Officer Career Development: Longitudinal Sample--Fiscal Year 1982

Regina L. Burch
Reginald A. Bruce
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13. ABSTRACT (Maximum 200 words)
   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 (N = 20,999) of the larger population (N = 23,769). These questionnaires were administered during 1982 and then readministered during 1986-1987.

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

   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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   UNCLASSIFIED

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   UNLIMITED
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.

Point of contact at NAVPERSRANDCEN is Dr. Robert Morrison, AUTOVON 553-9256 or Commercial (619) 553-9256.

JULES I. BORACK
Director, Personnel Systems Department
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<td>O-0</td>
</tr>
<tr>
<td>DISTRIBUTION LIST</td>
<td></td>
</tr>
</tbody>
</table>
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).1

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 =

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.

![Figure 1](image-url)

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


APPENDIX A
IDENTIFICATION
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quest1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1996</td>
</tr>
</tbody>
</table>

NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: \textbf{TIME1}

SECTION: Identification \hspace{1cm} 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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timel</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1997</td>
</tr>
</tbody>
</table>

NOTES:
ENTRY NAME: SOCIAL SECURITY NUMBER

SECTION: Background

SECTION ITEM NO.: 001

DEFINITION:

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

ITEM(S):

Social Security Number: ____-____-____

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

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>SSN</td>
<td>12</td>
<td>12</td>
<td>12</td>
<td>0001-0009</td>
</tr>
</tbody>
</table>

**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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade</td>
<td>13</td>
<td>13</td>
<td>13</td>
<td>0010</td>
</tr>
</tbody>
</table>

**NOTES:**
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 SCALING:
**SOURCE/LOCATION OF ENTRY:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Designator</td>
<td>14</td>
<td>14</td>
<td>15</td>
<td>0011-0014</td>
</tr>
</tbody>
</table>

**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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td>-</td>
<td>-</td>
<td>I4</td>
<td>0015</td>
</tr>
</tbody>
</table>

**NOTES:**
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:**

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

**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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of kids</td>
<td>16A</td>
<td>16A</td>
<td>17A</td>
<td>0032-0033</td>
</tr>
</tbody>
</table>

**NOTES:**
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age1</td>
<td>I6B</td>
<td>I6B</td>
<td>I7B</td>
<td>0034</td>
</tr>
<tr>
<td>Age2</td>
<td>I6B</td>
<td>I6B</td>
<td>I7B</td>
<td>0035</td>
</tr>
<tr>
<td>Age3</td>
<td>I6B</td>
<td>I6B</td>
<td>I7B</td>
<td>0036</td>
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<td>Age4</td>
<td>I6B</td>
<td>I6B</td>
<td>I7B</td>
<td>0037</td>
</tr>
<tr>
<td>Age5</td>
<td>I6B</td>
<td>I6B</td>
<td>I7B</td>
<td>0038</td>
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<tr>
<td>Age6</td>
<td>I6B</td>
<td>I6B</td>
<td>I7B</td>
<td>0039</td>
</tr>
</tbody>
</table>

### NOTES:

B-14
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other depend.</td>
<td>-</td>
<td>-</td>
<td>I8A</td>
<td>0040</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages1</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0041</td>
</tr>
<tr>
<td>Ages2</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0042</td>
</tr>
<tr>
<td>Ages3</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0043</td>
</tr>
<tr>
<td>Ages4</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0044</td>
</tr>
<tr>
<td>Ages5</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0045</td>
</tr>
<tr>
<td>Ages6</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0046</td>
</tr>
<tr>
<td>Ages7</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0047</td>
</tr>
<tr>
<td>Ages8</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
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</tr>
<tr>
<td>Ages9</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0049</td>
</tr>
<tr>
<td>Ages10</td>
<td>-</td>
<td>-</td>
<td>I8B</td>
<td>0050</td>
</tr>
</tbody>
</table>

### NOTES:

In GURL questionnaire only.

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

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Academic</td>
<td>I7A</td>
<td>I7A</td>
<td>I9A</td>
<td>0051</td>
</tr>
<tr>
<td>2. Military</td>
<td>I7B</td>
<td>I7B</td>
<td>I9B</td>
<td>0052</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
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<tbody>
<tr>
<td>NUPOC</td>
<td>-</td>
<td>-</td>
<td>I10</td>
<td>0053</td>
</tr>
</tbody>
</table>

NOTES:
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. Don't know

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

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
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<tbody>
<tr>
<td>Score</td>
<td>I8A</td>
<td>-</td>
<td>-</td>
<td>0054-0056</td>
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<tr>
<td>Don't know</td>
<td>I8B</td>
<td>-</td>
<td>-</td>
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### NOTES:

B-24
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:**

<table>
<thead>
<tr>
<th>ITEM</th>
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<tbody>
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</tbody>
</table>

**NOTES:**
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 *In SWO designator?   /  ( ) N/A
Month Year *questionnaire

When were you awarded your wings? *In AWO
/   ( ) N/A
Month Year *questionnaire

RESPONSE SCALE:

8. N/A
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
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<tbody>
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<td>Month awarded</td>
<td>III</td>
<td>III</td>
<td>-</td>
<td>0059-0060</td>
</tr>
<tr>
<td>Year awarded</td>
<td>III</td>
<td>III</td>
<td>-</td>
<td>0061-0062</td>
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<td>N/A</td>
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<td>III</td>
<td>-</td>
<td>0063</td>
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</table>

NOTES:
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:
<table>
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<tr>
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<tr>
<td>Aviation Spec. VI2</td>
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<td>-</td>
<td>-</td>
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NOTES:
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:

<table>
<thead>
<tr>
<th>ITEM</th>
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<td>Length in comm. VI3</td>
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<td>-</td>
<td>-</td>
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</table>

NOTES:
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:**

<table>
<thead>
<tr>
<th>ITEM</th>
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<tr>
<td>Other commun. VI4</td>
<td>-</td>
<td>-</td>
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</table>

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

<table>
<thead>
<tr>
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<td>1. Div. Officer</td>
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<td>-</td>
<td>0070</td>
</tr>
<tr>
<td>2. Dept. Head</td>
<td>II2B</td>
<td>-</td>
<td>-</td>
<td>0071</td>
</tr>
<tr>
<td>3. OOD</td>
<td>II2C</td>
<td>-</td>
<td>-</td>
<td>0072</td>
</tr>
<tr>
<td>4. EOOW</td>
<td>II2D</td>
<td>-</td>
<td>-</td>
<td>0073</td>
</tr>
<tr>
<td>5. Weapons Cont.-</td>
<td>II2E</td>
<td>-</td>
<td>-</td>
<td>0074</td>
</tr>
<tr>
<td>6. Eval./TAO</td>
<td>II2F</td>
<td>-</td>
<td>-</td>
<td>0075</td>
</tr>
<tr>
<td>7. XO Afloat</td>
<td>II2G</td>
<td>-</td>
<td>-</td>
<td>0076</td>
</tr>
<tr>
<td>8. Qual-Surf</td>
<td>II2H</td>
<td>-</td>
<td>-</td>
<td>0077</td>
</tr>
<tr>
<td>10. Other</td>
<td>II2J</td>
<td>-</td>
<td>-</td>
<td>0079</td>
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</table>

NOTES:
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:

<table>
<thead>
<tr>
<th>ITEM</th>
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<tbody>
<tr>
<td>1. None</td>
<td>-</td>
<td>-</td>
<td>III</td>
<td>0080</td>
</tr>
<tr>
<td>2. Subspec1</td>
<td>-</td>
<td>-</td>
<td>III</td>
<td>0081-0086</td>
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<tr>
<td>3. Subspec2</td>
<td>-</td>
<td>-</td>
<td>III</td>
<td>0087-0092</td>
</tr>
<tr>
<td>4. Subspec3</td>
<td>-</td>
<td>-</td>
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<td>0093-0098</td>
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## NOTES:

B-40
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:

<table>
<thead>
<tr>
<th>ITEM</th>
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<td>2. XO</td>
<td>V11B1</td>
<td>V11B1</td>
<td>V12B1</td>
<td>0100</td>
</tr>
<tr>
<td>3. Dept. Head</td>
<td>V11C1</td>
<td>V11C1</td>
<td>V12C1</td>
<td>0101</td>
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<td>4. Other Sen.</td>
<td>V11D1</td>
<td>V11D1</td>
<td>V12D1</td>
<td>0102</td>
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<td>5. Sen. Offic.</td>
<td>V11E1</td>
<td>V11E1</td>
<td>V12E1</td>
<td>0103</td>
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<td>6. Peers</td>
<td>V11F1</td>
<td>V11F1</td>
<td>V12F1</td>
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<tr>
<td>7. Detailers</td>
<td>V11G1</td>
<td>V11G1</td>
<td>V12G1</td>
<td>0105</td>
</tr>
<tr>
<td>8. Perspective</td>
<td>V11H1</td>
<td>V11H1</td>
<td>V12H1</td>
<td>0106</td>
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<td>9. URL Officer</td>
<td>V11I1</td>
<td>V11I1</td>
<td>V12I1</td>
<td>0107</td>
</tr>
<tr>
<td>10. Addendum</td>
<td>V11J1</td>
<td>V11J1</td>
<td>V12J1</td>
<td>0108</td>
</tr>
<tr>
<td>12. Navy Times</td>
<td>V11L1</td>
<td>V11L1</td>
<td>V12L1</td>
<td>0110</td>
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<td>14. Publications</td>
<td>V11N1</td>
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<td>0112</td>
</tr>
</tbody>
</table>

### NOTES:

- c-2
ENTRY NAME: INFORMATION ACCURACY

SECTION: Information Use

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
<table>
<thead>
<tr>
<th>ITEM</th>
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<td>4. Other Sen.</td>
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<td>V11F2</td>
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<td>7. Detailers</td>
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<td>8. Perspective</td>
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<td>9. URL Officer</td>
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<td>V11J2</td>
<td>V11J2</td>
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<td>0122</td>
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<td>14. Publications</td>
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</table>

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. Moderate
3.
4. Moderate
5.
6.
7. Very High
0. Not Applicable
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
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<td>3. Dept. Head</td>
<td>V11C3</td>
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</table>

### NOTES:

- C-6
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:

<table>
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<tr>
<th>ITEM</th>
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<td>V11B4</td>
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<td>3. Dept. Head</td>
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</table>

### NOTES:

C-8
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. 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:

<table>
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<tr>
<th>ITEM</th>
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<tr>
<td>2. XO</td>
<td>V11B5</td>
<td>V11B5</td>
<td>V12B5</td>
<td>0156</td>
</tr>
<tr>
<td>3. Dept. Head</td>
<td>V11C5</td>
<td>V11C5</td>
<td>V12C5</td>
<td>0157</td>
</tr>
<tr>
<td>4. Other Sen.</td>
<td>V11D5</td>
<td>V11D5</td>
<td>V12D5</td>
<td>0158</td>
</tr>
<tr>
<td>6. Peers</td>
<td>V11F5</td>
<td>V11F5</td>
<td>V12F5</td>
<td>0160</td>
</tr>
<tr>
<td>7. Detailers</td>
<td>V11G5</td>
<td>V11G5</td>
<td>V12G5</td>
<td>0161</td>
</tr>
<tr>
<td>8. Perspective</td>
<td>V11H5</td>
<td>V11H5</td>
<td>V12H5</td>
<td>0162</td>
</tr>
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<td>9. URL Officer</td>
<td>V11I5</td>
<td>V11I5</td>
<td>V12I5</td>
<td>0163</td>
</tr>
<tr>
<td>10. Addendum</td>
<td>V11J5</td>
<td>V11J5</td>
<td>V12J5</td>
<td>0164</td>
</tr>
<tr>
<td>12. Navy Times</td>
<td>V11L5</td>
<td>V11L5</td>
<td>V12L5</td>
<td>0166</td>
</tr>
<tr>
<td>14. Publications</td>
<td>V11N5</td>
<td>-</td>
<td>-</td>
<td>0168</td>
</tr>
</tbody>
</table>

### NOTES:

C-10
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. CO/ISIC</td>
<td>V11A6</td>
<td>V11A6</td>
<td>V12A6</td>
<td>0169</td>
</tr>
<tr>
<td>2. XO</td>
<td>V11B6</td>
<td>V11B6</td>
<td>V12B6</td>
<td>0170</td>
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<tr>
<td>3. Dept. Head</td>
<td>V11C6</td>
<td>V11C6</td>
<td>V12C6</td>
<td>0171</td>
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<tr>
<td>4. Other Sen.</td>
<td>V11D6</td>
<td>V11D6</td>
<td>V12D6</td>
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<td>6. Peers</td>
<td>V11F6</td>
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<td>V12F6</td>
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<td>7. Detailers</td>
<td>V11G6</td>
<td>V11G6</td>
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<td>10. Addendum</td>
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<td>14. Publications</td>
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</table>

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:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
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<tr>
<td>Pres. Tour</td>
<td>IIII</td>
<td>IIII</td>
<td>-</td>
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</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRD - Month</td>
<td>III2A</td>
<td>III2A</td>
<td>III1A</td>
<td>0184-0185</td>
</tr>
<tr>
<td>PRD - Year</td>
<td>III2B</td>
<td>III2B</td>
<td>III1B</td>
<td>0186-0187</td>
</tr>
<tr>
<td>Don't know</td>
<td>III2C</td>
<td>-</td>
<td>III1C</td>
<td>0188</td>
</tr>
</tbody>
</table>

### NOTES:

SWO questionnaire does not give "Don't know" as a response choice.
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:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
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<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months</td>
<td>-</td>
<td>III5</td>
<td>-</td>
<td>0189-0190</td>
</tr>
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</table>

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:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
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</thead>
<tbody>
<tr>
<td>Present billet</td>
<td>-</td>
<td>-</td>
<td>III4</td>
<td>0191</td>
</tr>
</tbody>
</table>

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:

D-9
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. No/Yes/</td>
<td></td>
<td></td>
<td></td>
<td>0192</td>
</tr>
<tr>
<td>Don’t Know</td>
<td>III51</td>
<td>III61</td>
<td>III51</td>
<td></td>
</tr>
<tr>
<td>2. Months</td>
<td>III52</td>
<td>III62</td>
<td>III52</td>
<td>0193-0194</td>
</tr>
</tbody>
</table>

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 *In GURL
7. I requested it for personal reasons *survey only
8. Complete PQS/attain SWO designator *In SWO survey *only

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

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
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<th>GURL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>Reason</td>
<td>III6</td>
<td>'17</td>
<td>III6</td>
<td>0195</td>
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</table>

### NOTES:

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

RESPONSE SCALE:

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

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

NOTES:
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
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<tr>
<td>Awareness</td>
<td>-</td>
<td>-</td>
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<td>0211</td>
</tr>
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</table>

### NOTES:
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:

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<thead>
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<th>ITEM</th>
<th>AWO</th>
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<tbody>
<tr>
<td>Available</td>
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<td>-</td>
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<td>0212</td>
</tr>
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</table>

NOTES:
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:

<table>
<thead>
<tr>
<th>ITEM</th>
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<td>-</td>
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<td>0213</td>
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</table>

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 *In AWO
6. ( ) still don’t *survey only

RESPONSE SCALE:

8. "still don’t"
9. left blank
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
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<tr>
<td>1. Command</td>
<td>III9A</td>
<td>II19A</td>
<td>III11A</td>
<td>0214-0215</td>
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<td>2. Still don’t</td>
<td>III9A</td>
<td>II19A</td>
<td>III11A</td>
<td>0216</td>
</tr>
<tr>
<td>3. Community</td>
<td>III9B</td>
<td>II19B</td>
<td>III11B</td>
<td>0217-0218</td>
</tr>
<tr>
<td>4. Still don’t</td>
<td>III9B</td>
<td>II19B</td>
<td>III11B</td>
<td>0219</td>
</tr>
<tr>
<td>5. SWO Ward.</td>
<td>III9C</td>
<td>–</td>
<td>–</td>
<td>0220-0221</td>
</tr>
<tr>
<td>6. Still don’t</td>
<td>III9C</td>
<td>–</td>
<td>–</td>
<td>0222</td>
</tr>
</tbody>
</table>

### NOTES:

Question differs in:

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

( ) still aren’t
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:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours per week</td>
<td></td>
<td></td>
<td>III12</td>
<td>0223-0224</td>
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</tbody>
</table>

NOTES:
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
   Squadron/Command
   Ship/Command
2. Type duties
3. Peers
   Readyroom/peers
   Wardroom/peers
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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Command</td>
<td>III10A</td>
<td>III10A</td>
<td>III13A</td>
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</tr>
<tr>
<td>2. Duties</td>
<td>III10B</td>
<td>III10B</td>
<td>III13B</td>
<td>0226</td>
</tr>
<tr>
<td>3. Peers</td>
<td>III10C</td>
<td>III10C</td>
<td>III13C</td>
<td>0227</td>
</tr>
<tr>
<td>4. Superiors</td>
<td>III10D</td>
<td>III10D</td>
<td>III13D</td>
<td>0228</td>
</tr>
<tr>
<td>5. Subordinate</td>
<td>III10E</td>
<td>III10E</td>
<td>III13E</td>
<td>0229</td>
</tr>
<tr>
<td>6. Ward. at sea</td>
<td>III10F</td>
<td></td>
<td></td>
<td>0230</td>
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</table>

**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:

<table>
<thead>
<tr>
<th>ITEM</th>
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<th>'RL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Prior</td>
<td>IV1AA</td>
<td>IV1AA</td>
<td>IV3AA</td>
<td>0231-0233</td>
</tr>
<tr>
<td>2. After</td>
<td>IV1AB</td>
<td>IV1AB</td>
<td>IV3AB</td>
<td>0234-0236</td>
</tr>
<tr>
<td>3. Prior</td>
<td>IV1BA</td>
<td>IV1BA</td>
<td>IV3BA</td>
<td>0237-0239</td>
</tr>
<tr>
<td>4. After</td>
<td>IV1BB</td>
<td>IV1BB</td>
<td>IV3BB</td>
<td>0240-0242</td>
</tr>
</tbody>
</table>

### NOTES:
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Detach assign. IV2</td>
<td>IV2</td>
<td>IV1</td>
<td></td>
<td>0243-0246</td>
</tr>
</tbody>
</table>

### NOTES:

Question differs in:

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

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sea or shore</td>
<td>IV3</td>
<td>IV3</td>
<td>-</td>
<td>0247</td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
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<tbody>
<tr>
<td>Geographic</td>
<td>IV4</td>
<td>IV4</td>
<td>IV2</td>
<td>0248</td>
</tr>
</tbody>
</table>

NOTES:
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
5. N/A
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Informal</td>
<td>IV5A</td>
<td>IV5A</td>
<td>IV4A</td>
<td>0249</td>
</tr>
<tr>
<td>2. Formal</td>
<td>IV5B</td>
<td>IV5B</td>
<td>IV4B</td>
<td>0250</td>
</tr>
</tbody>
</table>

NOTES:
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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special circum.</td>
<td>IV6</td>
<td>IV6</td>
<td>IV5</td>
<td>0251</td>
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</tbody>
</table>

**NOTES:**

---

E-12
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Days</td>
<td>IV7</td>
<td>IV7</td>
<td>IV6</td>
<td>0252-0254</td>
</tr>
<tr>
<td>2. N/A</td>
<td>IV7</td>
<td>IV7</td>
<td>IV6</td>
<td>0255</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months</td>
<td>IV8</td>
<td>IV8</td>
<td>IV9</td>
<td>0256-0257</td>
</tr>
<tr>
<td>Don't remem.</td>
<td>IV8</td>
<td>IV8</td>
<td>IV9</td>
<td>0258</td>
</tr>
</tbody>
</table>

NOTES:
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:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submit one</td>
<td>IV9</td>
<td>IV9</td>
<td>IV10</td>
<td>0259</td>
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</tbody>
</table>
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:

<table>
<thead>
<tr>
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<th>Column Location</th>
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<tr>
<td>Pref. Card</td>
<td>IV10</td>
<td>IV10</td>
<td>IV11</td>
<td>0260</td>
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</table>

### 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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Location</td>
<td>IV11A</td>
<td>IV11A</td>
<td>IV12A</td>
<td>0261</td>
</tr>
<tr>
<td>2. Billet</td>
<td>IV11B</td>
<td>IV11B</td>
<td>IV12B</td>
<td>0262</td>
</tr>
<tr>
<td>3. Activity</td>
<td>IV11C</td>
<td>IV11C</td>
<td>IV12C</td>
<td>0263</td>
</tr>
</tbody>
</table>

NOTES: E-22
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:**

<table>
<thead>
<tr>
<th>ITEM</th>
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<th>GURL</th>
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</thead>
<tbody>
<tr>
<td>1. Location</td>
<td>IV12A</td>
<td>IV12A</td>
<td>IV13A</td>
<td>0264</td>
</tr>
<tr>
<td>2. Billet</td>
<td>IV12B</td>
<td>IV12B</td>
<td>IV13B</td>
<td>0265</td>
</tr>
<tr>
<td>3. Activity</td>
<td>IV12C</td>
<td>IV12C</td>
<td>IV13C</td>
<td>0266</td>
</tr>
</tbody>
</table>

