

# 2018 Military Exit Survey

Q1 This official Air Force survey is your opportunity to talk directly to Senior Leadership about what influenced your decision to separate or retire from the Air Force. Please take the time to thoughtfully respond to each item. The information you provide will be kept confidential. Your responses will be grouped with other responses prior to providing survey findings to Senior Leadership. Identifying information will be used only by government and contractor staff engaged in survey research and analysis supporting military talent management.

The term 'Air Force' is used throughout this survey. Respondents should interpret 'Air Force' as a Total Force term of reference for their specific component (Active Duty, Air National Guard, or Air Force Reserve).

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

## Privacy Act Statement

**Authority:** 10 U.S.C.; 8013, SECAF

**Purpose:** To provide senior leadership insight on what influences Airmen to separate/retire from the Air Force.

**Routine Uses:** Feedback will be used to re-assess personnel policies and programs.

**Disclosure:** Providing information in this survey is voluntary. Individual responses will be kept confidential.

Q2 You have been asked to participate in this survey because our records indicate that you have an established date of separation. Please indicate your status below.

- I am retiring voluntarily.
- I am retiring involuntarily.
- I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).
- I am separating voluntarily.
- I am separating involuntarily.
- I am not separating or retiring.

*Skip To: Q7 If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring voluntarily.*

*Skip To: Q172 If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).*

*Skip To: Q169 If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring involuntarily.*

*Skip To: Q167 If You have been asked to participate in this survey because our records indicate that you have an e... = I am separating involuntarily.*

*Skip To: Q177 If You have been asked to participate in this survey because our records indicate that you have an e... = I am not separating or retiring.*

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am separating voluntarily.*

*And role = AD*

Q3 When you leave the Regular Air Force, do you plan to join the Air National Guard (ANG) or Air Force Reserve (AFR)?

- Yes, I plan to join the ANG
- Yes, I plan to join the AFR
- No
- Undecided
- N/A - I am not eligible to join the ANG/AFR

*Skip To: Q6 If When you leave the Regular Air Force, do you plan to join the Air National Guard (ANG) or Air For... = N/A - I am not eligible to join the ANG/AFR*

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Display This Question:

If You have been asked to participate in this survey because our records indicate that you have an e... = I am separating voluntarily.

And role = AD

Q4 Please indicate how the following factors influenced your decision regarding the Air National Guard (ANG) or Air Force Reserve (AFR).

	N/A	Not considering this	Strong influence to NOT join	Influence to NOT join	Neither an influence to join/not join	Influence to join	Strong influence to join
Desire to continue serving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continue progression towards military retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current deployment/operations schedule for ANG/AFR	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location of ANG/AFR unit(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to be hired by an ANG/AFR unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of a desired position at an ANG/AFR unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical insurance available via TRICARE Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
'Safety net' while transitioning to a civilian career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If You have been asked to participate in this survey because our records indicate that you have an e... = I am separating voluntarily.

And role = AD

Q5 Please explain why you will or will not join the Air National Guard or Air Force Reserve or why you are undecided.

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Display This Question:

If You have been asked to participate in this survey because our records indicate that you have an e... = I am separating voluntarily.

And role = AD

Q6 Is retraining into another career field a reason you are leaving the active duty Air Force? Please select the response that best describes your answer.

- No, I am leaving for reasons other than retraining issues
- Yes, one of the reasons I am leaving is because I could not retrain to the specialty I wanted
- Yes, one of the reasons I am leaving is because I have been asked to retrain to a specialty in which I do not want to work

Q7 Are you separating or retiring because you declined an assignment or deployment?

- Yes, an upcoming assignment
- Yes, an upcoming deployment
- No

Skip To: Q10 If Are you separating or retiring because you declined an assignment or deployment? = No

Q8 Please indicate what factors influenced you to decline an assignment or deployment.

Select all that apply.

- Geographic Location
- Family Separation
- Mission demands at assignment/deployment location
- On-Base** Services at the new location
- Off-Base** Services at the new location
- Other \_\_\_\_\_
- None of the above

Q9 Where was the location of your projected assignment or deployment?

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

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Q10 How long before you submitted your application for separation/retirement did you actually make your decision to separate/retire?

- 0-6 months
- 7-12 months
- 13-24 months
- 25-36 months
- More than 36 months

Q11 Overall, how satisfied are you with your...

	N/A	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
experiences throughout your Air Force career?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
current job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
current assignment location?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12 How satisfied is your spouse with the military way of life?

- N/A, I do not have a spouse
  - Very dissatisfied
  - Dissatisfied
  - Neither satisfied nor dissatisfied
  - Satisfied
  - Very satisfied
  - Don't know
- 

Q13 *Please indicate your level of agreement with the following statement.*

I feel my military service allowed me adequate personal time and/or time to focus on my family throughout my career.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Q14 Based on your overall experience in the Air Force, if someone asked you about joining the military, what would you recommend?

*Select all that apply.*

- Air Force
- Army
- Coast Guard
- Marine Corps
- Navy
- Would recommend joining the military, but not a specific service
- Would not recommend joining the military

*Display This Question:*

*If Based on your overall experience in the Air Force, if someone asked you about joining the militar... = Air Force*

Q15 What component(s) of the Air Force would you recommend?

*Select all that apply.*

- Air National Guard
  - Air Force Reserve
  - Regular Air Force
-

Q16 Please indicate your level of agreement with the following statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Morale in my unit is good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm a valuable member of the Air Force.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm a valuable member of my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm a respected member of my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Air Force Specialty is valued by the Air Force.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My roles, responsibilities, and duties are clearly defined.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My well-being is important to others in my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q17 Please indicate your level of agreement with the following statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
The Air Force views Airmen with diverse backgrounds as a source of strength.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership in my current organization values diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Air Force climate concerning diversity/inclusion has been a significant driver concerning my decision to leave the Air Force.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q18 What type of **informal** recognition did you most prefer during your career?

- A personal 'Thank You'
- Acknowledgment of your skills and abilities from your unit commander
- Acknowledgment of your skills and abilities from your immediate supervisor
- Write-up/article published in base paper or unit/base website
- Time off
- Prefer no informal recognition
- Other \_\_\_\_\_

Q19 What type of **formal** recognition did you most prefer during your career?

- Airman/NCO/CGO of the Quarter/Year
- Letters of Appreciation
- Recognition at Commander's Call
- Section recognition programs
- Awards and Decorations
- Prefer no formal recognition
- Other \_\_\_\_\_

Q20 Please select the statement that best describes your nuclear experience within the Air Force.

**Nuclear Experience** is defined as performing duties that directly contribute to the success of nuclear deterrence operations.

**PRP** stands for Personnel Reliability Program.

- I do not know if I have nuclear experience.
- I have no nuclear experience.
- I am **not** currently working in a position associated with a nuclear mission, but I have in the past.
- I currently work in a PRP position, and I am **not** designated as a PRP administrator.
- I currently work in a PRP position, and I am designated as a PRP administrator.
- I currently work in a position that directly supports a nuclear mission, but is **not** designated as PRP.
- I currently work in a position requiring arming and the use of force, and I am **not** designated as an arming and the use of force supervisor.
- I currently work in a position requiring arming and the use of force, and I am designated as an arming and the use of force supervisor.
- I currently work in a position that directly supports a nuclear mission, but is **not** designated as an arming and use of force position.

*Skip To: Q22 If Please select the statement that best describes your nuclear experience within the Air Force.Nucl... = I do not know if I have nuclear experience.*

*Skip To: Q22 If Please select the statement that best describes your nuclear experience within the Air Force.Nucl... = I have no nuclear experience.*

Q21 How many years of nuclear experience do you have?

- Less than 1 year
- 1-2 years
- 3-4 years
- 5-6 years
- 7 years or more

Q22 How did each of the following assignment system processes influence your decision to separate/retire?

*Please select N/A if an item is not applicable to you.*

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Choice of past job assignments/locations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Choice of future job assignments/locations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too many PCS moves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not enough PCS opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Join spouse considerations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option to remain in one location for a longer period of time (homestead)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option to move more frequently than the standard tour length	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job stagnancy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q23 How did the following issues concerning deployments influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Deploy to dwell ratio (proportion of time deployed vs. at home)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deployment locations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Length of deployments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too many deployments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too few deployments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Post-deployment rest and recuperation programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Potential family separation during deployments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My experiences deployed with the Air Force	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My experiences deployed with other Service/Joint unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q24 How did the following levels of Air Force leadership influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership at squadron level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership at group level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership at wing or equivalent level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership at MAJCOM level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership while deployed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career field leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Air Force leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q25 How did the following aspects of your job influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Overall job satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of additional duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High home station TEMPO (length of duty day/work schedule)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low home station TEMPO (length of duty day/work schedule)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TEMPO away (number/duration of TDYs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Satisfaction with my current career field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working in full-time duties outside of my primary specialty, excluding Developmental Special Duty (DSD) (Example: executive officer, FTAC, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q26 How did the following aspects of your job influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Ability to contribute to the mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Utilization of my skills within my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unit resources (e.g., equipment, supplies, parts, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate number of personnel currently working in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unit readiness (i.e., mission capable status)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition of my efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training/experience of personnel in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relationship with personnel currently working in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unit climate - Unit members' shared perceptions about formal or informal practices of the unit and its members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cohesion (working together as a team) of my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile work environment (e.g., harassment, hazing, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q27 How did the following compensation programs/policies influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
GI Bill benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A GI Bill which transfers benefits to dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition Assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>OEC = ENL</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My opportunity (or lack of opportunity) to receive an SRB	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bonuses/Special Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic Allowance for Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic Allowance for Subsistence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of Living Allowance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
New Blended Retirement System	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall compensation and benefits package (i.e., pay, leave, medical, retirement, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expansion of Maternity Leave Policy to 12 Weeks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Active duty service commitments associated with the compensation programs listed above	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Voluntary Incentives to separate/retire (i.e., Voluntary Separation Pay (VSP), Temporary Early Retirement Authority (TERA))	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q28 How did the following factors influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Availability of civilian jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>role = RS</i> <i>Or role = NG</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My civilian employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>role = RS</i> <i>Or role = NG</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Civilian employer's support for my military service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to do something other than military work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Patriotism and/or desire to serve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal health issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compatibility with spouse's career/job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintaining career progression for myself and my spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Starting a family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintaining work/life balance and meeting family commitments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My spouse's attitude toward military service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My child(ren)'s needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expansion of Post-Pregnancy Deployment Deferment to 12 Months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal circumstances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q29 How did access to the following Air Force benefits influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Medical specialty care for myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical specialty care for dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Timely access to specialty care/referrals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental care for myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental care through dependent dental insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical benefits for those enrolled in the Exceptional Family Member Program (EFMP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical services in my current local area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tricare benefits upon retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>role = NG</i> <i>Or role = RS</i> <i>Or role = FT</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tricare Reserve Select							

Q30 How did the following Air Force programs/policies/opportunities influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Air Force officer/enlisted evaluation systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fitness standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expansion of Post-Pregnancy Fitness Assessment Deferment to 12 Months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equal opportunities in the Air Force (regardless of religion, race, ethnicity, and gender)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career uncertainty due to potential Force Shaping/Force Management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Budgetary uncertainty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for career field training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to further my academic education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to work with and learn from individuals who come from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to command/lead	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Potential for outsourcing and privatization of my career field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q31 Please indicate how the following experiences influenced your decision to separate/retire.

