our interactions.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>b. My detailer tended to have a closed mind, and thus I could not influence him/her.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>c. My detailer made a sincere effort to meet my needs or to explain why he/she couldn't.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>d. The detailer located for me the best billet that he/she could, given the circumstances.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

17. If you were disappointed with the assignment you received, indicate your degree of agreement with the below statements. If you were not disappointed, please mark here and go to the next page.

(312)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>Not Assigned</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. My detailer conveyed the news of my new assignment in a callous fashion.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>b. My detailer attempted to explain why the assignment was made.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
E. DECISION PROCESS

1. How many more years do you plan to remain on active duty?

(330–331)

<table>
<thead>
<tr>
<th>Definitely</th>
<th>Not</th>
<th>Don't Know</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. Do you feel that the Navy wants you to continue your career as an active duty naval officer?

(332)

<table>
<thead>
<tr>
<th>Definitely</th>
<th>Do Not</th>
<th>Somewhat</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive?

(333)

<table>
<thead>
<tr>
<th>Definitely</th>
<th>Do Not</th>
<th>Somewhat</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. Do you feel the billets you have received reflected your experience and past performance?

(334)

<table>
<thead>
<tr>
<th>Definitely</th>
<th>Do Not</th>
<th>Somewhat</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
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</tbody>
</table>

5. What is your evaluation of the following aspects of a Navy career?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Neutral</td>
<td></td>
<td>Very Positive</td>
</tr>
<tr>
<td>a. Continuity of detailers</td>
<td>(335)</td>
<td>(335)</td>
<td>(335)</td>
<td>(335)</td>
<td>(335)</td>
<td>(335)</td>
</tr>
<tr>
<td>b. Assignments received</td>
<td>(336)</td>
<td>(336)</td>
<td>(336)</td>
<td>(336)</td>
<td>(336)</td>
<td>(336)</td>
</tr>
<tr>
<td>c. Change of assignments at 2-3 year intervals</td>
<td>(337)</td>
<td>(337)</td>
<td>(337)</td>
<td>(337)</td>
<td>(337)</td>
<td>(337)</td>
</tr>
<tr>
<td>d. Possibility of change of geographic location with assignment changes</td>
<td>(338)</td>
<td>(338)</td>
<td>(338)</td>
<td>(338)</td>
<td>(338)</td>
<td>(338)</td>
</tr>
<tr>
<td>e. Sea duty</td>
<td>(339)</td>
<td>(339)</td>
<td>(339)</td>
<td>(339)</td>
<td>(339)</td>
<td>(339)</td>
</tr>
<tr>
<td>g. Overseas assignments, accompanied</td>
<td>(341)</td>
<td>(341)</td>
<td>(341)</td>
<td>(341)</td>
<td>(341)</td>
<td>(341)</td>
</tr>
<tr>
<td>h. Overseas assignments, unaccompanied</td>
<td>(342)</td>
<td>(342)</td>
<td>(342)</td>
<td>(342)</td>
<td>(342)</td>
<td>(342)</td>
</tr>
<tr>
<td>i. Commissary and exchange benefits</td>
<td>(343)</td>
<td>(343)</td>
<td>(343)</td>
<td>(343)</td>
<td>(343)</td>
<td>(343)</td>
</tr>
</tbody>
</table>

6. If you were to seek civilian employment, how prepared are you to do so?

(353)

<table>
<thead>
<tr>
<th>Essentially Unprepared</th>
<th>Neither Prepared nor Unprepared</th>
<th>Essentially Prepared</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

Q-9
7. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Civilian</th>
<th>Navy</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Interesting and challenging work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Ability to plan work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Work hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Minimal work stress</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Freedom from hassle</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Own initiative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. Pay and allowances</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. Health benefits/care</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. Job security</td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. Family stability</td>
<td></td>
<td></td>
</tr>
<tr>
<td>k. Desirable place to live</td>
<td></td>
<td></td>
</tr>
<tr>
<td>l. Desirable co-workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>m. Recognition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>n. Responsibility</td>
<td></td>
<td></td>
</tr>
<tr>
<td>o. Chance for spouse to develop own interests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>p. Quality of superiors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>q. Retirement program</td>
<td></td>
<td></td>
</tr>
<tr>
<td>r. Variety of assignments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>s. Educational opportunities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>t. Promotional opportunities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>u. Social relationships</td>
<td></td>
<td></td>
</tr>
<tr>
<td>v. Amount of crisis management</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8. Indicate what your decision was, if one has been made, for the following career options.

<table>
<thead>
<tr>
<th>Decision</th>
<th>No</th>
<th>Undecided</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Obtain a master's degree</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Request PG School</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Make the Navy a career</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Quality for a different aircraft</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>e. Seek a designator change from aviation</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>f. Obtain a proven subspecialty</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. Remain geographically stable</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. Request Staff or War College</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. Accept a Washington headquarters staff assignment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. Strive for operational squadron command</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k. Prepare for a career outside the Navy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l. Remain in the Navy beyond eligible retirement date</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m. Strive for CAPT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n. Strive for flag rank</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>o. Seek a designator change to Material Professional</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
9. Please use your personal impressions to rate EVERY assignment below on its potential contribution to an aviator career (your community and designator).

<table>
<thead>
<tr>
<th>a. SEA ASSIGNMENTS</th>
<th>Strongly Negative</th>
<th>Substantially Negative</th>
<th>Moderately Negative</th>
<th>Neutral</th>
<th>Moderately Positive</th>
<th>Substantially Positive</th>
<th>Strongly Positive</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. CO – Carrier</td>
<td>(477)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. XO – Carrier</td>
<td>(478)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. XO – LHA</td>
<td>(479)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>b. SHIPS COMPANY (CV, LHA, LPH)</th>
<th>Strongly Negative</th>
<th>Substantially Negative</th>
<th>Moderately Negative</th>
<th>Neutral</th>
<th>Moderately Positive</th>
<th>Substantially Positive</th>
<th>Strongly Positive</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Communications Officer</td>
<td>(480)</td>
<td></td>
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<td>4. Weapons Officer</td>
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<td>5. ASW Officer</td>
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<td>9. Strike Operations Officer</td>
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<td>16. Flight Deck Officer</td>
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<td>17. Hangar Deck Officer</td>
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<td>3. Deputy CAG</td>
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<td>4. CAG OPS</td>
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<td>5. CAG ASW</td>
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<td>6. CAG LSO</td>
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<td>5. DH – Safety</td>
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<td>6. DH – Training</td>
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<td>7. Aviation Officer (OIC Helo Detachment)</td>
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<td>2. FRS (RAG) Instructor</td>
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<tr>
<td>3. Naval Academy Instructor</td>
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<td>4. CO/XO – Training Squadron</td>
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<td>6. CO – Fleet Replacement Squadron (RAG)</td>
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<td>7. Test Pilot School</td>
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<td>8. Detailer</td>
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<td>9. Washington Tour</td>
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<td>10. Wing Staff</td>
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<td>11. Recruiting</td>
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<td>13. Navy PG School Student</td>
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<td>14. Top Gun Instructor</td>
<td>(541)</td>
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<td>15. Strike University Instructor</td>
<td>(542)</td>
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10. Please indicate how **IMPORTANT** each of the following areas are to remaining in the Navy.

<table>
<thead>
<tr>
<th>Areas</th>
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<th>2</th>
<th>3</th>
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<tbody>
<tr>
<td>a. Number of cruise liberty ports</td>
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<tr>
<td>b. Quality of liberty ports</td>
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<td>c. Opportunity for operational flying</td>
<td>(601)</td>
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<tr>
<td>d. Non-flying assignments</td>
<td>(602)</td>
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<tr>
<td>f. Aviation Career Incentive Pay (ACIP)</td>
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<td>g. Command duties</td>
<td>(594)</td>
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<td>h. Family separation</td>
<td>(595)</td>
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<tr>
<td>i. Disassociated sea tour</td>
<td>(605)</td>
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<tr>
<td>j. Retirement benefits</td>
<td>(596)</td>
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<tr>
<td>k. Geographical stability</td>
<td>(597)</td>
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<tr>
<td>l. Basic salary</td>
<td>(598)</td>
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<tr>
<td>m. Aviation life-style/esprit de corps</td>
<td>(599)</td>
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<tr>
<td>n. Recognition for accomplishments</td>
<td>(600)</td>
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<tr>
<td>o. Amount of operational flying for 0-4s</td>
<td>(606)</td>
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<tr>
<td>p. Amount of operational flying for 0-5s and above</td>
<td>(607)</td>
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11. Now, please indicate how **SATISFIED** you are with the same areas.

<table>
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<th>Areas</th>
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<td>k. Geographical stability</td>
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<td>l. Basic salary</td>
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<td>m. Aviation life-style/esprit de corps</td>
<td>(625)</td>
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<td>n. Recognition for accomplishments</td>
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<tr>
<td>o. Amount of operational flying for 0-4s</td>
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<td>p. Amount of operational flying for 0-5s and above</td>
<td>(633)</td>
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</table>

12. To what extent do you think about leaving the Navy prior to retirement? ........................................... (635)

13. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year? ........................................... (636)

14. If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement? ........................................... (637)
15. In general, how satisfied do you think your friends are who have left the Navy for a civilian career?

(640)
- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

16. Looking at an aviation career, for approximately how many years from now do you have a relatively clear idea of what your career path (biline, promotions, etc.) will be?

(641-642)
- Less than 1 year
- 1-4 years
- 5-8 years
- 9-12 years
- 13-16 years
- 17-20 years
- More than 20 years

17. How attractive does the aviation area career path appear to you?

(643)

<table>
<thead>
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<th>Neutral</th>
<th>Very Attractive</th>
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</thead>
<tbody>
<tr>
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</tbody>
</table>

18. If you have made a career decision, either to remain or resign from the Navy, when did you make this decision?

(645)
- Before entering the Navy
- Before I got my wings
- During my first sea tour
- During my first shore tour
- During my second sea tour
- During my second shore tour
- Other
- Not applicable—have not made the decision

19. If you are resigning from the Navy, do you plan to join the naval reserve?

(647)
- No
- Uncertain
- Yes
- Not applicable

20. If you are planning to resign from the Navy (or have submitted your letter of resignation) do you have a civilian job waiting?

(650)
- No
- Uncertain
- Yes
- Not applicable

21. What is your principal source of information about civilian hiring opportunities in aviation?

(653)
- Fellow naval aviators
- Mass media
- Civilian pilots
- Written materials
- Other

22. Which of the following best describes the type of job you will have in civilian life?

(654)
- Civilian aviation/pilot
- Civilian aviation/administration
- Government
- Education
- Business
- Professional
- Other
- Education
- Uncertain
- Not applicable
F. CAREER MANAGEMENT

1. On the scale below, check the statement which most applies to you.

(702)
- I am an aviator
- I am primarily an aviator and secondarily a Navy officer
- I am an equal balance of both
- I am primarily a Navy officer and secondarily an aviator
- I am a Navy officer

Using your warfare specialty as your community (VAL, HM, etc.) please respond to the below items.

2. My specialty community (VAL, VF, etc.) has some programs to help me with my career which are different from other Navy aviation communities.

(703)

3. My specialty community has a higher rate of promotion for senior officers than other aviation communities.

(704)

4. My community (aviation) tries to take care of its own in regards to promotions.

(705)

5. Officers in other aviation specialty communities get the billets which contribute most to their Navy careers.

(706)

6. It is important to have someone available with whom I am comfortable and trust to discuss my career.

(707)

7. My senior officers interact with me frequently.

(708)

8. I use senior officers as role models when I make career decisions.

(709)

9. I have been counseled on how the Navy's career system works for members of my community.

(710)

10. I have been counseled on the Navy career opportunities outside of my community.

(711)

11. I have been counseled on the timing and proper career progression which will help me reach my career goals in the Navy.

(712)

12. I have had good counsel on the Navy's norms and values for officers.

(713)

13. Officers need a special career counseling system for them.

(714)

14. Visibility is very important at this stage in my Navy career.

(715)

15. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy.

(716)

16. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments.

(717)

17. I have been counseled on the "blind alleys" which might kill my Navy career.

(718)

18. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy.

(719)

19. I have a close, personal relationship with a considerably more senior officer who serves as mentor for my career.

(720)

20. In comparison with other communities, officers in my community make flag rank: At the same rate

(721)

Very Frequently

Infrequently

Very

At the same rate

Very Frequently

21. Rate the importance of each of the following, within your community, for making flag rank.

<table>
<thead>
<tr>
<th>Importance</th>
<th>Of No Importance</th>
<th>Of Little Importance</th>
<th>Of Moderate Importance</th>
<th>Of Considerable Importance</th>
<th>Of Utmost Importance</th>
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</thead>
<tbody>
<tr>
<td>a. High specialization</td>
<td>(764)</td>
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</tr>
<tr>
<td>b. Generalist (not over specialized)</td>
<td>(765)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Superb performance</td>
<td>(766)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Have right contacts</td>
<td>(767)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Have punched the right tickets</td>
<td>(768)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

22. How attractive would a designator change be...

a. If it would allow you to remain in the cockpit, or next to your present airplane, for a full career including opportunity for promotion to O-6?

(769)

b. If you were guaranteed to be in the cockpit for a full career, regardless of the type of plane or mission you would be involved with?

(770)

c. If you were expected to maintain a standard sea or shore tour rotation pattern with the change specified in item b?

(771)

d. If it included division officer and department head duties but did not include any opportunity to command a squadron?

(772)
PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family’s impact on your career.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My spouse’s career limits considerably the options available in my career decisions.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2. At the present time, my career is more important to me than my spouse’s career.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3. Family separation, because of deployment, makes my Navy career less attractive.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>4. Family separation, because of in-port working hours, is a problem.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>5. I feel that my detailer will make an honest effort to co-locate my spouse and me.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>6. I have cut back on my career involvement in order to meet the needs of my spouse and/or children.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>7. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>8. Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

9. How is your spouse primarily employed? (Choose best response)

(875-876)

- Full-time homemaker
- Secretary/clerical
- Teacher
- Professional
- Engineer
- Business/finance
- Navy officer
- Navy enlisted
- Other military
- Other
10. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

<table>
<thead>
<tr>
<th></th>
<th>I defer to spouse's wishes</th>
<th>Equal Participation</th>
<th>I decide alone</th>
<th>NA</th>
</tr>
</thead>
<tbody>
<tr>
<td>(881)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

11. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc?

<table>
<thead>
<tr>
<th></th>
<th>I defer to spouse's wishes</th>
<th>Equal Participation</th>
<th>I decide alone</th>
<th>NA</th>
</tr>
</thead>
<tbody>
<tr>
<td>(882)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

12. How do you think your spouse feels toward your Navy career?

<table>
<thead>
<tr>
<th></th>
<th>Completely opposed</th>
<th>Moderately supportive</th>
<th>Moderately opposed</th>
<th>Completely supportive</th>
<th>Neutral</th>
</tr>
</thead>
<tbody>
<tr>
<td>(883)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

13. Rate the below items with regard to the extent of their impact on your most recent PCS move.

<table>
<thead>
<tr>
<th>Item</th>
<th>Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My spouse's employment</td>
<td>To No Extent</td>
</tr>
<tr>
<td>b. Disruptions in children's schooling</td>
<td>To A Little Extent</td>
</tr>
<tr>
<td>c. My out-of-pocket expenses</td>
<td>To Some Extent</td>
</tr>
<tr>
<td>d. Disruptions in social relations</td>
<td>To A Considerable Extent</td>
</tr>
<tr>
<td>e. The moving process itself</td>
<td>To A Very Great Extent</td>
</tr>
<tr>
<td>f. My unavailability to help the family (en route training, for example)</td>
<td></td>
</tr>
<tr>
<td>g. Obtaining child care</td>
<td></td>
</tr>
</tbody>
</table>

PART B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Degree of Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Single officers work the same number of hours as married personnel.</td>
<td>Strongly Disagree</td>
</tr>
<tr>
<td>2. Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location.</td>
<td></td>
</tr>
<tr>
<td>3. Marital status should be taken into consideration in the assignment process.</td>
<td></td>
</tr>
<tr>
<td>4. I believe there is a disparity in entitlements/allowances between married and single personnel.</td>
<td></td>
</tr>
<tr>
<td>5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment.</td>
<td></td>
</tr>
<tr>
<td>6. The Navy treats its single personnel as fairly as it does its married personnel.</td>
<td></td>
</tr>
</tbody>
</table>
H. EDUCATIONAL, TRAINING AND PROFESSIONAL DEVELOPMENT

Please indicate your level of agreement to the below items. In evaluating the first four items, consider ASW, CIC, etc. as technical schools and LMET, etc. as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

<table>
<thead>
<tr>
<th>Item</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (mark &quot;8&quot; if none completed).</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>3. I believe that non-technical schools improve my ability to do my job.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>4. Technical schools will increase my promotion opportunities much more than non-technical service schools.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>5. Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>6. I must obtain at least one operational tour FITREP as department head before I can screen for command.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>7. My community has a planned program for rotating junior officers through several departments during their first sea tour.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>8. I have been provided all of the opportunity I need to progress toward my squadron professional qualifications.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>9. I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>10. Obtaining a postgraduate degree will strengthen my chances for promotion.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>11. I would rather receive a postgraduate degree from a civilian institution than NPGS.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>12. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>13. The development of a subspecialty is important for my Navy career.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>14. The development of a subspecialty is important for my career beyond the Navy.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>15. More emphasis should be placed on developing an officer's leadership abilities rather than general managerial skills.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>16. Attending one of the war colleges is important for my Navy career.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>17. High performing officers (0-5) are being encouraged by seniors to pursue the Material Professional career path.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>18. High performing officers (0-4) are being encouraged by seniors to pursue the Material Professional career path.</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

19. To what extent would you be interested in remaining in flying billets for the remainder of your career, if, by policy you could not advance beyond COR? (921) To a small extent

<table>
<thead>
<tr>
<th>To a great extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>O</td>
</tr>
</tbody>
</table>

Q-17
I. CAREER ATTITUDES

1. Career Intention: The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

How certain are you that you will continue an active Navy career at least until you are eligible for retirement?

(934)
- 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- 90.0-99.8% I am almost certain I will continue my military career if possible.
- 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
- 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- 10.0-24.9% I am confident that I will not continue my Navy career until I can retire.
- 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible.
- 0.0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

2. The more I think about it, the more I feel I made a bad move in entering my career. (935)
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

3. I am very satisfied with my occupation. (936)
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

4. I talk up the Navy to my friends as a great organization to work for. (937)
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

5. I am fortunate to be located where I am. (938)
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

6. I thoroughly enjoy my career. (939)
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

7. I thoroughly enjoy my field of work. (940)
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

8. I am proud to tell others that I am part of the Navy. (941)
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

9. I thoroughly enjoy my location. (942)
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

10. I take great pride in my career. (943)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

11. I would feel happier with a different occupation. (944)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

12. I am extremely glad that I chose the Navy to work for. Over other organizations I was considering at the time I joined. (945)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

13. I am very satisfied with my present location. (946)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

14. I feel very good about my career. (947)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

15. I definitely feel that I am in the right field of work. (948)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

16. For me this is the best of all possible organizations for which to work. (949)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

17. I would be more satisfied in a different location. (950)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

18. I definitely feel that I am in the wrong career. (951)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

19. I am very sorry I chose my occupation. (952)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

20. I take a positive attitude toward myself. (953)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

21. I have a definite plan for my career. (954)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

22. I have a strategy for achieving my career goals. (955)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

23. On the whole, I am satisfied with myself. (956)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

24. Compared to other areas of my life, my chosen career is not very important to me. (957)
    - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree
Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP. Include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

<table>
<thead>
<tr>
<th>DATE Block (13)</th>
<th>TYPICALLY EFFECTIVE</th>
<th>Field Circled</th>
<th>Evaluation and Summary (blocks 51 &amp; 52)</th>
<th>Early Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td>05/85 /</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11/84 /</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11/83 /</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>08/7 124 128</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/0 126 129</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/3 131 134</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/7 130 136</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/1 132 138</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/4 133 139</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/7 134 140</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/3 136 142</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/7 138 144</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/3 140 146</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/7 142 148</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/3 144 150</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/7 146 152</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/3 148 154</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/7 150 156</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/3 152 158</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12/5 154 160</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*1 = Sea  2 = Shore
K. COMMENTS

If you would like to comment on any aspect of your Navy career as it affects your desire to continue as a naval officer, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your comments will be used only if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

NOTE: Would you like to receive feedback on the general findings of this questionnaire?

○ YES  ○ NO

If yes, please provide name and SSN.

Name: __________________________________________

SSN: __________________________________________
APPENDIX R

SURFACE WARFARE OFFICER CAREER QUESTIONNAIRE
OFFICER CAREER QUESTIONNAIRE

MARKING INSTRUCTIONS

- Use a No. 2 black lead pencil only.
- Read each question carefully. Make a HEAVY BLACK MARK that fills the circle representing your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS:  X  X  X  X

CORRECT MARK:  O  O  O  O

A. BACKGROUND INFORMATION

1. Social Security No.:  (11-19)
   Print your Social Security No. in the boxes provided.
   Then fill in the appropriate bubble below each number.

