

**Navy Personnel Research and Development Center**

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**Officer Career Development:  
Longitudinal Sample--  
Fiscal Year 1982**

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**91-15694**



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<p>13. ABSTRACT (Maximum 200 words)</p> <p>An extensive research project was initiated in 1981 which investigated the career development and decision-making processes of naval officers. An officer career questionnaire was sent to a sub-sample (<math>N = 20,999</math>) of the larger population (<math>N = 23,769</math>). These questionnaires were administered during 1982 and then readministered during 1986-1987.</p> <p>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 (<math>N = 12,319</math>), and (2) a longitudinal database that includes data for all individuals who completed a questionnaire in FY82 (<math>N = 9,109</math>) and in FY86-FY87 (<math>N = 5,633</math>). The documentation for the longitudinal database is provided in two separate volumes. The present document is the first of this two-part series and provides the data layout for all items included in the FY82 survey.</p> <p>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.</p>			
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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 FY82 longitudinal database of URL officer career decision issues. 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. The dictionary was developed in PC/FOCUS, a microcomputer-based database management system.

This document serves as a dictionary for the data from 9,109 officers who responded to one of three questionnaires administered in FY82 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 1980. 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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## 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).<sup>1</sup>

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 longitudinal database that includes data for all individuals who completed a questionnaire at T1 ( $N = 9,109$ ) and at T2 ( $N =$

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<sup>1</sup>Wilcove, G. L., & Wilson, W. C. (1991). *Officer career development: Measures and samples in the 1981-1989 research programs* (NPRDC-TN-91-8). San Diego: Navy Personnel Research and Development Center.

5,633), and (2) a cross-sectional database that includes data for all individuals who completed a survey at T2 ( $N = 12,319$ ). 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 longitudinal database, represented in Figure 1 is so extensive that its documentation is provided in two separate volumes. This volume is the first of the two and provides the data layout for all items included in the T1 surveys. The T1 questionnaires are listed in the left-hand column. The T1 questionnaires and the associated  $N$  for those respondents who also responded to a T2 questionnaire are listed above the double line. The T1 questionnaires for those respondents who did not respond to a T2 questionnaire are listed below the double line. The values provided along the top of the box in Figure 1 represent the columns in which the variables are stored in the database. T1 survey data are contained in columns 1 through 1,459.

		FY 82 QMF		FY 86/87				
		Data		QMF/Attrition				
FY 82 Survey		Data		FY 86/87 Survey				
Data		Data		Data				
1		1459	1460	2019	2020	3709	3710	4317
3213	A (Aviation Career Questionnaire) N=3213			(1) Aviation Questionnaire	N-2520			
3214				(2) Warfare Resignation	N-235			
				(3) Designator Change	N-111			
				(4) Retirement Questionnaire	N-347			
5075	B (Surface Career Questionnaire) N=1862			(1) Surface Questionnaire	N-1226			
5076				(2) Warfare Resignation	N-193			
				(3) Designator Change	N-139			
				(4) Retirement Questionnaire	N-304			
5633	C (General URL Career Questionnaire) N=558			(1) General URL Questionnaire	N-508			
5634				(2) General URL Resignation	N-25			
7471				(3) Designator Change	N-2			
7472				(4) Retirement Questionnaire	N-23			
8467	A (Aviation)							N-1836
8468	B (Surface)							N-998
9109	C (General URL)							N-842

Figure 1. FY82 (T1)-FY86-FY87 (T2) longitudinal database.

The database also contains T1 data on selected variables from the Officer Master File (OMF) (a computerized personnel record of current Navy officers). OMF data are provided for T1 respondents regardless of whether they responded to a T2 questionnaire. T1 OMF data are contained in columns 1,460 through 2,019 of the database.

The T1 survey and OMF data are described in detail throughout the following appendices. Note: All data elements included in the database are of a fixed format. Refer to the second volume of this two volume series for information regarding the data layout for the T2 survey and OMF/Attrition data.

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).



## PRIOR PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT PUBLICATIONS

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**APPENDIX A**  
**IDENTIFICATION**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **QUEST1**

SECTION: Identification

SECTION ITEM NO.: 001

DEFINITION:

A one letter code indicating which questionnaire officer took in 1982.

ITEM(S):

A=Aviation Officer Career Questionnaire (AWO)

B=Surface Warfare Officer Career Questionnaire (SWO)

C=General URL Officer Career Questionnaire (GURL)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Quest1	-	-	-	1996

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **TIME1**

SECTION: Identification

SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating that officer took a 1982 questionnaire.

ITEM(S):

Every officer who has taken the 1982 (Time1) questionnaire has a value of "1" on this variable.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Time1	-	-	-	1997

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:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
SSN	I2	I2	I2	0001-0009

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GRADE**

SECTION: Background

SECTION ITEM NO.: 002

DEFINITION:

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

ITEM(S):

Grade: \_\_\_\_\_

RESPONSE SCALE:

1. ENS
2. LTJG
3. LT
4. LCDR
5. CDR
6. CAPT

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Grade	I3	I3	I3	0010

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **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):

Designator: \_ \_ \_ \_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Designator	I4	I4	I5	0011-0014

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SEX**

SECTION: Background

SECTION ITEM NO.: 004

DEFINITION:

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

ITEM(S):

Sex:

1. Female
2. Male

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Sex	-	-	I4	0015

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MARITAL STATUS**

SECTION: Background

SECTION ITEM NO.: 005

DEFINITION:

A series of one and two-digit responses providing information about an officer's marital status.

ITEM(S):

Marital Status:

1. ( ) Never Married
2. a. ( ) Married  
b. \_\_\_ Year
3. a. ( ) Widow(er)  
b. \_\_\_ Year
4. a. ( ) Remarried  
b. \_\_\_ Year
5. a. ( ) Divorced  
b. \_\_\_ Year
6. a. ( ) Remarried  
b. \_\_\_ Year

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Never	I51	I51	I61	0016
2a. Married	I52A	I52A	I62A	0017
2b. Year	I52B	I52B	I62B	0018-0019
3a. Widow(er)	I53A	I53A	I63A	0020
3b. Year	I53B	I53B	I63B	0021-0022
4a. Remarried	I54A	I54A	I64A	0023
4b. Year	I54B	I54B	I64B	0024-0025
5a. Divorced	I55A	I55A	I65A	0026
5b. Year	I55B	I55B	I65B	0027-0028
6a. Remarried	I56A	I56A	I66A	0029
6b. Year	I56B	I56B	I66B	0030-0031

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NUMBER OF CHILDREN**

SECTION: Background

SECTION ITEM NO.: 006

DEFINITION:

A two-digit code indicating the number of children residing in the home.

ITEM(S):

Children living with you:

Number: \_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
No. of kids	I6A	I6A	I7A	0032-0033

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AGES OF CHILDREN**

SECTION: Background

SECTION ITEM NO.: 006

DEFINITION:

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

ITEM(S):

Children living with you:

Age(s) \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Age1	I6B	I6B	I7B	0034
Age2	I6B	I6B	I7B	0035
Age3	I6B	I6B	I7B	0036
Age4	I6B	I6B	I7B	0037
Age5	I6B	I6B	I7B	0038
Age6	I6B	I6B	I7B	0039

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OTHER DEPENDENTS**

SECTION: Background

SECTION ITEM NO.: 007

DEFINITION:

A one-digit code indicating if there are other dependents living with the respondent.

ITEM(S) :

Other dependents (not spouse/children) living with you:

Number \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Other depend.	-	-	I8A	0040

NOTES: Ages of children were grouped - higher value indicates older children.



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AGES OF OTHER DEPENDENTS**

SECTION: Background

SECTION ITEM NO.: 007

DEFINITION:

A maximum of ten, one-digit responses indicating the ages of an officer's other dependents.

ITEM(S):

Other dependents (not spouse/children) living with you:

Age(s) \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Ages1	-	-	I8B	0041
Ages2	-	-	I8B	0042
Ages3	-	-	I8B	0043
Ages4	-	-	I8B	0044
Ages5	-	-	I8B	0045
Ages6	-	-	I8B	0046
Ages7	-	-	I8B	0047
Ages8	-	-	I8B	0048
Ages9	-	-	I8B	0049
Ages10	-	-	I8B	0050

NOTES:

In GURL questionnaire only.

The response for children 10 years old and older is -0-.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PRECOMMISSIONING CLASS RANKS**

SECTION: Background

SECTION ITEM NO.: 008

DEFINITION:

Two, one-digit responses indicating an officer's precommissioning class ranks.

ITEM(S):

Precommissioning Class Ranks:

1. Academic (Undergraduate)
2. Military (OCS, USNA, etc.)

RESPONSE SCALE:

0. Don't Know
1. Bottom 20%
2. Next 20%
3. Mid 20%
4. Next 20%
5. Top 20%

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Academic	I7A	I7A	I9A	0051
2. Military	I7B	I7B	I9B	0052

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ENTRANCE TO NAVY VIA NUPOC**

SECTION: Background

SECTION ITEM NO.: 009

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. Instructor
3. Naval Reactors Engineer

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
NUPOC	-	-	I10	0053

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ADVANCED FLIGHT TRAINING**

SECTION: Background

SECTION ITEM NO.: 010

DEFINITION:

A maximum three-digit code indicating an officer's composite score for Advanced Flight Training, or a one-digit code indicating that officer doesn't know.

ITEM(S):

What was your composite score for Advanced Flight Training?

- 1.
2. Dcn't know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Score	I8A	-	-	0054-0056
Don't know	I8B	-	-	0057

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWOS BASIC DISTINGUISHED GRADUATE**

SECTION: Background

SECTION ITEM NO.: 011

DEFINITION:

A one-digit code indicating whether an officer was a SWOs Basic Distinguished Graduate.

ITEM(S):

Were you a SWOs Basic Distinguished Graduate?

0. Did not attend SWOs
1. Yes
2. No

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
SWOs Graduate	-	I8	-	0058

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **YEAR AWARDED WARFARE DEVICE**

SECTION: Background

SECTION ITEM NO.: 012

DEFINITION:

A four-digit date (last two digits of month and year) indicating when an officer was awarded warfare device, or a one-digit code indicating that the question is not applicable.

ITEM(S):

When were you awarded the 111X  
designator?        /        ( ) N/A  
                  Month Year

\*In SWO  
\*questionnaire  
\*only

When were you awarded your wings?  
       /        ( ) N/A  
Month Year

\*In AWO  
\*questionnaire  
\*only

RESPONSE SCALE:

8. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Month awarded	III	III	-	0059-0060
Year awarded	III	III	-	0061-0062
N/A	III	III	-	0063

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: AVIATION WARFARE SPECIALTY

SECTION: Background

SECTION ITEM NO.: 013

DEFINITION:

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

ITEM(S):

Which of the following best describes the warfare specialty (community) you are in (place a check next to only one):

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
15. Other \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Aviation Spec.	VI2	-	-	0064-0065

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LENGTH OF TIME IN WARFARE COMMUNITY**

SECTION: Background

SECTION ITEM NO.: 014

DEFINITION:

A two-digit code indicating number of years officer has been a member of warfare specialty community.

ITEM(S):

How long have you been a member of your warfare specialty community? \_\_\_\_\_ years.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Length in comm. VI3	-	-	-	0066-0067

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MEMBERSHIP IN OTHER COMMUNITIES**

SECTION: Background

SECTION ITEM NO.: 015

DEFINITION:

A one-digit code indicating how many other communities officer has been a member.

ITEM(S):

Of how many other communities have you been a member? \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Other commun.	VI4	-	-	0068

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO QUALIFICATIONS**

SECTION: Background

SECTION ITEM NO.: 016

DEFINITION:

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

ITEM(S):

I have obtained the following Surface Warfare qualifications (check best one):

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

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
SWO Qual.	II3	-	-	0069

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OBTAINED QUALIFICATIONS**

SECTION: Background

SECTION ITEM NO.: 017

DEFINITION:

A series of one-digit responses indicating whether an officer has obtained additional qualifications.

ITEM(S):

What additional qualifications have you obtained  
(check the one that best applies)

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

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Div. Officer -		II2A	-	0070
2. Dept. Head -		II2B	-	0071
3. OOD -		II2C	-	0072
4. EOOW -		II2D	-	0073
5. Weapons Cont.-		II2E	-	0074
6. Eval./TAO -		II2F	-	0075
7. XO Afloat -		II2G	-	0076
8. Qual-Surf -		II2H	-	0077
9. Surf. Nuclear-		II2I	-	0078
10. Other -		II2J	-	0079

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SUBSPECIALTY**

SECTION: Background

SECTION ITEM NO.: 018

DEFINITION:

A series of six-digit codes indicating subspecialties in which officer has been designated as a subspecialist or selected as a proven subspecialist, or a one-digit code indicating that officer doesn't know or has no subspecialties.

ITEM(S):

List the subspecialties in which you have been designated as a subspecialist or selected as a proven subspecialist (use the 5 digit alpha/numeric code. For example: XX36P, XX80S or XX95Q). Place a check in front of those in which your designation is current.

1.  None  I don't know or am not sure
2.  Subspecialty 1 \_\_\_\_\_
3.  Subspecialty 2 \_\_\_\_\_
4.  Subspecialty 3 \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. None	-	-	II1	0080
2. Subspec1	-	-	II1	0081-0086
3. Subspec2	-	-	II1	0087-0092
4. Subspec3	-	-	II1	0093-0098

NOTES:



**APPENDIX C**  
**INFORMATION USE**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION USE**

SECTION: Information Use

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating officers' use of various information sources in career planning.

ITEM(S):

In reference to your present assignment, evaluate each of the following sources of information according to how much you use them.

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 Guidebook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publication put out only for my community

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. Not Applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO/ISIC	V11A1	V11A1	V12A1	0099
2. XO	V11B1	V11B1	V12B1	0100
3. Dept. Head	V11C1	V11C1	V12C1	0101
4. Other Sen.	V11D1	V11D1	V12D1	0102
5. Sen. Offic.	V11E1	V11E1	V12E1	0103
6. Peers	V11F1	V11F1	V12F1	0104
7. Detailers	V11G1	V11G1	V12G1	0105
8. Perspective	V11H1	V11H1	V12H1	0106
9. URL Officer	V11I1	V11I1	V12I1	0107
10. Addendum	V11J1	V11J1	V12J1	0108
11. Billet Summ.	V11K1	V11K1	V12K1	0109
12. Navy Times	V11L1	V11L1	V12L1	0110
13. Public Med.	V11M1	V11M1	V12M1	0111
14. Publications	V11N1	-	-	0112

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION ACCURACY**

SECTION: Information Use

SECTION ITEM NO.: 002

DEFINITION:

A series of one-digit responses indicating the accuracy of various information sources.

ITEM(S):

In reference to present assignment, evaluate each of 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. Publication put out only for my community

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. Not Applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO/ISIC	V11A2	V11A2	V12A2	0113
2. XO	V11B2	V11B2	V12B2	0114
3. Dept. Head	V11C2	V11C2	V12C2	0115
4. Other Sen.	V11D2	V11D2	V12D2	0116
5. Sen. Offic.	V11E2	V11E2	V12E2	0117
6. Peers	V11F2	V11F2	V12F2	0118
7. Detailers	V11G2	V11G2	V12G2	0119
8. Perspective	V11H2	V11H2	V12H2	0120
9. URL Officer	V11I2	V11I2	V12I2	0121
10. Addendum	V11J2	V11J2	V12J2	0122
11. Billet Summ.	V11K2	V11K2	V12K2	0123
12. Navy Times	V11L2	V11L2	V12L2	0124
13. Pub. Media	V11M2	V11M2	V12M2	0125
14. Publications	V11N2	-	-	0126

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INFORMATION HONESTY**

SECTION: Information Use

SECTION ITEM NO.: 003

DEFINITION:

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

ITEM(S):

In reference to your present assignment, evaluate each of 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 Guidebook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publication put out only for my community

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. Not Applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO/ISIC	V11A3	V11A3	V12A3	0127
2. XO	V11B3	V11B3	V12B3	0128
3. Dept. Head	V11C3	V11C3	V12C3	0129
4. Other Sen.	V11D3	V11D3	V12D3	0130
5. Sen. Offic.	V11E3	V11E3	V12E3	0131
6. Peers	V11F3	V11F3	V12F3	0132
7. Detailers	V11G3	V11G3	V12G3	0133
8. Perspective	V11H3	V11H3	V12H3	0134
9. URL Officer	V11I3	V11I3	V12I3	0135
10. Addendum	V11J3	V11J3	V12J3	0136
11. Billet Summ.	V11K3	V11K3	V12K3	0137
12. Navy Times	V11L3	V11L3	V12L3	0138
13. Pub. Media	V11M3	V11M3	V12M3	0139
14. Publications	V11N3	-	-	0140

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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 each of 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 Guidebook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media
14. Publication put out only for my community

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. Not Applicable



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO/ISIC	V11A4	V11A4	V12A4	0141
2. XO	V11B4	V11B4	V12B4	0142
3. Dept. Head	V11C4	V11C4	V12C4	0143
4. Other Sen.	V11D4	V11D4	V12D4	0144
5. Sen. Offic.	V11E4	V11E4	V12E4	0145
6. Peers	V11F4	V11F4	V12F4	0146
7. Detailers	V11G4	V11G4	V12G4	0147
8. Perspective	V11H4	V11H4	V12H4	0148
9. URL Officer	V11I4	V11I4	V12I4	0149
10. Addendum	V11J4	V11J4	V12J4	0150
11. Billet Summ.	V11K4	V11K4	V12K4	0151
12. Navy Times	V11L4	V11L4	V12L4	0152
13. Pub. Media	V11M4	V11M4	V12M4	0153
14. Publications	V11N4	-	-	0154

NOTES:

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 your present assignment, evaluate each of the following sources of information in terms of influence.

1. CO/ISIC
2. XC
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. Publication put out only for my community

RESPONSE SCALE:

1. Very Low
- 2.
- 3.
4. Moderate
- 5.
- 6.
7. Very High
0. Not Applicable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO/ISIC	V11A5	V11A5	V12A5	0155
2. XO	V11B5	V11B5	V12B5	0156
3. Dept. Head	V11C5	V11C5	V12C5	0157
4. Other Sen.	V11D5	V11D5	V12D5	0158
5. Sen. Offic.	V11E5	V11E5	V12E5	0159
6. Peers	V11F5	V11F5	V12F5	0160
7. Detailers	V11G5	V11G5	V12G5	0161
8. Perspective	V11H5	V11H5	V12H5	0162
9. URL Officer	V11I5	V11I5	V12I5	0163
10. Addendum	V11J5	V11J5	V12J5	0164
11. Billet Summ.	V11K5	V11K5	V12K5	0165
12. Navy Times	V11L5	V11L5	V12L5	0166
13. Pub. Media	V11M5	V11M5	V12M5	0167
14. Publications	V11N5	-	-	0168

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DIRECTION OF INFLUENCE**

SECTION: Information Use

SECTION ITEM NO.: 006

DEFINITION:

A series of one-digit responses indicating whether the influence each information source exerts is positive or negative.

ITEM(S):

In reference to your present assignment, indicate whether the influence each source exerts on your career decisions is positive or negative.

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 Guidebook"
10. "Commanding Officer's Addendum"
11. "Officer Billet Summary"
12. Navy Times
13. Public Media

RESPONSE SCALE:

1. Positive
2. Negative

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO/ISIC	V11A6	V11A6	V12A6	0169
2. XO	V11B6	V11B6	V12B6	0170
3. Dept. Head	V11C6	V11C6	V12C6	0171
4. Other Sen.	V11D6	V11D6	V12D6	0172
5. Sen. Offic.	V11E6	V11E6	V12E6	0173
6. Peers	V11F6	V11F6	V12F6	0174
7. Detailers	V11G6	V11G6	V12G6	0175
8. Perspective	V11H6	V11H6	V12H6	0176
9. URL Officer	V11I6	V11I6	V12I6	0177
10. Addendum	V11J6	V11J6	V12J6	0178
11. Billet Summ.	V11K6	V11K6	V12K6	0179
12. Navy Times	V11L6	V11L6	V12L6	0180
13. Pub. Media	V11M6	V11M6	V12M6	0181
14. Publications	V11N6	-	-	0182

NOTES:

**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:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Pres. Tour	IIII	IIII	-	0183

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PRD - PROJECTED ROTATION DATE**

SECTION: Present Assignment

SECTION ITEM NO.: 002

DEFINITION:

A four-digit date (last two digits of month and year) indicating an officer's PRD, or a one-digit code indicating officer doesn't know.

ITEM(S):

My PRD is \_\_\_\_\_/\_\_\_\_\_  
Month Year

( ) Don't know

RESPONSE SCALE:

8. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
PRD - Month	III2A	III2A	III1A	0184-0185
PRD - Year	III2B	III2B	III1B	0186-0187
Don't know	III2C	-	III1C	0188

NOTES:

SWO questionnaire does not give "Don't know" as a response choice.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SHIPYARD OVERHAUL**

SECTION: Present Assignment

SECTION ITEM NO.: 003

DEFINITION:

A two-digit code indicating how many months officer has spent in shipyard overhaul.

ITEM(S):

If your duty is a sea tour, how many months have been spent in shipyard overhaul, including non-home port upkeep? \_\_\_\_\_ month(s)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Months	-	III5	-	0189-0190

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PRESENT BILLET**

SECTION: Present Assignment

SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating what kind of officer their own billet should be designated to.

ITEM(S):

My present billet is designated for an officer who is:

0. No billet is designated
1. Two ranks above mine
2. One rank above mine
3. In my rank
4. One rank below mine
5. Other \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Present billet	-	-	III4	0191

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXTENDED IN TOUR BEYOND INITIAL PROJECTED ROTATION DATE (PRD)**

SECTION: Present Assignment

SECTION ITEM NO.: 005

DEFINITION:

A maximum three-digit sequence indicating whether officers' are/or will be extended in tour beyond initial PRD and, if yes, how long they will be extended. Or a one-digit code indicating officer doesn't know.

ITEM(S):

Have you been (or will you be) extended in this tour beyond your initial PRD?

1. No
2. a. Yes - how long?  
b. \_\_\_\_\_ months?
3. Don't Know

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. No/Yes/ Don't Know	III51	III61	III51	0192
2. Months	III52	III62	III52	0193-0194

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: REASON FOR EXTENSION BEYOND INITIAL PROJECTED ROTATION DATE (PRI

SECTION: Present Assignment SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating reason why officer was/or will be extended in tour beyond initial PRD.

ITEM(S):

If you answered YES to question " ", what was/is the reason (choose best one)?

1. Awaiting relief
2. Awaiting opportunity to enter school
3. Short time remaining in Navy
4. No reason given
5. Other \_\_\_\_\_
6. To match spouse's PRD
7. I requested it for personal reasons
8. Complete PQS/attain SWO designator

\*In GURL  
\*survey only  
\*In SWO survey  
\*only

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Reason	III6	III7	III6	0195

NOTES:

Response choices on the SWO and GURL questionnaires were recoded to match the response choices on previous page.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATION OF JOB AND RELATED DUTIES**

SECTION: Present Assignment

SECTION ITEM NO.: 007

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?  
(Respond using the following scale. Omit if not applicable).

1. Challenge
2. Separation from family/friends
3. Use of skills & 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
13. Relationships with co-workers
14. Relationship with CO or reporting senior
15. Opportunity to complete PQS

\*In SWO survey  
\*only

RESPONSE SCALE:

1. Very Negative
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Challenge	III7A	III8A	III7A	0196
2. Separation	III7B	III8B	III7B	0197
3. Use skills	III7C	III8C	III7C	0198
4. Environment	III7D	III8D	III7D	0199
5. Hrs of work	III7E	III8E	III7E	0200
6. Pressure	III7F	III8F	III7F	0201
7. Duties	III7G	III8G	III7G	0202
8. Planning	III7H	III8H	III7H	0203
9. Adventure	III7I	III8I	III7I	0204
10. Accomplish.	III7J	III8K	III7J	0205
11. Oppor. grow	III7K	III8L	III7K	0206
12. Importance	III7L	III8M	III7L	0207
13. Co-worker	III7M	III8N	III7M	0208
14. CO or senior	III7N	III8O	III7N	0209
15. PQS	-	III8J	-	0210

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AWARE OF OFFICER REPORTING FOR DUTY**

SECTION: Present Assignment

SECTION ITEM NO.: 008

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:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Awareness	-	-	III8	0211

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **BILLET AVAILABLE UPON ARRIVAL**

SECTION: Present Assignment                      SECTION ITEM NO.: 009

DEFINITION:

A one-digit response indicating whether command appeared to have a billet available for officer upon arrival.

ITEM(S):

Did the command appear to have a billet available for you when you arrived? (Choose the one best response).

1. Yes, there was more than one; including at least one I was trained to do.
2. Yes, there was more than one, but I was not trained to do any of them.
3. Yes, it was one I was specifically trained to do.
4. Yes, there was one for which I had not been trained.
5. No.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Available	-	-	III9	0212

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SPONSOR PROGRAM SUCCESSFUL IN HELPING**

SECTION: Present Assignment

SECTION ITEM NO.: 010

DEFINITION:

A one-digit code indicating how effective the command's sponsor program was in helping officer settle into present assignment.

ITEM(S):

How effective was the command's sponsor program in helping you settle into your present assignment?

0. None present
1. Very poor
2. Poor
3. Average
4. Good
5. Excellent

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Sponsor prog.	III8	-	III10	0213

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **LENGTH OF TIME IT TOOK TO FIT IN**

SECTION: Present Assignment

SECTION ITEM NO.: 011

DEFINITION:

A series of two-digit responses indicating how long in months it took office to "fit in" to command and community, or a series of one-digit responses indicating that they still don't fit in.

ITEM(S):

About how long (in months) did it take you to  
"fit in" with your -

1. \_\_\_\_\_ mos. Command/Activity
2. ( ) still don't
3. \_\_\_\_\_ mos. Local community
4. ( ) still don't
5. \_\_\_\_\_ mos. SWO Wardroom at sea
6. ( ) still don't

\*In AWO  
\*survey only

RESPONSE SCALE:

8. "still don't"
9. left blank

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Command	III9A	III9A	III11A	0214-0215
2. Still don't	III9A	III9A	III11A	0216
3. Community	III9B	III9B	III11B	0217-0218
4. Still don't	III9B	III9B	III11B	0219
5. SWO Ward.	III9C	-	-	0220-0221
6. Still don't	III9C	-	-	0222

NOTES:

Question differs in:

AWO: About how long (in months) did it take you to be a regular member of your -

( ) still aren't

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOURS PER WEEK OFFICER IS OCCUPIED BY WORK**

SECTION: Present Assignment                      SECTION ITEM NO.: 012

DEFINITION:

A two-digit code indicating the number of hours per week an officer is occupied by work.

ITEM(S):

On the average, I am fully occupied in my work  
about \_\_\_\_\_ hours per week.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Hours per week	-	-	III12	0223-0224

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATION OF TOUR**

SECTION: Present Assignment

SECTION ITEM NO.: 013

DEFINITION:

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

ITEM(S):

Overall, how do you evaluate this tour in terms of  
(omit if not applicable) -

- |  |  |
|--|--|
| 1. The Command<br>Squadron/Command<br>Ship/Command | * Each questionnaire<br>* contained only one<br>* of these items |
| 2. Type duties                                     |  |
| 3. Peers<br>Readyroom/peers<br>Wardroom/peers      | * Each questionnaire<br>* contained only one<br>* of these items |
| 4. Superiors                                       |  |
| 5. Immediate subordinates                          |  |
| 6. Wardroom at sea (the SWOs)                      |  |

RESPONSE SCALE:

1. Highly Unfavorable
2. Unfavorable
3. Neutral
4. Favorable
5. Highly Favorable

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Command	III10A	III10A	III13A	0225
2. Duties	III10B	III10B	III13B	0226
3. Peers	III10C	III10C	III13C	0227
4. Superiors	III10D	III10D	III13D	0228
5. Subordinate	III10E	III10E	III13E	0229
6. Ward. at sea	III10F	-	-	0230

NOTES:



**APPENDIX E**  
**ASSIGNMENT PROCESS**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: RECEIVED NOTIFICATION REGARDING PROJECTED ROTATION DATE (PRD)

SECTION: Assignment Process

SECTION ITEM NO.: 001

DEFINITION:

A series of three-digit codes indicating the number of days relative to officers' PRD that they received informal notification and formal notification.

ITEM(S):

For your most recent experience with a completed PCS change, how many days relative to your PRD did you receive (not applicable = 0)?

1. Informal notification? \_ \_ \_ days prior to, or  
\_ \_ \_ days after PRD.
2. Formal notification (orders)? \_ \_ \_ days prior  
to, or \_ \_ \_ days after PRD.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	RL	COLUMN LOCATION
1.Prior	IV1AA	IV1AA	IV3AA	0231-0233
2.After	IV1AB	IV1AB	IV3AB	0234-0236
3.Prior	IV1BA	IV1BA	IV3BA	0237-0239
4.After	IV1BB	IV1BB	IV3BB	0240-0242

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DETACH FROM LAST ASSIGNMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 002

DEFINITION:

A four-digit date (last two digits of year and month) indicating when an officer detached from last assignment.

ITEM(S):

When did you detach from your last assignment (use numbers such as 10-79)?

           /             
Month      Year

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Detach assign.	IV2	IV2	IV1	0243-0246

NOTES:

Question differs in:

AWO & SWO: Respondents are told to put 0-0 when there has been no reassignment.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NEW ASSIGNMENT SEA OR SHORE DUTY**

SECTION: Assignment Process

SECTION ITEM NO.: 003

DEFINITION:

A one-digit code indicating whether officers' new assignment was sea or shore duty.

ITEM(S):

Was the new assignment sea or shore duty?

- 0. Never reassigned
- 1. Sea
- 2. Shore

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Sea or shore	IV3	IV3	-	0247

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CHANGE IN GEOGRAPHIC LOCATION**

SECTION: Assignment Process

SECTION ITEM NO.: 004

DEFINITION:

A one-digit code indicating if officers' reassignment involved a change in geographic location.

ITEM(S):

Did the reassignment involve a change in geographic location?

- 0. Never reassigned
- 1. Yes
- 2. No

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Geographic	IV4	IV4	IV2	0248

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION WITH AMOUNT OF NOTIFICATION**

SECTION: Assignment Process

SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses indicating officers' satisfaction with amount of notification time received.

ITEM(S):

How satisfactory was the amount of notification time you received for -

1. Informal notification.
2. Formal notification.

RESPONSE SCALE:

1. Totally unsat
2. Cut it too close
3. Just about right
4. More than enough
8. N/A

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Informal	IV5A	IV5A	IV4A	0249
2. Formal	IV5B	IV5B	IV4B	0250

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SPECIAL CIRCUMSTANCES AFFECTING NOTIFICATION**

SECTION: Assignment Process                      SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating whether there were special circumstances affecting the timing of officers' notification.

ITEM(S):

If you answered question 5 with "cut it too close" or "totally unsatisfactory," were there special circumstances that may have affected the timing of your notification (choose best response)?

1. No
2. Yes--and it was justifiable.
3. Yes--and it wasn't justifiable.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Special circum.	IV6	IV6	IV5	0251

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AMOUNT OF LEAD TIME PRIOR TO TRANSFER**

SECTION: Assignment Process

SECTION ITEM NO.: 007

DEFINITION:

A three-digit code indicating how many days of lead time officer had to make travel arrangements and household effects shipment, or a one-digit code indicating that officer was never transferred or that question was N/A.

ITEM(S):

Prior to your most recent transfer, how many days of lead time did you have to make travel arrangements and household effects shipment?

1. \_\_\_\_\_ days
2. ( ) Never transferred or not applicable.

RESPONSE SCALE:

8. Never transferred or not applicable.

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Days	IV7	IV7	IV6	0252-0254
2. N/A	IV7	IV7	IV6	0255

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SUBMIT NEW PREFERENCE CARD**

SECTION: Assignment Process

SECTION ITEM NO.: 008

DEFINITION:

A two-digit code indicating the number of months prior to officers' PRD to current assignment, a new preference card was submitted, or a one-digit code indicating that officer doesn't remember.

ITEM(S):

How many months prior to your PRD to your current assignment did you submit a new preference card (none submitted = 0)?

1. \_\_\_\_\_ Months
2. Don't remember

RESPONSE SCALE:

8. Don't Remember



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWC	GURL	COLUMN LOCATION
1. Months	IV8	IV8	IV9	0256-0257
2. Don't remem.	IV8	IV8	IV9	0258

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **WHY OFFICER DIDN'T SUBMIT CARD**

SECTION: Assignment Process

SECTION ITEM NO.: 009

DEFINITION:

A one-digit code indicating why an officer didn't submit a new preference card.

ITEM(S):

If you did not submit one, why not (check best choice)?

1. It doesn't do any good.
2. I talked to my detailer by phone to discuss my desires and the available options.
3. I didn't need to submit a new one, the old one was O.K.
4. I got my new assignment before I could submit one.
5. Other \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Submit one	IV9	IV9	IV10	0259

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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

SECTION: Assignment Process

SECTION ITEM NO.: 010

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 (check the best choice):

0. Did not complete one.
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.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Pref. Card	IV10	IV10	IV11	0260

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPORTANCE ON LAST PREFERENCE CARD**

SECTION: Assignment Process

SECTION ITEM NO.: 011

DEFINITION:

A series of one-digit codes indicating the rank various items received in terms of importance on officers' last preference card.

ITEM(S):

How did you rank the following in importance on your last preference card (rank the highest as a 1. List zeroes if none submitted or out of date or not transferred).

1. Location
2. Type Billet
3. Type Activity

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Location	IV11A	IV11A	IV12A	0261
2. Billet	IV11B	IV11B	IV12B	0262
3. Activity	IV11C	IV11C	IV12C	0263

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ACCEPTABILITY OF CURRENT ASSIGNMENT**

SECTION: Assignment Process                      SECTION ITEM NO.: 012

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 using the scale below:

0 - Preference card not sent/out of date or never transferred.

1. Location
2. Type Billet
3. Type Activity

RESPONSE SCALE:

1. Very Poor
- 2.
- 3.
4. Neutral
- 5.
6. Very Good



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Location	IV12A	IV12A	IV13A	0264
2. Billet	IV12B	IV12B	IV13B	0265
3. Activity	IV12C	IV12C	IV13C	0266

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PROMISED ORDERS CHANGED**

SECTION: Assignment Process

SECTION ITEM NO.: 013

DEFINITION:

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

ITEM(S):

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

1. Yes
2. No
3. Have never discussed orders with my detailer.
4. Have never been transferred.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Recent transfer	IV24	IV23	IV8	0267

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ORDERS RECEIVED IN A TIMELY FASHION**

SECTION: Assignment Process

SECTION ITEM NO.: 014

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?