*If you have not experienced these, please select N/A. Note: These are the only items in this survey that address sexual harassment and sexual assault. To view the definitions, click on "Survey Definitions" in the lower left-hand corner.*

For support with sexual harassment, contact the Air Force Discrimination and Sexual Harassment Hotline at 1-888-231-4058. Air National Guard members can also contact the National Guard EO hotline at 703-607-5462 or 1-800-371-0617.

For support with sexual assault, contact:

- DoD Safe Helpline: 1-877-995-5247 or on the web at <https://www.safehelpline.org>
- RAINN National Sexual Assault Helpline: 1-800-656-HOPE (4673) or on the web at <https://www.rainn.org/index.php>

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Sexual harassment that I experienced personally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual harassment that someone I know experienced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual assault that I experienced personally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual assault that someone I know experienced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If How did each of the following assignment system processes influence your decision to separate/ret... [ Influence to leave] (Count) > 0*

*Or How did each of the following assignment system processes influence your decision to separate/ret... [ Strong influence to leave] (Count) > 0*

*Or How did the following issues concerning deployments influence your decision to separate/retire? [ Influence to leave] (Count) > 0*

*Or How did the following issues concerning deployments influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? [ Influence to leave] (Count) > 0*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0*

*Or How did the following aspects of your job influence your decision to separate/retire? [ Influence to leave] (Count) > 0*

*Or How did the following aspects of your job influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0*

*Or How did the following aspects of your job influence your decision to separate/retire? [ Influence to leave] (Count) > 0*

*Or How did the following aspects of your job influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0*

*Or How did the following compensation programs/policies influence your decision to separate/retire? [ Influence to leave] (Count) > 0*

*Or How did the following compensation programs/policies influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0*

*Or How did the following factors influence your decision to separate/retire? [ Influence to leave] (Count) > 0*

*Or How did the following factors influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? [ Influence to leave] (Count) > 0*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? [ Strong influence to leave] (Count) > 0*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separa... [ Influence to leave] (Count) > 0*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separa... [ Strong influence to leave] (Count) > 0*

*Or Please indicate how the following experiences influenced your decision to separate/retire.If you... [ Influence to leave] (Count) > 0*

*Or Please indicate how the following experiences influenced your decision to separate/retire.If you... [ Strong influence to leave] (Count) > 0*

Q32 The items you rated as influences to leave are listed below. Please rank your top 5 influences to leave by dragging them to the box on the right, and dragging them up or down within the box to reflect where you would like to rank the influence, with the most influential at the top. To remove an item from your ranked list, please drag the item to return it to the original list.

Five most influential reasons to leave

*How did each of the following assignment system processes influence your decision to separate/ret... = Choice of past job assignments/locations [ Strong influence to leave ]*

*Or How did each of the following assignment system processes influence your decision to separate/ret... = Choice of past job assignments/locations [ Influence to leave ]*

\_\_\_\_\_ Choice of past job assignments/locations

*How did each of the following assignment system processes influence your decision to separate/ret... = Choice of future job assignments/locations [ Strong influence to leave ]*

*Or How did each of the following assignment system processes influence your decision to separate/ret... = Choice of future job assignments/locations [ Influence to leave ]*

\_\_\_\_\_ Choice of future job assignments/locations

*How did each of the following assignment system processes influence your decision to separate/ret... = Too many PCS moves [ Strong influence to leave ]*

*Or How did each of the following assignment system processes influence your decision to separate/ret... = Too many PCS moves [ Influence to leave ]*

\_\_\_\_\_ Too many PCS moves

*How did each of the following assignment system processes influence your decision to separate/ret... = Not enough PCS opportunities [ Strong influence to leave ]*

*Or How did each of the following assignment system processes influence your decision to separate/ret... = Not enough PCS opportunities [ Influence to leave ]*

\_\_\_\_\_ Not enough PCS opportunities

*How did each of the following assignment system processes influence your decision to separate/ret... = Join spouse considerations [ Strong influence to leave ]*

*Or How did each of the following assignment system processes influence your decision to separate/ret... = Join spouse considerations [ Influence to leave ]*

\_\_\_\_\_ Join spouse considerations

*How did each of the following assignment system processes influence your decision to separate/ret... = Option to remain in one location for a longer period of time (homestead) [ Strong influence to leave ]*

*Or How did each of the following assignment system processes influence your decision to separate/ret... = Option to remain in one location for a longer period of time (homestead) [ Influence to leave ]*

\_\_\_\_\_ Option to remain in one location for a longer period of time (homestead)

*How did each of the following assignment system processes influence your decision to separate/ret... = Option to move more frequently than the standard tour length [ Strong influence to leave ]*

*Or How did each of the following assignment system processes influence your decision to separate/ret... = Option to move more frequently than the standard tour length [ Influence to leave ]*

\_\_\_\_\_ Option to move more frequently than the standard tour length

*How did each of the following assignment system processes influence your decision to separate/ret... = Job stagnancy [ Strong influence to leave ]*

*Or How did each of the following assignment system processes influence your decision to separate/ret... = Job stagnancy [ Influence to leave ]*

\_\_\_\_\_ Job stagnancy



*How did the following issues concerning deployments influence your decision to separate/retire? = Deploy to dwell ratio (proportion of time deployed vs. at home) [ Strong influence to leave ]*  
*Or How did the following issues concerning deployments influence your decision to separate/retire? = Deploy to dwell ratio (proportion of time deployed vs. at home) [ Influence to leave ]*

\_\_\_\_\_ Deploy to dwell ratio (proportion of time deployed vs. at home)

*How did the following issues concerning deployments influence your decision to separate/retire? = Deployment locations [ Strong influence to leave ]*  
*Or How did the following issues concerning deployments influence your decision to separate/retire? = Deployment locations [ Influence to leave ]*

\_\_\_\_\_ Deployment locations

*How did the following issues concerning deployments influence your decision to separate/retire? = Length of deployments [ Strong influence to leave ]*  
*Or How did the following issues concerning deployments influence your decision to separate/retire? = Length of deployments [ Influence to leave ]*

\_\_\_\_\_ Length of deployments

*How did the following issues concerning deployments influence your decision to separate/retire? = Too many deployments [ Strong influence to leave ]*  
*Or How did the following issues concerning deployments influence your decision to separate/retire? = Too many deployments [ Influence to leave ]*

\_\_\_\_\_ Too many deployments

*How did the following issues concerning deployments influence your decision to separate/retire? = Too few deployments [ Strong influence to leave ]*  
*Or How did the following issues concerning deployments influence your decision to separate/retire? = Too few deployments [ Influence to leave ]*

\_\_\_\_\_ Too few deployments

*How did the following issues concerning deployments influence your decision to separate/retire? = Post-deployment rest and recuperation programs [ Strong influence to leave ]*  
*Or How did the following issues concerning deployments influence your decision to separate/retire? = Post-deployment rest and recuperation programs [ Influence to leave ]*

\_\_\_\_\_ Post-deployment rest and recuperation programs

*How did the following issues concerning deployments influence your decision to separate/retire? = Potential family separation during deployments [ Strong influence to leave ]*  
*Or How did the following issues concerning deployments influence your decision to separate/retire? = Potential family separation during deployments [ Influence to leave ]*

\_\_\_\_\_ Potential family separation during deployments

*How did the following issues concerning deployments influence your decision to separate/retire? = My experiences deployed with the Air Force [ Strong influence to leave ]*  
*Or How did the following issues concerning deployments influence your decision to separate/retire? = My experiences deployed with the Air Force [ Influence to leave ]*

\_\_\_\_\_ My experiences deployed with the Air Force

*How did the following issues concerning deployments influence your decision to separate/retire? = My experiences deployed with other Service/Joint unit [ Strong influence to leave ]*

*Or How did the following issues concerning deployments influence your decision to separate/retire? = My experiences deployed with other Service/Joint unit [ Influence to leave ]*

\_\_\_\_\_ My experiences deployed with other Service/Joint unit

*How did the following levels of Air Force leadership influence your decision to separate/retire? = Immediate supervisor [ Strong influence to leave ]*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Immediate supervisor [ Influence to leave ]*

\_\_\_\_\_ Immediate supervisor

*How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at squadron level [ Strong influence to leave ]*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at squadron level [ Influence to leave ]*

\_\_\_\_\_ Leadership at squadron level

*How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at group level [ Strong influence to leave ]*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at group level [ Influence to leave ]*

\_\_\_\_\_ Leadership at group level

*How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at wing or equivalent level [ Strong influence to leave ]*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at wing or equivalent level [ Influence to leave ]*

\_\_\_\_\_ Leadership at wing or equivalent level

*How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at MAJCOM level [ Strong influence to leave ]*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership at MAJCOM level [ Influence to leave ]*

\_\_\_\_\_ Leadership at MAJCOM level

*How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership while deployed [ Strong influence to leave ]*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Leadership while deployed [ Influence to leave ]*

\_\_\_\_\_ Leadership while deployed

*How did the following levels of Air Force leadership influence your decision to separate/retire? = Career field leadership [ Strong influence to leave ]*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Career field leadership [ Influence to leave ]*

\_\_\_\_\_ Career field leadership

*How did the following levels of Air Force leadership influence your decision to separate/retire? = Senior Air Force leadership [ Strong influence to leave ]*

*Or How did the following levels of Air Force leadership influence your decision to separate/retire? = Senior Air Force leadership [ Influence to leave ]*

\_\_\_\_\_ Senior Air Force leadership

*How did the following aspects of your job influence your decision to separate/retire? = Overall job satisfaction [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Overall job satisfaction [ Influence to leave ]*

\_\_\_\_\_ Overall job satisfaction

*How did the following aspects of your job influence your decision to separate/retire? = Amount of additional duties [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Amount of additional duties [ Influence to leave ]*

\_\_\_\_\_ Amount of additional duties

*How did the following aspects of your job influence your decision to separate/retire? = Job security [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Job security [ Influence to leave ]*

\_\_\_\_\_ Job security

*How did the following aspects of your job influence your decision to separate/retire? = High home station TEMPO (length of duty day/work schedule) [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = High home station TEMPO (length of duty day/work schedule) [ Influence to leave ]*

\_\_\_\_\_ High home station TEMPO (length of duty day/work schedule)

*How did the following aspects of your job influence your decision to separate/retire? = Low home station TEMPO (length of duty day/work schedule) [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Low home station TEMPO (length of duty day/work schedule) [ Influence to leave ]*

\_\_\_\_\_ Low home station TEMPO (length of duty day/work schedule)

*How did the following aspects of your job influence your decision to separate/retire? = TEMPO away (number/duration of TDYs) [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = TEMPO away (number/duration of TDYs) [ Influence to leave ]*

\_\_\_\_\_ TEMPO away (number/duration of TDYs)

*How did the following aspects of your job influence your decision to separate/retire? = Satisfaction with my current career field [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Satisfaction with my current career field [ Influence to leave ]*

\_\_\_\_\_ Satisfaction with my current career field

*How did the following aspects of your job influence your decision to separate/retire? = Working in full-time duties outside of my primary specialty, excluding Developmental Special Duty (DSD) (Example: executive officer, FTAC, etc.) [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Working in full-time duties outside of my primary specialty, excluding Developmental Special Duty (DSD) (Example: executive officer, FTAC, etc.) [ Influence to leave ]*

\_\_\_\_\_ Working in full-time duties outside of my primary specialty, excluding Developmental Special Duty (DSD) (Example: executive officer, FTAC, etc.)

