DEPARTMENT OF DEFENSE

DEOMI Organizational Climate Survey (DEOCS) Report

Organization: USS BLUE RIDGE LCC 19

Commander/Director: CAPT [redacted] (b) (6)

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Wednesday, September 06, 2017

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PLEASE READ CAREFULLY

Careful deliberation should be taken prior to making any management or disciplinary decisions based solely on the survey results.

The DEOCS report provides valuable information about members' perceptions of the organization's climate. It is important to review all sections in this report. Compare the information presented in *Section III, Overall Unit Summary*, *Section IV, Climate Factor Subgroup Comparison*, *Section V, DEOCS Summary of Survey Item Responses*, along with *Appendix*, *Written Comments from Your Organization*. Doing so can help create a more complete picture and help validate potential areas of concern.

Individual Service instructions typically require organizations to use multiple approaches, including individual interviews and/or focus groups, to more comprehensively characterize the command's climate.

For example, the climate factor subgroup comparisons provided in *Section IV* can help identify subgroups with lower favorability ratings, and conducting focus groups and interviews with members of these subgroups can clarify their perceptions regarding a climate factor, and the reasons why these perceptions exist.

For additional information regarding climate factors, focus group/interview questions, or action planning, please visit DEOCS.net **Assessment to Solutions:**

https://www.deocs.net

I. HOW TO INTERPRET YOUR DEOCS

1. Start by looking at the demographic breakout in *Section II, Demographic Breakout*. The table displays the number of respondents by their demographic features. Survey respondents can select different options when completing the demographic portion of the survey, so numbers may not match the total personnel assigned. Determine how closely participants in each demographic group represent the overall assigned population. Note: disparities in responses presented in the tables throughout the report are due to missing or erroneous responses.

2. Identify areas of concern and strength (both for your overall unit and subgroups) using the color-coded comparisons:

   a. Unit: Examine *Section III, Overall Unit Summary* to compare your unit's favorability* percentage to units of a similar organization function, and your parent Service branch on each DEOCS factor.

   b. Subgroups: Examine *Section IV, Climate Factor Subgroup Comparisons* to compare perceptions among subgroups. No data are displayed in cases where fewer than five people in any subgroup complete the survey.

3. Examine the item-level results using the favorable/unfavorable response rates in *Section V, DEOCS Summary of Survey Item Responses*. This can help identify those items with high levels of unfavorable responses.

4. Examine the written comments associated with an area of concern to determine whether any of the comments reflect negative perceptions that may help explain the numerical findings. Comments can be easier to analyze if they are broken into themes.

5. Based on the degree of favorability of the item-level responses and written comments, determine if the apparent climate of your unit or any subgroup(s) warrants further action.

6. In such cases, use those findings to guide follow-on climate assessment actions (e.g., determine the demographic composition of focus groups and the topics to discuss with them; identify records and reports to analyze to validate perceptions, develop a plan of action to correct validated issues, etc.). For more strategies to create a healthier command climate, refer to *Section VI, Recommendations*.

* Note: There are seven response options for each item that range from unfavorable to favorable. Because the scale has a 7-point range, three of the response options are categorized as unfavorable (e.g., strongly disagree, disagree, slightly disagree), one response option is considered neutral (neither agree nor disagree), and three response options are categorized as favorable (e.g., slightly agree, agree, strongly agree). Negative worded items noted with an asterisk (*) have their scales reversed. Therefore, a favorability percentage would be interpreted as the average of your favorable response options summed.

HOW TO INTERPRET DEOCS COLOR CODING

Color Coding	Category	Criteria	General Interpretation
Green	Excellent	90% and above favorable responding	• Almost complete unit endorsement of scale • Area of excellence and maintenance/stability actions recommended
Blue	Adequate	Between 70% and 89% favorable responding	• Majority of unit endorsed scale and reached recommended endorsement threshold (70%) • Area not of concern but room for improvement
Yellow	Caution	Between 50% and 69% favorable responding	• Majority of unit endorsed scale but did not reach recommended endorsement threshold (70%) • Area flagged for concern. Actions should be considered to boost endorsement
Red	Improvement Needed	Below 50% favorable responding	• Majority of unit did NOT endorse scale • Area of great concern and corrective actions must be taken ASAP

II. DEMOGRAPHIC BREAKOUT

Table 1: Demographic Representation

REPRESENTATION		
USS BLUE RIDGE LCC 19	**Number**	**Percent**
Majority	45	31.2%
Minority	82	56.9%
Declined to Respond	17	11.8%
American Indian or Alaskan Native	3	2.1%
Asian	20	13.9%
Black	26	18.1%
Native Hawaiian or Other Pacific Islander	2	1.4%
White	55	38.2%
Selected Multiple Races	6	4.2%
Declined to Respond	32	22.2%
Hispanic	31	21.5%
Not Hispanic	98	68.1%
Declined to Respond	15	10.4%
Women	34	23.6%
Men	110	76.4%
Junior Enlisted (E1 - E6)	110	76.4%
Senior Enlisted (E7 - E9)	16	11.1%
Warrant Officer (WO1 - CW5)	1	0.7%
Junior Officer (O1 - O3)	15	10.4%
Senior Officer (O4 - Above)	1	0.7%
Junior Federal Civilian (Grades 1 - 12)	0	0.0%
Senior Federal Civilian (Grades 13 - SES)	0	0.0%
Non-Appropriated Funds (NAF)	0	0.0%
Wage Grade (WG/WS/WL)	0	0.0%
Other	1	0.7%
Supervisor (civilian only)	0	0.0%
Non-Supervisor (civilian only)	0	0.0%
Total	144	

For the majority/minority subgroup categories, the majority category includes all respondents who listed their race as "White," and their ethnicity as "not Hispanic." All respondents who select any other race and/or Hispanic are included in the minority subgroup; the "Declined to Respond" designation includes those respondents whose responses to the race and ethnicity items render it impossible to classify them as majority or minority.

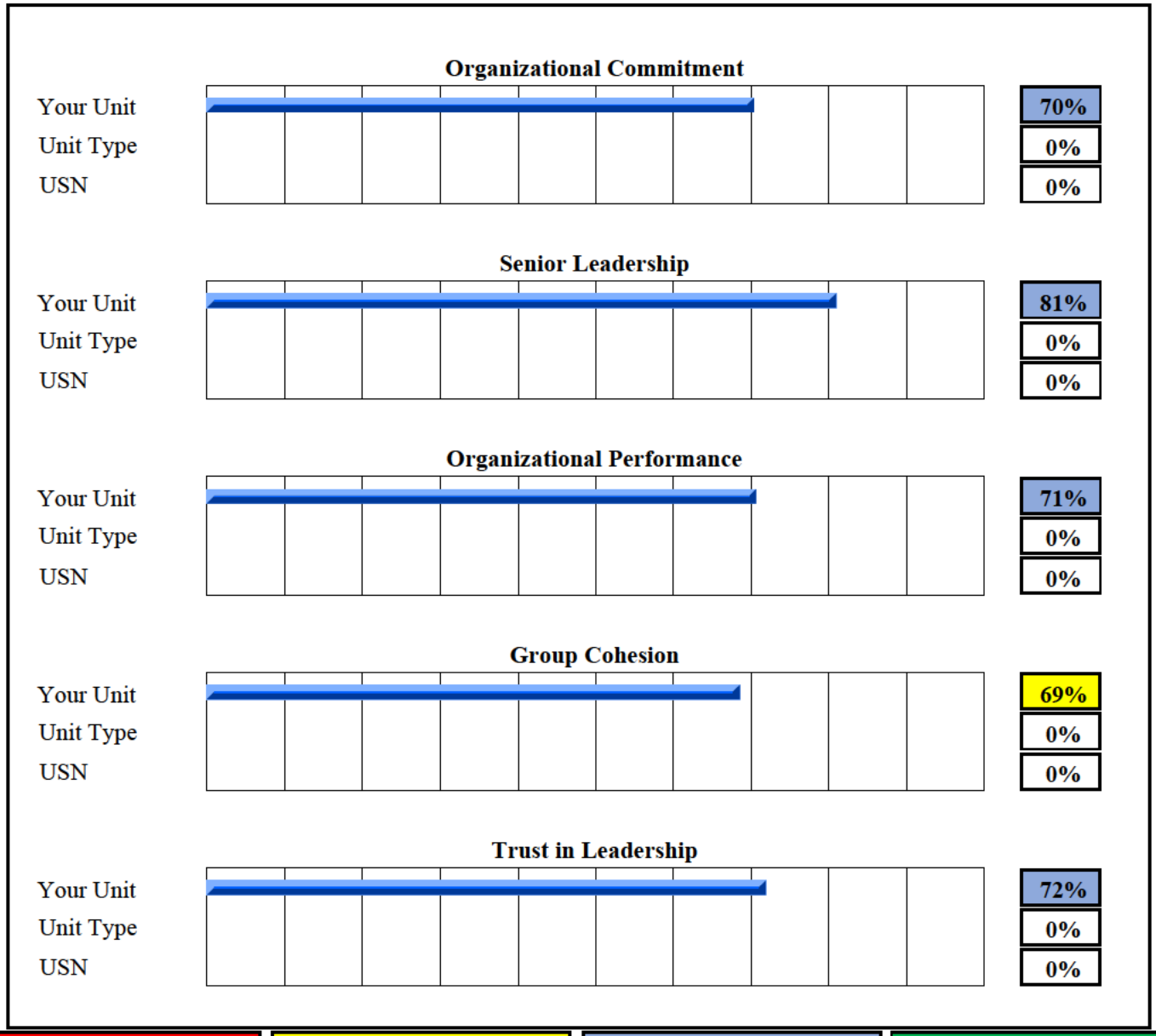
All Warrant Officers (WO1 - CW5) will be combined with Junior Officers in *Section IV, Climate Factor Subgroup Comparison*. Additionally, all Wage Grade and Non-Appropriated Fund civilians will not be in the Junior/Senior Civilian breakout within *Section IV, Climate Factor Subgroup Comparison*.

III. OVERALL UNIT SUMMARY

The figures below compare your organization's favorability ratings for each climate factor against units in your Service with similar functions, and to your parent Service. Similar function units and Service favorability ratings are updated on a bi-annual basis. The box to the right of each figure displaying your organization's favorability rating will be color-coded red, yellow, blue or green. Please refer to **How to Interpret DEOCS Color Coding** (pg. 4) for more information regarding the color-coding. Percentages for Unit Type and Service will not be available until a representative sample can be obtained to generate an accurate percentage.

