

# Army Exit Survey: Officer

## PRIVACY ACT STATEMENT

**AUTHORITY FOR MAINTENANCE OF THE SYSTEM:** 5 U.S.C. 301, Departmental Regulations; 10 U.S.C. 3013, Secretary of the Army; 10 U.S.C. 2358, Research and Development Projects; and E.O. 9397 (SSN), as amended.

**PRINCIPAL PURPOSE(S):** To facilitate manpower and personnel studies for the DoD and DA senior leadership.

**ROUTINE USES OF RECORDS MAINTAINED IN THE SYSTEM, INCLUDING CATEGORIES OF USERS AND THE PURPOSES OF SUCH USES:** In addition to those disclosures generally permitted under 5 U.S.C. 552a (b) of the Privacy Act of 1974, these records or information contained therein may specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a (b)(3) as follows: The DoD 'Blanket Routine Uses' set forth at the beginning of the Army's compilation of systems of records notices also apply to this system.

**DISCLOSURE:** Providing information on this survey is voluntary. There is no penalty for not responding to any question. Social Security Number (SSN) entries are not required to complete the Exit Survey, but will be captured due to logging in to Army Career Tracker using your Common Access Card. The SSN from the Exit Survey could be associated with other personnel records to conduct comprehensive analysis on the Service Members' career and establish trends across the force as needed. We will not identify you and we will not include your name or other personally identifiable information in any report. Only group statistics will be reported.

## INFORMED CONSENT NOTICE

In accordance with AR 70-25 (Use of Volunteers as Subjects of Research), this notice informs you of the provisions for the protection of human subjects for this research.

**Purpose:** The purpose of this survey is to obtain information regarding your experiences and opinions on a wide range of issues identified as important by senior Army leaders. This information will be used by Army policymakers to develop personnel policy that supports talent management initiatives.

**What you will be asked to do in this survey:** You will be asked to answer survey questions regarding your attitudes and experiences in the U.S. Army.

**Voluntary Participation:** Providing information on this survey is voluntary. This survey is official business and may be completed during duty hours. Any question may be skipped and you may continue answering the following questions. There is no penalty or loss of benefits to which you are otherwise entitled if you refuse to participate or decide at any time to discontinue participation. Answering survey questions indicates your informed consent to use the information you provide in current and future research.

**Time Required:** Most Soldiers take about 20 minutes to complete the survey.

**Risks:** This data collection is not expected to involve any risk or discomfort to you. The main risk to you is accidental or unintentional disclosure of the data you provide. However, the government has a number of procedures in place to ensure that survey data are safe and protected. Additionally, government employees are trained to protect participant identity and confidentiality.

**Benefits:** While there is no direct benefit for your individual participation, your responses will inform Army policy and impact the well-being of future Soldiers.

**Compensation:** No compensation is provided for your participation.

**Confidentiality:** Your survey responses will be treated as confidential. We will not identify you and we will NOT include your name or other personally identifiable information in any report. Only group statistics will be reported. However, we cannot provide “confidentiality” or “non-attribution” to a participant regarding comments involving criminal activity/behavior or statements that pose a threat to yourself or others. Do NOT mention classified or operationally sensitive information in your responses to any of the questions.

**Whom to contact if you have questions about the survey or your rights as a participant:**

**Army Talent Management Task Force  
Office of the Deputy Chief of Staff, G1  
300 Army Pentagon  
Washington, DC 20310-0300  
TELEPHONE: Commercial (703) 614-4935**

SURVEY APPROVAL AUTHORITY:

U.S. ARMY RESEARCH INSTITUTE FOR THE BEHAVIORAL SOCIAL SCIENCES SURVEY  
CONTROL NUMBER: DAPE-ARI-AO-##-##

I have read and accept the Privacy Statement.

Next

## Section 1: Factors that influence Army career plans

Below are some factors that may have influenced your Army career plans. For the following items, please use the 9-point scale to indicate the importance of each factor in your decision to LEAVE or STAY in the Active Army.