*How did the following aspects of your job influence your decision to separate/retire? = Job stress [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Job stress [ Influence to leave ]*

\_\_\_\_\_ Job stress

*How did the following aspects of your job influence your decision to separate/retire? = Ability to contribute to the mission [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Ability to contribute to the mission [ Influence to leave ]*

\_\_\_\_\_ Ability to contribute to the mission

*How did the following aspects of your job influence your decision to separate/retire? = Utilization of my skills within my unit [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Utilization of my skills within my unit [ Influence to leave ]*

\_\_\_\_\_ Utilization of my skills within my unit

*How did the following aspects of your job influence your decision to separate/retire? = Unit resources (e.g., equipment, supplies, parts, etc.) [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Unit resources (e.g., equipment, supplies, parts, etc.) [ Influence to leave ]*

\_\_\_\_\_ Unit resources (e.g., equipment, supplies, parts, etc.)

*How did the following aspects of your job influence your decision to separate/retire? = Adequate number of personnel currently working in my unit [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Adequate number of personnel currently working in my unit [ Influence to leave ]*

\_\_\_\_\_ Adequate number of personnel currently working in my unit

*How did the following aspects of your job influence your decision to separate/retire? = Unit readiness (i.e., mission capable status) [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Unit readiness (i.e., mission capable status) [ Influence to leave ]*

\_\_\_\_\_ Unit readiness (i.e., mission capable status)

*How did the following aspects of your job influence your decision to separate/retire? = Recognition of my efforts [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Recognition of my efforts [ Influence to leave ]*

\_\_\_\_\_ Recognition of my efforts

*How did the following aspects of your job influence your decision to separate/retire? = Training/experience of personnel in my unit [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Training/experience of personnel in my unit [ Influence to leave ]*

\_\_\_\_\_ Training/experience of personnel in my unit

*How did the following aspects of your job influence your decision to separate/retire? = Relationship with personnel currently working in my unit [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Relationship with personnel currently working in my unit [ Influence to leave ]*

\_\_\_\_\_ Relationship with personnel currently working in my unit

*How did the following aspects of your job influence your decision to separate/retire? = Unit climate - Unit members' shared perceptions about formal or informal practices of the unit and its members [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Unit climate - Unit members' shared perceptions about formal or informal practices of the unit and its members [ Influence to leave ]*

\_\_\_\_\_ Unit climate - Unit members' shared perceptions about formal or informal practices of the unit and its members

*How did the following aspects of your job influence your decision to separate/retire? = Cohesion (working together as a team) of my unit [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Cohesion (working together as a team) of my unit [ Influence to leave ]*

\_\_\_\_\_ Cohesion (working together as a team) of my unit

*How did the following aspects of your job influence your decision to separate/retire? = Hostile work environment (e.g., harassment, hazing, etc.) [ Strong influence to leave ]*

*Or How did the following aspects of your job influence your decision to separate/retire? = Hostile work environment (e.g., harassment, hazing, etc.) [ Influence to leave ]*

\_\_\_\_\_ Hostile work environment (e.g., harassment, hazing, etc.)

*How did the following compensation programs/policies influence your decision to separate/retire? = GI Bill benefits [ Strong influence to leave ]*

*Or How did the following compensation programs/policies influence your decision to separate/retire? = GI Bill benefits [ Influence to leave ]*

\_\_\_\_\_ GI Bill benefits

*How did the following compensation programs/policies influence your decision to separate/retire? = A GI Bill which transfers benefits to dependents [ Strong influence to leave ]*

*Or How did the following compensation programs/policies influence your decision to separate/retire? = A GI Bill which transfers benefits to dependents [ Influence to leave ]*

\_\_\_\_\_ A GI Bill which transfers benefits to dependents

*How did the following compensation programs/policies influence your decision to separate/retire? = Tuition Assistance [ Strong influence to leave ]*

*Or How did the following compensation programs/policies influence your decision to separate/retire? = Tuition Assistance [ Influence to leave ]*

\_\_\_\_\_ Tuition Assistance

*How did the following compensation programs/policies influence your decision to separate/retire? = My opportunity (or lack of opportunity) to receive an SRB [ Strong influence to leave ]*  
*Or How did the following compensation programs/policies influence your decision to separate/retire? = My opportunity (or lack of opportunity) to receive an SRB [ Influence to leave ]*

\_\_\_\_\_ My opportunity (or lack of opportunity) to receive an SRB

*How did the following compensation programs/policies influence your decision to separate/retire? = Bonuses/Special Pay [ Strong influence to leave ]*  
*Or How did the following compensation programs/policies influence your decision to separate/retire? = Bonuses/Special Pay [ Influence to leave ]*

\_\_\_\_\_ Bonuses/Special Pay

*How did the following compensation programs/policies influence your decision to separate/retire? = Basic Pay [ Strong influence to leave ]*  
*Or How did the following compensation programs/policies influence your decision to separate/retire? = Basic Pay [ Influence to leave ]*

\_\_\_\_\_ Basic Pay

*How did the following compensation programs/policies influence your decision to separate/retire? = Basic Allowance for Housing [ Strong influence to leave ]*  
*Or How did the following compensation programs/policies influence your decision to separate/retire? = Basic Allowance for Housing [ Influence to leave ]*

\_\_\_\_\_ Basic Allowance for Housing

*How did the following compensation programs/policies influence your decision to separate/retire? = Basic Allowance for Subsistence [ Strong influence to leave ]*  
*Or How did the following compensation programs/policies influence your decision to separate/retire? = Basic Allowance for Subsistence [ Influence to leave ]*

\_\_\_\_\_ Basic Allowance for Subsistence

*How did the following compensation programs/policies influence your decision to separate/retire? = Cost of Living Allowance [ Strong influence to leave ]*  
*Or How did the following compensation programs/policies influence your decision to separate/retire? = Cost of Living Allowance [ Influence to leave ]*

\_\_\_\_\_ Cost of Living Allowance

*How did the following compensation programs/policies influence your decision to separate/retire? = Retirement Program [ Strong influence to leave ]*  
*Or How did the following compensation programs/policies influence your decision to separate/retire? = Retirement Program [ Influence to leave ]*

\_\_\_\_\_ Retirement Program

*How did the following compensation programs/policies influence your decision to separate/retire? = New Blended Retirement System [ Strong influence to leave ]*  
*Or How did the following compensation programs/policies influence your decision to separate/retire? = New Blended Retirement System [ Influence to leave ]*

\_\_\_\_\_ New Blended Retirement System

*How did the following compensation programs/policies influence your decision to separate/retire? = Overall compensation and benefits package (i.e., pay, leave, medical, retirement, etc.) [ Strong influence to leave ]*

*Or How did the following compensation programs/policies influence your decision to separate/retire? = Overall compensation and benefits package (i.e., pay, leave, medical, retirement, etc.) [ Influence to leave ]*

\_\_\_\_\_ Overall compensation and benefits package (i.e., pay, leave, medical, retirement, etc.)

*How did the following compensation programs/policies influence your decision to separate/retire? = Expansion of Maternity Leave Policy to 12 Weeks [ Strong influence to leave ]*

*Or How did the following compensation programs/policies influence your decision to separate/retire? = Expansion of Maternity Leave Policy to 12 Weeks [ Influence to leave ]*

\_\_\_\_\_ Expansion of Maternity Leave Policy to 12 Weeks

*How did the following compensation programs/policies influence your decision to separate/retire? = Active duty service commitments associated with the compensation programs listed above [ Strong influence to leave ]*

*Or How did the following compensation programs/policies influence your decision to separate/retire? = Active duty service commitments associated with the compensation programs listed above [ Influence to leave ]*

\_\_\_\_\_ Active duty service commitments associated with the compensation programs listed above

*How did the following compensation programs/policies influence your decision to separate/retire? = Voluntary Incentives to separate/retire (i.e., Voluntary Separation Pay (VSP), Temporary Early Retirement Authority (TERA)) [ Strong influence to leave ]*

*Or How did the following compensation programs/policies influence your decision to separate/retire? = Voluntary Incentives to separate/retire (i.e., Voluntary Separation Pay (VSP), Temporary Early Retirement Authority (TERA)) [ Influence to leave ]*

\_\_\_\_\_ Voluntary Incentives to separate/retire (i.e., Voluntary Separation Pay (VSP), Temporary Early Retirement Authority (TERA))

*How did the following factors influence your decision to separate/retire? = Availability of civilian jobs [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Availability of civilian jobs [ Influence to leave ]*

\_\_\_\_\_ Availability of civilian jobs

*How did the following factors influence your decision to separate/retire? = My civilian employment [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = My civilian employment [ Influence to leave ]*

\_\_\_\_\_ My civilian employment

*How did the following factors influence your decision to separate/retire? = Civilian employer's support for my military service [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Civilian employer's support for my military service [ Influence to leave ]*

\_\_\_\_\_ Civilian employer's support for my military service

*How did the following factors influence your decision to separate/retire? = Opportunity to do something other than military work [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Opportunity to do something other than military work [ Influence to leave ]*

\_\_\_\_\_ Opportunity to do something other than military work

*How did the following factors influence your decision to separate/retire? = Patriotism and/or desire to serve [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Patriotism and/or desire to serve [ Influence to leave ]*

\_\_\_\_\_ Patriotism and/or desire to serve

*How did the following factors influence your decision to separate/retire? = Financial reasons [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Financial reasons [ Influence to leave ]*

\_\_\_\_\_ Financial reasons

*How did the following factors influence your decision to separate/retire? = Personal health issues [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Personal health issues [ Influence to leave ]*

