

**Department of the Army Career Engagement Survey
(DACES)**

LD 1. Exit Non-Neutral Base Statements and Neutral Base Items

Q00. What are your plans/intentions regarding your Army service?

- a. Paperwork for my separation or retirement is already submitted
- b. I will definitely leave upon completion of my present obligation, but no paperwork has been submitted yet
- c. I will probably leave upon completion of my present obligation
- d. I will probably stay beyond my present obligation
- e. I will definitely stay beyond my present obligation

Q00a. (If in top K cluster & Q00 = b, or c & Career Coaching has been implemented)
May a career coach contact you about your options? Your intentions will not be shared with your chain of command.

- a. Yes, a career coach may contact me.
- b. No

Q00b. (If Q00 = a or b)

In the future, after years of civilian service, how open would you be to returning to the Army?

- a. I would definitely return
- b. I would likely return
- c. I might or might not return
- d. I would not likely return
- e. I would definitely not return

If Q00 = a or b then continue with Q01, otherwise skip to Q02

Screening Question

Q01. Through what process are you leaving the Army?

- a. Retirement
- b. Involuntary separation before retirement (for example, medical or non-select for promotion)
- c. Voluntary separation before retirement

Q02. When you first entered the Army, what were your Army career plans? (We should be able to remove this question after the first time they take the survey.)

- a. To complete my initial obligation and then leave
- b. To stay beyond my initial obligation, but not necessarily until eligible for retirement
- c. To stay until eligible for retirement (or beyond)
- d. *None of the above; I was undecided about my Army career plans*

EEA 1.a. Well-being (personal, Family, financial, health)

Regardless of if you are separating from or continuing service, please select a response that reflects the degree to which the item influenced your plan to leave or stay in the Army up to this point.

**Extremely Important
Reason to LEAVE**

1

2

**NOT an Important
Reason to Leave or Stay**

3

4

5

**Extremely Important
Reason to STAY**

6

7

Q03. My morale

Q04. How well my pay or benefits meet my present needs

Q05. How well my pay or benefits meet my financial goals

Q06. How well my retirement pay or benefits will meet my future needs

Q07. My sense of purpose

Q08. The amount of time I can take off

Q09. Quality of healthcare

Q10. Availability or quality of housing

If Q10 = 1 or 2 continue to Q10b. Otherwise skip.

Q10b. You indicated availability or quality of housing was an important reason for you to leave the Army. What was it specifically? *(Mark all that apply)*

- Availability of Housing On-Post
- Quality of Housing On-Post
- Availability of Housing Off-Post
- Quality of Housing Off-Post

Q11. Impact of military service on my Family's well-being

Q12. The resources available to help care for my family

If SM is enrolled in the EFMP (Demographic Variable) go to 12a.

Q12a. Was your response to Question 12 influenced by the Army's ability to address your Family's EFMP needs?

No-->Go to Question 13

Yes→ Go to 12b.

Q12b. Which of the following influenced your response to Question 12? (select all that apply)

- Ability to enroll in the EFMP

- Types of EFMP services provided at my current installation
- Quality of EFMP services provided at my current installation
- Wait lists to access EFMP services at my current installation
- Types of EFMP services provided at my previous installations
- Quality of EFMP services provided at my previous installations
- Wait lists to access EFMP services at my previous installations
- Other (please explain) (open ended)

If Q12 = 1,2,6,or 7 display Q12c

Q12c. What resources did you like or dislike? (Open ended. 500 characters)

Q13. Availability or quality of childcare

Q14. Ability to influence or choose duty station

Q15. Feeling like part of a team

Q16. The flexibility to pursue my goals

EEA 1.c. Army Life (work, deployments, work or life balance)

Please respond by selecting an option that reflects the degree to which the item influenced your plan to leave or stay in the Army.