- 0. Not applicable
- 1. Yes
- 2. No

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Timely fashion	IV30	IV29	IV7	0268

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ACTIVITIES RELATED TO REASSIGNMENT**

SECTION: Assignment Process                      SECTION ITEM NO.: 015

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 peers.
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:

0. Not applicable
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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Detailer	V1A	V1A	V1A	0269
2. Advice Sen.	V1B	V1B	V1B	0270
3. Advice Peer	V1C	V1C	V1C	0271
4. Spouse/Fam.	V1D	V1D	V1D	0272
5. Location	V1E	V1E	V1E	0273
6. Billets	V1F	V1F	V1F	0274
7. Duty	V1G	V1G	V1G	0275
8. Officer	-	-	V1H	0276

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPERIENCE IN OBTAINING ASSIGNMENT**

SECTION: Assignment Process

SECTION ITEM NO.: 016

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 efforts on my part did I ultimately receive a satisfactory or acceptable assignment.
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:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Experience	IV13	IV13	IV14	0277

NOTES:

SWO and GURL questionnaire includes all 6 response choices, ranging from 0 to 5.

AWO questionnaire has only 5 response choices ranging from 0 to 4. The questionnaire excludes response choice (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." Also, choice (5) is worded differently: "Tended to be a completely frustrating situation. No amount of effort on my part or by others was successful in influencing the system." (question number (4) in questionnaire but coded as number (5) in database).

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INDIVIDUALS USED TO INTERVENE ON BEHALF**

SECTION: Assignment Process

SECTION ITEM NO.: 017

DEFINITION:

A series of one-digit responses indicating whether an individual was used to intervene on officers' behalf during reassignment, or that officer had no previous reassignment.

ITEM(S):

What individuals did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment (check all that apply)?

1. No previous reassignment.
2. No one.
3. My CO.  
My CO/XO/ISIC.
4. The CO of the billet I wanted.  
The CO/ISIC of the billet I wanted.
5. A senior officer from my direct chain of command from my previous assignment.
6. A senior officer in the direct chain of command of my desired assignment.
7. A senior officer from my community but not in the chain of command of either assignment.
8. A senior officer from outside of my community.
9. Other \_\_\_\_\_

\*Each survey  
\*contained only one  
\*of these items  
\*Each survey  
\*contained only one  
\*of these items

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. No previous	IV26A	IV25A	IV25A	0278
2. No one	IV26B	IV25B	IV25B	0279
3. My CO	IV26C	IV25C	IV25C	0280
4. Billet	IV26D	IV25D	IV25D	0281
5. Previous	-	IV25E	IV25E	0282
6. Desired	-	IV25F	IV25F	0283
7. Either	-	IV25G	IV25G	0284
8. Outside	-	IV25H	IV25H	0285
9. Other	IV26E	IV25I	IV25I	0286

NOTES:

Response scale differs in the AWO questionnaire - doesn't include response choices 5 through 8.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INTERACTION WITH DETAILER**

SECTION: Assignment Process

SECTION ITEM NO.: 018

DEFINITION:

A series of two-digit codes indicating how often officers' interacted with detailer during their most recent assignment, or a one-digit code indicating that officer hasn't been through reassignment.

ITEM(S):

About how often did you interact with your detailer during your most recent assignment? Provide your best estimate.

1. About \_\_\_\_\_ times within a year of PRD.
2. About \_\_\_\_\_ times a year otherwise.
3. Haven't been through reassignment.

RESPONSE SCALE:

1. Haven't been through assignment.

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Year of PRD	IV14A	IV14A	IV15A	0287-0288
2. Times a Year	IV14B	IV14B	IV15B	0289-0290
3. Haven't been	IV14C	IV14C	IV15C	0291

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PURPOSE OF INTERACTIONS**

SECTION: Assignment Process

SECTION ITEM NO.: 019

DEFINITION:

A series of one-digit responses indicating what the officers' purpose was when interacting with detailer, or that question was not applicable.

ITEM(S):

What was the purpose of these interactions (check one)?

1. Not applicable
2. To keep in touch
3. To determine potential openings
4. To learn more about recent trends and policies
5. To seek career advice
6. To determine status of requests, letters, etc.
7. To obtain an answer to a specific question
8. To find out what my orders were going to be
9. Other

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. N/A	IV15A	IV15A	IV16A	0292
2. In touch	IV15B	IV15B	IV16B	0293
3. Openings	IV15C	IV15C	IV16C	0294
4. Trends	IV15D	IV15D	IV16D	0295
5. Advice	IV15E	IV15E	IV16E	0296
6. Status	IV15F	IV15F	IV16F	0297
7. An answer	IV15G	IV15G	IV16G	0298
8. Orders	-	-	IV16H	0299
9. Other	IV15H	IV15H	IV16I	0300

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: NUMBER OF TIMES METHODS HAVE BEEN USED

SECTION: Assignment Process

SECTION ITEM NO.: 020

DEFINITION:

A series of two-digit codes indicating how many times officers' have used various methods of detailer interaction.

ITEM(S):

How many times did you use the following ways of interacting with your detailer during your most recent complete tour, including the reassignment process (leave blank if not reassigned)?

1. Preference Card - No. of times used \_ \_.
2. Letter - No. of times used \_ \_.
3. Telephone - No. of times used \_ \_.

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Pref. Card	IV161A	IV161A	IV171A	0301-0302
2. Letter	IV161B	IV161B	IV171B	0303-0304
3. Telephone	IV161C	IV161C	IV171C	0305-0306

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EFFECTIVENESS OF METHODS**

SECTION: Assignment Process

SECTION ITEM NO.: 021

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 is as a method  
(answer all even if not reassigned)?

1. Preference Card
2. Letter
3. Telephone

RESPONSE SCALE:

1. Very Ineffective
2. Ineffective
3. So-So
4. Effective
5. Very Effective

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1.Pref. Card	IV162A	IV162A	IV172A	0307
2.Letter	IV162B	IV162B	IV172B	0308
3.Telephone	IV162C	IV162C	IV172C	0309

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DETAILER EVALUATION**

SECTION: Assignment Process

SECTION ITEM NO.: 022

DEFINITION:

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

ITEM(S):

What is your evaluation of your current detailer in the following areas (Respond using the following scale.)?

1. Knowledgeable of current policy trends
2. Knowledgeable of which billets are available
3. Knowledgeable of requirements and duties of available billets
4. Knowledgeable of my career development needs
5. Knowledgeable 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

RESPONSE SCALE:

0. Don't know
1. Very Negative
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Poli. trend	IV19A	IV18A	IV19A	0310
2. Billets	IV19B	IV18B	IV19B	0311
3. Duties	IV19C	IV18C	IV19C	0312
4. My needs	IV19D	IV18D	IV19D	0313
5. Desires	IV19E	IV18E	IV19E	0314
6. Phone calls	IV19F	IV18F	IV19F	0315
7. Shares info.	IV19G	IV18G	IV19G	0316
8. Prev. comm.	IV19H	IV18H	IV19H	0317
9. Trusted	IV19I	IV18I	IV19I	0318
10. Interests	IV19J	IV18J	IV19J	0319
11. Listens	IV19K	IV18K	IV19K	0320
12. Useful coun.	IV19L	IV18L	IV19L	0321
13. Responds	IV19M	IV18M	IV19M	0322
14. Availability	IV19N	IV18N	IV19N	0323

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **COMMUNICATED WITH CURRENT DETAILER**

SECTION: Assignment Process                      SECTION ITEM NO.: 023

DEFINITION:

A four-digit date (last two digits of year and month) indicating the last time an officer communicated with current detailer.

ITEM(S):

When was the last time you communicated with your current detailer (give month and year in digits such as 10-79; 0-0 equals none)?

\_\_\_\_\_/\_\_\_\_\_  
Month                      Year

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Communicated	IV20	IV19	IV20	0324-0327

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PREPARE FOR CONTACT WITH DETAILER**

SECTION: Assignment Process

SECTION ITEM NO.: 024

DEFINITION:

A series of one-digit responses indicating how officer prepared for initial contact with detailer during last reassignment, or that officer was never reassigned.

ITEM(S):

How did you prepare for your initial contact with your detailer during your last reassignment (check only one).

1. No reassignment.
2. Did not prepare.
3. Reanalyzed my preference card.
4. Submitted an updated preference card.
5. Reviewed my whole career plan.
6. Contacted others at my present duty station for advice.
7. Discussed it with my spouse.
8. Checked instructions, personnel manual and other policy(ies).
9. Checked the URL Career Planning Guide or "Perspective".
10. Contacted others in the women officers network.
11. Other \_\_\_\_\_.

\*GURL survey only

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Reassign.	IV21A	IV20A	IV21A	0328
2. Prepare	IV21B	IV20B	IV21B	0329
3. Reanalyzed	IV21C	IV20C	IV21C	0330
4. Updated	IV21D	IV20D	IV21D	0331
5. Care. plan.	IV21E	IV20E	IV21E	0332
6. Contacted	IV21F	IV20F	IV21F	0333
7. Spouse	IV21G	IV20G	IV21H	0334
8. Instruct.	IV21H	IV20H	IV21I	0335
9. URL Career	IV21I	IV20I	IV21J	0336
10. Women	-	-	IV21G	0337
11. Other	IV21J	IV20J	IV21K	0338

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **INITIATED THE FIRST CONTACT**

SECTION: Assignment Process                      SECTION ITEM NO.: 025

DEFINITION:

A one-digit code indicating whether officer or detailee initiated first contact regarding most recent reassignment.

ITEM(S):

I, not my detailee, initiated the first contact regarding my most recent reassignment.

- 0. Never reassigned
- 1. Yes
- 2. No

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
First contact	IV22	IV21	IV22	0339

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ATTENDED FIELD TRIP MEETING IN LAST 2 YEARS**

SECTION: Assignment Process      SECTION ITEM NO.: 026

DEFINITION:

A one-digit code indicating whether officer attended a detailer field trip meeting in the last two years.

ITEM(S):

Have you attended a detailer field trip meeting in the last two years?

1. No - Meeting has never been scheduled in my command(s).
2. No - I was not available when trip was scheduled.
3. No - I chose not to attend a scheduled meeting.
4. Yes - \_\_\_\_\_ months prior to my PRD.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Attended-2 Yrs.	IV23	IV22	IV23	0340

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: MONTHS PRIOR TO PROJECTED ROTATION DATE (PRD) - ATTEND FIELD TRIP

SECTION: Assignment Process SECTION ITEM NO.: 027

DEFINITION:

A two-digit code indicating the number of months prior to PRD, officer attended a field trip meeting.

ITEM(S):

Have you attended a detailer field trip meeting in the last two years?

Yes - \_\_\_\_\_ months prior to my PRD.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Months	IV234	IV224	IV234	0341-0342

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATION OF FIELD TRIP**

SECTION: Assignment Process

SECTION ITEM NO.: 028

DEFINITION:

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

ITEM(S):

If you have attended a detailer field trip meeting, to what extent--(Respond using the following scale. Omit if one not attended.)

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:

0. Not Applicable
1. Very Little
- 2.
- 3.
4. Some
- 5.
- 6.
7. Very Great



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Clarification	IV25A	IV24A	IV24A	0343
2. Alternative	IV25B	IV24B	IV24B	0344
3. Resolve prob.	IV25C	IV24C	IV24C	0345
4. Open/honest	IV25D	IV24D	IV24D	0346
5. Useful	IV25E	IV24E	IV24E	0347

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DEPENDENCE ON DETAILING SYSTEM**

SECTION: Assignment Process

SECTION ITEM NO.: 029

DEFINITION:

A one-digit code indicating whether officers' cannot depend upon the detailing system to find the job they want.

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. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Detailing	IX23	IX23	IX23	0348

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DETAILER'S DESIGNATOR**

SECTION: Assignment Process

SECTION ITEM NO.: 030

DEFINITION:

A four-digit code indicating detailers' designator, or a one-digit code indicating that officer doesn't know.

ITEM(S):

1. My detailer's designator is \_ \_ \_ \_.
2. Don't know.

RESPONSE SCALE:

8. Don't know.

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Designator	IV17A	IV17A	IV18A	0349-0352
2. Don't know	IV17B	IV17B	IV18B	0353

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DETAILER COMMUNITY**

SECTION: Assignment Process                      SECTION ITEM NO.: 031

DEFINITION:

A one-digit code indicating whether officer's detailer is from his/her community.

ITEM(S):

My detailer is from my community (VF, VAW, HS, etc.)

1. Yes
2. No

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
My community	IV18	-	-	0354

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OFFICER DATA CARD**

SECTION: Assignment Process

SECTION ITEM NO.: 032

DEFINITION:

A one-digit code indicating whether officer verified each block after receiving last Officer Data Card (ODC).

ITEM(S):

When you received your last Officer Data Card (ODC), did you verify each block?

1. Yes, I'm sure no corrections were required.
2. Yes, it seemed to me that no corrections were required, but I'm not positive.
3. Yes, corrections were required, but I didn't follow-up.
4. Yes, corrections were required, but my command didn't follow-up.
5. Yes, corrections were required, and I sent them to Washington.
6. No, but I checked a few blocks.
7. No, I gave it hardly a glance.
8. Have never received an ODC.
9. I don't know what an ODC is.

\*GURL survey only.

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
ODC	IV27	IV26	IV26	0355

NOTES:

Only the GURL questionnaire contains all 9 response choices ranging from 1 to 9.

The SWO and AWO questionnaires contain only 8 responses. Both exclude response choice (4) "Yes, corrections were required, but my command didn't follow-up".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **VERIFY OFFICER DATA CARD**

SECTION: Assignment Process

SECTION ITEM NO.: 033

DEFINITION:

A one-digit code indicating whether officers' Administrative Office has offered to help verify their latest Officer Data Card.

ITEM(S):

Has your Administrative Office offered to help you to verify your latest ODC?

1. Yes
2. No
3. Have never received one.
4. Still don't know what an ODC is.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Verify	IV28	IV27	IV27	0356

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DIAL DETAILER'S NUMBER**

SECTION: Assignment Process

SECTION ITEM NO.: 034

DEFINITION:

A two-digit number indicating how many times officer dialed detailer's number before talking with a detailer, or a one-digit code indicating that detailer was never contacted or that officer was never reassigned.

ITEM(S):

On the average with respect to your last reassignment, how many times did you have to dial your detailer's number before you were able to talk to him(her) or another detailer?

1. \_\_\_\_\_
2.  Did not try to call him.  
 Never reassigned.

RESPONSE SCALE:

1. Did not try to call him.
2. Never reassigned.

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Number	IV29	IV28	-	0357-0358
2. Never	IV29	IV28	-	0359

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MAILED COPY TO DETAILER**

SECTION: Assignment Process

SECTION ITEM NO.: 035

DEFINITION:

A one-digit code indicating whether officer mailed or telecopied preference card or official correspondence to detailer.

ITEM(S):

Did you have a copy of your preference card or official correspondence (i.e., fitness report, application for Navy PG school, etc.) mailed or telecopied for your detailer's use?

1. Yes, and it was received.
2. Yes, and it was lost somewhere in the system.
3. Yes, but I don't know what happened to it.
4. No.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Mailed detailer	IV31	IV30	-	0360

NOTES:

Question differs in:

SWO: Did you have a copy of your preference card or official correspondence (i.e., fitness report, OOD (U) qualification, etc.) mailed or telecopied for your detailer's use?

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PRESENTLY ON AN OVERSEAS TOUR OF DUTY**

SECTION: Assignment Process

SECTION ITEM NO.: 036

DEFINITION:

A one-digit code indicating whether officer is presently on an overseas tour of duty. If yes, there is a one-digit code indicating whether transferring command provided timely and accurate support for officer's overseas transfer.

ITEM(S):

Are you presently on an overseas tour of duty?

1. Yes--accompanied
2. Yes--unaccompanied
3. No

Did your transferring command provide timely and accurate support for your overseas transfer?

0. Not applicable
1. Yes
2. No
3. Did not inform me of the requirements.

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Overseas tour	IV32	IV31	IV28	0361
Timely support	IV32A	IV31A	IV29	0362

NOTES:

**APPENDIX F**  
**DECISION PROCESS**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DESIRE FOR POST-NAVY CAREER**

SECTION: Decision Process

SECTION ITEM NO.: 001

DEFINITION:

A one-digit code indicating how important an officer's desire was for a post-Navy career in his/her preference for most recent reassignment.

ITEM(S):

How important was your desire for a post-Navy career in your preference for your most recent reassignment? (Circle most appropriate response)

RESPONSE SCALE:

1. Not Considered
- 2.
- 3.
4. Some Consideration
- 5.
- 6.
7. A Primary Factor

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Post-Navy	V2	V2	V2	0363

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **DESIRE CHANGE IN NAVY CAREER**

SECTION: Decision Process

SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating an officer's desire for a change in his/her Navy career in his/her preference for most recent assignment.

ITEM(S):

How important was your desire for a change in your Navy career (for example, change in designator outside present community) in your preference for your most recent assignment? (Circle appropriate response)

RESPONSE SCALE:

1. Not Considered
- 2.
- 3.
4. Some Consideration
- 5.
- 6.
7. A Primary Factor

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Desire change	V3	V3	V3	0364

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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

SECTION: Decision Process

SECTION ITEM NO.: 003

DEFINITION:

A two-digit code indicating number of years an officer plans to remain in active duty, or a one-digit code indicating officer doesn't have any idea.

ITEM(S):

How many more years do you plan to remain on active duty?

1. \_\_\_\_\_ years.
2. Don't have any idea.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Years	V5	V5	V4	0365-0366
Don't know	V5	V5	V4	0367

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **NAVY WANTS YOU**

SECTION: Decision Process

SECTION ITEM NO.: 004

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?  
Circle best response.

RESPONSE SCALE

1. Definitely Does Not
- 2.
- 3.
4. Don't Know
- 5.
- 6.
7. Definitely Does

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Wants You	V9	V9	V10	0368

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: "WOMEN IN SHIPS" PROGRAM

SECTION: Decision Process

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating how attractive it would be for the officer to transfer to the Surface Warfare Officer community, with the present "Women-In-Ships" program.

ITEM(S):

With the present "Women-In-Ships" program, how attractive would it be for you to transfer to the Surface Warfare Officer community?

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Women in ships	-	-	V7	0369

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPANDED "WOMEN IN SHIPS" PROGRAM**

SECTION: Decision Process

SECTION ITEM NO.: 006

DEFINITION:

A one-digit code indicating whether if the "Women-In-Ships" program were expanded to include combatants, how attractive it would be for the officer to transfer to the Surface Warfare Officer community.

ITEM(S):

If the "Women-In-Ships" program was expanded to include combatants, how attractive would it be for you to transfer to the Surface Warfare Officer community?

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Expanded	-	-	V8	0370

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GOOD IDEA OF AVAILABLE BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 007

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.
8. Definitely Do

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Good Idea	V13	V13	V14	0371

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **BILLETS REFLECT PAST PERFORMANCE**

SECTION: Decision Process

SECTION ITEM NO.: 008

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:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Reflect	V14	V14	V15	0372

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EVALUATING ASPECTS OF NAVY CAREER**

SECTION: Decision Process

SECTION ITEM NO.: 009

DEFINITION:

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

ITEM(S):

What is your evaluation of the following aspects with regard to a Navy career? Respond using the following scale:

1. Continuity of detailers
2. Assignments received
3. Change of billets at 2-3 year intervals
4. Possibility of change of geographic location with billet changes
5. Sea duty
6. Shore duty
7. Overseas assignments, accompanied
8. Overseas assignments, unaccompanied
9. Commissary and exchange benefits

RESPONSE SCALE:

1. Very Negative
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Continuity	V12A	V12A	V13A	0373
2. Assignments	V12B	V12B	V13B	0374
3. 2-3 years	V12C	V12C	V13C	0375
4. Geographic	V12D	V12D	V13D	0376
5. Sea duty	V12E	V12E	V13E	0377
6. Shore duty	V12F	V12F	V13F	0378
7. Accompanied	V12G	V12G	V13G	0379
8. Unaccompan.	V12H	V12H	V13H	0380
9. Commissary	V12I	V12I	V13I	0381

NOTES:

Response scale differs in:

GURL: Respondents are told to use zero if the appropriate option is not available.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **PREPARATION FOR CIVILIAN EMPLOYMENT**

SECTION: Decision Process

SECTION ITEM NO.: 010

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:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Prepared	V10	V10	V11	0382

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OPPORTUNITY IN NAVY VERSUS CIVILIAN LIFE (CIVNAV1)**

SECTION: Decision Process

SECTION ITEM NO.: 011

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.

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 (omit if NA)
11. Desirable place to live
12. Desirable co-workers
13. Recognition
14. Responsibility

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Interesting	V16A	V16A	V19A	0383
2. Plan work	V16B	V16B	V19B	0384
3. Work hours	V16C	V16C	V19C	0385
4. Work stress	V16D	V16D	V19D	0386
5. Hassle	V16E	V16E	V19E	0387
6. Initiative	V16F	V16F	V19F	0388
7. Allowances	V16G	V16G	V19G	0389
8. Benefits	V16H	V16H	V19H	0390
9. Security	V16I	V16I	V19I	0391
10. Stability	V16J	V16J	V19J	0392
11. Desirable	V16K	V16K	V19K	0393
12. Co-workers	V16L	V16L	V19L	0394
13. Recognition	V16M	V16M	V19M	0395
14. Responsibi.	V16N	V16N	V19N	0396

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CIVNAV2**

SECTION: Decision Process

SECTION ITEM NO.: 011

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):

15. Chance for spouse to develop own interests  
(omit if NA)
16. Quality of superiors
17. Retirement program
18. Variety of assignments
19. Educational opportunities
20. Promotional opportunities
21. Social relationships
22. Amount of crisis management

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
15. Spouse	V160	V160	V190	0397
16. Superiors	V16P	V16P	V19P	0398
17. Retirement	V16Q	V16Q	V19Q	0399
18. Variety	V16R	V16R	V19R	0400
19. Education	V16S	V16S	V19S	0401
20. Promotion	V16T	V16T	V19T	0402
21. Social	V16U	V16U	V19U	0403
22. Crisis	V16V	-	V19V	0404

NOTES:

These items are a continuation of "Opportunity in Navy Versus Civilian Life".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CHARACTERISTICS MOST AND LEAST IMPORTANT (CIVNAV1)**

SECTION: Decision Process

SECTION ITEM NO.: 012

DEFINITION:

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

ITEM(S):

Please go back to question " " 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 (omit if NA)
11. Desirable place to live
12. Desirable co-workers
13. Recognition
14. Responsibility

RESPONSE SCALE:

1. Most Important (circled)
2. Least important (crossed out)
9. Blank (missing data)

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Interesting	V17A	V17A	V20A	0405
2. Plan work	V17B	V17B	V20B	0406
3. Work hours	V17C	V17C	V20C	0407
4. Work stress	V17D	V17D	V20D	0408
5. Hassle	V17E	V17E	V20E	0409
6. Initiative	V17F	V17F	V20F	0410
7. Allowances	V17G	V17G	V20G	0411
8. Benefits	V17H	V17H	V20H	0412
9. Security	V17I	V17I	V20I	0413
10. Stability	V17J	V17J	V20J	0414
11. Desirable	V17K	V17K	V20K	0415
12. Co-workers	V17L	V17L	V20L	0416
13. Recognition	V17M	V17M	V20M	0417
14. Responsibi.	V17N	V17N	V20N	0418

NOTES:

These items were recoded in SWO questionnaire to fit the response scale on the preceding page.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CHARACTERISTICS MOST AND LEAST IMPORTANT (CIVNAV2)**

SECTION: Decision Process

SECTION ITEM NO.: 012

DEFINITION:

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

ITEM(S):

15. Chance for spouse to develop own interests  
(omit if NA)
16. Quality of superiors
17. Retirement program
18. Variety of assignments
19. Educational opportunities
20. Promotional opportunities
21. Social relationships
22. Amount of crisis management

RESPONSE SCALE:

1. Most important (circled)
2. Least important (crossed out)
9. Blank (missing data)

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
15. Spouse	V170	V170	V200	0419
16. Superiors	V17P	V17P	V20P	0420
17. Retirement	V17Q	V17Q	V20Q	0421
18. Variety	V17R	V17R	V20R	0422
19. Education	V17S	V17S	V20S	0423
20. Promotion	V17T	V17T	V20T	0424
21. Social	V17U	V17U	V20U	0425
22. Crisis	V17V	-	V20V	0426

NOTES:

These items are a continuation of "Characteristics Most and Least Important".

These items were recoded in SWO questionnaire to fit the response scale on the preceding page.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER DECISIONS**

SECTION: Decision Process

SECTION ITEM NO.: 013

DEFINITION:

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

ITEM(S):

This item requires two types of information on the career options " " through " " listed below. First, indicate what your decisions was, if one has been made, regarding each career option.

- |   |                     |
|---|---------------------|
| 1. Request PG School.                         |                     |
| 2. Make the Navy a career                     |                     |
| 3. Seek a designator change from SWO          | *Each survey        |
| Seek a designator change from GURL            | *contained          |
| officer                                       | *only one           |
| Seek a designator change from aviation        | *of these items     |
| 4. Obtain a proven Subspecialty               |                     |
| 5. Request Staff or War College               |                     |
| 6. Remain geographically stable               |                     |
| 7. Accept a Washington headqtrs staff assign. |                     |
| 8. Prepare for a career outside the Navy      |                     |
| 9. Remain in the Navy beyond eligible         |                     |
| retirement date.                              |                     |
| 10. Strive for Command                        | *Each survey        |
| Strive for Command at sea                     | *contained only one |
| Strive for operational squadron command       | *of these items     |
| 11. Strive for CAPT.                          |                     |

RESPONSE SCALE:

1. Yes
2. No
3. Undecided

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. PG School	V8A1	V8C1	V9B1	0427
2. Career	V8B1	V8D1	V9D1	0428
3. Seek change	V8D1	V8E1	V9G1	0429
4. Subspec.	V8E1	V8H1	V9H1	0430
5. College	V8F1	V8I1	V9J1	0431
6. Geograph.	V8G1	V8J1	V9F1	0432
7. Headqtrs.	V8H1	V8K1	V9K1	0433
8. Outside	V8I1	V8L1	V9M1	0434
9. Remain in	V8J1	V8M1	V9N1	0435
10. Command	V8K1	V8O1	V9L1	0436
11. CAPT.	V8L1	V8P1	V9O1	0437

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER DECISIONS (CONT.)**

SECTION: Decision Process

SECTION ITEM NO.: 013

DEFINITION:

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

ITEM(S):

12. Strive for flag rank
13. Complete SWO PQS.
14. Request Dept. Head School
15. Complete EOOW Qual.
16. Complete Qualification for Command
17. Qualify for a different aircraft
18. Obtain a master's degree
19. Follow my spouse's career
20. Obtain designation as a subspecialist
21. Strive for an XO assignment

RESPONSE SCALE:

1. Yes
2. No
3. Undecided

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
12. Flag rank	V8M1	V8Q1	V9P1	0438
13. SWO PQS.	-	V8A1	-	0439
14. Dept. Head	-	V8B1	-	0440
15. EOOW Qual.	-	V8F1	-	0441
16. Command	-	V8G1	-	0442
17. Aircraft	V8C1	-	-	0443
18. Master's	-	-	V9A1	0444
19. Spouse's	-	-	V9C1	0445
20. Subspec.	-	-	V9E1	0446
21. XO	-	-	V9I1	0447

NOTES:

These items are a continuation of "Decisions for Career Options".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **TIMING OF CAREER DECISION**

SECTION: Decision Process

SECTION ITEM NO.: 014

DEFINITION:

A one-digit code indicating when officer made, or plans to make a decision regarding each career option.

ITEM(S):

Second, indicate when you made, or plan to make, your decision - - don't indicate when you carried it out (or plan to carry it out). Regarding the timing of your decision, if you are enroute to a new assignment, consider your just-completed one to be your present tour.

1. Request PG School
  2. Make the Navy a career
  3. Seek a designator change from aviation  
Seek a designator change from SWO  
Seek a designator change from GURL
  4. Obtain a proven subspecialty
  5. Request staff or war college
  6. Remain geographically stable
  7. Accept a Washington headqtrs staff assignment
  8. Prepare for a career outside the Navy
  9. Remain in the Navy beyond eligible retirement date
  10. Strive for operational squadron command  
Strive for Command  
Strive for Command at sea
  11. Strive for CAPT.
- \*Each survey  
\*contained only one  
\*of these items
- \*Each survey  
\*contained only one  
\*of these items

RESPONSE SCALE:

1. Decided in Previous Tour
2. Decided in Present Tour
3. Decision Deferred Till Later

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. PG School	V8A2	V8C2	V9B2	0448
2. Navy career	V8B2	V8D2	V9D2	0449
3. Seek change	V8D2	V8E2	V9G2	0450
4. Subspecial.	V8E2	V8H2	V9H2	0451
5. College	V8F2	V8I2	V9J2	0452
6. Stable	V8G2	V8J2	V9F2	0453
7. Headqtrs.	V8H2	V8K2	V9K2	0454
8. Outside Navy	V8I2	V8L2	V9M2	0455
9. Retirement	V8J2	V8M2	V9N2	0456
10. Command	V8K2	V8O2	V9L2	0457
11. CAPT.	V8L2	V8P2	V9O2	0458

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **TIMING2**

SECTION: Decision Process

SECTION ITEM NO.: 014

DEFINITION:

A one-digit code indicating when officer made, or plans to make a decision regarding the various career options.

ITEM(S):

12. Strive for flag rank
13. Complete SWO PQS.
14. Request Dept. Head School
15. Complete EOOW Qual.
16. Complete Qualification for Command
17. Qualify for a different aircraft
18. Obtain a master's degree
19. Follow my spouse's career
20. Obtain designation as a subspecialist
21. Strive for an XO assignment

RESPONSE SCALE:

1. Decided in Previous Tour
2. Decided in Present Tour
3. Decision Deferred Till Later

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
12. Flag rank	V8M2	V8Q2	V9P2	0459
13. SWO PQS.	-	V8A2	-	0460
14. Dept. Head	-	V8B2	-	0461
15. EOOW Qual.	-	V8F2	-	0462
16. Command	-	V8G2	-	0463
17. Aircraft	V8C2	-	-	0464
18. Master's	-	-	V9A2	0465
19. Spouse's	-	-	V9C2	0466
20. Designation	-	-	V9E2	0467
21. XO Assign.	-	-	V9I2	0468

NOTES:

These items are a continuation of "Timing of Career Decision".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **MONTH AND YEAR DECISION WAS/WILL BE MADE**

SECTION: Decision Process

SECTION ITEM NO.: 015

DEFINITION:

A four-digit date (last two digits of year and month) indicating when during officers' present tour a decision was made concerning the various career options or a four-digit date indicating when during officers' present tour a decision will be made concerning options.

ITEM(S):

Second, indicate when you made, or plan to make, your decision -- don't indicate when you carried it out (or plan to carry it out). Regarding the timing of your decision, if you are enroute to a new assignment, consider your just-completed one to be your present tour.

1. Request PG School
  2. Make the Navy a career
  3. Seek a designator change from aviation  
Seek a designator change from SWO  
Seek a designator change from GURL
  4. Obtain a proven Subspecialty
  5. Request Staff or War College
  6. Remain geographically stable
  7. Accept a Washington headqtrs staff assignment
  8. Prepare for a career outside the Navy
  9. Remain in the Navy beyond...retirement date
  10. Strive for operational squadron command  
Strive for Command at sea  
Strive for Command
  11. Strive for CAPT.
- \*Each survey  
\*contained only one  
\*of these items
- \*Each survey  
\*contained only one  
\*of these items

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. PG-when	V8A3	V8C3	V9B3	0469-0472
1. PG-will	V8A3	V8C3	V9B3	0473-0476
2. Career-when	V8B3	V8D3	V9D3	0477-0480
2. Career-will	V8B3	V8D3	V9D3	0481-0484
3. Seek-when	V8D3	V8E3	V9G3	0485-0488
3. Seek-will	V8D3	V8E3	V9G3	0489-0492
4. Subsp.-when	V8E3	V8H3	V9H3	0493-0496
4. Subsp.-will	V8E3	V8H3	V9H3	0497-0500
5. Coll.-when	V8F3	V8I3	V9J3	0501-0504
5. Coll.-will	V8F3	V8I3	V9J3	0505-0508
6. Geogr.-when	V8G3	V8J3	V9F3	0509-0512
6. Geogr.-will	V8G3	V8J3	V9F3	0513-0516
7. Headq.-when	V8H3	V8K3	V9K3	0517-0520
7. Headq.-will	V8H3	V8K3	V9K3	0521-0524
8. Out.-when	V8I3	V8L3	V9M3	0525-0528
8. Out.-will	V8I3	V8L3	V9M3	0529-0532
9. Retir.-when	V8J3	V8M3	V9N3	0533-0536
9. Retir.-will	V8J3	V8M3	V9N3	0537-0540
10. Comma.-when	V8K3	V8O3	V9L3	0541-0544
10. Comma.-will	V8K3	V8O3	V9L3	0545-0548
11. CAPT.-when	V8L3	V8P3	V9O3	0549-0552
11. CAPT.-will	V8L3	V8P3	V9O3	0553-0556

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: MONTH/YEAR2

SECTION: Decision Process

SECTION ITEM NO.: 015

DEFINITION:

A four-digit date (last two digits of year and month) indicating when during an officers' present tour a decision was made concerning the various career options, or a four-digit date indicating when during officers' present tour a decision will be made concerning the various options.

ITEM(S):

12. Strive for flag rank
13. Complete SWO PQS.
14. Request Dept. Head School
15. Complete EOOW Qual.
16. Complete Qualification for Command
17. Qualify for a different aircraft
18. Obtain a master's degree
19. Follow my spouse's career
20. Obtain designation as a subspecialist
21. Strive for an XO assignment

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
12. Flag-when	V8M3	V8Q3	V9P3	0557-0560
12. Flag-will	V8M3	V8Q3	V9P3	0561-0564
13. PQS.-when	-	V8A3	-	0565-0568
13. PQS.-will	-	V8A3	-	0569-0572
14. Dept.-when	-	V8B3	-	0573-0576
14. Dept.-will	-	V8B3	-	0577-0580
15. EOOW-when	-	V8F3	-	0581-0584
15. EOOW-will	-	V8F3	-	0585-0588
16. Comm.-when	-	V8G3	-	0589-0592
16. Comm.-will	-	V8G3	-	0593-0596
17. Airc.-when	V8C3	-	-	0597-0600
17. Airc.-will	V8C3	-	-	0601-0604
18. Mast.-when	-	-	V9A3	0605-0608
18. Mast.-will	-	-	V9A3	0609-0612
19. Spou.-when	-	-	V9C3	0613-0616
19. Spou.-will	-	-	V9C3	0617-0620
20. Desi.-when	-	-	V9E3	0621-0624
20. Desi.-will	-	-	V9E3	0625-0628
21. XO-when	-	-	V9I3	0629-0632
21. XO-will	-	-	V9I3	0633-0636

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPERIENCE IN AVIATION SEA ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 016

DEFINITION:

A series of one-digit responses indicating officers' experience in various sea assignments.