\_\_\_\_\_ Personal health issues

*How did the following factors influence your decision to separate/retire? = Compatibility with spouse's career/job [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Compatibility with spouse's career/job [ Influence to leave ]*

\_\_\_\_\_ Compatibility with spouse's career/job

*How did the following factors influence your decision to separate/retire? = Maintaining career progression for myself and my spouse [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Maintaining career progression for myself and my spouse [ Influence to leave ]*

\_\_\_\_\_ Maintaining career progression for myself and my spouse

*How did the following factors influence your decision to separate/retire? = Starting a family [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Starting a family [ Influence to leave ]*

\_\_\_\_\_ Starting a family

*How did the following factors influence your decision to separate/retire? = Maintaining work/life balance and meeting family commitments [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Maintaining work/life balance and meeting family commitments [ Influence to leave ]*

\_\_\_\_\_ Maintaining work/life balance and meeting family commitments



*How did the following factors influence your decision to separate/retire? = My spouse's attitude toward military service [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = My spouse's attitude toward military service [ Influence to leave ]*

\_\_\_\_\_ My spouse's attitude toward military service

*How did the following factors influence your decision to separate/retire? = My child(ren)'s needs [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = My child(ren)'s needs [ Influence to leave ]*

\_\_\_\_\_ My child(ren)'s needs

*How did the following factors influence your decision to separate/retire? = Expansion of Post-Pregnancy Deployment Deferment to 12 Months [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Expansion of Post-Pregnancy Deployment Deferment to 12 Months [ Influence to leave ]*

\_\_\_\_\_ Expansion of Post-Pregnancy Deployment Deferment to 12 Months

*How did the following factors influence your decision to separate/retire? = Personal circumstances [ Strong influence to leave ]*

*Or How did the following factors influence your decision to separate/retire? = Personal circumstances [ Influence to leave ]*

\_\_\_\_\_ Personal circumstances

*How did access to the following Air Force benefits influence your decision to separate/retire? = Medical specialty care for myself [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Medical specialty care for myself [ Influence to leave ]*

\_\_\_\_\_ Medical specialty care for myself

*How did access to the following Air Force benefits influence your decision to separate/retire? = Medical specialty care for dependents [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Medical specialty care for dependents [ Influence to leave ]*

\_\_\_\_\_ Medical specialty care for dependents

*How did access to the following Air Force benefits influence your decision to separate/retire? = Timely access to specialty care/referrals [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Timely access to specialty care/referrals [ Influence to leave ]*

\_\_\_\_\_ Timely access to specialty care/referrals

*How did access to the following Air Force benefits influence your decision to separate/retire? = Dental care for myself [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Dental care for myself [ Influence to leave ]*

\_\_\_\_\_ Dental care for myself

*How did access to the following Air Force benefits influence your decision to separate/retire? = Dental care through dependent dental insurance [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Dental care through dependent dental insurance [ Influence to leave ]*

\_\_\_\_\_ Dental care through dependent dental insurance

*How did access to the following Air Force benefits influence your decision to separate/retire? = Medical benefits for those enrolled in the Exceptional Family Member Program (EFMP) [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Medical benefits for those enrolled in the Exceptional Family Member Program (EFMP) [ Influence to leave ]*

\_\_\_\_\_ Medical benefits for those enrolled in the Exceptional Family Member Program (EFMP)

*How did access to the following Air Force benefits influence your decision to separate/retire? = Medical services in my current local area [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Medical services in my current local area [ Influence to leave ]*

\_\_\_\_\_ Medical services in my current local area

*How did access to the following Air Force benefits influence your decision to separate/retire? = Tricare benefits upon retirement [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Tricare benefits upon retirement [ Influence to leave ]*

\_\_\_\_\_ Tricare benefits upon retirement

*How did access to the following Air Force benefits influence your decision to separate/retire? = Tricare Reserve Select [ Strong influence to leave ]*

*Or How did access to the following Air Force benefits influence your decision to separate/retire? = Tricare Reserve Select [ Influence to leave ]*

\_\_\_\_\_ Tricare Reserve Select

*How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Air Force officer/enlisted evaluation systems [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Air Force officer/enlisted evaluation systems [ Influence to leave ]*

\_\_\_\_\_ Air Force officer/enlisted evaluation systems

*How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Fitness standards [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Fitness standards [ Influence to leave ]*

\_\_\_\_\_ Fitness standards

*How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Expansion of Post-Pregnancy Fitness Assessment Deferment to 12 Months [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire? = Expansion of Post-Pregnancy Fitness Assessment Deferment to 12 Months [ Influence to leave ]*

\_\_\_\_\_ Expansion of Post-Pregnancy Fitness Assessment Deferment to 12 Months

*How did the following Air Force programs/policies/opportunities influence your decision to separate... = Promotion opportunities [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate... = Promotion opportunities [ Influence to leave ]*

\_\_\_\_\_ Promotion opportunities

*How did the following Air Force programs/policies/opportunities influence your decision to separate... = Equal opportunities in the Air Force (regardless of religion, race, ethnicity, and gender) [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate... = Equal opportunities in the Air Force (regardless of religion, race, ethnicity, and gender) [ Influence to leave ]*

\_\_\_\_\_ Equal opportunities in the Air Force (regardless of religion, race, ethnicity, and gender)

*How did the following Air Force programs/policies/opportunities influence your decision to separate... = Career uncertainty due to potential Force Shaping/Force Management programs [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate... = Career uncertainty due to potential Force Shaping/Force Management programs [ Influence to leave ]*

\_\_\_\_\_ Career uncertainty due to potential Force Shaping/Force Management programs

*How did the following Air Force programs/policies/opportunities influence your decision to separate... = Budgetary uncertainty [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate... = Budgetary uncertainty [ Influence to leave ]*

\_\_\_\_\_ Budgetary uncertainty

*How did the following Air Force programs/policies/opportunities influence your decision to separate... = Opportunities for career field training [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate... = Opportunities for career field training [ Influence to leave ]*

\_\_\_\_\_ Opportunities for career field training

*How did the following Air Force programs/policies/opportunities influence your decision to separate... = Opportunities for professional development [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate... = Opportunities for professional development [ Influence to leave ]*

\_\_\_\_\_ Opportunities for professional development

*How did the following Air Force programs/policies/opportunities influence your decision to separate... = Opportunities to further my academic education [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate... = Opportunities to further my academic education [ Influence to leave ]*

\_\_\_\_\_ Opportunities to further my academic education

*How did the following Air Force programs/policies/opportunities influence your decision to separate/retire.If you... = Opportunities to work with and learn from individuals who come from diverse backgrounds [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire.If you... = Opportunities to work with and learn from individuals who come from diverse backgrounds [ Influence to leave ]*

\_\_\_\_\_ Opportunities to work with and learn from individuals who come from diverse backgrounds

*How did the following Air Force programs/policies/opportunities influence your decision to separate/retire.If you... = Opportunities to command/lead [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire.If you... = Opportunities to command/lead [ Influence to leave ]*

\_\_\_\_\_ Opportunities to command/lead

*How did the following Air Force programs/policies/opportunities influence your decision to separate/retire.If you... = Potential for outsourcing and privatization of my career field [ Strong influence to leave ]*

*Or How did the following Air Force programs/policies/opportunities influence your decision to separate/retire.If you... = Potential for outsourcing and privatization of my career field [ Influence to leave ]*

\_\_\_\_\_ Potential for outsourcing and privatization of my career field

*Please indicate how the following experiences influenced your decision to separate/retire.If you... = Sexual harassment that I experienced personally [ Strong influence to leave ]*

*Or Please indicate how the following experiences influenced your decision to separate/retire.If you... = Sexual harassment that I experienced personally [ Influence to leave ]*

\_\_\_\_\_ Sexual harassment that I experienced personally

*Please indicate how the following experiences influenced your decision to separate/retire.If you... = Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual harassment [ Strong influence to leave ]*

*Or Please indicate how the following experiences influenced your decision to separate/retire.If you... = Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual harassment [ Influence to leave ]*

\_\_\_\_\_ Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual harassment

*Please indicate how the following experiences influenced your decision to separate/retire.If you... = Sexual harassment that someone I know experienced [ Strong influence to leave ]*

*Or Please indicate how the following experiences influenced your decision to separate/retire.If you... = Sexual harassment that someone I know experienced [ Influence to leave ]*

\_\_\_\_\_ Sexual harassment that someone I know experienced

*Please indicate how the following experiences influenced your decision to separate/retire.If you... = Sexual assault that I experienced personally [ Strong influence to leave ]*

*Or Please indicate how the following experiences influenced your decision to separate/retire.If you... = Sexual assault that I experienced personally [ Influence to leave ]*

\_\_\_\_\_ Sexual assault that I experienced personally

Please indicate how the following experiences influenced your decision to separate/retire.If you... = Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual assault [ Strong influence to leave ]

Or Please indicate how the following experiences influenced your decision to separate/retire.If you... = Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual assault [ Influence to leave ]

\_\_\_\_\_ Negative consequences that I personally experienced (either at work or away from work) as a result of reporting sexual assault

Please indicate how the following experiences influenced your decision to separate/retire.If you... = Sexual assault that someone I know experienced [ Strong influence to leave ]

Or Please indicate how the following experiences influenced your decision to separate/retire.If you... = Sexual assault that someone I know experienced [ Influence to leave ]

\_\_\_\_\_ Sexual assault that someone I know experienced

Q33 Before continuing on to the rest of the survey, are there any reasons not previously mentioned that significantly influenced your decision to separate/retire? If so, please describe.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

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Q34 How much did you value the following Air Force quality of life benefits during your career?

	To a great extent	Somewhat	Very little	Not at all
Base exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Base/Privatized housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissary services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Airman and Family Readiness Center programs/services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-base child care, school-age, and/or youth programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-base fitness facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreation programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-base dining options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-base adult education programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q35 How did Air Force quality of life benefits influence your decision to separate/retire?

Air Force quality of life benefits include:

- Base exchange*
- Base/Privatized housing*
- Commissary services*
- Airman and Family Readiness Center programs/services*
- On-base child care, school-age, and/or youth programs*
- On-base fitness facilities*
- Recreation programs*

*On-base dining options*

*On-base adult education programs*

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

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Q36 Please indicate your level of agreement with the following statements.

	N/A	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I am satisfied with the variety of possible duty assignments for my AFSC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the number of duty locations available for my AFSC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current assignment, workload, and schedule permitted me sufficient time to pursue off-duty education.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My off-duty education helped me contribute more effectively to the Air Force.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current assignment, workload, and schedule permitted me sufficient time to complete my professional military education (PME) requirements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My PME helped me contribute more effectively to the Air Force.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q37 Overall, how satisfied were you with your ability to take leave when desired?

