



Information and Technology for Better Decision Making

Tabulations of Responses from the 2002 Status of the Armed Forces Survey- Workplace and Gender Relations

Volume 1

**Demographics, Workplace Information,
Mentoring, Readiness, Health and Well-Being**

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TABULATIONS OF RESPONSES FROM THE 2002 STATUS OF THE ARMED FORCES SURVEY – WORKPLACE AND GENDER RELATIONS

VOLUME 1 DEMOGRAPHICS, WORKPLACE INFORMATION, MENTORING, READINESS, HEALTH AND WELL-BEING

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2002 STATUS OF THE ARMED FORCES SURVEYS WORKPLACE AND GENDER RELATIONS: TABULATIONS OF RESPONSES, VOLUMES 1 & 2

Preface

The 2002 Status of the Armed Forces Surveys—Workplace and Gender Relations (Form 2002GB) continues a line of research begun in 1988. In 1988 and 1995, the Defense Manpower Data Center (DMDC) conducted Joint Service surveys of active-duty members on sexual harassment/gender issues. The 1995 survey, *Status of the Armed Forces Surveys: Form B—Gender Issues*, was designed to both estimate the level of sexual harassment in the Services and provide new information on a variety of potential antecedents and consequences of harassment (Bastian, Lancaster, & Reyst, 1996). The new measures were intended to increase our understanding of sexual harassment and of policies and programs that prevent it from occurring.

- *Gender-Related Experiences in Military* – includes questions on the extent to which gender experiences were reported and, if reported, members' satisfaction with the complaint process and outcome.
- *Personnel Policy and Practices* – includes questions on the amount of training on sexual harassment, members' assessment of the effectiveness of training received, and Service members' views on current policies designed to prevent or reduce sexual harassment.

Volume 1 of the tabulations covers the first four sections of the survey; Volume 2 covers the remaining two sections of the survey.

Survey Methodology

Survey Design

The *2002 Status of the Armed Forces Surveys—Workplace and Gender Relations* (Form 2002GB) was designed to provide users with timely, policy-relevant information. A copy of the survey is provided in Appendix A. The survey was constructed around a core of questions grouped into six sections.

- *Background* – includes information on gender, race/ethnic status, education, duty status, Service, paygrade, and length of time in service.
- *Workplace Information* – includes questions on permanent duty station, supervisors, leadership, and coworkers.
- *Mentoring* – includes questions on use of mentors and their background and helpfulness.
- *Readiness, Health, and Well-Being* – includes questions on individual preparedness and physical and emotional health.

Sample Design

The population of inferential interest for *2002 Status of the Armed Forces Surveys—Workplace and Gender Relations* (Form 2002GB) consisted of all active duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard, up to and including paygrade O-6 with at least 6 months of service at the time the first questionnaire was mailed. The sampling frame included only those members who were on active duty in May 2001. Final eligibility was limited to those 1) who were in the December 2001 Active Duty Master File (ADMF) and 2) who were in the September 2001 Defense Enrollment Eligibility Reporting System (DEERS) Medical point-in-time (PIT) extract. Sampled members were flagged as ineligible (n=5,903; 9.8% of the sample) if they either were not in the December 2001 ADMF or were ineligible for benefits in the September 2001 DEERS PIT extract.

The initial sample for the Form 2002GB consisted of a non-proportional stratified, single stage random sample of 60,415 individuals, of whom 56,521 were determined to be eligible members of the population. The sample design considered requirements for analyses by Service, gender, paygrade group, and racial/ethnic group membership. Details of the sample design and expected precision levels are reported by George and Kroger (2003).

Survey Administration

The survey administration process began in December 2001, with the mailout of notification letters to all sample members (minus original ineligible). These letters informed members they had been selected to be in the sample and would be receiving a survey shortly. This letter and all subsequent letters gave an option to complete the survey on the Web. Three weeks later, sample members received a survey with a cover letter. Two weeks after the first survey mailing, reminder/thank-you letters were sent to all sample members. Two weeks after the reminder/thank-you letter mailing, a second survey with a new cover letter was mailed to each sample member who had not returned a survey (paper or Web). Four weeks after the second survey mailing, a third survey with a new cover letter was mailed to each sample member who had not returned a survey (paper or Web). The survey field closed on April 23, 2002. Completed surveys were received from 19,960 eligible members, which resulted in an eligibility-adjusted response rate of 36%.