**NOTES:**
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:

<table>
<thead>
<tr>
<th>ITEM</th>
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</thead>
<tbody>
<tr>
<td>Recent transfer</td>
<td>IV24</td>
<td>IV23</td>
<td>IV8</td>
<td>0267</td>
</tr>
</tbody>
</table>

### NOTES:
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:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timely fashion</td>
<td>IV30</td>
<td>IV29</td>
<td>IV7</td>
<td>0268</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
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<tbody>
<tr>
<td>1. Detailer</td>
<td>V1A</td>
<td>V1A</td>
<td>V1A</td>
<td>0269</td>
</tr>
<tr>
<td>2. Advice Sen.</td>
<td>V1B</td>
<td>V1B</td>
<td>V1B</td>
<td>0270</td>
</tr>
<tr>
<td>3. Advice Peer</td>
<td>V1C</td>
<td>V1C</td>
<td>V1C</td>
<td>0271</td>
</tr>
<tr>
<td>4. Spouse/Fam.</td>
<td>V1D</td>
<td>V1D</td>
<td>V1D</td>
<td>0272</td>
</tr>
<tr>
<td>5. Location</td>
<td>V1E</td>
<td>V1E</td>
<td>V1E</td>
<td>0273</td>
</tr>
<tr>
<td>6. Billets</td>
<td>V1F</td>
<td>V1F</td>
<td>V1F</td>
<td>0274</td>
</tr>
<tr>
<td>7. Duty</td>
<td>V1G</td>
<td>V1G</td>
<td>V1G</td>
<td>0275</td>
</tr>
<tr>
<td>8. Officer</td>
<td>-</td>
<td>-</td>
<td>V1H</td>
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</tbody>
</table>

### NOTES:

E-30
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:

E-31
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
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<tbody>
<tr>
<td>Experience</td>
<td>IV13</td>
<td>IV13</td>
<td>IV14</td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. No previous</td>
<td>IV26A</td>
<td>IV25A</td>
<td>IV25A</td>
<td>0278</td>
</tr>
<tr>
<td>2. No one</td>
<td>IV26B</td>
<td>IV25B</td>
<td>IV25B</td>
<td>0279</td>
</tr>
<tr>
<td>3. My CO</td>
<td>IV26C</td>
<td>IV25C</td>
<td>IV25C</td>
<td>0280</td>
</tr>
<tr>
<td>4. Billet</td>
<td>IV26D</td>
<td>IV25D</td>
<td>IV25D</td>
<td>0281</td>
</tr>
<tr>
<td>5. Previous</td>
<td>-</td>
<td>IV25E</td>
<td>IV25E</td>
<td>0282</td>
</tr>
<tr>
<td>6. Desired</td>
<td>-</td>
<td>IV25F</td>
<td>IV25F</td>
<td>0283</td>
</tr>
<tr>
<td>7. Either</td>
<td>-</td>
<td>IV25G</td>
<td>IV25G</td>
<td>0284</td>
</tr>
<tr>
<td>9. Other</td>
<td>IV26E</td>
<td>IV25I</td>
<td>IV25I</td>
<td>0286</td>
</tr>
</tbody>
</table>

### 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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Year of PRD IV14A IV14A IV15A</td>
<td>0287-0288</td>
</tr>
<tr>
<td>2. Times a Year IV14B IV14B IV15B</td>
<td>0289-0290</td>
</tr>
<tr>
<td>3. Haven’t been IV14C IV14C IV15C</td>
<td>0291</td>
</tr>
</tbody>
</table>

**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:

<table>
<thead>
<tr>
<th>Item</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>Column Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. N/A</td>
<td>IV15A</td>
<td>IV15A</td>
<td>IV16A</td>
<td>0292</td>
</tr>
<tr>
<td>2. In touch</td>
<td>IV15B</td>
<td>IV15B</td>
<td>IV16B</td>
<td>0293</td>
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<td>3. Openings</td>
<td>IV15C</td>
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<td>IV16C</td>
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<tr>
<td>4. Trends</td>
<td>IV15D</td>
<td>IV15D</td>
<td>IV16D</td>
<td>0295</td>
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<td>5. Advice</td>
<td>IV15E</td>
<td>IV15E</td>
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</tr>
<tr>
<td>6. Status</td>
<td>IV15F</td>
<td>IV15F</td>
<td>IV16F</td>
<td>0297</td>
</tr>
<tr>
<td>7. An answer</td>
<td>IV15G</td>
<td>IV15G</td>
<td>IV16G</td>
<td>0298</td>
</tr>
<tr>
<td>8. Orders</td>
<td>-</td>
<td>-</td>
<td>IV16H</td>
<td>0299</td>
</tr>
<tr>
<td>9. Other</td>
<td>IV15H</td>
<td>IV15H</td>
<td>IV16I</td>
<td>0300</td>
</tr>
</tbody>
</table>

# Notes:

E-38
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Pref. Card</td>
<td>IV161A</td>
<td>IV161A</td>
<td>IV171A</td>
<td>0301-0302</td>
</tr>
<tr>
<td>2. Letter</td>
<td>IV161B</td>
<td>IV161B</td>
<td>IV171B</td>
<td>0303-0304</td>
</tr>
<tr>
<td>3. Telephone</td>
<td>IV161C</td>
<td>IV161C</td>
<td>IV171C</td>
<td>0305-0306</td>
</tr>
</tbody>
</table>

### NOTES:

*E-40*
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
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Pref. Card</td>
<td>IV162A</td>
<td>IV162A</td>
<td>IV172A</td>
<td>0307</td>
</tr>
<tr>
<td>2. Letter</td>
<td>IV162B</td>
<td>IV162B</td>
<td>IV172B</td>
<td>0308</td>
</tr>
<tr>
<td>3. Telephone</td>
<td>IV162C</td>
<td>IV162C</td>
<td>IV172C</td>
<td>0309</td>
</tr>
</tbody>
</table>

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

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:

E-45
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Communicated</td>
<td>IV20</td>
<td>IV19</td>
<td>IV20</td>
<td>0324-0327</td>
</tr>
</tbody>
</table>

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.
9. Checked the URL Career Planning Guide or "Perspective".
10. Contacted others in the women officers network.*GURL survey only
11. Other__________________________

RESPONSE SCALE:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Reassign.</td>
<td>IV21A</td>
<td>IV20A</td>
<td>IV21A</td>
<td>0328</td>
</tr>
<tr>
<td>2. Prepare</td>
<td>IV21B</td>
<td>IV20B</td>
<td>IV21B</td>
<td>0329</td>
</tr>
<tr>
<td>3. Reanalyzed</td>
<td>IV21C</td>
<td>IV20C</td>
<td>IV21C</td>
<td>0330</td>
</tr>
<tr>
<td>4. Updated</td>
<td>IV21D</td>
<td>IV20D</td>
<td>IV21D</td>
<td>0331</td>
</tr>
<tr>
<td>5. Care. plan.</td>
<td>IV21E</td>
<td>IV20E</td>
<td>IV21E</td>
<td>0332</td>
</tr>
<tr>
<td>6. Contacted</td>
<td>IV21F</td>
<td>IV20F</td>
<td>IV21F</td>
<td>0333</td>
</tr>
<tr>
<td>7. Spouse</td>
<td>IV21G</td>
<td>IV20G</td>
<td>IV21H</td>
<td>0334</td>
</tr>
<tr>
<td>8. Instruct.</td>
<td>IV21H</td>
<td>IV20H</td>
<td>IV21I</td>
<td>0335</td>
</tr>
<tr>
<td>9. URL Career</td>
<td>IV21J</td>
<td>IV20I</td>
<td>IV21J</td>
<td>0336</td>
</tr>
<tr>
<td>10. Women</td>
<td>-</td>
<td>-</td>
<td>IV21G</td>
<td>0337</td>
</tr>
<tr>
<td>11. Other</td>
<td>IV21J</td>
<td>IV20J</td>
<td>IV21K</td>
<td>0338</td>
</tr>
</tbody>
</table>
ENTRY NAME: INITIATED THE FIRST CONTACT

SECTION: Assignment Process  SECTION ITEM NO.: 025

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

ITEM(S):
I, not my detailer, initiated the first contact regarding my most recent reassignment.

0. Never reassigned
1. Yes
2. No

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>First contact</td>
<td>IV22</td>
<td>IV21</td>
<td>IV22</td>
<td>0339</td>
</tr>
</tbody>
</table>

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:
<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attended-2 Yrs.</td>
<td>IV23</td>
<td>IV22</td>
<td>IV23</td>
<td>0340</td>
</tr>
</tbody>
</table>

NOTES:
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
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<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months</td>
<td>IV234</td>
<td>IV224</td>
<td>IV234</td>
<td>0341-0342</td>
</tr>
</tbody>
</table>

### NOTES:
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. Very Great

E-55
### SOURCE/LOCATION OF ENTRY:

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

### NOTES:

- E-56
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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
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<tr>
<td>Detailing</td>
<td>IX23</td>
<td>IX23</td>
<td>IX23</td>
<td>0348</td>
</tr>
</tbody>
</table>

**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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Designator</td>
<td>IV17A</td>
<td>IV17A</td>
<td>IV18A</td>
<td>0349-0352</td>
</tr>
<tr>
<td>2. Don't know</td>
<td>IV17B</td>
<td>IV17B</td>
<td>IV18B</td>
<td>0353</td>
</tr>
</tbody>
</table>

**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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>My community</td>
<td>IV18</td>
<td>-</td>
<td>-</td>
<td>0354</td>
</tr>
</tbody>
</table>

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. *GURL survey only.
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.

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>ODC</td>
<td>IV27</td>
<td>IV26</td>
<td>IV26</td>
<td>0355</td>
</tr>
</tbody>
</table>

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".
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
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<tbody>
<tr>
<td>Verify</td>
<td>IV28</td>
<td>IV27</td>
<td>IV27</td>
<td>0356</td>
</tr>
</tbody>
</table>

### 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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Number</td>
<td>IV29</td>
<td>IV28</td>
<td>-</td>
<td>0357-0358</td>
</tr>
<tr>
<td>2. Never</td>
<td>IV29</td>
<td>IV28</td>
<td>-</td>
<td>0359</td>
</tr>
</tbody>
</table>

NOTES:
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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mailed detailer IV31 IV30</td>
<td></td>
<td></td>
<td></td>
<td>0360</td>
</tr>
</tbody>
</table>

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?
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:**

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
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<tbody>
<tr>
<td>Overseas tour</td>
<td>IV32</td>
<td>IV31</td>
<td>IV28</td>
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<td>Timely support</td>
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<td>IV29</td>
<td>0362</td>
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</table>

**NOTES:**

E-72
APPENDIX F

DECISION PROCESS
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:**

<table>
<thead>
<tr>
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<th>GURL</th>
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<tr>
<td>Post-Navy</td>
<td>V2</td>
<td>V2</td>
<td>V2</td>
<td>0363</td>
</tr>
</tbody>
</table>

**NOTES:**
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:**

<table>
<thead>
<tr>
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<tr>
<td>Desire change</td>
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**NOTES:**

F-4
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:**

<table>
<thead>
<tr>
<th>ITEM</th>
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</thead>
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<tr>
<td>Years</td>
<td>V5</td>
<td>V5</td>
<td>V4</td>
<td>0365-0366</td>
</tr>
<tr>
<td>Don’t know</td>
<td>V5</td>
<td>V5</td>
<td>V4</td>
<td>0367</td>
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</tbody>
</table>

**NOTES:**
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:**

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<tr>
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<tr>
<td>Wants You</td>
<td>V9</td>
<td>V9</td>
<td>V10</td>
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</table>

**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
<table>
<thead>
<tr>
<th>ITEM</th>
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<tr>
<td>Women in ships</td>
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<td>-</td>
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NOTES:
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:**

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**NOTES:**

F-12
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.
6. Definitely Do
<table>
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<tr>
<th>ITEM</th>
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<td>V13</td>
<td>V14</td>
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</table>
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:

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<td>Reflect</td>
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### NOTES:
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
<table>
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<td>V12A</td>
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<td>2. Assignments</td>
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<td>V13B</td>
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<td>3. 2-3 years</td>
<td>V12C</td>
<td>V12C</td>
<td>V13C</td>
<td>0375</td>
</tr>
<tr>
<td>4. Geographic</td>
<td>V12D</td>
<td>V12D</td>
<td>V13D</td>
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<td>5. Sea duty</td>
<td>V12E</td>
<td>V12E</td>
<td>V13E</td>
<td>0377</td>
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<tr>
<td>6. Shore duty</td>
<td>V12F</td>
<td>V12F</td>
<td>V13F</td>
<td>0378</td>
</tr>
<tr>
<td>7. Accompanied</td>
<td>V12G</td>
<td>V12G</td>
<td>V13G</td>
<td>0379</td>
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<td>8. Unaccompanied</td>
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<td>V12H</td>
<td>V13H</td>
<td>0380</td>
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<tr>
<td>9. Commissary</td>
<td>V12I</td>
<td>V12I</td>
<td>V13I</td>
<td>0381</td>
</tr>
</tbody>
</table>

NOTES:

Response scale differs in:

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

<table>
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<tr>
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<tr>
<td>Prepared</td>
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<td>V10</td>
<td>V11</td>
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</table>

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:

<table>
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<tr>
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<td>V16A</td>
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<tr>
<td>2. Plan work</td>
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<td>3. Work hours</td>
<td>V16C</td>
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<td>4. Work stress</td>
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<tr>
<td>5. Hassle</td>
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<tr>
<td>6. Initiative</td>
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<td>V16F</td>
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<td>7. Allowances</td>
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<td>V16G</td>
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<td>8. Benefits</td>
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<td>V16H</td>
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<td>9. Security</td>
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<td>V16I</td>
<td>V19I</td>
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<td>11. Desirable</td>
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<td>12. Co-workers</td>
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<td>13. Recognition</td>
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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:

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<td>16. Superiors</td>
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<td>17. Retirement</td>
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<td>20. Promotion</td>
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<td>21. Social</td>
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<td>22. Crisis</td>
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NOTES:

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

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<td>0405</td>
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<td>2. Plan work V17B V17B V20B</td>
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<td>0406</td>
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<td>3. Work hours V17C V17C V20C</td>
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<td></td>
<td></td>
<td>0407</td>
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<tr>
<td>4. Work stress V17D V17D V20D</td>
<td></td>
<td></td>
<td></td>
<td>0408</td>
</tr>
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<td>5. Hassle V17E V17E V20E</td>
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<td></td>
<td>0409</td>
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<td>6. Initiative V17F V17F V20F</td>
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<td>7. Allowances V17G V17G V20G</td>
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<td>8. Benefits V17H V17H V20H</td>
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<td>11. Desirable V17K V17K V20K</td>
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<td>0415</td>
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<td>12. Co-workers V17L V17L V20L</td>
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<td></td>
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<td>13. Recognition V17M V17M V20M</td>
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### 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:

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<td>18. Variety</td>
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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 Seek a designator change from GURL officer Seek a designator change from aviation
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 Strive for Command at sea Strive for operational squadron command
11. Strive for CAPT.

RESPONSE SCALE:
1. Yes
2. No
3. Undecided
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

F-30
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:

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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.

RESPONSE SCALE:
1. Decided in Previous Tour
2. Decided in Present Tour
3. Decision Deferred Till Later
SOURCE/LOCATION OF ENTRY:

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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:**

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<tr>
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**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.

RESPONSE SCALE:
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NOTES: F-38
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:
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### 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.

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RESPONSE SCALE:
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NOTES:
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:
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NOTES:
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:
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**Notes:**
ENTRY NAME: SHIP'S COMPANY

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:

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notes:
these items are a continuation of "experience in ship's company assignments"
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:

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NOTES:
ENTRY NAME: EXPERIENCE IN SQUADRON ASSIGNMENTS

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:

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NOTES:
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:**

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**NOTES:**
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:

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### NOTES:

F-56
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

F-57
SOURCE/LOCATION OF ENTRY:

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NOTES:
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:

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### 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.
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:

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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: SHIP'S COMPANY - 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:

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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:

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### NOTES:

F-66
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 Helc Detachment)

RESPONSE SCALE:
1. Strongly Negative
2. Substantially
3. Moderately
4. Neutral
5. Moderately
6. Substantially
7. Strongly Positive
SOURCE/LOCATION OF ENTRY:

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<td>4. Operations</td>
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<td>5. Safety</td>
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<td>6. Training</td>
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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

F-69
### SOURCE/LOCATION OF ENTRY:

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<td>4. XO-Fleet V156G2</td>
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### NOTES:

F-70
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
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<td>3. OCS Instr.</td>
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<td>4. Major Shore</td>
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<td>5. Training</td>
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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:

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### 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:

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NOTES:
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:

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<td>2. Engineer.</td>
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<td>6. DH-Amphib</td>
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NOTES:
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:

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### 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.
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:

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### NOTES:

F-82
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:

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<td>21. Aircraft V153I3</td>
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NOTES:

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

F-85
SOURCE/LOCATION OF ENTRY:

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NOTES:

F-86
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:

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<td>6. Training</td>
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<td>7. Aviation</td>
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### 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

F-89
### Source/Location of Entry:

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**Notes:**

F-90
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
<table>
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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:

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<td>7. PG Stud.</td>
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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.
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:

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<td>3. Affairs Off.</td>
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<td>4. Admin. Asst.</td>
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<td>8. NUCPWRSCOL</td>
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### 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
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:

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<td>3. PERSUPDET</td>
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<td>5. Watch Offic.</td>
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## NOTES:

F-98
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:**

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**NOTES:**

F-100
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:

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<td>4. Director</td>
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### NOTES:

F-102
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:
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NOTES:

F-104
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:
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NOTES:

F-106
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL ENS BILLETS - CONTRIBUTION

SECTION: Decision Process SEGMENT 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:

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<td>8. Instructor</td>
<td>-</td>
<td>-</td>
<td>V176H</td>
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</tr>
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<td>9. Wash. Staff</td>
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### 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
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

F-109
### SOURCE/LOCATION OF ENTRY:

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### NOTES:

F-110
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

F-111
SOURCE/LOCATION OF ENTRY:

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<td>3. XO, MSCO</td>
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<td>-</td>
<td>V174C</td>
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<td>4. Recruiter</td>
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<td>-</td>
<td>V174D</td>
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<td>5. Pub. Affair.</td>
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<td>6. Secretary</td>
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<td>-</td>
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<td>-</td>
<td>-</td>
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<td>8. Wash. Staff</td>
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<td>-</td>
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<td>0893</td>
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<td>9. PG Student</td>
<td>-</td>
<td>-</td>
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<td>0894</td>
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<td>10. Fleet Staff</td>
<td>-</td>
<td>-</td>
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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:

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<td>2. CO, NAVFAC</td>
<td>-</td>
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<td>4. Director</td>
<td>-</td>
<td>-</td>
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<td>5. Asst. Polit.</td>
<td>-</td>
<td>-</td>
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### NOTES:

F-114
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:

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<td>V172D</td>
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### Notes:

F-116
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

F-117
**SOURCE/LOCATION OF ENTRY:**

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<td>4. NAV Attache</td>
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<td>5. CO, NAVMMAC</td>
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<td>6. Instructor</td>
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<td>7. Fleet Staff</td>
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**NOTES:**
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.