*If you are ANG/AFR and do not accrue leave, please select N/A.*

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied
- N/A

---

*Display This Question:*

*If Overall, how satisfied were you with your ability to take leave when desired?If you are ANG/AFR a... = Very dissatisfied*

*Or Overall, how satisfied were you with your ability to take leave when desired?If you are ANG/AFR a... = Dissatisfied*

Q38 What circumstances most prevented you from taking leave?

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

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*Display This Question:*

*If role = AD*



Q39 How likely would you be to take a 3-yr sabbatical from Active Duty through the Career Intermission Program associated with providing Airmen flexibility with humanitarian circumstance, family planning, and/or professional development?

- Extremely unlikely
  - Unlikely
  - Neutral
  - Likely
  - Extremely likely
- 

Q40 If you were given the option for permeable service among the Regular Air Force (RegAF) and Air Reserve Component (that is, to transition back and forth between RegAF and the Air National Guard or Air Force Reserve if your needs and the needs of the Air Force allowed), which of the following increases to your initial service obligation would you have accepted?

*Select all that apply.*

- None, I would not have accepted a longer service obligation or I am not interested in permeable service
  - 1 - 6 months additional
  - 7 - 12 months additional
  - 13 - 18 months additional
  - More than 18 months
  - I'm not sure
- 

*Display This Question:*

*If role = NG*

*Or role = RS*

Q41 Are you currently employed by a non-military employer?

- Yes
- No

Skip To: Q43 If Are you currently employed by a non-military employer? = No

Display This Question:

If role = NG

Or role = RS

Q42 What is your employment status?

- Full-time (32 or more hours per week)
- Part-time (less than 32 hours per week)

Display This Question:

If role = NG

Or role = RS

Q43 How has your military service impacted your ability to find civilian employment?

- Positively
- Negatively
- Not impacted

Display This Question:

If hzdpay = YES

Q44 Please indicate your answers to the following questions related to the hazardous duty pay program (e.g., Dive, Parachute, Demolition pays).

	Yes	No	Prefer not to answer
Have you avoided seeking medical care out of concern that you may lose pays under the hazardous duty pay program?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have you avoided seeking career broadening/developmental opportunities out of concern that you may lose pays under the hazardous duty pay program?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If role = AD*

*Or role = FT*

Q45 How often did your monthly military income (excluding income from a second job or spouse's income) cover your basic expenses with money left over?

- Always
- Almost always
- Often
- Sometimes
- Seldom
- Almost never
- Never

*Display This Question:*

*If How satisfied is your spouse with the military way of life? != N/A. I do not have a spouse*

Q46 Is your spouse currently employed?

*Please select the response that best describes your answer.*

- N/A, I do not have a spouse
- No, my spouse chooses not to seek outside employment
- No, my spouse is unable to find employment
- Yes, in the Armed Services (i.e., mil-to-mil)
- Yes, as an Air Force Civilian
- Yes, as a DoD Civilian (other than Air Force)
- Yes, as a non-DoD federal employee
- Yes, as a DoD contractor
- Yes, self-employed
- Yes, in the private sector

*Skip To: Q54 If Is your spouse currently employed? Please select the response that best describes your answer. = N/A, I do not have a spouse*

*Skip To: Q54 If Is your spouse currently employed? Please select the response that best describes your answer. = No, my spouse chooses not to seek outside employment*

*Skip To: Q51 If Is your spouse currently employed? Please select the response that best describes your answer. = No, my spouse is unable to find employment*

*Skip To: Q49 If Is your spouse currently employed? Please select the response that best describes your answer. = Yes, as an Air Force Civilian*

*Skip To: Q49 If Is your spouse currently employed? Please select the response that best describes your answer. = Yes, as a DoD Civilian (other than Air Force)*

*Skip To: Q49 If Is your spouse currently employed? Please select the response that best describes your answer. = Yes, as a non-DoD federal employee*

*Skip To: Q49 If Is your spouse currently employed? Please select the response that best describes your answer. = Yes, as a DoD contractor*

*Skip To: Q49 If Is your spouse currently employed? Please select the response that best describes your answer. = Yes, self-employed*

*Skip To: Q49 If Is your spouse currently employed? Please select the response that best describes your answer. = Yes, in the private sector*

**Display This Question:**

*If How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse*

Q47 How did your spouse's military service influence your decision to separate/retire?

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

*Skip To: Q54 If How did your spouse's military service influence your decision to separate/retire? = N/A*

*Skip To: Q54 If How did your spouse's military service influence your decision to separate/retire? = Did not consider*

*Skip To: Q54 If How did your spouse's military service influence your decision to separate/retire? = Neither an influence to stay nor leave*

*Skip To: Q54 If How did your spouse's military service influence your decision to separate/retire? = Influence to stay*

*Skip To: Q54 If How did your spouse's military service influence your decision to separate/retire? = Strong influence to stay*

*Display This Question:*

*If How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse*

Q48 Which of the mil-to-mil service issues below influenced you to separate/retire?

*Select all that apply.*

- Join spouse assignment locations
- Job opportunities at join spouse assignment locations
- Deployments
- Promotions
- Family planning/support
- Cross-service join spouse issues
- None of these

Skip To: Q54 If Which of the mil-to-mil service issues below influenced you to separate/retire? Select all that a... = Join spouse assignment locations

Skip To: Q54 If Which of the mil-to-mil service issues below influenced you to separate/retire? Select all that a... = Job opportunities at join spouse assignment locations

Skip To: Q54 If Which of the mil-to-mil service issues below influenced you to separate/retire? Select all that a... = Deployments

Skip To: Q54 If Which of the mil-to-mil service issues below influenced you to separate/retire? Select all that a... = Promotions

Skip To: Q54 If Which of the mil-to-mil service issues below influenced you to separate/retire? Select all that a... = Family planning/support

Skip To: Q54 If Which of the mil-to-mil service issues below influenced you to separate/retire? Select all that a... = Cross-service join spouse issues

Skip To: Q54 If Which of the mil-to-mil service issues below influenced you to separate/retire? Select all that a... = None of these

Display This Question:

If How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse

Q49 How did your spouse's employment influence your decision to separate/retire?

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

Display This Question:

If How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse

Q50 What is your spouse's employment status?

- Full-time (32 or more hours per week)
- Part-time (less than 32 hours per week)

*Display This Question:*

*If How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse*

Q51 How has **your military service** impacted your spouse's employment options?

- Positively
- Negatively
- Not impacted

*Display This Question:*

*If role = AD*

*Or role = FT*

*And If*

*How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse*

Q52 Has your spouse had difficulty finding employment when you PCS'd?

- Yes
- No
- N/A

*Display This Question:*

*If role = AD*

*Or role = FT*

*And If*

*How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse*

Q53 Has your spouse attempted to use spousal preference in looking for employment?

*Please select the response that best describes your answer.*

- No, my spouse and I were not aware of this program.
- No, my spouse chose not to use this program.
- Yes, but my spouse was not hired through this program.
- Yes, my spouse was hired through this program.

Q54 Do you believe there is fair and equitable opportunity for promotion?

- Yes
- No
- Don't know

*Display This Question:*

*If Do you believe there is fair and equitable opportunity for promotion? = No*

Q55 Please explain why you do not believe there is fair and equitable opportunity for promotion.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

---

*Display This Question:*

*If OEC = ENL*



Q56 In the past 15 months, have you...

	Yes	No
attended an Informed Decision Briefing?	<input type="radio"/>	<input type="radio"/>
attended a briefing by your Career Assistance Advisor?	<input type="radio"/>	<input type="radio"/>
had a one on one meeting with your Career Assistance Advisor?	<input type="radio"/>	<input type="radio"/>

Q57 In the past 12 months, have you...

	Yes	No
and your immediate supervisor had a performance feedback session using the Airman Comprehensive Assessment?	<input type="radio"/>	<input type="radio"/>
had a meaningful performance feedback session that effectively influenced your performance and/or development?	<input type="radio"/>	<input type="radio"/>
discussed your career intentions with your immediate supervisor?	<input type="radio"/>	<input type="radio"/>
discussed your future career potential with your immediate supervisor?	<input type="radio"/>	<input type="radio"/>

Q58 Did you mentor or coach someone within the last 5 years?

- Yes
- No

*Skip To: Q60 If Did you mentor or coach someone within the last 5 years? = No*

Q59 What best describes your relationship with the individuals you mentored?

- Very successful
- Successful
- Not successful

Q60 Have you been mentored by someone within the last 5 years?

- Yes
- No

Skip To: Q63 If Have you been mentored by someone within the last 5 years? = No

Q61 What best describes your relationship with your mentor(s)?

- Very successful
- Successful
- Not successful

Q62 Please explain why your relationship with your mentor was successful or was not successful.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

---

Q63 Has anyone in your family served in the Armed Forces?

*Select all that apply.*

- Yes, Air Force
- Yes, Army
- Yes, Coast Guard
- Yes, Marines
- Yes, Navy
- No

Skip To: Q65 If Has anyone in your family served in the Armed Forces? Select all that apply. = No

Q64 How has your family's military service affected your career decision?

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

Q65 Please indicate if the following individuals encouraged you to remain in or separate/retire from the Air Force.

	N/A	Encouraged me to remain in the Air Force	Neither encouraged me to remain nor separate/retire	Encouraged me to separate/retire from the Air Force
Your immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your First Sergeant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your unit leadership (Superintendent, Ops Officer, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your unit commander	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your peers or coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your Air Force mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your non-military mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>How satisfied is your spouse with the military way of life? != N/A, I do not have a spouse</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>role = AD</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career Assistance Advisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>role = NG</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting and Retention Manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<i>role = RS</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting Flight Chief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Any other individuals (parents, siblings, children, friends, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If OEC = ENL

Q66 Did you ever receive a Selective Retention Bonus (SRB)?

- Yes
- No

Skip To: Q68 If Did you ever receive a Selective Retention Bonus (SRB)? = No

---

Display This Question:

If OEC = ENL

Q67 If given the choice, how would you have preferred to receive your payments?

- Initial 50% payment, followed by annual until bonus is exhausted (current system)
- Equal annual payments
- A single lump sum payment

Display This Question:

If target\_group = MNT

Q68 Please select your **Core AFSC** if you are **Active Duty Officer**, **Control AFSC** if you are **Active Duty Enlisted**, and **Duty AFSC** if you are **Guard or Reserve**.

OEC = ENL

- 2AXXX Aerospace Maintenance

OEC = ENL

- 2M0XX Missile Maintenance

OEC = ENL

- 2P0XX Precision Measurement

OEC = ENL

- 2RXXX Maintenance Management

OEC = ENL

- 2W0XX Munitions Systems

OEC = ENL

- 2W1XX Aircraft Armament Systems

OEC = ENL

- 2W2XX Nuclear Weapons

OEC = OFF

- 21A Aircraft Maintenance

OEC = OFF

- 21M Munitions and Missile Maintenance
- None of the above

*Skip To: Q160 If Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... = None of the above*

---

*Display This Question:*

*If target\_group = MNT*

Q69 How many hours a week do you work on average at home station (excluding exercises)?