Analytic Procedures

Estimation Procedures

The 2002 survey used a complex sample design that required weighting to produce population estimates such as percentages. The differential weighting means that some standard statistical software packages correctly compute standard errors, variances, or tests of statistical significance. For this report, variances were computed using WesVar,¹ a software application specifically designed to provide valid statistical variance estimates for complex surveys. WesVar uses replication methods for variance estimation.²

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the random variation around population parameters such

¹ WesVar[®] is a registered trademark of Westat, Rockville, MD, USA.

² Replication is an empirical method of establishing sample variation by drawing repeated subsamples from the obtained sample and comparing results to those obtained for the full sample. This empirical calculation of variance borrows from the theory of sample variation by creating repeated samples to establish confidence intervals. Replication methodology produces variance estimates close to those produced using Taylor series linearization methodology, a theory-based method of variance estimation.

as percentages or means. These tabulations report percentages and their 95% confidence intervals.

Percentages in these tabulations are reported with Wilson confidence intervals, which are asymmetric (Wilson, 1927; Newcombe, 1988). Wilson confidence intervals have a lower bound of 0% and an upper bound of 100%. This restriction means that while the lower half of a symmetric confidence interval can go below 0%, the lower half of a Wilson confidence interval cannot. Likewise, while the upper half of a symmetric confidence interval can exceed 100%, using the standard approach, the Wilson method bounds the upper endpoint of the interval at 100%.

Subgroups

Survey results are tabulated in these reports for the Department of Defense as a whole and for subgroups defined by Service, paygrade, and respondent gender. Respondents were assigned to categories within subgroups primarily through answers provided on the survey. The members' administrative record data were used where survey response data were missing on a member's Service, paygrade, or gender.

Subgroups were constructed as follows:

- Service is defined by the response to Q6, "In what Service are you?" Observations are assigned to one of five categories: Army, Navy, Marine Corps, Air Force, or Coast Guard.
- Paygrade is based on Q7, "What is your current paygrade?" The original 20 categories are collapsed to five for analyses: E1-E4; E5-E9; W1-W5; O1-O3; and O4-O6.
- Gender is obtained from Q1, "Are you: (1) Male (2) Female," and is coded accordingly.

Constructed Variables

Tabulated results in these volumes generally present data for individual survey items. The exceptions are constructed scales for race/ethnicity and for incidence-rate variables. The race and ethnicity questions have been combined and are reported in accordance with the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). The incident-rate measures have been created from 19 behaviorally-based survey items.

Historically, there have been dramatic differences in how the DoD and Service surveys of gender issues measure sexual harassment. The use of varying survey measures of sexual harassment led to inconsistent incident rates within the DoD. In November 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD (EO)) convened a meeting of Service and Reserve Component representatives to review existing measures and make recommendations for a standardized method for use in both Service-wide and DoD-wide surveys. The resulting measure is based on two survey questions which represent the “DoD Sexual Harassment Core Measure.”

The first question in the core sexual harassment measure is Question 55 on Form 2002GB. It lists 19 behaviors that cover a broad spectrum of situations potentially considered harassment—from telling dirty or offensive jokes, for example, to more egregious incidents, such as sexual assault. The question asks respondents to indicate how often they had been in situations involving these behaviors with the response categories of a five-point frequency scale ranging from “Never” to “Very often.” While the list is comprehensive in scope, treating the measures as individual items is not practical for analytic purposes. Factor analyses were conducted to collapse the 19 items into scales. This effort resulted in five major categories:

- Crude/Offensive Behaviors (items 55a, c, e, f);
- Sexist Behaviors (items 55b, d, g, i);
- Unwanted Sexual Attention (items 55h, j, m, n);
- Sexual Coercion (items 55k, l, o, p); and
- Sexual Assault (items 55q, r).

Question 56, the other question in the core sexual harassment measure, asks respondents to indicate whether they considered the behaviors to be sexual harassment (i.e., none, some, all). This latter question was used in calculating the incident rate for overall sexual harassment.

Data Suppression

Unstable estimates resulting from a small number of observations or from large variance in the data or weights were suppressed or annotated. The following rules were used:

- A cell estimate (reported as a percentage) was not published if the unweighted size of the denominator in that cell was less than 30. These cells are annotated “NR” (Not Reported).

- A cell estimate (reported as a percentage) was published with an asterisk if the unweighted cell size of the denominator was 30 to 59.
- A cell estimate was published with an asterisk if the relative standard error for that estimate was greater than 30%.