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

RESPONSE SCALE:
1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive
### SOURCE/LOCATION OF ENTRY:

<table>
<thead>
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<th>ITEM</th>
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<td>2. NAVFAC</td>
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<td>0919</td>
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<td>4. Admin. Asst.</td>
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<td>6. Operational</td>
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<td>8. Instructor</td>
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### NOTES:

F-120
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
  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:

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<td>3. PERSUPDET</td>
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<td>4. Intelligence</td>
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<td>6. Deputy Dir.</td>
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### NOTES:

F-122
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:

<table>
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<td>3. XO, MSCO</td>
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<td>5. Pub. Affairs</td>
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<td>6. Secretary</td>
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<td>10. Fleet Staff</td>
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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 "C" 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:

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<th>COLUMN LOCATION</th>
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<td>3. Communicat.</td>
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<td>4. Director</td>
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<tr>
<td>5. Asst. Polit.</td>
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### NOTES:

F-126
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: GURL CDR BILLETS - DESIRABILITY

SECTION: Decision Process

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):

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<td>2.</td>
<td>XO, NARDAC</td>
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<tr>
<td>3.</td>
<td>Special Asst., Civil Affairs</td>
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<td>4.</td>
<td>XO, NAVSTA</td>
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<td>5.</td>
<td>CO, COMSTA</td>
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<td>6.</td>
<td>Major Fleet Staff</td>
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<td>7.</td>
<td>Instructor, Serv. Coll.</td>
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<td>8.</td>
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<td>9.</td>
<td>Intelligence Officer</td>
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RESPONSE SCALE:

1. Very Negative
2. Substantially
3. Moderately Negative
4. Neutral
5. Moderately Positive
6. Substantially
7. Very Positive
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<td>1. Wash. Staff</td>
<td></td>
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<td>V182A</td>
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<td>2. XO, NARDAC</td>
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<td>3. Special Asst.</td>
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<td>4. XO, NAVSTA</td>
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<td>5. CO, COMSTA</td>
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<td>6. Fleet Staff</td>
<td></td>
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<td>7. Instructor</td>
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<td>8. Pub. Affairs</td>
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<td>9. Intelligence</td>
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</table>

NOTES:
ENTRY NAME: GURL CAPT BILLETS - DESIRABILITY

SECTION: Decision Process

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, NAVMMC
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:

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<td>3. Comptroller</td>
<td>-</td>
<td>-</td>
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<td>4. NAV Attaché</td>
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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:**

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<td>Clear idea</td>
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**NOTES:**

F-132
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:

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<td>Attractive</td>
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### 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:

F-135
SOURCE/LOCATION OF ENTRY:

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<td>Cross-detailed</td>
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NOTES:
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:
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<td>DOPMA</td>
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NOTES:
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. Neutral
3. Very Negative

RESPONSE SCALE:
SOURCE/LOCATION OF ENTRY:

<table>
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<tr>
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</table>

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:

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<td>2. Hits me</td>
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<td>3. Unpredict.</td>
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<td>4. Willing</td>
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<td>5. Imagine</td>
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<td>6. Research</td>
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<td>0978</td>
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<td>7. It helps</td>
<td>IX22</td>
<td>IX22</td>
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<td>8. Navy goals</td>
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### NOTES:
APPENDIX G

CAREER MANAGEMENT
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:

<table>
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<tr>
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### 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 communities.
2. My community has a higher rate of promotion for senior officers than the other Navy 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.

RESPONSE SCALE:

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

<table>
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<td>2. Promotion</td>
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<tr>
<td>3. Takes care</td>
<td>VI7</td>
<td>VI4</td>
<td>VI3</td>
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<td>4. Billets</td>
<td>VI8</td>
<td>VI6</td>
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<td>5. Comfortable</td>
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NOTES:
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MANAGEMENT2

SECTION: Career Management  SECTION ITEM NO.: 002

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

ITEM(S):

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:

<table>
<thead>
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<td>6. Interact</td>
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<td>11. Norms/values</td>
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### 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."
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:

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<td>17. Contacts</td>
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<td>18. Kill career</td>
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<td>19. Mentor</td>
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<td>22. Other comm.</td>
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### NOTES:

These questions are a continuation of "Career Management2".
ENTRY NAME: CAREER MANAGEMENT

SECTION: Career Management

SECTION ITEM NO.: 002

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

ITEM(S):

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:

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<td>26. Equal to</td>
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<td>27. Advisors</td>
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NOTES:

These questions are a continuation of "Career Management 4".
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: CAREER MANAGEMENT

SECTION: Career Management

SECTION ITEM NO.: 002

DEFINITION:

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

ITEM(S):

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:

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NOTES:

These questions are a continuation of "Career Management5".
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

G-13
### SOURCE/LOCATION OF ENTRY:

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### 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:

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<td>1. Highly</td>
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<tr>
<td>2. Overspecific.</td>
<td>VI19B VI21B VI39B</td>
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<td>3. Superb</td>
<td>VI19C VI21C VI39C</td>
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<td>4. Contacts</td>
<td>VI19D VI21D VI39D</td>
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<td>5. Pattern</td>
<td>VI19D - VI39E</td>
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<tr>
<td>6. Punched</td>
<td>VI21E -</td>
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<td>7. Other</td>
<td>VI19E - VI39F</td>
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### 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.
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
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<td>Change desig</td>
<td>V7</td>
<td>V7</td>
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NOTES:
APPENDIX H

CAREER AND MARITAL STATUS
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:

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<td>1. Spouse's</td>
<td>V19</td>
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<td>3. Actively</td>
<td>V21</td>
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<td>4. Deployment</td>
<td>V22</td>
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<td>5. In-port</td>
<td>V23</td>
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### NOTES:

H-2
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:

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<tr>
<th>ITEM</th>
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<tr>
<td>Spouse employ</td>
<td>V18</td>
<td>V18</td>
<td>V21</td>
<td>1034-1035</td>
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### NOTES:

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

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**NOTES:**
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:**

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<td>Major decisions</td>
<td>V27</td>
<td>V25</td>
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**NOTES:**
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:

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<td>Navy career</td>
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NOTES:
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.
6. Least severe
### SOURCE/LOCATION OF ENTRY:

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<td>4. Relations</td>
<td>V24D</td>
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### 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 Intelli 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 NFGS or War College. SWOS, NFGS, or War College.

*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:

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<td>3. Non-tech.</td>
<td>VIII3</td>
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<td>4. Tech. school</td>
<td>VIII4</td>
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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.

6. My squadron has a planned program for rotating junior officers through several departments during their first sea tour (Omit if on shore duty).

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.

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:

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<td>12. Beyond</td>
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### 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 subpsecialty 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.
   Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command. *In GURL 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:

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<td>15. Qualificat.</td>
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<td>16. Except for</td>
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NOTES:

These items are a continuation of "ETPD2".
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:

<table>
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<td>18. EOCW</td>
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NOTES:

These items are a continuation of "ETPD3".
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: ETPD5

SECTION: ETPD

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:**

<table>
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<tr>
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<td>-</td>
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<tr>
<td>28. Postgradu.</td>
<td>-</td>
<td>-</td>
<td>VIII22</td>
<td>1073</td>
</tr>
<tr>
<td>29. Master's</td>
<td>-</td>
<td>-</td>
<td>VIII23</td>
<td>1074</td>
</tr>
<tr>
<td>30. Should expect-</td>
<td>-</td>
<td>-</td>
<td>VII24</td>
<td>1075</td>
</tr>
</tbody>
</table>

**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:

I-11
SOURCE/LOCATION OF ENTRY:

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<td>Enroute to</td>
<td>-</td>
<td>-</td>
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<td>1076</td>
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</table>

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 11OX Officer's Navy career.

ITEM(S):

Which of the following twelve subspecialty education/skill fields currently could contribute most to an 11OX 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^2)
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:**

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<tr>
<td>2. Intellig.</td>
<td>-</td>
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<td>VIII26B</td>
<td>1079-1080</td>
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<td>3. Pol/Mil</td>
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<td>-</td>
<td>VIII26C</td>
<td>1081-1082</td>
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<tr>
<td>4. Manage.</td>
<td>-</td>
<td>-</td>
<td>VIII26D</td>
<td>1083-1084</td>
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<tr>
<td>5. App. Logic</td>
<td>-</td>
<td>-</td>
<td>VIII26E</td>
<td>1085-1086</td>
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<tr>
<td>6. Oper. Sys.</td>
<td>-</td>
<td>-</td>
<td>VIII26F</td>
<td>1087-1088</td>
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<tr>
<td>7. Environ.</td>
<td>-</td>
<td>-</td>
<td>VIII26G</td>
<td>1089-1090</td>
</tr>
<tr>
<td>8. Naval Sys.</td>
<td>-</td>
<td>-</td>
<td>VIII26H</td>
<td>1091-1092</td>
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<tr>
<td>9. Weapons</td>
<td>-</td>
<td>-</td>
<td>VIII26I</td>
<td>1093-1094</td>
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<tr>
<td>10. Aeronautic</td>
<td>-</td>
<td>-</td>
<td>VIII26J</td>
<td>1095-1096</td>
</tr>
<tr>
<td>11. Communica.</td>
<td>-</td>
<td>-</td>
<td>VIII26K</td>
<td>1097-1098</td>
</tr>
<tr>
<td>12. Computer</td>
<td>-</td>
<td>-</td>
<td>VIII26L</td>
<td>1099-1100</td>
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</table>

**NOTES:**
APPENDIX J

CAREER ATTITUDES
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. 0.0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

RESPONSE SCALE:
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<td>Career intent</td>
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<td>VII</td>
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NOTES:
ENTRY NAME: SATISFACTION WITH CAREER

SECTION: Career Attitudes

SECTION ITEM NO.: 002

DEFINITION:
A series of one-digit responses indicating officers’ satisfaction with various aspects of career 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:

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<td>1. Dissatis.</td>
<td>VII2A</td>
<td>VII2A</td>
<td>VII4A</td>
<td>1102</td>
</tr>
<tr>
<td>2. Recommend</td>
<td>VII2B</td>
<td>VII2B</td>
<td>VII4B</td>
<td>1103</td>
</tr>
<tr>
<td>3. Bad move</td>
<td>VII2C</td>
<td>VII2C</td>
<td>VII4C</td>
<td>1104</td>
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<tr>
<td>4. Fortunate</td>
<td>VII2D</td>
<td>VII2D</td>
<td>VII4D</td>
<td>1105</td>
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<tr>
<td>5. Enj. career</td>
<td>VII2E</td>
<td>VII2E</td>
<td>VII4E</td>
<td>1106</td>
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<tr>
<td>7. Great pride</td>
<td>VII2G</td>
<td>VII2G</td>
<td>VII4G</td>
<td>1108</td>
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<td>8. Anywhere</td>
<td>VII2H</td>
<td>VII2H</td>
<td>VII4H</td>
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</table>

### 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
<table>
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<tr>
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<td>VII2I</td>
<td>VII4I</td>
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<tr>
<td>Definitely</td>
<td>VII2J</td>
<td>VII2J</td>
<td>VII4J</td>
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<td>VII4K</td>
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<tr>
<td>Very satis.</td>
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<td>VII2M</td>
<td>VII4M</td>
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<tr>
<td>Live</td>
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<td>VII2N</td>
<td>VII4N</td>
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<tr>
<td>Career</td>
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NOTES:

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

J-7
### SOURCE/LOCATION OF ENTRY:

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<td>1. Great deal</td>
<td>IX1</td>
<td>IX1</td>
<td>IX1</td>
<td>1117</td>
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<tr>
<td>2. Talk up</td>
<td>IX2</td>
<td>IX2</td>
<td>IX2</td>
<td>1118</td>
</tr>
<tr>
<td>3. Loyalty</td>
<td>IX3</td>
<td>IX3</td>
<td>IX3</td>
<td>1119</td>
</tr>
<tr>
<td>4. Almost any</td>
<td>IX4</td>
<td>IX4</td>
<td>IX4</td>
<td>1120</td>
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<tr>
<td>5. Navy's Valu.</td>
<td>IX5</td>
<td>IX5</td>
<td>IX5</td>
<td>1121</td>
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<tr>
<td>6. Part of Navy</td>
<td>IX6</td>
<td>IX6</td>
<td>IX6</td>
<td>1122</td>
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<tr>
<td>7. Type of work</td>
<td>IX7</td>
<td>IX7</td>
<td>IX7</td>
<td>1123</td>
</tr>
<tr>
<td>8. Inspires</td>
<td>IX8</td>
<td>IX8</td>
<td>IX8</td>
<td>1124</td>
</tr>
<tr>
<td>9. Little change</td>
<td>IX9</td>
<td>IX9</td>
<td>IX9</td>
<td>1125</td>
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</table>

### NOTES:
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:

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<td>10. I chose</td>
<td>IX10</td>
<td>IX10</td>
<td>IX10</td>
<td>1126</td>
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<tr>
<td>11. Not much</td>
<td>IX11</td>
<td>IX11</td>
<td>IX11</td>
<td>1127</td>
</tr>
<tr>
<td>12. Difficult</td>
<td>IX12</td>
<td>IX12</td>
<td>IX12</td>
<td>1128</td>
</tr>
<tr>
<td>13. Really care</td>
<td>IX13</td>
<td>IX13</td>
<td>IX13</td>
<td>1129</td>
</tr>
<tr>
<td>14. Best of all</td>
<td>IX14</td>
<td>IX14</td>
<td>IX14</td>
<td>1130</td>
</tr>
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<td>15. Mistake</td>
<td>IX15</td>
<td>IX15</td>
<td>IX15</td>
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</table>

## NOTES:

These items are a continuation of "Organizational Commitment".
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.

RESPONSE SCALE:

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

*In AWO survey only
*In GURL survey only
### 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:


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:

<table>
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<tr>
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<td>2. Important</td>
<td>IX37B</td>
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<td>IX37B</td>
<td>1144</td>
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<td>3. Enjoy work</td>
<td>IX37C</td>
<td>IX36C</td>
<td>IX37C</td>
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<td>4. My career</td>
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<td>IX36D</td>
<td>IX37D</td>
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<td>5. Change work</td>
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<td>6. Occupation</td>
<td>IX37F</td>
<td>IX36F</td>
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<td>7. Happier</td>
<td>IX37G</td>
<td>IX36G</td>
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<td>8. Career</td>
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<td>IX36H</td>
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<td>1150</td>
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</table>

### NOTES:


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:

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<tr>
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<td>10. Very sorry</td>
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<td>IX36J</td>
<td>IX37J</td>
<td>1152</td>
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<td>11. Essential</td>
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<td>12. Very good</td>
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<td>IX36L</td>
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<td>13. Great pride</td>
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<td>IX37M</td>
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<tr>
<td>14. Location</td>
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<td>15. Not choose</td>
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<td>IX36O</td>
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<td>16. Definitely</td>
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<td>17. Materially</td>
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NOTES:

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

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<th>COLUMN LOCATION</th>
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<td>II31A</td>
<td>II21A</td>
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<td>II41B</td>
<td>II31B</td>
<td>II21B</td>
<td>1167-1168</td>
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<td>3. Sea/Shore</td>
<td>II41C</td>
<td>II31C</td>
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<td>II31E</td>
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<td>II41G</td>
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<td>II31I</td>
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<td>11. 30% Mar.Uns.</td>
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<td>II31K</td>
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### 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)".

---

K-2
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:

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<td>I142B</td>
<td>I132B</td>
<td>I122B</td>
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<td>3. Sea/Shore</td>
<td>I142C</td>
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<td>I122D</td>
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<td>I132E</td>
<td>I122E</td>
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<td>I132F</td>
<td>I122F</td>
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<td>I132G</td>
<td>I122G</td>
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<td>I142H</td>
<td>I132H</td>
<td>I122H</td>
<td>1202-1203</td>
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<td>9. 50%</td>
<td>I142I</td>
<td>I132I</td>
<td>I122I</td>
<td>1204-1205</td>
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<td>10. 50%</td>
<td>I142J</td>
<td>I132J</td>
<td>I122J</td>
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<td>11. 30% Mar.Uns.</td>
<td>I142K</td>
<td>I132K</td>
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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT3

SECTION: Performance  SECTION ITEM NO.: 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:
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<td>II43B</td>
<td>II33B</td>
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<td>3. Sea/Shore</td>
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## NOTES:

Question #3 differs in GURL:

Operationa/Nonoperational
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:
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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
ENTRY NAME: FITNESS REPORT5

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:

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<td>I135H</td>
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<tr>
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<tr>
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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT 6

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:

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<td>II36H</td>
<td>II26H</td>
<td>1302-1303</td>
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<tr>
<td>9. 50%</td>
<td>II46I</td>
<td>II36I</td>
<td>II26I</td>
<td>1304-1305</td>
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<tr>
<td>10. 50%</td>
<td>II46J</td>
<td>II36J</td>
<td>II26J</td>
<td>1306-1307</td>
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<td>11. 30% Mar.Uns.</td>
<td>II46K</td>
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<td>II26K</td>
<td>1308-1309</td>
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<td>1310</td>
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<td>13. Ranking</td>
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<td>14. Num. Recmd</td>
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### NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT7

SECTION: Performance SECTION ITEM NO.: 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:

<table>
<thead>
<tr>
<th>ITEM</th>
<th>AWO</th>
<th>SWO</th>
<th>GURL</th>
<th>COLUMN LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Month</td>
<td>II47A</td>
<td>II37A</td>
<td>II27A</td>
<td>1315-1316</td>
</tr>
<tr>
<td>2. Year</td>
<td>II47B</td>
<td>II37B</td>
<td>II27B</td>
<td>1317-1318</td>
</tr>
<tr>
<td>3. Sea/Shore</td>
<td>II47C</td>
<td>II37C</td>
<td>II27C</td>
<td>1319</td>
</tr>
<tr>
<td>4. Field Circ.</td>
<td>II47D</td>
<td>II37D</td>
<td>II27D</td>
<td></td>
</tr>
<tr>
<td>5. 1%</td>
<td>II47E</td>
<td>II37E</td>
<td>II27E</td>
<td>1321-1322</td>
</tr>
<tr>
<td>6. 5%</td>
<td>II47F</td>
<td>II37F</td>
<td>II27F</td>
<td>1323-1324</td>
</tr>
<tr>
<td>7. 10%</td>
<td>II47G</td>
<td>II37G</td>
<td>II27G</td>
<td>1325-1326</td>
</tr>
<tr>
<td>8. 30%</td>
<td>II47H</td>
<td>II37H</td>
<td>II27H</td>
<td>1327-1328</td>
</tr>
<tr>
<td>9. 50%</td>
<td>II47I</td>
<td>II37I</td>
<td>II27I</td>
<td>1329-1330</td>
</tr>
<tr>
<td>10.50%</td>
<td>II47J</td>
<td>II37J</td>
<td>II27J</td>
<td>1331-1332</td>
</tr>
<tr>
<td>11.30% Mar.Uns.</td>
<td>II47K</td>
<td>II37K</td>
<td>II27K</td>
<td>1333-1334</td>
</tr>
<tr>
<td>12.Recmd Early</td>
<td>II47L</td>
<td>II37L</td>
<td>II27L</td>
<td>1335</td>
</tr>
<tr>
<td>13.Ranking</td>
<td>II47M</td>
<td>II37M</td>
<td>II27M</td>
<td>1336-1337</td>
</tr>
</tbody>
</table>

NOTES:

Question #3 differs in GURL:

Operational/Nonoperational
PERSONNEL DISTRIBUTION AND CAREER DEVELOPMENT

ENTRY NAME: FITNESS REPORT8

SECTION: Performance

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

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 CODE: ACPROF
OMF ITEM NO.: 001
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).

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

2. Second digit is the Math Qualification Code.

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

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

<table>
<thead>
<tr>
<th>Code</th>
<th>Lower Division Calculus-Based Physics</th>
<th>Upper Div Courses in Eng/Physical Science Major</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>-</td>
<td>B+ average</td>
</tr>
<tr>
<td>1</td>
<td>-</td>
<td>C+ average</td>
</tr>
<tr>
<td>2</td>
<td>Complete sequence taken</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>B+ average</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Complete sequence taken</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>C- average</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>At least one course with C grade</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>None</td>
<td></td>
</tr>
</tbody>
</table>

L-1
ENTRY NAME: **ACTIVE DUTY BASE DATE**

**OMF ITEM NO.: 002**

**OMF CODE:**
- ABDDBYR
- ABDBMO
- ABDBDA

**COLUMN(S):**
- 1403-1404
- 1405-1406
- 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
- LOSDATDA

**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 CODE: AQD1
AQD2
AQD3
AQD4
AQD5
AQD6
AQD7
AQD8
AQD9
AQD10
AQD11
AQD12

COLUMN(S) 1417-1419
1420-1422
1423-1425
1426-1428
1429-1431
1432-1434
1435-1437
1438-1440
1441-1443
1444-1446
1447-1449
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 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 CODE: AQDDATE1
AQDDATE2
AQDDATE3
AQDDATE4
AQDDATE5
AQDDATE6
AQDDATE7
AQDDATE8
AQDDATE9
AQDDATE10
AQDDATE11
AQDDATE12

COLUMN(S) 1455-1456
1457-1458
1459-1460
1461-1462
1463-1464
1465-1466
1467-1468
1469-1470
1471-1472
1473-1474
1475-1476
1477-1478

DEFINITION: A two-position numeric year during which an Additional Qualification Designation was earned.

ENTRY NAME: AVIATION BILLET INDICATOR

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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Operational flying billet. This officer was ordered in DIFOPS status and the MOF counter is being incremented monthly for gate purposes</td>
</tr>
<tr>
<td>C</td>
<td>Proficiency flying. Officer was ordered to duty involving proficiency flying (DIFPRO). The MOF counter is not being incremented (no longer used - retained for historical purposes).</td>
</tr>
<tr>
<td>O</td>
<td>This ABI is used for all aviation officers not ordered to DIFOPS or DIFPRO. The MOF counter is not being incremented.</td>
</tr>
<tr>
<td>(blank)</td>
<td>Current flying status under review or officer has acquired 18+ years aviation service</td>
</tr>
</tbody>
</table>
ENTRY NAME: AVIATION BILLET INDICATOR  
OMF ITEM NO.: 009
PENDING

OMF CODE: AVBILINP   COLUMN(S) 1480

DEFINITION: A one-position alphanumeric code which indicates the operational flying status of the billet to which an officer is ordered.