Figure 2: Unit Summaries

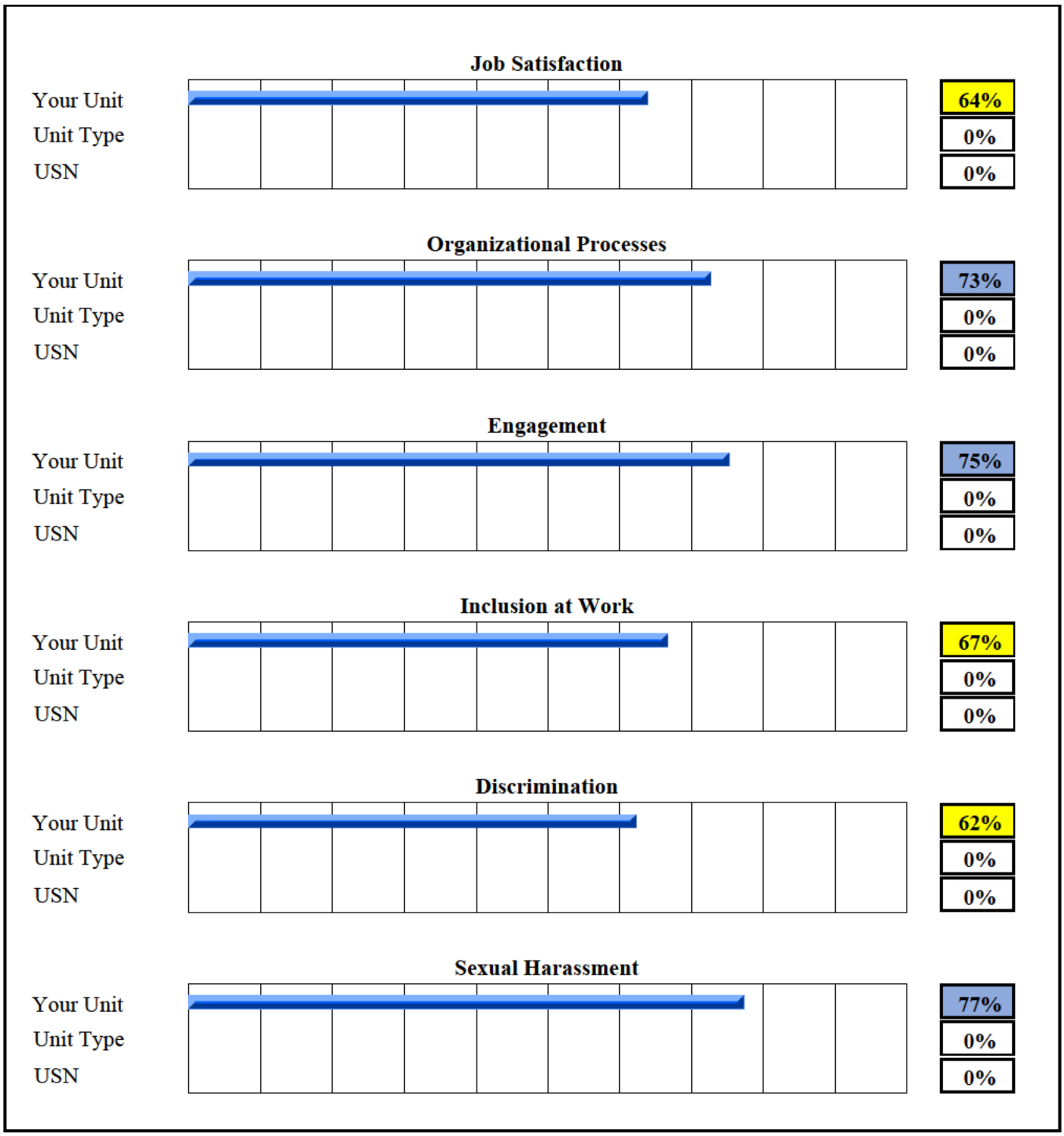
Unit Type = Amphibious



Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses

Figure 2 (cont): Unit Summaries

Unit Type = Amphibious



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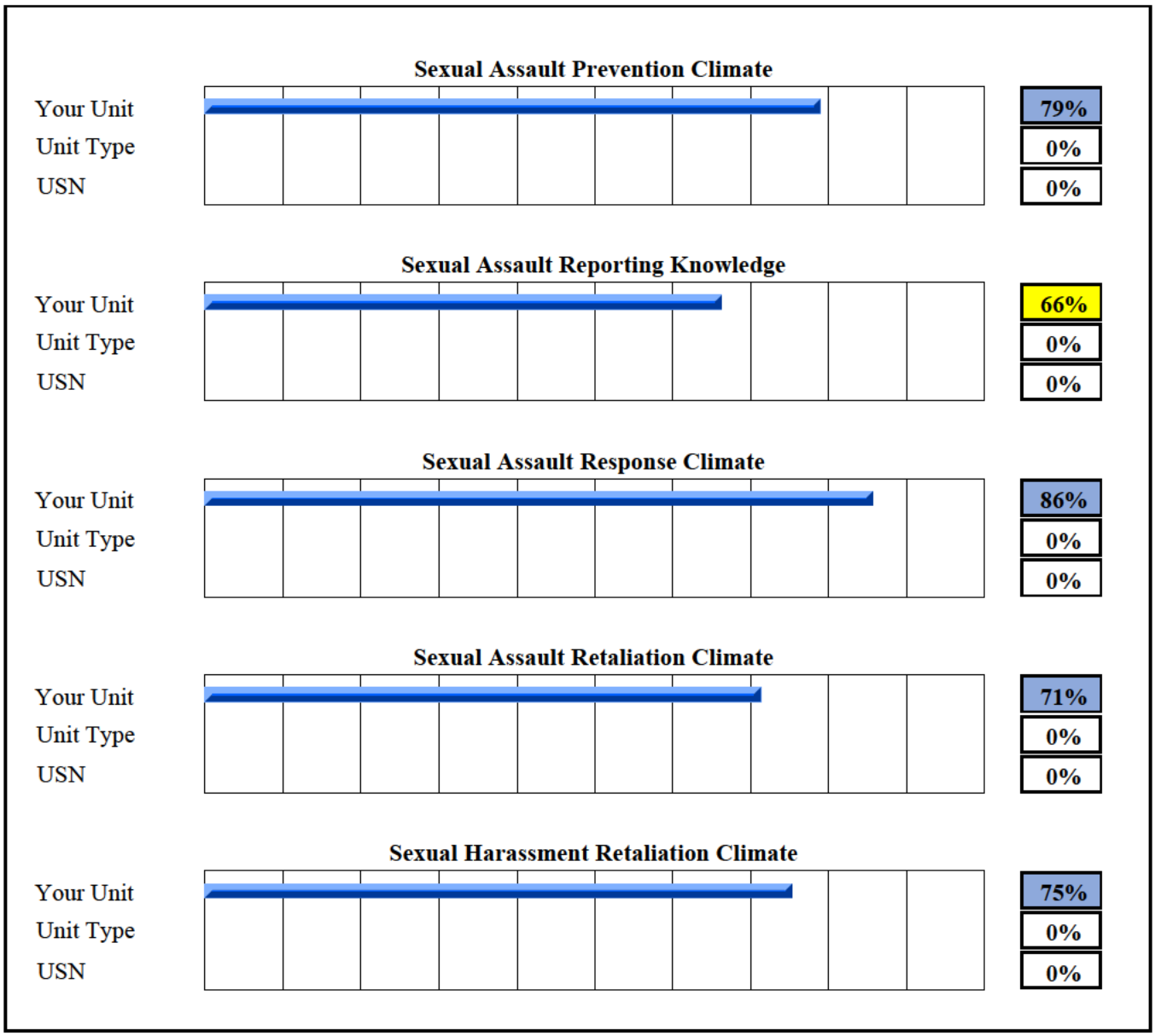


Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses

IV. CLIMATE FACTOR SUBGROUP COMPARISONS

Organizational Effectiveness Factors

The following figure displays the **Organizational Effectiveness (OE)** Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor.

Figure 3: OE Subgroup Comparison

USS BLUE RIDGE LCC 19

Organizational Effectiveness

	Org Commit	Senior Leader	Org Perform	Group Cohesion	Trust in Leader	Job Satisfact	Org Process	Engage
Minority	73%	83%	76%	72%	72%	70%	74%	76%
Majority	68%	78%	63%	59%	72%	53%	68%	75%
Women	75%	86%	75%	69%	71%	51%	68%	70%
Men	69%	79%	69%	68%	72%	68%	74%	77%
Enlisted	71%	79%	75%	68%	71%	62%	72%	74%
Officer	65%	94%	39%	71%	76%	76%	76%	86%
Junior Enlisted	68%	78%	74%	66%	71%	58%	69%	71%
Senior Enlisted	88%	88%	81%	81%	70%	88%	94%	94%
Junior Officer	63%	94%	35%	69%	75%	75%	75%	85%
Senior Officer								
Military	70%	81%	70%	68%	72%	64%	72%	75%
Civilian								
Junior Civilian								
Senior Civilian								
Non-Supervisor								
Supervisor								

Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses

Figure 3: OE Subgroup Comparison

USS BLUE RIDGE LCC 19

Organizational Effectiveness

	Org Commit	Senior Leader	Org Perform	Group Cohesion	Trust in Leader	Job Satisfact	Org Process	Engage
Your Unit	70%	81%	71%	69%	72%	64%	73%	75%

Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses

Equal Opportunity / Equal Employment Opportunity / Fair Treatment & Sexual Assault Prevention and Response Climate Factors

The following figure displays the **EO / EEO / Fair Treatment & SAPR** Climate Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor. SH and SA refer to Sexual Harassment and Sexual Assault respectively.

Figure 4: EO/EEO/Fair Treatment & SAPR Subgroup Comparisons

USS BLUE RIDGE LCC 19								
	EO/EEO/Fair Treatment				SAPR			
	Inclusion	Discrim	SH	SH Retaliation	SA Prevent	SA Report Knowledge	SA Response	SA Retaliation
Minority	66%	60%	76%	72%	79%	63%	85%	68%
Majority	65%	66%	79%	83%	80%	76%	89%	79%
Women	65%	60%	83%	77%	80%	67%	88%	75%
Men	67%	63%	75%	75%	79%	66%	85%	70%
Enlisted	66%	59%	75%	73%	78%	64%	84%	68%
Officer	71%	82%	90%	94%	84%	87%	94%	91%
Junior Enlisted	61%	56%	73%	70%	76%	62%	83%	64%
Senior Enlisted	98%	84%	95%	88%	92%	79%	98%	97%
Junior Officer	69%	83%	91%	94%	83%	86%	94%	92%
Senior Officer								
Military	67%	62%	77%	75%	79%	67%	86%	71%
Civilian								
Junior Civilian								
Senior Civilian								
Non-Supervisor								
Supervisor								
Your Unit	67%	62%	77%	75%	79%	66%	86%	71%

Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses

V. DEOCS SUMMARY OF SURVEY ITEM RESPONSES

The following tables and figures provide the item-level response frequencies across all the DEOCS factors. The total percentage of responses and color coding for each factor mirror those found for that factor in *Section III: Overall Unit Summary*. Factor results for Bystander Intervention, Sexual Assault Reporting Knowledge, Unwanted Workplace Experiences, Connectedness, Hazing, and Bullying are presented at the end of the following tables due to different response scales. Only favorable response totals are presented in the color shaded area.