<b>Extremely Important Reason to LEAVE</b>	<b>NOT an Important Reason to LEAVE or STAY</b>	<b>Extremely Important Reason to STAY</b>
--	---	---

### Branch/Functional Area/Assignment

1. Day-to-day work-related tasks	1	2	3	4	5	6	7	8	9
2. Amount of enjoyment/fulfillment from my job	1	2	3	4	5	6	7	8	9
3. Use of my skills and abilities on the job	1	2	3	4	5	6	7	8	9
4. Length/number of working hours	1	2	3	4	5	6	7	8	9

### Army Career Progression

5. Availability/timeliness of my Army promotions/advancement opportunities	1	2	3	4	5	6	7	8	9
6. Fairness of Army promotion system	1	2	3	4	5	6	7	8	9
7. Availability of/assignment to key development positions	1	2	3	4	5	6	7	8	9
8. Communication regarding career-related/advancement information	1	2	3	4	5	6	7	8	9

**Extremely  
Important  
Reason to  
LEAVE**                      **NOT an  
Important  
Reason to  
LEAVE or  
STAY**                      **Extremely  
Important  
Reason to  
STAY**

**Deployments**

9. Number of deployments - too many	1	2	3	4	5	6	7	8	9
10. Length of deployments	1	2	3	4	5	6	7	8	9
11. Location of deployments	1	2	3	4	5	6	7	8	9
12. Predictability of deployments	1	2	3	4	5	6	7	8	9
13. Communication regarding scheduling/timing of deployments	1	2	3	4	5	6	7	8	9

**Leadership Experiences & Development**

14. Technical/tactical competence of my Rater	1	2	3	4	5	6	7	8	9
15. Technical/tactical competence of my Senior Rater	1	2	3	4	5	6	7	8	9
16. Leadership skills of my Rater	1	2	3	4	5	6	7	8	9
17. Leadership skills of my Senior Rater	1	2	3	4	5	6	7	8	9
18. Supportiveness of my Rater	1	2	3	4	5	6	7	8	9
19. Supportiveness of my Senior Rater	1	2	3	4	5	6	7	8	9
20. Mentorship within chain of command	1	2	3	4	5	6	7	8	9
21. Toxic leadership within chain of command	1	2	3	4	5	6	7	8	9

**Extremely Important Reason to LEAVE**     
 **NOT an Important Reason to LEAVE or STAY**     
 **Extremely Important Reason to STAY**

**Leadership Experiences & Development (cont.)**

22. Opportunities to develop my leadership skills	1	2	3	4	5	6	7	8	9
23. Opportunities to lead and train Soldiers	1	2	3	4	5	6	7	8	9
24. Amount of decision-making authority/autonomy	1	2	3	4	5	6	7	8	9

**Peers**

25. Trust in my fellow Officers	1	2	3	4	5	6	7	8	9
26. Leadership skills of my fellow Officers	1	2	3	4	5	6	7	8	9
27. Help and support given to me by fellow Officers	1	2	3	4	5	6	7	8	9
28. Promotion rate differences between year groups									

**Unit Cohesion & Camaraderie**

29. Quality of Officers I work with	1	2	3	4	5	6	7	8	9
30. Quality of my chain of command	1	2	3	4	5	6	7	8	9
31. Unit command climate	1	2	3	4	5	6	7	8	9
32. Unit teamwork/camaraderie/morale	1	2	3	4	5	6	7	8	9

**Quality of Personal/Family Life**

33. Amount of personal/family time while in garrison	1	2	3	4	5	6	7	8	9
34. Amount of time away from significant other/family while deployed	1	2	3	4	5	6	7	8	9

**Extremely  
Important  
Reason to  
LEAVE**

**NOT an  
Important  
Reason to  
LEAVE or  
STAY**

**Extremely  
Important  
Reason to  
STAY**

**Quality of Personal/Family Life (cont.)****NOT an**

35. Impact of Army life on significant other/family well-being	1	2	3	4	5	6	7	8	9
36. Impact of Army life on ability to start/maintain personal relationships	1	2	3	4	5	6	7	8	9
37. Impact of Army life on plans to have children	1	2	3	4	5	6	7	8	9
38. Significant other/family support for future deployment(s)	1	2	3	4	5	6	7	8	9
39. Opportunities for spouse/significant other's career/education	1	2	3	4	5	6	7	8	9