- Less than 38 hours
- 38-42 hours
- 43-50 hours
- 51-60 hours
- Greater than 60 hours

*Display This Question:*

*If target\_group = MNT*

*And OEC = ENL*

Q70 How often are you held over shift to produce aircraft/equipment to meet the flying schedule?

- Not typically held over shift
- Once a month
- Once a week
- More than once a week

*Display This Question:*

*If target\_group = MNT*

*And OEC = ENL*

Q71 Does your unit have weekend duty?

- Yes
- No
- Don't know

*Display This Question:*

*If Does your unit have weekend duty? = Yes*

*And target\_group = MNT*

*And OEC = ENL*

Q72 How often do you perform weekend duty?

- More than once a month
- Once a month
- Once every two months
- Once every six months or less frequently
- N/A, although my unit has weekend duty, I do not

*Skip To: Q74 If How often do you perform weekend duty? = N/A, although my unit has weekend duty, I do not*

*Display This Question:*

*If Does your unit have weekend duty? = Yes*

*And OEC = ENL*

*And target\_group = MNT*

Q73 Please indicate the total number of duty hours you typically work during a 2-day weekend (Saturday/Sunday):

- 0 hours (on call only)
- 1 - 4 hours
- 5 - 8 hours
- 9 - 12 hours
- 13+ hours

*Display This Question:*

*If target\_group = MNT*



Q74 Please select the appropriate answers for the following questions.

In your opinion...

	Yes	No	Don't know	N/A
is there enough manning in your work center?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are there enough tools and supplies in your work center?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are the personnel in your work center utilized effectively/efficiently?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are you being utilized effectively/efficiently?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
do Technical Sergeants in your work center perform touch labor supporting direct mission generation tasks?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are the personnel in your work center properly trained/qualified?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are you properly trained/qualified?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
do you feel that your job requires formal cyber certification (e.g. Sec+) to perform the assigned duties?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
do you receive the appropriate level of cyber training to perform your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = MNT

Q75 Please indicate how work center hazards (Fuels, Radiation, etc.) have influenced your career decision.

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

*Display This Question:*

*If target\_group = MNT*

Q76 The following are possible reasons for joining the Air Force. Prioritize the list of reasons you joined the Air Force (with most important at the top, least important at the bottom).

- \_\_\_\_\_ Adventure/travel
- \_\_\_\_\_ Education (e.g., college, GI Bill, Tuition Assistance)
- \_\_\_\_\_ Family tradition
- \_\_\_\_\_ Learn a trade or acquire new skills
- \_\_\_\_\_ Needed employment
- \_\_\_\_\_ Patriotism
- \_\_\_\_\_ State of US Economy

Display This Question:

If target\_group = MNT

Q77 When you separate or retire from the Air Force...

	Yes	No	Don't know
will you seek employment in the commercial aviation industry?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
will you seek employment with a military defense contractor performing aircraft maintenance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
will you go to school full time?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
will you stay in the local area?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = MNT

And OEC = ENL

Q78 If you were given the opportunity to retrain into another Maintenance AFSC, would you?

- Yes
- No
- Don't know

Display This Question:

If target\_group = MNT

Q79 If you were given the opportunity to retrain or cross-flow into an AFSC outside Maintenance, would you?

- Yes
- No
- Don't know

Display This Question:

If target\_group = MNT

And If you were given the opportunity to retrain into another Maintenance AFSC, would you? = Yes

And If you were given the opportunity to retrain or cross-flow into an AFSC outside Maintenance, woul... = Yes

And OEC = ENL

Q80 Would you prefer to retrain into another Maintenance AFSC or into an AFSC outside of Maintenance?

- Another Maintenance AFSC
- An AFSC outside Maintenance
- Don't know

Display This Question:

If target\_group = MNT

And OEC = ENL

Q81 Have you been cut trained on tasks outside of your AFSC?

- Yes
- No

Skip To: Q84 If Have you been cut trained on tasks outside of your AFSC? = No

Display This Question:

If target\_group = MNT

And OEC = ENL

Q82 What percentage of time do you spend on a daily basis performing the tasks you are cut trained to rather than your primary tasks?

Allowed range: 0-100

Display This Question:

If target\_group = MNT

And OEC = ENL

Q83 Please indicate your level of agreement with the following statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
The cut training I received has been effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = MNT

Q84 How would you like your career path to be communicated to you?

- Supervisor
- MyVector
- Webpage
- Social Media
- Other \_\_\_\_\_

Display This Question:

If target\_group = NET

Q85 Please select your **core AFSC** if you are **Active Duty** and your **duty AFSC** if you are **Guard or Reserve**.

role != AD

- 17C Cyber Operations Commander
- 17D Network Operations
- 17S Cyber Warfare Operations
- None of the above

Display This Question:

If target\_group = NET

Q86 How many years do you have as 17X?

- Less than 4 years
  - 5-8 years
  - 9-12 years
  - More than 12 years
- 

Display This Question:

If target\_group = NET

Q87 Please select the response that best describes your job specialization.

- Mostly Offensive Cyberspace Operations (OCO) / Defensive Cyberspace Operations (DCO)
- Mostly DoDIN Ops (e.g., base comm, tactical/combat comm, E&I)
- Equally balanced between OCO/DCO and DoDIN Ops
- Other \_\_\_\_\_

Display This Question:

If target\_group = NET

Q88 Please indicate which of the following programs you have completed.

Select all that apply.

- WIC
- CNODP
- EWI
- EWS
- AFIT (with cyber specialty)
- None

Display This Question:

If target\_group = NET

Q89 Please indicate which of the following courses you have completed.

Select all that apply.

- CWO Course
- RIOT
- Intermediate Cyber Core Course
- Joint Advanced Cyber Warfare Course
- Joint Cyberspace Operations Planners Course
- CVA/Hunt Training Course
- None

Display This Question:

If target\_group = NET

Q90 Have you completed a tour as a functional instructor (e.g., UCT, Cyber 200/300)?

- Yes
- No

Display This Question:

If target\_group = NET

Q91 Did an assignment or deployment have an influence on your decision to separate/retire?

- Yes
- No

Display This Question:

If target\_group = NET

And Did an assignment or deployment have an influence on your decision to separate/retire? = Yes

Q92 Please provide comments on why an assignment or deployment had an influence on your decision to separate/retire.

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Display This Question:

If target\_group = NET



Q93 Please indicate how the limitation of remaining in a 17S Duty AFSC position influenced your decision to separate/retire.

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

---

*Display This Question:*

*If target\_group = NET*

Q94 Did you choose to receive the 17D Officer Retention Bonus (target years of services of 4 to less than 12 years)?

- N/A
- Yes
- No

---

*Display This Question:*

*If target\_group = NET*

*And Did you choose to receive the 17D Officer Retention Bonus (target years of services of 4 to less... = No*

Q95 Please provide any comments on why you chose not to receive the 17D Officer Retention Bonus.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

---

Display This Question:

If target\_group = CYB

Q96 Please select your **control AFSC** if you are **Active Duty** and your **duty AFSC** if you are **Guard or Reserve**.

- 1B4XX Cyber Warfare Operations
- 3D0XX Cyberspace Operations
- 3D1XX Cyberspace Systems
- None of the above

Skip To: Q160 If Please select your control AFSC if you are Active Duty and your duty AFSC if you are Guard or Res... = None of the above

Display This Question:

If target\_group = CYB

Q97 What is your assigned organizational level?

- Squadron/Flight
- Group/Center
- Wing
- NAF/MAJCOM/COCOM
- HAF

Display This Question:

If target\_group = CYB

Q98 Are you assigned to a joint manpower authorization?

- Yes
- No
- I don't know

Display This Question:

If target\_group = CYB

Q99 Please indicate your level of agreement with the following statements.

	N/A	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I was adequately trained to perform the mission related tasks under my responsibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The day to day tasks I am responsible for are appropriate for the training I have received.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Throughout my career, I felt a sense of identity and comradery with my peers in the same AFSC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cyber operations are a foundation of modern warfare.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The duties of my AFSC are fundamental to the success of the operational mission of the Air Force.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = PHY

Q100 Please select your **core AFSC** if you are **Active Duty** and your **duty AFSC** if you are **Guard or Reserve**.

- 41A Health Services
- 42X Biomedical Clinicians
- 43X Biomedical Specialists
- 44X Physician
- 45X Surgery (includes anesthesiologist, orthopedics, ophthalmologist, OB/GYN, ENT, physical medicine physician, surgeon, and urologist)
- 47X Dental
- 48X Aerospace Medicine
- None of the above

Skip To: Q106 If Please select your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Reserve. = 41A Health Services

Skip To: Q160 If Please select your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Reserve. = None of the above

Display This Question:

If target\_group = PHY

Q101 Please check all the special pays you received.

Select all that apply.

- Incentive special pay
- Additional special pay
- Multi-year special pay
- Retention bonus
- Board certification pay
- Consolidated Special Pay Incentive Pay
- Consolidated Special Pay Retention Bonus
- Consolidated Special Pay Board Certification Pay
- I did not receive any of the above special pays

Display This Question:

If target\_group = PHY

Q102 Please indicate your level of agreement with the following statements.

	N/A	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Incentive special pay is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional special pay is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multi-year special pay is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention Bonus is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board certification pay is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidated Special Pay Incentive Pay is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidated Special Pay Retention Bonus is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidated Special Pay Board Certification Pay is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If role != AD

And target\_group = PHY

Q103 Please check all the special pays you received.

Select all that apply.

- Health Professional Loan Repayment Program
- Health Professional Stipend Program
- Health Professional Cash Incentive
- Incentive Special Pay (ISP)
- I did not receive any of the above special pays

Display This Question:

If role != AD

And target\_group = PHY

Q104 Please indicate your level of agreement with the following statements.

	N/A	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Health Professional Loan Repayment Program is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Professional Stipend Program is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Professional Cash Incentive is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special Pay Incentive (SPI) Bonus Program is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = PHY

Q105 Special pay should...

Select all that apply.

- be periodically reviewed for adjustment (up or down).
- have eligibility criteria revised.
- not decrease for high year tenure personnel.
- be consistently paid throughout your career.
- None of the above

Display This Question:

If target\_group = PHY

Q106 Please indicate your level of agreement with the following statements.

My scope of professional responsibilities within the Air Force Medical Service (AFMS) (to include ANG and AFR medical professionals) is...

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
dynamic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
professionally rewarding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
challenging.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
stimulating.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = PHY

Q107 How has your scope of responsibilities in the AFMS influenced your decision to separate/retire?

- N/A
- Did not consider
- Strong influence to leave
- Influence to leave
- Neither an influence to stay nor leave
- Influence to stay
- Strong influence to stay

Display This Question:

If target\_group = PHY

Q108 Please provide any comments you wish to make about the benefits or challenges practicing medicine in the Air Force presents to you.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

Display This Question:

If target\_group = NUR



Q109 Please refer to your **core AFSC** if you are **Active Duty** and your **duty AFSC** if you are **Guard or Reserve**.