Table 2.1 Organizational Commitment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I feel like "part of the family" in this workgroup.	8 (6%)	8 (6%)	10 (7%)	9 (6%)	24 (17%)	57 (40%)	28 (19%)
This workgroup has a great deal of personal meaning to me.	7 (5%)	9 (6%)	7 (5%)	23 (16%)	22 (15%)	46 (32%)	30 (21%)
I feel a strong sense of belonging to this workgroup.	8 (6%)	10 (7%)	9 (6%)	20 (14%)	24 (17%)	46 (32%)	27 (19%)
Total	5%	6%	6%	12%	**16%**	**34%**	**20%**
		18%				**70%**	

Table 2.2 Senior Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My senior leader puts processes in place to facilitate the sharing of information throughout the organization.	4 (3%)	6 (4%)	7 (5%)	12 (8%)	17 (12%)	51 (35%)	47 (33%)
My senior leader clarifies our organization's goals and priorities.	4 (3%)	8 (6%)	5 (3%)	7 (5%)	17 (12%)	49 (34%)	54 (38%)
My senior leader communicates a clear vision for the future.	6 (4%)	5 (3%)	7 (5%)	11 (8%)	17 (12%)	46 (32%)	52 (36%)
My senior leader listens to the concerns of the organization's military members and employees.	9 (6%)	4 (3%)	3 (2%)	12 (8%)	19 (13%)	49 (34%)	48 (33%)
Total	4%	4%	4%	7%	**12%**	**34%**	**35%**
		12%				**81%**	

Table 2.3 Organizational Performance

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.	6 (4%)	9 (6%)	8 (6%)	20 (14%)	30 (21%)	45 (31%)	26 (18%)
My organization's performance, compared to similar organizations, is high.	5 (3%)	6 (4%)	14 (10%)	16 (11%)	23 (16%)	52 (36%)	28 (19%)
My organization makes good use of available resources to accomplish its mission.	8 (6%)	8 (6%)	7 (5%)	20 (14%)	30 (21%)	50 (35%)	21 (15%)
Total	4%	5%	7%	13%	**19%**	**34%**	**17%**
		16%				**71%**	

Table 2.4 Group Cohesion

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My workgroup is united in trying to reach its goals for performance.	9 (6%)	2 (1%)	10 (7%)	13 (9%)	35 (24%)	52 (36%)	23 (16%)
We all take responsibility for the performance of the workgroup.	10 (7%)	4 (3%)	10 (7%)	16 (11%)	36 (25%)	44 (31%)	24 (17%)
If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task.	10 (7%)	12 (8%)	15 (10%)	25 (17%)	26 (18%)	37 (26%)	19 (13%)
Total	7%	4%	8%	13%	**22%**	**31%**	**15%**
		19%				**69%**	

Table 2.5 Trust in Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I can rely on my immediate supervisor to act in my organization's best interest.	10 (7%)	8 (6%)	5 (3%)	17 (12%)	19 (13%)	45 (31%)	40 (28%)
My immediate supervisor follows through with commitments he or she makes.	7 (5%)	8 (6%)	10 (7%)	21 (15%)	15 (10%)	48 (33%)	35 (24%)
I feel comfortable sharing my work difficulties with my immediate supervisor.	17 (12%)	5 (3%)	7 (5%)	13 (9%)	26 (18%)	43 (30%)	33 (23%)
My immediate supervisor treats me fairly.	11 (8%)	3 (2%)	5 (3%)	15 (10%)	15 (10%)	54 (38%)	41 (28%)
Total	8%	4%	5%	11%	**13%**	**33%**	**26%**
		17%				**72%**	

Table 2.6 Job Satisfaction

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I like my current job.	14 (10%)	9 (6%)	7 (5%)	19 (13%)	12 (8%)	46 (32%)	37 (26%)
I feel satisfied with my current job.	10 (7%)	10 (7%)	11 (8%)	21 (15%)	16 (11%)	46 (32%)	30 (21%)
I am happy with my current job.	11 (8%)	14 (10%)	9 (6%)	21 (15%)	16 (11%)	43 (30%)	30 (21%)
Total	8%	8%	6%	14%	**10%**	**31%**	**22%**
		22%				**64%**	

Table 2.7 Organizational Processes

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Programs are in place to address military members' and employees' concerns.	3 (2%)	2 (1%)	8 (6%)	15 (10%)	23 (16%)	64 (44%)	29 (20%)
Discipline is administered fairly.	12 (8%)	10 (7%)	7 (5%)	20 (14%)	19 (13%)	56 (39%)	20 (14%)
Decisions are made after reviewing relevant information.	8 (6%)	5 (3%)	6 (4%)	22 (15%)	18 (13%)	61 (42%)	24 (17%)

Total	5%	4%	5%	13%	**14%**	**42%**	**17%**
		14%				**73%**	

Table 2.8 Engagement

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
At my workplace, I am mentally resilient.	2 (1%)	3 (2%)	9 (6%)	17 (12%)	19 (13%)	62 (43%)	32 (22%)
I am enthusiastic about my work.	7 (5%)	6 (4%)	5 (3%)	21 (15%)	29 (20%)	43 (30%)	33 (23%)
Time flies when I am working.	6 (4%)	5 (3%)	7 (5%)	19 (13%)	18 (13%)	36 (25%)	53 (37%)
Total	3%	3%	5%	13%	**15%**	**33%**	**27%**
		12%				**75%**	

Table 2.9 Inclusion at Work

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Coworkers are treated as valued members of the team without losing their unique identities.	4 (3%)	9 (6%)	12 (8%)	20 (14%)	21 (15%)	55 (38%)	23 (16%)
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	6 (4%)	6 (4%)	4 (3%)	26 (18%)	25 (17%)	44 (31%)	33 (23%)
Military members/employees in my workgroup are empowered to make work-related decisions on their own.	7 (5%)	6 (4%)	7 (5%)	27 (19%)	39 (27%)	40 (28%)	18 (13%)
Outcomes (e.g., training opportunities, awards, and recognition) are fairly distributed among military members/employees of my workgroup.	7 (5%)	9 (6%)	13 (9%)	27 (19%)	20 (14%)	46 (32%)	22 (15%)
The decision-making processes that impact my workgroup are fair.	5 (3%)	8 (6%)	13 (9%)	18 (13%)	22 (15%)	60 (42%)	18 (13%)
	Strongly Agree	**Agree**	**Slightly Agree**	**Neither Agree nor Disagree**	**Slightly Disagree**	**Disagree**	**Strongly Disagree**
I feel excluded by my workgroup because I am different.*	3 (2%)	10 (7%)	11 (8%)	30 (21%)	8 (6%)	44 (31%)	38 (26%)
Total	4%	6%	7%	17%	**16%**	**33%**	**18%**
		16%				**67%**	

* Note. The item marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.10 Discrimination

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Discrimination Items							
Discrimination based on _____ does not occur in my workplace.							
Race/Color/National Origin	6 (4%)	10 (7%)	9 (6%)	22 (15%)	8 (6%)	38 (26%)	51 (35%)
Religion	15 (10%)	7 (5%)	3 (2%)	20 (14%)	3 (2%)	43 (30%)	53 (37%)
Sex	11 (8%)	8 (6%)	7 (5%)	22 (15%)	8 (6%)	42 (29%)	46 (32%)
Sexual Orientation	11 (8%)	10 (7%)	3 (2%)	22 (15%)	8 (6%)	41 (28%)	49 (34%)
Discrimination Behavioral Subfactor							
I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.	9 (6%)	7 (5%)	9 (6%)	15 (10%)	10 (7%)	55 (38%)	39 (27%)
	Strongly Agree	**Agree**	**Slightly Agree**	**Neither Agree nor Disagree**	**Slightly Disagree**	**Disagree**	**Strongly Disagree**
Racial slurs, comments, and/or jokes are used in my workplace.*	17 (12%)	23 (16%)	12 (8%)	26 (18%)	10 (7%)	31 (22%)	25 (17%)
Sexist slurs, comments, and/or jokes are used in my workplace.*	20 (14%)	21 (15%)	11 (8%)	24 (17%)	10 (7%)	32 (22%)	26 (18%)
Total	9%	9%	5%	15%	**6%**	**28%**	**29%**
		23%				**62%**	

* Note. The items marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response.