NOTES:
For codes, see OMF Item No.: 008, Aviation Billet Indicator (AVBILIN)

ENTRY NAME: AVIATION SERVICE
ENTRY DATE
OMF ITEM NO.: 010

OMF CODE: AVSENTYR   COLUMN(S) 1481-1482
AVSENTMO  1483-1484
AVSENTDA  1485-1486

DEFINITION: A six-position date (year, month, and day) an officer reported to an aviation activity to commence Primary Flight Training.
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  
COLUMN(S) 1492-1493
BIRTHMO 1494-1495
BIRTHDA 1496-1497

DEFINITION: A six-digit date which shows the last 2 digits of year, month, and day of an officer's birth.
### 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 First Commission  
**OMF Item No.: 013**

<table>
<thead>
<tr>
<th>OMF Code</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMMYR</td>
<td>1498-1499</td>
</tr>
<tr>
<td>COMMDC</td>
<td>1500-1501</td>
</tr>
</tbody>
</table>

### Entry Name: Date of Gain to Active Duty - Initial  
**OMF Item No.: 014**

<table>
<thead>
<tr>
<th>OMF Code</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GAINYR</td>
<td>1502-1503</td>
</tr>
<tr>
<td>GAINMO</td>
<td>1504-1505</td>
</tr>
<tr>
<td>GAINDA</td>
<td>1506-1507</td>
</tr>
</tbody>
</table>

### 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**

<table>
<thead>
<tr>
<th>OMF Code</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>RANKYR</td>
<td>1508-1509</td>
</tr>
<tr>
<td>RANKMO</td>
<td>1510-1511</td>
</tr>
<tr>
<td>RANKDA</td>
<td>1512-1513</td>
</tr>
</tbody>
</table>

### 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 (9999999999) 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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Medal of Honor</td>
</tr>
<tr>
<td>2</td>
<td>Navy Cross</td>
</tr>
<tr>
<td>3</td>
<td>Distinguished Service Medal</td>
</tr>
<tr>
<td>4</td>
<td>Silver Star Medal</td>
</tr>
<tr>
<td>5</td>
<td>Legion of Merit</td>
</tr>
<tr>
<td>6</td>
<td>Distinguished Flying Cross</td>
</tr>
<tr>
<td>7</td>
<td>Navy and Marine Corps Medal</td>
</tr>
<tr>
<td>8</td>
<td>Bronze Star Medal</td>
</tr>
<tr>
<td>9</td>
<td>Meritorious Service Award</td>
</tr>
<tr>
<td>0</td>
<td>Air Medal</td>
</tr>
</tbody>
</table>
ENTRY NAME: DEPENDENCY CODE  
PRIMARY  
OMF CODE: DEPEND1  
COLUMN(S) 1516

OMF ITEM NO.: 017

DEFINITION: A one-position alphanumeric code where the primary dependent is defined as any person who bears to a member of the uniformed services any of the following relationships:

1. Lawful spouse
2. An unmarried child (including any of the following categories of children is such child is dependent on the member; a stepchild, an adopted child, or an illegitimate child whose alleged member-father has been judicially decreed to be the father of the child in writing by the member) who either:
   A. is under 21 years of age; or
   B. is incapable of self-support because of a mental or physical incapacity and is in fact dependent on the member for over one-half of his/her support.
3. The husband of a female member of the uniformed services is such dependent can prove that he is fact dependent on the female member for over half of his support.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>No primary dependents</td>
</tr>
<tr>
<td>1</td>
<td>Spouse</td>
</tr>
<tr>
<td>2</td>
<td>Spouse &amp; 1 dependent child</td>
</tr>
<tr>
<td>3</td>
<td>Spouse &amp; 2 dependent children</td>
</tr>
<tr>
<td>4</td>
<td>Spouse &amp; 3 dependent children</td>
</tr>
<tr>
<td>5</td>
<td>Spouse &amp; 4 dependent children</td>
</tr>
<tr>
<td>6</td>
<td>Spouse &amp; 5 dependent children</td>
</tr>
<tr>
<td>7</td>
<td>Spouse &amp; 6 dependent children</td>
</tr>
<tr>
<td>8</td>
<td>Spouse &amp; 7 dependent children</td>
</tr>
<tr>
<td>9</td>
<td>Spouse &amp; 8 or more dependent children</td>
</tr>
</tbody>
</table>

*Used to identify service members married to other service members.*
ENTRY NAME: **DEPENDENCY CODE**

OMF CODE: **DEPEND2**
COLUMNS (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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>O</td>
<td>No dependent parent</td>
</tr>
<tr>
<td>J</td>
<td>1 dependent parent</td>
</tr>
<tr>
<td>S</td>
<td>2 dependent parents</td>
</tr>
</tbody>
</table>

ENTRY NAME: **DESIGNATOR**

OMF CODE: **DESIGOMF**
COLUMNS (S) 1838-1841

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

1. The first three digits are used to indicate an officer’s billet or designation.

ENTRY NAME: **DESIGNATOR - PENDING**

OMF CODE: **DESIGPEN**
COLUMNS (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
OMF ITEM NO.: 020

HISTORY - DATE

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
OMF ITEM NO.: 021

HISTORY - DESIGNATOR

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.
DEFINITION: A one-position alphanumeric code which identifies the officer grade required for the billet currently occupied. The officer’s grade can be actual or selected.

<table>
<thead>
<tr>
<th>Code</th>
<th>Grade</th>
<th>Pay Grade</th>
<th>Abbr.</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Fleet Admiral</td>
<td>012*</td>
<td>FADM</td>
</tr>
<tr>
<td>B</td>
<td>Admiral</td>
<td>010</td>
<td>ADM</td>
</tr>
<tr>
<td>C</td>
<td>Vice Admiral</td>
<td>09</td>
<td>VADM</td>
</tr>
<tr>
<td>D</td>
<td>Rear Admiral</td>
<td>08</td>
<td>RDMU</td>
</tr>
<tr>
<td>E</td>
<td>Rear Admiral (lower half)</td>
<td>07</td>
<td>RAML</td>
</tr>
<tr>
<td>G</td>
<td>Captain</td>
<td>06</td>
<td>CAPT</td>
</tr>
<tr>
<td>H</td>
<td>Commander</td>
<td>05</td>
<td>CDR</td>
</tr>
<tr>
<td>I</td>
<td>Lieutenant Commander</td>
<td>04</td>
<td>LCDR</td>
</tr>
<tr>
<td>J</td>
<td>Lieutenant</td>
<td>03</td>
<td>LT</td>
</tr>
<tr>
<td>K</td>
<td>Lieutenant (junior grade)</td>
<td>02</td>
<td>LTJG</td>
</tr>
<tr>
<td>L</td>
<td>Ensign</td>
<td>01</td>
<td>ENS</td>
</tr>
<tr>
<td>M</td>
<td>Chief Warrant Officer-4</td>
<td>W4</td>
<td>CWO4</td>
</tr>
<tr>
<td>N</td>
<td>Chief Warrant Officer-3</td>
<td>W3</td>
<td>CWO3</td>
</tr>
<tr>
<td>O</td>
<td>Chief Warrant Officer-2</td>
<td>W2</td>
<td>CWO2</td>
</tr>
</tbody>
</table>

*Paygrade 012 is used here (vice paygrade 011) since paygrade 011 reflects an Admiral (paygrade 010) serving in certain billets for which additional pay is authorized (e.g., CNO, Chairman JCS).
### DISTRIBUTION GRADE

**ENTRY NAME:** DISTRIBUTION GRADE  
**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).

### EDUCATION - COLLEGE NAME

**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).

<table>
<thead>
<tr>
<th>Level Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Less than high school.</td>
</tr>
<tr>
<td>1</td>
<td>High School Graduate or high school level General Educational Development (GED) certificate.</td>
</tr>
<tr>
<td>2</td>
<td>Less than 2 years of college.</td>
</tr>
<tr>
<td>3</td>
<td>Two years of college credit, but less than 3 years.</td>
</tr>
<tr>
<td>4</td>
<td>Three or more years of undergraduate college credit, no bachelor’s degree awarded; or a degree from a non-accredited school.</td>
</tr>
<tr>
<td>5</td>
<td>A minimum of 18 hours toward a master’s degree, no degree awarded and no prior bachelor’s degree has been earned.</td>
</tr>
<tr>
<td>6</td>
<td>PROF Baccalaureate degree or certain first professional degree (e.g., Law, Theology, Optometry, etc.)</td>
</tr>
<tr>
<td>7</td>
<td>Baccalaureate degree and a minimum of 18 hours toward a master’s degree.</td>
</tr>
<tr>
<td>8</td>
<td>Master’s degree or selected second professional degree.</td>
</tr>
<tr>
<td>R</td>
<td>Post-master’s degree. Degree beyond the master’s level but less than doctorate.</td>
</tr>
<tr>
<td>9</td>
<td>Doctor’s degree, Ph.D or equivalent in selected fields.</td>
</tr>
</tbody>
</table>

L-14
**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).

**Code**  
**Definition**

A  
Immediate Graduate Education Program (IGEP)

K  
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 - YEAR COMPLETED  OMF ITEM NO.: 028

OMF CODE: EDCOMYR1  COLUMN(S) 1566-1567
       EDCOMYR2  1568-1569

DEFINITION: A two-digit code (last two digits of year) which indicate the year a degree was awarded or the last year of attendance. A maximum of two dates may be recorded in an officer's record (EDYEAR1 describes the most recent date a degree was awarded or year of attendance.

ENTRY NAME: EDUCATION HISTORY DATE PG DECLINED  OMF ITEM NO.: 029

OMF CODE: PGDECLYR  COLUMN(S) 1570-1571
       PGDECLMO  1572-1573

DEFINITION: A four-position date (year and month) indicating the date an officer declined postgraduate education.

ENTRY NAME: EDUCATION HISTORY PG DECLINE INDICATOR  OMF ITEM NO.: 030

OMF CODE: PGDECIND  COLUMN(S) 1574

DEFINITION: A one-position alpha indicator which signifies that an officer, selected for a postgraduate education program, declined selection. Recorded code explains the reason for the declination.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>No reason stated</td>
</tr>
<tr>
<td>O</td>
<td>Obligated Service requirements: unacceptable</td>
</tr>
<tr>
<td>R</td>
<td>Impending RAD or resignation.</td>
</tr>
<tr>
<td>C</td>
<td>Other curriculum more desirable</td>
</tr>
<tr>
<td>D</td>
<td>Delay in attendance desired</td>
</tr>
<tr>
<td>M</td>
<td>Miscellaneous</td>
</tr>
</tbody>
</table>

L-16
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 COLUMN(S) 1575-1576
LASTPGF1 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.
<table>
<thead>
<tr>
<th>ENTRY NAME: EDUCATION PREFERENCE DATE</th>
<th>OMF ITEM NO.: 035</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OMF CODE:</strong> EDPREFYR</td>
<td>COLUMN(S) 1578</td>
</tr>
<tr>
<td>EDPREFMO</td>
<td>1579-1580</td>
</tr>
</tbody>
</table>

**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.

<table>
<thead>
<tr>
<th>ENTRY NAME: EDUCATION PREFERENCE DOES NOT DESIRE</th>
<th>OMF ITEM NO.: 036</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OMF CODE:</strong> EDNODES</td>
<td>COLUMN(S) 1581</td>
</tr>
</tbody>
</table>

**DEFINITION:** A one-position indicator which indicates that an officer has submitted a preference card to show that he does not desire graduate or undergraduate education. Indicator is "X" when present.

<table>
<thead>
<tr>
<th>ENTRY NAME: EDUCATION PREFERENCE CURRICULA</th>
<th>OMF ITEM NO.: 037</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OMF CODE:</strong> EDPREFC1</td>
<td>COLUMN(S) 1941-1943</td>
</tr>
<tr>
<td>EDPREFC2</td>
<td>1944-1946</td>
</tr>
<tr>
<td>EDPREFC3</td>
<td>1947-1949</td>
</tr>
</tbody>
</table>

**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.

<table>
<thead>
<tr>
<th>ENTRY NAME: EDUCATION PROGRAM STATUS CURRICULUM</th>
<th>OMF ITEM NO.: 038</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OMF CODE:</strong> EDPROGC</td>
<td>COLUMN(S) 1955-1357</td>
</tr>
</tbody>
</table>

**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:** EDUCATION PROGRAM STATUS  
**SELECTEE STATUS**  
**OMF ITEM NO.: 039**

**OMF CODE:** EDPROGS  
**COLUMN(S) 1958**

**DEFINITION:** A one-position alphabetic code which indicates whether an education program selectee is a principal or alternate selectee.

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>P</td>
<td>Principal</td>
</tr>
<tr>
<td>A</td>
<td>Alternate</td>
</tr>
<tr>
<td>T</td>
<td>Technical</td>
</tr>
<tr>
<td>N</td>
<td>Non-Technical</td>
</tr>
<tr>
<td>(blank)</td>
<td>Non-Applicable</td>
</tr>
</tbody>
</table>

**ENTRY NAME:** ESTIMATED LOSS CODE  
**OMF ITEM NO.: 040**

**OMF CODE:** ELC  
**COLUMN(S) 1582**

**DEFINITION:** A one-character alpha code which indicates the reason for an officer's pending loss from naval officer strength, or indicates that an officer has actually been separated from active naval service.

**NOTES:**

For listing of codes, please refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol II, The Officer Data Card, Introduction, Item 15.
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: ELDPENNYR  
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 CODE: NOBC1
NOBC2
NOBC3
NOBC4
NOBC5
NOBC6
NOBC7

COLUMN(S) 1606-1609
1610-1613
1614-1617
1618-1621
1622-1625
1626-1629
1630-1633

DEFINITION: A four digit code which identifies a qualification acquired by an officer by virtue of serving in a billet identified by that code in a manpower authorization. A maximum of seven may be recorded in an officer's record (NOBC1 is most recent qualification acquired).

NOTES:

For listing of codes, refer to MANUAL OF NAVY OFFICER MANPOWER AND PERSONNEL CLASSIFICATIONS, Vol I, Major Code Structures, Appendix A.

ENTRY NAME: NAVAL OFFICER BILLET
CLASSIFICATION KEY

OMF CODE: NOBCKEY1
NOBCKEY2
NOBCKEY3
NOBCKEY4
NOBCKEY5
NOBCKEY6
NOBCKEY7

COLUMN(S) 1636
1637
1638
1639
1640
1641
1642

DEFINITION: A one-character alpha code used to relate a Naval Officer Billet Classification to the duty station at which qualification was obtained.

<table>
<thead>
<tr>
<th>Code</th>
<th>Related to:</th>
</tr>
</thead>
<tbody>
<tr>
<td>A, B, and C</td>
<td>Past Duty Station 1</td>
</tr>
<tr>
<td>D, E, and F</td>
<td>Past Duty Station 2</td>
</tr>
<tr>
<td>G, H, and I</td>
<td>Past Duty Station 3</td>
</tr>
<tr>
<td>J, K, and L</td>
<td>Past Duty Station 4</td>
</tr>
<tr>
<td>M, N, and O</td>
<td>Past Duty Station 5</td>
</tr>
<tr>
<td>P, Q, and R</td>
<td>Past Duty Station 6</td>
</tr>
<tr>
<td>S, T, and U</td>
<td>Past Duty Station 7</td>
</tr>
</tbody>
</table>

L-23
### Entry Name: Naval Officer Billet Classification - Months

<table>
<thead>
<tr>
<th>OMF Code: NOBCMON1</th>
<th>COLUMN(S)</th>
<th>1643-1644</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOBCMON2</td>
<td></td>
<td>1645-1646</td>
</tr>
<tr>
<td>NOBCMON3</td>
<td></td>
<td>1647-1648</td>
</tr>
<tr>
<td>NOBCMON4</td>
<td></td>
<td>1649-1650</td>
</tr>
<tr>
<td>NOBCMON5</td>
<td></td>
<td>1651-1652</td>
</tr>
<tr>
<td>NOBCMON6</td>
<td></td>
<td>1653-1654</td>
</tr>
<tr>
<td>NOBCMON7</td>
<td></td>
<td>1655-1656</td>
</tr>
</tbody>
</table>

**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

<table>
<thead>
<tr>
<th>OMF Code: NOBCSTA1</th>
<th>COLUMN(S)</th>
<th>1657-1659</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOBCSTA2</td>
<td></td>
<td>1660-1662</td>
</tr>
<tr>
<td>NOBCSTA3</td>
<td></td>
<td>1663-1665</td>
</tr>
<tr>
<td>NOBCSTA4</td>
<td></td>
<td>1666-1668</td>
</tr>
<tr>
<td>NOBCSTA5</td>
<td></td>
<td>1669-1671</td>
</tr>
<tr>
<td>NOBCSTA6</td>
<td></td>
<td>1672-1674</td>
</tr>
<tr>
<td>NOBCSTA7</td>
<td></td>
<td>1675-1677</td>
</tr>
</tbody>
</table>

**Definition:** A three-character alphanumeric code which identifies the types of activities where experience and qualifications were acquired by a naval officer.

**Notes:**

For listing of codes, please refer to Manual of Navy Officer Manpower and Personnel Classifications, Vol I, Major Code Structures, Appendix A.
ENTRY NAME: OCCUPATION CODE

OMF 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 CODE: OFFACCES

COLUMN(S) 1679

DEFINITION: A one-position code which indicates an officer’s initial gain as permanent duty.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>TAC Source is from activities other than NFC</td>
</tr>
<tr>
<td>C</td>
<td>TAC source is NFC</td>
</tr>
<tr>
<td>(blank)</td>
<td>Individual not yet on permanent duty</td>
</tr>
</tbody>
</table>

ENTRY NAME: PAST DUTY STATION DEPLOYMENT DURATION

OMF CODE: PDSDUR1

COLUMN(S) 1682-1683

PDSDUR2 1684-1685
PDSDUR3 1686-1687
PDSDUR4 1688-1689
PDSDUR5 1690-1691
PDSDUR6 1692-1693
PDSDUR7 1694-1695
PDSDUR8 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. (PDSDUR1 describes the most recent past duty station.)
**ENTRY NAME: PAST DUTY STATION FROM DATE**

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>PDSFRYR1</td>
<td>1698-1699</td>
</tr>
<tr>
<td>PDSFRM01</td>
<td>1700-1701</td>
</tr>
<tr>
<td>PDSFRYR2</td>
<td>1702-1703</td>
</tr>
<tr>
<td>PDSFRM02</td>
<td>1704-1705</td>
</tr>
<tr>
<td>PDSFRYR3</td>
<td>1706-1707</td>
</tr>
<tr>
<td>PDSFRM03</td>
<td>1708-1709</td>
</tr>
<tr>
<td>PDSFRYR4</td>
<td>1710-1711</td>
</tr>
<tr>
<td>PDSFRM04</td>
<td>1712-1713</td>
</tr>
<tr>
<td>PDSFRYR5</td>
<td>1714-1715</td>
</tr>
<tr>
<td>PDSFRM05</td>
<td>1716-1717</td>
</tr>
<tr>
<td>PDSFRYR6</td>
<td>1718-1719</td>
</tr>
<tr>
<td>PDSFRM06</td>
<td>1720-1721</td>
</tr>
<tr>
<td>PDSFRYR7</td>
<td>1722-1723</td>
</tr>
<tr>
<td>PDSFRM07</td>
<td>1724-1725</td>
</tr>
<tr>
<td>PDSFRYR8</td>
<td>1726-1727</td>
</tr>
<tr>
<td>PDSFRM08</td>
<td>1728-1729</td>
</tr>
</tbody>
</table>

**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**

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>PDSTOYR1</td>
<td>1730-1731</td>
</tr>
<tr>
<td>PDSTOM01</td>
<td>1732-1733</td>
</tr>
<tr>
<td>PDSTOYR2</td>
<td>1734-1735</td>
</tr>
<tr>
<td>PDSTOM02</td>
<td>1736-1737</td>
</tr>
<tr>
<td>PDSTOYR3</td>
<td>1738-1739</td>
</tr>
<tr>
<td>PDSTOM03</td>
<td>1740-1741</td>
</tr>
<tr>
<td>PDSTOYR4</td>
<td>1742-1743</td>
</tr>
<tr>
<td>PDSTOM04</td>
<td>1744-1745</td>
</tr>
<tr>
<td>PDSTOYR5</td>
<td>1746-1747</td>
</tr>
<tr>
<td>PDSTOM05</td>
<td>1748-1749</td>
</tr>
<tr>
<td>PDSTOYR6</td>
<td>1750-1751</td>
</tr>
<tr>
<td>PDSTOM06</td>
<td>1752-1753</td>
</tr>
<tr>
<td>PDSTOYR7</td>
<td>1754-1755</td>
</tr>
<tr>
<td>PDSTOM07</td>
<td>1756-1757</td>
</tr>
<tr>
<td>PDSTOYR8</td>
<td>1758-1759</td>
</tr>
<tr>
<td>PDSTOM08</td>
<td>1760-1761</td>
</tr>
</tbody>
</table>

**DEFINITION:** A four-digit date (last two digits of year and month) indicating when an officer was detached from a duty station. The "TO DATE" for Past Duty Station 1 will be blank.
ENTRY NAME: PAST DUTY STATION TYPE ASSIGNMENT

OMF CODE: PDSTYPE1
PDSTYPE2
PDSTYPE3
PDSTYPE4
PDSTYPE5
PDSTYPE6
PDSTYPE7
PDSTYPE8

COLUMN(S) 1762
1763
1764
1765
1766
1767
1768
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 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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>L</td>
<td>Lineal list officer and women other than designator 1XX or 3XX</td>
</tr>
<tr>
<td>M</td>
<td>Bandmaster</td>
</tr>
<tr>
<td>N</td>
<td>USN Warrant officer (including women)</td>
</tr>
<tr>
<td>P</td>
<td>USNR Warrant officer (including women)</td>
</tr>
<tr>
<td>R</td>
<td>Retired officer on active duty (including WAVES)</td>
</tr>
<tr>
<td>T</td>
<td>TAR officer (including women and warrant officer TARs)</td>
</tr>
<tr>
<td>W</td>
<td>USN women (other than warrant officers) with designators 1XX0 or 3XX0</td>
</tr>
<tr>
<td>Y</td>
<td>USNR women (other than warrant officers or TARs) with designators 1XX5 or 3XX5</td>
</tr>
<tr>
<td>Z</td>
<td>Temporarily active duty officer</td>
</tr>
</tbody>
</table>

L-27
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  OMF ITEM NO.: 062 (MONTHS)

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
ENSNO
ENSDA
LTJGYR
LTJGMO
LTJGDA
LTYR
LTMO
LTDA
LCDRYR
LCDRMO
LDCRDA
CDRYR
CDRMO
CDRDA
CAPTYR
CAPTMO
CAPTDA

COLUMN(S) 1782-1783
1784-1785
1786-1787
1788-1789
1790-1791
1792-1793
1794-1795
1796-1797
1798-1799
1800-1801
1802-1803
1804-1805
1806-1807
1808-1809
1810-1811
1812-1813
1814-1815
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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>Indicates officer has been selected or the next higher grade. This is followed by a single digit year code to indicate the fiscal year the selection was made.</td>
</tr>
<tr>
<td>F</td>
<td>Indicates officer has failed selection. This is followed by a single digit year code for each fiscal year of failure up to a maximum of three years. In the event of more than three failures the last three years will be shown.</td>
</tr>
<tr>
<td>X</td>
<td>Indicates an officer in the grade of ensign who has not been promoted normally to LTJG in accordance with the provisions of SECNAVINST 1412.6D.</td>
</tr>
<tr>
<td>L</td>
<td>CWO selected for LDO.</td>
</tr>
</tbody>
</table>

NOTES:

1. When an officer who has previously failed selection is selected, all failure information will be erased from his record and replaced by selection code and year.