Extremely Important

Reason to LEAVE

1

2

NOT an Important

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3

4

5

Extremely Important

Reason to STAY

6

7

Q17. Amount of enjoyment or fulfillment from my job

Q18. Opportunities to use my skills and abilities

Q19. Opportunities to improve my skills

Q20. Opportunities to lead or train Soldiers

Q21. Amount of decision-making authority or autonomy

Q22. Availability of tools or resources (hardware or software or facilities) to support my work

Q23. The degree of stability or predictability of Army life

Q24. Effects of deployments on Family or personal relationships

Q25. Reliability of communicating electronically with significant others during deployments.

Q26. Ability to deal with personal issues during deployments

Q27. Number or frequency of deployments

If Q27 = 1 or 2, proceed to Q27a, otherwise skip.

Q27a. You indicated the number or frequency of deployments was an important reason to leave the Army. What was it specifically? (mark all that apply)

- Deployments were too frequent
- Deployments were not frequent enough
- I went on too many deployments
- I went on too few deployments

- Q28. Number or frequency of PCS moves
- Q29. Changes to Army policy (*please specify*)
- Q30. Changes to the Army's overall mission (*please specify*)
- Q31. Impact of Army life on Family plans for children
- Q32. Impact of Army life on significant other's career plans and goals
- Q33. Significant other's feelings about my decision to serve
- Q34. Work/life balance for my Family or personal life when not deployed
- Q35. Physical demands of Army life
- Q36. Emotional demands of Army life

(IF Q36 = 1 OR 2, SHOW Q36A)

Q36A. Which emotional demands most significantly affected your plan to leave the Army? (Select all that apply?)

- a) Having to sustain professionalism when feeling stressed
- b) Frequent stressful situations
- c) Routine moves
- e) Stress of being exposed to imminent danger
- f) Hectic work environments
- g) Routine separation from family for work or training purposes
- i) Strain of balancing family relationships and work demands
- j) Not having enough decompression time
- k) Physical demands that are consistently placed upon me
- l) Dealing with personal workplace relationships
- m) The injury or death of fellow Soldiers
- n) Transitioning between units
- o) The uncertainty of promotion
- p) The uncertainty of making it to retirement
- q) Being selected for certain developmental schools
- r) The feeling of having to perform well
- s) Something else: (open ended. 500 characters)

If Q36a has 2 or more selections, display Q36b

Q36b. Which of these reasons was the most significant influence on your plan to leave the Army? (Select from dropdown of previously selected answers)

If Q36a has 3 or more selections, display Q36c

Q36c. Which of these reasons was the *second* most significant influence on your plan to leave the Army? (Select from dropdown of previously selected answers)

If Q36a has 4 or more selections, display Q36d

Q36d. Finally, which of these reasons was the *third* most significant influence on your plan to leave the Army? (Select from dropdown of previously selected answers)

Q37. Mental or cognitive demands of Army life

Q38. Opportunity to further my education

Q39. Opportunity to progress in my career field

Q40. Flexibility to change career fields

(If Q40 = 1 or 2, show 40a)

Q40a. You indicated flexibility as an important reason to leave. Would being able to apply for a different branch make an impact on your decision?

Q41. Recognition for my contributions

Q42. Opportunity to serve my country

EEA 1.d. Organizational Climate

Please respond by selecting an option that reflects the degree to which the item influenced your plan to leave or stay in the Army.

Extremely Important
Reason to LEAVE
1 2

NOT an Important
Reason to Leave or Stay
3 4 5

Extremely Important
Reason to STAY
6 7

- Q43. My emotional attachment to the Army
- Q44. Unit teamwork/camaraderie/morale
- Q45. Technical or tactical competence of my chain of command
- Q46. Supportiveness of my chain of command
- Q47. Quality of the officers I work with
- Q48. The level of trust those I work with have in my abilities
- Q49. Availability of assignments to key developmental positions
- Q50. Availability or timeliness of Army promotion opportunities
- Q51. Fairness of Army promotions
- Q52. The consistency of the professional organizational climate with Army ethics and values
- Q53. The level of fairness in "Adverse actions" (for example, reprimand, UCMJ, or non-judicial punishment) administered to others
- Q54. The level of fairness in "Adverse actions" (for example, reprimand, UCMJ, or non-judicial punishment) administered to me
- Q55. Treatment based on race, color, national origin, religion, sex, sexual orientation, age, disability, genetic information, or pregnancy in my workplace

If Q55 = 1-3, then continue with Q55a, otherwise skip to Q56

Q55a. You indicated treatment based on a number of factors was an important reason to leave the service. On the basis of which of the following were you or someone you know treated unfairly? (Mark all that apply).