Table 2.11 Discrimination Summary

Discrimination based on _____ does not occur in my workplace.	Unfavorable	Neutral	Favorable
Race/Color/National Origin	25 (17%)	22 (15%)	97 (67%)
Religion	25 (17%)	20 (14%)	99 (69%)
Sex	26 (18%)	22 (15%)	96 (67%)
Sexual Orientation	24 (17%)	22 (15%)	98 (68%)

Table 2.12 Sexual Harassment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My chain of command/supervision adequately responds to allegations of sexual harassment.	2 (1%)	2 (1%)	2 (1%)	26 (18%)	5 (3%)	54 (38%)	53 (37%)
My chain of command/supervision plays an active role in the prevention of sexual harassment.	3 (2%)	3 (2%)	2 (1%)	17 (12%)	9 (6%)	59 (41%)	51 (35%)
	Strongly Agree	**Agree**	**Slightly Agree**	**Neither Agree nor Disagree**	**Slightly Disagree**	**Disagree**	**Strongly Disagree**
Individuals from my workplace use offensive gestures that are sexual in nature.*	7 (5%)	5 (3%)	4 (3%)	30 (21%)	8 (6%)	50 (35%)	40 (28%)
Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.*	0 (0%)	3 (2%)	5 (3%)	20 (14%)	2 (1%)	34 (24%)	80 (56%)
Total	2%	2%	2%	16%	**4%**	**34%**	**39%**
		7%				**77%**	

* Note. The items marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.13 Sexual Assault Prevention Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My immediate supervisor models respectful behavior.	4 (3%)	6 (4%)	3 (2%)	14 (10%)	17 (12%)	49 (34%)	51 (35%)
My immediate supervisor promotes responsible alcohol use.	3 (2%)	1 (1%)	0 (0%)	14 (10%)	8 (6%)	61 (42%)	57 (40%)
My immediate supervisor would correct individuals who refer to coworkers as 'honey', 'babe', 'sweetie', or use other unprofessional language at work.	8 (6%)	4 (3%)	4 (3%)	22 (15%)	8 (6%)	50 (35%)	48 (33%)
My immediate supervisor would stop individuals who are talking about sexual topics at work.	4 (3%)	3 (2%)	4 (3%)	35 (24%)	13 (9%)	42 (29%)	43 (30%)
My immediate supervisor would intervene if an individual was receiving sexual attention at work.	4 (3%)	2 (1%)	1 (1%)	16 (11%)	10 (7%)	60 (42%)	51 (35%)
My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes.	6 (4%)	8 (6%)	2 (1%)	14 (10%)	9 (6%)	54 (38%)	51 (35%)

Total	3%	3%	2%	13%	**8%**	**37%**	**35%**
		8%				**79%**	

Table 2.14 Sexual Assault Response Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
If a coworker were to report a sexual assault, my chain of command/supervision would take the report seriously.	3 (2%)	2 (1%)	0 (0%)	12 (8%)	11 (8%)	47 (33%)	69 (48%)
If a coworker were to report a sexual assault, my chain of command/supervision would keep the knowledge of the report limited to those with a need to know.	6 (4%)	3 (2%)	2 (1%)	13 (9%)	13 (9%)	45 (31%)	62 (43%)
If a coworker were to report a sexual assault, my chain of command/supervision would discourage military members or employees from spreading rumors and speculation about the allegation.	4 (3%)	2 (1%)	2 (1%)	15 (10%)	9 (6%)	49 (34%)	63 (44%)
If a coworker were to report a sexual assault, my chain of command/supervision would promote healthcare, legal, or other support services to the reporter.	2 (1%)	1 (1%)	1 (1%)	13 (9%)	4 (3%)	59 (41%)	64 (44%)
If a coworker were to report a sexual assault, my chain of command/supervision would support the reporter for speaking up.	3 (2%)	1 (1%)	3 (2%)	15 (10%)	6 (4%)	54 (38%)	62 (43%)
Total	3%	1%	1%	9%	**6%**	**35%**	**44%**
		5%				**86%**	

The items for both the Sexual Assault Retaliation and Sexual Harassment Retaliation factors are negatively worded; therefore agreement with these items indicates an unfavorable response. Because all of the questions on this scale are negatively worded, the total disagreement responses to the items are color coded. Following the color-coding convention as in the rest of this report, this color coding reflects the percentage of favorability on the questions/ scales.

Table 2.15 Sexual Assault Retaliation Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
In my work group, reporters of sexual assault would be excluded from the social interactions or conversations.	37 (26%)	45 (31%)	6 (4%)	27 (19%)	8 (6%)	17 (12%)	4 (3%)
In my work group, reporters of sexual assault would be subjected to insulting or disrespectful remarks or jokes.	41 (28%)	49 (34%)	9 (6%)	26 (18%)	5 (3%)	11 (8%)	3 (2%)
In my work group, reporters of sexual assault would be blamed for causing problems.	44 (31%)	51 (35%)	9 (6%)	19 (13%)	13 (9%)	5 (3%)	3 (2%)
In my work group, reporters of sexual assault would be denied career opportunities.	53 (37%)	54 (38%)	5 (3%)	14 (10%)	8 (6%)	5 (3%)	5 (3%)
In my work group, reporters of sexual assault would be disciplined or given other corrective action.	50 (35%)	50 (35%)	4 (3%)	19 (13%)	6 (4%)	11 (8%)	4 (3%)
In my work group, reporters of sexual assault would be discouraged from moving forward with the report.	55 (38%)	47 (33%)	7 (5%)	21 (15%)	6 (4%)	7 (5%)	1 (1%)
Total	**32%**	**34%**	**5%**	15%	5%	6%	2%
		71%				**14%**	

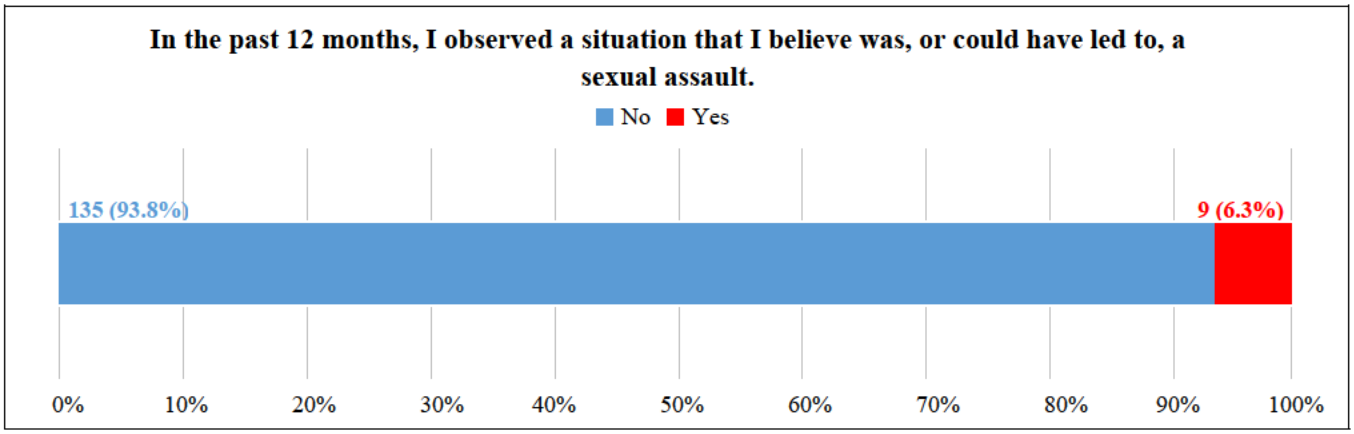
Table 2.16 Sexual Harassment Retaliation Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
In my work group, military members or employees who file a sexual harassment complaint would be excluded from the social interactions or conversations.	45 (31%)	51 (35%)	6 (4%)	22 (15%)	8 (6%)	5 (3%)	7 (5%)
In my work group, military members or employees who file a sexual harassment complaint would be subjected to insulting or disrespectful remarks or jokes.	45 (31%)	54 (38%)	7 (5%)	20 (14%)	6 (4%)	7 (5%)	5 (3%)
In my work group, military members or employees who file a sexual harassment complaint would be blamed for causing problems.	49 (34%)	56 (39%)	4 (3%)	18 (13%)	6 (4%)	5 (3%)	6 (4%)
In my work group, military members or employees who file a sexual harassment complaint would be denied career opportunities.	54 (38%)	58 (40%)	3 (2%)	19 (13%)	2 (1%)	3 (2%)	5 (3%)
In my work group, military members or employees who file a sexual harassment complaint would be disciplined or given other corrective action.	48 (33%)	57 (40%)	4 (3%)	23 (16%)	4 (3%)	2 (1%)	6 (4%)
In my work group, military members or employees who file a sexual harassment complaint would be discouraged from moving forward with the complaint.	51 (35%)	55 (38%)	4 (3%)	20 (14%)	5 (3%)	4 (3%)	5 (3%)
Total	**34%**	**38%**	**3%**	14%	4%	3%	4%
		75%				**11%**	

Bystander Intervention Experience in Past 12 Months

Respondents were asked if they have observed a situation they believed was, or could have led to a sexual assault within the past 12 months. Respondents' responses to this *observation* question are displayed in Figure 5.

Figure 5. Respondents who Observed a High Risk Situation



If respondents answered "yes" to the observation of a high risk situation question, they were prompted to identify the response that most closely resembled their actions. Table 3 displays the responses of those who completed the question across your organization.

Table 3. Respondents' Reported Actions Taken Following High Risk Situation

If yes, in response to this situation, select the one response that most closely resembles your actions.		
	Number	**Percent**
I stepped in and separated the people involved in the situation.	4	44.4%
I asked the person who appeared to be at risk if they needed help.	1	11.1%
I confronted the person who appeared to be causing the situation.	1	11.1%
I created a distraction to cause one or more of the people to disengage from the situation.	2	22.2%
I asked others to step in as a group and diffuse the situation.	1	11.1%
I told someone in a position of authority about the situation.	0	0.0%
I considered intervening in the situation, but I could not safety take any action.	0	0.0%
I decided to not take action.	0	0.0%
Total	9	100.0%

Sexual Assault Reporting Knowledge

Knowledge of the sexual assault reporting options is assessed using two questions. The first item reads, "All of the following types of people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report." The Sexual Assault Response Coordinator, Victim Advocate, and Military Service Healthcare Personnel can take a Restricted Report. "Anyone in my chain of command" and "Criminal investigator and military police officer" are incorrect answers. These persons cannot take a Restricted Report. Figure 6 displays the percentage of members within your organization who correctly and incorrectly identified who can and cannot take a Restricted Report.

The second item reads, "Service members who report they were sexually assaulted are eligible for the service of a military attorney." The correct answer is "True". Figure 7 displays the percentage of members in your organization who correctly identified who is eligible for the service of a military attorney.

Figure 6. Respondents' Restricted Reporting Knowledge.