2. Current designator:  (20-23)

3. Grade:  (32)
   ○ 0-1 ○ 0-5
   ○ 0-2 ○ 0-6
   ○ 0-3 ○ 0-7
   ○ 0-4

4. Sex:  (33)
   ○ Male ○ Female

5. Family status:  (34)
   ○ Single ○ Married, with children
   ○ Single parent ○ Separated/Divorced
   ○ Married, without children ○ Other

6. Date questionnaire completed:  (49)
   ○ May 86 ○ Aug 86
   ○ June 86 ○ Sept 86
   ○ July 86 ○ Oct 86

7. Year awarded warfare device:  (51-52)
   ○ 86 ○ 7-77
   ○ 84-85 ○ 74-75
   ○ 82-83 ○ 72-73
   ○ 80-81 ○ Before 1972
   ○ 78-79 ○ Not applicable

8. Please indicate whether or not you have obtained each of the following qualifications.

<table>
<thead>
<tr>
<th></th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>j.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies of officer career processes and retention. The information provided by you will not become part of your official record and will not be used to make decisions about you which will affect your career in an official manner. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Failure of the questionnaire constitutes acknowledgement of these Privacy Act provisions.
1. In reference to your present assignment, evaluate each of the following 14 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

<table>
<thead>
<tr>
<th>INFORMATION SOURCE</th>
<th>USE</th>
<th>ACCURACY</th>
<th>HONESTY</th>
<th>AVAILABILITY</th>
<th>INFLUENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. CO/ISIC</td>
<td>(73)</td>
<td>(92)</td>
<td>(111)</td>
<td>(130)</td>
<td>(69)</td>
</tr>
<tr>
<td>b. XO</td>
<td>(74)</td>
<td>(93)</td>
<td>(112)</td>
<td>(131)</td>
<td>(60)</td>
</tr>
<tr>
<td>c. Department Head</td>
<td>(75)</td>
<td>(94)</td>
<td>(113)</td>
<td>(132)</td>
<td>(61)</td>
</tr>
<tr>
<td>d. Other senior officers in my community</td>
<td>(76)</td>
<td>(95)</td>
<td>(114)</td>
<td>(133)</td>
<td>(62)</td>
</tr>
<tr>
<td>e. Senior officers outside my community</td>
<td>(77)</td>
<td>(96)</td>
<td>(115)</td>
<td>(134)</td>
<td>(63)</td>
</tr>
<tr>
<td>f. Peers</td>
<td>(78)</td>
<td>(97)</td>
<td>(116)</td>
<td>(135)</td>
<td>(64)</td>
</tr>
<tr>
<td>g. Detailers</td>
<td>(79)</td>
<td>(98)</td>
<td>(117)</td>
<td>(136)</td>
<td>(65)</td>
</tr>
<tr>
<td>h. &quot;Perspective&quot;</td>
<td>(80)</td>
<td>(99)</td>
<td>(118)</td>
<td>(137)</td>
<td>(66)</td>
</tr>
<tr>
<td>i. &quot;URL Officer Career Planning Handbook&quot;</td>
<td>(81)</td>
<td>(100)</td>
<td>(119)</td>
<td>(138)</td>
<td>(67)</td>
</tr>
<tr>
<td>j. &quot;Commanding Officer's Addendum&quot;</td>
<td>(82)</td>
<td>(101)</td>
<td>(120)</td>
<td>(139)</td>
<td>(68)</td>
</tr>
<tr>
<td>k. &quot;Officer Billet Summary&quot;</td>
<td>(83)</td>
<td>(102)</td>
<td>(121)</td>
<td>(140)</td>
<td>(69)</td>
</tr>
<tr>
<td>l. Navy Times</td>
<td>(84)</td>
<td>(103)</td>
<td>(122)</td>
<td>(141)</td>
<td>(70)</td>
</tr>
<tr>
<td>m. Public media</td>
<td>(85)</td>
<td>(104)</td>
<td>(123)</td>
<td>(142)</td>
<td>(71)</td>
</tr>
<tr>
<td>n. Publications put out only for my community</td>
<td>(86)</td>
<td>(105)</td>
<td>(124)</td>
<td>(143)</td>
<td>(72)</td>
</tr>
</tbody>
</table>
C. PRESENT ASSIGNMENT

1. My present tour is:
   (177)
   ○ Sea  ○ Shore

2. When did you detach from your last assignment?
   (178)
   ○ Less than 1 month ago.
   ○ 1 month, but less than 3 months ago.
   ○ 3 months, but less than 6 months ago.
   ○ 6 months, but less than 9 months ago.
   ○ 9 months, but less than 1 year ago.
   ○ 1 year or more ago.
   ○ No reassignment.

3. My PRO is:
   (179)
   ○ Less than 1 month from now.
   ○ 1 month, but less than 3 months from now.
   ○ 3 months, but less than 6 months from now.
   ○ 6 months, but less than 9 months from now.
   ○ 9 months, but less than 1 year from now.
   ○ 1 year or more from now.
   ○ Don't know

4. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very Negative</td>
<td>Neutral</td>
<td>Very Positive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Challenge</td>
<td>(182)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. Separation from family/friends</td>
<td>(183)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. Use of skills &amp; abilities</td>
<td>(184)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>d. Working environment</td>
<td>(185)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>e. Hours of work required</td>
<td>(186)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>f. Work pressure</td>
<td>(187)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>g. Interesting duties</td>
<td>(188)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>h. Ability to plan and schedule activities</td>
<td>(189)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>i. Adventure</td>
<td>(190)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>j. Sense of accomplishment</td>
<td>(191)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>k. Opportunity to grow professionally</td>
<td>(192)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>l. Doing something important</td>
<td>(193)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

5. Overall, how do you evaluate this tour in terms of:

<table>
<thead>
<tr>
<th></th>
<th>Highly Unfavorable</th>
<th>Unfavorable</th>
<th>Neutral</th>
<th>Favorable</th>
<th>Highly Favorable</th>
<th>No Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Ship/Command</td>
<td>(194)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. Type duties</td>
<td>(195)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. Relationship with CO</td>
<td>(199)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>d. Superiors</td>
<td>(196)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>e. Immediate subordinates</td>
<td>(197)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>f. Wardroom/peers</td>
<td>(198)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
D. ASSIGNMENT PROCESS

1. How many months prior to your PRD to your current assignment did you submit a new preference card?
   (253)
   ☐ 1 to 2 months  ☐ 5 to 6 months  ☐ 9 to 10 months  ☐ More than a year before PRD
   ☐ 3 to 4 months  ☐ 7 to 8 months  ☐ 11 to 12 months  ☐ None submitted

2. When I completed my most recent preference card I:
   (254)
   ☐ Put down choices I personally wanted, regardless of how they might affect my Navy career.
   ☐ Put down primarily what I wanted, but tempered them a little with what I thought would help my Navy career.
   ☐ Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike
   ☐ Put down choices which I thought would help my Navy career, but tempered with my personal desires.
   ☐ Put down choices which I thought would help my Navy career even though they weren't personally desirable.
   ☐ Did not complete one.

3. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>Preference Card Not Sent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>Location</td>
<td>(255)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b</td>
<td>Type Billet</td>
<td>(256)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c</td>
<td>Type Activity</td>
<td>(257)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

4. During my most recent transfer, I was promised one type of duty or duty station location; however, it was changed in the orders I received before I transferred.
   (258)
   ☐ No  ☐ Yes  ☐ No previous reassignment

5. With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion?
   (259)
   ☐ No  ☐ Yes  ☐ No previous reassignment

6. Have you submitted a new preference card during your current assignment?
   (260)
   ☐ No  ☐ Yes

7. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through h).

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>Preference Card Not Sent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>Contacting your detailer</td>
<td>(261)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>b</td>
<td>Specifically seeking the advice of a senior officer</td>
<td>(262)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>c</td>
<td>Specifically seeking the advice of a peer</td>
<td>(263)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>d</td>
<td>Discussing possible assignments with my spouse/family</td>
<td>(264)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>e</td>
<td>Considering choices of location</td>
<td>(265)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>f</td>
<td>Considering choices of types of billets</td>
<td>(266)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>g</td>
<td>Considering choices of types of duty</td>
<td>(267)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>h</td>
<td>Contacting a placement officer</td>
<td>(268)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

P-5
8. What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?

If you had no previous assignment or used no one to intervene on your behalf, please mark here — and go to Question 9.

(269) 

<table>
<thead>
<tr>
<th>Used Individual</th>
<th>Did Not Use Individual</th>
</tr>
</thead>
<tbody>
<tr>
<td>No previous assignment</td>
<td>O</td>
</tr>
<tr>
<td>No one</td>
<td>O</td>
</tr>
</tbody>
</table>

a. My CO/XO/ISIC .................................. (270) O O
b. CO/ISIC of the billet I wanted .......................... (271) O O
c. A senior officer in my direct chain of command from my previous assignment (272) O O
d. A senior officer from the command of my desired assignment ........................................ (273) O O
e. A senior officer from my command but not in the chain of command of either assignment (274) O O
f. A senior officer from outside my community (275) O O
g. Other ........................................ (276) O O

9. Which one of the following statements best describes your experience in obtaining your current assignment?

(277) 

O Haven't been through reassignment.
O Tended to run smoothly — my detailer located an acceptable billet relatively quickly.
O Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.
O Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
O Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
O Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

10. How effective do you feel each of the following methods are for interacting with your detailer?

<table>
<thead>
<tr>
<th>Very Ineffective</th>
<th>Ineffective</th>
<th>So-So</th>
<th>Effective</th>
<th>Very Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preference Card</td>
<td>(278)</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Letter</td>
<td>(279)</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Telephone</td>
<td>(280)</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Personal visit</td>
<td>(281)</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Detailer field trip</td>
<td>(282)</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>
11. If you have formed an opinion of your current detailer, evaluate your detailer in the below areas. If not, please evaluate your former detailer.

<table>
<thead>
<tr>
<th>Area</th>
<th>Very Negative</th>
<th>Neutral</th>
<th>Very Positive</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Knowledge of current policy trends.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>b. Knowledge of which billets are available.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>c. Knowledge of requirements and duties of</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>available billets.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>d. Knowledge of my career development needs.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>e. Knowledge of my personal desires.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>f. Returns telephone calls.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>g. Shares information.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>h. Knowledgeable of previous communications.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>i. What (s)he says can be trusted.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>j. Looks out for my best interests.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>k. Listens to my problems, desires, needs,</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>etc.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>l. Provides useful career counseling.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>m. Responds to correspondence.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>n. Availability</td>
<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>o. Provides useful career counseling on</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>&quot;tickets to be punched&quot;</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>p. Provides useful career counseling on</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>&quot;right contacts&quot; to make.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

12. Which detailer did you evaluate?
   (299)
   ○ Current detailer  ○ Former detailer

13. How many times have you spoken to your current detailer?
   (301)
   ○ 0  ○ 1  ○ 2  ○ 3  ○ 4  ○ 5  ○ 6  ○ 7 or more times

14. If you have attended a detailer field trip meeting in the last two years, to what extent:

<table>
<thead>
<tr>
<th>Area</th>
<th>Very Little</th>
<th>Some</th>
<th>Very Great</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Did it provide clarification of assignment</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>policies and practices?</td>
<td></td>
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</tr>
<tr>
<td>b. Did it give you an appreciation of officer</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>career paths and alternatives?</td>
<td></td>
<td></td>
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<tr>
<td>c. Did it resolve some assignment problems</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>you had?</td>
<td></td>
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<tr>
<td>d. Was it conducted in an open and honest</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>manner?</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>e. Was it a useful and beneficial meeting?</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
5. I cannot depend upon the detailing system to find a job that I want.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

(307)

6. Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>Not Assigned</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

7. If your were disappointed with the assignment you received, indicate your degree of agreement with the below statements. If you were not disappointed, please mark here and go on to the next page.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>Not Assigned</td>
<td></td>
<td></td>
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<tr>
<td>o</td>
<td>o</td>
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<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

(312)

8. a. My detailer conveyed the news of my new assignment in a callous fashion.

(313)

b. My detailer attempted to explain why the assignment was made.

(314)
1. How many more years do you plan to remain on active duty? 
(330-331) 

2. Do you feel that the Navy wants you to continue your career as an active duty naval officer? 

   Definitely Not  
   Don't Know  
   Definitely Does  

3. When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive? 
(333) 

4. Do you feel the billets you have received reflected your experience and past performance? 

   Definitely Not  
   Somewhat  
   Definitely Do  

5. What is your evaluation of the following aspects of a Navy career? 

   1. Continuity of detailers.  
   2. Assignments received.  
   3. Change of assignments at 2- or 3-year intervals.  
   4. Possibility of change of geographic location with assignment changes.  
   5. Sea duty.  
   7. Overseas assignments, accompanied.  
   8. Overseas assignments, unaccompanied.  

6. If you were to seek civilian employment, how prepared are you to do so? 
(353) 

   Essentially Unprepared  
   Neither Prepared nor Unprepared  
   Essentially Prepared
7. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

<table>
<thead>
<tr>
<th>Civilian</th>
<th>Navy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substantially Better</td>
<td>Much Better</td>
</tr>
<tr>
<td>a. Interesting and challenging work</td>
<td>(373)</td>
</tr>
<tr>
<td>b. Ability to plan work</td>
<td>(374)</td>
</tr>
<tr>
<td>c. Work hours</td>
<td>(375)</td>
</tr>
<tr>
<td>d. Minimal work stress</td>
<td>(376)</td>
</tr>
<tr>
<td>e. Freedom from hassle</td>
<td>(377)</td>
</tr>
<tr>
<td>f. Own initiative</td>
<td>(378)</td>
</tr>
<tr>
<td>g. Pay and allowances</td>
<td>(379)</td>
</tr>
<tr>
<td>h. Health benefits/care</td>
<td>(380)</td>
</tr>
<tr>
<td>i. Job security</td>
<td>(381)</td>
</tr>
<tr>
<td>j. Family stability</td>
<td>(382)</td>
</tr>
<tr>
<td>k. Desirable place to live</td>
<td>(383)</td>
</tr>
<tr>
<td>l. Desirable co-workers</td>
<td>(384)</td>
</tr>
<tr>
<td>m. Recognition</td>
<td>(385)</td>
</tr>
<tr>
<td>n. Responsibility</td>
<td>(386)</td>
</tr>
<tr>
<td>o. Chance for spouse to develop own interests</td>
<td>(387)</td>
</tr>
<tr>
<td>p. Quality of superiors</td>
<td>(388)</td>
</tr>
<tr>
<td>q. Retirement program</td>
<td>(389)</td>
</tr>
<tr>
<td>r. Variety of assignments</td>
<td>(390)</td>
</tr>
<tr>
<td>s. Educational opportunities</td>
<td>(391)</td>
</tr>
<tr>
<td>t. Promotional opportunities</td>
<td>(392)</td>
</tr>
<tr>
<td>u. Social relationships</td>
<td>(393)</td>
</tr>
<tr>
<td>v. Amount of crisis management</td>
<td>(394)</td>
</tr>
</tbody>
</table>

8. Indicate what your decision was, if one has been made, for the following career options.

I have decided to:

<table>
<thead>
<tr>
<th>I have decided to</th>
<th>No</th>
<th>Undecided</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Complete SWO POS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Request Dept. Head School</td>
<td></td>
<td></td>
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<tr>
<td>c. Request PG School</td>
<td></td>
<td></td>
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<tr>
<td>d. Make the Navy a career</td>
<td></td>
<td></td>
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<tr>
<td>e. Seek a designator change from SWO</td>
<td></td>
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<tr>
<td>f. Complete EOOW Qual.</td>
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<tr>
<td>g. Complete qualification for Command</td>
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<tr>
<td>h. Obtain a proven Subspecialty</td>
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<tr>
<td>i. Request Staff or War College</td>
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<tr>
<td>j. Remain geographically stable</td>
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<tr>
<td>k. Accept a Washington headqtrs staff assignment</td>
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<tr>
<td>l. Prepare for a career outside of the Navy</td>
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<tr>
<td>m. Remain in the Navy beyond eligible retirement date</td>
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<tr>
<td>n. Strive for Command at sea</td>
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<tr>
<td>o. Strive for CAPT.</td>
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<tr>
<td>p. Strive for flag rank</td>
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<tr>
<td>q. Seek a designator change to Material Professional</td>
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</tbody>
</table>
9. Please use your personal impressions to rate EVERY assignment below on its potential contribution to a SWO career (your community and designator).

<table>
<thead>
<tr>
<th>A. SEA ASSIGNMENTS</th>
<th>Strongly Negative</th>
<th>Substantially Negative</th>
<th>Moderately Negative</th>
<th>Neutral</th>
<th>Moderately Positive</th>
<th>Substantially Positive</th>
<th>Strongly Positive</th>
<th>Not Relevant</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Department Head (DH)-Weapons</td>
<td></td>
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<td>2. DH-Engineering</td>
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<td>3. DH-OPS</td>
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<td>4. DH-CRUDES</td>
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<td>5. DH-AMPHIB</td>
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<td>6. DH-SERVICE</td>
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<td>7. XO-CRUDES</td>
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<td>8. XO-Non CRUDES</td>
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<td>9. XO-NRF</td>
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<td>10. CO-AE</td>
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<tr>
<td>11. CO-DD</td>
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<tr>
<td>12. Flag Aide</td>
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</table>

<table>
<thead>
<tr>
<th>b. SHORE ASSIGNMENTS</th>
<th>Strongly Negative</th>
<th>Substantially Negative</th>
<th>Moderately Negative</th>
<th>Neutral</th>
<th>Moderately Positive</th>
<th>Substantially Positive</th>
<th>Strongly Positive</th>
<th>Not Relevant</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Shore Support Unit (OIC)</td>
<td></td>
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<td>2. Flag Aide</td>
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<td>3. SWOS-Basic Instructor</td>
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<tr>
<td>4. Naval Academy Instructor</td>
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<td>5. NROTC Instructor</td>
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<td>6. OCS Instructor</td>
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<td>7. Detailer</td>
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<td>8. Washington Tour-OPNAV</td>
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<td>9. Washington Tour-NAV SEA</td>
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<tr>
<td>10. Major Shore Staff</td>
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<td>11. Recruiting</td>
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<td>12. Training Command (Enlisted)</td>
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<tr>
<td>13. Navy PG School Student</td>
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<td>14. Service College</td>
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<tr>
<td>15. Overseas Staff-WESTPAC</td>
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<tr>
<td>16. Overseas Staff-EUROPG</td>
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</tr>
</tbody>
</table>

10. How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

<table>
<thead>
<tr>
<th></th>
<th>1 Not Important</th>
<th>2 Somewhat Important</th>
<th>3 Extremely Important</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Opportunity for flag rank</td>
<td>(609)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Opportunity for major command</td>
<td>(610)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Desire to retire as 0-6</td>
<td>(611)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Opportunity for rewarding assignments</td>
<td>(612)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Enjoyment of naval service</td>
<td>(613)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Opportunities for civilian employment</td>
<td>(614)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. Financial benefits</td>
<td>(615)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
11. Please indicate how IMPORTANT each of the following areas are to remaining in the Navy.

<table>
<thead>
<tr>
<th>Area</th>
<th>Not At All Important</th>
<th>Neutral</th>
<th>Extremely Important</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Number of cruise liberty ports</td>
<td>(592)</td>
<td>(593)</td>
<td>(594)</td>
<td>(595)</td>
</tr>
<tr>
<td>b. Quality of liberty ports</td>
<td>(596)</td>
<td>(597)</td>
<td>(598)</td>
<td>(599)</td>
</tr>
<tr>
<td>c. Command duties</td>
<td>(600)</td>
<td>(601)</td>
<td>(602)</td>
<td>(603)</td>
</tr>
<tr>
<td>d. Family separation</td>
<td>(604)</td>
<td>(605)</td>
<td>(606)</td>
<td>(607)</td>
</tr>
<tr>
<td>e. Retirement benefits</td>
<td>(608)</td>
<td>(609)</td>
<td>(610)</td>
<td>(611)</td>
</tr>
<tr>
<td>f. Geographical stability</td>
<td>(612)</td>
<td>(613)</td>
<td>(614)</td>
<td>(615)</td>
</tr>
<tr>
<td>g. Basic salary</td>
<td>(616)</td>
<td>(617)</td>
<td>(618)</td>
<td>(619)</td>
</tr>
<tr>
<td>h. Esprit de corps</td>
<td>(620)</td>
<td>(621)</td>
<td>(622)</td>
<td>(623)</td>
</tr>
<tr>
<td>i. Recognition for accomplishments</td>
<td>(624)</td>
<td>(625)</td>
<td>(626)</td>
<td>(627)</td>
</tr>
<tr>
<td>j. Status of the SWO community in the Navy</td>
<td>(628)</td>
<td>(629)</td>
<td>(630)</td>
<td>(631)</td>
</tr>
</tbody>
</table>

12. Now, please indicate how SATISFIED you are with the same areas.

<table>
<thead>
<tr>
<th>Area</th>
<th>Very Dissatisfied</th>
<th>Neutral</th>
<th>Very Satisfied</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Number of cruise liberty ports</td>
<td>(632)</td>
<td>(633)</td>
<td>(634)</td>
<td>(635)</td>
</tr>
<tr>
<td>b. Quality of liberty ports</td>
<td>(636)</td>
<td>(637)</td>
<td>(638)</td>
<td>(639)</td>
</tr>
<tr>
<td>c. Command duties</td>
<td>(640)</td>
<td>(641)</td>
<td>(642)</td>
<td>(643)</td>
</tr>
<tr>
<td>d. Family separation</td>
<td>(644)</td>
<td>(645)</td>
<td>(646)</td>
<td>(647)</td>
</tr>
<tr>
<td>e. Retirement benefits</td>
<td>(648)</td>
<td>(649)</td>
<td>(650)</td>
<td>(651)</td>
</tr>
<tr>
<td>f. Geographical stability</td>
<td>(652)</td>
<td>(653)</td>
<td>(654)</td>
<td>(655)</td>
</tr>
<tr>
<td>g. Basic salary</td>
<td>(656)</td>
<td>(657)</td>
<td>(658)</td>
<td>(659)</td>
</tr>
<tr>
<td>h. Esprit de corps</td>
<td>(660)</td>
<td>(661)</td>
<td>(662)</td>
<td>(663)</td>
</tr>
<tr>
<td>i. Recognition for accomplishments</td>
<td>(664)</td>
<td>(665)</td>
<td>(666)</td>
<td>(667)</td>
</tr>
<tr>
<td>j. Status of the SWO community in the Navy</td>
<td>(668)</td>
<td>(669)</td>
<td>(670)</td>
<td>(671)</td>
</tr>
</tbody>
</table>

13. To what extent do you think about leaving the Navy prior to retirement? (635)

14. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy, within the next year? (636)

15. If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement? (637)
16. In general, how satisfied do you think your friends are who have left the Navy for a civilian career?
(640)
- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

17. Looking at a SWO career, for approximately how many years from now do you have a relatively clear idea of what your career path (billet, promotions, etc.) will be?
(641-642)
- Less than 1 year
- 1 to 4 years
- 5 to 8 years
- 9 to 12 years
- 13 to 16 years
- 17 to 20 years
- More than 20 years

18. How attractive does the SWO career path appear to you?
(643)
- Very Unattractive
- Neutral
- Very Attractive

19. If notified in advance how would an overstay of up to six months be received by you?
(644)
- Very Negatively
- Neutral
- Very Positively
- Don't Know

20. If you are resigning from the Navy, do you plan to join the naval reserve?
(647)
- No
- Uncertain
- Yes
- Not applicable

21. If you are planning to resign from the Navy (or have submitted your letter of resignation) do you have a civilian job waiting?
(650)
- No
- Uncertain
- Yes
- Not applicable

22. Which of the following best describes the type of job you will have in civilian life?
(654)
- Government
- Professional
- Other
- Business
- Not applicable
- Uncertain

F. CAREER MANAGEMENT

1. On the scale below, check the statement which most applies to you.
(702)
- I am a surface warfare specialist.
- I am primarily a surface warfare specialist and secondarily a Navy officer.
- I am an equal balance of both.
- I am primarily a Navy officer and secondarily a surface warfare specialist.
- I am a Navy officer.
- Other
Using surface warfare as your community, please respond to the below items.

29. Recent revisions in the SWO career path were introduced to increase an officers' technical competence and experience base, especially at the department head level. Which of the following best summarizes your opinion of these changes?

(761)
- The SWO career changes are a step in the right direction. We need more emphasis on specialization.
- The SWO career changes have produced the right balance between a specialist and generalist orientation.
- The SWO career changes represent a setback. SWOs should be generalists and not specialists.

30. Which of the following best reflects your opinion of how the new SWO career will impact on fleet performance/readiness?

(762)
- Fleet readiness will be greatly improved.
- Fleet readiness will be somewhat improved.
- Fleet readiness will not be affected.
- Fleet readiness will be somewhat reduced.
- Fleet readiness will be greatly reduced.

31. In comparison with other communities, officers in my community make flag rank:

Very
Infrequently
At the same rate
Frequently

32. Rate the importance of each of the following, within your community, for making flag rank.

Of No
Importance
Of Little
Importance
Of Moderate
Importance
Of Great
Importance
Of Utmost
Importance

a. High Specialization
b. Generalist (not overspecialized)
c. Superb performance
d. Have right contacts
e. Have punched the right tickets
# PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

<table>
<thead>
<tr>
<th>Statement</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My spouse's career limits considerably the options available in my career decisions.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. At the present time, my career is more important to me than my spouse's career.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Family separation, because of deployment, makes my Navy career less attractive.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Family separation, because of in-port working hours, is a problem.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. I feel that my detailer will make an honest effort to co-locate my spouse and me.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. I have cut back on my career involvement in order to meet the needs of my spouse and/or children.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Better support services (e.g., spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

9. How is your spouse primarily employed? (Choose best response) (875-876)

- Full-time homemaker
- Secretary/clerical
- Teacher
- Professional
- Engineer
- Business/finance
- Navy officer
- Navy enlisted
- Other military
- Other
10. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

<table>
<thead>
<tr>
<th>I defer to spouse's wishes</th>
<th>Equal Participation</th>
<th>I decide alone</th>
<th>NA</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

11. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc?

