

Coast Guard Career Intentions Survey (CIS)

Purpose: This survey is to help Coast Guard Line, Program, and Community managers understand why ACTIVE DUTY members are staying in the Coast Guard, transitioning between components (to: Reserve, Civilian, and Auxiliary), or are leaving the Coast Guard. It will inform areas and opportunities which may help to retain top talent and skilled leaders.

Discussion: Results of the Coast Guard Career Intentions Survey (CIS) may be compared to the CG-Organizational Assessment Survey results and other data such as reenlistment rates and CG Human Resource Information. This use of data is in line with managing CG Human Resources by measurable results to meet the people needs of the Coast Guard and the needs of Coast Guard people.

Instructions: Select the answer that best states your opinion to the questions below. Your individual responses will only be seen by the analyst. No one in the chain-of-command of any respondent will see individual survey responses. This survey will take approximately 10 minutes.

The Assistant Commandant for Human Resources, Office of HR Strategy and Capability Staff (CG-1B) manages the CIS process. If you have questions or concerns about taking the survey please contact the CG CIS Manager (HQS-DG-CGHRExitSurvey or 202-475-5015).

PRIVACY AND INFORMED CONSENT:

In accordance with Public Law 93-579, The Privacy Act of 1974, providing the information requested in this survey is voluntary; also, 49 CFR 11.116 states a requirement for informed consent.

PRINCIPAL PURPOSE: This survey is being conducted to better understand attitudes and perceptions of Coast Guard members.

ROUTINE USES: The information you provide will be treated confidentially. The data will be summarized and used to identify strengths and areas for improvement in Coast Guard policies and practices.

PARTICIPATION: Your response to any item is voluntary. If you choose not to answer an item your choice will reduce the accuracy of the result and may hamper the Coast Guard's efforts to evaluate the effectiveness of policies and practices. Your responses are needed to ensure the validity of the survey. Inquiries about this survey may be directed the CG CIS Manager (HQS-DG-CGHRExitSurvey or 202-475-5015),

AGREE

DISAGREE

Are you planning on leaving the Coast Guard Active Duty in the next 12 months?

YES

NO

If Yes, go to “Leavers Questions”; if No, go to “Stayers Questions”

LEAVERS Questions:

Do you consider your departure to be voluntary?

YES

NO

If yes,

Under what circumstances are you leaving (check all that apply):

Voluntarily Retirement

Resignation of Commission

RELAD

End of Enlistment

Using the TEMPSEP program

Transfer to Reserves

Other _____

My deciding factor is (select the most appropriate answer):

Retiring – won’t pursue other employment

New Job Opportunity

Spend time with family

Start a family

Pursue Education

Current leadership (Local unit)

Organizational Leadership

My skills aren’t valued by organization

Other _____

If No,

Involuntary Retirement

Failure to select for promotion

Not recommended for reenlistment

Administrative Discharge

Medical Discharge

UCMJ Discharge

Forced Separation due to weight policy

Other _____

Go to Core Questions:

Stayers Questions:

How long do you currently plan to stay in the Coast Guard?

1-4 years 5-10 years 10+ years Until Forced out

Go to Core Questions:

Core Questions:

Core Questions	Rank your agreement with the following statements				
	1=Strongly disagree	2	3=Neutral	4	5=Strongly Agree
I had the right amount of control over my own career and future.					
Job expectations were clearly communicated.					
CG Members/Employees can influence decisions affecting their work.					
Differences among individuals were valued and respected.					
Complaints and problems were resolved fairly.					
My supervisor provided the guidance needed to perform my job.					
I had the materials and equipment needed to do my work right.					
CG Members/Employees were kept informed about issues affecting their job.					
My job effectively used my skills and abilities.					
CG Members/Employees received the training needed to do their jobs.					
Rewards and recognition were linked to performance.					
I have had sufficient training to do a good job.					

I have experienced harassment while in the CG					
The goals of my work group have been clear.					
I had the right amount of control over my job.					
The morale within my work-group was good.					
My job gave me a feeling of personal accomplishment.					
I am treated with dignity and respect at my unit.					
People in my workgroup felt they were involved in the way work gets done.					
The Coast Guard missions are important to me.					
I had the opportunity to work on special projects/programs.					
A spirit of cooperation and teamwork exists within the Coast Guard.					
At my current unit, the workload was distributed fairly.					
Training opportunities were distributed fairly.					
I had adequate opportunity for career advancement.					
My pay was fair compensation for my work.					
I have witnessed harassment while in the CG.					
Evaluations fairly reflected the performance.					

All things considered, was your original choice to join or work for the Coast Guard a good decision?

YES

NO