ITEM(S):

Place a check ( ) to the left of the following sea and shore assignments in which you have experience.

SEA ASSIGNMENTS

1. ( ) CO - Carrier
2. ( ) XO - Carrier
3. ( ) XO - LHA

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO-Carrier	V151A1	-	-	0637
2. XO-Carrier	V151B1	-	-	0638
3. XO-LHA	V151C1	-	-	0639

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPERIENCE IN FLAG/WING ASSIGNMENT**

SECTION: Decision Process

SECTION ITEM NO.: 017

DEFINITION:

A one-digit code indicating officers' experience in a flag/wing assignment.

ITEM(S):

Place a check ( ) to the left of the following sea and shore assignments in which you have experience.

FLAG/WING

1. Flag Aide

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Flag Aide	V152A1	-	-	0640

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPERIENCE IN SHIP'S COMPANY ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 018

DEFINITION:

A series of one-digit responses indicating officers' experience in various ship's company assignments.

ITEM(S):

Place a check ( ) to the left of the following sea and shore assignments in which you have experience.

SHIP'S COMPANY (CV, LHA, LPH)

1. Communications Officer
2. Navigator
3. Assistant Navigator
4. Weapons Officer
5. ASW Officer
6. Nuclear Weapons Officer
7. Safety Officer
8. Operations Administrative Assistant
9. Air Operations Officer
10. Assistant Air Ops. Officer
11. CATC Officer
12. Strike Operations Officer
13. Assistant Strike Ops. Officer
14. CIC Officer
15. Assistant CIC Officer
16. Assistant for Air Warfare
17. Assistant for ASW

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Communica.	V153A1	-	-	0641
2. Navigator	V153B1	-	-	0642
3. Assist Nav.	V153Bi1	-	-	0643
4. Weapons	V153C1	-	-	0644
5. ASW Offic.	V153Ci1	-	-	0645
6. Nuclear	V153Cii1	-	-	0646
7. Safety	V153D1	-	-	0647
8. Operations	V153E1	-	-	0648
9. Air Oper.	V153F1	-	-	0649
10. Assis. Air	V153Fi1	-	-	0650
11. CATC Offic.	V153Fii1	-	-	0651
12. Strike Op.	V153G1	-	-	0652
13. Assist Ops	V153Gi1	-	-	0653
14. CIC Offic.	V153H1	-	-	0654
15. Assist CIC	V153Hi1	-	-	0655
16. Assist Air	V153Hii1	-	-	0656
17. Assist ASW	V153Hiii1-	-	-	0657

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SHIP'S COMPANY2**

SECTION: Decision Process

SECTION ITEM NO.: 018

DEFINITION:

A series of one-digit responses indicating officers' experience in various ship's company assignments.

ITEM(S):

18. Electronics Warfare Officer
19. NTDS Officer
20. Air Boss (Air Officer)
21. Aircraft Handling Officer
22. Catapult Officer
23. Flight Deck Officer
24. Hangar Deck Officer

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
18. Electron.	V153Hiv1	-	-	0658
19. NTDS	V153Hv1	-	-	0659
20. Air Boss	V153I1	-	-	0660
21. Aircraft	V153Ii1	-	-	0661
22. Catapult	V153Iiii1	-	-	0662
23. Flight	V153Iiiii1-	-	-	0663
24. Hangar	V153Iiv1	-	-	0664

NOTES:

These items are a continuation of "Experience in Ship's Company Assignments"

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPERIENCE IN AIR WING ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 019

DEFINITION:

A series of one-digit responses indicating officers' experience in various air wing assignments.

ITEM(S):

Place a check ( ) to the left of the following sea and shore assignments in which you have experience.

AIR WING

1. CAG (Air Wing Commander)
2. CAG Staff

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CAG	V154A1	-	-	0665
2. CAG Staff	V154Ai1	-	-	0666

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPERIENCE IN SQUADRON ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 020

DEFINITION:

A series of one-digit responses indicating officers' experience in various squadron assignments.

ITEM(S):

Place a check ( ) to the left of the following sea and shore assignments in which you have experience.

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:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. XO/CO	V155A1	-	-	0667
2. Dept. Head	V155B1	-	-	0668
3. Maintena.	V155C1	-	-	0669
4. Operations	V155D1	-	-	0670
5. Safety	V155E1	-	-	0671
6. Training	V155F1	-	-	0672
7. Avia.Offic.	V155G1	-	-	0673

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EXPERIENCE IN SHORE ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 021

DEFINITION:

A series of one-digit responses indicating officers' experience in various shore assignments.

ITEM(S):

Place a check ( ) to the left of the following sea and shore assignments in which you have experience.

SHORE ASSIGNMENTS

1. Flag Aide
2. FRS (RAG) Instructor
3. Naval Academy Instructor
4. NROTC Instructor
5. AOCs Instructor
6. CO/XO - Training Squadron
7. XO - Fleet Replacement Squadron (RAG)
8. CO - Fleet Replacement Squadron (RAG)
9. Test Pilot School
10. PEP
11. Detailer
12. Washington Tour
13. Wing Staff
14. Recruiting
15. Naval Aviation Training Instructor
16. Navy PG School Student

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Flag Aide	V156A1	-	-	0674
2. FRS Instr.	V156B1	-	-	0675
3. Naval Aca.	V156C1	-	-	0676
4. NROTC Inst	V156D1	-	-	0677
5. AOCs Inst.	V156E1	-	-	0678
6. CO/XO	V156F1	-	-	0679
7. XO-Fleet	V156G1	-	-	0680
8. CO-Fleet	V156H1	-	-	0681
9. Test Pilot	V156I1	-	-	0682
10. PEP	V156J1	-	-	0683
11. Detailer	V156K1	-	-	0684
12. Wash. Tour	V156L1	-	-	0685
13. Wing Staff	V156M1	-	-	0686
14. Recruiting	V156N1	-	-	0687
15. Naval Avia.	V156O1	-	-	0688
16. Navy PG	V156P1	-	-	0689

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SEA ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 022

DEFINITION:

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

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to an aviator's career (your community and designator). Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator):

SEA ASSIGNMENTS

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

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO-Carrier	V151A2	-	-	0690
2. XO-Carrier	V151B2	-	-	0691
3. XO-LHA	V151C2	-	-	0692

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO SEA ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 023

DEFINITION:

A series of one-digit responses rating SWO Sea Assignments on their potential contribution to a Navy career.

ITEM(S):

Rate the following assignments. First evaluate them according to their contribution to your Navy career.

SEA ASSIGNMENTS

1. Department Head (DH) Weapons
2. DH-Engineering
3. XO-LST
4. XO-FFG
5. Afloat Staff Duty
6. DH-Amphib/Service
7. CO-AE
8. CO-DD

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Dept. Head	-	V15A1	-	0693
2. Engineer	-	V15B1	-	0694
3. XO-LST	-	V15C1	-	0695
4. XO-FFG	-	V15D1	-	0696
5. Afloat Duty	-	V15E1	-	0697
6. DH-Amphib	-	V15F1	-	0698
7. CO-AE	-	V15G1	-	0699
8. CO-DD	-	V15H1	-	0700

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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

SECTION: Decision Process

SECTION ITEM NO.: 024

DEFINITION:

A one-digit code indicating the potential contribution of a flag aide assignment to AWO and SWO careers.

ITEM(S):

Rate the following assignments. First evaluate them according to their contribution to your Navy career.

SEA ASSIGNMENTS

1. Flag Aide

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1.	Flag Aide	V152A2	V15I1 -	0701

NOTES:

Question differs in:

AWO: Next, use your personal impressions to rate every assignment below on its potential contribution to an aviator's career (your community and designator).

Also, this assignment is found in AWO questionnaire under Flag/Wing section, not Sea Assignments section.

AWO response scale has "0" if option is not in community/designator

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SHIP'S COMPANY ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 025

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):

Next, use your personal impressions to rate every assignment below on its potential contribution to an aviator's career (your community and designator). Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator):

SHIP'S COMPANY (CV, LHA, LPH)

1. Communications Officer
2. Navigator
3. Assistant Navigator
4. Weapons Officer
5. ASW Officer
6. Nuclear Weapons Officer
7. Safety Officer
8. Operations Administrative Assistant
9. Air Operations Officer
10. Assistant Air Ops. Officer
11. CATC Officer
12. Strike Operations Officer
13. Assistant Strike Ops. Officer

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Comm. Offi.	V153A2	-	-	0702
2. Navigator	V153B2	-	-	0703
3. Assis. Nav.	V153Bi2	-	-	0704
4. Weapons	V153C2	-	-	0705
5. ASW Offic.	V153Ci2	-	-	0706
6. Nuclear	V153Cii2	-	-	0707
7. Safety	V153D2	-	-	0708
8. Operations	V153E2	-	-	0709
9. Air Oper.	V153F2	-	-	0710
10. Assis. Air	V153Fi2	-	-	0711
11. CATC	V153Fii2	-	-	8712
12. Strike Op.	V153G2	-	-	0713
13. Assistant	V153Gi2	-	-	0714

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SHIP'S COMPANY2 - CONTRIBUTION**

SECTION: Decision Process

SECTION ITEM NO.: 025

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):

14. CIC Officer
15. Assistant CIC Officer
16. Assistant for Air Warfare
17. Assistant for ASW
18. Electronics Warfare Officer
19. NTDS Officer
20. Air Boss (Air Officer)
21. Aircraft Handling Officer
22. Catapult Officer
23. Flight Deck Officer
24. Hangar Deck Officer

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
14. CIC Offic.	V153H2	-	-	0715
15. Assis CIC	V153Hi2	-	-	0716
16. Assis Air	V153Hii2	-	-	0717
17. Assis ASW	V153Hiii2-	-	-	0718
18. Electron.	V153Hiv2	-	-	0719
19. NTDS Offi.	V153Hv2	-	-	0720
20. Air Boss	V153I2	-	-	0721
21. Aircraft	V153Ii2	-	-	0722
22. Catapult	V153Iii2	-	-	0723
23. Flight	V153Iiii2-	-	-	0724
24. Hangar	V153Iiv2	-	-	0725

NOTES:

These items are a continuation of "Aviation Ship's Company".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION AIR WING ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 026

DEFINITION:

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

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to an aviator's career (your community and designator). Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator):

AIR WING

1. CAC (Air Wing Commander)
2. CAG Staff

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CAG	V154A2	-	-	0726
2. CAG Staff	V154Ai2	-	-	0727

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SQUADRON ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 027

DEFINITION:

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

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to an aviator's career (your community and designator). Respond by using the following scale (use a "0" if an assignment is not an option in your community/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
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. XO/CO	V155A2	-	-	0728
2. Dept. Head	V155B2	-	-	0729
3. Mainten.	V155C2	-	-	0730
4. Operations	V155D2	-	-	0731
5. Safety	V155E2	-	-	0732
6. Training	V155F2	-	-	0733
7. Aviation	V155G2	-	-	0734

NOTES:

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 aviator's career.

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to an aviator's career (your community and designator). Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator)

SHORE ASSIGNMENTS

1. FRS (RAG) Instructor
2. AOCs Instructor
3. CO/XO - Training Squadron
4. XO - Fleet Replacement Squadron (RAG)
5. CO - Fleet Replacement Squadron (RAG)
6. Test Pilot School
7. PEP
8. Wing Staff
9. Naval Aviation Training Instructor

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. FRS Instr.	V156B2	-	-	0735
2. AOCs	V156E2	-	-	0736
3. CO/XO	V156F2	-	-	0737
4. XO-Fleet	V156G2	-	-	0738
5. CO-Fleet	V156H2	-	-	0739
6. Test Pilot	V156I2	-	-	0740
7. PEP	V156J2	-	-	0741
8. Wing Staff	V156M2	-	-	0742
9. Naval Inst.	V156O2	-	-	0743

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO SHORE ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 029

DEFINITION:

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

ITEM(S):

Rate the following assignments. First evaluate them according to their contribution to your Navy career.

SHORE ASSIGNMENTS

1. Shore Support Unit (OIC)
2. SWOS-Basic Instructor
3. OCS Instructor
4. Major Shore Staff
5. Training Command (Enlisted)

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Shore Unit	-	V15J1	-	0744
2. SWOS Inst.	-	V15L1	-	0745
3. OCS Instr.	-	V15O1	-	0746
4. Major Shore	-	V15R1	-	0747
5. Training	-	V15T1	-	0748

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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

SECTION: Decision Process

SECTION ITEM NO.: 030

DEFINITION:

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

ITEM(S):

Rate the following assignments. First evaluate them according to their contribution to your Navy career.

SHORE ASSIGNMENTS

1. Flag Aide
2. Naval Academy Instructor
3. NROTC Instructor
4. Detailer
5. Washington Tour
6. Recruiting
7. Navy PG School Student

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Flag Aide	V156A2	V15K1	-	0749
2. Naval Inst.	V156C2	V15M1	-	0750
3. NROTC	V156D2	V15N1	-	0751
4. Detailer	V156K2	V15P1	-	0752
5. Wash. Tour	V156L2	V15Q1	-	0753
6. Recruit.	V156N2	V15S1	-	0754
7. PG Student	V156P2	V15U1	-	0755

NOTES:

Question differs in AWO: Next, use your personal impressions to rate every assignment below on its potential contribution to an aviator's career (your community and designator). Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator)

Response scale differs in AWO: Officers' were instructed to use the response choice "0" if an option was not in community/designator.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AWO SEA ASSIGNMENTS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 031

DEFINITION:

A series of one-digit responses assessing the desirability of various Aviation Sea Assignments.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator):

SEA ASSIGNMENTS

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

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO-Carrier	V151A3	-	-	0756
2. XO-Carrier	V151B3	-	-	0757
3. XO-LHA	V151C3	-	-	0758

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO SEA ASSIGNMENTS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 032

DEFINITION:

A series of one-digit responses assessing the desirability of various SWO Sea Assignments.

ITEM(S):

Then assess the desirability of each assignment.

SEA ASSIGNMENTS

1. Department Head (DH) - Weapons
2. DH-Engineering
3. XO-LST
4. XO-FFG
5. Afloat Staff Duty
6. DH-Amphib/Service
7. CO-AE
8. CO-DD

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Dept. Head	-	V15A2	-	0759
2. Engineer.	-	V15B2	-	0760
3. XO-LST	-	V15C2	-	0761
4. XO-FFG	-	V15D2	-	0762
5. Afloat	-	V15E2	-	0763
6. DH-Amphib	-	V15F2	-	0764
7. CO-AE	-	V15G2	-	0765
8. CO-DD	-	V15H2	-	0766

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AWO & SWO SEA ASSIGNMENTS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 033

DEFINITION:

A one-digit response assessing the desirability of flag aide to AWO and SWO officers.

ITEM(S):

Then assess the desirability of each assignment.

SEA ASSIGNMENT

1. Flag Aide

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Flag Aide	V152A3	V15I2	-	0767

NOTES:

Question differs in AWO: "Finally, assess the desirability of each assignment to you, independent of its impact on your career".

Response scale differs in AWO: Officers are instructed to use the response choice "0" if the assignment is not an option in their community/designator.

-In AWO survey Flag Aide is in the Flag/Wing section instead of Sea Assignments section.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SHIP'S COMPANY ASSIGNMENTS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 034

DEFINITION:

A series of one-digit codes assessing the desirability of various Ship's Company assignments.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator):

SHIP'S COMPANY (CV, LHA, LPH)

1. Communications Officer
2. Navigator
3. Assistant Navigator
4. Weapons Officer
5. ASW Officer
6. Nuclear Weapons Officer
7. Safety Officer
8. Operations Administrative Assistant
9. Air Operations Officer
10. Assistant Air Ops. Officer
11. CATC Officer
12. Strike Operations Officer
13. Assistant Strike Ops. Officer

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Communica.	V153A3	-	-	0768
2. Navigator	V153B3	-	-	0769
3. Assis. Nav.	V153Bi3	-	-	0770
4. Weapons	V153C3	-	-	0771
5. ASW Offic.	V153Ci3	-	-	0772
6. Nuclear	V153Cii3	-	-	0773
7. Safety	V153D3	-	-	0774
8. Operations	V153E3	-	-	0775
9. Air Ops.	V153F3	-	-	0776
10. Assis. Air	V153Fi3	-	-	0777
11. CATC Offic.	V153Fii3	-	-	0778
12. Strike Ops.	V153G3	-	-	0779
13. Assis. Ops.	V153Gi3	-	-	0780

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SHIP'S COMPANY2 - DESIRABILITY

SECTION: Decision Process

SECTION ITEM NO.: 034

DEFINITION:

A series of one-digit responses assessing the desirability of various Ship's Company assignments.

ITEM(S):

14. CIC Officer
15. Assistant CIC Officer
16. Assistant for Air Warfare
17. Assistant for ASW
18. Electronics Warfare Officer
19. NTDS Officer
20. Air Boss (Air Officer)
21. Aircraft Handling Officer
22. Catapult Officer
23. Flight Deck Officer
24. Hangar Deck Officer

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
14. CIC Offic.	V153H3	-	-	0781
15. Assis CIC	V153Hi3	-	-	0782
16. Assis Air	V153Hii3	-	-	0783
17. Assis ASW	V153Hiii3-	-	-	0784
18. Electron.	V153Hiv3	-	-	0785
19. NTDS Off.	V153Hv3	-	-	0786
20. Air Boss	V153I3	-	-	0787
21. Aircraft	V153Ii3	-	-	0788
22. Catapult	V153Iii3	-	-	0789
23. Flight	V153Iiii3-	-	-	0790
24. Hangar	V153Iiv3	-	-	0791

NOTES:

These items are a continuation of "Aviation Ship's Company - Desirability".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION AIR WING ASSIGNMENTS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 035

DEFINITION:

A series of one-digit responses indicating the desirability of various Air Wing assignments.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator):

AIR WING

1. CAG (Air Wing Commander)
2. CAG Staff

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CAG (Air)	V154A3	-	-	0792
2. CAG Staff	V154Ai3	-	-	0793

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SQUADRON ASSIGNMENTS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 036

DEFINITION:

A series of one-digit responses indicating the desirability of various Squadron assignments.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not an option in your community/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
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. XO/CO	V155A3	-	-	0794
2. Dept. Head	V155B3	-	-	0795
3. Maintenanc.	V155C3	-	-	0796
4. Operations	V155D3	-	-	0797
5. Safety	V155E3	-	-	0798
6. Training	V155F3	-	-	0799
7. Aviation	V155G3	-	-	0800

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **AVIATION SHORE ASSIGNMENTS-DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 037

DEFINITION:

A series of one-digit responses assessing the desirability of various Shore Assignments.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator):

SHORE ASSIGNMENTS

1. FRS (RAG) Instructor
2. AOCs Instructor
3. CO/XO - Training Squadron
4. XO - Fleet Replacement Squadron (RAG)
5. CO - Fleet Replacement Squadron (RAG)
6. Test Pilot School
7. PEP
8. Wing Staff
9. Naval Aviation Training Instructor

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. FRS Inst.	V156B3	-	-	0801
2. AOCs Inst.	V156E3	-	-	0802
3. CO/XO	V156F3	-	-	0803
4. XO-Fleet	V156G3	-	-	0804
5. CO-Fleet	V156H3	-	-	0805
6. Test Pilot	V156I3	-	-	0806
7. PEP	V156J3	-	-	0807
8. Wing Staff	V156M3	-	-	0808
9. Aviation	V156O3	-	-	0809

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SWO SHORE ASSIGNMENTS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 038

DEFINITION:

A series of one-digit responses assessing the desirability of various Shore Assignments.

ITEM(S):

Then assess the desirability of each assignment.

SHORE ASSIGNMENTS

1. Shore Support Unit (OIC)
2. SWOS-Basic Instructor
3. OCS Instructor
4. Major Shore Staff
5. Training Command (Enlisted)

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Shore Unit	-	V15J2	-	0810
2. SWOS	-	V15L2	-	0811
3. OCS Inst.	-	V15O2	-	0812
4. Shore Staff	-	V15R2	-	0813
5. Training	-	V15T2	-	0814

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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

SECTION: Decision Process

SECTION ITEM NO.: 039

DEFINITION:

A series of one-digit responses assessing the desirability of various Shore Assignments common to AWO and SWO officers.

ITEM(S):

Then assess the desirability of each assignment.

SHORE ASSIGNMENTS

1. Flag Aide
2. Naval Academy Instructor
3. NROTC Instructor
4. Detailer
5. Washington Tour
6. Recruiting
7. Navy PG School Student

RESPONSE SCALE:

1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Flag Aide	V156A3	V15K2	-	0815
2. Naval	V156C3	V15M2	-	0816
3. NROTC	V156D3	V15N2	-	0817
4. Detailer	V156K3	V15P2	-	0818
5. Wash. Tour	V156L3	V15Q2	-	0819
6. Recruit	V156N3	V15S2	-	0820
7. PG Stud.	V156P3	V15U2	-	0821

NOTES:

Question differs in AWO: "Finally, assess the desirability of each assignment to you, independent of its impact on your career".

Response scale differs in AWO: Officers are instructed to use the response choice "0" if the assignment is not an option in their community/designator.



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL ENS BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 040

DEFINITION:

A series of one-digit responses indicating whether officer has experience in various assignments.

ITEM(S) :

Place a check ( ) to the left of the following representative assignments in which you have experience.

ENS

1. Watch Officer, COMMSTA
2. Watch Officer, NAVFAC
3. Public Affairs Officer
4. Admin. Asst./Personnel
5. HRM Team Member
6. Operational Billet, Air Squadron
7. Major Fleet Staff
8. Instructor, NUCPWRSCOL
9. Washington Staff

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. COMMSTA	-	-	V166A	0822
2. NAVFAC	-	-	V166B	0823
3. Affairs Off.	-	-	V166C	0824
4. Admin. Asst.	-	-	V166D	0825
5. HRM Team	-	-	V166E	0826
6. Operational	-	-	V166F	0827
7. Fleet Staff	-	-	V166G	0828
8. NUCPWRSCOL	-	-	V166H	0829
9. Wash. Staff	-	-	V166I	0830

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LTJG BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 041

DEFINITION:

A series of one-digit responses indicating whether officer has experience in various assignments.

ITEM(S):

Place a check ( ) to the left of the following representative assignments in which you have experience.

LTJG

1. Asst. Nuclear Power Eng.
2. Computer Systems Analyst
3. OIC, PERSUPDET
4. Intelligence Officer
5. Watch Officer, NAVFAC
6. Deputy Dir., Cargo Handling
7. Operational Billet, Air Squadron

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Nuclear	-	-	V165A	0831
2. Computer	-	-	V165B	0832
3. PERSUPDET	-	-	V165C	0833
4. Intelligence	-	-	V165D	0834
5. Watch Offic.	-	-	V165E	0835
6. Deputy Dir.	-	-	V165F	0836
7. Operational	-	-	V165G	0837

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LT BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 042

DEFINITION:

A series of one-digit responses indicating whether officer has experience in various assignments.

ITEM(S):

Place a check ( ) to the left of the following representative assignments in which you have experience.

LT

1. Company Commander
2. ADP Systems Director
3. XO, MSCO
4. Recruiter
5. Public Affairs
6. Flag Secretary
7. Flag Aide
8. Washington Staff
9. PG School Student
10. Major Fleet Staff

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Co. Command.	-	-	V164A	0838
2. ADP Systems	-	-	V164B	0839
3. XO, MSCO	-	-	V164C	0840
4. Recruiter	-	-	V164D	0841
5. Pub. Affairs	-	-	V164E	0842
6. Secretary	-	-	V164F	0843
7. Flag Aide	-	-	V164G	0844
8. Wash. Staff	-	-	V164H	0845
9. PG Student	-	-	V164I	0846
10. Major Fleet	-	-	V164J	0847

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LCDR BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 043

DEFINITION:

A series of one-digit responses indicating whether officer has experience in various assignments.

ITEM(S):

Place a check ( ) to the left of the following representative assignments in which you have experience.

LCDR

1. Comptroller
2. CO, NAVFAC
3. Communications Officer
4. Director of NDACS, NDARC
5. Asst. for Political/Mil

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Comptroller	-	-	V163A	0848
2. CO, NAVFAC	-	-	V163B	0849
3. Commun. Off.	-	-	V163C	0850
4. Director	-	-	V163D	0851
5. Asst. Polit.	-	-	V163E	0852

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL CDR BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 044

DEFINITION:

A series of one-digit responses indicating whether officer has experience in various assignments.

ITEM(S) :

Place a check ( ) to the left of the following representative assignments in which you have experience.

CDR

1. Washington Staff
2. XO, NARDAC
3. Special Asst., Civil Affairs
4. XO, NAVSTA
5. CO, COMSTA
6. Major Fleet Staff
7. Instructor, Serv. Coll.
8. Public Affairs
9. Intelligence Officer

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Wash. Staff	-	-	V162A	0853
2. XO, NARDAC	-	-	V162B	0854
3. Special Asst.	-	-	V162C	0855
4. XO, NAVSTA	-	-	V162D	0856
5. CO, COMSTA	-	-	V162E	0857
6. Fleet Staff	-	-	V162F	0858
7. Serv. Coll.	-	-	V162G	0859
8. Pub. Affairs	-	-	V162H	0860
9. Intell. Offic.	-	-	V162I	0861

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL CAPT BILLETS**

SECTION: Decision Process

SECTION ITEM NO.: 045

DEFINITION:

A series of one-digit responses indicating whether officer has experience in various assignments.

ITEM(S):

Place a check ( ) to the left of the following representative assignments in which you have experience.

CAPT

1. CO, HRMC
2. CO, MSCO
3. Comptroller
4. NAV Attache (overseas)
5. CO, NAVMMAC
6. Instructor, Serv. Coll.
7. Major Fleet Staff
8. Washington Staff

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO, HRMC	-	-	V161A	0862
2. CO, MSCO	-	-	V161B	0863
3. Comptroller	-	-	V161C	0864
4. NAV Attache	-	-	V161D	0865
5. CO, NAVMMAC	-	-	V161E	0866
6. Serv. Coll.	-	-	V161F	0867
7. Fleet Staff	-	-	V161G	0868
8. Wash. Staff	-	-	V161H	0869

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL ENS BILLETS - CONTRIBUTION**

SECTION: Decision Process

SECTION ITEM NO.: 046

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments to a General URL Officer's career.

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to a General URL Officer's career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

ENS

1. Watch Officer, COMMSTA
2. Watch Officer, NAVFAC
3. Public Affairs Officer
4. Admin. Asst./Personnel
5. HRM Team Member
6. Operational Billet, Air Squadron
7. Major Fleet Staff
8. Instructor, NUCPWRSCOL
9. Washington Staff

RESPONSE SCALE.

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. COMMSTA	-	-	V176A	0870
2. NAVFAC	-	-	V176B	0871
3. Pub. Affai.	-	-	V176C	0872
4. Admin. Asst.	-	-	V176D	0873
5. HRM Team	-	-	V176E	0874
6. Operational	-	-	V176F	0875
7. Fleet Staff	-	-	V176G	0876
8. Instructor	-	-	V176H	0877
9. Wash. Staff	-	-	V176I	0878

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LTJG BILLETS - CONTRIBUTION**

SECTION: Decision Process

SECTION ITEM NO.: 047

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments to a General URL Officer's career.

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to a General URL Officer's career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

LTJG

1. Asst. Nuclear Power Eng.
2. Computer Systems Analyst
3. OIC, PERSUPDET
4. Intelligence Officer
5. Watch Officer, NAVFAC
6. Deputy Dir., Cargo Handling
7. Operational Billet, Air Squadron

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Nuclear	-	-	V175A	0879
2. Computer	-	-	V175B	0880
3. PERSUPDET	-	-	V175C	0881
4. Intelligence	-	-	V175D	0882
5. Watch Offic.	-	-	V175E	0883
6. Deputy Dir.	-	-	V175F	0884
7. Operational	-	-	V175G	0885

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LT BILLETS - CONTRIBUTION**

SECTION: Decision Process

SECTION ITEM NO.: 048

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments to a General URL Officer's career.

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to a General URL Officer's career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

LT

1. Company Commander
2. ADP Systems Director
3. XO, MSCO
4. Recruiter
5. Public Affairs
6. Flag Secretary
7. Flag Aide
8. Washington Staff
9. PG School Student
10. Major Fleet Staff

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Co. Command.	-	-	V174A	0886
2. ADP Systems	-	-	V174B	0887
3. XO, MSCO	-	-	V174C	0888
4. Recruiter	-	-	V174D	0889
5. Pub. Affair.	-	-	V174E	0890
6. Secretary	-	-	V174F	0891
7. Flag Aide	-	-	V174G	0892
8. Wash. Staff	-	-	V174H	0893
9. PG Student	-	-	V174I	0894
10. Fleet Staff	-	-	V174J	0895

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LCDR BILLETS - CONTRIBUTION**

SECTION: Decision Process

SECTION ITEM NO.: 049

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments to a General URL Officer's career.

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to a General URL Officer's career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

LCDR

1. Comptroller
2. CO, NAVFAC
3. Communications Officer
4. Director of NDACS, NDARC
5. Asst. for Political/Mil

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Comptroller	-	-	V173A	0896
2. CO, NAVFAC	-	-	V173B	0897
3. Commun. Off.	-	-	V173C	0898
4. Director	-	-	V173D	0899
5. Asst. Polit.	-	-	V173E	0900

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL CDR BILLETS - CONTRIBUTION

SECTION: Decision Process

SECTION ITEM NO.: 050

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments to a General URL Officer's career.

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to a General URL Officer's career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

CDR

1. Washington Staff
2. XO, NARDAC
3. Special Asst., Civil Affairs
4. XO, NAVSTA
5. CO, COMSTA
6. Major Fleet Staff
7. Instructor, Serv. Coll.
8. Public Affairs
9. Intelligence Officer

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Wash. Staff	-	-	V172A	0901
2. XO, NARDAC	-	-	V172B	0902
3. Spec. Asst.	-	-	V172C	0903
4. XO, NAVSTA	-	-	V172D	0904
5. CO, COMSTA	-	-	V172E	0905
6. Fleet Staff	-	-	V172F	0906
7. Serv. Coll.	-	-	V172G	0907
8. Pub. Affairs	-	-	V172H	0908
9. Intelligence	-	-	V172I	0909

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL CAPT BILLETS - CONTRIBUTION**

SECTION: Decision Process

SECTION ITEM NO.: 051

DEFINITION:

A series of one-digit responses indicating the potential contribution of various assignments to a General URL Officer's career.

ITEM(S):

Next, use your personal impressions to rate every assignment below on its potential contribution to a General URL Officer's career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

CAPT

1. CO, HRMC
2. CO, MSCO
3. Comptroller
4. NAV Attache (overseas)
5. CO, NAVMMAC
6. Instructor, Serv. Coll.
7. Major Fleet Staff
8. Washington Staff

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO, HRMC	-	-	V171A	0910
2. CO, MSCO	-	-	V171B	0911
3. Comptroller	-	-	V171C	0912
4. NAV Attache	-	-	V171D	0913
5. CO, NAVMMAC	-	-	V171E	0914
6. Instructor	-	-	V171F	0915
7. Fleet Staff	-	-	V171G	0916
8. Wash. Staff	-	-	V171H	0917

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL ENS BILLETS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 052

DEFINITION:

A series of one-digit responses assessing the desirability of various assignments to an officer.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer.

ENS

1. Watch Officer, COMMSTA
2. Watch Officer, NAVFAC
3. Public Affairs Officer
4. Admin. Asst./Personnel
5. HRM Team Member
6. Operational Billet, Air Squadron
7. Major Fleet Staff
8. Instructor, NUCPWRSCOL
9. Washington Staff

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. COMMSTA	-	-	V186A	0918
2. NAVFAC	-	-	V186B	0919
3. Pub. Affairs	-	-	V186C	0920
4. Admin. Asst.	-	-	V186D	0921
5. HRM Team	-	-	V186E	0922
6. Operational	-	-	V186F	0923
7. Fleet Staff	-	-	V186G	0924
8. Instructor	-	-	V186H	0925
9. Wash. Staff	-	-	V186I	0926

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LTJG BILLETS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 053

DEFINITION:

A series of one-digit responses assessing the desirability of various assignments to an officer.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

LTJG

1. Asst. Nuclear Power Eng.
2. Computer Systems Analyst
3. OIC, PERSUPDET
4. Intelligence Officer
5. Watch Officer, NAVFAC
6. Deputy Dir., Cargo Handling
7. Operational Billet, Air Squadron

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Nuclear	-	-	V185A	0927
2. Computer	-	-	V185B	0928
3. PERSUPDET	-	-	V185C	0929
4. Intelligence	-	-	V185D	0930
5. Watch Offic.	-	-	V185E	0931
6. Deputy Dir.	-	-	V185F	0932
7. Operational	-	-	V185G	0933

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LT BILLETS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 054

DEFINITION:

A series of one-digit responses assessing the desirability of various assignments to an officer.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

LT

1. Company Commander
2. ADP Systems Director
3. XO, MSCO
4. Recruiter
5. Public Affairs
6. Flag Secretary
7. Flag Aide
8. Washington Staff
9. PG School Student
10. Major Fleet Staff

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Co. Command.	-	-	V184A	0934
2. ADP Systems	-	-	V184B	0935
3. XO, MSCO	-	-	V184C	0936
4. Recruiter	-	-	V184D	0937
5. Pub. Affairs	-	-	V184E	0938
6. Secretary	-	-	V184F	0939
7. Flag Aide	-	-	V184G	0940
8. Wash. Staff	-	-	V184H	0941
9. PG Student	-	-	V184I	0942
10. Fleet Staff	-	-	V184J	0943

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL LCDR BILLETS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 055

DEFINITION:

A series of one-digit responses assessing the desirability of various assignments to an officer.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

LCDR

1. Comptroller
2. CO, NAVFAC
3. Communications Officer
4. Director of NDACS, NDARC
5. Asst. for Political/Mil

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Comptroller	-	-	V183A	0944
2. CO, NAVFAC	-	-	V183B	0945
3. Communicat.	-	-	V183C	0946
4. Director	-	-	V183D	0947
5. Asst. Polit.	-	-	V183E	0948

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL CDR BILLETS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 056

DEFINITION:

A series of one-digit responses assessing the desirability of various assignments to an officer.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

CDR

1. Washington Staff
2. XO, NARDAC
3. Special Asst., Civil Affairs
4. XO, NAVSTA
5. CO, COMSTA
6. Major Fleet Staff
7. Instructor, Serv. Coll.
8. Public Affairs
9. Intelligence Officer

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Wash. Staff	-	-	V182A	0949
2. XO, NARDAC	-	-	V182B	0950
3. Special Asst.-	-	-	V182C	0951
4. XO, NAVSTA	-	-	V182D	0952
5. CO, COMSTA	-	-	V182E	0953
6. Fleet Staff	-	-	V182F	0954
7. Instructor	-	-	V182G	0955
8. Pub. Affairs	-	-	V182H	0956
9. Intelligence	-	-	V182I	0957

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **GURL CAPT BILLETS - DESIRABILITY**

SECTION: Decision Process

SECTION ITEM NO.: 057

DEFINITION:

A series of one-digit responses assessing the desirability of various assignments to an officer.