**Quality of Army Life**

40. Number/impact of PCS locations	1	2	3	4	5	6	7	8	9
41. Total monetary compensation (pay, bonuses)	1	2	3	4	5	6	7	8	9
42. Quality of healthcare services	1	2	3	4	5	6	7	8	9
43. Availability/quality of housing (on- or off-post)	1	2	3	4	5	6	7	8	9
44. Availability/quality of childcare (on- or off-post)	1	2	3	4	5	6	7	8	9
45. Stability/predictability of Army life	1	2	3	4	5	6	7	8	9
46. Stability/predictability of next assignment	1	2	3	4	5	6	7	8	9
47. Army respect and concern for my well-being	1	2	3	4	5	6	7	8	9
48. Opportunity to serve my country	1	2	3	4	5	6	7	8	9

**Alternatives to Army Career**

49. Opportunities for education and self-development in the civilian sector	1	2	3	4	5	6	7	8	9
50. Opportunities to attain career/personal goals in the civilian sector	1	2	3	4	5	6	7	8	9
51. Total monetary compensation (pay, bonuses) in the civilian sector	1	2	3	4	5	6	7	8	9
52. Day-to-day work-related tasks in the civilian sector	1	2	3	4	5	6	7	8	9
53. Length/number of working hours in the civilian sector	1	2	3	4	5	6	7	8	9
54. Amount of enjoyment/fulfillment from jobs in the civilian sector	1	2	3	4	5	6	7	8	9
55. Use of my skills and abilities in the civilian sector	1	2	3	4	5	6	7	8	9
56. Availability of equipment/resources/personnel to perform jobs in the civilian sector	1	2	3	4	5	6	7	8	9
57. Retirement benefits in the civilian sector	1	2	3	4	5	6	7	8	9
58. Opportunities to change career path in the civilian sector	1	2	3	4	5	6	7	8	9
59. Quality of life in the civilian sector	1	2	3	4	5	6	7	8	9
60. Opportunity for stable lifestyle in civilian sector	1	2	3	4	5	6	7	8	9

## Section 2: Background Information and Military Experiences

For questions 61 - 84, mark the response option that best describes you.

61. What is your gender?

- Male
- Female

62. In what year did you become a commissioned officer?

00	
11	
22	
33	
44	
55	
66	
77	
88	
99	

63. What was your age on your last birthday?

- Under 20
- 20 - 24 years old
- 25 - 29 years old
- 30 - 34 years old
- 35 - 39 years old
- 40 - 44 years old
- 45 - 49 years old
- 50 or older

64. Are you of Hispanic, Latino, or Spanish origin or ancestry? (Mark All That Apply)

- No, not Hispanic, Latino, or Spanish ancestry
- Yes, Mexican, Mexican American, Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, other Hispanic/Spanish

65. What is your race? (Mark All That Apply)

- American Indian or Alaska Native (Eskimo, Aleut)
- Asian (Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- Black or African-American
- Native Hawaiian or other Pacific Islander (Samoan, Guamanian, Chamorro)
- White

66. What is your current marital status?

- Single, never married
- Married
- Legally separated or filing for divorce
- Divorced
- Widowed

67. Is your spouse currently serving in the U.S. Armed Forces?

- Does not apply; I have no spouse
- No
  - Yes, on active duty in the Army
  - Yes, in the Army Reserve or Army National Guard
  - Yes, on active duty in another military branch
  - Yes, in the reserve component of another military branch

68. How many dependent children do you have?

- 0
- 1
- 2
- 3
- 4 or more

69. What was (were) the primary reason(s) you became an Army Commissioned Officer? (Mark Up To 3 Options)

- Desire to serve my country
- Desire to fight the GWOT
- Desire to be a military officer
- Develop self-discipline
- Develop leadership qualities/skills
- Do something exciting/interesting
- Earn more money than from previous job(s)
- Educational benefits
- Family support services
- Get away from/solve a personal problem
- Influence of family
- Influence of friends
- Lack of civilian employment opportunities
- Leadership opportunities
- Medical care
- Military tradition in family
- Need to be on my own
- Pay and allowances
- Retirement pay and benefits
- Security and stability of a job
- Training in job skills
- Travel
- Other; please specify \_\_\_\_\_

70. What was the source of your Army commission?

- ROTC scholarship
- ROTC non-scholarship
- USMA
- OCS
- Direct
- Other; please specify \_\_