<table>
<thead>
<tr>
<th>I defer to spouse's wishes</th>
<th>Equal Participation</th>
<th>I decide alone</th>
<th>NA</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

12. How do you think your spouse feels toward your Navy career?

<table>
<thead>
<tr>
<th>Completely opposed</th>
<th>Moderately supportive</th>
<th>Moderately opposed</th>
<th>Completely supportive</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

13. Rate the below items with regard to the extent of their impact on your most recent PCS move.

<table>
<thead>
<tr>
<th>Item</th>
<th>To No Extent</th>
<th>To A Little Extent</th>
<th>To Some Extent</th>
<th>To A Considerable Extent</th>
<th>To A Very Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My spouse's employment</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>b. Disruptions in children's schooling</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>c. My out-of-pocket expenses</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>d. Disruptions in social relations</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>e. The moving process itself</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>f. My unavailability to help the family (en route training, for example)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>g. Obtaining child care</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

PART B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

1. Single officers work the same number of hours as married personnel.            (891)

2. Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location. (892)

3. Marital status should be taken into consideration in the assignment process. (893)

4. I believe there is a disparity in entitlements/allowances between married and single personnel. (894)

5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment. (895)

6. The Navy treats its single personnel as fairly as it does its married personnel. (896)
Please indicate your level of agreement to the below items. In evaluating the first four items, consider ASW, CIC, etc. as technical schools and LMET, etc. as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (mark &quot;8&quot; if none completed)</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. I believe that non-technical schools improve my ability to do my job</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Technical schools will increase my promotion opportunities much more than non-technical service schools</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. An officer must serve as the head of a major department before selection for assignment as an executive officer afloat</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. If an URL officer (116X) does not qualify within 24 months of shipboard duty, this may result in reassignment to shore duty and a designator change to 11G</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. My ship has a planned program for rotating junior officers through several departments during their first sea tour. (Mark &quot;8&quot; if on shore duty)</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Obtaining a postgraduate degree will strengthen my chances for promotion</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. I would rather receive a postgraduate degree from a civilian institution than NPGS</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. The development of a subspecialty is important for my Navy career</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. The development of a subspecialty is important for my career beyond the Navy</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14. More emphasis should be placed on developing an officer's leadership abilities rather than general managerial skills</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15. Attending one of the war colleges is important for my Navy career</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16. High performing officers (0-5) are being encouraged by seniors to pursue the Material Professional career path</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17. High performing officers (0-4) are being encouraged by seniors to pursue the Material Professional career path</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18. The assignment of an officer on sea duty as a division officer may be a collateral duty</td>
<td>Strongly Disagree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>NA</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
1. **Career Intention**: The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

   How certain are you that you will continue an active Navy career at least until you are eligible for retirement?

<table>
<thead>
<tr>
<th>Percentage Range</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>99.9-100%</td>
<td>I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.</td>
</tr>
<tr>
<td>90.0-99.8%</td>
<td>I am almost certain I will continue my military career if possible.</td>
</tr>
<tr>
<td>75.0-99.9%</td>
<td>I am confident that I will continue my Navy career until I can retire.</td>
</tr>
<tr>
<td>50.0-74.9%</td>
<td>I probably will remain in the Navy until I am eligible for retirement.</td>
</tr>
<tr>
<td>25.0-49.9%</td>
<td>I probably will not continue in the Navy until I am eligible for retirement.</td>
</tr>
<tr>
<td>10.0-24.9%</td>
<td>I am confident that I will not continue my Navy career until I can retire.</td>
</tr>
<tr>
<td>0.2-9.9%</td>
<td>I am almost certain that I will leave the Navy as soon as possible.</td>
</tr>
<tr>
<td>0.0-1%</td>
<td>I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.</td>
</tr>
</tbody>
</table>

2. The more I think about it, the more I feel I made a bad move in entering my career. *(935)*

3. I am very satisfied with my occupation. *(936)*

4. I talk up the Navy to my friends as a great organization to work for. *(937)*

5. I am fortunate to be located where I am. *(938)*

6. I thoroughly enjoy my career. *(939)*

7. I thoroughly enjoy my field of work. *(940)*

8. I am proud to tell others that I am part of the Navy. *(941)*

9. I thoroughly enjoy my location. *(942)*

10. I take great pride in my career. *(943)*

11. I would feel happier with a different occupation. *(944)*

12. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined. *(945)*

13. I am very satisfied with my present location. *(946)*

14. I feel very good about my career. *(947)*

15. I definitely feel that I am in the right field of work. *(948)*

16. For me this is the best of all possible organizations for which to work. *(949)*

17. I would be more satisfied in a different location. *(950)*

18. I definitely feel that I am in the wrong career. *(951)*

19. I am very sorry I chose my occupation. *(952)*

20. I take a positive attitude toward myself. *(953)*

21. I have a definite plan for my career. *(954)*

22. I have a strategy for achieving my career goals. *(955)*

23. On the whole, I am satisfied with myself. *(956)*

24. Compared to other areas of my life, my chosen career is not very important to me. *(957)*
1. Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP. Include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

<table>
<thead>
<tr>
<th>DATE</th>
<th>Block (13)</th>
<th>Evaluation and Summary (blocks 51 &amp; 52)</th>
<th>Early Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>TYPICALLY EFFECTIVE</td>
<td>BOTTOM</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1% 5% 10% 30% 50% 30% MARG UNSAT</td>
<td>RECMD EARLY</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>RANKING NUM RECM</td>
</tr>
<tr>
<td>05/85</td>
<td>1</td>
<td>2</td>
<td>YES 2 of 2</td>
</tr>
<tr>
<td>11/84</td>
<td>1</td>
<td>3</td>
<td>NO 2 of 2</td>
</tr>
<tr>
<td>11/83</td>
<td>2</td>
<td>MISSING</td>
<td></td>
</tr>
</tbody>
</table>

|          |            | 1193- 1196- 1199- 1202- 1205- 1208- 1211- 1192 | 1214 1215- 1218- 1217- 1220 |
| Block (13) |            | 1195 1198 1201 1204 1207 1210 1213 | 1214 1215- 1218- 1217- 1220 |
| Sea/Shore |            | 1227- 1230- 1233- 1236- 1239- 1242- 1245- 1226 | 1248 1249- 1252- 1251- 1254 |
| 1187-1188 |            | 1229 1232 1235 1238 1241 1244 1247 | 1248 1249- 1252- 1251- 1254 |
| 1189-1190 |            | 1261- 1264- 1267- 1270- 1273- 1276- 1279- 1260 | 1282 1283- 1286- 1285- 1288 |
| 1191-1192 |            | 1263 1266 1269 1272 1275 1278 1281 | 1282 1283- 1286- 1285- 1288 |
| 1193-1194 |            | 1295- 1298- 1301 1304- 1307- 1310- 1313- 1294 | 1316 1317- 1320- 1319- 1322 |
| 1195-1196 |            | 1297 1300 1303 1306 1309 1312 1315 | 1316 1317- 1320- 1319- 1322 |

*1 = Sea  2 = Shore

-19-
R-19
If you would like to comment on any aspect of your Navy career as it affects your desire to continue as a naval officer, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your comments will be used only if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

Rank:  ○ 0-1  ○ 0-5
       ○ 0-2  ○ 0-6
       ○ 0-3  ○ 0-7
       ○ 0-4

Sex:   ○ Male
       ○ Female

NOTE: Would you like to receive feedback on the general findings of this questionnaire?

     ○ YES     ○ NO

If yes, please provide name and SSN

Name ____________________________________________

SSN ____________________________________________

22.
R-20
APPENDIX S

GENERAL URL OFFICER CAREER QUESTIONNAIRE
**OFFICER CAREER QUESTIONNAIRE**

**MARKING INSTRUCTIONS**

- Use a No. 2 black lead pencil only.
- Read each question carefully. Make a HEAVY BLACK MARK that FILLS THE CIRCLE representing your answer.
- Please do not make stray marks of any kind.

**PRIVACY ACT NOTICE**

Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

---

**A. BACKGROUND INFORMATION**

1. **Social Security No.**
   (11-19)
   Print your Social Security No. in the boxes provided. Then fill in the appropriate circle below each number.

2. **Current designator:**
   (20-23)

3. **Grade:**
   (32)
   - 0-1
   - 0-2
   - 0-3
   - 0-4
   - 0-5
   - 0-6
   - 0-7

4. **Sex:**
   (33)
   - Male
   - Female

5. **Family status:**
   (34)
   - Single
   - Single parent
   - Married, without children
   - Married, with children
   - Separated/Divorced
   - Other

6. **Date questionnaire completed:**
   (49)
   - May 86
   - June 86
   - July 86
   - Aug 86
   - Sept 86
   - Oct 86

7. **Did you enter the Navy via the NUPOC program?**
   (69)
   - No
   - Yes - Instructor
   - Yes - Naval Reactors Engineer
B. INFORMATION USE

1. In reference to your present assignment, evaluate each of the following 13 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Respond using the scale below.

<table>
<thead>
<tr>
<th>INFORMATION SOURCE</th>
<th>USE</th>
<th>ACCURACY</th>
<th>HONEST</th>
<th>AVAILABILITY</th>
<th>INFLUENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. CO/ISIC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. XO</td>
<td>(73)</td>
<td>(92)</td>
<td>(111)</td>
<td>(130)</td>
<td>(149)</td>
</tr>
<tr>
<td>c. Department Head</td>
<td>(74)</td>
<td>(93)</td>
<td>(112)</td>
<td>(131)</td>
<td>(150)</td>
</tr>
<tr>
<td>d. Senior officers in my community</td>
<td>(75)</td>
<td>(94)</td>
<td>(113)</td>
<td>(132)</td>
<td>(151)</td>
</tr>
<tr>
<td>e. Senior officers outside my community</td>
<td>(76)</td>
<td>(95)</td>
<td>(114)</td>
<td>(133)</td>
<td>(152)</td>
</tr>
<tr>
<td>f. Peers</td>
<td>(77)</td>
<td>(96)</td>
<td>(115)</td>
<td>(134)</td>
<td>(153)</td>
</tr>
<tr>
<td>g. Detailers</td>
<td>(78)</td>
<td>(97)</td>
<td>(116)</td>
<td>(135)</td>
<td>(154)</td>
</tr>
<tr>
<td>h. &quot;Perspective&quot;</td>
<td>(79)</td>
<td>(98)</td>
<td>(117)</td>
<td>(136)</td>
<td>(155)</td>
</tr>
<tr>
<td>i. &quot;URL Officer Career Planning Handbook&quot;</td>
<td>(80)</td>
<td>(99)</td>
<td>(118)</td>
<td>(137)</td>
<td>(156)</td>
</tr>
<tr>
<td>j. &quot;Commanding Officer's Addendum&quot;</td>
<td>(81)</td>
<td>(100)</td>
<td>(119)</td>
<td>(138)</td>
<td>(157)</td>
</tr>
<tr>
<td>k. &quot;Officer Billet Summary&quot;</td>
<td>(82)</td>
<td>(101)</td>
<td>(120)</td>
<td>(139)</td>
<td>(158)</td>
</tr>
<tr>
<td>l. Navy Times</td>
<td>(83)</td>
<td>(102)</td>
<td>(121)</td>
<td>(140)</td>
<td>(159)</td>
</tr>
<tr>
<td>m. Public media</td>
<td>(84)</td>
<td>(103)</td>
<td>(122)</td>
<td>(141)</td>
<td>(160)</td>
</tr>
<tr>
<td></td>
<td>(85)</td>
<td>(104)</td>
<td>(123)</td>
<td>(142)</td>
<td>(161)</td>
</tr>
</tbody>
</table>
1. How aware was your command that you would be reporting for duty?
   (181) O Not at all O Partially O Fully

2. When did you detach from your last assignment?
   (178) O Less than 1 month ago.
   O 1 month, but less than 3 months ago.
   O 3 months, but less than 6 months ago.
   O 6 months, but less than 9 months ago.
   O 9 months, but less than 1 year ago.
   O 1 year or more ago.
   O No reassignment.

3. My PRD is:
   (179) O Less than 1 month from now.
   O 1 month, but less than 3 months from now.
   O 3 months, but less than 6 months from now.
   O 6 months, but less than 9 months from now.
   O 9 months, but less than 1 year from now.
   O 1 year or more from now.
   O Don’t know.

4. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
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<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Negative</td>
<td>Very Neutral</td>
<td>Very Positive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Challenge</td>
<td>(182)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>b. Separation from family/friends</td>
<td>(183)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>c. Use of skills &amp; abilities</td>
<td>(184)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>d. Working environment</td>
<td>(185)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>e. Hours of work required</td>
<td>(186)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>f. Work pressure</td>
<td>(187)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>g. Interesting duties</td>
<td>(188)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>h. Ability to plan and schedule activities</td>
<td>(189)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>i. Adventure</td>
<td>(190)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>j. Sense of accomplishment</td>
<td>(191)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>k. Opportunity to grow professionally</td>
<td>(192)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>l. Doing something important</td>
<td>(193)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

5. Overall, how do you evaluate this tour in terms of:

| a. The Command | (194) | O | O | O | O | O | O |
| b. Type duties | (195) | O | O | O | O | O | O |
| c. Peers | (196) | O | O | O | O | O | O |
| d. Superiors | (197) | O | O | O | O | O | O |
D. ASSIGNMENT PROCESS

1. How many months prior to your PRO to your current assignment did you submit a new preference card? (253)
   - 1 to 2 months
   - 3 to 4 months
   - 5 to 6 months
   - 7 to 8 months
   - 9 to 10 months
   - 11 to 12 months
   - More than a year before PRO
   - None submitted

2. When I completed my most recent preference card I:
   (254)
   - Put down choices I personally wanted regardless of how they might affect my Navy career.
   - Put down primarily what I wanted but tempered them a little with what I thought would help my Navy career.
   - Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike.
   - Put down choices which I thought would help my Navy career but tempered with my personal desires.
   - Put down choices which I thought would help my Navy career even though they weren't personally desirable.
   - Did not complete one.

3. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:
   - Location (255)
   - Type Billet (256)
   - Type Activity (257)

4. During my most recent transfer, I was promised one type of duty or duty station location; however, it was changed in the orders I received before I transferred.
   (258)
   - No
   - Yes
   - No previous assignment

5. With respect to your most recent transfer, did your detailer inform you that orders were being forwarded, but they were not received in a timely fashion?
   (259)
   - No
   - Yes
   - No previous assignment

6. Have you submitted a new preference card during your current assignment?
   (260)
   - No
   - Yes

7. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through h)
   - Systematically throughout my tour
   - 5 to 6 months before my PRO
   - More than 14 months before my PRO
   - Within 3 months before my PRO
   - 11 to 14 months before my PRO
   - 7 to 10 months before my PRO
   - I didn't do this
   - Not applicable

   a. Contacting your detailer
   b. Specifically seeking the advice of a senior officer
   c. Specifically seeking the advice of a peer
   d. Discussing possible assignments with my spouse/family
   e. Considering choices of location
   f. Considering choices of types of billets
   g. Considering choices of types of duty
   h. Contacting a placement officer

8. What individual(s) did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment?
   - No previous assignment
   - No one

   Use one scale to respond to items a through h.

   a. My CO/XO/ISIC
   b. CO/ISIC of the billet I wanted
   c. A senior officer in my direct chain of command from my previous assignment
   d. A senior officer from the command of my desired assignment
   e. A senior officer from my command but not in the chain of command of either assignment
   f. A senior officer from outside my community
   g. Other

   Did Not Intervene
   Used Individual
9. Which one of the following statements best describes your experience in obtaining your current assignment?

(Haven't been through reassignment.

- Tended to run smoothly - my detailer located an acceptable billet relatively quickly.
- Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.
- Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
- Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
- Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

10. How effective do you feel each of the following methods are for interacting with your detailer?

<table>
<thead>
<tr>
<th>Method</th>
<th>Very Effective</th>
<th>Ineffective</th>
<th>So-So</th>
<th>Effective</th>
<th>Very Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preference Card</td>
<td>(278)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Letter</td>
<td>(279)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telephone</td>
<td>(280)</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Personal visit</td>
<td>(281)</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Detailer field trip</td>
<td>(282)</td>
<td></td>
<td></td>
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</tbody>
</table>

11. If you have formed an opinion of your current detailer, evaluate your detailer in the following areas; if not, please evaluate your former detailer.

<table>
<thead>
<tr>
<th>Area</th>
<th>Very Negative</th>
<th>Neutral</th>
<th>Very Positive</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge of current policy trends</td>
<td>(283)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledge of which billets are available</td>
<td>(284)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledge of requirements and duties of available billets</td>
<td>(285)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledge of my career development needs</td>
<td>(286)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledge of my personal desires</td>
<td>(287)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Returns telephone calls</td>
<td>(288)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shares information</td>
<td>(289)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Knowledgeable of previous communication</td>
<td>(290)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>What (s)he says can be trusted</td>
<td>(291)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Looks out for my best interests</td>
<td>(292)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Listens to my problems, desires, needs, etc</td>
<td>(293)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provides useful career counseling</td>
<td>(294)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Responds to correspondence</td>
<td>(295)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Availability</td>
<td>(296)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Provides useful career counseling on “tickets to be punched”</td>
<td>(297)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provides useful career counseling on “right contacts” to make</td>
<td>(298)</td>
<td></td>
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</tr>
</tbody>
</table>
12. Which detailer did you evaluate?
   (299)  
   ☐ Current detailer  ☐ Former detailer

13. How many times have you spoken to your current detailer?
   (301)  
   ☐ 0  ☐ 2  ☐ 4  ☐ 6  
   ☐ 1  ☐ 3  ☐ 5  ☐ 7 or more times

14. If you have attended a detailer field trip meeting in the last two years, to what extent

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
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<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Little</td>
<td>Some</td>
<td>Very Great</td>
<td>Not Attendee</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>☐</td>
<td>☐</td>
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</table>

   a. Did it provide clarification of assignment policies and practices? .......................... (302)
   b. Did it give you an appreciation of officer career paths and alternatives? .............. (303)
   c. Did it resolve some assignment problems you had? ............................................ (304)
   d. Was it conducted in an open and honest manner? ............................................ (305)
   e. Was it a useful and beneficial meeting? ........................................................... (306)

15. I cannot depend upon the detailing system to find a job that I want. (307)

   Strongly Disagree  ☐  ☐  ☐  ☐  Neutral  ☐  ☐  ☐  Strongly Agree  ☐

16. Please indicate your degree of agreement with the below statements. Use the provided scale in answering the statements about the detailer who assigned you to your current command.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>Not Reassigned</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>☐</td>
<td>☐</td>
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</table>

   a. I was favorably impressed with the way my detailer handled our interactions. ......... (308)
   b. My detailer tended to have a closed mind, and thus I could not influence him/her. .... (309)
   c. My detailer made a sincere effort to meet my needs or to explain why he/she couldn't. .. (310)
   d. The detailer located for me the best billet that he/she could, given the circumstances. .. (311)

17. If you were disappointed with the assignment you received, indicate your degree of agreement with the below statements. If you were not disappointed, please mark here and go on to Item 18.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
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<th>5</th>
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<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td>Not Reassigned</td>
<td></td>
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<td></td>
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<tr>
<td>☐</td>
<td>☐</td>
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</table>

   a. My detailer conveyed the news of my new assignment in a callous fashion. ............ (312)
   b. My detailer attempted to explain why the assignment was made. ....................... (314)
18. What was the designator of the detailer who assigned you to your present command?

(315)
○ 110X (General URL)
○ 111X (Surface warfare)
○ Other
○ Don’t know

19. The designator of my current detailer is:

(316)
○ 110X (General URL)
○ 111X (Surface warfare)
○ Other
○ Don’t know

20. As a result of a 1984 policy change, General URLs are now detailing all 1100s (except CAPTs and CDRs who have been screened for command). Previously, SWOs handled this function, for the most part. Indicate your level of agreement with each of the following statements concerning this policy change.

<table>
<thead>
<tr>
<th>Statement</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The ambiguous nature of the General URL’s career path was the primary</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>problem involved in reassignment, not the fact that SWOs had been detailing our community.</td>
<td>(317)</td>
<td></td>
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</tr>
<tr>
<td>b. The new system means that General URLs have lost some of the parity they had gained with surface warfare specialists.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. The quality of the detailer is the important issue, not whether they are a SWO or a General URL officer.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>d. General URL detailers will be more knowledgeable about career enhancing billets than were their SWO predecessors.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>e. General URL detailers will have less power in the assignment process than their SWO predecessors.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>f. I will now be able to select from a wider range of billets than could officers under the old system.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>g. General URL detailers will be more knowledgeable about which billets are necessary for &quot;ticket punching&quot; than were their SWO predecessors.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>h. The new system means that General URLs are less likely than SWOs to obtain career enhancing billets.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>i. Surface warfare detailers who sit on selection boards will have less understanding of General URL career patterns than they did under the old system.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<td>j. General URL detailers will have more information about the dead ends that could kill a career than did their SWO predecessors.</td>
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<tr>
<td>k. General URL detailers will be more informed than their SWO predecessors about viable career paths open to the General URL officer.</td>
<td>○</td>
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<tr>
<td>l. The detailing system, for the most part, has been improved.</td>
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<td>m. The detailing system has become less responsive to the needs of the General URL officer.</td>
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</tbody>
</table>
1. How many more years from now do you plan to remain on active duty? (330-331)

<table>
<thead>
<tr>
<th>Definitely Not</th>
<th>Don't Know</th>
<th>Definitely Does</th>
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</thead>
<tbody>
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<td>O</td>
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</tbody>
</table>

2. Do you feel that the Navy wants you to continue your career as an active duty naval officer? (332)

<table>
<thead>
<tr>
<th>Definitely Not</th>
<th>Don't Know</th>
<th>Definitely Does</th>
</tr>
</thead>
<tbody>
<tr>
<td>O</td>
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</tbody>
</table>

3. When you are (or "should be") completing your Officer Preference Card, do you have a good idea of available billets for which you would be fully competitive? (333)

<table>
<thead>
<tr>
<th>Definitely Do Not</th>
<th>Somewhat</th>
<th>Definitely Do</th>
</tr>
</thead>
<tbody>
<tr>
<td>O</td>
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</tbody>
</table>

4. Do you feel the billets you have received reflect your experience and past performance? (334)

<table>
<thead>
<tr>
<th>Definitely Do Not</th>
<th>Somewhat</th>
<th>Definitely Do</th>
</tr>
</thead>
<tbody>
<tr>
<td>O</td>
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</tbody>
</table>

5. What is your evaluation of the following aspects of a Navy career?

<table>
<thead>
<tr>
<th>Aspect</th>
<th>(335)</th>
<th>(336)</th>
<th>(337)</th>
<th>(338)</th>
<th>(341)</th>
<th>(342)</th>
<th>(343)</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Continuity of detailers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Assignments received</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Change of assignments at 2-3 year intervals</td>
<td></td>
<td></td>
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<tr>
<td>d. Possibility of change of geographic location with assignment change</td>
<td></td>
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<tr>
<td>e. Overseas assignments, accompanied</td>
<td></td>
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<tr>
<td>f. Overseas assignments, unaccompanied</td>
<td></td>
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<tr>
<td>g. Commissary and exchange benefits</td>
<td></td>
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</tr>
</tbody>
</table>

6. If you were to seek civilian employment, how prepared are you to do so? (353)

<table>
<thead>
<tr>
<th>Essentially Unprepared</th>
<th>Neither Prepared Nor Unprepared</th>
<th>Essentially Prepared</th>
</tr>
</thead>
<tbody>
<tr>
<td>O</td>
<td>O</td>
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</tbody>
</table>

7. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Civilian</th>
<th>Navy</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Interesting and challenging work</td>
<td></td>
<td></td>
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<tr>
<td>b. Ability to plan work</td>
<td></td>
<td></td>
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<tr>
<td>c. Work hours</td>
<td></td>
<td></td>
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<tr>
<td>d. Minimal work stress</td>
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<tr>
<td>e. Freedom from hassle</td>
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<tr>
<td>f. Own initiative</td>
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<tr>
<td>g. Pay and allowances</td>
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<tr>
<td>h. Health benefits/care</td>
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<tr>
<td>i. Job security</td>
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<td>j. Family stability</td>
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<tr>
<td>k. Desirable place to live</td>
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<tr>
<td>l. Desirable co-workers</td>
<td></td>
<td></td>
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<tr>
<td>m. Recognition</td>
<td></td>
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<tr>
<td>n. Responsibility</td>
<td></td>
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<tr>
<td>o. Chance for spouse to develop own interests</td>
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<tr>
<td>p. Quality of superiors</td>
<td></td>
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<td>q. Retirement program</td>
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<tr>
<td>r. Variety of assignments</td>
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<td>s. Educational opportunities</td>
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<td>t. Promotional opportunities</td>
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<tr>
<td>u. Social relationships</td>
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<tr>
<td>v. Amount of crisis management</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Substantially Better</th>
<th>Much Better</th>
<th>Better</th>
<th>Comparable</th>
<th>Better</th>
<th>Much Better</th>
<th>Substantially Better</th>
</tr>
</thead>
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</table>

-9-
9. Looking at recent changes in the General URL career path, which of the two options have you selected? (548)

10. How important are each of the below billets for success in the General Track. Use the following scale:

While the billets have been organized by rank, it is recognized that they could at times be placed under different ranks depending on the size of the activity involved.