ITEM(S):

Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not a realistic option for a General URL Officer):

CAPT

1. CO, HRMC
2. CO, MSCO
3. Comptroller
4. NAV Attache (overseas)
5. CO, NAVMMAC
6. Instructor, Serv. Coll.
7. Major Fleet Staff
8. Washington Staff

RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
3. Neutral
4. Moderately Positive
6. Substantially
7. Very Positive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. CO, HRMC	-	-	V181A	0958
2. CO, MSCO	-	-	V181B	0959
3. Comptroller	-	-	V181C	0960
4. NAV Attache	-	-	V181D	0961
5. CO, NAVMMAC	-	-	V181E	0962
6. Instructor	-	-	V181F	0963
7. Fleet Staff	-	-	V181G	0964
8. Wash. Staff	-	-	V181H	0965

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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

SECTION: Decision Process

SECTION ITEM NO.: 058

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?

\_\_\_\_\_ (years)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Clear idea	V4	V4	VIII	0966-0967

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **HOW ATTRACTIVE DOES CAREER PATH APPEAR**

SECTION: Decision Process

SECTION ITEM NO.: 059

DEFINITION:

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

ITEM(S):

How attractive does the (110X officer, AVIATION, SWO) career path appear to you?

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Attractive	V6	V6	V5	0968

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: NUMBER OF TIMES "CROSS-DETAILED"

SECTION: Decision Process

SECTION ITEM NO.: 060

DEFINITION:

A one-digit code indicating how many times an officer has been "cross-detailed", or a one-digit code indicating that the officer does not know.

ITEM(S):

I have been "cross-detailed" (assigned to a warfare-designated billet) \_\_\_\_ times.

( ) don't know.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Cross-detailed	-	-	VI40	0969
Don't know	-	-	VI40	0970

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPACT OF DOPMA ON ASSIGNMENTS**

SECTION: Decision Process

SECTION ITEM NO.: 061

DEFINITION:

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

ITEM(S):

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

1. Very Positive
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Negative

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
DOPMA	-	-	VI41	0971

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPACT OF DOPMA ON PROMOTIONS**

SECTION: Decision Process

SECTION ITEM NO.: 062

DEFINITION:

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

ITEM(S):

The impact of DOPMA on my promotions will be  
(circle best response):

1. Very Positive
- 2.
- 3.
4. Neutral
- 5.
- 6.
7. Very Negative

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
DOPMA	-	-	VI42	0972

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER PLANNING**

SECTION: Decision Process

SECTION ITEM NO.: 063

DEFINITION:

A series of one-digit responses indicating how officers' make their career decisions.

ITEM(S):

Indicate your level of agreement with items ( ) through ( ).

1. The Navy should provide clear, specific career paths with associated plans.
2. I don't really think about the career decision; it's in the back of my mind for awhile, then it will suddenly hit me, and I know what I will do.
3. Career opportunities are unpredictable so you must be ready to make a decision.
4. I am willing to invest considerable time in exploring career opportunities.
5. I like to imagine what it would be like to be the very top person in my field.
6. I research, plan, and find my own billets.
7. It helps to know exactly what you want in your next assignment.
8. I know the steps that I need to take to achieve my Navy career goals.
9. I know the steps that I need to take to achieve my post-Navy career goals.

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Specific	IX16	IX16	IX16	0973
2. Hits me	IX17	IX17	IX17	0974
3. Unpredict.	IX18	IX18	IX18	0975
4. Willing	IX19	IX19	IX19	0976
5. Imagine	IX20	IX20	IX20	0977
6. Research	IX21	IX21	IX21	0978
7. It helps	IX22	IX22	IX22	0979
8. Navy goals	IX24	IX24	IX24	0980
9. Post-Navy	IX25	IX25	IX25	0981

NOTES:



**APPENDIX G**  
**CAREER MANAGEMENT**

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 an 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.
6. Other \_\_\_\_\_.

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Identity	VII	VI1	VII2	0982

NOTES:

Question differs in:

SWO: On the scale below, check the statement which most accurately reflects your idea of the community which you represent.

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, General URL officer) as your community, respond to items \_\_ using the following scale:

1. My community has some programs to help me with my career which are different from other Navy communities such as aviation other aviation communities other Navy communities such as surface warfare
2. My community has a higher rate of promotion for senior officers than the other Navy communities aviation communities
3. My community tries to take care of its own in regard to promotion.
4. Officers in communities other than mine get the billets which contribute most to their Navy careers.
5. It is important to have someone available with whom I am comfortable and trust to discuss my career.

\*Each survey  
\*contained only one  
\*of these items

\*Each survey containe  
\*only one of these

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Programs	VI5	VI2	VI1	0983
2. Promotion	VI6	VI3	VI2	0984
3. Takes care	VI7	VI4	VI3	0985
4. Billets	VI8	VI6	VI4	0986
5. Comfortable	VI9	VI8	VI5	0987

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):

6. My senior officers interact with me frequently.
7. I use senior officers as role models when I make career decisions.
8. I have been counseled on how the Navy's career system works for members of my community.
9. I have been counseled on the Navy's career opportunities outside of my community.
10. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy.
11. I have had good counsel on the Navy's norms and values for officers.
12. I have counseled a more junior officer in career-related matters.
13. Officers need a special career counseling system for them.
14. Visibility is very important at this stage in my Navy career.
15. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy.

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
6. Interact	VI10	VI9	VI6	0988
7. Role models	VI11	VI10	VI29	0989
8. Career sys.	VI12	VI11	VI30	0990
9. Outside comm.	VI13	VI13	VI31	0991
10. Tickets	VI14	VI15	VI32	0992
11. Norms/values	VI15	VI16	VI7	0993
12. Junior offic.	VI16	VI18	VI36	0994
13. Special sys.	VI17	VI19	VI10	0995
14. Visibility	VI18	VI20	VI11	0996
15. Sponsored	-	VI5	VI8	0997

NOTES:

These questions are a continuation of "Career Management".

Question differs in:

AWO: Question number 10 is written "I have been counseled on the timing and proper career progression which will help me reach my career goals in the Navy."

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):

16. My community uses an "old boy" (informal) network to keep tabs on officers for the best assignments.
17. I have been counseled about the "right" contacts to make to help further my Navy career.
18. I have been counseled on the "blind alleys" which might kill my Navy career.
19. I have a close, personal relationship with a considerably more senior officer who serves as a mentor for my career.
20. As a General URL Officer, I have frequently been assigned to billets that career-oriented officers from other communities would find unacceptable.
21. As a junior officer, senior officers from my community have been (were) very supportive.
22. As a junior officer, senior officers from other communities have been (were) very supportive.

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
- . Strongly Agree



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
16. Informal	-	VI7	VI9	0998
17. Contacts	-	VI12	VI33	0999
18. Kill career	-	VI14	VI34	1000
19. Mentor	-	VI17	VI35	1001
20. Unaccept.	-	-	VI12	1002
21. Supportive	-	-	VI13	1003
22. Other comm.	-	-	VI14	1004

NOTES:

These questions are a continuation of "Career Management2".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MANAGEMENT4

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):

23. My leadership experience is adequately represented in the documentation reviewed for decisions involving my assignment/promotion.
24. There is a strong informal support network within the 110X community.
25. It is important for the 110X community to have senior officer representatives on selection/promotion boards.
26. Performance being equal, my chances of being selected for a career enhancing 1000 designated billet are equal to any other URL officer.
27. There should be specially designated career advisors for 110X officers.
28. I feel that my career suffers because I don't have a sufficient number of role models in the 110X community.
29. It is clear to me how the Navy defines a "leadership role".
30. It appears to me that the need for the 110X community is being constantly questioned.

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
- . Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
23. Leadership	-	-	VI15	1005
24. Informal	-	-	VI16	1006
25. Senior offi.-	-	-	VI17	1007
26. Equal to	-	-	VI18	1008
27. Advisors	-	-	VI19	1009
28. Suffers	-	-	VI20	1010
29. Is clear	-	-	VI21	1011
30. Questioned	-	-	VI22	1012

NOTES:

These questions are a continuation of "Career Management4".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CAREER MANAGEMENT5**

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):

31. The General URL Officer community makes a major contribution to the Navy's effectiveness.
32. The billets which URL General 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. I am actively involved in an informal support network within the 110X community.

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
- . Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
31. Contribution	-	-	VI23	1013
32. Important	-	-	VI24	1014
33. High esteem	-	-	VI25	1015
34. Feeling	-	-	VI26	1016
35. Optimum	-	-	VI27	1017
36. Harmful	-	-	VI28	1018
37. Network	-	-	VI37	1019

NOTES:

These questions are a continuation of "Career Management5".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OFFICERS IN MY COMMUNITY MAKE FLAG RANK**

SECTION: Career Management

SECTION ITEM NO.: 003

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.  
(circle best choice):

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Flag rank	VI20	VI23	VI38	1020

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **OFFICERS MAKE FLAG RANK BECAUSE**

SECTION: Career Management

SECTION ITEM NO.: 004

DEFINITION:

A rank ordering of various statements concerning the reasons why officers make flag rank.

ITEM(S):

Officers in my community make flag rank because they (rank order the following statements with the largest number being the most important):

1. are highly specialized
2. are not overspecialized
3. are superb performers
4. have the right contacts
5. have the right career pattern
6. punched the right tickets
7. other \_\_\_\_\_

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Highly	VI19A	VI21A	VI39A	1021
2. Overspecia.	VI19B	VI21B	VI39B	1022
3. Superb	VI19C	VI21C	VI39C	1023
4. Contacts	-	VI21D	VI39D	1024
5. Pattern	VI19D	-	VI39E	1025
6. Punched	-	VI21E	-	1026
7. Other	VI19E	-	VI39F	1027

NOTES:

Questionnaires differ:

AWO questionnaire response choices consist of scale items 1,2,3,5, & 7.

SWO questionnaire response choices consist of scale items 1 - 4, & 6.

GURL questionnaire response choices consist of scale items 1 - 5, & 7.

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ATTRACTIVENESS OF A DESIGNATOR CHANGE**

SECTION: Career Management

SECTION ITEM NO.: 005

DEFINITION:

A one-digit code indicating how attractive a designator change would be to an officer.

ITEM(S) :

How attractive would it be to change your designator and pursue a different career path (circle the appropriate number)?

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Change desig	V7	V7	V6	1028

NOTES:

**APPENDIX H**  
**CAREER AND MARITAL STATUS**

H-0

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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):

Respond to items \_ \_ using the following scale:

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 am actively involved in my spouse's career.
4. Family separation because of deployment makes my Navy career less attractive.
5. Family separation because of in-port working hours is not a problem.

RESPONSE SCALE:

1. Strongly disagree
- 2.
- 3.
4. Uncertain
- 5.
- 6.
7. Strongly agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Spouse's	V19	V19	V22	1029
2. More import.	V20	V20	V23	1030
3. Actively	V21	V21	V24	1031
4. Deployment	V22	-	-	1032
5. In-port	V23	-	-	1033

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: HOW IS SPOUSE EMPLOYED

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

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. Nurse
5. Engineer
6. Other professional
7. Consultant
8. Business/Finance
9. Navy officer
10. Navy enlisted
11. Other military
12. Other \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Spouse employ	V18	V18	V21	1034-1035

NOTES:

Response scale on GURL questionnaire was recoded to match the response scale on the preceding page.



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: INVOLVEMENT OF SPOUSE IN REASSIGNMENT

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

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)?

RESPONSE SCALE:

0. Not Applicable
1. I defer to spouse's wishes
- 2.
- 3.
4. Equal Participation
- 5.
6. I decide alone

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Reassignment	V26	V24	V27	1036

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: INVOLVEMENT OF SPOUSE IN MAJOR DECISIONS

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

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.?

RESPONSE SCALE:

0. Not Applicable
1. I defer to spouse's wishes
- 2.
- 3.
4. Equal Participation
- 5.
- 6.
7. I decide alone

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Major decisions	V27	V25	V28	1037

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SPOUSE'S FEELINGS TOWARD NAVY CAREER

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

DEFINITION:

A one-digit code indicating spouses' feelings toward Navy career.

ITEM(S):

How do you think your spouse feels toward your  
Navy career?

RESPONSE SCALE:

1. Completely opposed
2. Moderately opposed
3. Neutral
4. Moderately supportive
5. Completely supportive

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Navy career	V25	V23	V26	1038

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **IMPACT ON MOST RECENT PCS MOVE**

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

DEFINITION:

A rank-ordering of various statements concerned with factors effecting officers' most recent PCS move.

ITEM(S):

Rank order the following items according to the severity of their impact on your most recent PCS move.

1. My spouse's employment
2. Disruptions in family schooling
3. My out-of-pocket expenses
4. Disruptions in social relations
5. The moving process itself
6. My unavailability to help the family (deployed for example)
7. Obtaining child-care

RESPONSE SCALE:

0. Not applicable
1. Most severe
- 2.
- 3.
- 4.
- 5.
- .
- . Least severe

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Spouse's	V24A	V22A	V25A	1039
2. Schooling	V24B	V22B	V25B	1040
3. Expenses	V24C	V22C	V25C	1041
4. Relations	V24D	V22D	V25D	1042
5. Process	V24E	V22E	V25E	1043
6. Unavailab.	V24F	V22F	V25F	1044
7. Child-care	V24G	-	V25G	1045

NOTES:

Response scale differs in:

SWO: "0" or N/A is not given as a response choice.  
 - only has rank-ordering.

AWO: Response choice "0" is written "no impact/not applicable".

Question differs in:

GURL: Question number 6 gives "en route training" as an example,  
 instead of deployment.



**APPENDIX I**  
**EDUCATION, TRAINING, AND PROFESSIONAL DEVELOPMENT**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **EDUCATION, TRAINING, AND PROFESSIONAL DEVELOPMENT**

SECTION: ETPD

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with various statements concerning education, training, and professional development.

ITEM(S):

In evaluating the first four items, consider  
Intell. Analyst, Communications, etc.,  
ASW, CIC, etc.  
as technical schools and LMET, PAO, etc., as  
non-technical ones. Omit consideration of major  
professional schools such as  
NPGS or War College.  
SWOS, NPGS or War College.

\*Each survey contained  
\*only one of these

\*Each survey contained  
\*only one of these

1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (score "0" 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 schools.

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Transfer	VIII1	VIII1	VIII1	1046
2. Training	VIII2	VIII2	VIII2	1047
3. Non-tech.	VIII3	VIII3	VIII3	1048
4. Tech.school	VIII4	VIII4	VIII4	1049

NOTES:

Question differs in:

GURL: Question number 1 is phrased "Military school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (score "0" if none completed)".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ETPD2

SECTION: ETPD

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning education, training, and professional development.

ITEM(S):

5. I must obtain at least one operational tour FITREP as department head before I can screen for command. \*see notes
6. My squadron has a planned program for rotating junior officers through several departments during their first sea tour (Omit if on shore duty). \*see notes
7. I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education.
8. Obtaining a postgraduate degree will strengthen my chances for promotion.
9. I would rather receive a postgraduate degree from a civilian institution than NPGS.
10. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer. \*see notes
11. The development of a subspecialty is important for my Navy career.
12. The development of a subspecialty is important for my career beyond the Navy.

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
5. FITREP	VIII16	VIII17	VIII16	1050
6. Rotating	VIII17	VIII11	VIII17	1051
7. Graduate	VIII19	VIII12	VIII18	1052
8. Promotion	VIII10	VIII13	VIII19	1053
9. Civilian	VIII11	VIII14	VIII10	1054
10. Suffer	VIII12	VIII15	VIII18	1055
11. Subspecial.	VIII13	VIII16	VIII11	1056
12. Beyond	VIII14	VIII17	VIII12	1057

NOTES:

Question differs in:

GURL: No. 5 is phrased "I must obtain at least one tour FITREP as a department head before I can screen for XO.

No. 10 is phrased "If I leave my subpecialty area for any length of time, my Navy career will suffer.

No. 6 is phrased "My command has a planned program for rotating junior officers through several departments during their first tour.

SWO: No. 5 is phrased "An officer must serve as the head of a major department before selection for assignment as an executive officer afloat.

No. 6 is phrased "My ship has a planned program for rotating junior officers through several departments during their first sea tour. (Omit if on shore duty).

These items are a continuation of "Education, Training, and Professional Development".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ETPD3

SECTION: ETPD

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning education, training, and professional development.

ITEM(S):

13. Obtaining some warfare specialty experience is very important to my being selected for command.

\*In GURL survey only

Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command.

\*In AWO survey only

14. Attending one of the war colleges is important for my Navy career.

15. I have been provided all of the opportunity I need to progress toward my squadron professional qualifications (omit if not applicable)

16. Except for technical/key billets, the assignment of primary duties to an officer by the commanding officer is guided by the officer's service record and the officer's need to obtain well rounded professional experience.

17. The assignment of an officer on sea duty as a division officer, may be a collateral duty.

RESPONSE SCALE:

1. Strongly Disagree

2.

3.

4. Neutral

5.

6.

. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
13. Obtaining	VIII5	-	VIII5	1058
14. Attending	VIII15	-	VIII13	1059
15. Qualificat.	VIII8	-	-	1060
16. Except for	-	VIII5	-	1061
17. Collateral	-	VIII6	-	1062

NOTES:

These items are a continuation of "ETPD2".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ETPD4**

SECTION: ETPD

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning education, training, and professional development.

ITEM(S):

18. The EOOW qualification must be obtained before an 111X can be designated as "Qualified for Command".
19. A written examination is required to obtain the designation, "Qualified for Command".
20. 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.
21. It is important for General URL Officers to be evaluated in "leadership roles" early in their career.
22. It is important for General URL Officers to obtain a subspecialty early in their career.
23. My primary subspecialty limits opportunity for future career enhancing assignments.
24. I (have) identified a sequence of schools that, if I attended, would help me obtain my career goals in the Navy.
25. Because of my designator, the development of a subspecialty is important for my promotion.

RESPONSE SCALE:

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



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
18. EOOW	-	VIII8	-	1063
19. Examination	-	VIII9	-	1064
20. 24 months	-	VIII10	-	1065
21. Leadership	-	-	VIII14	1066
22. Important	-	-	VIII15	1067
23. Enhancing	-	-	VIII16	1068
24. Sequence	-	-	VIII17	1069
25. Designator	-	-	VIII19	1070

NOTES:

These items are a continuation of "ETPD3".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ETPD5

SECTION: ETPD

SECTION ITEM NO.: 001

DEFINITION:

A series of one-digit responses indicating level of agreement with statements concerning education, training, and professional development.

ITEM(S):

26. I can predict with fair accuracy the subspecialties that will help me advance in my Navy career.
27. I would be/have been hesitant to attend NPS, because the majors that I could select for study do not have applications outside of the Navy.
28. My decisions about postgraduate education in the Navy are/were driven by my desire to develop a basis for my second career after retirement.
29. At least a Master's degree is required for an officer to be selected as a proven subspecialist.
30. After obtaining a postgraduate degree from NPS, an officer should expect to spend more than one tour in billets with a related subspecialty.

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
26. Accuracy	-	-	VIII20	1071
27. Hesitant	-	-	VIII21	1072
28. Postgradu.	-	-	VIII22	1073
29. Master's	-	-	VIII23	1074
30. Should expect-	-	-	VIII24	1075

NOTES:

These items are a continuation of "ETPD4".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ENROUTE TO PRESENT ASSIGNMENT

SECTION: ETPD

SECTION ITEM NO.: 002

DEFINITION:

A one-digit code indicating what officer did enroute to present assignment.

ITEM(S):

Enroute to my present assignment, I (choose best one):

1. Did not attend any school.
2. Attended school(s) which related to my primary duties.
3. Attended school(s) which related to my collateral duties.
4. Attended school(s) which related to my primary and collateral duties.
5. Attended school(s) which related to my new assignment, but my assignment was changed just before I reported or shortly thereafter.
6. Attended school(s) which were unrelated to any of my initial or present duties in my assignment.
7. Did not attend any schools because none were available which related to my present duties.
8. Other \_\_\_\_\_

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Enroute to	-	-	VIII25	1076

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **CONTRIBUTE MOST TO CAREER**

SECTION: ETPD

SECTION ITEM NO.: 003

DEFINITION:

A rank ordering of twelve subspecialty education/skill fields in terms of how much they would contribute to an 110X Officer's Navy career.

ITEM(S):

Which of the following twelve subspecialty education/skill fields currently could contribute most to an 110X Officer's Navy career? (Rank all twelve and make the highest contributor equal to 1 and lowest equal to 12)

1. Public Affairs
2. Intelligence (Joint Intelligence, Naval Scientific and Technical)
3. Pol-Mil/Strategic Planning (Europe, International Negotiation)
4. Management (Financial, Transportation, Manpower/Personnel)
5. Applied Logic (Operations Analysis, Quantitative Economic)
6. Operations Systems Technology (ASW, C<sup>2</sup>)
7. Environmental Science (Geophysics, Oceanography)
8. Naval Systems Engineering (Nuclear Engineering, Electronic Engineering)
9. Weapons Engineering (Chemistry, Nuclear Physics, Strat. Navig.)
10. Aeronautical Systems Engineering (Avionics, Test Pilot)
11. Communications (Engineering, Systems Technology)
12. Computer Technology (Science, Systems Technology)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Pub. Affai.	-	-	VIII26A	1077-1078
2. Intellig.	-	-	VIII26B	1079-1080
3. Pol/Mil	-	-	VIII26C	1081-1082
4. Manage.	-	-	VIII26D	1083-1084
5. App. Logic	-	-	VIII26E	1085-1086
6. Oper. Sys.	-	-	VIII26F	1087-1088
7. Environ.	-	-	VIII26G	1089-1090
8. Naval Sys.	-	-	VIII26H	1091-1092
9. Weapons	-	-	VIII26I	1093-1094
10. Aeronautic.	-	-	VIII26J	1095-1096
11. Communica.	-	-	VIII26K	1097-1098
12. Computer	-	-	VIII26L	1099-1100

NOTES:

**APPENDIX J**  
**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 Intentions: 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?

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. 0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
Career intent	VIII	VIII	VII3	1101

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

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 and location.

ITEM(S):

Career Satisfaction: The following items deal with your attitudes toward your career and location. Please respond as honestly and accurately as you can. It is important that you complete each item even though it appears to be the same statement. Indicate how much you agree or disagree with each statement by using the scale below and responding to each item.

1. I would be very dissatisfied if I had to change my career.
2. I would definitely not recommend my location to friends.
3. The more I think about it, the more I feel I made a bad move in entering my career.
4. I am fortunate to be located where I am.
5. I thoroughly enjoy my career.
6. I thoroughly enjoy my location.
7. I take great pride in my career.
8. I would live anywhere in order to stay in my career.

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neither Agree nor Disagree
- 5.
- 6.
7. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Dissatis.	VII2A	VII2A	VII4A	1102
2. Recommend	VII2B	VII2B	VII4B	1103
3. Bad move	VII2C	VII2C	VII4C	1104
4. Fortunate	VII2D	VII2D	VII4D	1105
5. Enj. career	VII2E	VII2E	VII4E	1106
6. Enj. locat.	VII2F	VII2F	VII4F	1107
7. Great pride	VII2G	VII2G	VII4G	1108
8. Anywhere	VII2H	VII2H	VII4H	1109

NOTES:

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 and location.

ITEM(S):

9. I often think about being in a different location.
10. I would definitely like to change my career.
11. I would be more satisfied in a different location.
12. I feel I would be much more satisfied in a different location.
13. I am very satisfied with my present location.
14. Where I live is much more important to my satisfaction than my career.
15. I feel I could be much more satisfied in a different career.

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neither Agree nor Disagree
- 5.
- 6.
- . Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
9. Different	VII2I	VII2I	VII4I	1110
10. Definitely	VII2J	VII2J	VII4J	1111
11. Satisfied	VII2K	VII2K	VII4K	1112
12. More satis.	VII2L	-	VII4L	1113
13. Very satis.	VII2M	VII2M	VII4M	1114
14. Live	VII2N	VII2N	VII4N	1115
15. Career	-	VII2L	-	1116

NOTES:

These items are a continuation of "Satisfaction with Career".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ORGANIZATIONAL COMMITMENT

SECTION: Career Attitudes

SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating an officer's organizational commitment.

ITEM(S):

Indicate your level of agreement with items ( ) through ( ).

1. I am willing to put in a great deal of effort beyond that normally expected in order to help the Navy be successful.
2. I talk up the Navy to my friends as a great organization to work for.
3. I feel very little loyalty to the Navy.
4. I would accept almost any type of job assignment in order to remain in the Navy.
5. I find that my values and the Navy's values are very similar.
6. I am proud to tell others that I am part of the Navy.
7. I could just as well be working for a different organization as long as the type of work were similar.
8. The Navy really inspires the very best in me in the way of job performance.
9. It would take very little change in my present circumstances to cause me to leave.

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Great deal	IX1	IX1	IX1	1117
2. Talk up	IX2	IX2	IX2	1118
3. Loyalty	IX3	IX3	IX3	1119
4. Almost any	IX4	IX4	IX4	1120
5. Navy's Valu.	IX5	IX5	IX5	1121
6. Part of Navy	IX6	IX6	IX6	1122
7. Type of work	IX7	IX7	IX7	1123
8. Inspires	IX8	IX8	IX8	1124
9. Little change	IX9	IX9	IX9	1125

NOTES:



PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ORGANIZATIONAL COMMITMENT2

SECTION: Career Attitudes

SECTION ITEM NO.: 003

DEFINITION:

A series of one-digit responses indicating an officer's organizational commitment.

ITEM(S):

10. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined.
11. There's not too much to be gained by staying with the Navy indefinitely.
12. Often, I find it difficult to agree with the Navy's policies on important matters relating to its personnel.
13. I really care about the fate of the Navy.
14. For me this is the best of all possible organizations for which to work.
15. Deciding to join the Navy was a definite mistake on my part.

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
10. I chose	IX10	IX10	IX10	1126
11. Not much	IX11	IX11	IX11	1127
12. Difficult	IX12	IX12	IX12	1128
13. Really care	IX13	IX13	IX13	1129
14. Best of all	IX14	IX14	IX14	1130
15. Mistake	IX15	IX15	IX15	1131

NOTES:

These items are a continuation of "Organizational Commitment".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **SATISFACTION WITH SELF**

SECTION: Career Attitudes

SECTION ITEM NO.: 004

DEFINITION:

A series of one-digit responses indicating officers' satisfaction with themselves.

ITEM(S):

Indicate your level of agreement with items ( ) through ( ). Respond using the following scale:

1. I feel that I'm a person of worth, at least on an equal plane with others.
2. I feel that I have a number of good qualities.
3. All in all, I am inclined to feel that I am a failure.
4. I feel I do not have much to be proud of.
5. I wish I could have more respect for myself.
6. I am able to do things as well as most other people.
7. At times I think I am no good at all.
8. On the whole, I am satisfied with myself.
9. I take a positive attitude toward myself.
10. I certainly feel useless at times.
11. I feel competent at the present time as a pilot/NFO.  
General URL Officer.

\*In AWO survey only  
\*In GURL survey only

RESPONSE SCALE:

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

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Worth	IX26	IX26	IX26	1132
2. Qualities	IX27	IX27	IX27	1133
3. Failure	IX28	IX28	IX28	1134
4. Proud of	IX29	IX29	IX29	1135
5. More respe.	IX30	IX30	IX30	1136
6. Other peop.	IX31	IX31	IX31	1137
7. No good	IX32	IX32	IX32	1138
8. Satisfied	IX33	IX33	IX33	1139
9. Attitude	IX34	IX34	IX34	1140
10. Useless	IX35	IX35	IX35	1141
11. Competent	IX36	-	IX36	1142

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FEELINGS ABOUT OCCUPATION AND ORGANIZATION**

SECTION: Career Attitudes

SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses indicating officers' feelings about their occupation and the organization.

ITEM(S):

Career Satisfaction II. The following items are similar to those you covered earlier. However, we would like your assistance to see how Navy officers look at their career in relation to their occupation and organization. Multiple items help us obtain stable estimates of attitudes. Respond using the following scale:

1. I am very satisfied with my occupation.
2. Being in the Navy is more important than my location.
3. I thoroughly enjoy my field of work.
4. My career is significantly more important to me than the Navy.
5. I would definitely like to change my field of work.
6. The occupation in which I work is more important to me than my location.
7. I would feel happier with a different occupation.
8. The occupation in which I work is more important than my career.

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neither Agree nor Disagree
- 5.
6. Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Satisfied	IX37A	IX36A	IX37A	1143
2. Important	IX37B	IX36B	IX37B	1144
3. Enjoy work	IX37C	IX36C	IX37C	1145
4. My career	IX37D	IX36D	IX37D	1146
5. Change work	IX37E	IX36E	IX37E	1147
6. Occupation	IX37F	IX36F	IX37F	1148
7. Happier	IX37G	IX36G	IX37G	1149
8. Career	IX37H	IX36H	IX37H	1150

NOTES:

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FEELINGS2**

SECTION: Career Attitudes

SECTION ITEM NO.: 005

DEFINITION:

A series of one-digit responses indicating officers' feelings about their occupation and the organization.

ITEM(S):

9. I definitely feel I am in the right field of work.
10. I am very sorry I chose my occupation.
11. The Navy is more essential to me than my field of work.
12. I feel very good about my career.
13. I take great pride in my field of work.
14. Location is not nearly as important to me as being in the Navy.
15. If I could do it over again, I would not choose my occupation.
16. I definitely feel that I am in the wrong career.
17. The Navy is materially more essential to me than my career.
18. I think I made a serious mistake in choosing my field of work.
19. I often think about changing my career.
20. My career takes precedence over my field of work.
21. Location is more important to me than the field in which I work.
22. My occupation is more vital to me than the Navy.

RESPONSE SCALE:

1. Strongly Disagree
- 2.
- 3.
4. Neither Agree nor Disagree
- 5.
- 6.
- . Strongly Agree

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
9. Right work	IX37I	IX36I	IX37I	1151
10. Very sorry	IX37J	IX36J	IX37J	1152
11. Essential	IX37K	IX36K	IX37K	1153
12. Very good	IX37L	IX36L	IX37L	1154
13. Great pride	IX37M	IX36M	IX37M	1155
14. Location	IX37N	IX36N	IX37N	1156
15. Not choose	IX37O	IX36O	IX37O	1157
16. Definitely	IX37P	IX36P	IX37P	1158
17. Materially	IX37Q	IX36Q	IX37Q	1159
18. Serious	IX37R	IX36R	IX37R	1160
19. Changing	IX37S	IX36S	IX37S	1161
20. Precedence	IX37T	IX36T	IX37T	1162
21. Field	IX37U	IX36U	IX37U	1163
22. Vital	IX37V	IX36V	IX37V	1164

NOTES:

These items are a continuation of "Feelings About Occupation and Organization".



**APPENDIX K**  
**PERFORMANCE**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORT**

SECTION: Performance

SECTION ITEM NO.: 001

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...which is not relevant or available.

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:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Month	II41A	II31A	II21A	1165-1166
2. Year	II41B	II31B	II21B	1167-1168
3. Sea/Shore	II41C	II31C	II21C	1169
4. Field Circ.	II41D	II31D	II21D	1170
5. 1%	II41E	II31E	II21E	1171-1172
6. 5%	II41F	II31F	II21F	1173-1174
7. 10%	II41G	II31G	II21G	1175-1176
8. 30%	II41H	II31H	II21H	1177-1178
9. 50%	II41I	II31I	II21I	1179-1180
10. 50%	II41J	II31J	II21J	1181-1182
11. 30% Mar.Uns.	II41K	II31K	II21K	1183-1184
12. Recmd Early	II41L	II31L	II21L	1185
13. Ranking	II41M	II31M	II21M	1186-1187
14. Num. Recmd	II41N	II31N	II21N	1188-1189

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

Question differs in AWO & GURL: "Since this is privileged information you are not required to complete it, but your help is essential to our ability to provide useful results. No information from an individual will be reported". Question differs in AWO: "(Codes 1 through 7 under Evaluation and Summary are to aid data processing)".