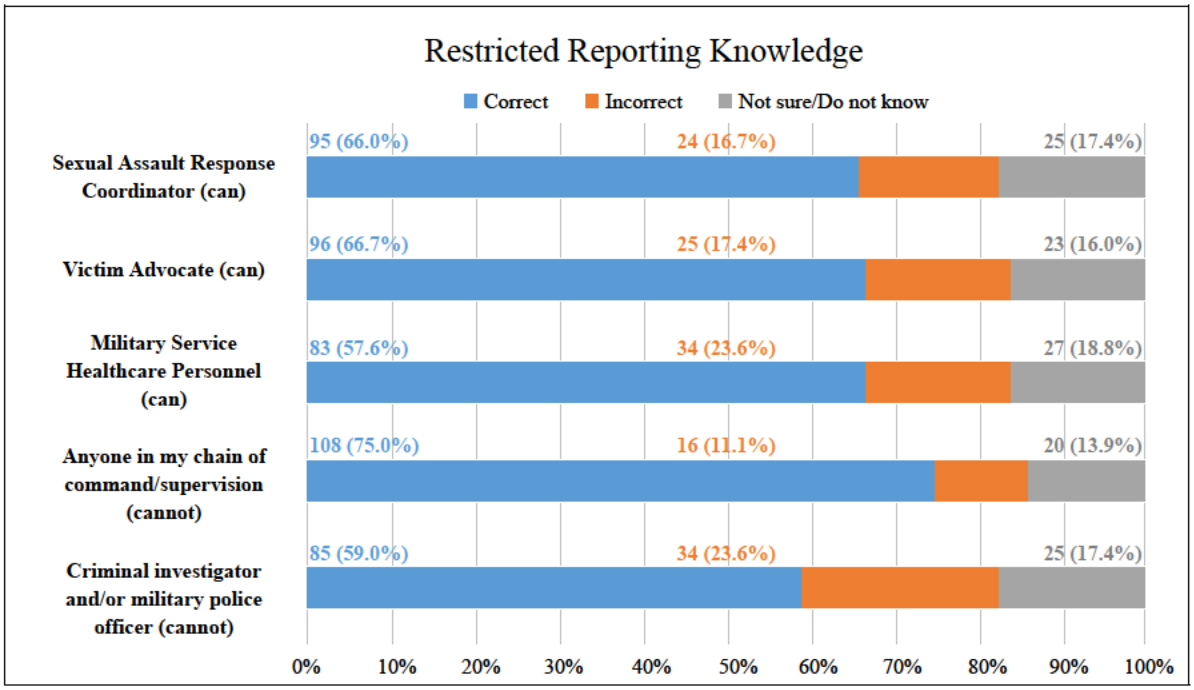
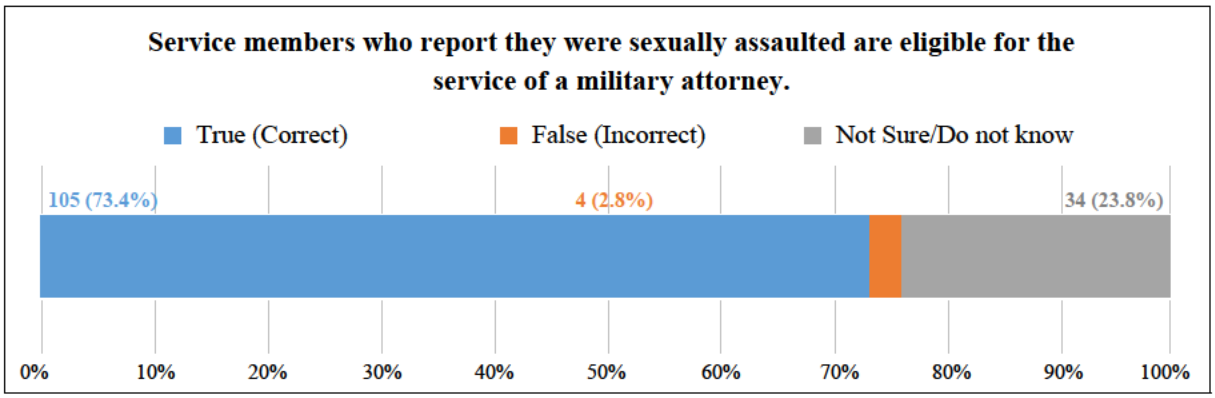


Figure 7. Respondents' Knowledge of Military Attorney Eligibility.



Unwanted Workplace Experiences

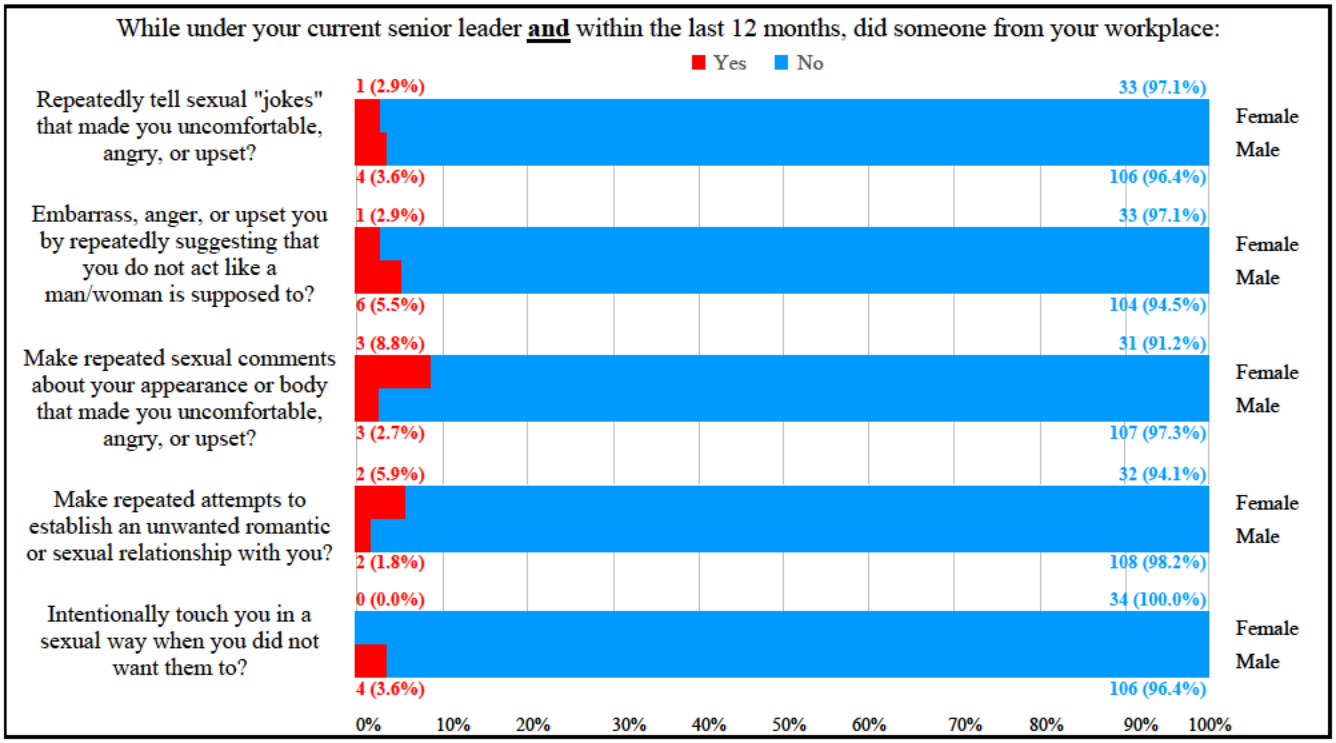
Respondents were asked five questions that address whether they have endured unwanted workplace experiences. These items measure the sexual harassment risk within the organization. The items contain behaviors associated with the increased probability that sexual harassment could be occurring. Note: No data are displayed in cases where fewer than five people in a subgroup complete the survey.

Below is the presentation of Yes/No response frequencies to the Unwanted Workplace Experience items.

Table 4. Respondents' Overall Unwanted Workplace Experience Responses

While under your current senior leader **and** within the last 12 months, did someone from your workplace: (Overall)				
	Yes	Percent	No	Percent
Repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?	5	3.5%	139	96.5%
Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to?	7	4.9%	137	95.1%
Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?	6	4.2%	138	95.8%
Make repeated attempts to establish an unwanted romantic or sexual relationship with you?	4	2.8%	140	97.2%
Intentionally touch you in a sexual way when you did not want them to?	4	2.8%	140	97.2%

Figure 8. Respondents' Overall Unwanted Workplace Experience Responses by Sex



Note. Of those who responded, 3.6% of men and 5.9% of women answered these items in such a way that they would likely have experienced Sexual Harassment under their current senior leader and within the last 12 months. A strict criteria was used for scoring to ensure a higher level of confidence in providing rates. In order to meet the criteria, an individual would have to answer "yes" to multiple items, or "yes" to the last item within the Unwanted Workplace Experience factor. However, it is important to note that the behaviors above, whether or not they rise to the level of sexual harassment, are serious and can degrade unit climate and should be addressed.

Connectedness

Connectedness is defined as a frame of mind that reflects an individual's outlook on life and perceptions of belongingness, well-being, and social support. Reflects a member's viewpoint that they are relevant, contributing, and have relationships upon which they can confidently depend on in times of need. Burdensomeness and Belongingness are two subfactors that when combined, create an overall Connectedness factor.

Figure 9. Percentage of Respondents' Overall Connectedness

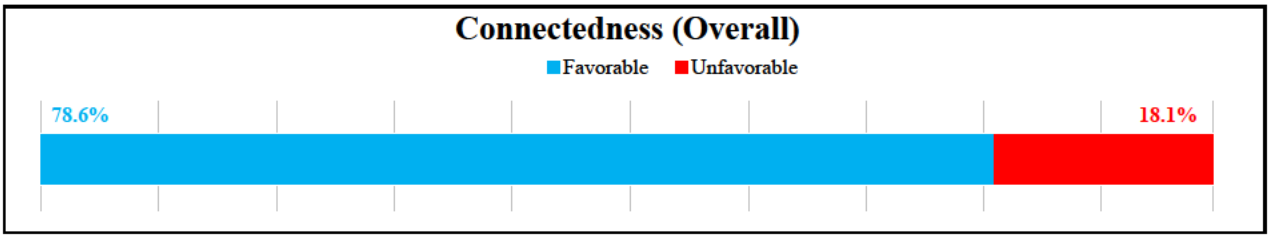


Table 5. Respondents' Connectedness Responses

Burdensomeness							
Question	**Strongly Agree**	**Agree**	**Slightly Agree**	**Neither Agree nor Disagree**	**Slightly Disagree**	**Disagree**	**Strongly Disagree**
My future seems dark to me.	5 (3%)	8 (6%)	13 (9%)	19 (13%)	12 (8%)	35 (24%)	52 (36%)
	Very true for me	**True for me**	**Somewhat true for me**		**Somewhat untrue for me**	**Untrue for me**	**Not at all true for me**
These days, I think I am a burden on people in my life.	5 (3%)	10 (7%)	14 (10%)	-	8 (6%)	43 (30%)	64 (44%)
Belongingness							
	Not at all true for me	**Untrue for me**	**Somewhat untrue for me**		**Somewhat true for me**	**True for me**	**Very true for me**
These days, I feel like I belong.	7 (5%)	2 (1%)	18 (13%)	-	36 (25%)	52 (36%)	29 (20%)
These days, I feel that there are people I can turn to in times of need.	7 (5%)	5 (3%)	10 (7%)	-	31 (22%)	51 (35%)	40 (28%)
Total*	4%	4%	10%	-	15%	31%	32%
		18%				79%	

* Note. The total may not equal 100% due to the changing from a seven point scale to six point scale. The loss of a response option accounts for the difference in percentage for the factor overall.