2. This element will be blank for an officer who has not been considered by a selection board in his present grade.
ENTRY NAME: RACE  
OMF ITEM NO.: 065

OMF CODE: RACE  
COLUMN(S) 1828

DEFINITION: A one-digit code identifying an officer’s race.

<table>
<thead>
<tr>
<th>Code</th>
<th>Race/Pop Group Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>C</td>
<td>White (Caucasoid)</td>
</tr>
<tr>
<td>N</td>
<td>Black (Negroid of African)</td>
</tr>
<tr>
<td>M</td>
<td>Yellow (Asian/Mongoloid)</td>
</tr>
<tr>
<td>R</td>
<td>Red (American Indian)</td>
</tr>
<tr>
<td>X</td>
<td>Other</td>
</tr>
<tr>
<td>Z</td>
<td>Unknown</td>
</tr>
</tbody>
</table>

ENTRY NAME: RESIGNATION-DATE RECEIVED  
OMF ITEM NO.: 066

OMF CODE: RESIGYR  
COLUMN(S) 1829-1830

RESIGMO  
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: SEPREAS  
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)  OMF ITEM NO.: 068

OMF CODE: JR COLLEGE  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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>NC</td>
<td>Naval War College (C&amp;S)</td>
</tr>
<tr>
<td>MC</td>
<td>USMC (C&amp;S)</td>
</tr>
<tr>
<td>XX</td>
<td>Other</td>
</tr>
<tr>
<td>2 digits</td>
<td>Alternate Order of Merit</td>
</tr>
<tr>
<td>(blank)</td>
<td>URL or Supply Corps School</td>
</tr>
</tbody>
</table>

ENTRY NAME: SERVICE COLLEGE (JR)  OMF ITEM NO.: 069

FISCAL YEAR ELIGIBLE

OMF CODE: JCELIGFR  COLUMN(S) 1836
JCELIGTO  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: 2& = eligible to attend between fiscal '72 and '78 3X = eligible to attend only during fiscal '73).

ENTRY NAME: SERVICE COLLEGE (JR)  OMF ITEM NO.: 070

FISCAL YEAR SELECTED

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)  
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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Alternate</td>
</tr>
<tr>
<td>P</td>
<td>Principal</td>
</tr>
<tr>
<td>(blank)</td>
<td>Not a selectee</td>
</tr>
</tbody>
</table>

ENTRY NAME: SERVICE COLLEGE (SR)  
OMF ITEM NO.: 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)  
OMF ITEM NO.: 073

OMF CODE: SCSELIGFR  
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
SERVSCH2
SERVSCH3
SERVSCH4
SERVSCH5

COLUMN(S) 1848-1850
1851-1853
1854-1856
1857-1859
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
SCHDTMO1
SCHDTYR2
SCHDTMO2
SCHDTYR3
SCHDTMO3
SCHDTYR4
SCHDTMO4
SCHDTYR5
SCHDTMO5

COLUMN(S) 1863-1864
1865-1866
1867-1868
1869-1870
1871-1872
1873-1874
1875-1876
1877-1878
1879-1880
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**

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OSRCE1</td>
<td>1900-1901</td>
</tr>
<tr>
<td>OSRCE2</td>
<td>1902</td>
</tr>
<tr>
<td>CSRCE1</td>
<td>1903-1904</td>
</tr>
<tr>
<td>CSRCE2</td>
<td>1905</td>
</tr>
</tbody>
</table>

**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**

<table>
<thead>
<tr>
<th>OMF CODE</th>
<th>COLUMN(S)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUBSPEC1</td>
<td>1908-1912</td>
</tr>
<tr>
<td>SUBSPEC2</td>
<td>1913-1917</td>
</tr>
<tr>
<td>SUBSPEC3</td>
<td>1918-1922</td>
</tr>
</tbody>
</table>

**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.

L-36
**ENTRY NAME: SUBSPECIALTY UTILIZATION HISTORY**  
OMF ITEM NO.: 082

**OMF CODE:** SUBUTIL1  
COLUMN(S) 1923

**OMF CODE:** SUBUTIL2  
1924

**OMF CODE:** SUBUTIL3  
1925

**OMF CODE:** SUBUTIL4  
1926

**OMF CODE:** SUBUTIL5  
1927

**OMF CODE:** SUBUTIL6  
1928

**OMF CODE:** SUBUTIL7  
1929

**OMF CODE:** 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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>C</td>
<td>Serving at Sea</td>
</tr>
<tr>
<td>S</td>
<td>Serving on Shore, inside U.S. (except Alaska or Hawaii)</td>
</tr>
<tr>
<td>A</td>
<td>Serving on Shore, Alaska</td>
</tr>
<tr>
<td>H</td>
<td>Serving on Shore, Hawaii</td>
</tr>
<tr>
<td>O</td>
<td>Serving on Shore, outside U.S.</td>
</tr>
<tr>
<td>D</td>
<td>Serving on Deployed Ship or Squadron homeported outside U.S.</td>
</tr>
<tr>
<td>G</td>
<td>Serving with other non-military U.S. Government Agency in reimbursable status</td>
</tr>
</tbody>
</table>

**ENTRY NAME: 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 CODE: YRGRP
OMF ITEM NO.: 094
COLUMN(S) 2315-2317

DEFINITION: A three-digit number reflecting the present precedence of an officer for promotional purposes. For the due-course officer, the first two-digits, in general, will indicate the fiscal year of first commissioning. The third digit may indicate a subdivision of the basic year group, predicted upon the basic year group being split at a promotion point. For the non-due-course officer, the year group is, in general, the same as that of his present precedence contemporaries who are due-course officers.

NOTES:

Year group will be zeros for TEMACDUs warrant officers and flag officers when precedence number is ZEROS.
APPENDIX M

AVIATION OFFICER CAREER QUESTIONNAIRE
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: ( ) 0- (10)
4. Designator: ( ) (11-14)

( ) 3. Widow(er) - Year (20) and ( ) 4. Remarried - Year (21- 22) (23) (24- 25)
( ) 5. Divorced - Year (26) and ( ) 6. Remarried - Year (27- 28) (29) (30- 31)

6. Children living with you: Number Age(s) (32 - 33) (34 - 39)

7. Precommissioning Class Ranks:

<table>
<thead>
<tr>
<th></th>
<th>0 Don't Know</th>
<th>1 Bottom</th>
<th>2 Next</th>
<th>3 Mid</th>
<th>4 Next</th>
<th>5 Top</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
</tr>
</tbody>
</table>

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? ( ) 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)

Enclosure 1
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.

<table>
<thead>
<tr>
<th>Date</th>
<th>Evaluation and Summary (blocks 51 &amp; 52)</th>
<th>Early Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(blocks 51 &amp; 52)</td>
<td>(block 62)</td>
</tr>
<tr>
<td></td>
<td>TYPICALLY EFFECTIVE</td>
<td>Field Circled</td>
</tr>
<tr>
<td></td>
<td>1%</td>
<td>5%</td>
</tr>
<tr>
<td>05/81</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>11/79</td>
<td>2</td>
<td>MISSING</td>
</tr>
<tr>
<td>11/78</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/77</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>12/76</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/75</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/74</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/73</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/72</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/71</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/70</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/69</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/68</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/67</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/66</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/65</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/64</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/63</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/62</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/61</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>12/60</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

*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.

1. My present tour is: ( )1. Sea ( )2. Shore (183)

2. My PRD (184 + 187) ( ) Don't Know (188)

3. Airplane Type/Activity (e.g., HSL, VP, VF, VT, NAVSTA):

4. Home Port/Location: M-2
5. Have you been (or will you be) extended in this tour beyond your initial PRD? ( ) 1. No (192) ( ) 2. Yes - how long? (193 - 194) months? ( ) 3. Don't know (192)

6. If you answered YES to question 5, what was/is the reason (choose best one)? (195) ( ) 1. Awaiting relief ( ) 2. Awaiting opportunity to enter school ( ) 3. Short time remaining in Navy ( ) 4. No reason given ( ) 5. Other 

7. What is your evaluation of the following aspects of your present job and related duties? (Respond using the following scale. Omit if not applicable).

<table>
<thead>
<tr>
<th>Very Negative</th>
<th>2</th>
<th>3</th>
<th>Neutral</th>
<th>5</th>
<th>6</th>
<th>Very Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>(196) a. Challenge</td>
<td>(203) h. Ability to plan and schedule activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(197) b. Separation from family/friends</td>
<td>(204) i. Adventure</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(198) c. Use of skills &amp; abilities</td>
<td>(205) j. Sense of accomplishment</td>
<td></td>
<td></td>
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<tr>
<td>(199) d. Working environment</td>
<td>(206) k. Opportunity to grow professionally</td>
<td></td>
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<tr>
<td>(200) e. Hours of work required</td>
<td>(207) l. Doing something important</td>
<td></td>
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<tr>
<td>(201) f. Work pressure</td>
<td>(208) m. Relationships with co-workers</td>
<td></td>
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</tr>
<tr>
<td>(202) g. Interesting duties</td>
<td>(209) n. Relationship with CO or reporting senior</td>
<td></td>
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</tr>
</tbody>
</table>

8. How effective was the command's sponsor program in helping you settle into your present assignment? (213)

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

9. About how long (in months) did it take you to be a regular member of your - (214 - 215) a. Squadron/Command (216) ( ) still aren't b. Local community (217 - 218) ( ) still aren't c. SWO Wardroom at sea (220 - 221) ( ) still aren't

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

<table>
<thead>
<tr>
<th>Highly Unfavorable</th>
<th>(1) (2) (3) (4) (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(225) a. Squadron/Command</td>
<td>( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>(226) b. Type duties</td>
<td>( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>(227) c. Readyroom/peers</td>
<td>( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>(228) d. Superiors</td>
<td>( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>(229) e. Immediate Subordinates</td>
<td>( ) ( ) ( ) ( ) ( )</td>
</tr>
<tr>
<td>(230) f. Wardroom at sea (the SWOs)</td>
<td>( ) ( ) ( ) ( ) ( )</td>
</tr>
</tbody>
</table>
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.

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 More than just about Cut it Totally
   (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 ____________________________ M-4
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 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)

M-5
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)  ( ) g. To obtain an answer to a specific question (298)
( ) c. To determine potential openings (294)  ( ) h. Other (300)
( ) d. To learn more about recent trends and policies (295)
( ) 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)?

<table>
<thead>
<tr>
<th></th>
<th>Effectiveness</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1)</td>
</tr>
<tr>
<td>a. Preference Card</td>
<td>(301 - 302)</td>
</tr>
<tr>
<td>b. Letter</td>
<td>(303 - 304)</td>
</tr>
<tr>
<td>c. Telephone</td>
<td>(305 - 306)</td>
</tr>
</tbody>
</table>

17. My detailer's designator is (349 - 352). ( ) Don't know. (353)

18. My detailer is from my community (VF, WAW, HS, etc.) Yes No (354)

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

| a. Knowledgeable of current policy trends | (310) | (316) | Shares information | (317) | g. Knowledgeable of previous communications |
| b. Knowledgeable of which billets are available | (311) | (318) | i. What (s)he says can be trusted | (319) | Looks out for my best interests |
| c. Knowledgeable of requirements and duties of available billets | (312) | (319) | j. Looks out for my best interests | (320) | k. Listens to my problems, desires, needs, etc. |
| d. Knowledgeable of my career development needs | (313) | (321) | l. Provides useful career counseling | (322) | m. Responds to correspondence desires |
| e. Knowledgeable of my personal desires | (314) | (323) | n. Availability. | (324) | |
| f. Returns telephone calls | (315) | |

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)
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 - __________ 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)

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Applicable</td>
<td>Very</td>
<td>Little</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Very</td>
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<tr>
<td></td>
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<td></td>
<td></td>
<td>Great</td>
</tr>
</tbody>
</table>

   (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?

M-7
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
( ) 2. No
( ) 3. Have never received one.
( ) 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.

30. 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? (362)

( ) 0. Not applicable
( ) 1. Yes
( ) 2. No

31. 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.

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  
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.

   (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)  
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<thead>
<tr>
<th></th>
<th>1</th>
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<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Not Considered</td>
<td>Some Consideration</td>
<td>A Primary Factor</td>
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</table>

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)  
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<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Not Considered</td>
<td>Some Consideration</td>
<td>A Primary Factor</td>
<td></td>
<td></td>
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</table>

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)  
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<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very Unattractive</td>
<td>Neutral</td>
<td>Very Attractive</td>
<td></td>
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</tbody>
</table>

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

(1028)  
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<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very Unattractive</td>
<td>Neutral</td>
<td>Very Attractive</td>
<td></td>
<td></td>
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</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>CAREER OPTION</th>
<th>DECISION</th>
<th>WHEN YOU MADE, OR PLAN TO MAKE, THE DECISION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>a. Request PG School</td>
<td>427</td>
<td></td>
</tr>
<tr>
<td>b. Make the Navy a career</td>
<td>428</td>
<td></td>
</tr>
<tr>
<td>c. Qualify for a different aircraft</td>
<td></td>
<td>443</td>
</tr>
<tr>
<td>d. Seek a designator change from aviation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Obtain a proven Subspecialty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Request Staff or War College</td>
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<td></td>
</tr>
<tr>
<td>g. Remain geographically stable</td>
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<td></td>
</tr>
<tr>
<td>h. Accept a Washington headqtrs staff assignment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. Prepare for a career outside the Navy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. Remain in the Navy beyond eligible retirement date</td>
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<td></td>
</tr>
<tr>
<td>k. Strive for operational squadron command</td>
<td></td>
<td></td>
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<tr>
<td>l. Strive for CAPT.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>m. Strive for flag rank</td>
<td></td>
<td>438</td>
</tr>
</tbody>
</table>
9. 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
Does Not
Know
Don't
Definitely

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

(382) 1 2 3 4 5 6 7
Essentially
Unprepared
Neither
Prepared
or
Unprepared
Essentially
Prepared

11. In reference to your present assignment, evaluate each of the following 14 sources of information according to how much you use them, how accurate, honest, and available they are in providing you with career planning information and guidance, and how much influence each source exerts on your career decisions. Indicate whether the influence is positive or negative. Respond using the following scale:

<table>
<thead>
<tr>
<th>INFORMATION SOURCE</th>
<th>USE</th>
<th>ACCURACY</th>
<th>HONESTY</th>
<th>AVAILABILITY</th>
<th>INFLUENCE</th>
<th>DIRECTION OF INFLUENCE (CHECK ONE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CC/ISIC</td>
<td>99</td>
<td>113</td>
<td>127</td>
<td>141</td>
<td>155</td>
<td>Positive</td>
</tr>
<tr>
<td>XO</td>
<td>100</td>
<td>114</td>
<td>128</td>
<td>142</td>
<td>156</td>
<td>Positive</td>
</tr>
<tr>
<td>Department Head</td>
<td>101</td>
<td>115</td>
<td>129</td>
<td>143</td>
<td>157</td>
<td>Positive</td>
</tr>
<tr>
<td>Other Senior Officers in my Community</td>
<td>102</td>
<td>116</td>
<td>130</td>
<td>144</td>
<td>158</td>
<td>Positive</td>
</tr>
<tr>
<td>Senior Officers outside my Community</td>
<td>103</td>
<td>117</td>
<td>131</td>
<td>145</td>
<td>159</td>
<td>Positive</td>
</tr>
<tr>
<td>Peers</td>
<td>104</td>
<td>118</td>
<td>132</td>
<td>146</td>
<td>160</td>
<td>Positive</td>
</tr>
<tr>
<td>Detailers</td>
<td>105</td>
<td>119</td>
<td>133</td>
<td>147</td>
<td>161</td>
<td>Positive</td>
</tr>
<tr>
<td>&quot;Perspective&quot;</td>
<td>106</td>
<td>120</td>
<td>134</td>
<td>148</td>
<td>162</td>
<td>Positive</td>
</tr>
<tr>
<td>&quot;URL Officer Career Planning Guidebook&quot;</td>
<td>107</td>
<td>121</td>
<td>135</td>
<td>149</td>
<td>163</td>
<td>Positive</td>
</tr>
<tr>
<td>&quot;Commanding Officer's Addendum&quot;</td>
<td>108</td>
<td>122</td>
<td>136</td>
<td>150</td>
<td>164</td>
<td>Positive</td>
</tr>
<tr>
<td>&quot;Officer Billet Summary&quot;</td>
<td>109</td>
<td>123</td>
<td>137</td>
<td>151</td>
<td>165</td>
<td>Positive</td>
</tr>
<tr>
<td>Navy Times</td>
<td>110</td>
<td>124</td>
<td>138</td>
<td>152</td>
<td>166</td>
<td>Positive</td>
</tr>
<tr>
<td>Public Media</td>
<td>111</td>
<td>125</td>
<td>139</td>
<td>153</td>
<td>167</td>
<td>Positive</td>
</tr>
<tr>
<td>Publication put out only for my community</td>
<td>112</td>
<td>126</td>
<td>140</td>
<td>154</td>
<td>168</td>
<td>Positive</td>
</tr>
</tbody>
</table>

M-11
12. What is your evaluation of the following aspects with regard to a Navy career? Respond using the following scale:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very Negative</td>
<td>Neutral</td>
<td>Very Positive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(a) Continuity of detailers
(b) Assignments received
(c) Change of billets at 2-3 year intervals
(d) Possibility of change of geographic location with billet changes
(e) Sea duty
(f) Shore duty
(g) Overseas assignments, accompanied
(h) Overseas assignments, unaccompanied
(i) Commissary and exchange benefits

Respond to items 13 and 14 using the following scale:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Definitely Do Not</td>
<td>Definitely Do</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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):

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<tbody>
<tr>
<td></td>
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<td>Moderately Negative</td>
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**SEA ASSIGNMENTS**

<table>
<thead>
<tr>
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<tr>
<td>(637)</td>
<td>CO - Carrier</td>
<td>(690)</td>
</tr>
<tr>
<td>(638)</td>
<td>XO - Carrier</td>
<td>(691)</td>
</tr>
<tr>
<td>(639)</td>
<td>XO - LHA</td>
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**Flag/Wing**