Is your AFSC 46X (Nurse)?

- Yes
- No

---

*Skip To: Q160 If Please refer to your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Rese... = No*

*Display This Question:*

*If target\_group = NUR*

Q110 Please check all the special pays you received.

*Select all that apply.*

- Incentive special pay
- Board certification pay
- Consolidated Special Pay Incentive Pay
- Consolidated Special Pay Retention Bonus
- Consolidated Special Pay Board Certification Pay
- I did not receive any of the above special pays

---

*Display This Question:*

*If target\_group = NUR*

Q111 Please indicate your level of agreement with the following statements.

	N/A	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Incentive special pay is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board certification pay is fair and equitable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidated Special Pay Incentive Pay is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidated Special Pay Retention Bonus is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidated Special Pay Board Certification Pay is fair and equitable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = NUR

Q112 Special pay should...

Select all that apply.

- be periodically reviewed for adjustment (up or down).
- have eligibility criteria revised.
- not decrease for high year tenure personnel.
- be consistently paid throughout your career.
- None of the above

Display This Question:

If target\_group = NUR

Q113 Throughout your career, did you feel valued for your nursing input by the nursing leadership at the...

	Yes	No	N/A
Squadron level?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group level?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
MAJCOM level?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SG Staff?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = NUR

Q114 What incentives do you feel would attract nurses to military nursing?

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

Display This Question:

If target\_group = NUR

Q115 Throughout your career, did you feel your work environment and conditions were conducive to providing safe patient care?

- Work environment and conditions were very safe
- Work environment and conditions were safe
- Work environment and conditions were not safe
- Work environment and conditions were very unsafe

Display This Question:

If target\_group = NUR

Q116 Throughout your career, did you feel you were a valued member of the team in which you worked daily?

- Yes
- No

Skip To: Q118 If Throughout your career, did you feel you were a valued member of the team in which you worked daily? = Yes

---

Display This Question:

If target\_group = NUR

Q117 Please explain why you did not feel like a valued member of the team.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

Display This Question:

If role = AD

And target\_group = NUR

Q118 Do you believe there is fair and equitable promotion opportunity within AFMS?

- Yes
- No

Skip To: Q160 If Do you believe there is fair and equitable promotion opportunity within AFMS? = Yes

---

Display This Question:

If target\_group = NUR

And role = AD

And Do you believe there is fair and equitable promotion opportunity within AFMS? = No

Q119 Please explain why you do not believe there is fair and equitable promotion opportunity within AFMS.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

---

Display This Question:

If target\_group = RAT

Q120 Please select your **Core AFSC** if you are **Active Duty Officer**, **Control AFSC** if you are **Active Duty Enlisted**, and **Duty AFSC** if you are **Guard or Reserve**.

OEC = OFF

- 11X Pilot

OEC = OFF

- 12X Combat Systems Officer

OEC = OFF

- 13B Air Battle Manager

OEC = OFF

- 13L Air Liaison Officer

OEC = OFF

- 18X Remotely Piloted Aircraft (RPA) Pilot

OEC = ENL

- 1U1X1 Remotely Piloted Aircraft (RPA) Pilot
- None of the above

Display This Question:

If target\_group = RAT

Q121 Please indicate your level of agreement with the following statement.

I am currently seeking or plan to seek employment in the aviation industry as a pilot.

- N/A, I already work for the aviation industry as a pilot
  - Strongly disagree
  - Disagree
  - Neither agree nor disagree
  - Agree
  - Strongly agree
- 

Display This Question:

If target\_group = RAT

Q122 Please indicate your level of agreement with the following statement.

I am currently seeking or plan to seek employment in the aviation industry in a non-pilot position.

- N/A, I already work for the aviation industry in a non-pilot position
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Display This Question:

If target\_group = RAT

Q123 What major weapon system are you primarily associated with?

A-10	C-40	HH-60
AC-130J	C-5	KC-10
AC-130U	CV-22	KC-135
AC-130W	E-3	KC-46
B-1	E-4	MC-12
B-2	E-8	MC-130H
B-52	EC-130H	MC-130J
C-12	EC-130J	MQ-1
C-130H	F-15	MQ-9
C-130J	F-15E	RC/OC/WC 135
C-145	F-16	RQ-4
C-146	F-22	RQ-170
C-17	F-35	U-2
C-21	HC-130J	U-28
C-37	HC-130P	UH-1N
Other _____		

Display This Question:

If target\_group = RAT

And Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... != 1U1X1 Remotely Piloted Aircraft (RPA) Pilot

Q124 Did you receive the aviation bonus (AvB) during your career?

- Yes
- No

Skip To: Q127 If Did you receive the aviation bonus (AvB) during your career? = Yes

Display This Question:

If target\_group = RAT

And Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... != 1U1X1 Remotely Piloted Aircraft (RPA) Pilot

Q125 Were you eligible to receive 'the bonus?'

- Yes
- No

Skip To: Q127 If Were you eligible to receive 'the bonus?' = No

Display This Question:

If target\_group = RAT

And Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... != 1U1X1 Remotely Piloted Aircraft (RPA) Pilot

Q126 If you would like to provide any comments on why you chose not to take 'the bonus', please do so below.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

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Display This Question:

If target\_group = RAT

And Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... != 1U1X1 Remotely Piloted Aircraft (RPA) Pilot

Q127 How did the following influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Aviation Bonus (AvB) (aka 'the bonus')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aviation Incentive Pay (AvIP) (aka 'flight pay')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay gap between major airline salaries and military compensation (including AvB and AvIP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = RAT

Q128 Please rank the following factors on how they influenced your decision to leave the Air Force, with the most influential at the top.

- \_\_\_\_\_ Changes in Unit Manning
- \_\_\_\_\_ Changes in Flying Hours
- \_\_\_\_\_ Operational Tempo
- \_\_\_\_\_ Additional Duties
- \_\_\_\_\_ Resources
- \_\_\_\_\_ Bonus/Compensation
- \_\_\_\_\_ Mission

Display This Question:

If target\_group = RAT

And Please select your Core AFSC if you are Active Duty Officer, Control AFSC if you are Active Duty... != 1U1X1 Remotely Piloted Aircraft (RPA) Pilot

Q129 Based on airline industry hiring, what annual bonus value would it take for the Air Force to close the pay gap and offset the factors identified in the previous question?

- None, an annual bonus is not needed to close the pay gap
- \$25,000
- \$30,000
- \$40,000
- \$50,000
- \$60,000
- More than \$60,000

*Display This Question:*

*If target\_group = RAT*

Q130 How many years do you believe is an appropriate ADSC for completing your AFSC's Undergraduate Flying Training (UFT) or Undergraduate RPA Training (URT)?

- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15

Display This Question:

If target\_group = RAT

Q131 Would you have accepted a longer UFT or URT service obligation that included an option to blend both Regular Air Force and Air Reserve Component (ARC) service? For example, a Total Force Service Commitment of 8 years in the Regular Air Force, followed by 7 years in the ARC (Air National Guard or Air Force Reserve).

- Definitely
- Probably
- Unsure
- Probably not
- Definitely not

Display This Question:

If target\_group = RAT

Q132 If 15 years was the agreed-upon Total Force Service Commitment for Undergraduate Pilot Training, what service blend do you believe would be the most appropriate?

- N/A, I am not a pilot
- 15 years, all RegAF
- 5 years RegAF, 10 years ARC
- 6 years RegAF, 9 years ARC
- 7 years RegAF, 8 years ARC
- 8 years RegAF, 7 years ARC
- 9 years RegAF, 6 years ARC
- 10 years RegAF, 5 years ARC
- 15 years, all ARC
- I do not believe 15 years is an appropriate Total Force Service Commitment

Skip To: Q134 If 15 years was the agreed-upon Total Force Service Commitment for Undergraduate Pilot Training,... = N/A, I am not a pilot

---

*Display This Question:*

*If target\_group = RAT*

Q133 If 15 years was the agreed-upon Total Force Service Commitment, would you have found it desirable during your career to be able to transition back and forth between RegAF and the Guard or Reserve if your needs and the needs of the Air Force allowed?

- Yes
- No
- Not sure

*Display This Question:*

*If target\_group = RAT*

Q134 How would a non-flying assignment (i.e., staff position) have affected your decision to separate/retire?

- N/A
  - Would not consider this
  - Strong influence to leave
  - Influence to leave
  - Neither an influence to stay nor leave
  - Influence to stay
  - Strong influence to stay
-

---

Display This Question:

If target\_group = RAT

Q135 **Additional duties** include duties other than those related to the performance of your flying duties (mission planning, flying, debriefing, instructing, or studying) or your duties as a rated officer serving on a staff.

How many hours per week do you spend performing additional duties?

- None, I do not perform any additional duties
- Less than 10
- 10 - 15
- 16 - 20
- 21 - 25
- 26 - 30
- 31 - 35
- 36 - 40
- More than 40

Skip To: Q137 If Additional duties include duties other than those related to the performance of your flying dutie... = None, I do not perform any additional duties

---

Display This Question:

If target\_group = RAT

Q136 To what degree does the time you spend on additional duties, such as office duties or additional taskers, impact your proficiency level and expertise on your MWS?

- No impact
- Slight negative impact
- Moderate negative impact
- Severe negative impact

*Display This Question:*

*If target\_group = RAT*

Q137 How many hours per week do you spend performing educational coursework or studying (such as for higher education or PME)?

- None, I am not currently enrolled in any coursework
- Less than 10
- 10 - 15
- 16 - 20
- 21 - 25
- 26 - 30
- 31 - 35
- 36 - 40
- More than 40

*Skip To: Q139 If How many hours per week do you spend performing educational coursework or studying (such as for h... = None, I am not currently enrolled in any coursework*

*Display This Question:*

*If target\_group = RAT*

Q138 To what degree does the time you spend on educational coursework or studying (such as for higher education or PME) impact your proficiency level and expertise on your MWS?

- No impact
- Slight negative impact
- Moderate negative impact
- Severe negative impact

*Display This Question:*

*If target\_group = RAT*

Q139 Would you have been willing to serve in a capacity in which your focus was primarily on flying and not career development (and potentially limit your promotion eligibility)?

- Yes
- No

*Skip To: Q160 If Would you have been willing to serve in a capacity in which your focus was primarily on flying an... = No*

---

*Display This Question:*

*If target\_group = RAT*

Q140 Which of the following would be your preferred career path track?