Table 6. Respondents' Knowledge of ideation of, attempted or death by suicide

I know someone in my organization who has thought of, attempted, or died by suicide.		
	Number	Percent
Thought of	31	21.5%
Attempted	10	6.9%
Died by Suicide	1	0.7%
Thought of, Attempted	15	10.4%
Attempted, Died by Suicide	0	0.0%
Thought of, Died by Suicide	0	0.0%
Thought of, Attempted, Died by Suicide	1	0.7%
None of the above	86	59.7%

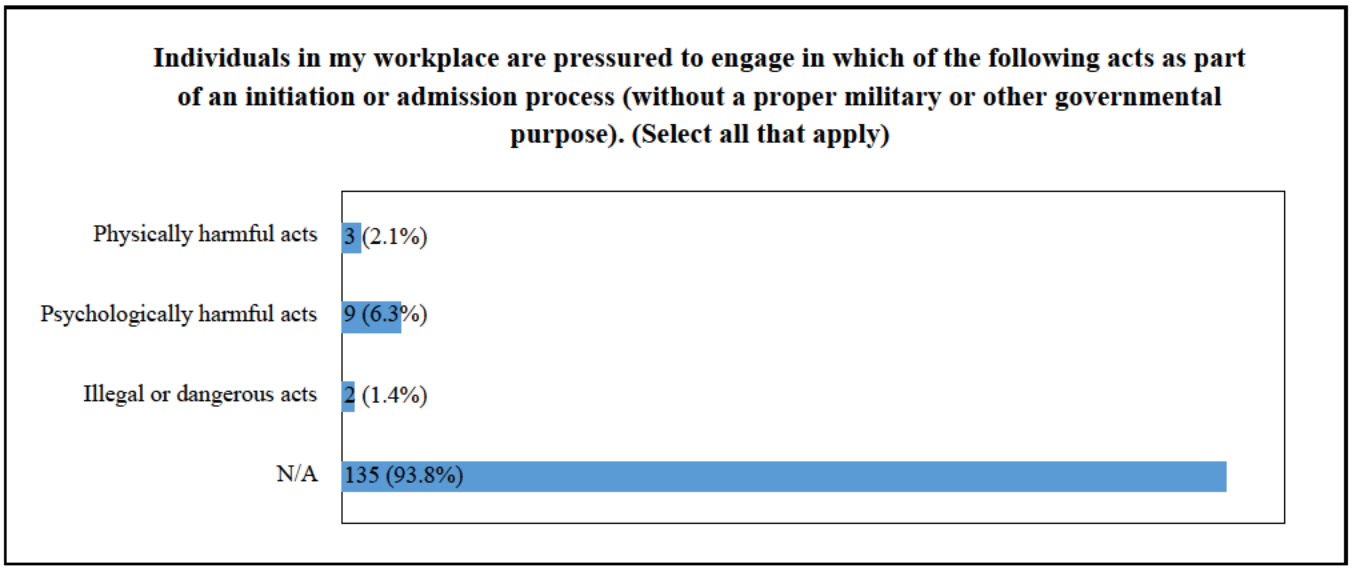
Note. Results presented below the line are the possible combinations of the items above, as it was a "select all that apply."

The definitions of Hazing and Bullying were obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015.

Hazing

The figure below displays response frequencies to the Hazing item. Please note that respondents' option to select more than one type of Hazing behavior accounts for disparities that may appear in the totals shown below.

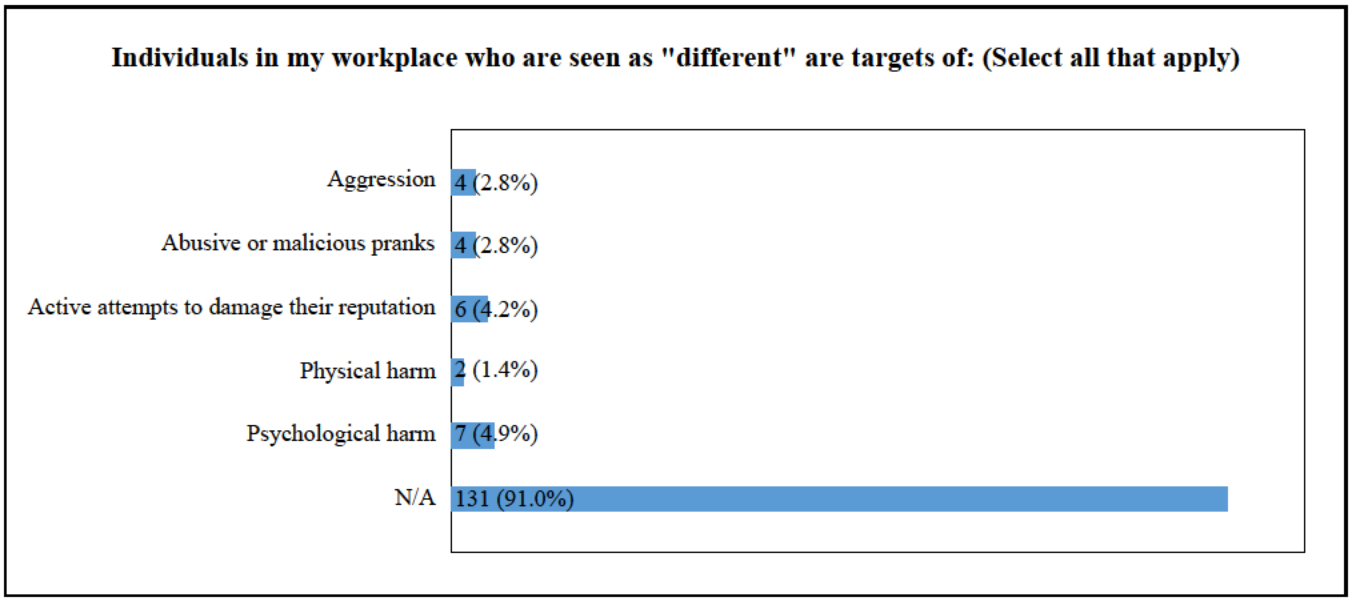
Figure 11. Respondents' Responses to Hazing



Bullying

The figure below displays response frequencies to the Bullying item. Please note that respondents' option to select more than one type of Bullying behavior accounts for disparities that may appear in the totals shown below.

Figure 12. Respondents' Responses to Bullying



VI. RECOMMENDATIONS

The following section provides interpretation of the DEOCS report and recommended follow-on actions. Based on the data obtained, your organization's DEOCS results may display both organizational strengths and concerns. It is important to not only review *Section V, DEOCS Summary of Survey Item Responses*, but to contrast that information with *Section IV, Climate Factor Subgroup Comparison*. Additionally, the *Written Comments*, may also help to validate some areas of concerns within Sections IV and V; please ensure you review that area to determine if there are comments that address any areas of concern.

This section also seeks to provide guidance for identifying additional steps in the climate assessment effort, and prescribe actions to help address organizational concerns.

Compare subgroups to determine whether diminished perceptions of climate factors are more prevalent among specific groups, and the sources of those perceptions.

Excellent/Adequate

Seek to identify and reinforce those practices and programs currently in place.

Reinforce behaviors that create a climate of inclusion, supporting and preserving the dignity and worth of all members.

Continue to promote and maintain a healthy human relations climate. This can be done by ensuring all members in the unit understand their roles and responsibilities.

Share positive results to enhance members' commitment to the organization and its mission.

Consider utilizing training aids to further provide awareness and knowledge regarding key factors.

Caution/Improvement Needed

Examine favorability ratings among specific climate factors and demographic subgroups to determine whether diminished perceptions are more obvious among some of them.

After identifying the specific climate factors with low favorability ratings and those demographic subgroups that harbor negative perceptions regarding them, use these findings to plan follow-on assessment efforts, including focus groups, interviews, and written record reviews. Conducting focus groups and interviews with members of these subgroups can help determine the source and extent of specific perceptions.

Develop an action plan to address each specific validated concern, and socialize the plan with members. Set a timeline for each action item, and provide timely feedback on progress accomplishing them. This will demonstrate your willingness to listen to your subordinates, and take action to improve conditions whenever possible.

MAKING CLIMATE ASSESSMENT RESULTS WORK FOR YOUR ORGANIZATION

1. Share the results with members of your organization.
2. Involve key leaders; let members know you are acting on their feedback.
3. If needed, establish an action team to develop and implement a plan for organizational improvement.
4. Conduct another climate assessment in accordance with your Service component directives to determine the effectiveness of the corrective actions that were taken to remedy validated perceptions.

We trust these recommendations for interpretation will prove useful. The DEOCS can help commanders improve the readiness within their commands. To make best use of this tool, DEOMI provides tools and products designed to address the mission impacting issues that were identified during the climate assessment process.

ASSESSMENT TO SOLUTIONS

The Assessment to Solutions section of deomi.org was created to support leaders and equal opportunity professionals throughout the climate assessment process. Assessment to Solutions provides products that help identify appropriate follow-on climate assessment efforts, aid in the development of an action plan to rectify workplace conditions that negatively impact climate, and training materials that can be incorporated in an action plan.

The Assessment to Solutions area parallels the main assessment sections of the DEOCS, which include OE, EO/EEO/Fair treatment, and SAPR. Each area further addresses each climate factor included in the section, and provides a host of products for each.