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORT2**

SECTION: Performance

SECTION ITEM NO.: 002

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:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Month	II42A	II32A	II22A	1190-1191
2. Year	II42B	II32B	II22B	1192-1193
3. Sea/Shore	II42C	II32C	II22C	1194
4. Field Circ.	II42D	II32D	II22D	1195
5. 1%	II42E	II32E	II22E	1196-1197
6. 5%	II42F	II32F	II22F	1198-1199
7. 10%	II42G	II32G	II22G	1200-1201
8. 30%	II42H	II32H	II22H	1202-1203
9. 50%	II42I	II32I	II22I	1204-1205
10. 50%	II42J	II32J	II22J	1206-1207
11. 30% Mar.Uns.	II42K	II32K	II22K	1208-1209
12. Recmd Early	II42L	II32L	II22L	1210
13. Ranking	II42M	II32M	II22M	1211-1212
14. Num. Recmd	II42N	II32N	II22N	1213-1214

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORT3**

SECTION: Performance

SECTION ITEM NO.: 003

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:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Month	II43A	II33A	II23A	1215-1216
2. Year	II43B	II33B	II23B	1217-1218
3. Sea/Shore	II43C	II33C	II23C	1219
4. Field Circ.	II43D	II33D	II23D	1220
5. 1%	II43E	II33E	II23E	1221-1222
6. 5%	II43F	II33F	II23F	1223-1224
7. 10%	II43G	II33G	II23G	1225-1226
8. 30%	II43H	II33H	II23H	1227-1228
9. 50%	II43I	II33I	II23I	1229-1230
10. 50%	II43J	II33J	II23J	1231-1232
11. 30% Mar.Uns.	II43K	II33K	II23K	1233-1234
12. Recmd Early	II43L	II33L	II23L	1235
13. Ranking	II43M	II33M	II23M	1236-1237
14. Num Recmd	II43N	II33N	II23N	1238-1239

NOTES:

Question #3 differs in GURL:

Operationa/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORT4**

SECTION: Performance

SECTION ITEM NO.: 004

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)

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Month	II44A	II34A	II24A	1240-1241
2. Year	II44B	II34B	II24B	1242-1243
3. Sea/Shore	II44C	II34C	II24C	1244
4. Field Circ.	II44D	II34D	II24D	1245
5. 1%	II44E	II34E	II24E	1246-1247
6. 5%	II44F	II34F	II24F	1248-1249
7. 10%	II44G	II34G	II24G	1250-1251
8. 30%	II44H	II34H	II24H	1252-1253
9. 50%	II44I	II34I	II24I	1254-1255
10. 50%	II44J	II34J	II24J	1256-1257
11. 30% Mar.Uns.	II44K	II34K	II24K	1258-1259
12. Recmd Early	II44L	II34L	II24L	1260
13. Ranking	II44M	II34M	II24M	1261-1262
14. Num. Recmd	II44N	II34N	II24N	1263-1264

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORTS**

SECTION: Performance

SECTION ITEM NO.: 005

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)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Month	II45A	II35A	II25A	1265-1266
2. Year	II45B	II35B	II25B	1267-1268
3. Sea/Shore	II45C	II35C	II25C	1269
4. Field Circ.	II45D	II35D	II25D	1270
5. 1%	II45E	II35E	II25E	1271-1272
6. 5%	II45F	II35F	II25F	1273-1274
7. 10%	II45G	II35G	II25G	1275-1276
8. 30%	II45H	II35H	II25H	1277-1278
9. 50%	II45I	II35I	II25I	1279-1280
10. 50%	II45J	II35J	II25J	1281-1282
11. 30% Mar.Uns.	II45K	II35K	II25K	1283-1284
12. Recmd Early	II45L	II35L	II25L	1285
13. Ranking	II45M	II35M	II25M	1286-1287
14. Num. Recmd	II45N	II35N	II25N	1288-1289

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORT6**

SECTION: Performance

SECTION ITEM NO.: 006

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)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Month	II46A	II36A	II26A	1290-1291
2. Year	II46B	II36B	II26B	1292-1293
3. Sea/Shore	II46C	II36C	II26C	1294
4. Field Circ.	II46D	II36D	II26D	1295
5. 1%	II46E	II36E	II26E	1296-1297
6. 5%	II46F	II36F	II26F	1298-1299
7. 10%	II46G	II36G	II26G	1300-1301
8. 30%	II46H	II36H	II26H	1302-1303
9. 50%	II46I	II36I	II26I	1304-1305
10. 50%	II46J	II36J	II26J	1306-1307
11. 30% Mar.Uns.	II46K	II36K	II26K	1308-1309
12. Recmd Early	II46L	II36L	II26L	1310
13. Ranking	II46M	II36M	II26M	1311-1312
14. Num. Recmd	II46N	II36N	II26N	1313-1314

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORT7**

SECTION: Performance

SECTION ITEM NO.: 007

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)

RESPONSE SCALE:

SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Month	II47A	II37A	II27A	1315-1316
2. Year	II47B	II37B	II27B	1317-1318
3. Sea/Shore	II47C	II37C	II27C	1319
4. Field Circ.	II47D	II37D	II27D	1320
5. 1%	II47E	II37E	II27E	1321-1322
6. 5%	II47F	II37F	II27F	1323-1324
7. 10%	II47G	II37G	II27G	1325-1326
8. 30%	II47H	II37H	II27H	1327-1328
9. 50%	II47I	II37I	II27I	1329-1330
10. 50%	II47J	II37J	II27J	1331-1332
11. 30% Mar.Uns.	II47K	II37K	II27K	1333-1334
12. Recmd Early	II47L	II37L	II27L	1335
13. Ranking	II47M	II37M	II27M	1336-1337
14. Num. Recmd	II47N	II37N	II27N	1338-1339

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **FITNESS REPORTS**

SECTION: Performance

SECTION ITEM NO.: 008

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)

RESPONSE SCALE:



SOURCE/LOCATION OF ENTRY:

ITEM	AWO	SWO	GURL	COLUMN LOCATION
1. Month	II48A	II38A	II28A	1340-1341
2. Year	II48B	II38B	II28B	1342-1343
3. Sea/Shore	II48C	II38C	II28C	1344
4. Field Circ.	II48D	II38D	II28D	1345
5. 1%	II48E	II38E	II28E	1346-1347
6. 5%	II48F	II38F	II28F	1348-1349
7. 10%	II48G	II38G	II28G	1350-1351
8. 30%	II48H	II38H	II28H	1352-1353
9. 50%	II48I	II38I	II28I	1354-1355
10. 50%	II48J	II38J	II28J	1356-1357
11. 30% Mar.Uns.	II48K	II38K	II28K	1358-1359
12. Recmd Early	II48L	II38L	II28L	1360
13. Ranking	II48M	II38M	II28M	1361-1362
14. Num. Recmd	II48N	II38N	II28N	1363-1364

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational

**APPENDIX L**  
**OFFICER MASTER FILE DATA**

PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: **ACADEMIC PROFILE CODE**

OMF ITEM NO.: 001

OMF CODE: ACPROF

COLUMN(S) 1400-1402

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).

<u>Code</u>	<u>Grade</u>	<u>Quality Point Rating Range</u>
0	A-/A	3.60 - 4.00
1	B+	3.20 - 3.59
2	B-/B	2.60 - 3.19
3	C+	2.20 - 2.59
4	C	1.90 - 2.19
5	C- or below	0 - 1.89

2. Second digit is the Math Qualification Code.

<u>Code</u>	<u>Definition</u>
0	Significant post-calculus math with B average
1	2 or more calculus courses with B+ average
2	2 or more calculus courses with C+ average
3	1 calculus course with C grade or better
4	At least 2 pre-calculus courses with B average or better
5	At least one pre-calculus course with C grade
6	No math with C grade

3. Third digit is the Technical Qualification Code. Used for technical curriculum requiring physical science for entrance.

<u>Code</u>	<u>Lower Division</u>		<u>Upper Div Courses in</u>
	<u>Calculus-Based</u>	<u>Physics</u>	<u>Eng/Physical Science</u>
			<u>Major</u>
0	-	-	B+ average
1	-	-	C+ average
2	Complete sequence taken B+ average		
3	Complete sequence taken C+ average		
4	At least one course with C grade		
5	None		

---

ENTRY NAME: **ACTIVE DUTY BASE DATE** OMF ITEM NO.: 002

OMF CODE: ABDBYR COLUMN(S) 1403-1404  
ABDBMO 1405-1406  
ABDEDA 1407-1408

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) 1409-1410

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) 1411-1412  
LOSDATMO 1413-1414  
LOSDATDA 1415-1416

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) 1417-1419
AQD2	1420-1422
AQD3	1423-1425
AQD4	1426-1428
AQD5	1429-1431
AQD6	1432-1434
AQD7	1435-1437
AQD8	1438-1440
AQD9	1441-1443
AQD10	1444-1446
AQD11	1447-1449
AQD12	1450-1452

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) 1453-1454

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      COLUMN(S) 1455-1456  
          AQDDATE2      1457-1458  
          AQDDATE3      1459-1460  
          AQDDATE4      1461-1462  
          AQDDATE5      1463-1464  
          AQDDATE6      1465-1466  
          AQDDATE7      1467-1468  
          AQDDATE8      1469-1470  
          AQDDATE9      1471-1472  
          AQDDATE10     1473-1474  
          AQDDATE11     1475-1476  
          AQDDATE12     1477-1478

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) 1479

DEFINITION:      A one-position alphanumeric code which indicates the operational flying status of the billet in which an officer is currently serving.

<u>Code</u>	<u>Definition</u>
A	Operational flying billet. This officer was ordered in DIFOPS status and the MOF counter is being incremented monthly for gate purposes
C	Proficiency flying. Officer was ordered to duty involving proficiency flying (DIFPRO). The MOF counter <u>is not</u> being incremented (no longer used - retained for historical purposes).
O	This ABI is used for all aviation officers not ordered to DIFOPS or DIFPRO. The MOF counter <u>is not</u> being incremented.
(blank)	Current flying status under review or officer has acquired 18+ years aviation service



---

ENTRY NAME: **COMMAND SCREEN RESULTS**

OMF ITEM NO.: 011

OMF CODE: SCREEN

COLUMN(S) 1487-1491

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.: 012

OMF CODE: BIRTHYR  
BIRTHMO  
BIRTHDA

COLUMN(S) 1492-1493  
1494-1495  
1496-1497

DEFINITION: A six-digit date which shows the last 2 digits of year, month, and day of an officer's birth.



---

ENTRY NAME: **DATE OF FIRST COMMISSION** OMF ITEM NO.: 013

OMF CODE: COMMYR COLUMN(S) 1498-1499  
COMMMO 1500-1501

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.

---

ENTRY NAME: **DATE OF GAIN TO ACTIVE DUTY - INITIAL** OMF ITEM NO.: 014

OMF CODE: GAINYR COLUMN(S) 1502-1503  
GAINMO 1504-1505  
GAINDA 1506-1507

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.

---

ENTRY NAME: **DATE OF RANK** OMF ITEM NO.: 015

OMF CODE: RANKYR COLUMN(S) 1508-1509  
RANKMO 1510-1511  
RANKDA 1512-1513

DEFINITION: A four-digit date (last two digits of year and month) of an officer's date of rank in his PRESENT GRADE.

NOTES:

Nine (999999999) may be recorded for officers whose date of rank is temporarily undetermined.

---

ENTRY NAME: DECORATIONS CODE

OMF ITEM NO.: 016

OMF CODE: DECOCODE

COLUMN(S) 1514

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.

<u>Code</u>	<u>Definition</u>
1	Medal of Honor
2	Navy Cross
3	Distinguished Service Medal
4	Silver Star Medal
5	Legion of Merit
6	Distinguished Flying Cross
7	Navy and Marine Corps Medal
8	Bronze Star Medal
9	Meritorious Service Award
0	Air Medal

ENTRY NAME: **DEPENDENCY CODE**  
**PRIMARY**

OMF ITEM NO.: 017

OMF CODE: DEPEND1

COLUMN(S) 1516

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.

<u>Code</u>	<u>Definition</u>	<u>Code</u>	<u>Definition</u>
0	No primary dependents	A	1 dependent child
1	Spouse	B	2 dependent children
2	Spouse & 1 dependent child	C	3 dependent children
3	Spouse & 2 dependent children	D	4 dependent children
4	Spouse & 3 dependent children	E	5 dependent children
5	Spouse & 4 dependent children	F	6 dependent children
6	Spouse & 5 dependent children	G	7 dependent children
7	Spouse & 6 dependent children	H	8 or more dependent children
8	Spouse & 7 dependent children	K	Married (no primary dependents) *
9	Spouse & 8 or more dependent children		

\*Used to indentify service members married to other service members.

---

ENTRY NAME: **DEPENDENCY CODE**  
**SECONDARY**

OMF ITEM NO.: 019

OMF CODE: DEPEND2

COLUMN(S) 1937

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.

<u>Code</u>	<u>Definition</u>
O	No dependent parent
J	1 dependent parent
S	2 dependent parents

---

ENTRY NAME: **DESIGNATOR**

OMF ITEM NO.: 018

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 designatio

---

ENTRY NAME: **DESIGNATOR - PENDING**

OMF ITEM NO.: 019

OMF CODE: DESIGPEN

COLUMN(S) 1517-1519

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

OMF ITEM NO.: 020

OMF CODE: DESCH1YR  
DESCH1MO  
DESCH2YR  
DESCH2MO

COLUMN(S) 1520-1521  
1522-1523  
1524-1525  
1526-1527

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

OMF ITEM NO.: 021

OMF CODE: DESCH1  
DESCH2

COLUMN(S) 1528-1531  
1532-1535

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.: 022

OMF CODE: DISGRADE

COLUMN(S) 1536

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.

<u>Code</u>	<u>Grade</u>	<u>Pay Grade</u>	<u>Abbr.</u>
A	Fleet Admiral	012*	FADM
B	Admiral	010	ADM
C	Vice Admiral	09	VADM
D	Rear Admiral	08	RDMU
E	Rear Admiral (lower half)	07	RAML
G	Captain	06	CAPT
H	Commander	05	CDR
I	Lieutenant Commander	04	LCDR
J	Lieutenant	03	LT
K	Lieutenant (junior grade)	02	LTJG
L	Ensign	01	ENS
M	Chief Warrant Officer-4	W4	CW04
N	Chief Warrant Officer-3	W3	CW03
O	Chief Warrant Officer-2	W2	CW02

\*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**  
**PENDING**

OMF ITEM NO.: 023

OMF CODE: PNDGRADE

COLUMN(S) 1537.

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.: 024

OMF CODE: COLLEGE1  
COLLEGE2

COLUMN(S) 1538-1547  
1548-1557

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 ITEM NO.: 025

OMF CODE: EDLEVEL1  
EDLEVEL2

COLUMN(S) 1558  
1559

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).

Level Code

Definition

0	Less than high school.
1	High School Graduate or high school level General Educational Development (GED) certificate.
2	Less than 2 years of college.
3	Two years of college credit, but less than 3 years.
4	Three or more years of undergraduate college credit, no bachelor's degree awarded; or a degree from a non-accredited school.
5	A minimum of 18 hours toward a master's degree, no degree awarded and no prior bachelor's degree has been earned.
6	PROF Baccalaureate degree or <u>certain</u> first professional degree (e.g., Law, Theology, Optometry, etc.)
7	Baccalaureate degree <u>and</u> a minimum of 18 hours toward a master's degree.
8	Master's degree or selected second professional degree.
R	Post-master's degree. Degree beyond the master's level but less than doctorate.
9	Doctor's degree, Ph.D or equivalent in selected fields.



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ENTRY NAME: **EDUCATION - MAJOR**

OMF ITEM NO.: 026

OMF CODE: EDMAJOR1  
EDMAJOR2

COLUMN(S) 1560-1561  
1562-1563

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.: 027

OMF CODE: EDSPN1 (EDYEAR1)  
EDSPN2 (EDYEAR2)

COLUMN(S) 1564  
1565

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).

<u>Code</u>	<u>Definition</u>
A	Immediate Graduate Education Program (IGEP)
N	Navy-sponsored graduate or advanced courses
E	Navy-enlisted Scientific Educational Program (NESEP)
B	Junior Line Officer Advanced Scientific Educational Program (BURKE)
Z	Designated CNO Scholar
G	Advanced Education Program



---

ENTRY NAME: **EDUCATION HISTORY  
CURRICULUM**

OMF ITEM NO.: 031

OMF CODE: EDHISCUR

COLUMN(S) 1950-1952

DEFINITION: A three-position code which represents the curriculum in an undergraduate/postgraduate education program for which an officer has been selected (Codes are identical to EDUCATION PROGRAM STATUS - CURRICULUM).

---

ENTRY NAME: **EDUCATION HISTORY  
EDUCATION GROUP**

OMF ITEM NO.: 032

OMF CODE: EDHISGRP

COLUMN(S) 1953

DEFINITION: A one-position numeric code indicating the fiscal year in which an officer was screened by an education selection board. The code is the second position of the fiscal year.

---

ENTRY NAME: **EDUCATION HISTORY  
STATUS**

OMF ITEM NO.: 033

OMF CODE: EDHISTAT

COLUMN(S) 1954

DEFINITION: A one-position alphabetic code which indicates whether an officer was a principal or alternate selectee when he was selected for the curriculum indicated in EDUCATION HISTORY - CURRICULUM.

---

ENTRY NAME: **EDUCATION HISTORY  
YEAR LAST SELECTED**

OMF ITEM NO.: 034

OMF CODE: LASTPGYR  
LASTPGF1

COLUMN(S) 1575-1576  
1577

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.: 035

OMF CODE: EDPREFYR  
EDPREFMO

COLUMN(S) 1578  
1579-1580

DEFINITION: A three-position date (year, month - YMM format) which is the date the Officer Preference and Personal 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.: 036

OMF CODE: EDNODES

COLUMN(S) 1581

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.

---

ENTRY NAME: **EDUCATION PREFERENCE  
CURRICULA**

OMF ITEM NO.: 037

OMF CODE: EDPREFC1  
EDPREFC2  
EDPREFC3

COLUMN(S) 1941-1943  
1944-1946  
1947-1949

DEFINITION: A three-position numeric code which signifies the education curricula an officer has submitted to the Chief of Naval Personnel to indicate his preference for Navy sponsored graduate or undergraduate education. Three codes are recorded in order of preference.

---

ENTRY NAME: **EDUCATION PROGRAM STATUS  
CURRICULUM**

OMF ITEM NO.: 038

OMF CODE: EDPROGC

COLUMN(S) 1955-1957

DEFINITION: A three-position code which represents the curriculum in an undergraduate/postgraduate program for which an officer has been selected (Codes are identical to EDUCATION PREFERENCE-CURRICULA codes).



---

ENTRY NAME: **ESTIMATED LOSS CODE**  
(PENDING)

OMF ITEM NO.: 041

OMF CODE: ELCPEND

COLUMN(S) 1583

DEFINITION: A one-character alpha coda indentifying 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.

---

ENTRY NAME: **ESTIMATED LOSS DATE**

OMF ITEM NO.: 042

OMF CODE: ELDYR  
ELDMO  
ELDDA

COLUMN(S) 1584-1585  
1586-1587  
1588-1589

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.: 043

OMF CODE: ELDPENYR  
ELDPENMO

COLUMN(S) 1590-1591  
1502-1593

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: **ETHNIC GROUP DESIGNATOR** OMF ITEM NO.: 044

OMF CODE: ETHNIC COLUMN(S) 1959

DEFINITION: A one-position code which describes segments of the population that possess common characteristics and a cultural heritage significantly different from that of the general population.

NOTES:

For listing of ethnic codes, please refer to OFFICER MASTER FILE (OMF) DATA ELEMENTS DICTIONARY, Item 1-98.

---

ENTRY NAME: **FROCKING INDICATOR** OMF ITEM NO.: 045

OMF CODE: FROCKING COLUMN(S) 1594

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.: 046

OMF CODE: LOSSCODE COLUMN(S) 1595-1597

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**

OMF ITEM NO.: 047

OMF CODE: MINREQYR  
MINREQMO

COLUMN(S) 1598-1599  
1600-1601

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: **MONTHS OPERATION FLYING**

OMF ITEM NO.: 048

OMF CODE: OPFLYMON

COLUMN(S) 1938-1940

DEFINITION: A three-position field which indicates the number of months a member was serving in an operational flying billet. This field will be incremented by 1 for each month an officer continues to serve in an operational flying billet.

---

ENTRY NAME: **NAVAL FLIGHT OFFICER  
DESIGNATION DATE**

OMF ITEM NO.: 049

OMF CODE: NFODEGYR  
NFODEGMO

COLUMN(S) 1602-1603  
1604-1605

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

OMF ITEM NO.: 050

OMF CODE: NOBC1	COLUMN(S) 1606-1609
NOBC2	1610-1613
NOBC3	1614-1617
NOBC4	1618-1621
NOBC5	1622-1625
NOBC6	1626-1629
NOBC7	1630-1633

DEFINITION: A four digit code which indentifies 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 KEY

OMF ITEM NO.: 051

OMF CODE: NOBCKEY1	COLUMN(S) 1636
NOBCKEY2	1637
NOBCKEY3	1638
NOBCKEY4	1639
NOBCKEY5	1640
NOBCKEY6	1641
NOBCKEY7	1642

DEFINITION: A one-character alpha code used to relate a Naval Officer Billet Classification to the duty station at which qualification was obtained.

<u>Code</u>	<u>Related to:</u>
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.: 052

OMF CODE: NOBCMON1	COLUMN(S) 1643-1644
NOBCMON2	1645-1646
NOBCMON3	1647-1648
NOBCMON4	1649-1650
NOBCMON5	1651-1652
NOBCMON6	1653-1654
NOBCMON7	1655-1656

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.: 053

OMF CODE: NOBCSTA1	COLUMN(S) 1657-1659
NOBCSTA2	1660-1662
NOBCSTA3	1663-1665
NOBCSTA4	1666-1668
NOBCSTA5	1669-1671
NOBCSTA6	1672-1674
NOBCSTA7	1675-1677

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.: 054

OMF CODE: OCCUCODE

COLUMN(S) 1678

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.: 055

OMF CODE: OFFACCES

COLUMN(S) 1679

DEFINITION: A one-position code which indicates an officer's initial gain as permanent duty.

<u>Code</u>	<u>Definition</u>
A	TAC Source is from activities other than NFC
C	TAC source is NFC
(blank)	Individual not yet on permanent duty

---

ENTRY NAME: PAST DUTY STATION  
DEPLOYMENT DURATION

OMF ITEM NO.: 056

OMF CODE: PDS DUR1  
PDS DUR2  
PDS DUR3  
PDS DUR4  
PDS DUR5  
PDS DUR6  
PDS DUR7  
PDS DUR8

COLUMN(S) 1682-1683  
1684-1685  
1686-1687  
1688-1689  
1690-1691  
1692-1693  
1694-1695  
1696-1697

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 (PDS DUR1 describes the most recent past duty station.

---

ENTRY NAME: **PAST DUTY STATION  
FROM DATE**

OMF ITEM NO.: 057

OMF CODE:	COLUMN(S)
PDSFRYR1	1698-1699
PDSFRM01	1700-1701
PDSFRYR2	1702-1703
PDSFRM02	1704-1705
PDSFRYR3	1706-1707
PDSFRM03	1708-1709
PDSFRYR4	1710-1711
PDSFRM04	1712-1713
PDSFRYR5	1714-1715
PDSFRM05	1716-1717
PDSFRYR6	1718-1719
PDSFRM06	1720-1721
PDSFRYR7	1722-1723
PDSFRM07	1724-1725
PDSFRYR8	1726-1727
PDSFRM08	1728-1729

DEFINITION: A four-digit date (last two digits of year and month) which indicates when an officer reported to a duty station (PDSFRYR1 and PDSFRM01 describe the most recent reporting date).

---

ENTRY NAME: **PAST DUTY STATION  
TO DATE**

OMF ITEM NO.: 058

OMF CODE:	COLUMN(S)
PDSTOYR1	1730-1731
PDSTOM01	1732-1733
PDSTOYR2	1734-1735
PDSTOM02	1736-1737
PDSTOYR3	1738-1739
PDSTOM03	1740-1741
PDSTOYR4	1742-1743
PDSTOM04	1744-1745
PDSTOYR5	1746-1747
PDSTOM05	1748-1749
PDSTOYR6	1750-1751
PDSTOM06	1752-1753
PDSTOYR7	1754-1755
PDSTOM07	1756-1757
PDSTOYR8	1758-1759
PDSTOM08	1760-1761

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 ITEM NO.: 059

OMF CODE: PDSTYPE1	COLUMN(S) 1762
PDSTYPE2	1763
PDSTYPE3	1764
PDSTYPE4	1765
PDSTYPE5	1766
PDSTYPE6	1767
PDSTYPE7	1768
PDSTYPE8	1769

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 ITEM NO.: 060

OMF CODE: PRECGRP

COLUMN(S) 1770

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.

<u>Code</u>	<u>Definition</u>
L	Lineal list officer and women other than designator 1XXX or 3XXX
M	Bandmaster
N	USN Warrant officer (including women)
P	USNR Warrant officer (including women)
R	Retired officer on active duty (including WAVES)
T	TAR officer (including women and warrant officer TARs)
W	USN women (other than warrant officers) with designators 1XX0 or 3XX0
Y	USNR women (other than warrant officers or TARs) with designators 1XX5 or 3XX5
Z	Temporarily active duty officer

---

ENTRY NAME: **PRECEDENCE NUMBER**

OMF ITEM NO.: 061

OMF CODE: PRECNUMB

COLUMN(S) 1771-1778

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**  
(MONTHS)

OMF ITEM NO.: 062

OMF CODE: MILTSERV

COLUMN(S) 1779-1781

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: **PROMOTIONAL HISTORY**  
**(WARRANT THROUGH FLAG)**

OMF ITEM NO.: 063

OMF CODE: ENSYR	COLUMN(S) 1782-1783
ENSMO	1784-1785
ENSDA	1786-1787
LTJGYR	1788-1789
LTJGMO	1790-1791
LTJGDA	1792-1793
LTYR	1794-1795
LTMO	1796-1797
LTDA	1798-1799
LCDRYR	1800-1801
LCDRMO	1802-1803
LDCRDA	1804-1805
CDRYR	1806-1807
CDRMO	1808-1809
CDRDA	1810-1811
CAPTYR	1812-1813
CAPTMO	1814-1815
CAPTDA	1816-1817

DEFINITION: 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.

ENTRY NAME: PROMOTION STATUS

OMF ITEM NO.: 064

OMF CODE: PROMSTAT

COLUMN(S) 1824-1827

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.

<u>Code</u>	<u>Definition</u>
S	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.
F	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.
X	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.
L	CWO selected for LDO.

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.: 065

OMF CODE: RACE

COLUMN(S) 1828

DEFINITION: A one-digit code identifying an officer's race.

<u>Code</u>	<u>Race/Pop Group Description</u>
C	White (Caucasoid)
N	Black (Negroid of African)
M	Yellow (Asian/Mongoloid)
R	Red (American Indian)
X	Other
Z	Unknown

---

ENTRY NAME: RESIGNATION-DATE RECEIVED

OMF ITEM NO.: 066

OMF CODE: RESIGYR  
RESIGMO

COLUMN(S) 1829-1830  
1831-1832

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: SEPARATION REASON CODE

OMF ITEM NO.: 067

OMF CODE: SEPREAM

COLUMN(S) 1833

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)  
COLLEGE**

OMF ITEM NO.: 068

OMF CODE: JRCOLLEGE

COLUMN(S) 1834-1835

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.

<u>Code</u>	<u>Definition</u>
NC	Naval War College (C&S)
MC	USMC (C&S)
XX	Other
2 digits	Alternate Order of Merit
(blank)	URL or Supply Corps School

---

ENTRY NAME: **SERVICE COLLEGE (JR)  
FISCAL YEAR ELIGIBLE**

OMF ITEM NO.: 069

OMF CODE: JCELIGFR  
JCELIGTO

COLUMN(S) 1836  
1837

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).

---

ENTRY NAME: **SERVICE COLLEGE (JR)  
FISCAL YEAR SELECTED**

OMF ITEM NO.: 070

OMF CODE: JCSELEC

COLUMN(S) 1838

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)**  
**SELECTEE STATUS**

OMF ITEM NO.: 071

OMF CODE: JCSTAT

COLUMN(S) 1839

DEFINITION: A one-position alpha code which indicates whether a junior service college program selectee was selected as a principal or alternate.

<u>Code</u>	<u>Definition</u>
A	Alternate
P	Principal
(blank)	Not a selectee

---

ENTRY NAME: **SERVICE COLLEGE (SR)**

OMF ITEM NO.: 072

OMF CODE: SRCOLLEGE

COLUMN(S) 1840-1841

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.: 073

OMF CODE: SCELIGFR  
SCELIGTO

COLUMN(S) 1842  
1843

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.: 074

OMF CODE: SCSELEC

COLUMN(S) 1844

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.: 075

OMF CODE: SCSTAT

COLUMN(S) 1845

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.: 076

OMF CODE: SERVDATE

COLUMN(S) 1846-1847

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.: 077

OMF CODE: SERVSCH1	COLUMN(S) 1848-1850
SERVSCH2	1851-1853
SERVSCH3	1854-1856
SERVSCH4	1857-1859
SERVSCH5	1860-1862

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.: 078

OMF CODE: SCHDTYR1	COLUMN(S) 1863-1864
SCHDTM01	1865-1866
SCHDTYR2	1867-1868
SCHDTM02	1869-1870
SCHDTYR3	1871-1872
SCHDTM03	1873-1874
SCHDTYR4	1875-1876
SCHDTM04	1877-1878
SCHDTYR5	1879-1880
SCHDTM05	1881-1882

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: **SEX CODE** OMF ITEM NO.: 079

OMF CODE: SEXCODE	COLUMN(S) 1885
-------------------	----------------

DEFINITION: A one-position alphabetic code used to identify an officer as male ("M") or female ("F").

---

ENTRY NAME: SOURCE CODE

OMF ITEM NO.: 080

OMF CODE: OSRCE1  
OSRCE2  
CSRCE1  
CSRCE2

COLUMN(S) 1900-1901  
1902  
1903-1904  
1905

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: SUBSPECIALTY

OMF ITEM NO.: 081

OMF CODE: SUBSPEC1  
SUBSPEC2  
SUBSPEC3

COLUMN(S) 1908-1912  
1913-1917  
1918-1922

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 HISTORY** OMF ITEM NO.: 082

OMF CODE: SUBUTIL1 COLUMN(S) 1923  
SUBUTIL2 1924  
SUBUTIL3 1925  
SUBUTIL4 1926  
SUBUTIL5 1927  
SUBUTIL6 1928  
SUBUTIL7 1929  
SUBUTIL8 1930

DEFINITION: An 8-position alphabetic composite code which is used in tracking a subspecialist's assignments upon his entry into a subspecialty 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.: 083

OMF CODE: TYPEASGP COLUMN(S) 1931

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.

<u>Code</u>	<u>Definition</u>
C	Serving at Sea
S	Serving on Shore, inside U.S. (except Alaska or Hawaii)
A	Serving on Shore, Alaska
H	Serving on Shore, Hawaii
O	Serving on Shore, outside U.S.
D	Serving on Deployed Ship or Squadron homeported outside U.S.
G	Serving with other non-military U.S. Government Agency in reimbursable status

---

ENTRY NAME: **YEAR FIRST ELIGIBLE TO RETIRE** OMF ITEM NO.: 084

OMF CODE: ELIGRET COLUMN(S) 1932-1933

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.

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**APPENDIX M**  
**AVIATION OFFICER CAREER QUESTIONNAIRE**

1. \_\_\_\_\_ 2. SSN \_\_\_\_\_  
 First M.I. Last (1 - 9)

AVIATION OFFICER CAREER QUESTIONNAIRE

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.

I. Background Information

3. Grade: O- \_\_\_\_\_ (10)  
 4. Designator: \_\_\_\_\_ (11-14)  
 5. Marital Status: ( ) 1. Never Married (16) ( ) 2. Married - Year \_\_\_\_\_ (17) (18 - 19)  
 ( ) 3. Widow(er) - Year \_\_\_\_\_; and ( ) 4. Remarried - Year \_\_\_\_\_ (20) (21 - 22) (23) (24 - 25)  
 ( ) 5. Divorced - Year \_\_\_\_\_; and ( ) 6. Remarried - Year \_\_\_\_\_ (26) (27 - 28) (29) (30 - 31)  
 6. Children living with you: Number \_\_\_\_\_ Age(s) \_\_\_\_\_ (32 - 33) (34 - 39)  
 7. Precommissioning Class Ranks:

	0	1	2	3	4	5
	Don't Know	Bottom 20%	Next 20%	Mid 20%	Next 20%	Top 20%

- a. Academic (Undergraduate) ( ) ( ) ( ) ( ) ( ) ( ) (51)  
 b. Military (AOCS, USNA, etc.) ( ) ( ) ( ) ( ) ( ) ( ) (52)  
 8. What was your composite score for Advanced Flight Training? \_\_\_\_\_ ( ) Don't know ( ) N/A (54 - 56) (57)

II. Professional Qualifications

1. When were you awarded your wings? (59 - 62) \_\_\_\_\_ ( ) N/A  
 Month Year (63)  
 2. What specific aircrafts are you qualified to be a pilot of or an NFO? \_\_\_\_\_  
 3. I have obtained the following Surface Warfare qualifications (check best one): (69)  
 ( ) 1. None ( ) 4. Several but not SWO qualified  
 ( ) 2. OOD(U) ( ) 5. Am SWO qualified  
 ( ) 3. One qual, not OOD(U)

4. 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. Start 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 it, but your help is essential to our ability to provide useful results. No information from an individual will be reported.

Date	Block (13)	Sea/Shore*	Evaluation and Summary (blocks 51 & 52)								EARLY PROMOTION				
			TYPICALLY EFFECTIVE					Field Circled			(block 62) RECMD	(block 66) RANKING	(block 67) NUM RE		
			1%	5%	10%	30%	50%	50%	30%	MARG UNSAT					
05/81		1	②	1	1		1				YES	2	of	2	
11/80		1	1	③		1			1		NO		of		
11/79		2	MISSING											of	
1165-1166	1167-1168	1169	1171-1172	1173-1174	1175-1176	1177-1178	1179-1180	1181-1182	1183-1184	1190	1185	1186-1187	of	1188-1189	
1190-1191	1192-1193	1194	1196-1197	1198-1199	1200-1201	1202-1203	1204-1205	1206-1207	1208-1209	1195	1210	1211-1212	of	1213-1214	
1215-1216	1217-1218	1219	1221-1222	1223-1224	1225-1226	1227-1228	1229-1230	1231-1232	1233-1234	1220	1235	1236-1237	of	1238-1239	
1240-1241	1242-1243	1244	1246-1247	1248-1249	1250-1251	1252-1253	1254-1255	1256-1257	1258-1259	1245	1260	1261-1262	of	1263-1264	
1265-1266	1267-1268	1269	1271-1272	1273-1274	1275-1276	1277-1278	1279-1280	1281-1282	1283-1284	1270	1285	1286-1287	of	1288-1289	
1290-1291	1292-1293	1294	1296-1297	1298-1299	1300-1301	1302-1303	1304-1305	1306-1307	1308-1309	1295	1310	1311-1312	of	1313-1314	
1315-1316	1317-1318	1319	1321-1322	1323-1324	1325-1326	1327-1328	1329-1330	1331-1332	1333-1334	1320	1335	1336-1337	of	1338-1339	
1340-1341	1342-1343	1344	1346-1347	1348-1349	1350-1351	1352-1353	1354-1355	1356-1357	1358-1359	1345	1360	1361-1362	of	1363-1364	

\* 1=Sea; 2=Shore

### III. PRESENT ASSIGNMENT EXPERIENCE

In this section (pages 2 and 3) information is sought about your present tour of duty. If you are enroute to a new duty station, refer to your last tour to answer the items. The last 3 months should be your frame of reference when a specific time period is required

- My present tour is: ( ) 1. Sea ( ) 2. Shore (183)
- My PRD (184 / 187) ( ) Don't Know (188)  
Month Year
- Airplane Type/Activity (e.g., HSL, VP, VF, VT, NAVSTA): \_\_\_\_\_
- Home Port/Location: \_\_\_\_\_



IV. ASSIGNMENT PROCESS

1. For your most recent experience with a completed PCS change, how many days relative to your PRD did you receive (not applicable = 0);  
 (231 - 233) (234 - 236)  
 a. Informal notification? \_\_\_\_\_ days prior to, or \_\_\_\_\_ days after PRD.  
 b. Formal notification (orders)? \_\_\_\_\_ days prior to, or \_\_\_\_\_ days after PRD.  
 (237 - 239) (240 - 242)
2. When did you detach from your last assignment (use numbers such as 10-79; 0-0 equals no reassignment)?       (243)   /       (246)    
 Month                      Year
3. Was the new assignment sea or shore duty? (247)  
 ( ) 0. Never reassigned    ( ) 1. SEA    ( ) 2. SHORE
4. Did the reassignment involve a change in geographic location? (248)  
 ( ) 0. Never reassigned    ( ) 1. YES    ( ) 2. NO
5. How satisfactory was the amount of notification time you received for--  

N/A	<u>More than enough</u>	<u>Just about right</u>	<u>Cut it too close</u>	<u>Totally unsat</u>
(249) a. Informal notification ( )	( )	( )	( )	( )
(250) b. Formal notification ( )	( )	( )	( )	( )
6. If you answered question 5 with "cut it too close" or "totally unsatisfactory," were there special circumstances that may have affected the timing of your notification (choose best response)? (251)  
 ( ) 1. No  
 ( ) 2. Yes--and it was justifiable.  
 ( ) 3. Yes--and it wasn't justifiable.
7. Prior to your most recent transfer, how many days of lead time did you have to make travel arrangements and household effects shipment?  
      (252 - 254)   Days    ( ) Never transferred or not applicable.  
 (255)
8. How many months prior to your PRD to your current assignment did you submit a new preference card (none submitted = 0) (256 - 257) Months  
 ( ) Don't remember. (258)
9. If you did not submit one, why not (check best choice)? (259)  
 ( ) 1. It doesn't do any good.  
 ( ) 2. I talked to my detailer by phone to discuss my desires and the available options.  
 ( ) 3. I didn't need to submit a new one, the old one was O.K.  
 ( ) 4. I got my new assignment before I could submit one.  
 ( ) 5. Other \_\_\_\_\_

10. When I completed my most recent preference card, I (check the best choice):
- (260) ( ) 0. Did not complete one.
- ( ) 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.