- Current career development track
- 'Fly only' track in the active duty
- 'Fly only' track in the ARC (Traditional role-not full time or AGR)

*Skip To: Q160 If Which of the following would be your preferred career path track? = Current career development track*

*Skip To: Q160 If Which of the following would be your preferred career path track? = 'Fly only' track in the ARC (Traditional role-not full time or AGR)*

---

Display This Question:

If target\_group = RAT

Q141 How many assignments outside your MWS (i.e. ALO, UPT, etc.) over a typical 20 year career would you find acceptable in a 'fly only' track?

- 1
- 2
- 3
- 4

Display This Question:

If target\_group = CHA

Q142 Please refer to your **core AFSC** if you are **Active Duty** and your **duty AFSC** if you are **Guard or Reserve**.

Is your AFSC 52R (Chaplain)?

- Yes
- No

Skip To: Q160 If Please refer to your core AFSC if you are Active Duty and your duty AFSC if you are Guard or Rese... = No

---



Display This Question:

If target\_group = CHA

Q143 What faith group do you represent?

- Church of Jesus Christ of Latter-Day Saints
- Eastern Orthodox
- Jewish
- Muslim
- Protestant
- Roman Catholic
- Other \_\_\_\_\_

Display This Question:

If target\_group = CHA

Q144 Overall, how satisfied are you with...

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
your quality of life as an Air Force chaplain?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
serving in a pluralistic and interfaith environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
the number of religious ceremonies you participate in?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = CHA

Q145 Do you believe the Air Force lifestyle is conducive to serving as a clergy person of your faith?

- Yes
- No
- Don't know

Skip To: Q147 If Do you believe the Air Force lifestyle is conducive to serving as a clergyperson of your faith? = Yes

Skip To: Q147 If Do you believe the Air Force lifestyle is conducive to serving as a clergyperson of your faith? = Don't know

Display This Question:

If target\_group = CHA

Q146 Please briefly discuss why you believe the Air Force lifestyle is **not** conducive to serving as a clergyperson of your faith.

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Display This Question:

If target\_group = CHA

Q147 Do you believe discrimination occurs that makes it more difficult for a chaplain of your denomination/faith group to be promoted compared to chaplains of other denominations/faith groups?

- Yes
- No
- Don't know

Skip To: Q149 If Do you believe discrimination occurs that makes it more difficult for a chaplain of your denomina... = No

Skip To: Q149 If Do you believe discrimination occurs that makes it more difficult for a chaplain of your denomina... = Don't know

Display This Question:

If target\_group = CHA

Q148 Please briefly discuss why it is more difficult for a chaplain of your denomination/faith group to be promoted compared to chaplains of other denominations/faith groups.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

Display This Question:

If target\_group = CHA

Q149 Overall, how satisfied are you with the balance between practicing your chaplain specialty duties and fulfilling your other Air Force-related duties?

- Very dissatisfied
- Dissatisfied
- Neither satisfied nor dissatisfied
- Satisfied
- Very satisfied

Display This Question:

If Overall, how satisfied are you with the balance between practicing your chaplain specialty duties... = Very dissatisfied

Or Overall, how satisfied are you with the balance between practicing your chaplain specialty duties... = Dissatisfied

And If

target\_group = CHA

Q150 Please explain why you are dissatisfied with the balance between practicing your chaplain specialty duties and fulfilling your other Air Force-related duties.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

---

Display This Question:

If target\_group = CHA

Q151 How has your overall health/fitness been impacted by being an Air Force chaplain?

- It has improved
- It has not been impacted
- It has deteriorated

Display This Question:

If target\_group = CHA

Q152 What aspect of being an Air Force chaplain did you enjoy most?

- Opportunities to travel/deploy
- Pay and benefits
- Working in a structured environment
- Working in a multi-cultural environment
- Working with and attending to the spiritual needs of military personnel
- Other

---

Display This Question:

If What aspect of being an Air Force chaplain did you enjoy most? = Other

And target\_group = CHA

Q153 What other aspects did you enjoy most about being an Air Force Chaplain?

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---

Display This Question:

If target\_group = CHA

Q154 What aspect of being an Air Force chaplain did you enjoy least?

- Work schedule
- Work environment
- Deployments
- Paperwork/administration/bureaucracy
- Additional duties
- PME
- Fitness standards
- Pay
- Not able to find time to take leave
- Other

Display This Question:

If What aspect of being an Air Force chaplain did you enjoy least? = Other

And target\_group = CHA

Q155 What other aspects did you least enjoy about being an Air Force chaplain?

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

---

Display This Question:

If target\_group = CHA

Q156 How did the following aspects of your job influence your decision to separate/retire?

	N/A	Did not consider	Strong influence to leave	Influence to leave	Neither an influence to stay nor leave	Influence to stay	Strong influence to stay
Sharing sanctuary space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Serving in a pluralistic and interfaith environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to participate in religious ceremonies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Balance of chaplain specialty duties and other Air Force duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = CHA

Q157 Please indicate how the following individuals have influenced your decision to separate/retire.

	N/A	Encouraged me to remain in the Air Force	No influence either way	Encouraged me to separate/retire from the Air Force
Your wing chaplain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your ecclesiastical superior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If target\_group = CHA

Q158 Would you recommend being an Air Force chaplain to other clergypersons of your faith?

- Yes
- No
- Don't know

Skip To: Q160 If Would you recommend being an Air Force chaplain to other clergypersons of your faith? = Yes

Skip To: Q160 If Would you recommend being an Air Force chaplain to other clergypersons of your faith? = Don't know

Display This Question:

If target\_group = CHA

Q159 Please briefly discuss why you would not recommend being an Air Force chaplain to other clergypersons of your faith.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

---

Q160 What is your perception regarding the availability of jobs in the civilian work force in your current military career field?

- Plentiful
- Available
- Few
- Unavailable
- No direct job counterpart
- Don't know

Display This Question:

If role = AD

Or role = FT

Q161 If you plan to work after you leave the Air Force, do you already have a job arranged?

- N/A, I do not plan to work immediately after separating/retiring
- Yes
- No

Skip To: Q163 If If you plan to work after you leave the Air Force, do you already have a job arranged? = Yes

---

Display This Question:

If role = AD

Or role = FT

Q162 How would you rate your chances of being hired in the civilian work force based on your military experience and training...

	N/A	Excellent	Good	Fair	Poor	Don't know
in your present (military) career field?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
in a career that is unrelated to your military skills?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Display This Question:

If role = AD

Or role = FT

Q163 Please indicate how you think the following benefits in the private sector compare with Air Force benefits.

	Better in the Air Force	About the same	Better in the private sector	Don't know
Long-term pay and compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health coverage benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hours worked per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hours allowed for physical training during work hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of time expected to be away from your family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job stability (less geographic movement)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If role = AD

Or role = FT

Q164 Have you been actively recruited by outside agencies for civilian employment?

- Yes
- No

Q165 Air Force leadership would like to hear any comments or ideas that would answer:

What would keep you from leaving the Air Force?

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

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Q166 Please provide any final comments you may have pertaining to what influenced you to separate/retire.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

---

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am separating involuntarily.*

*And role = AD*

Q167 Do you plan to join the Air National Guard or Air Force Reserve?

- Yes, I plan to join the ANG
- Yes, I plan to join the AFR
- No
- Undecided
- N/A - I am not eligible to join the ANG/AFR

*Skip To: Q169 If Do you plan to join the Air National Guard or Air Force Reserve? = N/A - I am not eligible to join the ANG/AFR*

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am separating involuntarily.*

*And role = AD*

Q168 Please indicate how the following factors influenced your decision regarding the Air National Guard (ANG) or Air Force Reserve (AFR).

	N/A	Not considering this	Strong influence to NOT join	Influence to NOT join	Neither an influence to join/not join	Influence to join	Strong influence to join
Desire to continue serving	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continue progression towards military retirement benefits	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current deployment/operations schedule for ANG/AFR	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location of ANG/AFR unit(s)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to be hired by an ANG/AFR unit	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of a desired position at an ANG/AFR unit	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family situation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical insurance available via TRICARE Reserve	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
'Safety net' while transitioning to a civilian career	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring involuntarily.*

*Or You have been asked to participate in this survey because our records indicate that you have an e... = I am separating involuntarily.*

Q169 Based on your overall experience in the Air Force, if someone asked you about joining the military, what would you recommend?

*Select all that apply.*

- Air Force
- Army
- Coast Guard
- Marine Corps
- Navy
- Would recommend joining the military, but not a specific service
- Would not recommend joining the military

*Skip To: Q171 If Based on your overall experience in the Air Force, if someone asked you about joining the militar... = Air Force*

---

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring involuntarily.*

*Or You have been asked to participate in this survey because our records indicate that you have an e... = I am separating involuntarily.*

Q170 Is your recommendation regarding joining the Air Force influenced by your involuntary separation/retirement?

- Yes
- No

*Skip To: Q175 If Is your recommendation regarding joining the Air Force influenced by your involuntary separation/... = Yes*

*Skip To: Q175 If Is your recommendation regarding joining the Air Force influenced by your involuntary separation/... = No*

---

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring involuntarily.*

*Or You have been asked to participate in this survey because our records indicate that you have an e... = I am separating involuntarily.*

Q171 What component(s) of the Air Force would you recommend?

*Select all that apply.*

- Air National Guard
  - Air Force Reserve
  - Regular Air Force
- 

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).*

Q172 Would you have remained in the Air Force longer, if permitted?

- Yes
  - No
  - Don't know
- 

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).*

Q173 Based on your overall experience in the Air Force, if someone asked you about joining the military, what would you recommend?

*Select all that apply.*

- Air Force
- Army
- Coast Guard
- Marine Corps
- Navy
- Would recommend joining the military, but not a specific service
- Would not recommend joining the military

*Display This Question:*

*If Based on your overall experience in the Air Force, if someone asked you about joining the militar... = Air Force*

*And You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).*

Q174 What component(s) of the Air Force would you recommend?

*Select all that apply.*

- Air National Guard
- Air Force Reserve
- Regular Air Force

*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring/separating due to high year tenure (enlisted) or Mandatory Separation Date (officers).*

*Or You have been asked to participate in this survey because our records indicate that you have an e... = I am retiring involuntarily.*

*Or You have been asked to participate in this survey because our records indicate that you have an e... = I am separating involuntarily.*

Q175 If you would like to provide any final comments on your Air Force experiences, please do so below.

*Do NOT provide names of individuals, units, or locations. Remember OPSEC guidance and do not discuss or comment on classified or operationally sensitive information. We cannot provide confidentiality to a participant regarding comments involving criminal activity/behavior, or statements that pose a threat to yourself or others.*

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Q176

If you wish to review/edit your responses, you may do so by selecting the Previous button (<<).

Select the Next button (>>) to submit your survey.

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*Display This Question:*

*If You have been asked to participate in this survey because our records indicate that you have an e... = I am not separating or retiring.*

Q177

You indicated that you are **not** separating or retiring.

If this is incorrect, please select the **Back** button (<<) **to correct your answer.**

Otherwise, please select the **Next** button (>>) **to proceed.**