<table>
<thead>
<tr>
<th>A. ENS</th>
<th>B. LTJG</th>
<th>C. LT</th>
<th>D. LDR</th>
<th>E. CDR</th>
<th>F. CAPT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Watch Officer, COMSTA</td>
<td>1. Joint Staff Assignments</td>
<td>1. Washington Staff (NMPC, CRUITCOM)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Watch Officer, NAVFAC</td>
<td>2. XO, PSA</td>
<td>2. Major Fleet Staff (COMNAVSURFPAC)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Public Affairs Officer</td>
<td>3. Dept Head, Recruiting Area</td>
<td>3. XO, Training Command</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Admin. Asst./Personnel</td>
<td>4. CO, Brig</td>
<td>4. Instructor, Service College</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Naval Base Staff</td>
<td>5. OIC of MEC as Dept Head Equivalent</td>
<td>5. Special Asst, Civil Affairs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Division Officer, Training Command</td>
<td>6. XO, NAVSTA</td>
<td>6. XO, NAVSTA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Instructor, Nuclear Power School</td>
<td>7. CO, COMSTA</td>
<td>7. CO, COMSTA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Recruiter</td>
<td>8. CO, NRD</td>
<td>8. CO, NRD</td>
<td></td>
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</tr>
</tbody>
</table>

- DON'T KNOW |

- VERY POSITIVE |

- SUBSTANTIALLY POSITIVE |

- MODERATELY POSITIVE |

- NEUTRAL |

- MODERATELY NEGATIVE |

- SUBSTANTIALLY NEGATIVE |

- VERY NEGATIVE |
11. How important are the following in determining whether you will remain on active duty after you become eligible to retire?

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<tbody>
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<tr>
<td>Not Applic</td>
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</tbody>
</table>

12. To what extent do you think about leaving the Navy prior to retirement?

13. Taking everything into consideration, to what extent will you make a genuine effort to search for employment outside the Navy within the next year?

14. If they had to do it over again, to what extent do you think most of your ex-Navy (now civilian) friends would choose to leave the Navy prior to their retirement?

15. Looking at a General URL Officer career, for approximately how many years from now do you have a relatively clear idea of what your career path (billets, promotions, etc.) will be?

<table>
<thead>
<tr>
<th>No. of years</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
</tr>
</thead>
<tbody>
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</tbody>
</table>

16. At the appropriate point in your career, to what extent would you be interested in the Material Professional career path, which enables CDRs and CAPTs to concentrate exclusively on material acquisition, logistics, material support and maintenance?

17. The impact of the Defense Officer Personnel Management Act (DOPMA) on my assignments will be:

<table>
<thead>
<tr>
<th>Impact</th>
<th>Very Positive</th>
<th>Neutral</th>
<th>Very Negative</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0</td>
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</tbody>
</table>

18. The impact of DOPMA on my promotions will be:

<table>
<thead>
<tr>
<th>Impact</th>
<th>Very Positive</th>
<th>Neutral</th>
<th>Very Negative</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
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<td>0</td>
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</tbody>
</table>
1. On the scale below, check the statement which most applies to you.

(702)
- I am a General URL Officer.
- I am primarily a General URL Officer and secondarily a Navy officer.
- I am equal balance of both.
- I am primarily a Navy officer and secondarily a General URL Officer.
- I am a Navy officer.

In the following items “my community” refers to 10Xs in general.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Uncertain</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My leadership experience is adequately represented in the documentation reviewed for decisions involving my assignment/promotion.</td>
<td>(7.31)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Performance being equal, my chances of being selected for a career enhancing 1000 designated billet are equal to a warfare specialist officer.</td>
<td>(7.32)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. It is clear to me how the Navy defines a “leadership role.”</td>
<td>(7.33)</td>
<td></td>
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</tr>
<tr>
<td>4. The billets which General URL officers are eligible for are some of the Navy’s most important jobs.</td>
<td>(7.34)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. General URL officers are held in high esteem by the rest of the Navy.</td>
<td>(7.35)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. General URL officers have a very strong feeling of community.</td>
<td>(7.36)</td>
<td></td>
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</tr>
<tr>
<td>7. Command/Program Management is (was) my optimum goal in the Navy.</td>
<td>(7.37)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Leadership assignments outside of the subspecialty area can be harmful to an 11OX officer’s career.</td>
<td>(7.38)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. The new Specialist Track is more appealing to me than the General Track.</td>
<td>(7.39)</td>
<td></td>
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</tr>
<tr>
<td>10. I think that General URL officers in the General Track will have a better chance for promotion than individuals in the Specialist Track.</td>
<td>(7.40)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. To me, the Specialist Track is more prestigious than the General Track.</td>
<td>(7.41)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Instead of “up or out”, a career path should exist that enables a person to remain in the Navy for their entire career at the LT, LCDR, or CDR level, as long as they are performing satisfactorily.</td>
<td>(7.42)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. My senior officers interact with me frequently.</td>
<td>(7.43)</td>
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</tbody>
</table>
24. The Navy will not be able to develop viable career paths for many of the subspecialties comprising the Specialty Track.  

25. The specification of two career tracks makes career progression less ambiguous than it was previously.  

26. The Specialist Track affords a good opportunity for geographical stability.  

27. Available information on subspecialties helps (helped) me to decide which subspecialty I should pursue to advance in my career.  

28. Available information on subspecialties provides (provided) me with a clear idea on how to obtain a subspecialty.  

29. The 1050 billets that are actually recoded to 1000 will help make the General URL community more competitive with the warfare communities when promotions are considered.  

30. A career path (or paths) for General URLs after CDR command is clear (to be answered by LCDRs through Capt).  

31. The Navy is anxious to retain General URL officers beyond 20 years of service (to be answered by CDRs and above).  

32. Detallers provide useful information on subspecialties.  

33. I use senior officers as role models when I make career decisions.  

34. I have been counseled on how the Navy's career system works for members of my community.  

35. I have been counseled on the Navy's career opportunities outside of my community.  

36. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy.  

37. I have been counseled on the "right" contacts to make to help further my Navy career.  

38. I have been counseled on the "blind alleys" which might kill my Navy career.  

39. I have a close, personal relationship with a considerably more senior officer who serves as a mentor for my career.  

40. I have counseled a more junior officer in career-related matters.  

41. I am actively involved in an informal support network within the 110X community.  

42. I am actively involved in a formal professional association or network.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Uncertain</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>0</td>
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<td>0</td>
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</tbody>
</table>
Listed below are statements about the content of the November 1984 policies and others affecting General URLs. For each statement, please indicate whether you believe the item is True or False or are uncertain. The purpose of these items is to determine how well the Navy is disseminating information on its policies.

<table>
<thead>
<tr>
<th>Number</th>
<th>Statement</th>
<th>True</th>
<th>False</th>
<th>Uncertain</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>It is possible for an individual to switch from both the General and Specialist Tracks to the Material Professional Track.</td>
<td></td>
<td></td>
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<tr>
<td>2</td>
<td>Individuals in the General Track do not serve in subspecialty billets.</td>
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<tr>
<td>3</td>
<td>Individuals in the Specialist Track are not considered for commanding officer slots.</td>
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<tr>
<td>4</td>
<td>Only proven subspecialists are considered by a board for designation to the Specialist Track.</td>
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<tr>
<td>5</td>
<td>Once an officer has been selected to be a proven subspecialist the Navy cannot rescind this decision.</td>
<td></td>
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</tr>
<tr>
<td>6</td>
<td>An Individual must serve in two subspecialty billets in the same area, such as Manpower, Personnel and Training (XX33), and be selected by a board, before they are designated as a subspecialist.</td>
<td></td>
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<tr>
<td>7</td>
<td>I feel that I am knowledgeable about major policy changes that have taken place in the last two years that have affected the General URL community.</td>
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<tr>
<td>8</td>
<td>The change that has 110x officers detailing 1100s has been Implemented on a trial basis.</td>
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<tr>
<td>9</td>
<td>The Navy has mandated that 75% of the shore LCDR CO and XO 1000 billets be reserved for General URLs, although the specific billets being reserved will not always be the same.</td>
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<tr>
<td>10</td>
<td>When a General URL assign's initial assignment is such that he/she cannot gain subspecialty or division officer experience, he/she will, if possible, be split toured to gain such experience or be given a 2-year, instead of a 3-year, tour.</td>
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</tbody>
</table>

11. For each of the following career milestones, indicate its importance to success as a General URL officer. Use the following scale to rate the items.

1. Important to success in Specialist Track
2. Important to success in General Track
3. Important to success in both the Specialist and General Tracks
4. Unimportant to success in either
5. The Navy has not provided enough information for me to respond.

<table>
<thead>
<tr>
<th>Milestone</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Obtaining a master's degree that confers a subspecialty code.</td>
<td>(849)</td>
</tr>
<tr>
<td>b. Becoming a proven subspecialist.</td>
<td>(850)</td>
</tr>
<tr>
<td>c. Screening for XO.</td>
<td>(851)</td>
</tr>
<tr>
<td>d. Screening for CO.</td>
<td>(852)</td>
</tr>
<tr>
<td>e. A tour of duty at Washington HQ STAFF.</td>
<td>(853)</td>
</tr>
<tr>
<td>f. A tour of duty at a joint command.</td>
<td>(854)</td>
</tr>
<tr>
<td>g. Serving division officer/department head tours.</td>
<td>(855)</td>
</tr>
<tr>
<td>h. Attending Junior or Senior Service College.</td>
<td>(856)</td>
</tr>
<tr>
<td>i. Screening for major command.</td>
<td>(857)</td>
</tr>
</tbody>
</table>

12. Examine the following sources of information on the General and Specialist Career Tracks.

a. Select the one source that has provided you with the best information on these two tracks: (858)
   - Perspective
   - Community manager
   - Navy Times
   - Details
   - Peers
   - Senior General URL officers
   - Officer networks or associations
   - Other
   - None

Please also answer 12b
H. CAREER AND MARITAL STATUS

Married officers are to complete Part A. Married and single officers complete Part B.

PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

<table>
<thead>
<tr>
<th>Statement</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My spouse's career limits considerably the options available in my career decisions.</td>
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<td>2. At the present time, my career is more important to me than my spouse's career.</td>
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<td>3. I feel that my detailer will make an honest effort to co-locate my spouse and me.</td>
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<td>4. I have cut back on my career involvement in order to meet the needs of my spouse and/or children.</td>
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<tr>
<td>5. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages.</td>
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<td>6. Better support services (e.g., spouse employment information in a new community, and/or help in planning and coping with a transfer) should be provided for transferring couples.</td>
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<tr>
<td>7. A single female General URL has a greater opportunity to succeed in the Navy than does a married female General URL officer.</td>
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<tr>
<td>8. My detailer conveys (or I expect that he/she will convey) the attitude that I am a valuable resource to the Navy.</td>
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<td>9. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?</td>
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<tr>
<td>I defer to spouse's wishes</td>
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<td>Equal participation</td>
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<td>I decide alone</td>
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<td>Not Applicable</td>
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<tr>
<td>10. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc?</td>
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<tr>
<td>I defer to spouse's wishes</td>
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<tr>
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<td>I decide alone</td>
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<tr>
<td>Not Applicable</td>
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<tr>
<td>11. How do you think your spouse feels toward your Navy career?</td>
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</tbody>
</table>

-15-

- 5-15
2. Rate the following items with regard to the extent of their impact on your most recent PCS move.

<table>
<thead>
<tr>
<th>Item</th>
<th>Scale</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My spouse's employment</td>
<td>To No Extent</td>
<td>To a Little Extent</td>
</tr>
<tr>
<td>b. Disruptions in children's schooling</td>
<td>To No Extent</td>
<td>To a Little Extent</td>
</tr>
<tr>
<td>c. My out-of-pocket expenses</td>
<td>To No Extent</td>
<td>To a Little Extent</td>
</tr>
<tr>
<td>d. Disruptions in social relations</td>
<td>To No Extent</td>
<td>To a Little Extent</td>
</tr>
<tr>
<td>e. The moving process itself</td>
<td>To No Extent</td>
<td>To a Little Extent</td>
</tr>
<tr>
<td>f. My unavailability to help the family (en route training, for example)</td>
<td>To No Extent</td>
<td>To a Little Extent</td>
</tr>
<tr>
<td>g. Obtaining child care</td>
<td>To No Extent</td>
<td>To a Little Extent</td>
</tr>
</tbody>
</table>

13. How is your spouse primarily employed? (Choose best response)

- Navy officer
- Navy enlisted
- Other military
- Engineer
- Business/finance
- Teacher
- Other professional
- Full-time homemaker
- Secretary/clerical
- Other

PART B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>2</th>
<th>3</th>
<th>Uncertain</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7 Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Single officers work the same number of hours as married personnel.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2. Single officers are unable to obtain assignment to a desired geographic location, because all available billets have been filled in support of spouse co-location.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3. Marital status should be taken into consideration in the assignment process.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>4. I believe there is a disparity in entitlements/allowances between married and single personnel.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>6. The Navy treats its single personnel as fairly as it does its married personnel.</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>
Please indicate your level of agreement to the following items.

In evaluating the first four items, consider Intell. Analyst, Communications, etc., as technical schools and LMET, etc., as non-technical ones. Omit consideration of major professional schools such as NPES or War College.

1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (mark "B" if none completed). (897)  
   - Strongly Disagree  - Neutral  - Strongly Agree

2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a naval officer. (898)
   - Strongly Disagree  - Neutral  - Strongly Agree

3. I believe that non-technical schools improve my ability to do my job. (899)
   - Strongly Disagree  - Neutral  - Strongly Agree

4. Technical schools will increase my promotion opportunities much more than non-technical service schools. (900)  
   - Strongly Disagree  - Neutral  - Strongly Agree

5. Obtaining a postgraduate degree will strengthen my chances for promotion. (902)
   - Strongly Disagree  - Neutral  - Strongly Agree

6. The development of a subspecialty is important for my Navy career. (904)
   - Strongly Disagree  - Neutral  - Strongly Agree

7. The development of a subspecialty is important for my career beyond the Navy. (905)
   - Strongly Disagree  - Neutral  - Strongly Agree

8. High performing officers (0-5) are being encouraged by seniors to pursue the Material Professional career path. (906)  
   - Strongly Disagree  - Neutral  - Strongly Agree

9. High Performing officers (0-4) are being encouraged by seniors to pursue the Material Professional career path. (907)
   - Strongly Disagree  - Neutral  - Strongly Agree

10. I can predict with fair accuracy the subspecialties that will help me advance in my Navy career. (917)
    - Strongly Disagree  - Neutral  - Strongly Agree

11. My primary subspecialty limits opportunity for future career enhancing assignments. (918)
    - Strongly Disagree  - Neutral  - Strongly Agree

12. If I leave my subspecialty area for any length of time, my Navy career will suffer. (903)
    - Strongly Disagree  - Neutral  - Strongly Agree

13. My decisions about postgraduate education in the Navy are/were driven by my desire to develop a basis for my second career after retirement. (919)
    - Strongly Disagree  - Neutral  - Strongly Agree

14. I must obtain at least one tour FITREP as a department head before I can screen for XO. (912)
    - Strongly Disagree  - Neutral  - Strongly Agree

15. My command has a planned program for rotating junior officers through several departments during their first tour. (901)
    - Strongly Disagree  - Neutral  - Strongly Agree

16. It is important for General URL Officers to be evaluated in "leadership roles" early in their career. (920)
    - Strongly Disagree  - Neutral  - Strongly Agree

17. Listed below are 12 subspecialty education/skill fields. Please indicate the extent to which you believe that each field contributes to an 110X officer's Navy career.

   a. Intelligence (Joint Intelligence, Naval Technical Intelligence) (922)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   b. Pol-Mil/Strategic Planning (Europe, International Negotiation) (923)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   c. Management (Financial, Transportation, Manpower/Personnel/Training Analysis) (924)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   d. Applied Logic (Operations Logistics) (925)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   e. Operations Systems Technology (ASW, C2) (926)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   f. Naval Systems Engineering (Nuclear Engineering, Electronic Engineering) (927)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   g. Weapons Engineering (Chemistry, Nuclear Physics) (928)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   h. Communications (Engineering, Systems Technology) (929)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   i. Computer Technology (Science, Systems Technology) (930)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   j. Operations Analysis (Quantitative Economics, Applied Math) (931)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   k. Space Systems Operation (Operations, Engineering) (932)  
      - Strongly Disagree  - Neutral  - Strongly Agree

   l. Environmental Science (Geophysics, Oceanography, Meteorology) (933)  
      - Strongly Disagree  - Neutral  - Strongly Agree
1. **Career Intention:** The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement. Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Check the response which most closely represents your current level of commitment.

How certain are you that you will continue an active Navy career at least until you are eligible for retirement?

(934)

- 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement.
- 90.0-99.8% I am almost certain I will continue my military career if possible.
- 75.0-89.9% I am confident that I will continue my Navy career until I can retire.
- 50.0-74.9% I probably will remain in the Navy until I am eligible for retirement.
- 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement.
- 10.0-24.9% I am confident that I will not continue my Navy career until I can retire.
- 0.2-9.9% I am virtually certain that I will leave the Navy as soon as possible.
- 0-0.1% I am almost certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

<table>
<thead>
<tr>
<th>Item</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. The more I think about it, the more I feel I made a bad move in entering my career.</td>
<td>Strongly Disagree</td>
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<tr>
<td>2. I am very satisfied with my occupation.</td>
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<td>3. I talk up the Navy to my friends as a great organization to work for.</td>
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<td>4. I am fortunate to be located where I am.</td>
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<td>5. I thoroughly enjoy my career.</td>
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<td>6. I thoroughly enjoy my field of work.</td>
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<td>7. I am proud to tell others that I am part of the Navy.</td>
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<td>8. I thoroughly enjoy my location.</td>
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<td>9. I would feel happier with a different occupation.</td>
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<td>10. I take great pride in my career.</td>
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<td>11. I definitely feel that I am in the right field of work.</td>
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<tr>
<td>12. For me this is the best of all possible organizations for which to work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. I would be more satisfied in a different location.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>14. I definitely feel that I am in the wrong career.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>15. I definitely feel that I am in the wrong career.</td>
<td></td>
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</tr>
<tr>
<td>16. I definitely feel that I am in the wrong field of work.</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>17. I definitely feel that I am in the wrong location.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>18. I definitely feel that I am in the wrong career.</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>19. I am very satisfied with my present location.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20. I take a positive attitude toward myself.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21. I have a definite plan for my career.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22. I have a strategy for achieving my career goals.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23. On the whole, I am satisfied with myself.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24. Compared to other areas of my life, my chosen career is not very important to me.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
1. Please complete the following table by providing the indicated information from all of the fitness reports you received during your present tour and the tour preceding it. If you are enroute to a new assignment, use your last two tours, starting with your most recent FITREP. Include dates of fitness reports that are not available and write in the word "missing." Please circle your position on the Evaluation and Summary rankings. The first three lines are filled in as examples. Omit information which is not relevant or available. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

<table>
<thead>
<tr>
<th>DATE</th>
<th>Operational</th>
<th>Evaluation and Summary (blocks 51 &amp; 52)</th>
<th>Early Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Block (13)</td>
<td>(block 62) RECMD</td>
<td>(block 66) RANKING</td>
</tr>
<tr>
<td></td>
<td></td>
<td>EFFECTIVE</td>
<td>BOTTOM</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1%</td>
<td>5%</td>
</tr>
<tr>
<td>05/85</td>
<td>1 (2)</td>
<td>/</td>
<td>/</td>
</tr>
<tr>
<td>11/84</td>
<td>1 (3)</td>
<td>/</td>
<td>/</td>
</tr>
<tr>
<td>11/83</td>
<td>2 PASSING</td>
<td>/</td>
<td>/</td>
</tr>
</tbody>
</table>

*1 = Operational  2 = Nonoperational
Please use this page if you would like to comment on any aspect of your career or the Navy, such as the policy of having 110X officers serve as detailers for your community instead of SWOS, the General and Specialist tracks, male General URL's, etc. NOTE: Written comments may be used to support statistical summaries of data, but your comments will only be used if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

Rank:  
- 0-1  
- 0-2  
- 0-3  
- 0-4  
- 0-5  
- 0-6  
- 0-7

Sex:  
- Male  
- Female

NOTE: Would you like to receive feedback on the general findings of this questionnaire?

- YES  
- NO

If yes, please provide name and SSN.

Name: ____________________________

SSN: ____________________________

-20-  
S-20
APPENDIX T

WARFARE OFFICER RESIGNATION QUESTIONNAIRE
WARFARE OFFICER RESIGNATION
QUESTIONNAIRE

NAVY PERSONNEL
RESEARCH and DEVELOPMENT CENTER
San Diego, California 92152-6800
WARFARE OFFICER RESIGNATION QUESTIONNAIRE

MARKING INSTRUCTIONS

* Read each question carefully. Make a HEAVY BLACK MARK that FILLS THE CIRCLE representing your answer.