11. How did you rank the following in importance on your last preference card (rank the highest as a 1. List zeroes if none submitted or out of date or not transferred):

(261) a. Location (262) b. Type Billet (263) c. Type Activity

12. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card using the scale below:

0 - Preference card not sent/out of date or never transferred.

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very Poor			Neutral			Very Good

(264) a. Location (265) b. Type Billet (266) c. Type Activity

13. Which one of the following statements best describes your experience in obtaining your current assignment? (277)

- ( ) 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 completely frustrating situation. No amount of effort on my part or by others was successful in influencing the system.

14. About how often did you interact with your detailer during your most recent assignment? Provide your best estimate.

a. About (287 - 288) times within a year of PRD.

b. About (289 - 290) times a year otherwise.

( ) c. Haven't been through reassignment. (291)

15. What was the purpose of these interactions (check one or more)?
- ( ) a. Not applicable (292)                      ( ) f. To determine status of requests, letters, etc. (297)
- ( ) b. To keep in touch (293)
- ( ) c. To determine potential openings (294)                      ( ) g. To obtain an answer to a specific question (298)
- ( ) d. To learn more about recent trends and policies (295)                      ( ) h. Other (300)
- ( ) e. To seek career advice (296)                      \_\_\_\_\_

16. How many times did you use the following ways of interacting with your detailer during your most recent complete tour, including the reassignment process (leave blank if not reassigned)? How effective do you feel each is as a method (answer all even if not reassigned)?

	Number of Times Used	Effectiveness				
		(1) Very Ineffective	(2) Ineffective	(3) So-So	(4) Effective	(5) Very Effective
a. Preference Card	(301 - 302)	( ) (307)	( )	( )	( )	( )
b. Letter	(303 - 304)	( ) (308)	( )	( )	( )	( )
c. Telephone	(305 - 306)	( ) (309)	( )	( )	( )	( )

17. My detailer's designator is (349 - 352). ( ) Don't know. (353)

18. My detailer is from my community (VF, VAW, HS, etc.) Yes \_\_\_ No \_\_\_ (354)

19. What is your evaluation of your current detailer in the following areas (Respond using the following scale.)?

	0	1	2	3	4	5	6	7
	Don't Know	Very Negative			Neutral			Very Positive
(310) a. Knowledgeable of current policy trends								
(311) b. Knowledgeable of which billets are available								
(312) c. Knowledgeable of requirements and duties of available billets								
(313) d. Knowledgeable of my career development needs								
(314) e. Knowledgeable of my personal desires								
(315) f. Returns telephone calls								
(316) g. Shares information								
(317) h. Knowledgeable of previous communications								
(318) i. What (s)he says can be trusted								
(319) j. Looks out for my best interests								
(320) k. Listens to my problems, desires, needs, etc.								
(321) l. Provides useful career counseling								
(322) m. Responds to correspondence								
(323) n. Availability.								

20. When was the last time you communicated with your current detailer (give month and year in digits such as 10-79; 0-0 equals none)?

(324 - /327)  
 \_\_\_\_\_  
 Month                      Year

21. How did you prepare for your initial contact with your detailer during your last reassignment (check all that apply)?
- (328) a. No reassignment.
  - (329) b. Did not prepare.
  - (330) c. Reanalyzed my preference card.
  - (331) d. Submitted an updated preference card.
  - (332) e. Reviewed my whole career plan.
  - (333) f. Contacted others at my present duty station for advice.
  - (334) g. Discussed it with my spouse.
  - (335) h. Checked instructions, personnel manual and other policy(ies).
  - (336) i. Checked the URL Career Planning Guide or "Perspective."
  - (338) j. Other \_\_\_\_\_
22. I, not my detailer, initiated the first contact regarding my most recent reassignment. (339)
- ( ) 0. Never reassigned.      ( ) 1. YES      ( ) 2. NO
23. Have you attended a detailer field trip meeting in the last two years? (340)
- ( ) 1. No - Meeting has never been scheduled in my command(s).
  - ( ) 2. No - I was not available when trip was scheduled.
  - ( ) 3. No - I chose not to attend a scheduled meeting.
  - ( ) 4. Yes - (341 - 342) months prior to my PRD.
24. During my most recent transfer, I was promised one type of duty or duty station location, and it was changed in the orders I received just before I transferred. (267)
- ( ) 1. Yes
  - ( ) 2. No
  - ( ) 3. Have never discussed orders with my detailer.
  - ( ) 4. Have never been transferred.
25. If you have attended a detailer field trip meeting, to what extent--(Respond using the following scale. Omit if one not attended)
- |                     |                |          |          |          |          |          |               |
|---------------------|----------------|----------|----------|----------|----------|----------|---------------|
| <u>0</u>            | <u>1</u>       | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u>      |
| Not App-<br>licable | Very<br>Little |          |          | Some     |          |          | Very<br>Great |
- (343) a. Did it provide clarification of assignment policies and practices?
  - (344) b. Did it give you an appreciation of officer career paths and alternatives?
  - (345) c. Did it resolve some assignment problems you had?
  - (346) d. Was it conducted in an open and honest manner?
  - (347) e. Was it a useful and beneficial meeting?



26. What individuals did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment (check all that apply)?

(278) a. No previous reassignment.

(279) b. No one.

(280) c. My CO/XO/ISIC.

(281) d. The CO/ISIC of the billet I wanted.

(286) e. Other \_\_\_\_\_

27. When you received your last Officer Data Card (ODC), did you verify each block?

(355) ( ) 1. Yes, I'm sure no corrections were required.

( ) 2. Yes, it seemed to me that no corrections were required, but I'm not positive

( ) 3. Yes, corrections were required, but I didn't follow-up.

( ) 4. Yes, corrections were required, and I sent them to Washington.

( ) 5. No, but I checked a few blocks.

( ) 6. No, I gave it hardly a glance.

( ) 7. Have never received an ODC.

( ) 8. I don't know what an ODC is.

28. Has your Administrative Office offered to help you to verify your latest ODC?

(356) ( ) 1. Yes

( ) 3. Have never received one.

( ) 2. No

( ) 4. Still don't know what an ODC is.

29. On the average with respect to your last reassignment, how many times did you have to dial your detailer's number before you were able to talk to him (her) or another detailer? (357 -358) ( ) Did not try to call him. ( ) Never reassigned.

(359) \_\_\_\_\_

30. With respect to your most recent transfer, did your detailer inform you (268) that orders were being forwarded, but they were not received in a timely fashion?

( ) 0. Not applicable

( ) 1. Yes

( ) 2. No

31. Did you have a copy of your preference card or official correspondence (i.e., (360) fitness report, application for Navy PG school, etc.) mailed or telecopied for your detailer's use?

( ) 1. Yes, and it was received.

( ) 2. Yes, and it was lost somewhere in the system.

( ) 3. Yes, but I don't know what happened to it.

( ) 4. No.

32. Are you presently on an overseas tour of duty? (361)

( ) 1. Yes--accompanied

( ) 2. Yes--unaccompanied

( ) 3. No

If yes, please answer question 32.a. Otherwise go directly to Section V.

a. Did your transferring command provide timely and accurate support for your overseas transfer? (362)

( ) 0. Not applicable

( ) 1. Yes

( ) 2. No

( ) 3. Did not inform me of the requirements.

V. DECISION PROCESS

1. When did you begin the following activities in regard to your last reassignment?  
(Use the following scale to respond to items a through g:)

- |                                       |                                   |
|---------------------------------------|-----------------------------------|
| 0. Not applicable                     | 4. 7 to 10 months before my PRD.  |
| 1. Systematically throughout my tour. | 5. 3 to 6 months before my PRD.   |
| 2. More than 14 months before my PRD. | 6. Within 3 months before my PRD. |
| 3. 11 to 14 months before my PRD.     | 7. I didn't do this.              |

- (269) a. Contacting your detailer.  
 (270) b. Specifically seeking the advice of a senior officer.  
 (271) c. Specifically seeking the advice of peers.  
 (272) d. Discussing possible assignments with my spouse/family.  
 (273) e. Considering choices of location.  
 (274) f. Considering choices of types of billets.  
 (275) g. Considering choices of types of duty.

2. How important was your desire for a post-Navy career in your preference for your most recent reassignment? (Circle most appropriate response)

(363)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Not Considered			Some Consideration			A Primary Factor

3. How important was your desire for a change in your Navy career (for example, change in designator outside present community) in your preference for your most recent assignment? (Circle appropriate response)

(364)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Not Considered			Some Consideration			A Primary Factor

4. Looking at an 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?  
(966 - 967) (years)

(365 - 366) (367)

5. How many more years do you plan to remain on active duty? \_\_\_\_\_ years; ( ) Don't have any idea.

6. How attractive does the aviation career path appear to you (circle the appropriate number)?

(968)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very Unattractive			Neutral			Very Attractive

7. How attractive would it be to change your designator and pursue a different career path (circle the appropriate number)?

(1028)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very Unattractive			Neutral			Very Attractive

8. This item requires two types of information on the career options a through m listed below. First, indicate what your decision was, if one has been made, regarding each career option. Second, indicate when you made, or plan to make, your decision - - don't indicate when you carried it out (or plan to carry it out). Regarding the timing of your decision, if you are enroute to a new assignment, consider your just-completed one to be your present tour.

CAREER OPTION	DECISION			WHEN YOU MADE, OR PLAN TO MAKE, THE DECISION			
				Decided in Previous Tour	Present tour		Decision Deferred Till later
	Yes	No	Undecided		Decided on MO/YR	Will decide on MO/YR	
a. Request PG School		427		448	469- 472	473- 476	
b. Make the Navy a career		428		449	477- 480	481- 484	
c. Qualify for a different aircraft		443		464	597-600	601-604	
d. Seek a designator change from aviation		429		450	485- 488	489- 492	
e. Obtain a proven Subspecialty		430		451	493- 496	497- 500	
f. Request Staff or War College		431		452	501- 504	505- 508	
g. Remain geographically stable		432		453	509- 512	513- 516	
h. Accept a Washington headqtrs staff assignment		433		454	517- 520	521- 524	
i. Prepare for a career outside the Navy		434		455	525- 528	529- 532	
j. Remain in the Navy beyond eligible retirement date		435		456	533- 536	537- 540	
k. Strive for operational squadron command		436		457	541- 544	545- 548	
l. Strive for CAPT.		437		458	549- 552	553- 556	
m. Strive for flag rank		438		459	557- 560	561- 564	



12. What is your evaluation of the following aspects with regard to a Navy career?  
Respond using the following scale:

- |                  |          |          |          |          |          |                  |
|------------------|----------|----------|----------|----------|----------|------------------|
| <u>1</u>         | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u>         |
| Very<br>Negative |          |          | Neutral  |          |          | Very<br>Positive |
- (373) a. Continuity of detailers (377) e. Sea duty  
 (374) b. Assignments received (378) f. Shore duty  
 (375) c. Change of billets at 2-3 year intervals (379) g. Overseas assignments, accompanied  
 (380) h. Overseas assignments, unaccompanied  
 (376) d. Possibility of change of geographic location with billet changes (381) i. Commissary and exchange benefits

Respond to items 13 and 14 using the following scale:

- |                      |          |          |          |          |          |                  |
|----------------------|----------|----------|----------|----------|----------|------------------|
| <u>1</u>             | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> | <u>6</u> | <u>7</u>         |
| Definitely<br>Do Not |          |          | Somewhat |          |          | Definitely<br>Do |

13. (371) 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?
14. (372) Do you feel the billets you have received reflected your experience and past performance?
15. Place a check (✓) to the left of the following sea and shore assignments in which you have experience. Next, use your personal impressions to rate every assignment below on its potential contribution to an aviator's career (your community and designator). Finally, assess the desirability of each assignment to you, independent of its impact on your career. Respond by using the following scale (use a "0" if an assignment is not an option in your community/designator):

- |                      |                    |            |          |            |                    |                      |
|----------------------|--------------------|------------|----------|------------|--------------------|----------------------|
| <u>1</u>             | <u>2</u>           | <u>3</u>   | <u>4</u> | <u>5</u>   | <u>6</u>           | <u>7</u>             |
| Strongly<br>Negative | Substanti-<br>ally | Moderately | Neutral  | Moderately | Substanti-<br>ally | Strongly<br>Positive |

<u>SEA ASSIGNMENTS</u>	<u>Navy Career Contributions</u>	<u>Desirability</u>
(637) CO - Carrier	(690)	(756)
(638) XO - Carrier	(691)	(757)
(639) XO - LHA	(692)	(758)
<u>Flag/Wing</u>		
(640) Flag Aide	(701)	(767)
<u>Ship's Company (CV, LHA, LPH)</u>		
(641) A. Communications Officer	(702)	(768)
(642) B. Navigator	(703)	(769)
(643) i. Assistant Navigator	(704)	(770)
(644) C. Weapons Officer	(705)	(771)
(645) i. ASW Officer	(706)	(772)
(646) ii. Nuclear Weapons Officer	(707)	(773)

1	2	3	4	5	6	7
Strongly Negative	Substanti- ally	Moderately	Neutral	Moderately	Substanti- ally	Strongly Positive

Navy Career  
Contributions    Desirability

Ship's Company (CV, LHA, LPH)

(647) D. Safety Officer	<input type="checkbox"/>	(708)	<input type="checkbox"/>	(774)
(648) E. Operations Administrative Assistant	<input type="checkbox"/>	(709)	<input type="checkbox"/>	(775)
(649) F. Air Operations Officer	<input type="checkbox"/>	(710)	<input type="checkbox"/>	(776)
(650) i. Assistant Air Ops. Officer	<input type="checkbox"/>	(711)	<input type="checkbox"/>	(777)
(651) ii. CATC Officer	<input type="checkbox"/>	(712)	<input type="checkbox"/>	(778)
(652) G. Strike Operations Officer	<input type="checkbox"/>	(713)	<input type="checkbox"/>	(779)
(653) i. Assistant Strike Ops. Officer	<input type="checkbox"/>	(714)	<input type="checkbox"/>	(780)
(654) H. CIC Officer	<input type="checkbox"/>	(715)	<input type="checkbox"/>	(781)
(655) i. Assistant CIC Officer	<input type="checkbox"/>	(716)	<input type="checkbox"/>	(782)
(656) ii. Assistant for Air Warfare	<input type="checkbox"/>	(717)	<input type="checkbox"/>	(783)
(657) iii. Assistant for ASW	<input type="checkbox"/>	(718)	<input type="checkbox"/>	(784)
(658) iv. Electronics Warfare Officer	<input type="checkbox"/>	(719)	<input type="checkbox"/>	(785)
(659) v. NTDS Officer	<input type="checkbox"/>	(720)	<input type="checkbox"/>	(786)
(660) I. Air Boss (Air Officer)	<input type="checkbox"/>	(721)	<input type="checkbox"/>	(787)
(661) i. Aircraft Handling Officer	<input type="checkbox"/>	(722)	<input type="checkbox"/>	(788)
(662) ii. Catapult Officer	<input type="checkbox"/>	(723)	<input type="checkbox"/>	(789)
(663) iii. Flight Deck Officer	<input type="checkbox"/>	(724)	<input type="checkbox"/>	(790)
(664) iv. Hangar Deck Officer	<input type="checkbox"/>	(725)	<input type="checkbox"/>	(791)

Air Wing

(665) CAG (Air Wing Commander)	<input type="checkbox"/>	(726)	<input type="checkbox"/>	(792)
(666) i. CAG Staff	<input type="checkbox"/>	(727)	<input type="checkbox"/>	(793)

Squadron

(667) A. XO/CO	<input type="checkbox"/>	(728)	<input type="checkbox"/>	(794)
(668) B. Department Head (DH) - Administration	<input type="checkbox"/>	(729)	<input type="checkbox"/>	(795)
(669) C. DH - Maintenance	<input type="checkbox"/>	(730)	<input type="checkbox"/>	(796)
(670) D. DH - Operations	<input type="checkbox"/>	(731)	<input type="checkbox"/>	(797)
(671) E. DH - Safety	<input type="checkbox"/>	(732)	<input type="checkbox"/>	(798)
(672) F. DH - Training	<input type="checkbox"/>	(733)	<input type="checkbox"/>	(799)
(673) G. Aviation Officer (OIC Helo Detachment)	<input type="checkbox"/>	(734)	<input type="checkbox"/>	(800)

SHORE ASSIGNMENTS

(674) A. Flag Aide	<input type="checkbox"/>	(749)	<input type="checkbox"/>	(815)
(675) E. FRS (RAG) Instructor	<input type="checkbox"/>	(735)	<input type="checkbox"/>	(801)
(676) C. Naval Academy Instructor	<input type="checkbox"/>	(750)	<input type="checkbox"/>	(816)

1	2	3	4	5	6	7
Strongly Negative	Substanti- ally	Moderately	Neutral	Moderately	Substanti- ally	Strongly Positive

		<u>Navy Career Contributions</u>	<u>Desirability</u>
(677)	D. NROTC Instructor	<input type="checkbox"/> (751)	<input type="checkbox"/> (817)
(678)	E. AOCS Instructor	<input type="checkbox"/> (736)	<input type="checkbox"/> (802)
(679)	F. CO/XO - Training Squadron	<input type="checkbox"/> (737)	<input type="checkbox"/> (803)
(680)	G. XO - Fleet Replacement Squadron (RAG)	<input type="checkbox"/> (738)	<input type="checkbox"/> (804)
(681)	H. CO - Fleet Replacement Squadron (RAG)	<input type="checkbox"/> (739)	<input type="checkbox"/> (805)
(682)	I. Test Pilot School	<input type="checkbox"/> (740)	<input type="checkbox"/> (806)
(683)	J. PEP	<input type="checkbox"/> (741)	<input type="checkbox"/> (807)
(684)	K. Detailer	<input type="checkbox"/> (752)	<input type="checkbox"/> (818)
(685)	L. Washington Tour	<input type="checkbox"/> (753)	<input type="checkbox"/> (819)
(686)	M. Wing Staff	<input type="checkbox"/> (742)	<input type="checkbox"/> (808)
(687)	N. Recruiting	<input type="checkbox"/> (754)	<input type="checkbox"/> (820)
(688)	O. Naval Aviation Training Instructor	<input type="checkbox"/> (743)	<input type="checkbox"/> (809)
(689)	P. Navy PG School Student	<input type="checkbox"/> (755)	<input type="checkbox"/> (821)

16. 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.

	<u>CIVILIAN</u>				<u>NAVY</u>		
	1. Substan- tially Better	2. Much Better	3. Better	4. Comparable	5. Better	6. Much Better	7. Substan- tially Better
a. Interesting and challenging work	(383)	( )	( )	( )	( )	( )	( )
b. Ability to plan work	(384)	( )	( )	( )	( )	( )	( )
c. Work hours	(385)	( )	( )	( )	( )	( )	( )
d. Minimal work stress	(386)	( )	( )	( )	( )	( )	( )
e. Freedom from hassle	(387)	( )	( )	( )	( )	( )	( )
f. Own initiative	(388)	( )	( )	( )	( )	( )	( )
g. Pay and allowances	(389)	( )	( )	( )	( )	( )	( )
h. Health benefits/care	(390)	( )	( )	( )	( )	( )	( )
i. Job security	(391)	( )	( )	( )	( )	( )	( )
j. Family stability (omit if NA)	(392)	( )	( )	( )	( )	( )	( )
k. Desirable place to live	(393)	( )	( )	( )	( )	( )	( )
l. Desirable co-workers	(394)	( )	( )	( )	( )	( )	( )
m. Recognition	(395)	( )	( )	( )	( )	( )	( )
n. Responsibility	(396)	( )	( )	( )	( )	( )	( )

	CIVILIAN			NAVY			
	1. Substan- tially Better	2. Much Better	3. Better	4. Comparable	5. Better	6. Much Better	7. Substan- tially Better
o. Chance for spouse to develop own interests (omit if NA)	(397)	( )	( )	( )	( )	( )	( )
p. Quality of superiors	(398)	( )	( )	( )	( )	( )	( )
q. Retirement program	(399)	( )	( )	( )	( )	( )	( )
r. Variety of assignments	(400)	( )	( )	( )	( )	( )	( )
s. Educational opportunities	(401)	( )	( )	( )	( )	( )	( )
t. Promotional opportunities	(402)	( )	( )	( )	( )	( )	( )
u. Social relationships	(403)	( )	( )	( )	( )	( )	( )
v. Amount of crisis management	(404)	( )	( )	( )	( )	( )	( )

17. PLEASE GO BACK TO QUESTION 16 AND CIRCLE THOSE 5 CHARACTERISTICS THAT ARE MOST IMPORTANT TO YOU AND CROSS OUT THOSE 5 CHARACTERISTICS THAT ARE LEAST IMPORTANT TO YOU. (405 - 426)

The following ten items (18-27) cover the family's impact on your career. Skip to the next section (VI. Career Management) on page 16 if you are not currently married or are a single parent.

18. How is your spouse primarily employed? (Choose best response) (1034 - 1035)
- |   |   |
|---|---|
| <input type="checkbox"/> 1. Full-time homemaker<br><input type="checkbox"/> 2. Secretary/clerical<br><input type="checkbox"/> 3. Teacher<br><input type="checkbox"/> 4. Nurse<br><input type="checkbox"/> 5. Engineer<br><input type="checkbox"/> 6. Other professional | <input type="checkbox"/> 7. Consultant<br><input type="checkbox"/> 8. Business/Finance<br><input type="checkbox"/> 9. Navy officer<br><input type="checkbox"/> 10. Navy enlisted<br><input type="checkbox"/> 11. Other military<br><input type="checkbox"/> 12. Other _____ |
|---|---|

Respond to items 19-23 using the following scale:

1	2	3	4	5	6	7
Strongly disagree			Uncertain			Strongly agree

- (1029) 19. My spouse's career limits considerably the options available in my career decisions.
- (1030) 20. At the present time, my career is more important to me than my spouse's career.
- (1031) 21. I am actively involved in my spouse's career.
- (1032) 22. Family separation because of deployment makes my Navy career less attractive.
- (1033) 23. Family separation because of in-port working hours is not a problem.



24. Rank order the following items according to the severity of their impact on your most recent PCS move (the most severe =1; no impact/not applicable = 0):

- (1039) a. My spouse's employment
- (1040) b. Disruptions in family schooling
- (1041) c. My out-of-pocket expenses
- (1042) d. Disruptions in social relations
- (1043) e. The moving process itself
- (1044) f. My unavailability to help the family (deployed, for example)
- (1045) g. Obtaining child-care

(1038)25. How do you think your spouse feels towards your Navy career?

- ( ) 1. Completely Opposed
- ( ) 2. Moderately Opposed
- ( ) 3. Neutral
- ( ) 4. Moderately supportive
- ( ) 5. Completely supportive

Respond to items 26 and 27 using the following scale:							
0	1	2	3	4	5	6	7
Not Applicable	I defer to spouse's wishes			Equal Partici- pation			I decide alone

(1036)26. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

(1037)27. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc.?

VI. Career Management

1. On the scale below, check the statement which most applies to you. (982)

- ( ) 1. I am an aviator.
- ( ) 2. I am primarily an aviator and secondarily a Navy officer.
- ( ) 3. I am an equal balance of both.
- ( ) 4. I am primarily a Navy officer and secondarily an aviator.
- ( ) 5. I am a Navy officer.
- ( ) 6. Other \_\_\_\_\_.

2. Which of the following best describes the warfare specialty (community) you are in (place a check next to only one); (64 - 65)

- ( ) 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
- ( ) 15. Other \_\_\_\_\_

3. How long have you been a member of your warfare speciality community? \_\_\_\_\_ years. (66 - 67)

4. Of how many other communities have you been a member? (68)

Using your warfare specialty as your community (VAL, HM, etc.), respond to items 5-18 using the following scale:

1	2	3	4	5	6	7
Strongly Disagree			Uncertain			Strongly Agree

- (983) 5. My community has some programs to help me with my career which are different from other Navy aviation communities.
- (984) 6. My community has a higher rate of promotion for senior officers than other aviation communities.
- (985) 7. My community tries to take care of its own in regards to promotions.
- (986) 8. Officers in other aviation communities get the billets which contribute most to their Navy careers.
- (987) 9. It is important to have someone available with whom I am comfortable and trust to discuss my career.
- (988) 10. My senior officers interact with me frequently.
- (989) 11. I use senior officers as role models when I make career decisions.
- (990) 12. I have been counseled on how the Navy's career system works for members of my community.
- (991) 13. I have been counseled on the Navy's career opportunities outside of my community.
- (992) 14. I have been counseled on the timing and proper career progression which will help me reach my career goals in the Navy.
- (993) 15. I have had good counsel on the Navy's norms and values for officers.
- (994) 16. I have counseled a more junior officer in career-related matters.
- (995) 17. Officers need a special career counseling system for them.
- (996) 18. Visibility is very important at this stage in my Navy career.
19. Officers in my community make flag rank because they (rank order the following four statements with 4 being the most important):
- |                                   |   |
|-----------------------------------|---|
| (1021) a. are highly specialized  | (1023) c. are superb performers         |
| (1022) b. are not overspecialized | (1025) d. have the right career pattern |
|                                   | (1027) e. other _____                   |
20. In comparison with other communities, officers in my community make flag rank (circle best choice): (1020)

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

## VII. CAREER ATTITUDES

1. Career Intentions: 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?

- ( ) 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. 0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

2. Career Satisfaction: The following items deal with your attitudes toward your career and location. Please respond as honestly and accurately as you can. It is important that you complete each item even though it appears to be the same statement. Indicate how much you agree or disagree with each statement by using the scale below and responding to each item.

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree			Neither Agree nor Disagree			Strongly Agree

- (1102) a. I would be very dissatisfied if I had to change my career.
- (1103) b. I would definitely not recommend my location to friends.
- (1104) c. The more I think about it, the more I feel I made a bad move in entering my career.
- (1105) d. I am fortunate to be located where I am.
- (1106) e. I thoroughly enjoy my career.
- (1107) f. I thoroughly enjoy my location.
- (1108) g. I take great pride in my career.
- (1109) h. I would live anywhere in order to stay in my career.
- (1110) i. I often think about being in a different location.

1	2	3	4	5	6	7
Strongly Disagree			Neither Agree nor Disagree			Strongly Agree

- (1111) j. I would definitely like to change my career.
- (1112) k. I would be more satisfied in a different location.
- (1113) l. I feel I could be much more satisfied in a different location.
- (1114) m. I am very satisfied with my present location.
- (1115) n. Where I live is much more important to my satisfaction than my career.

#### VIII. EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT

Indicate your level of agreement to the next 15 items. Respond using the following scale:

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

In evaluating the first four items, consider ASW, CIC, etc. as technical schools and LMET, PAC, etc. as non-technical ones. Omit consideration of major professional schools such as NPGS or War College.

- (1046) 1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (score "0" if none completed).
- (1047) 2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a Naval officer.
- (1048) 3. I believe that non-technical schools improve my ability to do my job.
- (1049) 4. Technical schools will increase my promotion opportunities much more than non-technical service schools.
- (1058) 5. Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command.
- (1050) 6. I must obtain at least one operational tour FITREP as department head before I can screen for command.
- (1051) 7. My squadron has a planned program for rotating junior officers through several departments during their first sea tour (Omit if on shore duty).
- (1060) 8. I have been provided all of the opportunity I need to progress toward my squadron professional qualifications (omit if not applicable).
- (1052) 9. I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education.
- (1053) 10. Obtaining a postgraduate degree will strengthen my chances for promotion.
- (1054) 11. I would rather receive a postgraduate degree from a civilian institution than NPGS.
- (1055) 12. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer.
- (1056) 13. The development of a subspecialty is important for my Navy career.

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

(1057)14. The development of a subspecialty is important for my career beyond the Navy.

(1059)15. Attending one of the war colleges is important for my Navy career.

#### IX. SUPPLEMENTAL QUESTIONS

<p style="text-align: center;">Indicate your level of agreement with items 1 through 36. Respond using the following scale:</p> <table border="0" style="width: 100%; text-align: center;"> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> <td style="text-align: center;">6</td> <td style="text-align: center;">7</td> </tr> <tr> <td style="text-align: center;">Strongly Disagree</td> <td></td> <td></td> <td style="text-align: center;">Neutral</td> <td></td> <td></td> <td style="text-align: center;">Strongly Agree</td> </tr> </table>	1	2	3	4	5	6	7	Strongly Disagree			Neutral			Strongly Agree
1	2	3	4	5	6	7								
Strongly Disagree			Neutral			Strongly Agree								

- (1117) 1. I am willing to put in a great deal of effort beyond that normally expected in order to help the Navy be successful.
- (1118) 2. I talk up the Navy to my friends as a great organization to work for.
- (1119) 3. I feel very little loyalty to the Navy.
- (1120) 4. I would accept almost any type of job assignment in order to remain in the Navy.
- (1121) 5. I find that my values and the Navy's values are very similar.
- (1122) 6. I am proud to tell others that I am part of the Navy.
- (1123) 7. I could just as well be working for a different organization as long as the type of work were similar.
- (1124) 8. The Navy really inspires the very best in me in the way of job performance.
- (1125) 9. It would take very little change in my present circumstances to cause me to leave.
- (1126)10. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined.
- (1127)11. There's not too much to be gained by staying with the Navy indefinitely.
- (1128)12. Often, I find it difficult to agree with the Navy's policies on important matters relating to its personnel.
- (1129)13. I really care about the fate of the Navy.
- (1130)14. For me this is the best of all possible organizations for which to work.
- (1131)15. Deciding to join the Navy was a definite mistake on my part.
- (973) 16. The Navy should provide clear, specific career paths with associated plans.
- (974) 17. I don't really think about the career decision; it's in the back of my mind for a while, then it will suddenly hit me, and I know what I will do.
- (975) 18. Career opportunities are unpredictable so you must be ready to make a decision when one arises.

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

- (976) 19. I am willing to invest considerable time in exploring career opportunities.
- (977) 20. I like to imagine what it would be like to be the very top person in my field.
- (978) 21. I research, plan, and find my own billets.
- (979) 22. It helps to know exactly what you want in your next assignment.
- (348) 23. I cannot depend upon the detailing system to find a job that I want.
- (980) 24. I know the steps that I need to take to achieve my Navy career goals.
- (981) 25. I know the steps that I need to take to achieve my post-Navy career goals.
- (1132) 26. I feel that I'm a person of worth, at least on an equal plane with others.
- (1133) 27. I feel that I have a number of good qualities.
- (1134) 28. All in all, I am inclined to feel that I am a failure.
- (1135) 29. I feel I do not have much to be proud of.
- (1136) 30. I wish I could have more respect for myself.
- (1137) 31. I am able to do things as well as most other people.
- (1138) 32. At times I think I am no good at all.
- (1139) 33. On the whole, I am satisfied with myself.
- (1140) 34. I take a positive attitude toward myself.
- (1141) 35. I certainly feel useless at times.
- (1142) 36. I feel competent at the present time as a pilot/NFO.

37. Career Satisfaction II: The following items are similar to those you covered earlier. However, we would like your assistance to see how Navy officers look at their career in relation to their occupation and organization. Multiple items help us obtain stable estimates of attitudes. Respond using the following scale:

1	2	3	4	5	6	7
Strongly Disagree			Neither Agree nor Disagree			Strongly Agree

- (1143) a. I am very satisfied with my occupation.
- (1144) b. Being in the Navy is more important than my location.
- (1145) c. I thoroughly enjoy my field of work.
- (1146) d. My career is significantly more important to me than the Navy.
- (1147) e. I would definitely like to change my field of work.
- (1148) f. The occupation in which I work is more important to me than my location.
- (1149) g. I would feel happier with a different occupation.
- (1150) h. The occupation in which I work is more important than my career.

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree			Neither Agree nor Disagree			Strongly Agree

- (1151) i. I definitely feel I am in the right field of work.
- (1152) j. I am very sorry I chose my occupation.
- (1153) k. The Navy is more essential to me than my field of work.
- (1154) l. I feel very good about my career.
- (1155) m. I take great pride in my field of work.
- (1156) n. Location is not nearly as important to me as being in the Navy.
- (1157) o. If I could do it over again, I would not choose my occupation.
- (1158) p. I definitely feel that I am in the wrong career.
- (1159) q. The Navy is materially more essential to me than my career.
- (1160) r. I think I made a serious mistake in choosing my field of work.
- (1161) s. I often think about changing my career.
- (1162) t. My career takes precedence over my field of work.
- (1163) u. Location is more important to me than the field in which I work.
- (1164) v. My occupation is more vital to me than the Navy.

If you would like to comment on any aspect of your Navy career as it affects your desire to continue as an Aviation Officer, please use this space. Written comments may be used to support statistical summaries of data, but only if anonymity can be assured.

Thank you for your assistance with this questionnaire.