- a. Race
- b. Color
- c. National Origin
- d. Religion
- e. Sex
- f. Sexual Orientation
- g. Age
- h. Disability
- i. Genetic information
- j. Pregnancy in my workplace

If you would like to reach out to your local Inspector General Office regarding unfair treatment, you may find an office at the following link:

<https://www.daig.pentagon.mil/default.aspx#localig>

Please respond by selecting an option that reflects the degree to which the item influenced your plan to leave or stay in the Army.

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Q56. Brigade Commander or higher leaders' handling of concerns about discrimination

Q57. Policies and programs that promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, or mentoring)

EEA 1.b. Anticipated Civilian Employment Opportunities

Compared to opportunities in the Army, I anticipate the following opportunities will be:

**Much worse in the
Civilian Sector**

1

2

**No different in the
Civilian Sector**

3

4

5

**Much better in the
Civilian Sector**

6

7

Q58. Opportunities for a stable lifestyle

Q59. Work/life balance for my Family or personal life

Q60. Pay or benefits

Q61. Opportunities to use my skills and abilities

Q62. Opportunities to improve my skills

Q63. Opportunities for furthering my education

Q64. Amount of decision-making authority or autonomy

Q65. Availability of tools or resources (hardware, software, or facilities) to support my work

Q66. Amount of enjoyment or fulfillment from the job

Q67. Opportunity to progress in my career field

Q68. Flexibility to change career fields

Q69. Recognition for my contributions

Q70. Quality of life

Final Questions

Q71. Would you recommend Army service to someone you care about?

- a. Yes
- b. Maybe
- c. No

Q72. Would you consider joining the Army Reserve or Army National Guard?

- a. Yes, I already owe a commitment or have made a commitment
- b. Yes, I would definitely consider joining
- c. Yes, I might consider joining
- d. No, I probably wouldn't consider joining
- e. No, I definitely wouldn't consider joining

If Q72 = b, c, d display the following links and messages

Q72a. ((Currently Hide) Ask if Q72 = b, c) You indicated you were considering serving in the Army National Guard or Army Reserve. Would you like to be contacted directly? (select all that apply)

- a. Yes, I want to be contacted by The Army National Guard. Please share my interest and email with them.
- b. Yes, I want to be contacted by The Army Reserve Career Division. Please share my interest and email with them.
- c. No. Do not contact me.

*note: Contact times may vary dramatically based on the number of requests. For faster results, please visit the links provided at the end of this survey to contact them directly.

Q72b. (Ask if Q72 = d, e) Would continuing to receive active duty retirement pay affect your decision to serve in the Guard or Reserve?

- a. Yes, I would consider serving if I were able to receive my active duty retirement pay as well.
- b. No, the addition of retirement pay would not affect my decision.

Q73. After transition or separation, where do you plan to live? (*Mark all that apply*)

- a. My place of entry
- b. My home of record
- c. My significant other's location
- d. My current location
- e. Other (*please specify*)
- f. Not sure

Q74. What is the main reason you are choosing this location?

- a. Educational opportunities

- b. Employment opportunities
- c. Tax considerations
- d. Cost of living
- e. Weather
- f. Family or significant other
- g. To find a significant other
- h. To be near a particular installation or reserve unit
- i. Other (*please specify*)

Q75. What factor has had the largest impact on staying in the Army? (*Open ended*)

Q76. What factor most influenced (or will most influence) when you will depart the Army? (*Open ended*)

Q77. What would you recommend to make the Army better? (*Open ended*)

Proof of Principle Tailorable Question Example (not displayed to all participants)

Hide until able to connect

Q78a. (Ask if Q00 = a, b, or c and identified as an Aviator; list MOSs) You have been identified as an Aviator. Will you be taking, have you applied for, or do you intend to apply for a job with the airline industry?