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Table 1.1**Gender: By Service**

1. Are you . . . ?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	1,256,947	1,224,719	416,580	333,584	149,322	325,234	32,228
Male	84.9	84.8	84.4	85.7	93.5	80.5	88.7
	(84.8,85.1)	(84.7,85.0)	(84.0,84.7)	(85.4,86.0)	(93.0,94.0)	(80.2,80.9)	(87.7,89.6)
Female	15.1	15.2	15.6	14.3	6.5	19.5	11.3
	(14.9,15.2)	(15.0,15.3)	(15.3,16.0)	(14.0,14.6)	(6.0,7.0)	(19.2,19.8)	(10.4,12.3)

Table 1.2**Gender: By Paygrade and Gender**

1. Are you . . . ?

	Paygrade					Gender	
	Enlisted Personnel		Warrant Officers	Commissioned Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	476,784	570,803	16,626	108,301	84,432	1,067,685	189,262
Male	82.2 (81.7,82.8)	87.0 (86.6,87.4)	93.1 (92.2,93.9)	83.3 (82.7,84.0)	87.1 (86.2,87.9)	100.0 (N/A,N/A)	0.0 (N/A,N/A)
Female	17.8 (17.3,18.3)	13.0 (12.6,13.4)	6.9 (6.1,7.8)	16.7 (16.0,17.3)	12.9 (12.1,13.8)	0.0 (N/A,N/A)	100.0 (N/A,N/A)

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 1.3**Gender: By Gender Within Service**

1. Are you . . . ?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	351,532	65,048	285,998	47,586	139,612	9,709	261,952	63,282	28,591	3,637
Male	100.0	0.0	100.0	0.0	100.0	0.0	100.0	0.0	100.0	0.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Female	0.0	100.0	0.0	100.0	0.0	100.0	0.0	100.0	0.0	100.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 1.4**Gender: By Gender Within Paygrade**

1. Are you . . . ?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	392,010	84,775	496,403	74,400	15,480	1,146	90,264	18,038	73,529	10,903
Male	100.0	0.0	100.0	0.0	100.0	0.0	100.0	0.0	100.0	0.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Female	0.0	100.0	0.0	100.0	0.0	100.0	0.0	100.0	0.0	100.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 2.1**Highest Degree or Level of School Completed: By Service**

2. What is the highest degree or level of school that you have completed?

Mark the one answer that describes the highest grade or degree that you have completed.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,185	10,967	3,669	3,055	1,772	2,472	218
Responding on Item	1,245,762	1,213,752	412,911	330,529	147,550	322,762	32,010
Less than 12 years of school (no diploma)	0.2* (0.1,0.4)	0.2* (0.1,0.4)	0.1* (0.0,0.2)	0.4* (0.2,1.1)	0.3* (0.1,0.8)	0.1* (0.0,0.7)	0.3* (0.1,1.3)
GED or other high school equivalency certificate	2.4 (2.0,2.9)	2.4 (2.0,2.9)	3.5 (2.7,4.6)	3.4 (2.6,4.4)	1.5 (0.9,2.5)	0.2* (0.1,0.4)	2.8 (1.8,4.2)
High school diploma	26.9 (26.0,27.9)	26.9 (25.9,27.9)	23.4 (21.8,25.2)	31.7 (29.7,33.8)	50.2 (47.2,53.3)	15.8 (14.6,17.1)	26.9 (24.3,29.7)
Less than 2 years of college credits, but no college degree	34.6 (33.6,35.7)	34.6 (33.6,35.7)	35.2 (33.3,37.2)	34.2 (32.3,36.1)	28.0 (25.3,30.9)	37.4 (35.8,38.9)	34.4 (31.5,37.5)
2-year college degree (AA/AS)	5.2 (4.9,5.6)	5.2 (4.9,5.6)	5.9 (5.2,6.8)	3.9 (3.3,4.6)	2.2 (1.5,3.2)	7.1 (6.4,7.9)	4.2 (3.1,5.6)
More than 2 years of college credits, but no 4-year college degree	10.1 (9.6,10.7)	10.1 (9.6,10.7)	11.3 (10.2,12.5)	8.0 (7.1,9.1)	5.8 (4.7,7.2)	12.7 (11.6,13.8)	11.6 (9.5,14.1)
4-year college degree (BA/BS)	9.0 (8.4,9.6)	9.0 (8.4,9.6)	9.9 (9.1,10.7)	8.5 (7.6,9.5)	6.9 (6.0,7.9)	9.2 (8.2,10.2)	10.5 (9.0,12.1)
Some graduate school, but no graduate degree	3.3 (3.0,3.7)	3.3 (3.0,3.7)	3.3 (2.7,3.9)	2.7 (2.2,3.2)	2.2 (1.7,2.9)	4.5 (3.9,5.3)	2.6 (1.9,3.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 2.1 (continued)***Highest Degree or Level of School Completed: By Service***