* Please do not make stray marks of any kind.

INCORRECT MARKS

CORRECT MARK

PRIVACY ACT NOTICE

Under the authority of 5 USC 301, information regarding your background, attitudes, and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record nor will it affect you in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

A. BACKGROUND INFORMATION

The following questions pertain to your status at the time you left the Navy as an active duty officer.

1. Social Security Number:

Print your Social Security No. in the boxes provided. Then fill in the appropriate circle below each number.

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. How many years were you an active duty officer?

- Less than 5
- 5
- 6
- 7
- 8
- More than 14

4. Marital status:

- Married
- Divorced
- Never Married
- Widowed
- Separated

5. Number of children:

- 0
- 1
- 2
- 3
- 4
- 5 or more

6. Generally speaking, were your fitness reports in the:

- Top 1%
- Top 5%
- Top 10%
- Top 30%
- Top 50%
- Top 70%
- Top 90%
- Bottom 50%
- Bottom 10%
- Bottom 5%
- Bottom 30%
- Bottom 70%
- Bottom 90%
- Bottom 95%

Designator:

Enter your designator in the boxes provided and mark the appropriate circle in each column.

T-2
B. GENERAL IMPRESSIONS REGARDING TURNOVER

The following questions assess your general attitudes regarding your leaving active duty.

1. When I left active duty service, it felt like a big change. (Strongly Disagree - Strongly Agree)

2. Taking everything into account, how satisfied are you with your decision to leave the Navy? (Very Dissatisfied - Very Satisfied)

3. Of all of your experiences since high school, how important a role has your Navy career played? (Not at all Important - Of Utmost Importance)

4. How important was resignation from the Navy to you at the time you resigned? (Not at all Important - Of Utmost Importance)

C. THE TURNOVER DECISION

This section contains questions associated with your decision to leave the Navy. In some places you will be asked to write in comments. Once again, what you write will be kept in the utmost confidence and the results will only be used to help better understand and manage the transition from the Navy to the outside world.

1. What is your evaluation of the following aspects of your Navy career?
   a. Detailers
   b. Assignments received
   c. Change of assignments at 2-3 year intervals
   d. Changes of geographic location with assignment changes
   e. Sea duty
   f. Shore duty
   g. Commissary and Exchange benefits
   h. Medical benefits; care
   i. Amount of paperwork
   j. Liberty ports
   k. Crisis management
   l. Fellow Navy officers
   m. Leadership provided to you
   n. Work hours

2. If you had to do it over again, would you leave the Navy prior to retirement? (Definitely Would Not - Definitely Would)

3. During the year before you left, do you feel the Navy made a strong effort to have you continue your career as an active duty officer? (Definitely Did Not - Definitely Did)
4. Thinking back to when you received your commission, approximately how long did you plan to be on active duty? (646)
   - Until my obligation was up.
   - Probably no more than 10 years.
   - Probably no more than 15 years.
   - Probably no more than 20 years.
   - More than 20 years.
   - I really had no firm time period in mind.

5. When did you first decide to resign, as opposed to retire from active duty service? (645)
   - Before I got my warfare device (e.g., wings).
   - During my first sea tour.
   - During my first shore tour.
   - During my second sea tour.
   - During my second shore tour.
   - After my second shore tour.

6. When you left active duty service, did you join the US Navy Reserves? (648)
   - Yes
   - No
   - No, but plan to join
   - Not eligible

7. Are you still in the active reserves, if you joined up? (649)
   - Yes
   - No
   - Not applicable

8. Prior to submitting your letter of resignation, did you have a civilian job “in hand”? (651)
   - Yes
   - No

9. When you left active duty service; to what degree did you have a new job lined up? (Please check all appropriate responses.)
   - I had no idea what I was going to do. (1629)
   - I had sought out relevant information about jobs. (1630)
   - I had decided the type of job and location I wanted. (1631)
   - I had held initial interviews with prospective employers (1632)
   - I had held follow-up interviews with employers interested in me. (1633)
   - A realistic job offer had been made to me. (1634)
   - I had accepted a job offer. (1635)
   - Not applicable—I knew that I would be self-employed. (1636)
   - Not applicable—I had not looked for a job. (1637)

10. To what extent was your Navy experience and training useful in your civilian job(s)? That is, was there some continuity, or was it like starting your career all over again? (655)
    - Not at all
    - To a Little Extent
    - To Some Extent
    - To a Considerable Extent
    - To a Great Extent

11. What job did you take, right after leaving active duty service?

12. What was your approximate Income your first year out of active duty service? (656)
   - Less than $20,000
   - $20,000 - $27,500
   - $27,501 - $35,000
   - $35,001 - $42,500
   - $42,501 - $50,000
   - $50,001 - $57,500
   - $57,501 - $65,000
   - More than $65,000

13. What is your current job? (657)

14. What is your approximate current income?
   - Less than $20,000
   - $20,000 - $27,500
   - $27,501 - $35,000
   - $35,001 - $42,500
   - $42,501 - $50,000
   - $50,001 - $57,500
   - $57,501 - $65,000
   - More than $65,000
15. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in your civilian career.

<table>
<thead>
<tr>
<th>Civilian</th>
<th>Navy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substantially Better</td>
<td>Much Better</td>
</tr>
<tr>
<td>a. Interesting and challenging work</td>
<td>(373)</td>
</tr>
<tr>
<td>b. Work hours</td>
<td>(375)</td>
</tr>
<tr>
<td>c. Minimal work stress</td>
<td>(376)</td>
</tr>
<tr>
<td>d. Freedom from hassles</td>
<td>(377)</td>
</tr>
<tr>
<td>e. Pay and allowances</td>
<td>(379)</td>
</tr>
<tr>
<td>f. Health benefits/care</td>
<td>(380)</td>
</tr>
<tr>
<td>g. Job security</td>
<td>(381)</td>
</tr>
<tr>
<td>h. Family stability</td>
<td>(382)</td>
</tr>
<tr>
<td>i. Desirable place to live</td>
<td>(383)</td>
</tr>
<tr>
<td>j. Desirable co-workers</td>
<td>(384)</td>
</tr>
<tr>
<td>k. Responsibility</td>
<td>(386)</td>
</tr>
<tr>
<td>l. Chance for spouse to develop own interests</td>
<td>(387)</td>
</tr>
<tr>
<td>m. Quality leadership</td>
<td>(388)</td>
</tr>
<tr>
<td>n. Freedom from crisis management</td>
<td>(394)</td>
</tr>
</tbody>
</table>

16. To what extent was your decision to leave the Navy based on the decision to leave by fellow Navy officer friends who left or were leaving? (638)

17. To what extent do you think your decision to leave active duty influenced or will influence fellow Navy officers to leave the Navy? (639)

18. Please describe the circumstances that finally led you to leave active duty service and what impact this decision has had on your life.

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

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________________________________________________________________________
D. SOCIAL SUPPORT – Regarding the Turnover Decision

These items refer to how supportive those around you were to your decision to resign from active duty.

<table>
<thead>
<tr>
<th>1. How much did each of these people accept your decision to leave active duty?</th>
<th>Doesn't Apply</th>
<th>Not at all</th>
<th>A Little</th>
<th>Somewhat</th>
<th>Very Much</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Your CO</td>
<td>(1058)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>b. Other officers you worked with (in general)</td>
<td>(1059)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>c. Your spouse</td>
<td>(1060)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>d. Friends and relatives</td>
<td>(1061)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>e. Your detailer</td>
<td>(1062)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2. How much did the following people think that leaving active duty was the best decision for you?</th>
<th>Doesn't Apply</th>
<th>Not at all</th>
<th>A Little</th>
<th>Somewhat</th>
<th>Very Much</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Your CO</td>
<td>(1063)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>b. Other officers you worked with (in general)</td>
<td>(1064)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>c. Your spouse</td>
<td>(1065)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>d. Friends and relatives</td>
<td>(1066)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>e. Your detailer</td>
<td>(1067)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3. How much did each of these people go out of their way to make the transition to civilian life easier for you?</th>
<th>Doesn't Apply</th>
<th>Not at all</th>
<th>A Little</th>
<th>Somewhat</th>
<th>Very Much</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Your CO</td>
<td>(1068)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>b. Other officers you worked with (in general)</td>
<td>(1069)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>c. Your spouse</td>
<td>(1070)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>d. Friends and relatives</td>
<td>(1071)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>e. Your detailer</td>
<td>(1072)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>4. How much did these people make an effort to encourage you to reverse your decision to leave active duty?</th>
<th>Doesn't Apply</th>
<th>Not at all</th>
<th>A Little</th>
<th>Somewhat</th>
<th>Very Much</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Your CO</td>
<td>(1073)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>b. Other officers you worked with (in general)</td>
<td>(1074)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>c. Your spouse</td>
<td>(1075)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>d. Friends and relatives</td>
<td>(1076)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>e. Your detailer</td>
<td>(1077)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5. How important was the support you received from each of the following people, while you were making the decision to submit your letter of resignation?</th>
<th>Doesn't Apply</th>
<th>Not at all</th>
<th>Somewhat</th>
<th>Considerably</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Your CO</td>
<td>(1078)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>b. Other officers you worked with (in general)</td>
<td>(1079)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>c. Your spouse</td>
<td>(1080)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>d. Friends and relatives</td>
<td>(1081)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>e. Your detailer</td>
<td>(1082)</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>
These items refer to the impact of your family on your Navy career.

1. Family separation, because of deployments, made my Navy career less attractive.

2. Family separation, because of work-ups and training, made my Navy career less attractive.

3. My career suffered due to the added responsibilities I had as a parent and/or spouse.

4. I had to cut back on my career involvement in order to meet the needs of my spouse and/or children.

5. In general, how do you think your spouse felt toward your Navy career?

6. At the time you left active duty, how was your spouse primarily employed?

PART A. AVIATORS

The following items pertain only to ex-Navy aviators. Ex-surface warfare officers should complete Part B.

1. Which of the following best describes the warfare specialty (community) you were in for the majority of your career?

2. While in the Navy, which statement most applied to you?
3. What is your evaluation of the following aspects of your previous Navy career?

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very Negative</td>
<td>Neutral</td>
<td>Strongly Positive</td>
<td>Very Positive</td>
<td>Neutral</td>
</tr>
<tr>
<td>a. Amount of flying time</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>b. Quality of flying time</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

4. During your final year in the Navy, approximately how many hours a week did you fly? (58)

- Duty involved no flying
- Less than 5 hours
- 5-10 hours
- 11-15 hours
- 16-20 hours
- More than 20 hours

5. What was your principal source of information about civilian hiring opportunities? (653)

- Fellow Navy aviators
- Mass media
- Civilian aviators
- Civilian employment firms
- Civilian friends/family
- FAPA information
- Other (please specify)

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE

PART B. SURFACE WARFARE OFFICERS

The following items pertain only to ex-surface warfare officers. Concerning your Navy career, please indicate your level of agreement with the following items.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Uncertain</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>More emphasis should have been placed on developing the technical competence of the division heads rather than the department heads. (723)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>2</td>
<td>It was the non-technical factors that differentiated the good from the bad performers. (726)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>3</td>
<td>As a division officer, technical competence was more important to my job performance than general managerial skills. (756)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>4</td>
<td>For department heads, general managerial skills were more important for good performance than technical competence. (757)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>5</td>
<td>The best XO/COs were officers who were generalists rather than specialists. (758)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE
APPENDIX U

GENERAL URL OFFICER RESIGNATION QUESTIONNAIRE
GENERAL URL OFFICER
RESIGNATION QUESTIONNAIRE

NAVY PERSONNEL
RESEARCH and DEVELOPMENT CENTER
San Diego, California 92152-6800
PRIVACY ACT

Under the authority of 5 USC 301, information regarding your background, attitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT AFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

A. BACKGROUND INFORMATION:

The following questions pertain to your status at the time you left the Navy as an active duty officer.

1. Social Security Number __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ __ 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3. Of all of your experiences since high school, how important a role has your Navy career played? (1153)

4. How important was resignation from the Navy to you at the time you resigned? (1154)

C. THE TURNOVER DECISION:

This section contains questions associated with your decision to leave the Navy. In some places you will be asked to write in comments. Once again, what you write will be kept in the utmost confidence and the results will only be used to help better understand and manage the transition from the Navy to the outside world.

1. What is your evaluation of the following aspects of your Navy career?

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Very Negative</th>
<th>Neutral</th>
<th>Very Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Details</td>
<td>(335)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>b. Assignments received</td>
<td>(336)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>c. Change of assignments at 2-3 year intervals</td>
<td>(337)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>d. Changes of geographic location with assignment changes</td>
<td>(338)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>e. Commissary and Exchange benefits</td>
<td>(343)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>f. Medical benefits/care</td>
<td>(344)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>g. Amount of paperwork</td>
<td>(345)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>h. Crisis management</td>
<td>(347)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>i. Fellow Navy officers</td>
<td>(348)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>j. Leadership provided to you</td>
<td>(349)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>k. Work hours</td>
<td>(350)</td>
<td>()</td>
<td>()</td>
</tr>
</tbody>
</table>

2. If you had to do it over again, would you leave the Navy prior to retirement? (356)

<table>
<thead>
<tr>
<th>Evaluation</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely Would Not</td>
<td>(1)</td>
<td>()</td>
<td>()</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>Probably Would Not</td>
<td>(2)</td>
<td>()</td>
<td>()</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>Uncertain</td>
<td>(3)</td>
<td>()</td>
<td>()</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>Probably Would</td>
<td>(4)</td>
<td>()</td>
<td>()</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>Definitely Would</td>
<td>(5)</td>
<td>()</td>
<td>()</td>
<td>()</td>
<td>()</td>
</tr>
</tbody>
</table>

Why?_________________________________________________________

_________________________________________________________

_________________________________________________________

_________________________________________________________

_________________________________________________________

U-3
3. During the year before you left, do you feel the Navy made a strong effort to have you continue your career as an active duty officer? (357)

<table>
<thead>
<tr>
<th>Definitely</th>
<th>Probably</th>
<th>Did Not</th>
<th>Did Not</th>
<th>Probably</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
<td>(6)</td>
</tr>
</tbody>
</table>

4. Thinking back to when you received your commission, approximately how long did you plan to be on active duty? (646)

a. () Until my obligation was up.
b. () Probably no more than 10 years.
c. () Probably no more than 15 years.
d. () Probably no more than 20 years.
e. () More than 20 years.
f. () I really had no firm time period in mind.

5. When did you first decide to resign as opposed to retire from active duty service? (645)

a. () Before I got my commission.
b. () 1-2 years after I got my commission.
c. () 3-4 years after I got my commission.
d. () 5-6 years after I got my commission.
e. () 7-8 years after I got my commission.
f. () 9-10 years after I got my commission.
g. () More than 10 years after I got my commission.

6. When you left active duty service, did you join the US Navy Reserves? (648)

a. () Yes
b. () No
c. () No, but plan to join
d. () Not eligible

7. Are you still in the active reserves, if you joined up? (649)

a. () Yes
b. () No
c. () Not applicable

8. Prior to submitting your letter of resignation did you have a civilian job "in hand"? (651)

a. () Yes
b. () No

d. () Not applicable

9. When you left active duty service to what degree did you have a new job lined up? (Please check all the appropriate responses).

a. () I had no idea what I was going to do. (1629)
b. () I had sought out relevant information about jobs. (1630)
c. () I had decided the type of job and location I wanted. (1631)
d. () I had held initial interviews with prospective employers. (1632)
e. () I had held follow-up interviews with employers interested in me. (1633)
f. () A realistic job offer had been made to me. (1634)
g. () I had accepted a job offer. (1635)
h. () Not applicable—I knew that I would be self-employed. (1636)
i. () Not applicable—I had not looked for a job. (1637)

10. To what extent was your Navy experience and training useful in your civilian job(s)? That is, was there some continuity or was it like starting your career all over again? (655)

To a

Not | To a Little | To Some | Consider | To a Great
Extent | Extent | Extent | Extent
(1) | (2) | (3) | (4) | (5)

11. What job did you take, right after leaving active duty service?

12. What was your approximate gross income your first year out of active duty service (including any bonuses)? (656)

a. () Less than $20,000
b. () $20,000-$27,500
c. () $27,501-$35,000
d. () $35,001-$42,500
e. () $42,501-$50,000
f. () $50,001-$57,500
i. () $57,501-$65,000
h. () More than $65,000

13. What is your current job?
14. What is your approximate current income?
   (657)
   a. ( ) Less than $20,000
   b. ( ) $20,000-$27,500
   c. ( ) $27,501-$35,000
   d. ( ) $35,001-$42,500
   e. ( ) $42,501-$50,000
   f. ( ) $50,001-$57,500
   g. ( ) $57,501-$65,000
   h. ( ) More than $65,000

15. What is your total combined family income?
   (658)
   a. ( ) Less than $20,000
   b. ( ) $20,000-$30,000
   c. ( ) $30,001-$40,000
   d. ( ) $40,001-$50,000
   e. ( ) $50,001-$60,000
   f. ( ) $60,001-$70,000
   g. ( ) $70,001-$80,000
   h. ( ) More than $80,000.

16. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in your civilian career.

<table>
<thead>
<tr>
<th>CIVILIAN</th>
<th>NAVY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substantially Better</td>
<td>Much Better</td>
</tr>
<tr>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

   a. Interesting and challenging work
      (373)
   b. Work hours
      (375)
   c. Minimal work stress
      (376)
   d. Freedom from hassles
      (377)
   e. Pay and allowances
      (379)
   f. Health benefits/care
      (380)
   g. Job security
      (381)
   h. Family stability
      (382)
   i. Desirable place to live
      (383)
   j. Desirable co-workers
      (384)
   k. Responsibility
      (386)
   l. Chance for spouse to develop own interests
      (387)
   m. Quality leadership
      (388)
   n. Freedom from crisis management
      (394)

17. Please describe the circumstances that finally led you to leave active duty service and what impact this decision has had on your life.

   ____________________________________________
   ____________________________________________
   ____________________________________________
   ____________________________________________
   ____________________________________________

U-5
D. SOCIAL SUPPORT--Regarding the Turnover Decision:

These items refer to how supportive those around you were to your decision to resign from active duty.

<table>
<thead>
<tr>
<th>Doesn't Apply</th>
<th>Not at All</th>
<th>A Little</th>
<th>Somewhat</th>
<th>Very Much</th>
</tr>
</thead>
</table>

1. How much did each of these people accept your decision to leave active duty?
   a. Your CO
   b. Other officers you worked with (in general)
   c. Your spouse
   d. Friends and relatives
   e. Your detailer

2. How much did the following people think that leaving active duty was the best decision for you?
   a. Your CO
   b. Other officers you worked with (in general)
   c. Your spouse
   d. Friends and relatives
   e. Your detailer

3. How much did each of these people go out of their way to make the transition to civilian life easier for you?
   a. Your CO
   b. Other officers you worked with (in general)
   c. Your spouse
   d. Friends and relatives
   e. Your detailer

4. How much did these people make an effort to encourage you to reverse your decision to leave active duty?
   a. Your CO
   b. Other officers you worked with (in general)
   c. Your spouse
   d. Friends and relatives
   e. Your detailer

20. Which one of the following statements best describes your experiences in obtaining assignments in the Navy? (277)
   a. Never went through reassignment. 
   b. Tended to run smoothly—my detailer located an acceptable billet relatively quickly.
   c. Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.
   d. Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
   e. Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme efforts on my part did I ultimately receive a satisfactory or acceptable assignment.
   f. Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.
5. How important was the support you received from each of the following people while you were making the decision to submit your letter of resignation?

<table>
<thead>
<tr>
<th>People</th>
<th>Doesn't Not at All Somewhat Considerably Very Of Utmost</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Your CO</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>b. Other officers you worked with (in general)</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>c. Your spouse</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>d. Friends and relatives</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>e. Your detailer</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
</tbody>
</table>

E. FAMILY AND CAREER:

These items refer to the impact of your family on your Navy career.

<table>
<thead>
<tr>
<th>Item</th>
<th>Strongly Disagree Disagree Uncertain Agree Strongly Agree N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My spouse’s career limited considerably the options available to me in my career decisions.</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>2. My spouse’s career was more important to me than my Navy career.</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>3. Problems with colocation made my Navy career less attractive.</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>4. I had to cut back on my career involvement in order to meet the needs of my spouse and/or children.</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>5. My career suffered due to the added responsibilities I had as a parent and/or spouse.</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>6. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages.</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>7. Better support services (e.g. spouse employment in a new community and/or help in planning and coping with a transfer) should be provided for transferring couples.</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>8. A single female General URL has a greater opportunity to succeed in the Navy than does a married female General URL.</td>
<td>( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
</tbody>
</table>
F. GENERAL URL COMMUNITY:

1. As a General URL officer, I was frequently assigned to billets that career-oriented officers from other communities found unacceptable.

2. The billets for which General URL officers are eligible are some of the Navy's most important jobs.

3. The billets that I received were a good reflection of my past experience and performance.

4. General URL officers are held in high esteem by the rest of the Navy.

5. General URL officers have a very strong feeling of community.

6. A good career counseling system for General URLs probably would have prevented me from leaving the Navy.

7. When contemplating whether or not to leave the Navy, I was aware of the possibility of switching designators (e.g. to Restricted Line, Staff, or Surface Warfare).

G. PLANNING AND ADJUSTMENTS:

1. In retrospect, how prepared were you for civilian employment after you left the Navy? If you felt you were relatively unprepared, what (if anything) could you have done to better prepare yourself?
2. What were the three greatest adjustments you had to make after leaving the Navy?


3. What are your career or job goals and plans at the present time?


THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE
APPENDIX V

AVIATION CAREERS IN TRANSITION QUESTIONNAIRE
Under the authority of 5 USC 301, information regarding your background, attitudes, experiences, and future intentions in the Navy is requested to provide input to a series of studies on officer career processes and retention. The information provided by you will not become part of your official record, nor will it be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.
11. Which of the below Surface Warfare qualifications have you obtained?

- None
- OOD (U)
- One goal, not OOD (U)
- Several but not SWO qualified
- Am SWO qualified

12. Approximately how many hours a week do you fly?

- Duty involves no flying
- Less than 5 hours
- 5-10 hours
- 11-15 hours
- 16-20 hours
- More than 20 hours

---

### B. CURRENT BILLET AND ASSIGNMENT

1. These questions deal with different aspects of work. Please indicate how often these aspects appear in your job.

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a. How often are you unsure about what your nonflying job responsibilities are?</td>
<td>(216)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. How often can you predict what others will expect of you on the job?</td>
<td>(217)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. How much of the time are your work objectives poorly defined?</td>
<td>(218)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. How often are you clear about what others expect of you on the job?</td>
<td>(219)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. The following statements deal with different aspects of work. How strongly do you agree or disagree with each statement?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a. On my job, I know exactly what is expected of me.</td>
<td>(220)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Rarely do I know what I have to do on my job.</td>
<td>(221)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. On my job there are procedures for handling everything that comes up.</td>
<td>(222)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. My job has rules and regulations concerning almost everything I might do or say.</td>
<td>(223)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. My superior does not give me clear goals to achieve.</td>
<td>(224)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. My superior makes it clear how I should do my work.</td>
<td>(225)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. I don't know what performance standards are expected of me.</td>
<td>(226)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. Conflicts can occur in any job. How often do you face problems in your work like those listed below?