- a. Yes, I will be taking a job with the airline industry
- b. Yes, I have applied for a job with the airline industry
- c. Yes, I intend to apply for a job with the airline industry
- e. No, I will not be applying to an airline-related job

Q78b. (Ask if Q00 = d or e and identified as an Aviator; list MOSs) You have been identified as an Aviator. When you eventually leave the Army, do you intend to apply for a job with the airline industry?

- a. Yes, I will definitely take a job with the airline industry
- b. Yes, I have already applied for a job with the airline industry
- c. Yes, I intend to apply for a job with the airline industry
- d. No, I will not be applying to an airline-related job

Q79a. (Ask if Q78a = b, c, or d) Will you be taking, have you applied for, or do you intend to apply for a civilian job *unrelated* to aviation?

- a. Yes, I will be taking a civilian job unrelated to aviation
- b. Yes, I have applied for a civilian job unrelated to aviation
- c. Yes, I intend to apply for a civilian job unrelated to aviation
- d. No, I do not have any intentions for post-service employment at this time

Q79b. (Ask if Q78b = b, c, or d) Will you be taking, have you applied for, or do you intend to apply for a civilian job *unrelated* to aviation?

- a. Yes, I will definitely take a civilian job unrelated to aviation

- b. Yes, I have already applied for a civilian job unrelated to aviation
- c. Yes, I intend to apply for a civilian job unrelated to aviation
- d. No, I do not have any intentions for post-service employment at this time

Cyber Example (hide until able to connect)

Q78c. (Ask if Q00 = a, b, or c and identified as a Cyber Officer; list MOSs) You have been identified as a Cyber Officer. Will you be taking, have you applied for, or do you intend to apply for a cyber-related job outside the Army?

- a. Yes, I will be taking a job in the cyber community
- b. Yes, I have applied for a job in the cyber community
- c. Yes, I intend to apply for a job in the cyber community
- d. No, I will not be applying a cyber-related job

Q78d. (Ask if Q00 = d or e and identified as a Cyber Officer; list MOSs) You have been identified as a Cyber Officer. When you eventually leave the Army, do you intend to apply for a cyber-related job?

- a. Yes, I will definitely take a job in the Cyber community
- b. Yes, I have already applied for a job in the Cyber community
- c. Yes, I intend to apply for a job in the Cyber community
- d. No, I will not be applying to a Cyber related job

Q79c. (Ask if Q78c = b, c, or d) Will you be taking, have you applied for, or do you intend to apply for a job *unrelated* to cyber fields?

- a. Yes, I will be taking a civilian job unrelated to Cyber fields
- b. Yes, I have applied for a civilian job unrelated to Cyber fields
- c. Yes, I intend to apply for a civilian job unrelated to Cyber fields
- d. No, I do not have any intentions for post-service employment at this time

Q79d. (Ask if Q78d = b, c, or d) Will you be taking, have you applied for, or do you intend to apply for a civilian job *unrelated* to cyber fields?

- a. Yes, I will be taking a civilian job unrelated to cyber fields
- b. Yes, I have applied for a civilian job unrelated to cyber fields
- c. Yes, I intend to apply for a civilian job unrelated to cyber fields
- d. No, I do not have any intentions for post-service employment at this time

Proponent/Branch/FA Question

Q80. You have been identified as a (insert MOS). Are there aspects of your career field affecting your retention or decision to leave? What are they? (*Open ended*)

Receipt Page:

"[Rank] [SM]

Thank you for completing the survey. Your feedback is making a difference to how the Army approaches Service Member retention.

Please keep a copy of this page as proof of completion.

[email] or [DODID]

[date]

Please consider viewing the following links for potential service opportunities in the National Guard or Reserve:

For more information on the U.S. Army National Guard please visit:

<https://www.nationalguard.com/eligibility/prior-service>

For more information on the Army Reserve, please visit:

<https://www.usar.army.mil/HowtoJoin/>

For general information on both, please visit:

<https://www.goarmy.com/about/serving-in-the-army/serve-your-way.html>