2. What is the highest degree or level of school that you have completed?

Mark the one answer that describes the highest grade or degree that you have completed.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,185	10,967	3,669	3,055	1,772	2,472	218
Responding on Item	1,245,762	1,213,752	412,911	330,529	147,550	322,762	32,010
Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)	8.3 (8.0,8.6)	8.3 (8.0,8.6)	7.4 (6.9,8.0)	7.2 (6.7,7.8)	2.9 (2.4,3.6)	13.1 (12.4,13.7)	6.7 (5.8,7.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 2.2**Highest Degree or Level of School Completed: By Paygrade and Gender**

2. What is the highest degree or level of school that you have completed?

Mark the one answer that describes the highest grade or degree that you have completed.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,187	5,509	138	683	668	8,983	2,202
Responding on Item	472,597	565,294	16,488	107,618	83,764	1,058,702	187,060
Less than 12 years of school (no diploma)	0.4* (0.2,0.9)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.4)	0.2* (0.1,0.4)	0.2* (0.1,0.5)
GED or other high school equivalency certificate	4.6 (3.8,5.7)	1.3 (1.0,1.8)	0.5* (0.2,1.5)	0.0* (0.0,0.2)	0.1* (0.0,0.4)	2.6 (2.2,3.2)	1.0 (0.8,1.3)
High school diploma	46.6 (44.6,48.7)	20.1 (18.9,21.4)	4.5 (3.0,6.8)	0.2* (0.1,0.6)	0.3* (0.1,1.1)	27.8 (26.7,29.0)	21.9 (21.0,22.9)
Less than 2 years of college credits, but no college degree	36.9 (35.1,38.8)	44.3 (42.7,45.9)	23.2 (18.9,28.2)	1.3 (0.8,2.1)	1.2* (0.6,2.4)	34.2 (33.0,35.4)	37.1 (35.8,38.3)
2-year college degree (AA/AS)	2.4 (1.9,3.0)	9.0 (8.3,9.7)	13.5 (10.4,17.2)	0.5* (0.2,1.1)	0.1* (0.0,0.4)	5.1 (4.7,5.5)	5.9 (5.3,6.4)
More than 2 years of college credits, but no 4-year college degree	5.8 (5.0,6.6)	16.4 (15.4,17.5)	25.3 (20.7,30.6)	1.9 (1.3,2.8)	0.4* (0.2,0.8)	9.9 (9.3,10.6)	11.4 (10.7,12.1)
4-year college degree (BA/BS)	2.3 (1.7,2.9)	6.0 (5.3,6.9)	20.6 (17.1,24.7)	53.7 (51.0,56.2)	7.2 (6.0,8.6)	8.9 (8.2,9.5)	9.8 (9.0,10.5)
Some graduate school, but no graduate degree	0.7 (0.4,1.2)	1.7 (1.4,2.2)	6.1 (4.2,8.6)	17.8 (15.7,20.2)	9.4 (8.1,11.0)	3.2 (2.9,3.6)	3.8 (3.4,4.2)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 2.2 (continued)***Highest Degree or Level of School Completed: By Paygrade and Gender***

2. What is the highest degree or level of school that you have completed?

Mark the one answer that describes the highest grade or degree that you have completed.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,187	5,509	138	683	668	8,983	2,202
Responding on Item	472,597	565,294	16,488	107,618	83,764	1,058,702	187,060
Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)	0.3* (0.1,0.6)	1.1 (0.8,1.5)	6.2 (4.3,9.1)	24.6 (22.6,26.8)	81.2 (79.0,83.3)	8.2 (7.8,8.5)	9.0 (8.5,9.6)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 2.3**Highest Degree or Level of School Completed: By Gender Within Service**