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NOTE: If you would like to receive an information letter on the general findings from the questionnaire, please print your name and address in the space provided:

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**APPENDIX N**  
**SURFACE WARFARE OFFICER CAREER QUESTIONNAIRE**



3. 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.

Date Block (13)	Sea/Shore*	Evaluation and Summary (blocks 51 & 52)										EARLY PROMOTION		
						TYPICALLY EFFECTIVE						(block 62) RECMD	(block 66) RANKING	(block 65) NUM RECMD
		1%	5%	10%	30%	50%	50%	30% MARG UNSAT						
05/81	1	②	1	1		1						YES	2	of 2
11/80	1	1	③		1				1			NO		of
11/79	2	MISSING												of
1165-1166	1167-1168	1169	1171-1172	1173-1174	1175-1176	1177-1178	1179-1180	1181-1182	1183-1184	1185-1186	1170	1185	1186-1187	of 1188-1189
1190-1191	1192-1193	1194	1196-1197	1198-1199	1200-1201	1202-1203	1204-1205	1206-1207	1208-1209	1210-1211	1195	1210	1212-1213	of 1214-1215
1215-1216	1217-1218	1219	1221-1222	1223-1224	1225-1226	1227-1228	1229-1230	1231-1232	1233-1234	1235-1236	1220	1235	1237-1238	of 1239-1240
1240-1241	1242-1243	1244	1246-1247	1248-1249	1250-1251	1252-1253	1254-1255	1256-1257	1258-1259	1260-1261	1245	1260	1262-1263	of 1264-1265
1265-1266	1267-1268	1269	1271-1272	1273-1274	1275-1276	1277-1278	1279-1280	1281-1282	1283-1284	1285-1286	1270	1285	1287-1288	of 1289-1290
1290-1291	1292-1293	1294	1296-1297	1298-1299	1300-1301	1302-1303	1304-1305	1306-1307	1308-1309	1310-1311	1295	1310	1312-1313	of 1314-1315
1315-1316	1317-1318	1319	1321-1322	1323-1324	1325-1326	1327-1328	1329-1330	1331-1332	1333-1334	1335-1336	1320	1335	1337-1338	of 1339-1340
1340-1341	1342-1343	1344	1346-1347	1348-1349	1350-1351	1352-1353	1354-1355	1356-1357	1358-1359	1360-1361	1345	1360	1362-1363	of 1364-1365

\*1=Sea; 2=Shore

### III. PRESENT ASSIGNMENT EXPERIENCE

In this section (pages 2 and 3) information is sought about your present tour of duty. If you are enroute to a new duty station, refer to your last tour to answer the items. The last 3 months should be your frame of reference when a specific time period is required

- My present tour is: ( ) 1. Sea ( ) 2. Shore (183)
- PRD (184-185) / (186-197)  
Month Year
- Ship Type/Activity (e.g., AOE, DD, NTC, NAVSTA): \_\_\_\_\_
- Home Port/Location: \_\_\_\_\_

5. If your duty is a sea tour, how many months have been spent in shipyard overhaul, including non-home port upkeep? (189-190) month(s)

6. Have you been (or will you be) extended in this tour beyond your initial PRD? (192) 1. No (192) 2. Yes — how long? (193-194) (months)  
(192) 3. Don't know

7. If you answered YES to question 6, what was/is the reason (choose best response)? (195)

- ( ) 1. Complete PQS/attain SWO designator
- ( ) 2. Awaiting relief
- ( ) 3. Awaiting opportunity to enter school
- ( ) 4. Short time remaining in Navy
- ( ) 5. No reason given
- ( ) 6. Other \_\_\_\_\_

8. What is your evaluation of the following aspects of your present job and related duties (Respond using the following scale. Omit if not applicable)?

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very Negative			Neutral			Very Positive

- |  |   |
|--|---|
| <p>(196) a. Challenge</p> <p>(197) b. Separation from family/friends</p> <p>(198) c. Use of skills &amp; abilities</p> <p>(199) d. Working environment</p> <p>(200) e. Hours of work required</p> <p>(201) f. Work pressure</p> <p>(202) g. Interesting duties</p> <p>(203) h. Ability to plan &amp; schedule activities</p> | <p>(204) i. Adventure</p> <p>(205) j. Opportunity to complete PQS</p> <p>(206) k. Sense of accomplishment</p> <p>(207) l. Opportunity to grow professionally</p> <p>(208) m. Doing something important</p> <p>(209) n. Relationships in wardroom</p> <p>(210) o. Relationship with CO or reporting senior</p> |
|--|---|

9. Approximately how long (in months) did it take you to "fit in" with your--

- |                               |                   |
|-------------------------------|-------------------|
| (214-215) a. Command/activity | (216) still don't |
| (217-218) b. Local community  | (219) still don't |

10. Overall, how do you evaluate this tour in terms of (omit if not applicable)-

	(1) Highly Unfavorable	(2) Unfavorable	(3) Neutral	(4) Favorable	(5) Highly Favorable
a. Ship/Command	(225) ( )	( )	( )	( )	( )
b. Type duties	(226) ( )	( )	( )	( )	( )
c. Wardroom/peers	(227) ( )	( )	( )	( )	( )
d. Superiors	(228) ( )	( )	( )	( )	( )
e. Immediate Subordinates	(229) ( )	( )	( )	( )	( )



10. When I completed my most recent preference card, I (check the best choice): (260)

- 0. Did not complete one.
- 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.

11. How did you rank the following in importance on your last preference card (rank the highest as a 1. List zeroes if none submitted or out of date or not transferred):

(261) a. Location      (262) b. Type Billet      (263) c. Type Activity

12. Assess the acceptability of your current assignment in comparison with what was expressed on your preference card using the scale below:

0 - Preference card not sent/out of date or never transferred.

1	2	3	4	5	6	7
Very Poor			Neutral			Very Good

(264) a. Location      (265) b. Type Billet      (266) c. Type Activity

13. Which one of the following statements best describes your experience in obtaining your current assignment? (277)

- 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 efforts on my part did I ultimately receive a satisfactory or acceptable assignment.
- 5. Tended to be a completely hopeless situation. No amount of effort on my part or by others was successful in influencing the system.

14. About how often did you interact with your detailer during your most recent assignment? Provide your best estimate.

a. About (287-288) \_\_\_\_\_ times within a year of PRD.

b. About (289-290) \_\_\_\_\_ times a year otherwise.

(291) c. Haven't been through reassignment.

15. What was the purpose of these interactions (check one or more)?

- (292) a. Not applicable
- (293) b. To keep in touch
- (294) c. To determine potential openings
- (295) d. To learn more about recent trends and policies
- (296) e. To seek career advice
- (297) f. To determine status of requests, letters, etc.
- (298) g. To obtain an answer to a specific question
- (300) h. Other \_\_\_\_\_

16. How many times did you use the following ways of interacting with your detailer during your most recent complete tour, including the reassignment process (leave blank if not reassigned)? How effective do you feel each is as a method (answer all even if not reassigned)?

	Number of Times Used	Effectiveness				
		(1) Very Ineffective	(2) Ineffective	(3) So-So	(4) Effective	(5) Very Effective
a. Preference Card	(301-302)	( )	(307)	( )	( )	( )
b. Letter	(303-304)	( )	(308)	( )	( )	( )
c. Telephone	(305-306)	( )	(309)	( )	( )	( )

17. My detailer's designator is (349-352) \_\_\_\_\_. ( ) Don't know. (353)

18. What is your evaluation of your current detailer in the following areas (Respond using the following scale.)?

0	1	2	3	4	5	6	7
Don't Know	Very Negative		Neutral				Very Positive

- (310) a. Knowledgeable of current policy trends
- (311) b. Knowledgeable of which billets are available
- (312) c. Knowledgeable of requirements and duties of available billets
- (313) d. Knowledgeable of my career development needs
- (314) e. Knowledgeable of my personal desires
- (315) f. Returns telephone calls
- (316) g. Shares information
- (317) h. Knowledgeable of previous communications
- (318) i. What (s)he says can be trusted
- (319) j. Looks out for my best interests
- (320) k. Listens to my problems, desires, needs, etc.
- (321) l. Provides useful career counseling
- (322) m. Responds to correspondence
- (323) n. Availability

19. When was the last time you communicated with your current detailer (give month and year in digits such as 10-79; 0-0 equals none)?

(324-327) / \_\_\_\_\_  
Month Year

20. How did you prepare for your initial contact with your detailer during your last reassignment (check all that apply)?

(328) a. No reassignment.

(329) b. Did not prepare.

(330) c. Reanalyzed my preference card.

(331) d. Submitted an updated preference card.

(332) e. Reviewed my whole career plan.

(333) f. Contacted others at my present duty station for advice.

(334) g. Discussed it with my spouse.

(335) h. Checked instructions, personnel manual and other policy(ies).

(336) i. Checked the URL Career Planning Guide or "Perspective."

(338) j. Other \_\_\_\_\_

21. I, not my detailer, initiated the first contact regarding my most recent reassignment. (339)

( ) 0. Never reassigned. ( ) 1. YES ( ) 2. NO

22. Have you attended a detailer field trip meeting in the last two years? (340)

( ) 1. No - Meeting has never been scheduled in my command(s).

( ) 2. No - I was not available when trip was scheduled.

( ) 3. No - I chose not to attend a scheduled meeting.

( ) 4. Yes - (341-342) \_\_\_\_\_ months prior to my PRD.

23. During my most recent transfer, I was promised one type of duty or duty station location, and it was changed in the orders I received just before I transferred. (267)

( ) 1. Yes ( ) 3. Have never discussed orders with my detailer.

( ) 2. No ( ) 4. Have never been transferred.

24. If you have attended a detailer field trip meeting, to what extent--(Respond using the following scale. Omit if one not attended)

0	1	2	3	4	5	6	7
Not App- licable	Very Little			Some			Very Great

(343) a. Did it provide clarification of assignment policies and practices?

(344) b. Did it give you an appreciation of officer career paths and alternatives?

(345) c. Did it resolve some assignment problems you had?

(346) d. Was it conducted in an open and honest manner?

(347) e. Was it a useful and beneficial meeting?



25. What individuals did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment (check all that apply)?

(278) a. No previous reassignment.

(279) b. No one.

(280) c. My CO.

(281) d. The CO of the billet I wanted.

(282) e. A senior officer from my direct chain of command from my previous assignment.

(283) f. A senior officer in the direct chain of command of my desired assignment.

(284) g. A senior officer from my community but not in the chain of command of either assignment.

(285) h. A senior officer from outside of my community.

(286) i. Other \_\_\_\_\_

26. When you received your last Officer Data Card (ODC), did you verify each block?

(355) ( ) 1. Yes, I'm sure no corrections were required.

( ) 2. Yes, it seemed to me that no corrections were required, but I'm not positive.

( ) 3. Yes, corrections were required, but I didn't follow-up.

( ) 4. Yes, corrections were required, and I sent them to Washington.

( ) 5. No, but I checked a few blocks.

( ) 6. No, I gave it hardly a glance.

( ) 7. Have never received an ODC.

( ) 8. I don't know what an ODC is.

27. Has your Administrative Office offered to help you to verify your latest ODC?

(356) ( ) 1. Yes

( ) 3. Have never received one.

( ) 2. No

( ) 4. Still don't know what an ODC is.

28. On the average with respect to your last reassignment, how many times did you have to dial your detailer's number before you were able to talk to him (her) or another detailer? (357-358) ( ) Did not try to call him. Never reassigned.  
(359)

29. With respect to your most recent transfer, did your detailer inform you by message (268) that orders were being forwarded and they were not received in a timely fashion?

( ) 0. Not applicable

( ) 1. Yes

( ) 2. No

30. Did you have a copy of your preference card or official correspondence (i.e., (360) fitness report, OOD (U) qualification, etc.) mailed or telecopied for your detailer's use?

( ) 1. Yes, and it was received.

( ) 2. Yes, and it was lost somewhere in the system.

( ) 3. Yes, but I don't know what happened to it.

( ) 4. No.

31. Are you presently on an overseas tour of duty? (361)

( ) 1. Yes--accompanied ( ) 2. Yes--unaccompanied ( ) 3. No

If yes, please answer question 31.a. Otherwise go directly to Section V.

a. Did your transferring command provide timely and accurate support for your overseas transfer? (362)

( ) 0. Not applicable ( ) 1. Yes ( ) 2. No

( ) 3. Did not inform me of the requirements.

#### V. DECISION PROCESS

1. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through g:)

0. Not applicable

4. 7 to 10 months before my PRD.

1. Systematically throughout my tour.

5. 3 to 6 months before my PRD.

2. More than 14 months before my PRD.

6. Within 3 months before my PRD.

3. 11 to 14 months before my PRD.

7. I didn't do this.

(269) a. Contacting your detailer.

(270) b. Specifically seeking the advice of a senior officer.

(271) c. Specifically seeking the advice of peers.

(272) d. Discussing possible assignments with my spouse/family.

(273) e. Considering choices of location.

(274) f. Considering choices of types of billets.

(275) g. Considering choices of types of duty.

2. How important was your desire for a post-Navy career in your preference for your most recent reassignment? (363) (Circle most appropriate response)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Not Considered			Some Consideration			A Primary Factor

3. How important was your desire for a change in your Navy career (change in designator outside present community) in your preference for your most recent assignment? (364) (Circle appropriate response)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Not Considered			Some Consideration			A Primary Factor

4. Looking at a SWO 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? (966-967) (years)

5. How many more years do you plan to remain on active duty? (365-366) years; (367) Don't have any idea.

6. How attractive does the SWO career path appear to you (circle the appropriate number)

(368) 

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very Unattractive			Neutral			Very Attractive

7. How attractive would it be to change your designator and pursue a different career (1028) path (circle the appropriate number)?

1
2
3
4
5
6
7

Very Unattractive Neutral Very Attractive

8. When did you or will you make the following decisions? Consider when you were (will be) deciding to do something, not when you will be implementing the decision. If enroute to a new assignment, respond by referring to your last assignment. Each question requires two responses.

QUESTION	YOUR DECISION			DECISION POINT			
	Yes	No	Undecided	Decided in Previous Tour	Present Tour		Decision Deferred Till later
					Decided on MO/YR	Will decide on MO/YR	
I have decided to:							
a. Complete SWO PQS.			439	460	565-568	569-572	
b. Request Dept. Head School.			440	461	573-576	577-580	
c. Request PG School.			427	448	469-472	473-476	
d. Make the Navy a career			428	449	477-480	481-484	
e. Seek a designator change from SWO			429	450	485-488	489-492	
f. Complete EOOW Qual.			441	462	581-584	585-588	
g. Complete Qualification for Command			442	463	589-592	593-596	
h. Obtain a proven Subspecialty			430	451	493-496	497-500	
i. Request Staff or War College			431	452	501-504	505-508	
j. Remain geographically stable			432	453	509-512	513-516	
k. Accept a Washington headqtrs staff assign.			433	454	517-520	521-524	
l. Prepare for a career outside the Navy			434	455	525-528	529-532	
m. Remain in the Navy beyond eligible retirement date.			435	456	533-536	537-540	
n. Strive for Command at sea.			436	457	541-544	545-548	
o. Strive for CAPT.			437	458	549-552	553-556	
p. Strive for flag rank			438	459	557-560	561-564	



12. What is your evaluation of the following aspects with regard to a Navy career?  
Respond using the following scale:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very Negative			Neutral			Very Positive
(373) a. Continuity of detailers				(377) e. Sea duty		
(374) b. Assignments received				(378) f. Shore duty		
(375) c. Change of billets at 2-3 year intervals				(379) g. Overseas assignments, accompanied		
(376) d. Possibility of change of geographic location with billet changes				(380) h. Overseas assignments, unaccompanied		
				(381) i. Commissary and exchange benefits		

Respond to items 13 and 14 using the following scale:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Definitely Do Not			Somewhat			Definitely Do

13. (371) 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?
14. (372) Do you feel the billets you have received reflected your experience and past performance?
15. Rate the following assignments. First evaluate them according to their contribution to your Navy career. Then assess the desirability of each assignment. Respond using the following scale:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Negative	Substan- tially	Moderately	Neutral	Moderately	Substan- tially	Strongly Positive

	<u>Navy Career Contributions</u>	<u>Desirability</u>
<u>Sea</u>		
a. Department Head (DH) - Weapons	<input type="checkbox"/> (693)	<input type="checkbox"/> (759)
b. DH-Engineering	<input type="checkbox"/> (694)	<input type="checkbox"/> (760)
c. XO-1ST	<input type="checkbox"/> (695)	<input type="checkbox"/> (761)
d. XO-FFG	<input type="checkbox"/> (696)	<input type="checkbox"/> (762)
e. Afloat Staff Duty	<input type="checkbox"/> (697)	<input type="checkbox"/> (763)
f. DH-Amphib/Service	<input type="checkbox"/> (698)	<input type="checkbox"/> (764)
g. CO-AE	<input type="checkbox"/> (699)	<input type="checkbox"/> (765)
h. CO-DD	<input type="checkbox"/> (700)	<input type="checkbox"/> (766)
i. Flag Aide	<input type="checkbox"/> (701)	<input type="checkbox"/> (767)
<u>Shore</u>		
j. Shore Support Unit (OIC)	<input type="checkbox"/> (744)	<input type="checkbox"/> (810)
k. Flag Aide	<input type="checkbox"/> (749)	<input type="checkbox"/> (815)
l. SWOS-Basic Instructor	<input type="checkbox"/> (745)	<input type="checkbox"/> (811)
m. Naval Academy Instructor	<input type="checkbox"/> (750)	<input type="checkbox"/> (816)
n. NROTC Instructor	<input type="checkbox"/> (751)	<input type="checkbox"/> (817)
o. OCS Instructor	<input type="checkbox"/> (746)	<input type="checkbox"/> (812)



	CIVILIAN			Comparable	NAVY		
	Substantially Better	Much Better	Better		Better	Much Better	Substantially Better
p. Quality of superiors	(398)	( )	( )	( )	( )	( )	( )
q. Retirement program	(399)	( )	( )	( )	( )	( )	( )
r. Variety of assignments	(400)	( )	( )	( )	( )	( )	( )
s. Educational opportunities	(401)	( )	( )	( )	( )	( )	( )
t. Promotional opportunities	(402)	( )	( )	( )	( )	( )	( )
u. Social Relationships	(403)	( )	( )	( )	( )	( )	( )

17. PLEASE GO BACK TO QUESTION 16 AND CIRCLE THOSE 5 CHARACTERISTICS THAT ARE MOST MOST IMPORTANT TO YOU AND CROSS OUT THOSE 5 CHARACTERISTICS THAT ARE LEAST IMPORTANT TO YOU.

(405-425)

The following eight items (18-25) cover the family's impact on your career. Skip to the next section if you are not currently married.

18. How is your spouse primarily employed? (Choose best response) (1034-1035)

- |                            |                         |
|----------------------------|-------------------------|
| ( ) 1. Full-time homemaker | ( ) 7. Consultant       |
| ( ) 2. Secretary/clerical  | ( ) 8. Business/Finance |
| ( ) 3. Teacher             | ( ) 9. Navy officer     |
| ( ) 4. Nurse               | ( ) 10. Navy enlisted   |
| ( ) 5. Engineer            | ( ) 11. Other military  |
| ( ) 6. Other professional  | ( ) 12. Other _____     |

Respond to items 19-21 using the following scale:

1	2	3	4	5	6	7
Strongly disagree			Uncertain			Strongly agree

(1029) 19. My spouse's career limits considerably the options available in my career decisions.

(103) 20. At the present time, my career is more important to me than my spouse's career.

(1031) 21. I am actively involved in my spouse's career.

22. Rank order the following items according to the severity of their impact on your most recent PCS move (the most severe = 1).

- |   |  |
|---|--|
| (1039) a. My spouse's employment          | (1042) d. Disruptions in social relations                              |
| (1040) b. Disruptions in family schooling | (1043) e. The moving process itself                                    |
| (1041) c. My out-of-pocket expenses       | (1044) f. My unavailability to help the family (deployed, for example) |

23. How do you think your spouse feels towards your Navy career?

- |                                  |                              |
|----------------------------------|------------------------------|
| (1038) ( ) 1. Completely Opposed | ( ) 4. Moderately supportive |
| ( ) 2. Moderately Opposed        | ( ) 5. Completely supportive |
| ( ) 3. Neutral                   |                              |

Respond to items 24 and 25 using the following scale:

0	1	2	3	4	5	6	7
Not Applicable	I defer to spouse's wishes			Equal Partici- pation			I decide alone

- (1036) 24. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example).
- (037) 25. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc.

#### VI. Career Management

1. On the scale below, check the statement which most accurately reflects your idea of the community which you represent.
- ( ) 1. I am a surface warfare specialist.
  - ( ) 2. I am primarily a surface warfare specialist and secondarily a Navy officer.
  - ( ) 3. I am an equal balance of both.
  - ( ) 4. I am primarily a Navy officer and secondarily a surface warfare specialist.
  - ( ) 5. I am a Navy officer.
  - ( ) 6. Other (982)

Using Surface Warfare as your "community", respond to items 2-30 using the following scale:

1	2	3	4	5	6	7
Strongly Disagree			Uncertain			Strongly Agree

- (983) 2. My community has some programs to help me with my career which are different from other Navy communities such as aviation.
- (984) 3. My community has a higher rate of promotion for senior officers than the other Navy communities.
- (985) 4. My community tries to take care of its own in regards to promotions.
- (997) 5. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy.
- (986) 6. Officers in communities other than mine get the billets which contribute most to their Navy careers.
- (998) 7. My community uses an "old boy" (informal) network to keep tabs on officers for the best assignments.
- (987) 8. It is important to have someone available with whom I am comfortable and trust to discuss my career.
- (988) 9. My senior officers interact with me frequently.
- 3) 10. I use senior officers as role models when I make career decisions.
- (990) 11. I have been counseled on how the Navy's career system works for members of my community.





2. Career Satisfaction: The following items deal with your attitudes toward your career and location. Please respond as honestly and accurately as you can. It is important that you complete each item even though it appears to be the same statement. Indicate how much you agree or disagree with each statement by using the scale below and responding to each item.

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree			Neither Agree nor Disagree			Strongly Agree

- (1102) a. I would be very dissatisfied if I had to change my career.
- (1103) b. I would definitely not recommend my location to friends.
- (1104) c. The I think about it, the more I feel I made a bad move in entering my career.
- (1105) d. I am fortunate to be located where I am.
- (1106) e. I thoroughly enjoy my career.
- (1107) f. I thoroughly enjoy my location.
- (1108) g. I take great pride in my career.
- (1109) h. I would live anywhere in order to stay in my career.
- (1110) i. I often think about being in a different location.
- (1111) j. I would definitely like to change my career.
- (1112) k. I would be more satisfied in a different location.
- (1116) l. I feel I could be much more satisfied in a different career.
- (1114) m. I am very satisfied with my present location.
- (1115) n. Where I live is much more important to my satisfaction than my career.

VIII. EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT

Indicate your level of agreement to the next 17 items. Respond using the following scale:

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

In evaluating the first four items, consider ASW, CIC, etc. as technical schools and LMET, PAO, etc. as non-technical ones. Omit consideration of major professional schools such as SWOS, NPGS or war college.

- (1046) 1. Navy school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job. (score "0" if none completed).
- (1047) 2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a Naval officer.
- (1048) 3. I believe that non-technical schools improve my ability to do my job.
- (1049) 4. Technical schools will increase my promotion opportunities much more than non-technical service schools.
- (1061) 5. Except for technical/key billets, the assignment of primary duties to an officer by the commanding officer is guided by the officer's service record and the officer's need to obtain well rounded professional experience.
- (1062) 6. The assignment of an officer on sea duty as a division officer, may be a collateral duty.
- (1050) 7. An officer must serve as the head of a major department before selection for assignment as an executive officer afloat.
- (1063) 8. The EOW qualification must be obtained before an 111X can be designated as "Qualified for Command".
- (1064) 9. A written examination is required to obtain the designation, "Qualified for Command".
- (1065) 10. 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.
- (1051) 11. My ship has a planned program for rotating junior officers through several departments during their first sea tour. (Omit if on shore duty).
- (1052) 12. I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education.
- (1053) 13. Obtaining a postgraduate degree will strengthen my chances for promotion.
- (1054) 14. I would rather receive a postgraduate degree from a civilian institution than NPGS.
- (1055) 15. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer.
- (1056) 16. The development of a subspecialty is important for my Navy career.
- (1057) 17. The development of a subspecialty is important for my career beyond the Navy.

IX. SUPPLEMENTAL QUESTIONS

Indicate your level of agreement with items 1 through 35. Respond using the following scale:

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

- (1117) 1. I am willing to put in a great deal of effort beyond that normally expected in order to help the Navy be successful.
- (1118) 2. I talk up the Navy to my friends as a great organization to work for.
- (1119) 3. I feel very little loyalty to the Navy.
- (1120) 4. I would accept almost any type of job assignment in order to remain in the Navy.
- (1121) 5. I find that my values and the Navy's values are very similar.
- (1122) 6. I am proud to tell others that I am part of the Navy.
- (1123) 7. I could just as well be working for a different organization as long as the type of work were similar.
- (1124) 8. The Navy really inspires the very best in me in the way of job performance.
- (1125) 9. It would take very little change in my present circumstances to cause me to leave.
- (1126) 10. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined.
- (1127) 11. There's not too much to be gained by staying with the Navy indefinitely.
- (1128) 12. Often, I find it difficult to agree with the Navy's policies on important matters relating to its personnel.
- (1129) 13. I really care about the fate of the Navy.
- (1130) 14. For me this is the best of all possible organizations for which to work.
- (1131) 15. Deciding to join the Navy was a definite mistake on my part.
- (973) 16. The Navy should provide clear, specific career paths with associated plans.
- (974) 17. I don't really think about the career decision; it's in the back of my mind for a while, then it will suddenly hit me, and I know what I will do.
- (975) 18. Career opportunities are unpredictable so you must be ready to make a decision when one arises.
- (976) 19. I am willing to invest considerable time in exploring career opportunities.
- (977) 20. I like to imagine what it would be like to be the very top person in my field.
- (978) 21. I research, plan, and find my own billets.
- (979) 22. It helps to know exactly what you want in your next assignment.
- (348) 23. I can not depend upon the detailing system to find a job that I want.
- (980) 24. I know the steps that I need to take to achieve my Navy career goals.
- (981) 25. I know the steps that I need to take to achieve my post-Navy career goals.
- (1132) 26. I feel that I'm a person of worth, at least on an equal plane with others.
- (1133) 27. I feel that I have a number of good qualities.
- (1134) 28. All in all, I am inclined to feel that I am a failure.
- (135) 29. I feel I do not have much to be proud of.
- (1136) 30. I wish I could have more respect for myself.
- (1137) 31. I am able to do things as well as most other people.

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree			Neutral			Strongly Agree

- (1138) 32. At times I think I am no good at all.
- (1139) 33. On the whole, I am satisfied with myself.
- (1140) 34. I take a positive attitude toward myself.
- (1141) 35. I certainly feel useless at times.
36. Career Satisfaction II: The following items are similar to those you covered earlier. However, we would like your assistance to show how Navy officers look at their career in relation to their occupation and organization. Multiple items help us obtain stable estimates of attitudes. Respond using the following scale:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree			Neither Agree nor Disagree			Strongly Agree

- (1143) a. I am very satisfied with my occupation.
- (1144) b. Being in the Navy is more important than my location.
- (1145) c. I thoroughly enjoy my field of work.
- (1146) d. My career is significantly more important to me than the Navy.
- (1147) e. I would definitely like to change my field of work.
- (1148) f. The occupation in which I work is more important to me than my location.
- (1149) g. I would feel happier with a different occupation.
- (1150) h. The occupation in which I work is more important than my career.
- (1151) i. I definitely feel I am in the right field of work.
- (1152) j. I am very sorry I chose my occupation.
- (1153) k. The Navy is more essential to me than my field of work.
- (1154) l. I feel very good about my career.
- (1155) m. I take great pride in my field of work.
- (1156) n. Location is not nearly as important to me as being in the Navy.
- (1157) o. If I could do it over again, I would not choose my occupation.
- (1158) p. I definitely feel that I am in the wrong career.
- (1159) q. The Navy is materially more essential to me than my career.
- (1160) r. I think I made a serious mistake in choosing my field of work.
- (1161) s. I often think about changing my career.
- (1162) t. My career takes precedence over my field of work.
- (1163) u. Location is more important to me than the field in which I work.
- (1164) v. My occupation is more vital to me than the Navy.

If you would like to comment on any aspect of your Navy career as it affects your desire to continue as a Surface Warfare Officer, please use this space.

Thank you for your assistance with this questionnaire.

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**NOTE:** If you would like to receive an information letter on the general findings from the questionnaire, please print your name and address in the space provided:

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**APPENDIX O**  
**GENERAL URL OFFICER CAREER QUESTIONNAIRE**

1. \_\_\_\_\_ 2. SSN \_\_\_\_\_ (1 - 9) - \_\_\_\_\_  
 FIRST M.I. LAST

GENERAL URL OFFICER CAREER QUESTIONNAIRE

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.

I Background Information

3. Grade: O- (10) 4. Sex: (15) 1.F \_\_\_ 2.M 5. Designator: (11 - 14) \_\_\_

6. Marital Status: ( ) 1. Never Married ( ) 2. Married - Year  
 (16) (17) (18 - 19)

( ) 3. Widow(er) - Year \_\_\_; and ( ) 4. Remarried - Year \_\_\_  
 (20) (21 - 22) (23) (24 - 25)

( ) 5. Divorced - Year \_\_\_; and ( ) 6. Remarried - Year \_\_\_  
 (26) (27 - 28) (29) (30 - 31)

7. Children living with you: Number \_\_\_ Age(s) \_\_\_  
 (32 - 33) (34 - 39)

8. Other dependents (not spouse/children) living with you: Number (40) \_\_\_  
 Age(s) (41 - 50) \_\_\_

9. Precommissioning Class Ranks:

	0	1	2	3	4	5
	Don't Know	Bottom 20%	Next 20%	Mid 20%	Next 20%	Top 20%

(51) a. Academic (Undergraduate) ( ) ( ) ( ) ( ) ( ) ( )

(52) b. Military (OCS, USNA, etc.) ( ) ( ) ( ) ( ) ( ) ( )

10. Did you enter the Navy via the NUPOC program? \_\_\_ ( ) 1. No.

(53) ( ) 2. Instructor ( ) 3. Naval Reactors Engineer



## II. Professional Qualifications

1. List the subspecialties in which you have been designated as a subspecialist or selected as a proven subspecialist (use the 5 digit alpha/numeric code. For example: XX36P, XX80S or XX95Q). Place a check in front of those in which your designation is current.

(80) ( ) 1. None ( ) 2. I don't know or am not sure

(81) ( ) Subspecialty 1 (82 - 86) \_\_\_\_\_

(87) ( ) Subspecialty 2 (88 - 92) \_\_\_\_\_

(93) ( ) Subspecialty 3 (94 - 98) \_\_\_\_\_

2. 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. Start 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 it, but your help is essential to our ability to provide useful results. No information from an individual will be reported. (Codes 1 through 7 under Evaluation and Summary are to aid data processing).

Date	Block (13)	Sea/Shore*	Evaluation and Summary (blocks 51 & 52)								EARLY PROMOTION		
			TYPICALLY EFFECTIVE								(block 62) RECMD	(block 66) RANKING	(block 65) NUM RECMD
			1%	5%	10%	30%	50%	50%	30% MARG UNSAT				
5/81		1	②	1	1		1			YES	2	of 2	
1/80		1	1	③		1			1	NO		of	
1/79		2	MISSING										of
5-166	1167-1168	1169	1171-1172	1173-1174	1175-1176	1177-1178	1179-1180	1181-1182	1183-1184	1170	1185	1186-1187	of 1188-1189
10-191	1192-1193	1194	1196-1197	1198-1199	1200-1201	1202-1203	1204-1205	1206-1207	1208-1209	1195	1210	1211-1212	of 1213-1214
15-216	1217-1218	1219	1221-1222	1223-1224	1225-1226	1227-1228	1229-1230	1231-1232	1233-1234	1220	1235	1236-1237	of 1238-1239
40-241	1242-1243	1244	1246-1247	1248-1249	1250-1251	1252-1253	1254-1255	1256-1257	1258-1259	1245	1260	1261-1262	of 1263-1264
65-266	1267-1268	1269	1271-1272	1273-1274	1275-1276	1277-1278	1279-1280	1281-1282	1283-1284	1270	1285	1286-1287	of 1288-1289
70-291	1292-1293	1294	1296-1297	1298-1299	1300-1301	1302-1303	1304-1305	1306-1307	1308-1309	1295	1310	1311-1312	of 1313-1314
5-316	1317-1318	1319	1321-1322	1323-1324	1325-1326	1327-1328	1329-1330	1331-1332	1333-1334	1320	1335	1336-1337	of 1338-1339
10-341	1342-1343	1344	1346-1347	1348-1349	1350-1351	1352-1353	1354-1355	1356-1357	1358-1359	1345	1360	1361-1362	of 1363-1364

\* 1 = Operational; 2 = Nonoperational



9. Did the command appear to have a billet available for you when you arrived?  
 (212) (Choose the one best response).

- ( ) 1. Yes, there was more than one; including at least one I was trained to do.
- ( ) 2. Yes, there was more than one, but I was not trained to do any of them.
- ( ) 3. Yes, it was one I was specifically trained to do.
- ( ) 4. Yes, there was one for which I had not been trained.
- ( ) 5. No.

10. How effective was the command's sponsor program in helping you settle into your present assignment?  
 (213)

- ( ) 0. None present                      ( ) 2. Poor                      ( ) 4. Good
- ( ) 1. Very poor                      ( ) 3. Average                      ( ) 5. Excellent

11. About how long (in months) did it take you to "fit in" with your -  
 (214 - 215) mos. a. Command/Activity                      ( ) still don't (216)  
 (217 - 218) mos. b. Local community                      ( ) still don't (219)

12. On the average, I am fully occupied in my work about <sup>(223 - 224)</sup> \_\_\_\_\_ hours per week.

13. Overall, how do you evaluate this tour in terms of (omit if not applicable) -

		(1) Highly Unfavorable	(2) Unfavorable	(3) Neutral	(4) Favorable	(5) Highly Favorable
(225)	a. The Command	( )	( )	( )	( )	( )
(226)	b. Type duties	( )	( )	( )	( )	( )
(227)	c. Peers	( )	( )	( )	( )	( )
(228)	d. Superiors	( )	( )	( )	( )	( )
(229)	e. Immediate subordinates	( )	( )	( )	( )	( )

IV. ASSIGNMENT PROCESS

1. When did you detach from your last assignment (use numbers such as 10-79)?

(243 - 246) / \_\_\_\_\_  
 Month                      Year

2. Did the reassignment involve a change in geographic location? (248)

- ( ) 0. Never reassigned                      ( ) 1. YES                      ( ) 2. NO

3. For your most recent experience with a completed PCS change, how many days relative to your PRD did you receive (not applicable = 0):

- a. Informal notification? <sup>(231 - 233)</sup> \_\_\_\_\_ days prior to, or <sup>(234 - 236)</sup> \_\_\_\_\_ days after PRD.
- b. Formal notification (orders)? <sup>(237 - 239)</sup> \_\_\_\_\_ days prior to, or <sup>(240 - 242)</sup> \_\_\_\_\_ days after PRD.