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Persons who have equal rank over you ask you to do things which conflict.</td>
<td>(227)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. People who closely supervise your work give you things to do which conflict with one another.</td>
<td>(228)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Persons who do not have authority over you give you things to do which conflict with other work you have to do.</td>
<td>(229)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
4. Here are some items about how people may feel. When you think about your feelings during the past two weeks, how much of the time did you feel this way?

<table>
<thead>
<tr>
<th></th>
<th>Never Or A Little Of The Time</th>
<th>Some Of The Time</th>
<th>A Good Part Of The Time</th>
<th>Most Of The Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. I felt good.</td>
<td>(230)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. I felt nervous.</td>
<td>(231)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. I felt angry.</td>
<td>(232)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. I felt sad.</td>
<td>(233)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. I felt jittery.</td>
<td>(234)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. I felt calm.</td>
<td>(235)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. I felt aggravated.</td>
<td>(236)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. I felt unhappy.</td>
<td>(237)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. I felt irritated.</td>
<td>(238)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. I felt depressed.</td>
<td>(239)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k. I felt fidgety.</td>
<td>(240)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l. I felt blue.</td>
<td>(241)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m. I felt cheerful.</td>
<td>(242)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n. I felt annoyed.</td>
<td>(243)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. How strongly do you agree or disagree with these statements about yourself?

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Uncertain</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Sometimes I feel that I'm being pushed around in life.</td>
<td>(244)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. I have little control over the things that happen to me.</td>
<td>(245)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. I can do just about anything I really set my mind to.</td>
<td>(246)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. What happens to me in the future mostly depends on me.</td>
<td>(247)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. There is little I can do to change many of the important things in my life.</td>
<td>(248)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6. Overall, how would you describe your adjustment to the leadership role of a Navy officer? Would you say you understand and accept the responsibilities the position entails?

7. Overall, how would you describe your adjustment to your present billet and assignment?

<table>
<thead>
<tr>
<th></th>
<th>Very well adjusted</th>
<th>Adjusted</th>
<th>Somewhat adjusted</th>
<th>Not well adjusted</th>
<th>Don't know</th>
</tr>
</thead>
</table>

8. Most of us have in our minds an idea of an "Ideal" career and work situation for ourselves. Would you say that your current career in the Navy is:

<table>
<thead>
<tr>
<th></th>
<th>A very poor match with your ideal</th>
<th>A poor match with your ideal</th>
<th>Probably ok, but there are portions of it that are a poor match</th>
<th>A good match with your ideal</th>
<th>A very good match with your ideal</th>
<th>Uncertain at this time</th>
</tr>
</thead>
</table>

(250)

- Very well adjusted
- Adjusted
- Somewhat adjusted
- Not well adjusted
- Don't know

(251)
1. How much say or influence do you think each of the following officers (A) presently have and (B) should have over the career policies and practices within your community?

<table>
<thead>
<tr>
<th></th>
<th>A. PRESENTLY HAVE</th>
<th>B. SHOULD HAVE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>None</td>
<td>Little</td>
</tr>
<tr>
<td>a. Yourself.</td>
<td>⬜773</td>
<td>⬜774</td>
</tr>
<tr>
<td>b. Other officers you work with (in general).</td>
<td>⬜778</td>
<td>⬜779</td>
</tr>
<tr>
<td>c. Your CO.</td>
<td>⬜791</td>
<td>⬜792</td>
</tr>
<tr>
<td>d. Other COs in your wing.</td>
<td>⬜796</td>
<td>⬜797</td>
</tr>
<tr>
<td>e. The wing commander.</td>
<td>⬜806</td>
<td>⬜807</td>
</tr>
<tr>
<td>f. Detailers</td>
<td>⬜816</td>
<td>⬜817</td>
</tr>
<tr>
<td>g. Placement officers</td>
<td>⬜826</td>
<td>⬜827</td>
</tr>
<tr>
<td>h. The aviation community manager.</td>
<td>⬜836</td>
<td>⬜837</td>
</tr>
<tr>
<td>i. DCNO (Air Warfare).</td>
<td>⬜846</td>
<td>⬜847</td>
</tr>
</tbody>
</table>

2. How much say or influence do you think each of the following officers (A) presently have and (B) should have over the direction of your career path in the Navy?

<table>
<thead>
<tr>
<th></th>
<th>A. PRESENTLY HAVE</th>
<th>B. SHOULD HAVE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>None</td>
<td>Little</td>
</tr>
<tr>
<td>a. Yourself.</td>
<td>⬜791</td>
<td>⬜792</td>
</tr>
<tr>
<td>b. Other officers you work with (in general).</td>
<td>⬜796</td>
<td>⬜797</td>
</tr>
<tr>
<td>c. Your CO.</td>
<td>⬜806</td>
<td>⬜807</td>
</tr>
<tr>
<td>d. Other COs in your wing.</td>
<td>⬜816</td>
<td>⬜817</td>
</tr>
<tr>
<td>e. The wing commander.</td>
<td>⬜826</td>
<td>⬜827</td>
</tr>
<tr>
<td>f. Detailers</td>
<td>⬜836</td>
<td>⬜837</td>
</tr>
<tr>
<td>g. Placement officers</td>
<td>⬜846</td>
<td>⬜847</td>
</tr>
<tr>
<td>h. The aviation community manager.</td>
<td>⬜856</td>
<td>⬜857</td>
</tr>
</tbody>
</table>
3. Below are several statements that relate to the way career policy is implemented in your community (VP, VF, VAL, etc.). First indicate (A) the current extent that each statement is true for your community and then indicate (B) your preferred extent that each statement be true.

<table>
<thead>
<tr>
<th>A. CURRENT EXTENT</th>
<th>B. PREFERRED EXTENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not At All</td>
<td>A</td>
</tr>
<tr>
<td>Not At All</td>
<td>A</td>
</tr>
</tbody>
</table>

- a. Established career policies and practices make life difficult for the nonconformist in a squadron. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- b. It is clear as to which assignments will enhance an officer's career, although this information may not be explicitly stated in a manual somewhere. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- c. Officers instinctively know what billets are required in order to be promoted. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- d. There is a lot of flexibility available to officers to determine their own career path. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- e. An officer's Navy career is fairly well planned out for him. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- f. There are a lot of written rules and regulations that determine officer careers in my community. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- g. Very little information about which assignments will enhance an officer's career is explicitly stated in a manual somewhere. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- h. Written policy clearly states what assignments and billets are required in order to be promoted. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- i. Promotion is obtained by learning and following standard work procedures. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- j. Promotion is obtained by questioning well-established ways of doing things. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- k. My community uses an "old boy" (informal) network to keep tabs on officers for best assignments. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

- l. It's not so much "what you do" but "who you know" that gets one ahead in this community. 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

4. Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks - in non-operational assignments? 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0

5. Within your community, how easy would it be to rotate officers of the same grade, so that each could do a good job performing the others' tasks - in operational assignments? 
  - Strongly Disagree: 0
  - Disagree: 0
  - Uncertain: 0
  - Agree: 0
  - Strongly Agree: 0
8. To what extent are there realistic alternatives to your current Navy career that you could take advantage of within the next six months? (837)

- To a very great extent
- To a considerable extent
- To some extent
- To a little extent
- Not at all

9. About how easy would it be for you to find a job outside the Navy with approximately the same income and fringe benefits you now have? (838)

- Very easy
- Somewhat easy
- Somewhat difficult
- Very difficult

### D. SUPPORT IN YOUR CAREER

These items refer to how supportive those around you are to your career in the Navy.

<table>
<thead>
<tr>
<th>Question</th>
<th>Scale</th>
<th>Options</th>
</tr>
</thead>
</table>
| 1. How much do each of these people go out of their way to do things to make your work life easier for you? | 1 Doesn't Apply 2 Not At All 3 A Little 4 Somewhat 5 Very Much | a. Your immediate superior (1018) 0 0 0 0 0  
   b. Other officers you work with (in general) (1019) 0 0 0 0 0  
   c. Your spouse (1020) 0 0 0 0 0  
   d. Friends and relatives (1021) 0 0 0 0 0  
   e. Your detailer (1022) 0 0 0 0 0  |
| 2. How easy is it to talk with each of the following people about career issues? |                                                                      | a. Your immediate superior (1023) 0 0 0 0 0  
   b. Other officers you work with (in general) (1024) 0 0 0 0 0  
   c. Your spouse (1025) 0 0 0 0 0  
   d. Friends and relatives (1026) 0 0 0 0 0  
   e. Your detailer (1027) 0 0 0 0 0  |
| 3. When things get tough at work, how helpful are these people?            |                                                                      | a. Your immediate superior (1028) 0 0 0 0 0  
   b. Other officers you work with (in general) (1029) 0 0 0 0 0  
   c. Your spouse (1030) 0 0 0 0 0  
   d. Friends and relatives (1031) 0 0 0 0 0  
   e. Your detailer (1032) 0 0 0 0 0  |
| 4. How much is each of the following people willing to listen to your personal problems? |                                                                      | a. Your immediate superior (1033) 0 0 0 0 0  
   b. Other officers you work with (in general) (1034) 0 0 0 0 0  
   c. Your spouse (1035) 0 0 0 0 0  
   d. Friends and relatives (1036) 0 0 0 0 0  
   e. Your detailer (1037) 0 0 0 0 0  |
| 5. How important is it that you get support from each of the following people? |                                                                      | a. Your immediate superior (1038) 0 0 0 0 0  
   b. Other officers you work with (in general) (1039) 0 0 0 0 0  
   c. Your spouse (1040) 0 0 0 0 0  
   d. Friends and relatives (1041) 0 0 0 0 0  
   e. Your detailer (1042) 0 0 0 0 0  |
**E. MARRIAGE AND YOUR CAREER**

Married officers complete this section. Single officers please skip this section and go to Section F, on page 9.

1. **How many years have you been married to your current spouse?**
   - Less than 1 year
   - 1-2 years
   - 3-5 years
   - 6-10 years
   - 11-15 years
   - More than 15 years

2. **All in all, how satisfied would you say you are with your marriage?**
   - Not at all Satisfied
   - Not too Satisfied
   - Somewhat Satisfied
   - Very Satisfied
   - Extremely Satisfied

3. **How do you think your spouse feels toward your Navy career?**
   - Completely opposed
   - Moderately opposed
   - Neutral
   - Moderately supportive
   - Completely supportive

4. **How is your spouse primarily employed?** (Choose best response)
   - Full-time homemaker
   - Secretary/Clerical
   - Retail sales
   - Teacher
   - Nurse
   - Engineer
   - Other

5. **Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.**

<table>
<thead>
<tr>
<th>Statement</th>
<th>NA</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Uncertain</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My spouse's career limits considerably the options available in my career decisions</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. At the present time, my career is more important to me than my spouse's career</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Family separation, because of deployment, makes my Navy career less attractive to my spouse</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Family separation, because of deployment, makes my Navy career less attractive to myself</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Family separation, because of in-port working hours, is a problem</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. I feel that my detailer will make an honest effort to locate me in an area where my spouse can realistically relocate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. I have cut back on my career involvement in order to meet the needs of my spouse and/or children</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. Better support services (e.g., spouse employment information or help in coping with relocation) should be provided for transferring couples</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
F. RATING CAREER EVENTS

1. Please rate the magnitude of the following career events. Strive to give your opinion of the degree of personal change required by "average" officer within your community to successfully adjust after the event.

<table>
<thead>
<tr>
<th>Event Description</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entering flight training</td>
<td>(1083)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Obtaining your wings</td>
<td>(1084)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Entering first operational squadron</td>
<td>(1085)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Leaving on first deployment</td>
<td>(1086)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Entering first shore assignment</td>
<td>(1087)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Approaching end of obligation – the continuation decision</td>
<td>(1088)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Voluntarily resigning from active duty</td>
<td>(1089)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Entering a ship’s company tour (disassociated)</td>
<td>(1090)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Entering second operational squadron</td>
<td>(1091)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Entering a full-time education program (War College, NPGR, etc.)</td>
<td>(1092)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Screening for department head (VP community only)</td>
<td>(1093)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Screening for Test Pilot school (omit if not applicable)</td>
<td>(1094)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Becoming department head</td>
<td>(1095)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Screening for a proven subspecialty</td>
<td>(1096)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Screening for command</td>
<td>(1097)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Failing to be selected for command</td>
<td>(1098)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Becoming squadron XO</td>
<td>(1099)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Becoming squadron CO</td>
<td>(1100)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Leaving CO tour</td>
<td>(1101)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Coming upon 20 years – the retirement decision</td>
<td>(1102)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Deciding to retire or not to retire as soon as eligible</td>
<td>(1103)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Being selected for 0-6</td>
<td>(1104)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Being selected for flag rank</td>
<td>(1105)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Retiring from active duty</td>
<td>(1106)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
2. Now, please rate the desirability of these same events. That is, provide your impression of how desirable each of these potential events are to you, regardless of the effect they possibly may have on advancement in your Navy career.

<table>
<thead>
<tr>
<th>Event</th>
<th>1 Not At All Desirable</th>
<th>2 Moderately Desirable</th>
<th>3 Extremely Desirable</th>
<th>4 Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Entering flight training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Obtaining your wings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Entering first operational squadron</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Leaving on first deployment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Entering first shore assignment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Approaching end of obligation—the continuation decision</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. Voluntarily resigning from active duty</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. Entering a ship’s company tour (disassociated)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. Entering second operational squadron</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. Entering a full-time education program (War College, NPG, etc.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k. Screening for department head (VP community only)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l. Screening for Test Pilot school (omit if not applicable)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m. Becoming department head</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n. Screening for a proven subspecialty</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>o. Screening for command</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>p. Failing to be selected for command</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>q. Becoming squadron XO</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>r. Becoming squadron CO</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>s. Leaving CO tour</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>t. Coming upon 20 years—the retirement decision</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>u. Deciding to retire or not to retire as soon as eligible</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>v. Being selected for 0-6</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>w. Being selected for flag rank</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>x. Retiring from active duty</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
3. This question relates to the single career event of Question 2 which you are closest to in your career.

a. Which one career event have you recently gone through or are about to go through? Mark the letter associated with the event in Question 2. (1131-1132)

b. Where are you in the process of this event? (1133)

○ I have recently gone through this event.
○ I am about to go through this event.

c. What was/is the approximate month and year of the event? (1136-1137)

MONTH (1134-1135) YEAR
○ JAN ○ APR ○ JUL ○ OCT ○ 1981
○ FEB ○ MAY ○ AUG ○ NOV ○ 1982
○ MAR ○ JUN ○ SEP ○ DEC ○ 1983


○ Yes
○ No
○ Uncertain

d. Does this event involve a relocation (PCS)? (1138)

G. ADJUSTING TO CAREER EVENTS

The questions in this section all pertain to the career event you most recently completed or the one you are about to go through. This should be the same event you marked in question 3a of the previous Section, just above.

1. How eager or reluctant were/are you to go through this event? (1014)

○ Very reluctant to go through the change
○ Somewhat reluctant to go through the change
○ Indifferent toward the change
○ Somewhat eager to go through the change
○ Very eager to go through the change

2. For you, was/is this a change for the better or for the worse? (1139)

<table>
<thead>
<tr>
<th>Definitely for the better</th>
<th>Probably for the better</th>
<th>Probably for the worse</th>
<th>Definitely for the worse</th>
</tr>
</thead>
<tbody>
<tr>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

3. How much control did/do you feel that you had/will have over all the different aspects of this event? (1140)

<table>
<thead>
<tr>
<th>Complete Control</th>
<th>Some Control</th>
<th>No Control</th>
</tr>
</thead>
<tbody>
<tr>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

4. Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to gain:

a. In your personal life ........................................ (1141)

b. For your personal career goals ................................ (1142)

c. For your Navy career ........................................... (1143)

d. For your family life ............................................ (1144)

1. Very Little To Gain 2. A Moderate Amount To Gain 3. A Great To Gain

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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</tr>
<tr>
<td>○</td>
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<td>○</td>
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<tr>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

-11-
C-11
5. Looking at all the real or anticipated effects of this event (responsibility, money, friends, family time, autonomy, etc.) provide an estimate of how much you stand to lose:

- a. In your personal life ................................................................. (1145)
- b. For your personal career goals ................................................ (1146)
- c. For your Navy career ............................................................... (1147)
- d. For your family life ................................................................. (1148)

6. If you have recently completed a career event (the one marked on page 11, how easy or difficult was it for you to adjust to your job after the change? If you have not yet gone through the career event (on page 11), how easy or difficult do you anticipate it will be for you to adjust to your job after making the change?

(1151)
- Very difficult
- Difficult
- Uncertain
- Easy
- Very easy

H. CAREER ATTITUDES

1. How certain are you that you will continue your career as a Navy officer, at least until you are eligible for retirement?

(934)
- I am virtually certain that I will continue my career until I am eligible for retirement.
- I am almost certain I will continue my career if possible.
- I am confident that I will continue my career until I can retire.
- I probably will continue until I am eligible for retirement.
- I probably will not continue until I can retire.
- I am confident that I will leave as soon as possible.
- I am almost certain that I will leave as soon as possible.
- I am virtually certain that I will not continue until I am eligible for retirement.

2. Taking everything into consideration, how likely is it that you will make a genuine effort to find a job outside the Navy within the next year?

(636)
- Very likely
- Somewhat likely
- Not at all likely

3. Knowing what you know now, if you had to decide all over again whether to be a naval officer, what would you decide?

(1011)
- Decide definitely not to join the Navy.
- Have some second thoughts.
- Decide without hesitation to join the Navy.

4. In general, how well would you say that your Navy career measures up to the sort of career you wanted when you joined active duty?

(1012)
- Not much like the career I wanted.
- Somewhat like the career I wanted.
- Very much like the career I wanted.

5. All in all, how satisfied would you say you are with your career?

(1013)
- Not at all satisfied
- Not too satisfied
- Somewhat satisfied
- Very satisfied
- Extremely satisfied

6. All in all, how satisfied would you say you are with your life these days?

(1010)
- Not at all satisfied
- Not too satisfied
- Somewhat satisfied
- Very satisfied
- Extremely satisfied
Listed below is a series of statements representing how individuals go about making important career decisions. Please indicate your level of agreement with each statement.

| 1. | I plan my important career decisions carefully. | (664) |
| 2. | My career decisions are based on facts, not opinions. | (665) |
| 3. | I consider the positive and negative outcomes of any important career decision to be made. | (666) |
| 4. | I have benefited from my past mistakes in that I make better decisions today about my career. | (667) |
| 5. | When making career decisions, I analyze my past career decisions. | (668) |
| 6. | I consider my options before making career decisions. | (669) |
| 7. | I make important career decisions in a logical and systematic way. | (670) |
| 8. | My career decision making requires careful thought. | (671) |
| 9. | I double-check my information sources to be sure I have the right facts before making career decisions. | (672) |
| 10. | Often I see each of my career decisions as stages in my progress toward a definite goal. | (673) |
| 11. | I often make important career decisions without hesitation. | (674) |
| 12. | When making career decisions, I rely upon my instincts. | (675) |
| 13. | When I make career decisions, I tend to rely on my intuition. | (676) |
| 14. | I rarely consider my options before making career decisions. | (677) |
| 15. | I am often unable to give a rational reason for my decisions about my career. | (678) |
| 16. | I generally make career decisions which feel right to me. | (679) |
| 17. | My career decisions are often made spontaneously. | (680) |
| 18. | When I make a career decision, it is more important to me to feel the decision is right than to have to have a rational reason for it. | (681) |
| 19. | When I make a decision about my career, I trust my inner feelings and reactions. | (682) |
| 20. | I don’t really think about a career decision; it’s in the back of my mind for awhile, then suddenly it will hit me and I know what I will do. | (683) |
21. When making a career decision, I consider the various options in terms of reaching a specific goal. ........................................ (684).

22. I find it difficult to make important career decisions alone. ........ (685).

23. I never postpone making important career decisions. ................ (686).

24. I am concerned about the popularity of my career decisions. ..... (687).

25. I often need the assistance of other people when making important decisions about my career. ......................................... (688).

26. I rarely make important career decisions without consulting other people. .. (689).

27. If I have the support of others, it is easier for me to make important career decisions. ....................................................... (690).

28. I avoid making an important career decision until it must be done. (691).

29. I use the advice of other people in making my important career decisions. (692).

30. I am influenced by the opinions of friends when I am making important decisions about my career. ..................................... (693).

31. I often make career decisions based on what other people think, rather than on what I would really like to do. ............................. (694).

32. I like to have someone to steer me in the right direction when I am faced with important career decisions. ..................................... (695).

33. I would rather do just about anything than make an important decision about my career. ....................................................... (696).

34. I avoid making important career decisions until the pressure is on. (697).

35. I postpone career decision making whenever possible. ........................ (698).

36. I often procrastinate when it comes to making important decisions about my career. ....................................................... (699).

37. I generally make important career decisions at the last minute. ........ (700).

38. I put off making many career decisions because thinking about them makes me uneasy ........................................................... (701).
J. PERFORMANCE

The following questions are designed to measure your perceptions of your effectiveness as a leader — in your current assignment in the Navy.

1. How effective are you in carrying out your duties in your present leadership role?  
   (1181)
   - Very effective
   - Effective
   - Holding my own
   - Ineffective
   - Very ineffective
   - Don't know

2. How effective are you in carrying out your duties in your present managerial role?  
   (1182)
   - Very effective
   - Effective
   - Holding my own
   - Ineffective
   - Very ineffective
   - Don't know

3. Overall, how much confidence do you have in your leadership abilities?  
   (1183)
   - A great deal
   - Some
   - Little
   - None
   - Don't know

4. Given your history of performance in the Navy, what is the highest grade you think you can achieve?  
   (1184)
   - LT
   - LCDR
   - CDR
   - CAPT
   - OVRGM
   - ADM

5. Please complete the following table by providing the indicated information from your most recent fitness report. Please circle your position in the Evaluation and Summary rankings. The first line is filled in as an example. Since this is privileged information, you are not required to complete the below, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

<table>
<thead>
<tr>
<th>DATE</th>
<th>Sea/Shore</th>
<th>Evaluation and Summary (blocks 51 &amp; 52)</th>
<th>Early Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Block (13)</td>
<td>TYPICALLY EFFECTIVE</td>
<td>BOTTOM</td>
</tr>
<tr>
<td></td>
<td>1%</td>
<td>5%</td>
<td>10%</td>
</tr>
<tr>
<td>5/36</td>
<td>2</td>
<td>1</td>
<td>(3)</td>
</tr>
<tr>
<td>1187-</td>
<td>1198-</td>
<td>1195-</td>
<td>1196-</td>
</tr>
</tbody>
</table>

6. To what degree do you think your performance was inaccurately portrayed on your most recent fitness report?  
   (1185)
   - Performance was considerably higher than reported
   - Performance was somewhat higher than reported
   - Performance was accurately reported
   - Performance was somewhat lower than reported
   - Performance was considerably lower than reported

*1 = Sea  2 = Shore
K. COMMENTS

1. What more can the Navy do that may help officers like yourself expediently adjust to the career event you have most recently gone through, or are about to go through?

2. What personal skills could you develop that would help you to expediently adjust to the career event you have most recently gone through, or are about to go through?

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE.

----------------------------------------
NOTE: Would you like to receive feedback on the general findings of this questionnaire?