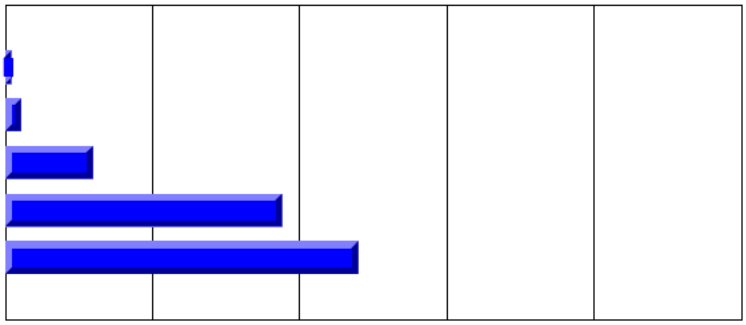
Access to products can be found at the "Assessment to Solutions" website which is designed to support leaders and equal opportunity professionals. To access the site go to:

https://www.deocs.net

The DEOCS Support Team is available to assist you and can be contacted at:
321-494-2675/3260/4217
DSN: 854-2675/3260/4217
support@deocs.net

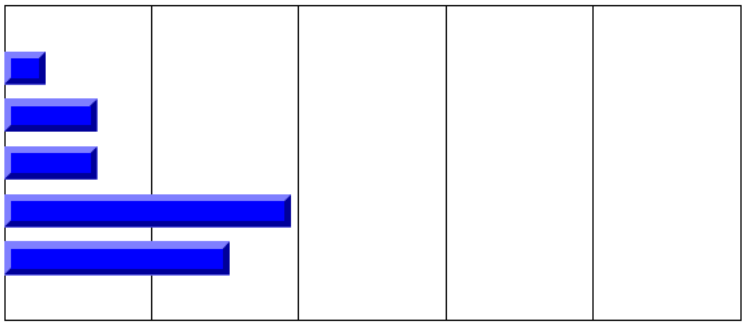
Appendix A: Your Locally Developed Questions

1. Leadership takes allegations of Sexual Harassment seriously.



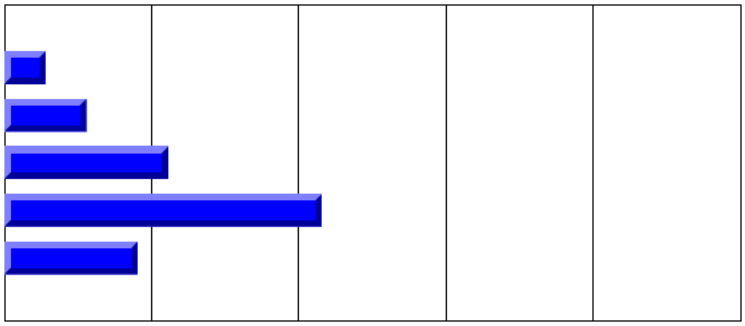
	Frequency	Percent
Strongly Disagree	1	.7
Disagree	3	2.1
Neither Agree nor Disagree	17	11.8
Agree	54	37.5
Strongly Agree	69	47.9
Total	144	100.0

2. I am being fully utilized in my work center.



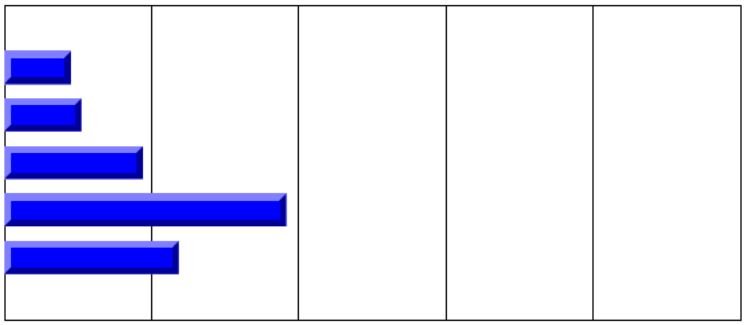
	Frequency	Percent
Strongly Disagree	8	5.6
Disagree	18	12.5
Neither Agree nor Disagree	18	12.5
Agree	56	38.9
Strongly Agree	44	30.6
Total	144	100.0

3. Junior enlisted service members care about what happens to each other.



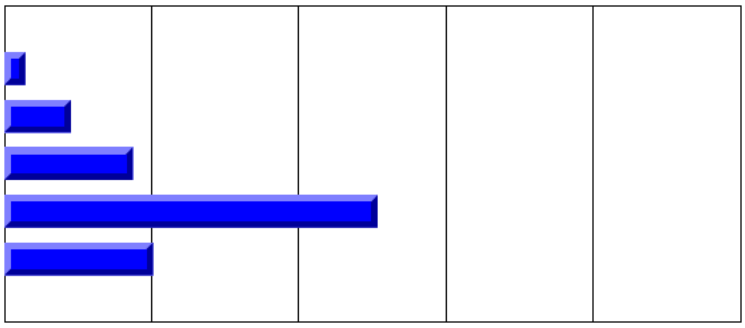
	Frequency	Percent
Strongly Disagree	8	5.6
Disagree	16	11.1
Neither Agree nor Disagree	32	22.2
Agree	62	43.1
Strongly Agree	26	18.1
Total	144	100.0

4. I have received the necessary training to accomplish my job.



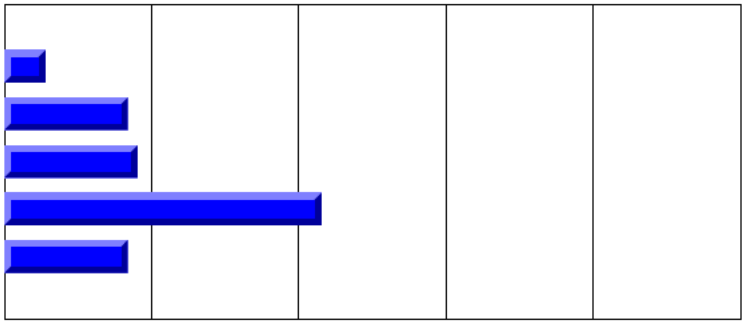
	Frequency	Percent
Strongly Disagree	13	9.0
Disagree	15	10.4
Neither Agree nor Disagree	27	18.8
Agree	55	38.2
Strongly Agree	34	23.6
Total	144	100.0

5. When making an honest mistake on the job, members of this command are corrected fairly.



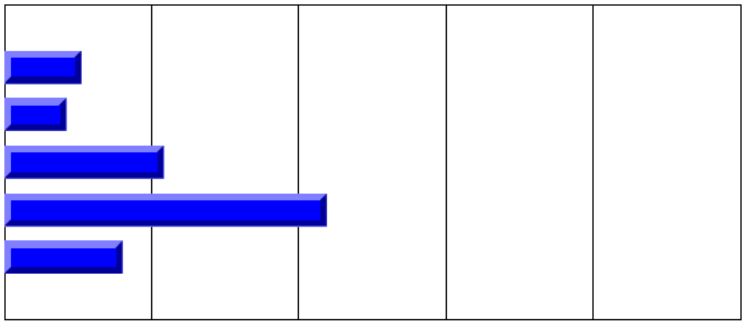
	Frequency	Percent
Strongly Disagree	4	2.8
Disagree	13	9.0
Neither Agree nor Disagree	25	17.4
Agree	73	50.7
Strongly Agree	29	20.1
Total	144	100.0

6. I am provided with the resources I need to do my job effectively.



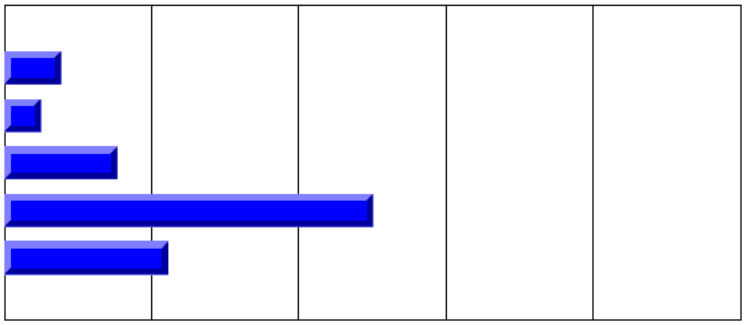
	Frequency	Percent
Strongly Disagree	8	5.6
Disagree	24	16.7
Neither Agree nor Disagree	26	18.1
Agree	62	43.1
Strongly Agree	24	16.7
Total	144	100.0

7. Communication flow from the chain of command is good.



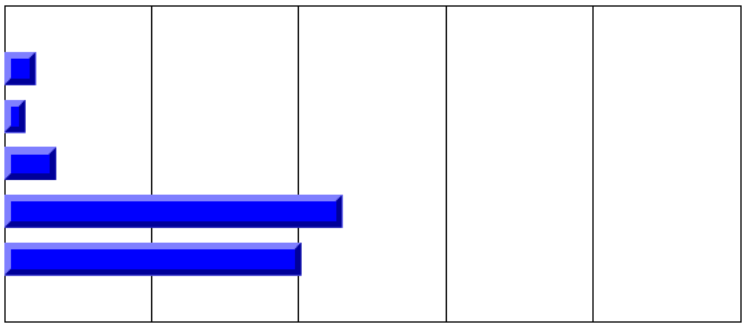
	Frequency	Percent
Strongly Disagree	15	10.4
Disagree	12	8.3
Neither Agree nor Disagree	31	21.5
Agree	63	43.8
Strongly Agree	23	16.0
Total	144	100.0

8. Rules, regulations and policies are enforced in this command.



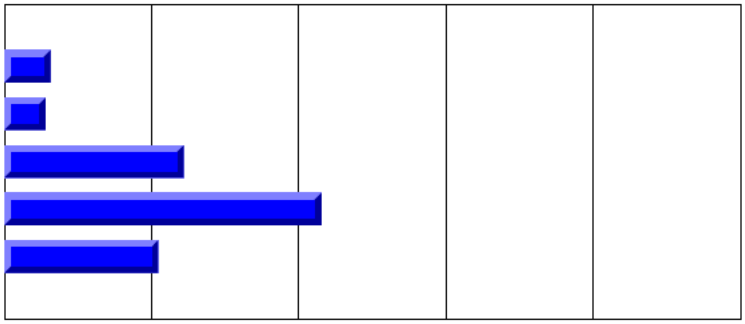
	Frequency	Percent
Strongly Disagree	11	7.6
Disagree	7	4.9
Neither Agree nor Disagree	22	15.3
Agree	72	50.0
Strongly Agree	32	22.2
Total	144	100.0

9. Commander's Calls/All hands effectively pass on information I need to know.



	Frequency	Percent
Strongly Disagree	6	4.2
Disagree	4	2.8
Neither Agree nor Disagree	10	6.9
Agree	66	45.8
Strongly Agree	58	40.3
Total	144	100.0

10. I believe the unit works together as a team.



	Frequency	Percent
Strongly Disagree	9	6.3
Disagree	8	5.6
Neither Agree nor Disagree	35	24.3
Agree	62	43.1
Strongly Agree	30	20.8
Total	144	100.0

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Appendix D: Operational Stress Control (OSC) Report

The Navy Operational Stress Control program works to help build resilient Sailors, families, and commands. Some stress is good because it can push a Sailor to do his/her personal best. However too much stress can harm both Sailors and commands and negatively impact mission effectiveness. This report gives you, the Commander/Commanding Officer, insight into the level of stress within your command and what some of the perceived reasons for that stress may be. We also offer you the chance to see how your command compares to the rest of the Navy by community. While it is impossible to remove every stressor faced in Navy life, we offer some recommendations for actions you can take to mitigate stress as well as strengthen or build command resilience. On the last page of this report, you will find a complete copy of the Stress Continuum, which describes each of the stress zones and actions that individuals, leaders, and family members can take to return to the Ready "green" zone. Please take a few minutes to review the chart and refer to it during your review of your command report. If you have any questions or would like additional information about OSC, please visit our website www.navynavstress.com. If you have questions concerning the OSC survey or report, please call (901) 874-2256 (DSN 882).