71. When you were first commissioned, how many years was your initial obligation to the Active Army?

- 3 years
- 4 years
- 5 years
- Other; please specify \_\_

72. When you were first commissioned as an Army Officer, what were your Army career plans?

- I was undecided about my Army career plans
- Complete my initial obligation and then leave
- Stay beyond my initial obligation, but not necessarily until eligible for retirement
- Stay until eligible for retirement (or beyond)

73. Please describe your military service experience. (Mark All That Apply)

- I have served as a Commissioned Officer in the U.S. Active Army.
- I have served as an enlisted Soldier in the U.S. Active Army.
- I have served in the Army Reserve or Army National Guard.
- I have served in the U.S. Air Force, Navy, Marine Corps, or Coast Guard.
- I have served in non-U.S. military services.

74. How many total years have you served with the U.S. Armed Forces?

Years

00	
1 1	
2 2	
3 3 3	
4	
5	
6	
7	
8	
9	

75. How many total years have you served on active duty with the Army as a Commissioned Officer?

Years

00	
1 1	
2 2	
3	
4	
5	
6	
7	
8	
9	

76. What is your current rank?

- 2LT
- 1LT
- CPT
- MAJ
- LTC or above

77. What was your last position prior to separation?

- Platoon Leader
- Company/Battery/Troop XO
- Company/Battery/Troop CDR
- Battalion/Squadron XO
- Battalion/Squadron CDR
- Battalion/Squadron Staff
- Brigade Staff
- Division Staff
- Corps Staff
- Transition Team Member/Leader
- Other; please specify \_\_\_\_\_

78. In which of the following positions have you served during your active duty career in the Army? (Mark All That Apply)

- Platoon Leader
- Company/Battery/Troop XO
- Company/Battery/Troop CDR
- Battalion/Squadron XO
- Battalion/Squadron CDR
- Battalion/Squadron Staff
- Brigade Staff
- Division Staff
- Corps Staff
- Transition Team Member/Leader
- Other; please specify \_\_

79. Have you completed the Captain's Career Course?

- Yes
- No

80. Within the past 5 years, how many times have you been deployed with the Army (including unaccompanied PCS moves)?

- 0, I have not been deployed with the Army
- 1 time
- 2 times
- 3 times
- 4 or more times

81. Within the past 5 years, how many total months have you been deployed with the Army (including unaccompanied PCS moves)?

- 0, I have not been deployed with the Army
- 6 months or less
- 7 - 11 months
- 12 - 17 months
- 18 - 23 months
- 24 - 30 months
- 31 months or more

82. Within the past 5 years, how many total months have you been away from your Army duty station for TDY/Training (excluding deployments)?

- 0, I have not been away from my duty station
- 6 months or less
- 7 - 11 months
- 12 - 17 months
- 18 - 23 months
- 24 - 30 months
- 31 months or more

83. Are you currently assigned to your preferred Branch/Functional Area?

- 
- Yes
  - No

84. What is your current Branch/Functional Area?

- Maneuver, Fires and Effects (MFE)
- BR 11 - Infantry
- BR 12 - (formerly BR21) Corps of Engineers
- BR 13 - Field Artillery
- BR 14 - Air Defense Artillery
- BR 15 - Aviation
- BR 18 - Special Forces
- BR 19 - Armor
- FA 30 - Information Operations
- BR 31 - Military Police
- BR 37 - Psychological Operations
- BR 38 - Civil Affairs
- BR 74 - CBRN
- Operations Support (OS)
- BR 17 - Cyber
- FA 24 - Telecommunications Systems Engineering
- BR 25 - Signal Corps
- FA 34 - Strategic Intelligence
- BR 35 - Military Intelligence
- FA 40 - Space Operations
- FA 46 - Public Affairs
- FA 47 - Academy Professor
- FA 48 - Foreign Area Officer
- FA 49 - ORSA
- FA 50 - Force Management
- FA 52 - Nuclear & Counterproliferation
- FA 53 - Info Systems Management
- FA 57 - Simulation Operations
- FA 59 - Strategist
- Force Sustainment (FS)
- BR 36 - Financial Management
- BR 42 - Adjutant General Corps
- FA 51 - Acquisition
- BR 88 - Transportation Corps
- FA 90 - Logistics
- BR 91 - Ordnance
- BR 92 - Quartermaster Corps
- Other Branch/Functional Area; please specify