○ YES  ○ NO

If yes, please provide name, SSN, and address:

Name: ______________________________________

SSN: ________________________________

Address: __________________________________

--------------------------------------------------

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V-16
APPENDIX W

DESIGNATOR CHANGE QUESTIONNAIRE
Under the authority of 5 USC 301, information regarding your background, attitudes and experiences in the Navy is requested to provide input to a series of studies on officer career processes and retention. THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT EFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only. You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgement of these Privacy Act provisions.

**A. BACKGROUND INFORMATION**

1. Social Security Number: __ __ __ __ __ __ __ __
   (11 - 19)

2. Current Designator: __ __ __ __ __ __ __ __
   (20 - 23)

3. Grade: ( ) 0-1 ( ) 0-2 ( ) 0-3
   (32) ( ) 0-4 ( ) 0-5 ( ) 0-6
   ( ) 0-7

4. Sex: ( ) Male ( ) Female
   (33)

5. Family status:
   ( ) Single
   ( ) Married with children
   ( ) Married, no children
   ( ) Divorced with children
   ( ) Divorced, no children
   ( ) Other
   (34)

6. Previous designator: __ __ __ __ __ __ __ __
   (24 - 27)

7. I changed to my current designator: (28-29) / (30-31)
   month / year

8. Date questionnaire completed:
   (49)
   ( ) Mar 87 ( ) May 87 ( ) July 87
   ( ) Apr 87 ( ) Jun 87 ( ) Aug 87

9. Year awarded warfare device (previous designator (previous designator)
   (51 - 52)
   ( ) 86 ( ) 76-77
   ( ) 84-85 ( ) 74-75
   ( ) 82-83 ( ) 72-73
   ( ) 80-81 ( ) Before 1972
   ( ) 78-79 ( ) N/A

W-2
### B. INFORMATION USE

1. Regarding your decision to change designation, evaluate each of the following sources of information according to how much you use them, how accurate, honest and available they were in providing career planning information and guidance as well as the influence of each source had in your decision. Respond using the scale below.

<table>
<thead>
<tr>
<th>INFORMATION SOURCE</th>
<th>USE</th>
<th>ACCURACY</th>
<th>AVAILABILITY</th>
<th>INFLUENCE</th>
<th>HONESTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMCO's XO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other senior officers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peers in my previous designation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peers from current designation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public media</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&quot;Official Bill Summary&quot;</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&quot;OPNAV Instructions Regarding changing Officer's Designation&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&quot;Commanding Officer's Addendum&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Scale</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Description</td>
<td>Very Low</td>
<td>Moderate</td>
<td>High</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Note:**
- **Very Low:** Indicates the least influence.
- **Moderate:** Indicates moderate influence.
- **High:** Indicates the greatest influence.

**Scale Indications:**
- **1:** Indicates the least accuracy.
- **2:** Indicates average accuracy.
- **3:** Indicates high accuracy.
- **4:** Indicates very high accuracy.
- **5:** Indicates extreme accuracy.

**Scale Indications:**
- **1:** Indicates the least availability.
- **2:** Indicates average availability.
- **3:** Indicates high availability.
- **4:** Indicates very high availability.
- **5:** Indicates extreme availability.

**Scale Indications:**
- **1:** Indicates the least influence.
- **2:** Indicates average influence.
- **3:** Indicates high influence.
- **4:** Indicates very high influence.
- **5:** Indicates extreme influence.

**Scale Indications:**
- **1:** Indicates the least honesty.
- **2:** Indicates average honesty.
- **3:** Indicates high honesty.
- **4:** Indicates very high honesty.
- **5:** Indicates extreme honesty.
C. DECISION PROCESS

1. The more I think about it, the more I feel I made a bad move changing my designator:
   (475)
   Strongly Strongly
   Disagree Neutral Agree
   () () () () () () ()

2. I should have spent more time thinking about changing my designator:
   (476)
   Strongly Strongly
   Disagree Neutral Agree
   () () () () () () ()

3. Please indicate the importance of each of the following to your decision to change designator. (Please use the following scale.)

<table>
<thead>
<tr>
<th>Not Important</th>
<th>Somewhat Important</th>
<th>Extremely Important</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5</th>
<th>6</th>
</tr>
</thead>
</table>

a. More shore duty
b. Prepare for career outside of the Navy
c. Greater geographical stability
d. Greater opportunity for promotion
e. To utilize technical education
f. More time with family
g. More interesting and challenging work
h. Develop greater technical skill
i. Failure to progress in previous community
j. Physically unable to continue in previous community
k. Clearer career path
l. Minimal work stress
m. Chance for spouse to develop own interests
a. Recognition for technical accomplishments
b. Greater freedom from hassle
c. Enjoy being a specialist
d. Amount of crisis management
e. Technical control of work
f. Chance to solve technical problems

4. What events led you to first think about changing designators?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Saw notice by current community for application</td>
<td>(459)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>b. CO/ISIC suggested it</td>
<td>(460)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>c. Other senior officer in my previous community suggested it</td>
<td>(461)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>d. Detailer suggested it</td>
<td>(462)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>e. Sought out by new community</td>
<td>(463)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>f. Assignments in area</td>
<td>(464)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>g. Family problems</td>
<td>(465)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>h. One of my peers changed</td>
<td>(466)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>i. Other (please explain):</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. Indicate the year you first started thinking about changing designator: 19 ______
   (467 - 468)

6. Approximately how many months did it take you to decide to change your designator: ______
   (469 - 470)

7. Which of the following did you do specifically to prepare to change designator?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Obtain a master's degree</td>
<td>()</td>
<td>()</td>
<td>(4</td>
</tr>
<tr>
<td>b. Obtain a subspecialty</td>
<td>()</td>
<td>()</td>
<td>(4</td>
</tr>
<tr>
<td>c. Post-graduate education</td>
<td>()</td>
<td>()</td>
<td>(4</td>
</tr>
<tr>
<td>d. Seek specific assignment</td>
<td>()</td>
<td>()</td>
<td>(4</td>
</tr>
</tbody>
</table>
D. PRESENT ASSIGNMENT

1. How long have you been in your present assignment?
   (180)
   ( ) Less than 1 month ago
   ( ) 1 month, but less than 3 months ago
   ( ) 3 months, but less than 6 months ago
   ( ) 6 months, but less than 9 months ago
   ( ) 9 months, but less than 1 year ago
   ( ) 1 year or more ago

2. What is your evaluation of the following aspects of your present job and related duties? Mark one response for each item.

<table>
<thead>
<tr>
<th>Very Negative</th>
<th>Neutral</th>
<th>Very Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

   a. Challenge
   b. Separation from family/friends
   c. Use of skills & abilities
   d. Working environment
   e. Hours of work required
   f. Work pressure
   g. Interesting duties
   h. Ability to plan and schedule activities
   i. Adventure
   j. Sense of accomplishment
   k. Opportunity to grow professionally
   l. Doing something important

3. My PRD is:
   (179)
   ( ) Less than 1 month from now
   ( ) 1 month, but less than 3 months from now
   ( ) 3 months, but less than 6 months from now
   ( ) 6 months, but less than 9 months from now
   ( ) 9 months, but less than 1 year from now
   ( ) 1 year or more from now
   ( ) Don't know

4. Overall, how do you evaluate this tour in terms of:

<table>
<thead>
<tr>
<th>Highly Unfavorable</th>
<th>Neutral</th>
<th>Highly Favorable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

   a. Command
   b. Type duties
   c. Relationship with CO
   d. Superiors
   e. Immediate subordinates
   f. Peers

E. ASSIGNMENT PROCESS

1. When I completed my most recent preference card I:
   (254)
   ( ) Put down choices I personally wanted, regardless of how they might affect my Navy career.
   ( ) Put down primarily what I wanted, but tempered them a little with what I thought might help my Navy career.
   ( ) Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike.
   ( ) Put down choices which I thought would help my Navy career, but tempered with my personal desires.
   ( ) Put down choices which thought would help my Navy career even though they weren't personally desirable.
   ( ) Did not complete one.

2. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card:

<table>
<thead>
<tr>
<th>Very Poor</th>
<th>Very Neutral</th>
<th>Very Good</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

   a. Location
   b. Type Billet
   c. Type Activity

3. When you are (or should be) completing your preference card, do you have a good idea of available billets for which you would be fully competitive? (333)

   Definitely
   Do Not Somewhat
   Definitely

   ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )

4. Which one of the following statements best describes your experience in obtaining your current assignment? (277)

   ( ) Haven't been through reassignment in current designator.
   ( ) Tended to run smoothly—my detailer located an acceptable billet relatively quickly.
   ( ) Tended to run smoothly, but there was a certain amount of uncertainty and discussion with my detailer along the way.
   ( ) Tended to be a very difficult, unhappy experience. However, I eventually received a satisfactory or acceptable assignment.
   ( ) Tended to be a frustrating, anxiety-producing experience. Only through the intervention of senior officers or extreme effort did I have any influence on the assignment I received.
   ( ) Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.
5. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through h).

1. Systematically throughout my tour
2. More than 14 months before my PRD
3. 11 to 14 months before my PRD
4. 7 to 10 months before my PRD
5. 3 to 6 months of my PRD
6. Within 3 months of my PRD
7. I didn’t do this
8. Not applicable

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Contacting your detailer</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>b. Specifically seeking the advice of a senior officer</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>c. Specifically seeking the advice of a peer</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>d. Discussing possible assignments with my spouse/husband</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>e. Considering choices of location</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>f. Considering choices of types of billets</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>g. Considering choices of types of duty</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>h. Contacting a placement officer</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
</tbody>
</table>

6. If you have formed an opinion of your current detailer, evaluate your detailer in the following areas. If not, please evaluate your former detailer.

<table>
<thead>
<tr>
<th>Very Negative</th>
<th>Neutral</th>
<th>Very Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>a. Knowledge of current policy trends</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>b. Knowledge of which billets are available</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>c. Knowledge of requirements and duties of available billets</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>d. Knowledge of my career development needs</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>e. Knowledge of my personal desires</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>f. Returns telephone calls</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>g. Shares information</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>h. Knowledgeable of previous communications</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>i. What (s)he says can be trusted</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>j. Looks out for my best interests</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>k. Listens to my problems, desires, needs, etc.</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>l. Provides useful career counseling</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>m. Responds to correspondence</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>n. Availability</td>
<td>( )</td>
<td>( )</td>
</tr>
</tbody>
</table>

7. Which detailer did you evaluate?
   (299)
   ( ) Current detailer  ( ) Former detailer

8. If you evaluated your former detailer, was (s)he from your current or previous community?
   (300)
   ( ) Current community  ( ) Former detailer

9. I cannot depend on the detailing system to find a job I want.
   (307)
   Strongly Disagree  Neutral  Strongly Agree

( ) ( ) ( ) ( ) ( ) ( )

10. Please indicate your degree of agreement with each of the following statements regarding the detailer who assigned you to your current command.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>a. I was favorably impressed with the way my detailer handled our interactions</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>b. My detailer tended to have a closed mind, and thus I could not influence him/her</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>c. My detailer made a sincere effort to meet my needs or to explain why (s)he couldn't</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>d. The detailer located for me the best billet (s)he could, given the circumstances</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>e. The detailer provided useful career counseling</td>
<td>( )</td>
<td>( )</td>
</tr>
</tbody>
</table>
PART A. MARRIED OFFICERS

Please indicate your degree of agreement with the below statements which relate to the family's impact on your career.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>Strongly Agree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My spouse's career limits considerably the options available in my career decisions</td>
<td>() () () () () () () ()</td>
<td>(860)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. At the present time, my career is more important to me than my spouse's career</td>
<td>() () () () () () () ()</td>
<td>(861)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Family separation, because of working hours, is a problem</td>
<td>() () () () () () () ()</td>
<td>(867)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. I feel that my detailer will make an honest effort to co-locate my spouse and me</td>
<td>() () () () () () () ()</td>
<td>(862)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. I have to cut back on my career involvement in order to meet the needs of my spouse/family</td>
<td>() () () () () () () ()</td>
<td>(863)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Counseling should be available to married couples to help them reduce the stress associated with dual career marriages</td>
<td>() () () () () () () ()</td>
<td>(864)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Better support services (e.g. spouse employment information about a new community, and/or help in planning and coping with transfer) should be provided for transferring couples</td>
<td>() () () () () () () ()</td>
<td>(865)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. How is your spouse primarily employed? (Choose best response)</td>
<td>() Full-time homemaker</td>
<td>() Secretary/clerical</td>
<td>() Professional</td>
<td>Navy officer</td>
</tr>
<tr>
<td>(875 - 876)</td>
<td>() (884)</td>
<td>() (885)</td>
<td>() (886)</td>
<td>(887)</td>
</tr>
<tr>
<td>9. How involved was your spouse in your decision to change designation?</td>
<td>I deferred to spouse</td>
<td>Equal input</td>
<td>I decided alone</td>
<td>N/A</td>
</tr>
<tr>
<td>(880)</td>
<td>() () () () () () () ()</td>
<td>(882)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. How involved is your spouse when you are making career decisions such as staying in the Navy, choosing a second career, retiring, etc?</td>
<td>I defer to spouse</td>
<td>Equal input</td>
<td>I decide alone</td>
<td>N/A</td>
</tr>
<tr>
<td>(883)</td>
<td>() () () () () () () ()</td>
<td>(883)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. How do you think your spouse feels toward your Navy career?</td>
<td>() Completely opposed</td>
<td>() Moderately supportive</td>
<td>() Modestly opposed</td>
<td>() Completely supportive</td>
</tr>
<tr>
<td>(883)</td>
<td>() () () () () () () ()</td>
<td>(883)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Rate the items below with regard to the extent of their impact on your most recent PCS move.</td>
<td>To no Extent</td>
<td>To some Extent</td>
<td>To a Great Extent</td>
<td></td>
</tr>
<tr>
<td>a. My spouse's employment</td>
<td>() () () () () () () ()</td>
<td>(884)</td>
<td>(885)</td>
<td>(886)</td>
</tr>
<tr>
<td>b. Disruptions in children's schooling</td>
<td>() () () () () () () ()</td>
<td>(885)</td>
<td>(886)</td>
<td>(887)</td>
</tr>
<tr>
<td>c. My out-of-pocket expenses</td>
<td>() () () () () () () ()</td>
<td>(886)</td>
<td>(887)</td>
<td>(888)</td>
</tr>
<tr>
<td>d. Disruptions in social relations</td>
<td>() () () () () () () ()</td>
<td>(887)</td>
<td>(888)</td>
<td>(889)</td>
</tr>
<tr>
<td>e. The moving process itself</td>
<td>() () () () () () () ()</td>
<td>(888)</td>
<td>(889)</td>
<td>(890)</td>
</tr>
<tr>
<td>f. My unavailability to help the family</td>
<td>() () () () () () () ()</td>
<td>(889)</td>
<td>(890)</td>
<td>(891)</td>
</tr>
<tr>
<td>(on route training for example)</td>
<td>() () () () () () () ()</td>
<td>(890)</td>
<td>(891)</td>
<td>(892)</td>
</tr>
<tr>
<td>- Obtaining child care</td>
<td>() () () () () () () ()</td>
<td>(891)</td>
<td>(892)</td>
<td>(893)</td>
</tr>
</tbody>
</table>
Part B. MARRIED AND SINGLE OFFICERS

Please indicate your degree of agreement with the below statements which relate to marital status and its impact on your career.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Single officers work the same number of hours as married personnel</td>
<td>() () () () () ()</td>
<td>(891)</td>
</tr>
<tr>
<td>2. Single officers are unable to obtain assignments to a desired geographical location, because many available billets have been filled in support of spouse co-location</td>
<td>() () () () () ()</td>
<td>(892)</td>
</tr>
<tr>
<td>3. Marital status should be taken into consideration in the assignment process</td>
<td>() () () () () ()</td>
<td>(893)</td>
</tr>
<tr>
<td>4. I believe there is a disparity in the entitlements/allowances between married and single personnel</td>
<td>() () () () () ()</td>
<td>(894)</td>
</tr>
<tr>
<td>5. There is too much concern for the family, particularly children, and too little for issues concerned with the single officer, such as recreation/entertainment</td>
<td>() () () () () ()</td>
<td>(895)</td>
</tr>
<tr>
<td>6. The Navy treats its single personnel as fairly as it does its married personnel</td>
<td>() () () () () ()</td>
<td>(896)</td>
</tr>
</tbody>
</table>

G. CAREER MANAGEMENT

1. How important are each of the following in determining whether you will remain on active duty after you become eligible to retire after 20 years?

<table>
<thead>
<tr>
<th>Category</th>
<th>Not Important</th>
<th>Somewhat Important</th>
<th>Extremely Important</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Opportunity for flag rank</td>
<td>() ()</td>
<td>(609)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>b. Opportunity for major command</td>
<td>() ()</td>
<td>(610)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>c. Desire to retire as 0-6</td>
<td>() ()</td>
<td>(611)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>d. Opportunity for rewarding assignments</td>
<td>() ()</td>
<td>(612)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>e. Enjoyment of naval service</td>
<td>() ()</td>
<td>(613)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>f. Opportunities for civilian employment</td>
<td>() ()</td>
<td>(614)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>g. Financial benefits</td>
<td>() ()</td>
<td>(615)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>h. Opportunity to develop as specialist</td>
<td>() ()</td>
<td>(616)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>i. Command duties</td>
<td>() ()</td>
<td>(594)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>j. Family separation</td>
<td>() ()</td>
<td>(595)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>k. Spouse's attitude toward Navy</td>
<td>() ()</td>
<td>(617)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>l. Retirement benefits</td>
<td>() ()</td>
<td>(596)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>m. Geographical stability</td>
<td>() ()</td>
<td>(597)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>n. Basic salary</td>
<td>() ()</td>
<td>(598)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>o. Esprit de corps</td>
<td>() ()</td>
<td>(599)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>p. Recognition for accomplishments</td>
<td>() ()</td>
<td>(600)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
<tr>
<td>q. Status of my community in the Navy</td>
<td>() ()</td>
<td>(608)</td>
<td>() () () () () () ()</td>
<td></td>
</tr>
</tbody>
</table>

2. Looking at your career, for approximately how many years from now do you have a relatively clear idea of what your path (billets, promotions, etc.) will be? _______ years.
3. How attractive does your present career path seem to you? (643)
   Very Unattractive
   Neutral
   Very Attractive
   () () () () () ()

4. If you are resigning from the Navy, do you plan to join the naval reserve? (647)
   () Yes () No () Uncertain () N/A

5. If you are planning to resign from the Navy (or have submitted your letter of resignation) do you have a civilian job waiting? (650)
   () Yes () No () Uncertain () N/A

6. How many years from now do you plan to remain on active duty? ______ years (330 - 331)

7. Do you feel the Navy wants you to continue your career as an active duty naval officer? (332)
   Definitely ()
   Don't Know ()
   Definitely Does ()
   () () () () () () ()

8. Do you feel the billets you have received have reflected your experience and past performance? (334)
   Definitely ()
   Somewhat ()
   Definitely Do ()
   () () () () () () ()

9. If you were to seek civilian employment how prepared are you to do so? (353)
   Totally Unprepared
   Neutral
   Totally Prepared

10. Rate the importance of each of the following for making flag rank:

<table>
<thead>
<tr>
<th>Importance</th>
<th>Of No Importance</th>
<th>Of Moderate Importance</th>
<th>Of Utmost Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>a. High specialization</td>
<td>()</td>
<td>()</td>
<td>(764)</td>
</tr>
<tr>
<td>b. Generalist (not over specified)</td>
<td>()</td>
<td>()</td>
<td>(765)</td>
</tr>
<tr>
<td>c. Superb performance</td>
<td>()</td>
<td>()</td>
<td>(766)</td>
</tr>
<tr>
<td>d. Have the right contacts</td>
<td>()</td>
<td>()</td>
<td>(767)</td>
</tr>
<tr>
<td>e. Have punched the right tickets</td>
<td>()</td>
<td>()</td>
<td>(768)</td>
</tr>
</tbody>
</table>

11. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus your expectations of obtaining them in a civilian career if you left the Navy.

<table>
<thead>
<tr>
<th>CIVILIAN</th>
<th>NAVY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Substantially Better</th>
<th>Much Better</th>
<th>Better</th>
<th>Comparable Better</th>
<th>Much Better</th>
<th>Substantially Better</th>
</tr>
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<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>a. Interesting and challenging work</td>
<td>()</td>
<td>()</td>
<td>(373)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>b. Ability to plan work</td>
<td>()</td>
<td>()</td>
<td>(374)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>c. Job security</td>
<td>()</td>
<td>()</td>
<td>(380)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>d. Minimal work stress</td>
<td>()</td>
<td>()</td>
<td>(381)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>e. Freedom from hassle</td>
<td>()</td>
<td>()</td>
<td>(382)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>f. Own initiative</td>
<td>()</td>
<td>()</td>
<td>(383)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>g. Pay and allowances</td>
<td>()</td>
<td>()</td>
<td>(384)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>h. Health benefits/care</td>
<td>()</td>
<td>()</td>
<td>(385)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>i. Desirable place to live</td>
<td>()</td>
<td>()</td>
<td>(386)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>j. Desirable co-workers</td>
<td>()</td>
<td>()</td>
<td>(387)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>k. Recognition</td>
<td>()</td>
<td>()</td>
<td>(388)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>l. Responsibility</td>
<td>()</td>
<td>()</td>
<td>(389)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>m. Chance for spouse to develop interests</td>
<td>()</td>
<td>()</td>
<td>(390)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>n. Quality of superiors</td>
<td>()</td>
<td>()</td>
<td>(391)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>o. Retirement program</td>
<td>()</td>
<td>()</td>
<td>(392)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>p. Variety of assignments</td>
<td>()</td>
<td>()</td>
<td>(393)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>q. Educational opportunities</td>
<td>()</td>
<td>()</td>
<td>(394)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>r. Promotion opportunities</td>
<td>()</td>
<td>()</td>
<td>(395)</td>
<td>()</td>
<td>()</td>
</tr>
<tr>
<td>s. Social relationships</td>
<td>()</td>
<td>()</td>
<td>(396)</td>
<td>()</td>
<td>()</td>
</tr>
</tbody>
</table>
### H. CAREER ATTITUDES

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>1. The more I think about it the more I feel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I made a bad move in entering my career.</td>
<td>() (935) () () ()</td>
<td></td>
</tr>
<tr>
<td>2. I am very satisfied with my occupation</td>
<td>() (936) () () ()</td>
<td></td>
</tr>
<tr>
<td>3. I talk up the Navy to my friends as a great organization to work for</td>
<td>() (937) () () ()</td>
<td></td>
</tr>
<tr>
<td>4. I am fortunate to be located where I am</td>
<td>() (938) () () ()</td>
<td></td>
</tr>
<tr>
<td>5. I thoroughly enjoy my career</td>
<td>() (939) () () ()</td>
<td></td>
</tr>
<tr>
<td>6. I thoroughly enjoy my field of work</td>
<td>() (940) () () ()</td>
<td></td>
</tr>
<tr>
<td>7. I am proud to tell others that I am part of the Navy</td>
<td>() (941) () () ()</td>
<td></td>
</tr>
<tr>
<td>8. I thoroughly enjoy my location</td>
<td>() (942) () () ()</td>
<td></td>
</tr>
<tr>
<td>9. I take great pride in my career</td>
<td>() (943) () () ()</td>
<td></td>
</tr>
<tr>
<td>10. I would feel happier with a different occupation</td>
<td>() (944) () () ()</td>
<td></td>
</tr>
<tr>
<td>11. I am extremely glad that I chose the Navy to work for over the other organizations I was considering at the time I joined</td>
<td>() (945) () () ()</td>
<td></td>
</tr>
<tr>
<td>12. I am very satisfied with my present location</td>
<td>() (946) () () ()</td>
<td></td>
</tr>
<tr>
<td>13. I feel very good about my career</td>
<td>() (947) () () ()</td>
<td></td>
</tr>
<tr>
<td>14. I definitely feel that I am in the right field of work</td>
<td>() (948) () () ()</td>
<td></td>
</tr>
<tr>
<td>15. For me, this is the best of all possible organizations for which to work</td>
<td>() (949) () () ()</td>
<td></td>
</tr>
<tr>
<td>16. I would be more satisfied in a different location</td>
<td>() (950) () () ()</td>
<td></td>
</tr>
<tr>
<td>17. I definitely feel that I am in the wrong career</td>
<td>() (951) () () ()</td>
<td></td>
</tr>
<tr>
<td>18. I am very sorry I chose my occupation</td>
<td>() (952) () () ()</td>
<td></td>
</tr>
<tr>
<td>19. I take a positive attitude towards myself</td>
<td>() (953) () () ()</td>
<td></td>
</tr>
<tr>
<td>20. I have a definite plan for my career</td>
<td>() (954) () () ()</td>
<td></td>
</tr>
<tr>
<td>21. I have a strategy for achieving my career goals</td>
<td>() (955) () () ()</td>
<td></td>
</tr>
<tr>
<td>22. Compared to other areas of my life, my chosen career area is not very important to me</td>
<td>() (957) () () ()</td>
<td></td>
</tr>
</tbody>
</table>

23. On the scale below, check the statement which most applies to you.

- (702) () I am a specialist
- (702) () I am primarily a specialist and secondarily a Navy officer
- (702) () I am an equal balance of both
- (702) () I am primarily a Navy officer and secondarily a specialist
- (702) () I am a Navy officer
- (702) () Other

24. Career Intention: The following item concerns the intensity of your desire to continue your career as a Navy officer at least until you are eligible for retirement (20 years). Areas on the scale are described, both verbally and in terms of probability, to provide meaningful reference points. Pick the response which most closely represents your current level of commitment.