<table>
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<tr>
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<tbody>
<tr>
<td>(640)</td>
<td>Flag Aide</td>
<td>(701)</td>
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**Ship's Company (CV, LHA, LPH)**

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>(641)</td>
<td>A. Communications Officer</td>
<td>(702)</td>
</tr>
<tr>
<td>(642)</td>
<td>B. Navigator</td>
<td>(703)</td>
</tr>
<tr>
<td>(643)</td>
<td>i. Assistant Navigator</td>
<td>(704)</td>
</tr>
<tr>
<td>(644)</td>
<td>C. Weapons Officer</td>
<td>(705)</td>
</tr>
<tr>
<td>(645)</td>
<td>i. ASW Officer</td>
<td>(706)</td>
</tr>
<tr>
<td>(646)</td>
<td>ii. Nuclear Weapons Officer</td>
<td>(707)</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>----</td>
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</tr>
<tr>
<td></td>
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<td>Substantially</td>
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<td>adversely</td>
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</table>

### Navy Career Contributions Desirability

#### Ship's Company (CV, LHA, LPH)

- **D. Safety Officer**
  - **Navy Career Contributions**
  - **Desirability**

- **E. Operations Administrative Assistant**
  - **Navy Career Contributions**
  - **Desirability**

- **F. Air Operations Officer**
  - **Navy Career Contributions**
  - **Desirability**
    - 1. **Assistant Air Ops. Officer**
    - 2. **CATC Officer**

- **G. Strike Operations Officer**
  - **Navy Career Contributions**
  - **Desirability**
    - 1. **Assistant Strike Ops. Officer**

- **H. CIC Officer**
  - **Navy Career Contributions**
  - **Desirability**
    - 1. **Assistant CIC Officer**
    - 2. **Assistant for Air Warfare**
    - 3. **Assistant for ASW**
    - 4. **Electronics Warfare Officer**
    - 5. **NTDS Officer**

- **I. Air Boss (Air Officer)**
  - **Navy Career Contributions**
  - **Desirability**
    - 1. **Aircraft Handling Officer**
    - 2. **Catapult Officer**
    - 3. **Flight Deck Officer**
    - 4. **Hangar Deck Officer**

#### Air Wing

- **CAC (Air Wing Commander)**
  - **Navy Career Contributions**
  - **Desirability**
    - 1. **CAC Staff**

#### Squadron

- **A. XO/CO**
  - **Navy Career Contributions**
  - **Desirability**
- **B. Department Head (DH) - Administration**
  - **Navy Career Contributions**
  - **Desirability**
- **C. DH - Maintenance**
  - **Navy Career Contributions**
  - **Desirability**
- **D. DH - Operations**
  - **Navy Career Contributions**
  - **Desirability**
- **E. DH - Safety**
  - **Navy Career Contributions**
  - **Desirability**
- **F. DH - Training**
  - **Navy Career Contributions**
  - **Desirability**
- **G. Aviation Officer (OIC Helo Detachment)**
  - **Navy Career Contributions**
  - **Desirability**

#### SHORE ASSIGNMENTS

- **A. Flag Aide**
  - **Navy Career Contributions**
  - **Desirability**
- **B. FRS (RAG) Instructor**
  - **Navy Career Contributions**
  - **Desirability**
- **C. Naval Academy Instructor**
  - **Navy Career Contributions**
  - **Desirability**

---

**M-13**
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<tr>
<td>(677)</td>
<td>D. NROTC Instructor</td>
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<td>(751)</td>
<td></td>
<td></td>
<td>(817)</td>
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<tr>
<td>(678)</td>
<td>E. AOCS Instructor</td>
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<td></td>
<td>(736)</td>
<td></td>
<td></td>
<td>(802)</td>
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<tr>
<td>(679)</td>
<td>F. CO/XO - Training Squadron</td>
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<td>(803)</td>
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<td>(680)</td>
<td>G. XO - Fleet Replacement Squadron (RAG)</td>
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<td>(681)</td>
<td>H. CO - Fleet Replacement Squadron (RAG)</td>
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<td></td>
<td>(805)</td>
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<tr>
<td>(682)</td>
<td>I. Test Pilot School</td>
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<td>(806)</td>
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<td>(684)</td>
<td>K. Detailer</td>
<td></td>
<td></td>
<td>(752)</td>
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<td>(818)</td>
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<tr>
<td>(685)</td>
<td>L. Washington Tour</td>
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<td></td>
<td>(753)</td>
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<tr>
<td>(686)</td>
<td>M. Wing Staff</td>
<td></td>
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<td>(742)</td>
<td></td>
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<td>(808)</td>
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<tr>
<td>(687)</td>
<td>N. Recruiting</td>
<td></td>
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<td>(754)</td>
<td></td>
<td></td>
<td>(820)</td>
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<tr>
<td>(688)</td>
<td>O. Naval Aviation Training Instructor</td>
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<td>(743)</td>
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<td></td>
<td>(809)</td>
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<tr>
<td>(689)</td>
<td>P. Navy PG School Student</td>
<td></td>
<td></td>
<td>(755)</td>
<td></td>
<td></td>
<td>(821)</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th></th>
<th>Civilian</th>
<th>Navy</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Interesting and challenging work</td>
<td>(383)</td>
<td>( )</td>
</tr>
<tr>
<td>b. Ability to plan work</td>
<td>(384)</td>
<td>( )</td>
</tr>
<tr>
<td>c. Work hours</td>
<td>(385)</td>
<td>( )</td>
</tr>
<tr>
<td>d. Minimal work stress</td>
<td>(386)</td>
<td>( )</td>
</tr>
<tr>
<td>e. Freedom from hassle</td>
<td>(387)</td>
<td>( )</td>
</tr>
<tr>
<td>f. Own initiative</td>
<td>(388)</td>
<td>( )</td>
</tr>
<tr>
<td>g. Pay and allowances</td>
<td>(389)</td>
<td>( )</td>
</tr>
<tr>
<td>h. Health benefits/care</td>
<td>(390)</td>
<td>( )</td>
</tr>
<tr>
<td>i. Job security</td>
<td>(391)</td>
<td>( )</td>
</tr>
<tr>
<td>j. Family stability (omit if NA)</td>
<td>(392)</td>
<td>( )</td>
</tr>
<tr>
<td>k. Desirable place to live</td>
<td>(393)</td>
<td>( )</td>
</tr>
<tr>
<td>l. Desirable co-workers</td>
<td>(394)</td>
<td>( )</td>
</tr>
<tr>
<td>m. Recognition</td>
<td>(395)</td>
<td>( )</td>
</tr>
<tr>
<td>n. Responsibility</td>
<td>(396)</td>
<td>( )</td>
</tr>
</tbody>
</table>
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)

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<tr>
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</thead>
<tbody>
<tr>
<td></td>
<td>1. Full-time homemaker</td>
<td></td>
<td>7. Consultant</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2. Secretary/clerical</td>
<td></td>
<td>8. Business/Finance</td>
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<td></td>
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<tr>
<td></td>
<td>3. Teacher</td>
<td></td>
<td>9. Navy officer</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5. Engineer</td>
<td></td>
<td>11. Other military</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>6. Other professional</td>
<td></td>
<td>12. Other</td>
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</table>

Respond to items 19-23 using the following scale:

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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly disagree</td>
<td>2</td>
<td>Uncertain</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>Strongly agree</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

19. My spouse's career limits considerably the options available in my career decisions.
(1029)

20. At the present time, my career is more important to me than my spouse's career.
(1030)

21. I am actively involved in my spouse's career.
(1031)

22. Family separation because of deployment makes my Navy career less attractive.
(1032)

23. Family separation because of in-port working hours is not a problem.
(1033)
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  (1043) e. The moving process itself
(1040) b. Disruptions in family schooling  (1044) f. My unavailability to help the family (deployed, for example)
(1041) c. My out-of-pocket expenses  (1045) g. Obtaining child-care
(1042) d. Disruptions in social relations

(1038) 25. How do you think your spouse feels towards your Navy career?

( ) 1. Completely Opposed  ( ) 4. Moderately supportive
( ) 2. Moderately Opposed  ( ) 5. Completely supportive
( ) 3. Neutral

Respond to items 26 and 27 using the following scale:

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<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Applicable</td>
<td>I defer to spouse's wishes</td>
<td>Equal</td>
<td>Partici-pation</td>
<td>I decide alone</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

M-16
3. How long have you been a member of your warfare specialty 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:

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<th>5</th>
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<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly Disagree</td>
<td>Uncertain</td>
<td>Agree</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(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
   (1022) b. are not overspecialized
   (1023) c. are superb performers
   (1024) d. have the right career pattern
   (1025) e. other

20. In comparison with other communities, officers in my community make flag rank (circle best choice): (1020)

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<th>7</th>
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<tbody>
<tr>
<td></td>
<td>Very Infrequently</td>
<td>At the same rate</td>
<td>Very Frequently</td>
<td></td>
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</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>strongly disagree</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>disagree</td>
<td></td>
<td></td>
<td>neither agree nor disagree</td>
<td></td>
<td></td>
<td>agree</td>
</tr>
</tbody>
</table>

(a) I would be very dissatisfied if I had to change my career.

(b) I would definitely not recommend my location to friends.

(c) The more I think about it, the more I feel I made a bad move in entering my career.

(d) I am fortunate to be located where I am.

(e) I thoroughly enjoy my career.

(f) I thoroughly enjoy my location.

(g) I take great pride in my career.

(h) I would live anywhere in order to stay in my career.

(i) I often think about being in a different location.
(1111) i. 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:

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<th>7</th>
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</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>Neither Agree nor Disagree</td>
<td>Agree</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

(1050) 5. Obtaining one or more surface warfare qualifications will enhance my chances of being selected for command.

(1051) 6. I must obtain at least one operational tour FITREP as department head before I can screen for command.

(1052) 7. My squadron has a planned program for rotating junior officers through several departments during their first sea tour (Omit if on shore duty).

(1053) 8. I have been provided all of the opportunity I need to progress toward my squadron professional qualifications (omit if not applicable).

(1054) 9. I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education.

(1055) 10. Obtaining a postgraduate degree will strengthen my chances for promotion.

(1056) 11. I would rather receive a postgraduate degree from a civilian institution than NPGS.

(1057) 12. If I leave my warfare specialty area for any reason, including attendance at NPGS, my Navy career will suffer.

(1058) 13. The development of a subspecialty is important for my Navy career.
(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

Indicate your level of agreement with items 1 through 36. Respond using the following scale:

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<th>1</th>
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<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td></td>
<td></td>
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</tbody>
</table>

(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. I am willing to invest considerable time in exploring career opportunities.
2. I like to imagine what it would be like to be the very top person in my field.
3. I research, plan, and find my own billets.
4. It helps to know exactly what you want in your next assignment.
5. I cannot depend upon the detailing system to find a job that I want.
6. I know the steps that I need to take to achieve my Navy career goals.
7. I know the steps that I need to take to achieve my post-Navy career goals.
8. I feel that I'm a person of worth, at least on an equal plane with others.
9. I feel that I have a number of good qualities.
10. All in all, I am inclined to feel that I am a failure.
11. I do not have much to be proud of.
12. I wish I could have more respect for myself.
13. I am able to do things as well as most other people.
14. At times I think I am no good at all.
15. On the whole, I am satisfied with myself.
16. I take a positive attitude toward myself.
17. I certainly feel useless at times.
18. 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. Strongly Disagree
2. Disagree
3. Neither Agree nor Disagree
4. Agree
5. Strongly Agree

a. I am very satisfied with my occupation.
b. Being in the Navy is more important than my location.
c. I thoroughly enjoy my field of work.
d. My career is significantly more important to me than the Navy.
e. I would definitely like to change my field of work.
f. The occupation in which I work is more important to me than my location.
g. I would feel happier with a different occupation.
h. The occupation in which I work is more important than my career.
<table>
<thead>
<tr>
<th></th>
<th>1 Strongly Disagree</th>
<th>2 Neither Agree nor Disagree</th>
<th>3</th>
<th>4 Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>i.</td>
<td>I definitely feel I am in the right field of work.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j.</td>
<td>I am very sorry I chose my occupation.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k.</td>
<td>The Navy is more essential to me than my field of work.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l.</td>
<td>I feel very good about my career.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>m.</td>
<td>I take great pride in my field of work.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n.</td>
<td>Location is not nearly as important to me as being in the Navy.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>o.</td>
<td>If I could do it over again, I would not choose my occupation.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>p.</td>
<td>I definitely feel that I am in the wrong career.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>q.</td>
<td>The Navy is materially more essential to me than my career.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>r.</td>
<td>I think I made a serious mistake in choosing my field of work.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>s.</td>
<td>I often think about changing my career.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>t.</td>
<td>My career takes precedence over my field of work.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>u.</td>
<td>Location is more important to me than the field in which I work.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>v.</td>
<td>My occupation is more vital to me than the Navy.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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.

-----------------------------------------------
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:

__________________________________________

M-23
APPENDIX N
SURFACE WARFARE OFFICER CAREER QUESTIONNAIRE
SURFACE WARFARE 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 acknowledgment of these Privacy Act provisions.

I. Background Information

3. Grade: 0- (10)

4. Designator: (11-14)

5. Marital Status: (16) 1. Never Married
   (17) 2. Married - Year (18-19)
   (20) 3. Widow(er) - Year 21-22; and (23) 4. Remarried - Year 24-25
   (26) 5. Divorced - Year 27-28; and (29) 6. Remarried - Year 30-31

6. Children living with you: Number (32-33) Age(s) (34-39)

7. Precommissioning Class Ranks:

<table>
<thead>
<tr>
<th>Don't Know</th>
<th>Bottom 20%</th>
<th>Next 20%</th>
<th>Mid 20%</th>
<th>Next 20%</th>
<th>Top 20%</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Academic (Undergraduate)</td>
<td>(51)</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>b. Military (OCS, USNA, etc.)</td>
<td>(52)</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
</tbody>
</table>

8. Were you a SWOS Basic Distinguished Graduate? (58)
   ( ) 0. Did not attend SWOS ( ) 1. Yes ( ) 2. No

II. PROFESSIONAL QUALIFICATIONS

1. When were you awarded the 111X designator? (59-62) / (63) N/A Month Year

2. What additional qualifications have you obtained (check all that apply)?
   (70) a. Division Officer
   (71) b. Department Head
   (72) c. OOD
   (73) d. EOOW
   (74) e. Weapons Control
   (75) f. Evaluator/TAO
   (76) g. XO Afloat (LCDR & above)
   (77) h. Qual.-Surface Ship Command
   (78) i. Surface Nuclear Power
   (79) j. Other
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.

<table>
<thead>
<tr>
<th>Date</th>
<th>Block (13)</th>
<th>Sea/Shore</th>
<th>Evaluation and Summary (blocks 51 &amp; 52)</th>
<th>EARLY PROMOTION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Block (13)</td>
<td>Sea/Shore</td>
<td>TYPICAL EFFECTIVE</td>
<td>(block 62) RECD</td>
</tr>
<tr>
<td></td>
<td>Sea/13</td>
<td>Shore</td>
<td>YES</td>
<td>2 of 2</td>
</tr>
<tr>
<td>1105/11</td>
<td>11</td>
<td>110.5</td>
<td>110.5</td>
<td>110.5</td>
</tr>
<tr>
<td>11/80</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>11/79</td>
<td>2</td>
<td>MISSING</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*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.

1. My present tour is: ( ) 1. Sea ( ) 2. Shore (183)
2. PRD (184-185) / (186-197)
   Month Year
3. Ship Type/Activity (e.g., AOE, DD, NTC, NAVSTA):
4. 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)?

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Negative</td>
<td>Neutral</td>
<td>Very Positive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(196) a. Challenge
(197) b. Separation from family/friends
(198) c. Use of skills & abilities
(199) d. Working environment
(200) e. Hours of work required
(201) f. Work pressure
(202) g. Interesting duties
(203) h. Ability to plan & schedule activities

(204) i. Adventure
(205) j. Opportunity to complete PQS
(206) k. Sense of accomplishment
(207) l. Opportunity to grow professionally
(208) m. Doing something important
(209) n. Relationships in wardroom
(210) o. Relationship with CO or reporting senior

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)--

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Unfavorable</td>
<td>Unfavorable</td>
<td>Neutral</td>
<td>Favorable</td>
<td>Highly Favorable</td>
</tr>
</tbody>
</table>

a. Ship/Command (225) ( )
   b. Type duties (226) ( )
   c. Wardroom/peers (227) ( )
   d. Superiors (228) ( )
   e. Immediate Subordinates (229) ( )
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)?
   a. Informal notification (231 - 233) days prior to PRD, or
      (234-236) days after PRD
   b. Formal notification (orders): (237-239) days prior to PRD, or
      (240-242) days after PRD

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—
   More than Just about Cut it Too close Totally
   N/A       enough    right   too close   unsat
   a. Informal notification ( ) (249) ( ) ( ) ( )
   b. Formal notification ( ) (250) ( ) ( ) ( )

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 (255) Never transferred or not applicable.

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

N-4
10. 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. 

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)?

   **Effectiveness**
   
<table>
<thead>
<tr>
<th>Number of Times Used</th>
<th>(1) Very Ineffective</th>
<th>(2) Ineffective</th>
<th>(3) So-So</th>
<th>(4) Effective</th>
<th>(5) Very Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Preference Card</td>
<td>(301-302)</td>
<td>( ) (307)</td>
<td>( )</td>
<td>( ) ( )</td>
<td>( ) ( )</td>
</tr>
<tr>
<td>b. Letter</td>
<td>(303-304)</td>
<td>( ) (308)</td>
<td>( )</td>
<td>( ) ( )</td>
<td>( ) ( )</td>
</tr>
<tr>
<td>c. Telephone</td>
<td>(305-306)</td>
<td>( ) (309)</td>
<td>( )</td>
<td>( ) ( )</td>
<td>( ) ( )</td>
</tr>
</tbody>
</table>

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.)?

<table>
<thead>
<tr>
<th>Don't Know</th>
<th>Very Negative</th>
<th>Neutral</th>
<th>Very Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

   (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
   (324) o. 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 - ___________ 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
( ) 2. No

( ) 3. Have never discussed orders with my detailer.
( ) 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)

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Applicable</td>
<td>Very Little</td>
<td>2</td>
<td>Some</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>Very Great</td>
</tr>
</tbody>
</table>

(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
   ( ) 2. No
   ( ) 3. Have never received one.
   ( ) 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.

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

   (268) ( ) 0. Not applicable
   ( ) 1. Yes
   ( ) 2. No

30. 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?

   (360) ( ) 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
   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.

(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)

   1 2 3 4 5 6 7
   Not Considered Some A Primary Consideration 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? (Circle appropriate response)

   1 2 3 4 5 6 7
   Not Considered Some A Primary Consideration 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)

   1 2 3 4 5 6 7
   Very Neutral Very
   Unattractive

N-9
7. How attractive would it be to change your designator and pursue a different career path (circle the appropriate number)?

<table>
<thead>
<tr>
<th>Number</th>
<th>Very Unattractive</th>
<th>Neutral</th>
<th>Very Attractive</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
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<td>5</td>
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<td>6</td>
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<tr>
<td>7</td>
<td></td>
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</tr>
</tbody>
</table>

8. When did you or will you make the following decisions? Consider when you were 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.

<table>
<thead>
<tr>
<th>QUESTION</th>
<th>YOUR DECISION</th>
<th>DECISION POINT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>a. Complete SWO PQS.</td>
<td>439</td>
<td>460</td>
</tr>
<tr>
<td>b. Request Dept. Head School.</td>
<td>440</td>
<td>461</td>
</tr>
<tr>
<td>c. Request PG School.</td>
<td>427</td>
<td>449</td>
</tr>
<tr>
<td>d. Make the Navy a career</td>
<td>428</td>
<td>449</td>
</tr>
<tr>
<td>e. Seek a designator change from SWO</td>
<td>429</td>
<td>450</td>
</tr>
<tr>
<td>f. Complete EOOW Qual.</td>
<td>441</td>
<td>462</td>
</tr>
<tr>
<td>g. Complete Qualification for Command</td>
<td>442</td>
<td>463</td>
</tr>
<tr>
<td>h. Obtain a proven Subspecialty</td>
<td>431</td>
<td>452</td>
</tr>
<tr>
<td>i. Request Staff or War College</td>
<td>432</td>
<td>453</td>
</tr>
<tr>
<td>j. Remain geographically stable</td>
<td>433</td>
<td>454</td>
</tr>
<tr>
<td>k. Accept a Washington headqtrs staff assign.</td>
<td>434</td>
<td>455</td>
</tr>
<tr>
<td>l. Prepare for a career outside the Navy</td>
<td>435</td>
<td>456</td>
</tr>
<tr>
<td>m. Remain in the Navy beyond eligible retirement date.</td>
<td>436</td>
<td>457</td>
</tr>
<tr>
<td>o. Strive for Command at sea.</td>
<td>437</td>
<td>458</td>
</tr>
<tr>
<td>p. Strive for CAPT.</td>
<td>438</td>
<td>459</td>
</tr>
<tr>
<td>q. Strive for flag rank</td>
<td>439</td>
<td>460</td>
</tr>
</tbody>
</table>
9. Do you feel that the Navy wants you to continue your career as an active duty Naval officer? Circle best response.