PART I: Overall Stress Assessment

A. Stress Continuum Model

1. How familiar are you with the Stress Continuum Model?

	Frequency	Percent (%)
Confident	43	29.86
Can Apply	53	36.81
Understand	26	18.06
Slightly familiar	10	6.94
Not at all	12	8.33
Total	144	100.00

2. During the PAST 30 DAYS, which stress zone most accurately describes your command?

	Frequency	Percent (%)
Green	28	19.44
Yellow	68	47.22
Orange	31	21.53
Red	3	2.08
Do Not Know	14	9.72
Total	144	100.00

3. During the PAST 30 DAYS, which stress zone most accurately describes yourself?

	Frequency	Percent (%)
Green	40	27.78
Yellow	62	43.06
Orange	24	16.67
Red	6	4.17
Do Not Know	12	8.33
Total	144	100.00

B. Work Stress

4. During the PAST 12 MONTHS, (or since you reported to current command), how much stress did you experience at work or while carrying out your professional duties?

	Frequency	Percent (%)
A lot	40	27.78
Some	66	45.83
A little	33	22.92
Not at all	5	3.47
Total	144	100.00

C. Outside Stress

5. During the PAST 12 MONTHS, (or since you reported to current command), how much stress did you experience outside of work (in your family or social life)?

	Frequency	Percent (%)
A lot	28	19.44
Some	36	25.00
A little	59	40.97
Not at all	21	14.58
Total	144	100.00

D. Individual Stress - Past 30 Days

NOTE: "Individual Stress" is made up of the following four items:

In the PAST 30 DAYS...
- How often have you felt unable to control important things in your life
- How often have you felt difficulties were piling up so high that you could not overcome them
- How often have you felt confident about your ability to handle your personal problems
- How often have you felt things were going your way

(HIGHER AVERAGE = HIGHER STRESS):

If the "Unit" average is higher than the "Navy" average, then your unit is displaying a higher level of individual stress. Equally, if the "Unit" average is lower than the "Navy" average, then your unit is displaying a lower level of individual stress. Navy and Unit averages are based on Navy DEOCS respondents. Asterisk (*) = five or less respondents.

	Navy Average	Unit Average
Aviation	9.63	0.00
Expeditionary	9.26	15.00
Information Warfare	9.25	10.15
Medical	9.14	10.00
Special Operations	8.83	11.00
Submarine	9.51	0.00
Surface	10.15	10.10
Other	9.18	9.00
TOTAL	9.56	10.00

E. Navy Work Week

7. On average, how many hours did you sleep per night in the PAST 30 days?

	Frequency	Percent (%)
3 hours or less	1	0.69
4 hours	15	10.42
5 hours	28	19.44
6 hours	50	34.72
7 hours	35	24.31
8 hours	12	8.33
9 hours	2	1.39
10 or more hours	1	0.69
Total/Average	144	6.06

F. Types of Stress

8. Unpredictability of operations or job duties.

	Frequency	Percent (%)
A lot	18	12.50
Some	56	38.89
A little	45	31.25
Not at all	25	17.36
Total	144	100.00

9. Communication within my organization.

	Frequency	Percent (%)
A lot	18	12.50
Some	44	30.56
A little	54	37.50
Not at all	28	19.44
Total	144	100.00

10. Lack of personnel in my working group to get the job done.

	Frequency	Percent (%)
A lot	28	19.44
Some	45	31.25
A little	41	28.47
Not at all	30	20.83
Total	144	100.00

11. Increase in my work load.

	Frequency	Percent (%)
A lot	28	19.44
Some	46	31.94
A little	41	28.47
Not at all	29	20.14
Total	144	100.00

12. Working long hours.

	Frequency	Percent (%)
A lot	24	16.67
Some	41	28.47
A little	44	30.56
Not at all	35	24.31
Total	144	100.00

13. Conflicts between my professional duties and family responsibilities

	Frequency	Percent (%)
A lot	15	10.42
Some	39	27.08
A little	51	35.42
Not at all	39	27.08
Total	144	100.00

G. Barriers to Seeking Care

14. My shipmates/co-workers will see me as weak if I seek help for stress problems.

	Frequency	Percent (%)
Strongly agree	4	2.78
Agree	20	13.89
Neither agree nor disagree	36	25.00
Disagree	48	33.33
Strongly disagree	36	25.00
Total	144	100.00

15. Navy attitudes create barriers to seeking help for stress problems.

	Frequency	Percent (%)
Strongly agree	9	6.25
Agree	32	22.22
Neither agree nor disagree	47	32.64
Disagree	34	23.61
Strongly disagree	22	15.28
Total	144	100.00

H. Positive Aspects of Stress

Thinking about stressful situation(s) that you experienced at work in the past 12 months, (or since reporting to current command) please indicate how much you agree or disagree with the following statements:

16. I feel pride from my accomplishments.

	Frequency	Percent (%)
Strongly agree	51	35.42
Agree	54	37.50
Neither agree nor disagree	23	15.97
Disagree	9	6.25
Strongly disagree	5	3.47
Not applicable	2	1.39
Total	144	100.00

17. I am more confident in my abilities to deal with stressful situations in the future.

	Frequency	Percent (%)
Strongly agree	41	28.47
Agree	55	38.19
Neither agree nor disagree	32	22.22
Disagree	6	4.17
Strongly disagree	8	5.56
Not applicable	2	1.39
Total	144	100.00

PART II: FACTOR ANALYSIS BY DEMOGRAPHIC

The following provides an analysis of the six factors by individual demographic groups. Results displayed are derived by averaging responses from each question/item. This allows quick identification of specific high and low points by each demographic group. An asterisk (*) represents a demographic with five or less respondents.

	Command Level	Individual Level	Individual Stress - 30 Days	Work Related Stress - 12 Mon	Other Stress - 12 Mon	Seeking Assistance
Military						
Civilian	*	*	*	*	*	*
Officer						
Enlisted						
Junior Officer						
Senior Officer	*	*	*	*	*	*
Junior Enlisted						
Senior Enlisted						
Junior Civilian	*	*	*	*	*	*
Senior Civilian	*	*	*	*	*	*
Men						
Women						
Minority						
Majority	*	*	*	*	*	*
Total						

Green = Acceptable

Orange = Moderate Concern

Yellow = Slight Concern

Red = High Concern

PART III: ADDITIONAL RESOURCES

The following provides additional resources and information specific to the United States Navy Operational Stress Control Program.

STRESS CONTINUUM MODEL

	READY	REACTING	INJURED	ILL
Individuals	• Good sleep habits • Good fitness habits • Healthy eating • Sense of humor • Positive attitude • Productive and focused • Socially connected • Calm and confident • Effective communication • Moderation and balance • Able to relax • Sense of purpose • Feel on top of things	• Impatient or irritable • Worried • Trouble sleeping • Appetite change • Apathetic • Withdrawing socially • Cutting corners • Reduced concentration • Increased use of alcohol • Increased use of tobacco • Muscle tension/fatigue • Excessive escape mechanisms (TV, Internet, gambling, etc.)	• Can't fall or stay asleep • Weight changes • Persistent, vivid nightmares • Intense emotions • Loss of interest in activities • Social isolation • Loss of moral bearing • Suicidal/homicidal ideas • Confusion/disorientation • Episodes of rage or panic • Numbness • Loss of control • Substance abuse	• Symptoms persist get worse, or return more severely • Persistent trouble functioning
Families	• Children well-adjusted and secure • Regular routines • Good communication • Clean/organized home	• Children acting out, or insecure • Dropping routines • Difficult communication • Increased clutter and disorder • Reduced intimacy	• Major behavior issues • Feeling of chaos • Constant fighting • Silence, severe lack of communication • Loss of intimacy • Verbal or physical abuse	• Symptoms persist, get worse, or return more severely • Persistent trouble functioning
Command/Unit	• High morale • Strong cohesion • Good order and discipline • Deglamorization of alcohol and tobacco • Attention to detail • Clear sense of mission	• Falling morale • Split groups • Deferred maintenance • Minor discipline problems • Increased alcohol incidents • Decreased attention to detail	• Low morale • Divided camps • Equipment out of service • Significant discipline issues • Significant alcohol incidents • Multiple drug incidents • Vigilante missions	• Not mission capable

ACTIONS FOR INDIVIDUALS AND FAMILIES

READY
- Maintain physical fitness/healthy eating
- Get adequate rest
- Improve knowledge and skills
- Train hard
- Use alcohol in moderation, if at all
- Practice core values
- Build strong relationships
- Resolve conflicts effectively

REACTING
Includes all actions above and...
- Be self aware
- Rest, eat and stay hydrated
- Talk with shipmate and/or family
- Scale back from excesses
- Practice relaxation
- Stress first aid

INJURED
Includes all actions above and...
- Talk to leaders
- Seek guidance (chaplains, counselors, medical professionals)
- Build social support
- Set goals to get green

ILL
Includes all actions above and...
- Seek medical treatment
- Follow treatment plan

ACTIONS FOR LEADERS

READY
- Provide tough, realistic training
- Build unit cohesion
- Foster high morale, positive command climate
- Deglamorize alcohol and tobacco use

REACTING
Includes all actions above and...
- Help Sailors maintain work-life balance
- Ensure adequate time for crew rest[
- Encourage communication
- Conduct after action reviews
- Stress first aid
- Mitigate

INJURED
Includes all actions above and...
- Refer for early intervention
- Communicate and coordinate with providers

ILL
Includes all actions above and...
- Refer for medical evaluation and treatment
- Communicate and coordinate with providers
- Reintegrate into unit

For additional information about Navy Operational Stress Control or to seek help for individual, command, or family stress the following resources are available:

Operational Stress Control Online: www.navynavstress.com
Navy Marine Corps Public Health: www.nmcphc.med.navy.mil
Naval Center for Combat and Operational Stress Control: www.nccosc.navy.mil
Navy Knowledge Online: www.nko.navy.mil
Fleet and Family Support Center: www.cnic.navy.mil/CNIC_HQ_Site
Chaplains (Contact your local Base Chapel or www.chaplaincare.navy.mil)
Medical and Mental Health Providers (Contact your local Military Treatment Facility or www.tricare.mil/mentalhealth)
Military One Source: www.militaryonesource.com / 1.800.342.9647

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