- (934) How certain are you that you will continue an active Navy career, at least until you are eligible for retirement?

- (934) 99.9-100% I am virtually certain that I will not leave the Navy voluntarily prior to becoming eligible for retirement
- (934) 90.0-99.9% I am almost certain I will continue my Navy career if possible
- (934) 75.0-89.9% I am confident that I will continue my Navy career until I can retire
- (934) 50.0-74.9% I probably will remain in the Navy until I can retire
- (934) 25.0-49.9% I probably will not continue in the Navy until I am eligible for retirement
- (934) 10.0-24.9% I am confident that I will not continue my Navy career until I can retire
- (934) 0.2-9.9% I am almost certain that I will leave the Navy as soon as possible
- (934) 0.0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement
Complete only if you a member of the MP community

1. Your current assignment is in the area of:
   - Acquisition
   - Logistics
   - Planning and Policy
   - Fleet Support
   - Test and Evaluation
   - Research and Development

2. What is your present billet classified as?
   - It is an MP billet
   - Don't know if it is an MP billet or not
   - It is not an MP billet

3. How long have you been in your present assignment:
   - On way to new assignment
   - 2 months or less
   - 3-4 months
   - 5-6 months
   - 7-8 months
   - 9-10 months
   - 11-12 months
   - More than a year

4. My next assignment is:
   - An MP billet
   - Not an MP billet
   - Don't know

5. Please indicate your level of agreement with each of the following items.

<table>
<thead>
<tr>
<th>Item</th>
<th>Strongly Disagree</th>
<th>Not</th>
<th>Strongly Agree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My undergraduate education is directly applicable to my present work</td>
<td>( ) ( ) (1167)</td>
<td>( )</td>
<td>( ) (1168)</td>
<td>( )</td>
</tr>
<tr>
<td>b. My graduate education is directly applicable to my present work</td>
<td>( ) ( ) (1169)</td>
<td>( )</td>
<td>( ) (1170)</td>
<td>( )</td>
</tr>
<tr>
<td>c. It was my management experience as a warfare officer or (G)URL, rather than my MP experience, that is essential to my present assignment</td>
<td>( ) ( ) (1171)</td>
<td>( )</td>
<td>( ) (1172)</td>
<td>( )</td>
</tr>
<tr>
<td>d. I have been able to apply my specific warfare knowledge in my present position</td>
<td>( ) ( ) (1173)</td>
<td>( )</td>
<td>( ) (1174)</td>
<td>( )</td>
</tr>
<tr>
<td>e. It is primarily my experience as an MP or related billets experience that is essential to effective MP performance</td>
<td>( ) ( ) (1175)</td>
<td>( )</td>
<td>( ) (1176)</td>
<td>( )</td>
</tr>
<tr>
<td>f. To be most effective, officers should be rotated between MP and non-MP billets</td>
<td>( ) ( ) (1177)</td>
<td>( )</td>
<td>( ) (1178)</td>
<td>( )</td>
</tr>
<tr>
<td>g. A technical background (i.e. engineering or science) is essential to being an effective MP officer</td>
<td>( ) ( ) (1179)</td>
<td>( )</td>
<td>( ) (1180)</td>
<td>( )</td>
</tr>
<tr>
<td>h. Mastery of technical language is more important than mastery of current technical concepts</td>
<td>( ) ( ) (1181)</td>
<td>( )</td>
<td>( ) (1182)</td>
<td>( )</td>
</tr>
<tr>
<td>i. An officer should have a subspecialty before becoming an MP</td>
<td>( ) ( ) (1183)</td>
<td>( )</td>
<td>( ) (1184)</td>
<td>( )</td>
</tr>
<tr>
<td>j. I would recommend the MP career path to other officers</td>
<td>( ) ( ) (1185)</td>
<td>( )</td>
<td>( ) (1186)</td>
<td>( )</td>
</tr>
<tr>
<td>k. CDR command is essential to performing effectively as an MP</td>
<td>( ) ( ) (1187)</td>
<td>( )</td>
<td>( ) (1188)</td>
<td>( )</td>
</tr>
</tbody>
</table>

6. How did you become an MP?
   - (1178)
     - I applied and was accepted by the board
     - Even though I didn't apply I was selected
     - Other (please explain)

7. Compared to other careers in the Navy, how do you evaluate the MP career path?
   - (1179)
   - Very Poor
   - Average
   - Very Good
   - N/A

<table>
<thead>
<tr>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
</tr>
</tbody>
</table>

8. How many MP assignments have you had?
   - (1180)
   - 1
   - 2
   - 3
   - 4
   - 5
   - 6 or more

W-11
If you would like to comment on any aspect of your Navy career as it affected your decision to change designator, please use this space. NOTE: Written comments may be used to support statistical summaries of data, but your comments will be used only if your anonymity can be assured. If your comments extend to additional pages, please add your SSN to those pages.

THANK YOU FOR YOUR ASSISTANCE WITH THIS QUESTIONNAIRE

Rank:  ( ) 0-1  ( ) 0-5
       ( ) 0-2  ( ) 0-6
       ( ) 0-3  ( ) 0-7
       ( ) 0-4

Sex:   ( ) Male
       ( ) Female
APPENDIX X

RETIREMENT FROM NAVY LIFE QUESTIONNAIRE
RETIREMENT
From
NAVY LIFE

NAVY PERSONNEL
RESEARCH and DEVELOPMENT CENTER
San Diego, California 95152-6800
PRIVACY ACT

Under the authority of 5 USC 301, information regarding your experiences in the Navy, and your post-Navy experiences, is requested to provide input to a series of studies on officer career processes and retirement. THE INFORMATION PROVIDED BY YOU WILL NOT BECOME PART OF YOUR OFFICIAL RECORD, NOR WILL IT AFFECT YOU IN ANY WAY. It will be used by the Navy Personnel Research and Development Center for statistical purposes only (i.e., it will be combined with the responses of other officers to make recommendations to the Navy). You are not required to provide this information. There will be no adverse consequences should you elect not to provide the requested information or any part of it. Return of the questionnaire constitutes acknowledgment of these Privacy Act provisions.

A. BACKGROUND

1. Social Security Number
   _____-____-____ (11 - 19)

2. Sex: M ____ F ____ (33)

3. Grade at retirement: O- ____ (32)

4. Marital status (34)
   ____ Married
   ____ Single or widowed
   ____ Separated or divorced

5. If you are married, is your wife employed ____ (yes/no) (874)

6. Do you have any children that live at home with you at least part of the time (36) (yes/or)? How many (35)? What are their ages (37 - 48) ____?

7. Are there children or other dependents that you are partially or totally responsible for financially ____ (878) (yes/no)?

8. How many times have you relocated since you retired from the Navy ____? (662 - 663)

9. If applicable, place a check mark next to your income: (657)
   ____ Not applicable
   ____ Less that $20,000
   ____ $20,001 - $27,500
   ____ $27,501 - $35,000
   ____ $35,001 - $42,500
   ____ $42,501 - $50,000
   ____ $50,001 - $57,500
   ____ $57,501 - $65,000
   ____ More than $65,000

INDIVIDUALS WHO ARE NOT EMPLOYED (FULLTIME OR PARTTIME) SHOULD ANSWER QUESTIONS 1 AND 2 IN THE NEXT SECTION AND PROCEED TO SECTION C. INDIVIDUALS WHO ARE EMPLOYED SHOULD PROCEED TO SECTION B AND COMPLETE THE REST OF THE QUESTIONNAIRE.
B. JOB SITUATION AND HISTORY

1. Are you currently:  
   - Working fulltime,  
   - Working parttime,  
   - Retired,  
   - Looking for fulltime work,  
   - Looking for parttime work

2. Regardless of your work status, would you please list any types of courses (e.g., MBA), formal degrees, retraining experiences, or jobs you have had/obtained since your retirement from the Navy. Include the starting and finishing dates for these items:

<table>
<thead>
<tr>
<th>Items</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td></td>
</tr>
<tr>
<td>b.</td>
<td></td>
</tr>
<tr>
<td>c.</td>
<td></td>
</tr>
<tr>
<td>d.</td>
<td></td>
</tr>
<tr>
<td>e.</td>
<td></td>
</tr>
<tr>
<td>f.</td>
<td></td>
</tr>
<tr>
<td>g.</td>
<td></td>
</tr>
<tr>
<td>h.</td>
<td></td>
</tr>
<tr>
<td>i.</td>
<td></td>
</tr>
<tr>
<td>j.</td>
<td></td>
</tr>
<tr>
<td>k.</td>
<td></td>
</tr>
<tr>
<td>l.</td>
<td></td>
</tr>
</tbody>
</table>

3. Please use the following scale to answer "a" and "b". Record your numerical response in the blank provided.

<table>
<thead>
<tr>
<th>Not At All</th>
<th>Somewhat</th>
<th>Moderately</th>
<th>Very Much</th>
<th>Extremely</th>
<th>Had No Subspecialty</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
</tbody>
</table>

   If you obtained a subspecialty(ies) in the Navy, did it (they) help you

   (354)a. Find a job,(355)b. Perform on this job.
4. To what extent were you able to take your Navy experiences, education, and training and immediately use them in your civilian job(s)? That is, to what extent was there some continuity (or was it like starting your career over again)?

<table>
<thead>
<tr>
<th>Like Starting a New Career</th>
<th>A Little Continuity</th>
<th>Some Continuity</th>
<th>Moderate Continuity</th>
<th>A Lot of Continuity</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

5. If you are currently employed, what is your job title and what are your primary responsibilities?

6. Rate the following items according to how you feel about your current work situation? Record an "8" if an item is not applicable to you.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. The more I think about it the more I feel I made a bad move entering my career.

b. I am very satisfied with my occupation.

c. I talk up my organization to my friends as a great organization to work for.

d. I am fortunate to be located where I am.

e. I thoroughly enjoy my career.

f. I thoroughly enjoy my field of work.

g. I am proud to tell others that I am part of my organization.

h. I thoroughly enjoy my location.

i. I take great pride in my career.

j. I would feel happier with a different occupation.

k. I am extremely glad that I chose to work for this organization.

l. I am satisfied with my present location.

m. I feel very good about my career.

n. I definitely feel that I am in the right field of work.

o. I would be more satisfied in a different location.

p. On the whole, I am satisfied with myself.

q. I definitely feel that I am in the wrong career.

r. I am very sorry I chose my occupation.

s. I take a positive attitude toward myself.

t. For me this is the best of all possible organizations for which to work.
7. What are your reactions to your current work situation, and what were your reactions to your last Navy assignment? Various aspects of work are present below such as job characteristics. Respond using the following scale:

<table>
<thead>
<tr>
<th>Extremely Favorable</th>
<th>Neutral</th>
<th>Extremely Unfavorable</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>

**Job Situation**

**Navy Current**

(201) (205) a. **Job Characteristics** (variety, importance, pressure, interpersonal relationships, clarity of demands, feedback on performance, autonomy, etc.)

(202) (206) b. **Supervisor characteristics** (supportive, facilitates work, plans and coordinates activities, trustworthy, relies on performance and judgments of subordinates, etc.)

(203) (207) c. **Workgroup characteristics** (workgroup is cooperative, effective, takes pride in work; has open communication, trust, and friendly relations among members, etc.)

(204) (208) d. **Organizational characteristics** (openness of expression, personnel kept informed, interdepartmental cooperation, consistent application of organizational policies, opportunities for growth and advancement, etc.)

8. These items refer to how supportive your immediate supervisor and others are in your current job and in your last Navy assignment (inapplicable = 5).

<table>
<thead>
<tr>
<th>Not at All</th>
<th>A Little</th>
<th>Moderately</th>
<th>Very Much</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

**Supervisor**

<table>
<thead>
<tr>
<th>Now</th>
<th>In Navy</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1018)</td>
<td>(1043)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Others</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Now</th>
<th>In Navy</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1048)</td>
<td>(1053)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>a. Go/went out of their way to make your work life easier for you.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>b. Is/was easy to talk to them about career issues/work.</th>
</tr>
</thead>
</table>
c. Are/were willing to listen to your personal problems

d. Are/were helpful

e. How important is/was it that these people support/supported you?

9. Compare your present job with your last Navy assignment in the following areas. For example, if the prestige of your current job is "much more" than was your last Navy assignment, put a "1" next to "Prestige" below.

<table>
<thead>
<tr>
<th>Much More</th>
<th>Somewhat More</th>
<th>About the Same</th>
<th>Somewhat Less</th>
<th>Much Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

a. Prestige, b. Level of skills and knowledge

c. Authority over people, d. Income level,

e. Importance

10. Indicate whether your current job activities are the same or different from your last Navy assignment (circle the appropriate numerical response):

<table>
<thead>
<tr>
<th>The Same</th>
<th>Similar</th>
<th>Somewhat Different</th>
<th>Very Different</th>
<th>Nothing in Common</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

a. The actual work you perform

b. Knowledge and skill you use on the job

11. Most of us have in our minds an "ideal" career for ourselves.

(252) To what extent would you say this ideal existed in the Navy? (Use scale below.)
(251) To what extent does your present career fulfill your ideal? (Use scale below.)

1 = A very poor match with my ideal
2 = A poor match with my ideal
3 = A moderately good match
4 = A good match
5 = A very good match
6 = Uncertain/too early to tell
12. Please indicate the relative opportunity of obtaining each of the following characteristics in the Navy versus obtaining them in a civilian career.

<table>
<thead>
<tr>
<th>Navy</th>
<th>Civilian</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

   (373) a. Interesting and challenging work | (383) k. Desirable place to live
   (374) b. Ability to plan work | (384) l. Desirable co-workers
   (375) c. Work hours | (385) m. Recognition
   (376) d. Minimal work stress | (386) n. Responsibility
   (377) e. Freedom from hassle | (387) o. Chance for spouse to develop own interests (N/A = 8)
   (378) f. Own initiative | (388) p. Quality of superiors
   (379) g. Pay and allowances | (389) q. Retirement program
   (380) h. Health benefits/care | (390) r. Variety of assignments
   (381) i. Job security | (391) s. Educational opportunities
   (382) j. Family stability | (392) t. Promotional opportunities
   (N/A = 8) | (393) u. Social relationships

13. PLEASE GO BACK TO QUESTION 12 AND CIRCLE THOSE 5 CHARACTERISTICS THAT ARE MOST IMPORTANT TO YOU AND CROSS OUT THOSE 5 CHARACTERISTICS THAT ARE LEAST IMPORTANT TO YOU.

   (396) a. Interesting and challenging work | (406) k. Desirable place to live
   (397) b. Ability to plan work | (407) l. Desirable co-workers
   (398) c. Work hours | (408) m. Recognition
   (399) d. Minimal work stress | (409) n. Responsibility
   (400) e. Freedom from hassle | (410) o. Chance for spouse to develop own interests (N/A = 8)
   (401) f. Own initiative | (411) p. Quality of superiors
   (402) g. Pay and allowances | (412) q. Retirement program
   (403) h. Health benefits/care | (413) r. Variety of assignments
   (404) i. Job security | (414) s. Educational opportunities
   (405) j. Family stability | (415) t. Promotional opportunities
   (N/A = 8) | (416) u. Social relationships
   (N/A = 6) | (417) v. Leadership opportunities

X-7
3. Upon retiring from the Navy, what was your attitude toward civilian life?
   a. Very reluctant to go through the change
   b. Somewhat reluctant
   c. Indifferent
   d. Somewhat eager
   e. Very eager

4. If your retirement from the Navy was voluntary, how quickly, from an administrative standpoint, did your request to retire proceed? (Put "8" if your retirement was mandatory.)

<table>
<thead>
<tr>
<th>Extremely Quickly</th>
<th>Neither Quickly Nor Slowly</th>
<th>Extremely Slowly</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. In retrospect, how adequately do you feel that you prepared for your life after the Navy?

<table>
<thead>
<tr>
<th>Extremely Well</th>
<th>So-So</th>
<th>Extremely Poorly</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6. Please use the following scale to answer the next two items.

<table>
<thead>
<tr>
<th>Extremely Favorable</th>
<th>Mixed Feelings</th>
<th>Extremely Unfavorable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

7. What was your attitude toward the Navy when you retired?
8. What is your attitude toward the Navy now?

INDIVIDUALS WHO HAVE NOT PURSUED, OR NOT HAD THE OPPORTUNITY TO PURSUE, A CIVILIAN JOB SINCE RETIRING FROM THE NAVY SHOULD SKIP TO SECTIONS E AND F. INDIVIDUALS WHO HAVE BEEN INVOLVED IN CIVILIAN JOB-HUNTING SHOULD COMPLETE THE REST OF THE QUESTIONNAIRE, STARTING WITH SECTION D.
D. JOB HUNTING AND CAREER TRANSITION

1. Listed below are a number of factors that can affect the career change process. Do you agree that these factors were (are) present as you decided (decide) which civilian career or job type to pursue? Use the following scale to respond.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Neutral</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(358) a. Free of worry about meeting financial obligations.
(359) b. Spouse and/or family supportive of career change plans (N/A = 8).
(360) c. Friends supportive of career change plans.
(361) d. Access to others making career changes.
(362) e. Confidence in my ability to make a successful career change.
(363) f. Confidence in my ability to make the "right" decisions.
(364) g. A willingness to take the risks necessary to change careers.
(365) h. Control of my life.
(366) i. A job market that accepts individuals who are middle aged.
(367) j. Confidence in my ability to handle the stresses associated with a career change.
(368) k. Skills necessary for meeting civilian job requirements.
(369) l. Sufficient formal education for a career change.
(370) m. Physical health.
(371) n. No major personal problems.
(372) o. No major family problems.

2. To what extent have you used the following resources to plan or develop your civilian career?

<table>
<thead>
<tr>
<th>Great Extent</th>
<th>Moderate Extent</th>
<th>Little or No Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(168) a. Interest/aptitude tests
(169) b. Books and publications on civilian careers
(170) c. Interviews/conversations with people in a particular field to learn more about that field
(171) d. Help from professional contacts, fellow workers, friends, and/or family to learn about job openings
(172) e. Want ads
I. Placement agencies
II. Resumes
III. Professional meetings
IV. Job interviews

3. If you have used some of the resources mentioned in Question 2, over what time period have you used them? (For example, "I started 8 months before I retired from the Navy, and I am still using these resources.")

E. ADJUSTMENT

1. How difficult has it been to adjust to civilian life since you retired from the Navy?

<table>
<thead>
<tr>
<th>Very Difficult</th>
<th>Moderately Difficult</th>
<th>Neutral</th>
<th>Moderately Enjoyable</th>
<th>Very Enjoyable</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

Answer for each point in time presented below (N/A = 8):

(1155) a. 6 months after retiring from the Navy.
(1156) b. 1 year after retiring.
(1157) c. 1½ years after retiring.
(1158) d. 2 years after retiring.
(1159) e. 3 years after retiring.
(1160) f. 4 years after retiring.
(1161) g. 5 years after retiring.

2. How satisfied were you in the following areas during your last year in the Navy ("Navy sat"), and how satisfied are you now in these areas ("Civilian sat")?

<table>
<thead>
<tr>
<th>Extremely Satisfied</th>
<th>Neutral</th>
<th>Extremely Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AREA</th>
<th>Navy Sat</th>
<th>Civilian Sat</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Certainty about the purpose and meaning of my life</td>
<td>(958)</td>
<td>(980)</td>
</tr>
<tr>
<td>b. My physical health</td>
<td>(959)</td>
<td>(981)</td>
</tr>
<tr>
<td>c. My relationship with my spouse (N/A = 8)</td>
<td>(979)</td>
<td>(989)</td>
</tr>
<tr>
<td>d. My relationship with my child or children (N/A = 8)</td>
<td>(960)</td>
<td>(982)</td>
</tr>
<tr>
<td>e. Personal relationships and friends</td>
<td>(961)</td>
<td>(983)</td>
</tr>
<tr>
<td>f. My own worth as a person</td>
<td>(962)</td>
<td>(984)</td>
</tr>
<tr>
<td>g. My feeling about how I conducted my life in the past</td>
<td>(963)</td>
<td>(985)</td>
</tr>
<tr>
<td>h. The opportunity to make the world a better place for coming generations</td>
<td>(964)</td>
<td>(986)</td>
</tr>
</tbody>
</table>
3. Here are some words which we would like you to use to describe how you feel about your present life. For example, if you think your present life is extremely boring, put an X in the space right next to the word "boring". If you think it is extremely interesting, put an X in the space right next to the word "interesting". If you think it is somewhere in between, put an X where you think it belongs. **PUT AN X IN ONE SPACE ON EVERY LINE.**

```plaintext
(1001) BORING
(1002) ENJOYABLE
(1003) EASY
(1004) USELESS
```

```plaintext
X-11
```
4. How satisfied are you with your life at the present time?

(1010) Extremely Satisfied | Neutral | Extremely Dissatisfied
1 2 3 4 5 6 7

F. RETIREMENT SYSTEM

1. Please comment on the Navy's retirement system (its strongpoints, weakpoints, ways it could be changed, recent improvements, erosion of benefits, etc.).

2. Would you like to receive a summary of the results of this survey?
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