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Definitely</td>
<td></td>
<td>Does</td>
<td></td>
<td>Not</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Does</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

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

<table>
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<tr>
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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Essentially</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Unprepared</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

11. In reference to your present assignment, evaluate the following sources of information concerning how much you use them and how accurate, honest, and available they are in providing you with career planning information and guidance. Also evaluate the amount of influence each source exerts on your career decisions and whether the influence is positive or negative. Respond using the following scale:

<table>
<thead>
<tr>
<th></th>
<th>Very Low</th>
<th>2</th>
<th>3</th>
<th>Moderate</th>
<th>5</th>
<th>6</th>
<th>Very High</th>
<th>Not Applicable</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Source</th>
<th>Use</th>
<th>Accuracy</th>
<th>Honesty</th>
<th>Availability</th>
<th>Influence</th>
<th>DIRECTION OF INFLUENCE (CHECK ONE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commanding Officer's Addendum</td>
<td>108</td>
<td>122</td>
<td>136</td>
<td>150</td>
<td>164</td>
<td>(178)</td>
</tr>
<tr>
<td>Officer Billet Summary</td>
<td>109</td>
<td>123</td>
<td>137</td>
<td>151</td>
<td>165</td>
<td>(179)</td>
</tr>
<tr>
<td>Public Media</td>
<td>111</td>
<td>125</td>
<td>139</td>
<td>153</td>
<td>167</td>
<td>(181)</td>
</tr>
<tr>
<td>&quot;URL Officer Career Planning Guidebook&quot;</td>
<td>107</td>
<td>121</td>
<td>135</td>
<td>149</td>
<td>163</td>
<td>(177)</td>
</tr>
<tr>
<td>&quot;Perspective&quot;</td>
<td>106</td>
<td>120</td>
<td>134</td>
<td>148</td>
<td>162</td>
<td>(176)</td>
</tr>
<tr>
<td>&quot;Peer&quot;</td>
<td>104</td>
<td>118</td>
<td>132</td>
<td>146</td>
<td>160</td>
<td>(174)</td>
</tr>
<tr>
<td>Peers</td>
<td>105</td>
<td>119</td>
<td>133</td>
<td>147</td>
<td>161</td>
<td>(175)</td>
</tr>
<tr>
<td>&quot;Official Officer's Addendum&quot;</td>
<td>108</td>
<td>122</td>
<td>136</td>
<td>150</td>
<td>164</td>
<td>(178)</td>
</tr>
<tr>
<td>&quot;Department Head&quot;</td>
<td>101</td>
<td>115</td>
<td>129</td>
<td>143</td>
<td>157</td>
<td>(171)</td>
</tr>
<tr>
<td>&quot;Other Senior Officers in my Community&quot;</td>
<td>102</td>
<td>116</td>
<td>130</td>
<td>144</td>
<td>158</td>
<td>(172)</td>
</tr>
<tr>
<td>Other Senior Officers</td>
<td>103</td>
<td>117</td>
<td>131</td>
<td>145</td>
<td>159</td>
<td>(173)</td>
</tr>
<tr>
<td>Senior Officers outside my Community</td>
<td>103</td>
<td>117</td>
<td>131</td>
<td>145</td>
<td>159</td>
<td>(173)</td>
</tr>
<tr>
<td>&quot;Peer&quot;</td>
<td>104</td>
<td>118</td>
<td>132</td>
<td>146</td>
<td>160</td>
<td>(174)</td>
</tr>
<tr>
<td>&quot;Perpective&quot;</td>
<td>106</td>
<td>120</td>
<td>134</td>
<td>148</td>
<td>162</td>
<td>(176)</td>
</tr>
<tr>
<td>&quot;Official Officer's Addendum&quot;</td>
<td>108</td>
<td>122</td>
<td>136</td>
<td>150</td>
<td>164</td>
<td>(178)</td>
</tr>
<tr>
<td>&quot;Department Head&quot;</td>
<td>101</td>
<td>115</td>
<td>129</td>
<td>143</td>
<td>157</td>
<td>(171)</td>
</tr>
<tr>
<td>&quot;Other Senior Officers in my Community&quot;</td>
<td>102</td>
<td>116</td>
<td>130</td>
<td>144</td>
<td>158</td>
<td>(172)</td>
</tr>
<tr>
<td>Other Senior Officers</td>
<td>103</td>
<td>117</td>
<td>131</td>
<td>145</td>
<td>159</td>
<td>(173)</td>
</tr>
<tr>
<td>Senior Officers outside my Community</td>
<td>103</td>
<td>117</td>
<td>131</td>
<td>145</td>
<td>159</td>
<td>(173)</td>
</tr>
</tbody>
</table>

N-11
12. What is your evaluation of the following aspects with regard to a Navy career?
Respond using the following scale:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Very Negative</td>
<td>Neutral</td>
<td>Very Positive</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(373) a. Continuity of detailers</td>
<td>(377) e. Sea duty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(374) b. Assignments received</td>
<td>(378) f. Shore duty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(375) c. Change of billets at 2-3 year intervals</td>
<td>(379) g. Overseas assignments, accompanied</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(380) h. Overseas assignments, unaccompanied</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(381) i. Commissary and exchange benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Respond to items 13 and 14 using the following scale:

<table>
<thead>
<tr>
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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Definitely Do Not</td>
<td>Somewhat</td>
<td>Definitely</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly Substantially Neutral</td>
<td>Moderately Neutral</td>
<td>Moderately Substantially</td>
<td>Strongly Positive</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Navy Career Contributions</th>
<th>Desirability</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Department Head (DH) - Weapons</td>
<td>(693) (759)</td>
</tr>
<tr>
<td>b. DH-Engineering</td>
<td>(694) (760)</td>
</tr>
<tr>
<td>c. XO-1ST</td>
<td>(695) (761)</td>
</tr>
<tr>
<td>d. XO-FFG</td>
<td>(696) (762)</td>
</tr>
<tr>
<td>e. Afloat Staff Duty</td>
<td>(697) (763)</td>
</tr>
<tr>
<td>f. DH-Amphib/Service</td>
<td>(698) (764)</td>
</tr>
<tr>
<td>g. CO-AE</td>
<td>(699) (765)</td>
</tr>
<tr>
<td>h. CO-DD</td>
<td>(700) (766)</td>
</tr>
<tr>
<td>i. Flag Aide</td>
<td>(701) (767)</td>
</tr>
<tr>
<td>j. Shore Support Unit (OIC)</td>
<td>(744) (810)</td>
</tr>
<tr>
<td>k. Flag Aide</td>
<td>(749) (815)</td>
</tr>
<tr>
<td>l. SWOS-Basic Instructor</td>
<td>(745) (811)</td>
</tr>
<tr>
<td>m. Naval Academy Instructor</td>
<td>(750) (816)</td>
</tr>
<tr>
<td>n. NROTC Instructor</td>
<td>(751) (817)</td>
</tr>
<tr>
<td>o. OCS Instructor</td>
<td>(746) (812)</td>
</tr>
</tbody>
</table>
(Shore continued from previous page)

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Negative</td>
<td>Substantially</td>
<td>Moderately Neutral</td>
<td>Moderately Substantially</td>
<td>Substantially</td>
<td>Strongly Positive</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Navy Career Contributions</th>
<th>Desirability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shore</td>
<td></td>
</tr>
<tr>
<td>p. Detailer</td>
<td>(752)</td>
</tr>
<tr>
<td>q. Washington Tour</td>
<td>(753)</td>
</tr>
<tr>
<td>r. Major Shore Staff</td>
<td>(747)</td>
</tr>
<tr>
<td>s. Recruiting</td>
<td>(754)</td>
</tr>
<tr>
<td>t. Training Command (Enlisted)</td>
<td>(748)</td>
</tr>
<tr>
<td>u. Navy PG School Student</td>
<td>(755)</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>a. Interesting and challenging work (383)</td>
<td>( ) ( ) ( ) ( ) ( )</td>
<td>( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>b. Ability to plan work (384)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Work hours (385)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Minimal work stress (386)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Freedom from hassle (387)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f. Own initiative (388)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g. Pay and allowances (389)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h. Health benefits/care (390)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i. Job security (391)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j. Family stability (omit if NA) (392)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k. Desirable place to live (393)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>l. Desirable co-workers (394)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>m. Recognition (395)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>n. Responsibility (396)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>o. Chance for spouse to develop own interests (omit if NA) (397)</td>
<td>( ) ( ) ( ) ( ) ( ) ( )</td>
<td></td>
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<td></td>
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<td></td>
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</tbody>
</table>

N-13
CIVILIAN

<table>
<thead>
<tr>
<th>Substantially</th>
<th>Much Better</th>
<th>Better</th>
<th>Comparable</th>
<th>Much Better</th>
<th>Substantially Better</th>
</tr>
</thead>
</table>
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 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
( ) 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

Respond to items 19-21 using the following scale:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>2  U n c e r t a i n</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7   Strongly agree</td>
<td></td>
</tr>
</tbody>
</table>

19. My spouse's career limits considerably the options available in my career decision.

20. At the present time, my career is more important to me than my spouse's career.

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
( ) 2. Moderately Opposed
( ) 3. Neutral
( ) 4. Moderately supportive
( ) 5. Completely supportive

N-14
Respond to items 24 and 25 using the following scale:

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not applicable</td>
<td>I defer to spouse's wishes</td>
<td>Equal participation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>I decide alone</td>
</tr>
</tbody>
</table>

(1036) 24. How involved was your spouse when you made decisions during your last reassignment (completing the Preference Card, for example)?

(1037) 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:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td></td>
<td></td>
<td>Uncertain</td>
<td></td>
<td></td>
<td>Strongly agree</td>
</tr>
</tbody>
</table>

(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.

(990) 11. I have been counseled on how the Navy's career system works for members of my community.
12. I have been counseled about the "right" contacts to make to help further my Navy career.

13. I have been counseled on the Navy's career opportunities outside of my community.

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

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

16. I have had good counsel on the Navy's norms and values for officers.

17. I have a close, personal relationship with a considerably more senior officer who serves as a mentor for my career.

18. I have counseled a more junior officer in career-related matters.

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

20. Visibility is very important at this stage in my Navy career.

21. Officers in my community make flag rank because they (Rank order the following five statements with 5 being the most important):

   a. are highly specialized (1024)  
   b. are not overspecialized (1026)  
   c. are superb performers.

23. In comparison with other communities, officers in my community make flag rank. (circle best choice): (1020)

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<table>
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<tbody>
<tr>
<td></td>
<td>1</td>
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<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>Very</td>
<td>Infrequently</td>
<td>At the same rate</td>
<td>Very</td>
<td>Infrequently</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

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? (1101)

   ( ) 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 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. 0.0-0.1% I am virtually certain that I will not voluntarily continue in the Navy until I am eligible for retirement.

N-16
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.

<table>
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<tr>
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<th>1</th>
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<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strongly Disagree</td>
<td></td>
<td></td>
<td>Neither Agree nor Disagree</td>
<td></td>
<td></td>
<td>Strongly Agree</td>
</tr>
</tbody>
</table>

- [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.
- [1113] 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:

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<th>1</th>
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<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 EOOW 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:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
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<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.
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.
16. The Navy should provide clear, specific career paths with associated plans.
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.
18. Career opportunities are unpredictable so you must be ready to make a decision when one arises.
19. I am willing to invest considerable time in exploring career opportunities.
20. I like to imagine what it would be like to be the very top person in my field.
21. I research, plan, and find my own billets.
22. It helps to know exactly what you want in your next assignment.
23. I cannot depend upon the detailing system to find a job that I want.
24. I know the steps that I need to take to achieve my Navy career goals.
25. I know the steps that I need to take to achieve my post-Navy career goals.
26. I feel that I’m a person of worth, at least on an equal plane with others.
27. I feel that I have a number of good qualities.
28. All in all, I am inclined to feel that I am a failure.
29. I feel I do not have much to be proud of.
30. I wish I could have more respect for myself.
31. I am able to do things as well as most other people.
### 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:

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>Neutral</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

(1138)_a. I am very satisfied with my occupation.
(1139)_b. Being in the Navy is more important than my location.
(1140)_c. I thoroughly enjoy my field of work.
(1141)_d. My career is significantly more important to me than the Navy.
(1142)_e. I would definitely like to change my field of work.
(1143)_f. The occupation in which I work is more important to me than my location.
(1144)_g. I would feel happier with a different occupation.
(1145)_h. The occupation in which I work is more important than my career.
(1146)_i. I definitely feel I am in the right field of work.
(1147)_j. I am very sorry I chose my occupation.
(1148)_k. The Navy is more essential to me than my field of work.
(1149)_l. I feel very good about my career.
(1150)_m. I take great pride in my field of work.
(1151)_n. Location is not nearly as important to me as being in the Navy.
(1152)_o. If I could do it over again, I would not choose my occupation.
(1153)_p. I definitely feel that I am in the wrong career.
(1154)_q. The Navy is materially more essential to me than my career.
(1155)_r. I think I made a serious mistake in choosing my field of work.
(1156)_s. I often think about changing my career.
(1157)_t. My career takes precedence over my field of work.
(1158)_u. Location is more important to me than the field in which I work.
(1159)_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.

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:
APPENDIX O

GENERAL URL OFFICER CAREER QUESTIONNAIRE
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. Widower) - Year (20) (21 - 22) (23) (24 - 25)
( ) 4. Remarried - (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:

<table>
<thead>
<tr>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Don't Know</td>
<td>Bottom 20%</td>
<td>Next 20%</td>
<td>Mid 20%</td>
<td>Next 20%</td>
<td>Top 20%</td>
</tr>
</tbody>
</table>

(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
(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).

<table>
<thead>
<tr>
<th>Date</th>
<th>Evaluation and Summary (blocks 51 &amp; 52)</th>
<th>EARLY PROMOTION</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>TYPICALLY EFFECTIVE</td>
<td>(block 62)</td>
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<tr>
<td></td>
<td>RECMD</td>
<td>RANKING</td>
</tr>
<tr>
<td>5/81</td>
<td>1%</td>
<td>5%</td>
</tr>
<tr>
<td>1/80</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>1/79</td>
<td>2</td>
<td>MISSING</td>
</tr>
</tbody>
</table>

* 1 = Operational; 2 = Nonoperational
In this section (pages 3 and 4) 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.

1. My PRD is: (184 - 185)/ (186 - 187) ( ) Don't Know (188)
   Month    Year

2. Activity (e.g., NAVFAC, PSD, COMSTA):

3. Location:

4. My present billet is designated for an officer who is: (191)
   ( ) 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

5. Have you been (or will you be) extended in this tour beyond your initial PRD? ( ) 1. No
   ( ) 2. Yes - how long? (193 - 194) months?
   ( ) 3. Don't know

6. If you answered YES to question 5, what was/is the reason (choose best one)? (195)
   ( ) 1. Awaiting relief
   ( ) 2. Awaiting opportunity to enter school
   ( ) 3. Short time remaining in Navy
   ( ) 4. To match spouse's PRD
   ( ) 5. No reason given
   ( ) 6. I requested it for personal reasons
   ( ) 7. Other

7. What is your evaluation of the following aspects of your present job and related duties? (Respond using the following scale. Omit if not applicable).

<table>
<thead>
<tr>
<th>Very Negative</th>
<th>2</th>
<th>3</th>
<th>Neutral</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>Very Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>(196)</td>
<td>a. Challenge</td>
<td>(204)</td>
<td>i. Adventure</td>
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<td></td>
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</tr>
<tr>
<td>(197)</td>
<td>b. Separation from family/friends</td>
<td>(205)</td>
<td>j. Sense of accomplishment</td>
<td></td>
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<td></td>
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<tr>
<td>(198)</td>
<td>c. Use of skills &amp; abilities</td>
<td>(206)</td>
<td>k. Opportunity to grow professionally</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>(199)</td>
<td>d. Working environment</td>
<td>(207)</td>
<td>l. Doing something important</td>
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<td></td>
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<tr>
<td>(200)</td>
<td>e. Hours of work required</td>
<td>(208)</td>
<td>m. Relationships with co-workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(201)</td>
<td>f. Work pressure</td>
<td>(209)</td>
<td>n. Relationship with CO or reporting senior</td>
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<tr>
<td>(202)</td>
<td>g. Interesting duties</td>
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<tr>
<td>(203)</td>
<td>h. Ability to plan and schedule activities</td>
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</tbody>
</table>

8. How aware was your command that you would be reporting for duty? (211)
   ( ) 1. Not at all
   ( ) 2. Partially
   ( ) 3. Fully
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
( ) 1. Very poor
( ) 2. Poor
( ) 3. Average
( ) 4. Good
( ) 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 ____ hours per week.

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

<table>
<thead>
<tr>
<th>Highly</th>
<th>Unfavorable</th>
<th>Unfavorable</th>
<th>Neutral</th>
<th>Favorable</th>
<th>Favorable</th>
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<tbody>
<tr>
<td>(1)</td>
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<tr>
<td>(5)</td>
<td>( )</td>
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</tbody>
</table>

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? days prior to, or days after PRD.
      (231 - 233)
   b. Formal notification (orders)? days prior to, or days after PRD.
      (237 - 239)
4. How satisfactory was the amount of notification time you received for—

- More than enough
- Just about right
- Cut it too close
- Totally unsat.

(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)
- No
- Yes—and it was justifiable
- 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)
- Not applicable
- Yes
- 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)
- Yes
- Have never discussed orders with my detailer.
- No
- 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)
- It doesn't do any good.
- I talked to my detailer by phone to discuss my desires and the available options.
- I didn't need to submit a new one, the old one was O.K.
- I got my new assignment before I could submit one.
- Other

11. When I completed my most recent preference card, I (check the best choice):

(260)
- Did not complete one.
- Put down choices I personally wanted regardless of how they might affect my Navy career.
- Put down primarily what I wanted but tempered them a little with what I thought would help my Navy career.
- Put down choices which I wanted, and I felt the Navy would want me to have, because Navy requirements and my interests are alike.
- Put down choices which I thought would help my Navy career but tempered with my personal desires.
- Put down choices which I thought would help my Navy career even though they weren't personally desirable.
12. 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

13. Using the scale below, assess the acceptability of your current assignment 
in comparison with what was expressed on your preference card: (0 - preference 
card not sent/out of date or never transferred)

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Poor</td>
<td>Neutral</td>
<td>Very Good</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

(264) a. Location (265) b. Type Billet (266) c. Type Activity

14. Which one of the following statements best describes your experience in 
obtaining your current assignment? (277)

( )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 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.

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

a. About ________ times within a year of PRD. (287 - 288)

b. About ________ times a year otherwise. (289 - 290)

( )c. Haven't been through reassignment. (291)

16. 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

(299) ( )h. To find out what my orders were going to be

(300) ( )i. Other (300)

17. 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)?

<table>
<thead>
<tr>
<th>Number of Times Used</th>
<th>(1) Very Ineffective</th>
<th>(2) Ineffective</th>
<th>(3) So-So</th>
<th>(4) Effective</th>
<th>(5) Very Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Preference Card</td>
<td>(301 - 302)</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
</tr>
<tr>
<td>b. Letter</td>
<td>(303 - 304)</td>
<td>( )</td>
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<td>( )</td>
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<tr>
<td>c. Telephone</td>
<td>(305 - 306)</td>
<td>( )</td>
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<td>( )</td>
</tr>
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</table>

0-6
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.)?

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<th>0</th>
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<tbody>
<tr>
<td>Don't Know</td>
<td>Very Negative</td>
<td>Neutral</td>
<td>Very Positive</td>
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<tr>
<td>(310) a. Knowledgeable of current policy trends</td>
<td>(315) f. Returns telephone calls</td>
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<tr>
<td>(311) b. Knowledgeable of which billets are available</td>
<td>(316) g. Shares information</td>
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<td></td>
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<tr>
<td>(312) c. Knowledgeable of requirements and duties of available billets</td>
<td>(317) h. Knowledgeable of previous communications</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>(313) d. Knowledgeable of my career development needs</td>
<td>(318) i. What (s)he says can be trusted</td>
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<td></td>
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<tr>
<td>(314) e. Knowledgeable of my personal desires</td>
<td>(319) j. Looks out for my best interest</td>
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<tr>
<td></td>
<td>(320) k. Listens to my problems, desires, needs, etc.</td>
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<td></td>
<td>(321) l. Provides useful career counseling</td>
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<td></td>
<td>(322) m. Responds to correspondence</td>
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<td></td>
<td>(323) n. Availability</td>
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</table>

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.
(334) ( )g. Contacted others in the women officers network.
(335) ( )h. Discussed it with my spouse.
(336) ( )i. Checked instructions, personnel manual and other policy(ies).
(337) ( )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.)