4. How satisfactory was the amount of notification time you received for -

	<u>N/A</u>	<u>More than enough</u>	<u>Just about right</u>	<u>Cut it too close</u>	<u>Totally unsat.</u>
(249) a. Informal notification	( )	( )	( )	( )	( )
(250) b. Formal notification	( )	( )	( )	( )	( )

5. If you answered question 4 with "cut it too close" or "totally unsatisfactory," were there special circumstances that may have affected the timing of your notification (choose best response)? (251)

- ( )1. No
- ( )2. Yes--and it was justifiable
- ( )3. Yes--and it wasn't justifiable

6. Prior to your most recent transfer, how many days of lead time did you have to make travel arrangements and household effects shipment?

(252 - 254) Days ( ) Never transferred or not applicable (255)

7. 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? (268)

- ( )0. Not applicable
- ( )1. Yes
- ( )2. No

8. During my most recent transfer, I was promised one type of duty or duty station location, and it was changed in the orders I received just before I transferred. (267)

- ( )1. Yes
- ( )2. No
- ( )3. Have never discussed orders with my detailer.
- ( )4. Have never been transferred.

9. How many months prior to your PRD to your current assignment did you submit a new preference card (none submitted = 0)?

(256 - 257) Months ( ) Don't remember (258)

10. If you did not submit one, why not (check best choice)? (259)

- ( )1. It doesn't do any good.
- ( )2. I talked to my detailer by phone to discuss my desires and the available options.
- ( )3. I didn't need to submit a new one, the old one was O.K.
- ( )4. I got my new assignment before I could submit one.
- ( )5. Other \_\_\_\_\_

11. When I completed my most recent preference card, I (check the best choice): (260)

- ( )0. Did not complete one.
- ( )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.



18. My detailer's designator is (349 - 352) ( ) Don't know (353)

19. What is your evaluation of your current detailer in the following areas (Respond using the following scale.)?

<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Don't Know	Very Negative			Neutral			Very Positive

- |  |   |
|--|---|
| (310) a. Knowledgeable of current policy trends                        | (315) f. Returns telephone calls                      |
| (311) b. Knowledgeable of which billets are available                  | (316) g. Shares information                           |
| (312) c. Knowledgeable of requirements and duties of available billets | (317) h. Knowledgeable of previous communications     |
| (313) d. Knowledgeable of my career development needs                  | (318) i. What (s)he says can be trusted               |
| (314) e. Knowledgeable of my personal desires                          | (319) j. Looks out for my best interest               |
|  | (320) k. Listens to my problems, desires, needs, etc. |
|  | (321) l. Provides useful career counseling            |
|  | (322) m. Responds to correspondence                   |
|  | (323) n. Availability                                 |

20. When was the last time you communicated with your current detailer (give month and year in digits such as 10-79; 0-0 equals never)?

(324 - 325) / (326 - 327)  
Month                      Year

21. How did you prepare for your initial contact with your detailer during your last reassignment (check all that apply)?

- (328) ( ) a. No reassignment.
- (329) ( ) b. Did not prepare.
- (330) ( ) c. Reanalyzed my preference card.
- (331) ( ) d. Submitted an updated preference card.
- (332) ( ) e. Reviewed my whole career plan.
- (333) ( ) f. Contacted others at my present duty station for advice.
- (337) ( ) g. Contacted others in the women officers network.
- (334) ( ) h. Discussed it with my spouse.
- (335) ( ) i. Checked instructions, personnel manual and other policy(ies).
- (336) ( ) j. Checked the URL Career Planning Guide or "Perspective."
- (338) ( ) k. Other \_\_\_\_\_

22. I, not my detailer, initiated the first contact regarding my most recent reassignment. (339)

( ) 0. Never reassigned                      ( ) 1. YES                      ( ) 2. NO

23. Have you attended a detailer field trip meeting in the last two years?

- (340)
- ( ) 1. No - Meeting has never been scheduled in my command(s).
  - ( ) 2. No - I was not available when trip was scheduled.
  - ( ) 3. No - I chose not to attend a scheduled meeting.
  - ( ) 4. Yes - (341 - 342) months prior to my PRD.

24. If you have attended a detailer field trip meeting, to what extent--  
(Respond using the following scale. Omit if one not attended.)

0	1	2	3	4	5	6	7
Not Ap- plicable	Very Little			Some			Very Great

- (343) a. Did it provide clarification of assignment policies and practices?  
 (344) b. Did it give you an appreciation of officer career paths and alternatives?  
 (345) c. Did it resolve some assignment problems you had?  
 (346) d. Was it conducted in an open and honest manner?  
 (347) e. Was it a useful and beneficial meeting?

25. What individuals did you use to intervene on your behalf to obtain the assignment you wanted during your last reassignment (check all that apply)?

- |  |  |
|--|--|
| (278) ( ) a. No previous assignment.   | ( ) f. A senior officer in the direct chain of command of my desired assignment. (283)           |
| (279) ( ) b. No one.   |  |
| (280) ( ) c. My CO/XO/ISIC.  |  |
| (281) ( ) d. The CO/ISIC of the billet I wanted.   | ( ) g. A senior officer from my command but not the chain of command of either assignment. (284) |
| (282) ( ) e. A senior officer from my direct chain of command from my previous assignment. | ( ) h. A senior officer from outside of my community. (285)                                      |
|  | ( ) i. Other (286)   |

26. When you received your last Officer Data Card (ODC), did you verify each block? (355)

- ( ) 1. Yes, I'm sure no corrections were required.  
 ( ) 2. Yes, it seemed to me that no corrections were required, but I'm not positive.  
 ( ) 3. Yes, corrections were required, but I didn't follow-up.  
 ( ) 4. Yes, corrections were required, but my command didn't follow-up.  
 ( ) 5. Yes, corrections were required, and I sent them to Washington.  
 ( ) 6. No, but I checked a few blocks.  
 ( ) 7. No, I gave it hardly a glance.  
 ( ) 8. Have never received an ODC.  
 ( ) 9. I don't know what an ODC is.

27. Has your Admin/Personnel Office offered to help you to verify your last ODC? (356)

- ( ) 1. Yes ( ) 3. Have never received one.  
 ( ) 2. No ( ) 4. Still don't know what an ODC is.

28. Are you presently on an overseas tour of duty?

- (361) ( ) 1. Yes--accompanied ( ) 2. Yes--unaccompanied ( ) 3. No

29. If you are presently on an overseas tour of duty, did your transferring command provide timely and accurate support for your transfer? (362)

- ( ) 0. Not applicable ( ) 2. No  
 ( ) 1. Yes ( ) 3. Did not inform me of the requirements.

V. DECISION PROCESS

1. When did you begin the following activities in regard to your last reassignment? (Use the following scale to respond to items a through h:)

- |                                       |                                   |
|---------------------------------------|-----------------------------------|
| 0. Not applicable                     | 4. 7 to 10 months before my PRD.  |
| 1. Systematically throughout my tour. | 5. 3 to 6 months before my PRD.   |
| 2. More than 14 months before my PRD. | 6. Within 3 months before my PRD. |
| 3. 11 to 14 months before my PRD.     | 7. I didn't do this.              |

- (269) a. Contacting your detailer.  
 (270) b. Specifically seeking the advice of a senior officer.  
 (271) c. Specifically seeking the advice of peers.  
 (272) d. Discussing possible assignments with my spouse/family.  
 (273) e. Considering choices of location.  
 (274) f. Considering choices of types of billets.  
 (275) g. Considering choices of types of duty.  
 (276) h. Contacting a placement officer.

2. How important was your desire for a post-Navy career in your preference (363) for your most recent reassignment? (Circle most appropriate response)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Not			Some			A Primary
Considered			Consideration			Factor

3. How important was your desire for a change in your Navy career (for example, (364) change in designator outside present community) in your preference for your most recent assignment? (Circle appropriate response)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Not			Some			A Primary
Considered			Consideration			Factor

4. How many more years do you plan to remain on active duty?  
 (365 - 366) years ( ) Don't have any idea (367)

Respond to items 5-8 using the following scale:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very			Neutral			Very
Unattractive						Attractive

- (968) 5. How attractive does the 110X officer career path appear to you?  
 (1028) 6. How attractive would it be to change your designator and pursue a different Navy career path?  
 (369) 7. With the present "Women-In-Ships" program, how attractive would it be for you to transfer to the Surface Warfare Officer community?  
 (370) 8. If the "Women-In-Ships" program was expanded to include combatants, how attractive would it be for you to transfer to the Surface Warfare Officer community?



9. This item requires two types of information on the career options a through p listed below. First, indicate what your decision was, if one has been made, regarding each career option. Second, indicate when you made, or plan to make, your decision -- don't indicate when you carried it out (or plan to carry it out). Regarding the timing of your decision, if you are enroute to a new assignment, consider your just-completed one to be your present tour

CAREER OPTION	Your DECISION			WHEN YOU MADE, OR PLAN TO MAKE, THE DECISION			
	Yes	No	Undecided	Decided in Previous Tour Yes or No?	Present tour		Decision Deferred Till Later Yes or No?
					Decided on MO/YR	Will decide on MO/YR	
a. Obtain a master's degree		444		465	605-608	609-612	
b. Request PG School		427		448	469-472	473-476	
c. Follow my spouse's career		445		466	613-616	617-620	
d. Make the Navy a career		428		449	477-480	481-484	
e. Obtain designation as a subspecialist		446		467	621-624	625-628	
f. Remain geographically stable		432		453	509-512	513-516	
g. Seek a designator change from General URL Officer		429		450	485-488	489-492	
h. Obtain a Proven Subspecialty		430		451	493-496	497-500	
i. Strive for an XO assignment		447		468	629-632	633-636	
j. Request Staff or War College		431		452	501-504	505-508	
k. Accept a Washington headqtrs staff assignment		433		454	517-520	521-524	
l. Strive for Command		436		457	541-544	545-548	
m. Prepare for a career outside the Navy		434		455	525-528	529-532	
n. Remain in the Navy beyond eligible retirement date		435		456	533-536	537-540	
o. Strive for CAPT		437		458	549-552	553-556	
p. Strive for flag rank		438		459	557-560	561-564	

TIRED ?? TAKE A BREAK -- BUT PLEASE COME BACK, WE NEED YOUR HELP!

10. Do you feel that the Navy wants you to continue your career as an active duty Naval officer? Circle best response. (368)

1      2      3      4      5      6      7  
 Definitely      Don't      Definitely  
 Does Not      Know      Does

11. If you were to seek civilian employment, how prepared are you to do so? (382)

1      2      3      4      5      6      7  
 Essentially      Neither      Essentially  
 Unprepared      Prepared      Prepared  
    nor  
    Unprepared

12. 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. Indicate whether the influence is positive or negative. Respond using the following scale.

1      2      3      4      5      6      7      0  
 Very      Moderate      Very      Not Applicable  
 Low           High      or Not Aware  
    of It

INFORMATION SOURCE	USE	ACCURACY			INFLUENCE	DIRECTION OF INFLUENCE (CHECK ONE)		
		HONESTY	AVAILABILITY	Positive		Negative		
CO/ISIC	99	113	127	141	155	( ) 169	( )	
XC	100	114	128	142	156	( ) 170	( )	
Department Head	101	115	129	143	157	( ) 171	( )	
Other Senior Officers in my Community	102	116	130	144	158	( ) 172	( )	
Senior Officers outside my Community	103	117	131	145	159	( ) 173	( )	
Peers	104	118	132	146	160	( ) 174	( )	
Detailers	105	119	133	147	161	( ) 175	( )	
"Perspective"	106	120	134	148	162	( ) 176	( )	
"URL Officer Career Planning Guidebook"	107	121	135	149	163	( ) 177	( )	
"Commanding Officer's Addendum to URL Guide"	108	122	136	150	164	( ) 178	( )	
"Officer Billet Summary"	109	123	137	151	165	( ) 179	( )	
Navy Times	110	124	138	152	166	( ) 180	( )	
Public Media	111	125	139	153	167	( ) 181	( )	



<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very Negative	Substan- tially	Moderately Negative	Neutral	Moderately Positive	Substan- tially	Very Positive
<u>CDR</u>				<u>Navy Career Contributions</u>		<u>Desirability</u>
(853)A.	Washington Staff			<input type="text"/> (901)		<input type="text"/> (949)
(854)B.	XO, NARDAC			<input type="text"/> (902)		<input type="text"/> (950)
(855)C.	Special Asst., Civil Affairs			<input type="text"/> (903)		<input type="text"/> (951)
(856)D.	XO, NAVSTA			<input type="text"/> (904)		<input type="text"/> (952)
(857)E.	CO, COMSTA			<input type="text"/> (905)		<input type="text"/> (953)
(858)F.	Major Fleet Staff			<input type="text"/> (906)		<input type="text"/> (954)
(859)G.	Instructor, Serv. Coll.			<input type="text"/> (907)		<input type="text"/> (955)
(860)H.	Public Affairs			<input type="text"/> (908)		<input type="text"/> (956)
(861)I.	Intelligence Officer			<input type="text"/> (909)		<input type="text"/> (957)
<u>LCDR</u>						
(848)A.	Comptroller			<input type="text"/> (896)		<input type="text"/> (944)
(849)E.	CO, NAVFAC			<input type="text"/> (897)		<input type="text"/> (945)
(850)C.	Communications Officer			<input type="text"/> (898)		<input type="text"/> (946)
(851)D.	Director of NDACS, NDARC			<input type="text"/> (899)		<input type="text"/> (947)
(852)E.	Asst. for Political/Mil			<input type="text"/> (900)		<input type="text"/> (948)
<u>LT</u>						
(838)A.	Company Commander			<input type="text"/> (886)		<input type="text"/> (934)
(839)B.	ADP Systems Director			<input type="text"/> (887)		<input type="text"/> (935)
(840)C.	XO, MSCO			<input type="text"/> (888)		<input type="text"/> (936)
(841)D.	Recruiter			<input type="text"/> (889)		<input type="text"/> (937)
(842)E.	Public Affairs			<input type="text"/> (890)		<input type="text"/> (938)
(843)F.	Flag Secretary			<input type="text"/> (891)		<input type="text"/> (939)
(844)G.	Flag Aide			<input type="text"/> (892)		<input type="text"/> (940)
(845)H.	Washington Staff			<input type="text"/> (893)		<input type="text"/> (941)
(846)I.	PG School Student			<input type="text"/> (894)		<input type="text"/> (942)
(847)J.	Major Fleet Staff			<input type="text"/> (895)		<input type="text"/> (943)

1                      2                      3                      4                      5                      6                      7  
 Very                      Substan-                      Moderately                      Neutral                      Moderately                      Substan-                      Very  
 Negative                      tially                      Negative                                           Positive                      tially                      Positive

<u>LTJG</u>		<u>Navy Career Contributions</u>		<u>Desirability</u>	
(831)A.	Asst. Nuclear Power Eng.	<input type="checkbox"/>	(879)	<input type="checkbox"/>	(927)
(832)B.	Computer Systems Analyst	<input type="checkbox"/>	(880)	<input type="checkbox"/>	(928)
(833)C.	OIC, PERSUPDET	<input type="checkbox"/>	(881)	<input type="checkbox"/>	(929)
(834)D.	Intelligence Officer	<input type="checkbox"/>	(882)	<input type="checkbox"/>	(930)
(835)E.	Watch Officer, NAVFAC	<input type="checkbox"/>	(883)	<input type="checkbox"/>	(931)
(836)F.	Deputy Dir., Cargo Handling	<input type="checkbox"/>	(884)	<input type="checkbox"/>	(932)
(837)G.	Operational Billet, Air Squadron	<input type="checkbox"/>	(885)	<input type="checkbox"/>	(933)

<u>ENS</u>					
(822)A.	Watch Officer, COMMSTA	<input type="checkbox"/>	(870)	<input type="checkbox"/>	(918)
(823)B.	Watch Officer, NAVFAC	<input type="checkbox"/>	(871)	<input type="checkbox"/>	(919)
(824)C.	Public Affairs Officer	<input type="checkbox"/>	(872)	<input type="checkbox"/>	(920)
(825)D.	Admin. Asst./Personnel	<input type="checkbox"/>	(873)	<input type="checkbox"/>	(921)
(826)E.	HRM Team Member	<input type="checkbox"/>	(874)	<input type="checkbox"/>	(922)
(827)F.	Operational Billet, Air Squadron	<input type="checkbox"/>	(875)	<input type="checkbox"/>	(923)
(828)G.	Major Fleet Staff	<input type="checkbox"/>	(876)	<input type="checkbox"/>	(924)
(829)H.	Instructor, NUCPWRSCOL	<input type="checkbox"/>	(877)	<input type="checkbox"/>	(925)
(830)I.	Washington Staff	<input type="checkbox"/>	(878)	<input type="checkbox"/>	(926)

19. 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.

	<u>CIVILIAN</u>				<u>NAVY</u>		
	<u>1. Substan- tially Better</u>	<u>2. Much Better</u>	<u>3. Better</u>	<u>4. Comparable</u>	<u>5. Better</u>	<u>6. Much Better</u>	<u>7. Substan- tially Better</u>
(383) a. Interesting and challenging work	( )	( )	( )	( )	( )	( )	( )
(384) b. Ability to plan work	( )	( )	( )	( )	( )	( )	( )
(385) c. Work hours	( )	( )	( )	( )	( )	( )	( )
(386) d. Minimal work stress	( )	( )	( )	( )	( )	( )	( )
(387) e. Freedom from hassle	( )	( )	( )	( )	( )	( )	( )
(388) f. Own initiative	( )	( )	( )	( )	( )	( )	( )
(389) g. Pay and allowances	( )	( )	( )	( )	( )	( )	( )
(390) h. Health benefits/care	( )	( )	( )	( )	( )	( )	( )

	CIVILIAN				NAVY		
	1. Substan- tially Better	2. Much Better	3. Better	4. Comparable	5. Better	6. Much Better	7. Substan- tially Better
(391) i. Job security	( )	( )	( )	( )	( )	( )	( )
(392) j. Family stability (omit if NA)	( )	( )	( )	( )	( )	( )	( )
(393) k. Desirable place to live	( )	( )	( )	( )	( )	( )	( )
(394) l. Desirable co-workers	( )	( )	( )	( )	( )	( )	( )
(395) m. Recognition	( )	( )	( )	( )	( )	( )	( )
(396) n. Responsibility	( )	( )	( )	( )	( )	( )	( )
(397) o. Chance for spouse to develop own interests (omit if NA)	( )	( )	( )	( )	( )	( )	( )
(398) p. Quality of superiors	( )	( )	( )	( )	( )	( )	( )
(399) q. Retirement program	( )	( )	( )	( )	( )	( )	( )
(400) r. Variety of assignments	( )	( )	( )	( )	( )	( )	( )
(401) s. Educational opportunities	( )	( )	( )	( )	( )	( )	( )
(402) t. Promotional opportunities	( )	( )	( )	( )	( )	( )	( )
(403) u. Social relationships	( )	( )	( )	( )	( )	( )	( )
(404) v. Amount of crisis management	( )	( )	( )	( )	( )	( )	( )

20. PLEASE GO BACK TO QUESTION 19 AND CIRCLE THOSE 5 CHARACTERISTICS THAT ARE MOST IMPORTANT TO YOU AND CROSS OUT THOSE 5 CHARACTERISTICS THAT ARE LEAST IMPORTANT TO YOU.

(405 - 426)

The following 8 items (21-28) cover the family's impact on your career. If you are not currently married or are a single parent, skip to the next section (VI. Career Management) on page 17.

21. How is your spouse primarily employed? (Choose best response) (1034 - 1035)
- |                            |                           |
|----------------------------|---------------------------|
| ( ) 1. Navy officer        | ( ) 7. Secretary/clerical |
| ( ) 2. Navy enlisted       | ( ) 8. Teacher            |
| ( ) 3. Other military      | ( ) 9. Consultant         |
| ( ) 4. Full-time homemaker | ( ) 10. Business/Finance  |
| ( ) 5. Engineer            | ( ) 11. Nurse             |
| ( ) 6. Other professional  | ( ) 12. Other _____       |

Respond to items 22-24 using the following scale:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly disagree			Uncertain			Strongly agree

(1029) 22. My spouse's career limits considerably the options available in my career decisions.

(1030) 23. At the present time, my career is more important to me than my spouse's career.

(1031) 24. I am actively involved in my spouse's career.

25. Rank order the following items according to the severity of their impact on your most recent PCS move (e.g., 1 = most severe, 7 = least severe; 0 = not applicable):

- |   |   |
|---|---|
| (1039) a. My spouse's employment          | (1043) e. The moving process itself   |
| (1040) b. Disruptions in family schooling | (1044) f. My unavailability to help the family (en route training, for example) |
| (1041) c. My out-of-pocket expenses       | (1045) g. Obtaining child-care  |
| (1042) d. Disruptions in social relations |   |

26. How do you think your spouse feels toward your Navy career? (1038)

- |                           |                              |
|---------------------------|------------------------------|
| ( ) 1. Completely opposed | ( ) 4. Moderately supportive |
| ( ) 2. Moderately opposed | ( ) 5. Completely supportive |
| ( ) 3. Neutral            |                              |

Respond to items 27 and 28 using the following scale:

<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Not Applica- ble	I defer to spouse's wishes			Equal Partici- pation			I decide alone

(1036) 27. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

(1037) 28. How involved is your spouse when you are making major career decisions such as staying in the Navy, choosing a second career, retiring, etc.?

## VI. Career Management

Using GENERAL URL OFFICER as your community, respond to items 1-37 using the following scale:

1	2	3	4	5	6	7
Strongly Disagree			Uncertain			Strongly Agree

- (983) 1. My community has some programs to help me with my career which are different from other Navy communities such as surface warfare.
- (984) 2. My community has a higher rate of promotion for senior officers than other Navy communities.
- (985) 3. My community tries to take care of its own in regards to promotions.
- (986) 4. Officers in other communities get the billets which contribute most to their Navy careers.
- (987) 5. It is important to have someone available with whom I am comfortable and whom I trust to discuss my career.
- (988) 6. My senior officers interact with me frequently.
- (993) 7. I have had good counsel on the Navy's norms and values for officers.
- (997) 8. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy.
- (998) 9. My community uses an informal network to keep tabs on officers for the best assignments.
- (995) 10. Officers need a special career counseling system for them.
- (996) 11. Visibility is very important at this stage in my Navy career.
- (1002) 12. As a General URL Officer, I have frequently been assigned to billets that career-oriented officers from other communities would find unacceptable.
- (1003) 13. As a junior officer, senior officers from my community have been (were) very supportive.
- (1004) 14. As a junior officer, senior officers from other communities have been (were) very supportive.
- (1005) 15. My leadership experience is adequately represented in the documentation reviewed for decisions involving my assignment/promotion.
- (1006) 16. There is a strong informal support network within the 110X community.
- (1007) 17. It is important for the 110X community to have senior officer representatives on selection/promotion boards.
- (1008) 18. Performance being equal, my chances of being selected for a career enhancing 1000 designated billet are equal to any other URL officer.
- (1009) 19. There should be specially designated career advisors for 110X officers.
- (1010) 20. I feel that my career suffers because I don't have a sufficient number of role models in the 110X community.
- (1011) 21. It is clear to me how the Navy defines a "leadership role."
- (1012) 22. It appears to me that the need for the 110X community is being constantly questioned.
- (1013) 23. The General URL Officer community makes a major contribution to the Navy's effectiveness.
- (1014) 24. The billets which URL General Officers are eligible for are some of the Navy's most important jobs.



1      2      3      4      5      6      7  
 Strongly                     Uncertain                     Strongly  
 Disagree                                         Agree

- (1015) 25. General URL Officers are held in high esteem by the rest of the Navy.
- (1016) 26. General URL Officers have a very strong feeling of community.
- (1017) 27. Command/Program Management is (was) my optimum goal in the Navy.
- (1018) 28. Leadership assignments outside of the subspecialty area can be harmful to an 110X officer's career.
- (989) 29. I use senior officers as role models when I make career decisions.
- (990) 30. I have been counseled on how the Navy's career system works for members of my community.
- (991) 31. I have been counseled on the Navy's career opportunities outside of my community.
- (992) 32. I have been counseled on the "tickets" which have to be punched so that I can reach my career goals in the Navy.
- (999) 33. I have been counseled on the "right" contacts to make to help further my Navy career.
- (1000) 34. I have been counseled on the "blind alleys" which might kill my Navy career.
- (1001) 35. I have a close, personal relationship with a considerably more senior officer who serves as a mentor for my career.
- (994) 36. I have counseled a more junior officer in career-related matters.
- (1019) 37. I am actively involved in an informal support network within the 110X community.

38. In comparison with other communities, officers in my community make flag rank (circle best choice): (1020)

1      2      3      4      5      6      7  
 Very                     At the                     Very  
 Infrequently                Same Rate                Frequently

39. Officers in my community make flag rank because they (rank order the following five statements with the largest number being the most important):

- (1021) a. are highly specialized. (1024) d. have the right contacts.
- (1022) b. are not overspecialized. (1025) e. have the right career pattern.
- (1023) c. are superb performers. (1027) f. Other \_\_\_\_\_

40. I have been "cross-detailed" (assigned to a warfare-designated billet) (969) times. ( ) don't know. (970)

41. The impact of Defense Officer Personnel Management Act (DOPMA) on my assignments will be (circle best response): (971)

1      2      3      4      5      6      7  
 Very                     Neutral                     Very  
 Positive                                    Negative

42. The impact of DOPMA on my promotions will be (circle best response):  
(972)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Very Positive			Neutral			Very Negative

#### VII. CAREER ATTITUDES

- 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? (966 - 967) years
- On the scale below, check the statement which most applies to you.
  1. I am a General URL Officer.
  2. I am primarily a General URL Officer 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.
  5. I am a Navy officer.
  6. Other (982)
- Career Intentions: 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. (1101)  
How certain are you that you will continue an active Navy career at least until you are eligible for retirement?
  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. 0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.
- Career Satisfaction: The following items deal with your attitude toward your career and location. Please respond as honestly and accurately as you can. It is important that you complete each item even though it appears to be the same statement. Indicate how much you agree or disagree with each statement by using the scale below and responding to each item.

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree			Neither Agree nor Disagree			Strongly Agree

- (1102) a. I would be very dissatisfied if I had to change my career.
- (1103) b. I would definitely not recommend my location to friends.
- (1104) c. The more I think about it, the more I feel I made a bad move in entering my career.
- (1105) d. I am fortunate to be located where I am.
- (1106) e. I thoroughly enjoy my career.
- (1107) f. I thoroughly enjoy my location.
- (1108) g. I take great pride in my career.
- (1109) h. I would live anywhere in order to stay in my career.
- (1110) i. I often think about being in a different location.
- (1111) j. I would definitely like to change my career.
- (1112) k. I would be more satisfied in a different location.
- (1113) l. I feel I would be much more satisfied in a different location.
- (1114) m. I am very satisfied with my present location.
- (1115) n. Where I live is much more important to my satisfaction than my career.

#### VIII. EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT

Indicate your level of agreement to the next 24 items. Respond using the following scale:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree			Neutral			Strongly Agree

In evaluating the first four items, consider Intell. Analyst, Communications, etc., as technical schools and LNET, PAO, etc., as non-technical ones. Omit consideration of major professional schools such as NPS or War College.

- (1046) 1. Military school(s) that I completed during my most recent transfer or present assignment were valuable to me in performing my job (score "0" if none completed).
- (1047) 2. The Navy has provided me with adequate training in the general (managerial) aspects of how to perform as a Naval officer.
- (1048) 3. I believe that non-technical schools improve my ability to do my job.
- (1049) 4. Technical schools will increase my promotion opportunities much more than non-technical service schools.

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

- (1058) 5. Obtaining some warfare specialty experience is very important to my being selected for command.
- (1050) 6. I must obtain at least one tour FITREP as a department head before I can screen for XO.
- (1051) 7. My command has a planned program for rotating junior officers through several departments during their first tour.
- (1052) 8. During my career, I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education.
- (1053) 9. Obtaining a postgraduate degree will strengthen my chances for promotion.
- (1054) 10. I would rather receive a postgraduate degree from a civilian institution than Navy Postgraduate School (NPS).
- (1056) 11. The development of a subspecialty is important for my Navy career.
- (1057) 12. The development of a subspecialty is important for my career beyond the Navy.
- (1059) 13. Attending one of the war colleges is important for my Navy career.
- (1066) 14. It is important for General URL Officers to be evaluated in "leadership roles" early in their career.
- (1067) 15. It is important for General URL Officers to obtain a subspecialty early in their career.
- (1068) 16. My primary subspecialty limits opportunity for future career enhancing assignments.
- (1069) 17. I (have) identified a sequence of schools that, if I attended, would help me obtain my career goals in the Navy.
- (1055) 18. If I leave my subspecialty area for any length of time, my Navy career will suffer.
- (1070) 19. Because of my designator, the development of a subspecialty is important for my promotion.
- (1071) 20. I can predict with fair accuracy the subspecialties that will help me advance in my Navy career.
- (1072) 21. I would be/have been hesitant to attend NPS, because the majors that I could select for study do not have applications outside of the Navy.
- (1073) 22. My decisions about postgraduate education in the Navy are/were driven by my desire to develop a basis for my second career after retirement.
- (1074) 23. At least a Master's degree is required for an officer to be selected as a proven subspecialist.
- (1075) 24. After obtaining a postgraduate degree from NPS, an officer should expect to spend more than one tour in billets with a related subspecialty.

25. Enroute to my present assignment, I (choose best one): (1076)
1. Did not attend any school.
  2. Attended school(s) which related to my primary duties.
  3. Attended school(s) which related to my collateral duties.
  4. Attended school(s) which related to my primary and collateral duties.
  5. Attended school(s) which related to my new assignment, but my assignment was changed just before I reported or shortly thereafter.
  6. Attended school(s) which were unrelated to any of my initial or present duties in my assignment.
  7. Did not attend any schools because none were available which related to my present duties.
  8. Other \_\_\_\_\_

26. Which of the following twelve subspecialty education/skill fields currently could contribute most to an 110X Officer's Navy career? (Rank all twelve and make the highest contributor equal to 1 and lowest equal to 12)

<u>Education/Skill Field</u>	<u>(Examples)</u>
(1077 - 1078)a.	Public Affairs
(1079 - 1080)b.	Intelligence (Joint Intelligence, Naval Scientific and Technical)
(1081 - 1082)c.	Pol-Mil/Strategic Planning (Europe, International Negotiation)
(1083 - 1084)d.	Management (Financial, Transportation, Manpower/Personnel)
(1085 - 1086)e.	Applied Logic (Operations Analysis, Quantitative Economic)
(1087 - 1088)f.	Operations Systems Technology (ASW, C <sup>2</sup> )
(1089 - 1090)g.	Environmental Science (Geophysics, Oceanography)
(1091 - 1092)h.	Naval Systems Engineering (Nuclear Engineering, Electronic Engineering)
(1093 - 1094)i.	Weapons Engineering (Chemistry, Nuclear Physics, Strat. Navig.)
(1095 - 1096)j.	Aeronautical Systems Engineering (Avionics, Test Pilot)
(1097 - 1098)k.	Communications (Engineering, Systems Technology)
(1099 - 1100)l.	Computer Technology (Science, Systems Technology)

#### IX. SUPPLEMENTAL QUESTIONS

Indicate your level of agreement with items 1 through 36. Respond using the following scale:

<u>    </u> 1	<u>    </u> 2	<u>    </u> 3	<u>    </u> 4	<u>    </u> 5	<u>    </u> 6	<u>    </u> 7
Strongly Disagree			Neutral			Strongly Agree

- (1117) 1. I am willing to put a great deal of effort beyond that normally expected in order to help the Navy be successful.
- (1118) 2. I talk up the Navy to my friends as a great organization to work for.
- (1119) 3. I feel very little loyalty to the Navy.

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Strongly Disagree			Neutral			Strongly Agree

- (1120)4. I would accept almost any type of job assignment in order to remain in the Navy.
- (1121)5. I find that my values and the Navy's values are very similar.
- (1122)6. I am proud to tell others that I am part of the Navy.
- (1123)7. I could just as well be working for a different organization as long as the type of work were similar.
- (1124)8. The Navy really inspires the very best in me in the way of job performance.
- (1125)9. It would take very little change in my present circumstances to cause me to leave.
- (1126)10. I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined.
- (1127)11. There's not too much to be gained by staying with the Navy indefinitely.
- (1128)12. Often, I find it difficult to agree with the Navy's policies on important matters relating to its personnel.
- (1129)13. I really care about the fate of the Navy.
- (1130)14. For me this is the best of all possible organizations for which to work.
- (1131)15. Deciding to join the Navy was a definite mistake on my part.
- (973)16. The Navy should provide clear, specific career paths with associated plans.
- (974)17. I don't really think about the career decision: it's in the back of my mind for a while, then it will suddenly hit me, and I know what I will do.
- (975)18. Career opportunities are unpredictable so you must be ready to make a decision when one arises.
- (976)19. I am willing to invest considerable time in exploring career opportunities.
- (977)20. I like to imagine what it would be like to be the very top person in my field.
- (978)21. I research, plan, and find my own billets.
- (979)22. It helps to know exactly what you want in your next assignment.
- (348)23. I cannot depend upon the detailing system to find a job that I want.
- (980)24. I know the steps that I need to take to achieve my Navy career goals.
- (981)25. I know the steps that I need to take to achieve my post-Navy career goals.
- (1132)26. I feel that I'm a person of worth, at least on an equal plane with others.
- (1133)27. I feel that I have a number of good qualities.
- (1134)28. All in all, I am inclined to feel that I am a failure.
- (1135)29. I feel I do not have much to be proud of.
- (1136)30. I wish I could have more respect for myself.
- (1137)31. I am able to do things as well as most other people.
- (1138)32. At times, I think I am no good at all.



If you would like to comment on any aspect of your Navy career as it affects your desire to continue as a General URL Officer, please use this space. Written comments may be used to support statistical summaries of data, but only if anonymity can be assured.

Thank you for your assistance with this questionnaire.

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NOTE: If you would like to receive an information letter on the general findings from the questionnaire, please print your name and address in the space provided:

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