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<tbody>
<tr>
<td></td>
<td>Not Applicable</td>
<td>Very Little</td>
<td>Some</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Very Great</td>
</tr>
</tbody>
</table>

(a) Did it provide clarification of assignment policies and practices?
(b) Did it give you an appreciation of officer career paths and alternatives?
(c) Did it resolve some assignment problems you had?
(d) Was it conducted in an open and honest manner?
(e) Was it a useful and beneficial meeting?

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)?

(a) No previous assignment.
(b) No one.
(c) My CO/XO/ISIC.
(d) The CO/ISIC of the billet I wanted.
(e) A senior officer from my direct chain of command from my previous assignment.
(f) A senior officer in the direct chain of command of my desired assignment.
(g) A senior officer from my command but not the chain of command of either assignment.
(h) A senior officer from outside my community.
(i) Other

26. 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.

27. Has your Admin/Personnel Office offered to help you to verify your last ODC?

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

28. Are you presently on an overseas tour of duty?

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?

1. Not applicable
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 h:)

   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.

   (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 for your most recent reassignment? (Circle most appropriate response)

   
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<tr>
<td>Not</td>
<td>Considered</td>
<td>Some</td>
<td>Consideration</td>
<td>A Primary</td>
<td>Factor</td>
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</table>

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)

   
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<tr>
<td>Not</td>
<td>Considered</td>
<td>Some</td>
<td>Consideration</td>
<td>A Primary</td>
<td>Factor</td>
</tr>
</tbody>
</table>

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

   (365 - 366) years

   ( ) Don't have any idea

Respond to items 5-8 using the following scale:

   
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<td>2</td>
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<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Very Unattractive</td>
<td>Neutral</td>
<td></td>
<td></td>
<td></td>
<td>Very Attractive</td>
</tr>
</tbody>
</table>

(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?

0-9
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.

<table>
<thead>
<tr>
<th>CAREER OPTION</th>
<th>WHEN YOU MADE, OR PLAN TO MAKE, THE DECISION</th>
<th>Your DECISION</th>
<th>WHEN YOU MADE, OR PLAN TO MAKE, THE DECISION</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Decided in Previous Tour</td>
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<td></td>
<td></td>
<td>Yes</td>
<td>No</td>
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<td>--------------------------------------</td>
<td>-----------------------------------------------</td>
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<td>-----------------------------------------------</td>
</tr>
<tr>
<td>a. Obtain a master's degree</td>
<td></td>
<td>444</td>
<td></td>
</tr>
<tr>
<td>b. Request PG School</td>
<td></td>
<td>427</td>
<td></td>
</tr>
<tr>
<td>c. Follow my spouse's career</td>
<td></td>
<td>445</td>
<td></td>
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<tr>
<td>d. Make the Navy a career</td>
<td></td>
<td>428</td>
<td></td>
</tr>
<tr>
<td>e. Obtain designation as a subspecialist</td>
<td></td>
<td>446</td>
<td></td>
</tr>
<tr>
<td>f. Remain geographically stable</td>
<td></td>
<td>432</td>
<td></td>
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<tr>
<td>g. Seek a designator change from General URL Officer</td>
<td></td>
<td>429</td>
<td></td>
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<tr>
<td>h. Obtain a Proven Subspecialty</td>
<td></td>
<td>430</td>
<td></td>
</tr>
<tr>
<td>i. Strive for an XO assignment</td>
<td></td>
<td>447</td>
<td></td>
</tr>
<tr>
<td>j. Request Staff or War College</td>
<td></td>
<td>431</td>
<td></td>
</tr>
<tr>
<td>k. Accept a Washington headqtrs staff assignment</td>
<td></td>
<td>433</td>
<td></td>
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<tr>
<td>l. Strive for Command</td>
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<td>436</td>
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<tr>
<td>m. Prepare for a career outside the Navy</td>
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<td>434</td>
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<tr>
<td>n. Remain in the Navy beyond eligible retirement date</td>
<td></td>
<td>435</td>
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<tr>
<td>o. Strive for CAPT</td>
<td></td>
<td>437</td>
<td></td>
</tr>
<tr>
<td>p. Strive for flag rank</td>
<td></td>
<td>438</td>
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</tbody>
</table>
10. Do you feel that the Navy wants you to continue your career as an active duty Naval officer? Circle best response. (368)

<table>
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<th>6</th>
<th>7</th>
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</thead>
<tbody>
<tr>
<td>Definitely</td>
<td>Don't Know</td>
<td>Definitely</td>
<td>Does Not</td>
<td>Know</td>
<td>Does</td>
<td></td>
</tr>
</tbody>
</table>

11. If you were to seek civilian employment, how prepared are you to do so? (382)

<table>
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<tr>
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<th>4</th>
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<th>6</th>
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</thead>
<tbody>
<tr>
<td>Essentially Prepared</td>
<td>Neither Prepared nor Unprepared</td>
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</table>

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.

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<th>7</th>
<th>0</th>
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<tbody>
<tr>
<td>Very Low</td>
<td>Moderate</td>
<td>High or Not Applicable</td>
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</table>

**INFORMATION SOURCE**

| CO/ISIC | 99 | 113 127 141 | 155 | ( ) | 169 | ( ) |
|---|---|---|---|---|---|---|---|
| XO | 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 | ( ) |

O-11
13. What is your evaluation of the following aspects with regard to a Navy career? Respond using the following scale (use zero if the option is not available):

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<tr>
<td>Very Negative</td>
<td>Neutral</td>
<td>Very Positive</td>
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</table>

(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 14 and 15 using the following scale:

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<td><strong>6</strong></td>
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<tr>
<td>Definitely Do Not</td>
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<tr>
<td>Definitely Do</td>
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</table>

14. (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?

15. (372) Do you feel the billets you have received reflected your experience and past performance?

16. Place a check (✓) to the left of the following representative assignments in which you have experience. Next, use your personal impressions to rate EVERY assignment below on its potential contribution to a General URL Officer's career. 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):

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<tr>
<td>Very Negative</td>
<td>Substantially Negative</td>
<td>Moderately Negative</td>
<td>Neutral</td>
<td>Moderately Substantially Positive</td>
<td>Substantially Positive</td>
<td>Very Positive</td>
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**Navy Career Contributions**

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<tr>
<th>CAPI</th>
<th>Navy Career Contributions</th>
<th>Desirability</th>
</tr>
</thead>
<tbody>
<tr>
<td>(862)A. CO, HRMC</td>
<td>(910)</td>
<td>(958)</td>
</tr>
<tr>
<td>(863)B. CO, MSCO</td>
<td>(911)</td>
<td>(959)</td>
</tr>
<tr>
<td>(864)C. Comptroller</td>
<td>(912)</td>
<td>(960)</td>
</tr>
<tr>
<td>(865)D. NAV Attaché (overseas)</td>
<td>(913)</td>
<td>(961)</td>
</tr>
<tr>
<td>(866)E. CO, NAVMAC</td>
<td>(914)</td>
<td>(962)</td>
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<tr>
<td>(867)F. Instructor, Serv. Coll.</td>
<td>(915)</td>
<td>(963)</td>
</tr>
<tr>
<td>(868)G. Major Fleet Staff</td>
<td>(916)</td>
<td>(964)</td>
</tr>
<tr>
<td>(869)H. Washington Staff</td>
<td>(917)</td>
<td>(965)</td>
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<tr>
<td><strong>Very Negative</strong></td>
<td><strong>Substantially</strong></td>
<td><strong>Moderately Neutral</strong></td>
<td><strong>Moderately Substantially</strong></td>
<td><strong>Very Positive</strong></td>
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<tr>
<td><strong>Navy Career Contributions</strong></td>
<td><strong>Desirability</strong></td>
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**CDR**

(853) A. Washington Staff  
(854) B. XO, NARDAC  
(855) C. Special Asst., Civil Affairs  
(856) D. XO, NAVSTA  
(857) E. CO, COMSTA  
(858) F. Major Fleet Staff  
(859) G. Instructor, Serv. Coll.  
(860) H. Public Affairs  
(861) I. Intelligence Officer

**LCDR**

(848) A. Comptroller  
(849) E. CO, NAVFAC  
(850) C. Communications Officer  
(851) D. Director of NDACS, NDARC  
(852) E. Asst. for Political/Mil

**LT**

(838) A. Company Commander  
(839) B. ADP Systems Director  
(840) C. XO, MSCO  
(841) D. Recruiter  
(842) E. Public Affairs  
(843) F. Flag Secretary  
(844) G. Flag Aide  
(845) H. Washington Staff  
(846) I. PG School Student  
(847) J. Major Fleet Staff

O-13
1. 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.

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<thead>
<tr>
<th>CIVILIAN</th>
<th>NAVY</th>
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<tbody>
<tr>
<td>(383) a. Interesting and challenging work</td>
<td>( )</td>
</tr>
<tr>
<td>(384) b. Ability to plan work</td>
<td>( )</td>
</tr>
<tr>
<td>(385) c. Work hours</td>
<td>( )</td>
</tr>
<tr>
<td>(386) d. Minimal work stress</td>
<td>( )</td>
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<tr>
<td>(387) e. Freedom from hassle</td>
<td>( )</td>
</tr>
<tr>
<td>(388) f. Own initiative</td>
<td>( )</td>
</tr>
<tr>
<td>(389) g. Pay and allowances</td>
<td>( )</td>
</tr>
<tr>
<td>(390) h. Health benefits/care</td>
<td>( )</td>
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</tbody>
</table>

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.

| LTJG | Navy Career Contributions | Desirability |
|------------------|------------------|
| (831) A. Asst. Nuclear Power Eng. | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (832) B. Computer Systems Analyst | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (833) C. OIC, PERSUPDET | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (834) D. Intelligence Officer | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (835) E. Watch Officer, NAVFAC | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (836) F. Deputy Dir., Cargo Handling | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (837) G. Operational Billet, Air Squadron | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (838) H. Major Fleet Staff | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (839) I. Washington Staff | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |

ENS

| ENS | Navy Career Contributions | Desirability |
|------------------|------------------|
| (822) A. Watch Officer, COMMSTA | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (823) B. Watch Officer, NAVFAC | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (824) C. Public Affairs Officer | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (825) D. Admin. Asst./Personnel | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (826) E. HRM Team Member | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (827) F. Operational Billet, Air Squadron | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (828) G. Major Fleet Staff | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (829) H. Instructor, NUCPWRSCOL | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
| (830) I. Washington Staff | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
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)

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<tr>
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<th>CIVILIAN</th>
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<tbody>
<tr>
<td>(391) i. Job security</td>
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<td>(392) j. Family stability</td>
<td>( )</td>
<td>( )</td>
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<tr>
<td>(393) k. Desirable place to live</td>
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<td>(394) l. Desirable co-workers</td>
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<tr>
<td>(395) m. Recognition</td>
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<tr>
<td>(396) n. Responsibility</td>
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<tr>
<td>(397) o. Chance for spouse to develop own interests (omit if NA)</td>
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<td>(398) p. Quality of superiors</td>
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<td>(399) q. Retirement program</td>
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<td>(400) r. Variety of assignments</td>
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<td>(401) s. Educational opportunities</td>
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<td>(402) t. Promotional opportunities</td>
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<tr>
<td>(403) u. Social relationships</td>
<td>( )</td>
<td>( )</td>
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<tr>
<td>(404) v. Amount of crisis management</td>
<td>( )</td>
<td>( )</td>
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</tbody>
</table>

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)
Respond to items 22-24 using the following scale:

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<th>5</th>
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<th>7</th>
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<tbody>
<tr>
<td>Strongly disagree</td>
<td>2</td>
<td>3</td>
<td>Uncertain</td>
<td>5</td>
<td>6</td>
<td>Strongly agree</td>
</tr>
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</table>

(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 (1044) f. My unavailability to help schooling
(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:

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<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not applicable wishes</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I defer</td>
<td>Equal</td>
<td>I decide alone</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Applicable to spouse's wishes</td>
<td>Partici-pation</td>
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</table>

(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. Strongly Disagree  2.  3. Uncertain  4.  5.  6.  7. Strongly Agree

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

2. My community has a higher rate of promotion for senior officers than other Navy communities.

3. My community tries to take care of its own in regards to promotions.

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

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

6. My senior officers interact with me frequently.

7. I have had good counsel on the Navy's norms and values for officers.

8. It is almost essential for me to be sponsored by someone senior if I want to advance in the Navy.

9. My community uses an informal network to keep tabs on officers for the best assignments.

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

11. Visibility is very important at this stage in my Navy career.

12. As a General URL Officer, I have frequently been assigned to billets that career-oriented officers from other communities would find unacceptable.

13. As a junior officer, senior officers from my community have been (were) very supportive.

14. As a junior officer, senior officers from other communities have been (were) very supportive.

15. My leadership experience is adequately represented in the documentation reviewed for decisions involving my assignment/promotion.

16. There is a strong informal support network within the 110X community.

17. It is important for the 110X community to have senior officer representatives on selection/promotion boards.

18. Performance being equal, my chances of being selected for a career enhancing 1000 designated billet are equal to any other URL officer.

19. There should be specially designated career advisors for 110X officers.

20. I feel that my career suffers because I don't have a sufficient number of role models in the 110X community.

21. It is clear to me how the Navy defines a "leadership role."

22. It appears to me that the need for the 110X community is being constantly questioned.

23. The General URL Officer community makes a major contribution to the Navy's effectiveness.

24. The billets which URL General Officers are eligible for are some of the Navy's most important jobs.
(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)

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<tbody>
<tr>
<td>Very</td>
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<td>At the Same Rate</td>
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<td>Very</td>
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<tr>
<td>Infrequently</td>
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<td></td>
<td>Frequently</td>
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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)

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<td>Very</td>
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<td>Positive</td>
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O-18
42. The impact of DOPMA on my promotions will be (circle best response):

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<td>7</td>
</tr>
<tr>
<td>Very Negative</td>
<td>Neutral</td>
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VII. CAREER ATTITUDES

1. 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

2. 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)

3. 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.

4. 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.


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<th>7</th>
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<tbody>
<tr>
<td></td>
<td>Strongly Disagree</td>
<td>Neither Agree nor Disagree</td>
<td>Strongly Agree</td>
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</table>

(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:

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<tbody>
<tr>
<td></td>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
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In evaluating the first four items, consider Intell. Analyst, Communications, etc., as technical schools and INET, 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.
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<tr>
<td>Strongly</td>
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<td>Strongly</td>
<td>Disagree</td>
<td>Agree</td>
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1. Obtaining some warfare specialty experience is very important to my being selected for command.

2. I must obtain at least one tour FITREP as a department head before I can screen for XO.

3. My command has a planned program for rotating junior officers through several departments during their first tour.

4. During my career, I have been encouraged by many of my seniors (CO, XO, department head, etc.) to pursue a graduate education.

5. Obtaining a postgraduate degree will strengthen my chances for promotion.

6. I would rather receive a postgraduate degree from a civilian institution than Navy Postgraduate School (NPS).

7. The development of a subspecialty is important for my Navy career.

8. The development of a subspecialty is important for my career beyond the Navy.

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

10. It is important for General URL Officers to be evaluated in "leadership roles" early in their career.

11. It is important for General URL Officers to obtain a subspecialty early in their career.

12. My primary subspecialty limits opportunity for future career enhancing assignments.

13. I have identified a sequence of schools that, if I attended, would help me obtain my career goals in the Navy.

14. If I leave my subspecialty area for any length of time, my Navy career will suffer.

15. Because of my designator, the development of a subspecialty is important for my promotion.

16. I can predict with fair accuracy the subspecialties that will help me advance in my Navy career.

17. I have been hesitant to attend NPS, because the majors that I could select for study do not have applications outside of the Navy.

18. My decisions about postgraduate education in the Navy are driven by my desire to develop a basis for my second career after retirement.

19. At least a Master's degree is required for an officer to be selected as a proven subspecialist.

20. 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)

<table>
<thead>
<tr>
<th>Education/Skill Field</th>
<th>(Examples)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1077 - 1078)a.</td>
<td>Public Affairs</td>
</tr>
<tr>
<td>(1079 - 1080)b.</td>
<td>Intelligence (Joint Intelligence, Naval Scientific and Technical)</td>
</tr>
<tr>
<td>(1081 - 1082)c.</td>
<td>Pol-Mil/Strategic Planning (Europe, International Negotiation)</td>
</tr>
<tr>
<td>(1083 - 1084)d.</td>
<td>Management (Financial, Transportation, Manpower/Personnel)</td>
</tr>
<tr>
<td>(1085 - 1086)e.</td>
<td>Applied Logic (Operations Analysis, Quantitative Economic)</td>
</tr>
<tr>
<td>(1087 - 1088)f.</td>
<td>Operations Systems Technology (ASW, C^2)</td>
</tr>
<tr>
<td>(1089 - 1090)g.</td>
<td>Environmental Science (Geophysics, Oceanography)</td>
</tr>
<tr>
<td>(1091 - 1092)h.</td>
<td>Naval Systems Engineering (Nuclear Engineering, Electronic Engineering)</td>
</tr>
<tr>
<td>(1093 - 1094)i.</td>
<td>Weapons Engineering (Chemistry, Nuclear Physics, Strat. Navig.)</td>
</tr>
<tr>
<td>(1095 - 1096)j.</td>
<td>Aeronautical Systems Engineering (Avionics, Test Pilot)</td>
</tr>
<tr>
<td>(1097 - 1098)k.</td>
<td>Communications (Engineering, Systems Technology)</td>
</tr>
<tr>
<td>(1099 - 1100)l.</td>
<td>Computer Technology (Science, Systems Technology)</td>
</tr>
</tbody>
</table>

IX. SUPPLEMENTAL QUESTIONS

<table>
<thead>
<tr>
<th>Item</th>
<th>Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1117)1.</td>
<td>I am willing to put a great deal of effort beyond that normally expected in order to help the Navy be successful.</td>
</tr>
<tr>
<td>(1118)2.</td>
<td>I talk up the Navy to my friends as a great organization to work for.</td>
</tr>
<tr>
<td>(1119)3.</td>
<td>I feel very little loyalty to the Navy.</td>
</tr>
</tbody>
</table>

O-22
<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Strongly Disagree</td>
<td>Neutral</td>
<td>Strongly Agree</td>
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<td>4</td>
<td>I would accept almost any type of job assignment in order to remain in the Navy.</td>
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<td>5</td>
<td>I find that my values and the Navy's values are very similar.</td>
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<td>6</td>
<td>I am proud to tell others that I am part of the Navy.</td>
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<td>7</td>
<td>I could just as well be working for a different organization as long as the type of work were similar.</td>
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<td>8</td>
<td>The Navy really inspires the very best in me in the way of job performance.</td>
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<td>9</td>
<td>It would take very little change in my present circumstances to cause me to leave.</td>
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<td>10</td>
<td>I am extremely glad that I chose the Navy to work for, over other organizations I was considering at the time I joined.</td>
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<td>11</td>
<td>There's not too much to be gained by staying with the Navy indefinitely.</td>
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<td>12</td>
<td>Often, I find it difficult to agree with the Navy's policies on important matters relating to its personnel.</td>
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<td>13</td>
<td>I really care about the fate of the Navy.</td>
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<td>14</td>
<td>For me this is the best of all possible organizations for which to work.</td>
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<td>15</td>
<td>Deciding to join the Navy was a definite mistake on my part.</td>
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<td>16</td>
<td>The Navy should provide clear, specific career paths with associated plans.</td>
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<td>17</td>
<td>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.</td>
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<td>18</td>
<td>Career opportunities are unpredictable so you must be ready to make a decision when one arises.</td>
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<td>19</td>
<td>I am willing to invest considerable time in exploring career opportunities.</td>
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<td>20</td>
<td>I like to imagine what it would be like to be the very top person in my field.</td>
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<td>21</td>
<td>I research, plan, and find my own billets.</td>
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<td>22</td>
<td>It helps to know exactly what you want in your next assignment.</td>
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<td>23</td>
<td>I cannot depend upon the detailing system to find a job that I want.</td>
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<td>24</td>
<td>I know the steps that I need to take to achieve my Navy career goals.</td>
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<tr>
<td>25</td>
<td>I know the steps that I need to take to achieve my post-Navy career goals.</td>
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<td>26</td>
<td>I feel that I'm a person of worth, at least on an equal plane with others.</td>
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<td>27</td>
<td>I feel that I have a number of good qualities.</td>
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<td>28</td>
<td>All in all, I am inclined to feel that I am a failure.</td>
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<td>29</td>
<td>I feel I do not have much to be proud of.</td>
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<td>30</td>
<td>I wish I could have more respect for myself.</td>
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<tr>
<td>31</td>
<td>I am able to do things as well as most other people.</td>
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<tr>
<td>32</td>
<td>At times, I think I am no good at all.</td>
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</tbody>
</table>
1 2 3 4 5 6 7
Strongly Disagree Neutral Agree

(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 General URL Officer.

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 Neither Strongly Disagree Agree nor 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 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.

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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