2. What is the highest degree or level of school that you have completed?

Mark the one answer that describes the highest grade or degree that you have completed.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,608	1,060	2,561	494	1,629	142	1,997	476	187	31
Responding on Item	348,924	63,988	283,437	47,092	137,983	9,567	259,955	62,806	28,404	3,606
Less than 12 years of school (no diploma)	0.0 (N/A,N/A)	0.3* (0.1,1.5)	0.4* (0.2,1.2)	0.2* (0.1,0.7)	0.3* (0.1,0.9)	0.3* (0.1,1.2)	0.2* (0.0,0.9)	0.0 (N/A,N/A)	0.4* (0.1,1.4)	0.0 (N/A,N/A)
GED or other high school equivalency certificate	4.0 (3.0,5.3)	1.2 (0.8,1.8)	3.7 (2.8,4.9)	1.5 (0.9,2.4)	1.6 (1.0,2.7)	0.6* (0.3,1.5)	0.2* (0.1,0.4)	0.4* (0.2,0.7)	2.8 (1.8,4.4)	2.1 (1.3,3.4)
High school diploma	24.0 (22.0,26.1)	20.5 (18.9,22.3)	32.3 (29.9,34.8)	28.1 (25.9,30.4)	51.2 (48.0,54.4)	35.2 (31.1,39.5)	15.6 (14.1,17.1)	16.7 (15.1,18.4)	27.6 (24.8,30.6)	21.4 (17.5,26.0)
Less than 2 years of college credits, but no college degree	34.9 (32.7,37.3)	36.5 (34.1,39.0)	33.8 (31.7,36.0)	36.3 (33.9,38.7)	27.3 (24.5,30.4)	37.7 (33.6,41.9)	37.1 (35.3,39.0)	38.3 (36.0,40.5)	34.4 (31.3,37.6)	34.7 (29.1,40.7)
2-year college degree (AA/AS)	5.7 (4.9,6.7)	7.0 (6.0,8.3)	3.8 (3.1,4.7)	4.4 (3.5,5.5)	2.0 (1.3,3.1)	3.8 (2.6,5.5)	7.4 (6.5,8.3)	6.1 (5.2,7.1)	4.0 (2.9,5.7)	5.4 (3.6,8.0)
More than 2 years of college credits, but no 4-year college degree	11.2 (9.8,12.6)	12.0 (10.9,13.1)	7.8 (6.8,9.1)	9.2 (7.8,10.8)	5.7 (4.5,7.1)	8.1 (6.4,10.2)	12.6 (11.3,14.0)	13.1 (11.9,14.5)	11.8 (9.5,14.6)	10.3 (8.0,13.3)
4-year college degree (BA/BS)	9.8 (9.0,10.8)	10.2 (9.1,11.4)	8.4 (7.3,9.5)	9.3 (8.2,10.5)	6.9 (6.0,7.9)	7.2 (5.9,8.7)	9.1 (8.0,10.3)	9.6 (8.3,11.0)	9.5 (7.9,11.5)	18.1 (13.9,23.2)
Some graduate school, but no graduate degree	3.1 (2.5,3.8)	4.5 (3.8,5.3)	2.6 (2.1,3.2)	2.9 (2.3,3.6)	2.2 (1.7,2.9)	2.3 (1.3,4.0)	4.7 (3.9,5.6)	4.0 (3.3,4.8)	2.5 (1.7,3.5)	3.7 (2.6,5.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 2.3 (continued)***Highest Degree or Level of School Completed: By Gender Within Service***

2. What is the highest degree or level of school that you have completed?

Mark the one answer that describes the highest grade or degree that you have completed.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,608	1,060	2,561	494	1,629	142	1,997	476	187	31
Responding on Item	348,924	63,988	283,437	47,092	137,983	9,567	259,955	62,806	28,404	3,606
Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)	7.4 (6.8,8.0)	7.7 (6.9,8.6)	7.1 (6.5,7.7)	8.2 (7.5,9.0)	2.8 (2.3,3.4)	4.8* (2.1,10.4)	13.3 (12.6,14.1)	11.9 (11.0,12.9)	7.0 (6.0,8.2)	4.2 (2.8,6.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 2.4***Highest Degree or Level of School Completed: By Gender Within Paygrade***

2. What is the highest degree or level of school that you have completed?

Mark the one answer that describes the highest grade or degree that you have completed.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,940	1,248	4,671	838	129	9	601	82	643	25
Responding on Item	389,070	83,527	491,732	73,562	15,351	1,137	89,663	17,956	72,887	10,878
Less than 12 years of school (no diploma)	0.4*	0.4*	0.1*	0.0	0.0	0.0	0.0	0.0	0.1*	0.0
	(0.2,1.0)	(0.2,1.1)	(0.0,0.3)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(0.0,0.5)	(N/A,N/A)
GED or other high school equivalency certificate	5.3	1.7	1.5	0.6	0.5*	0.5*	0.0*	0.0	0.1*	0.0
	(4.2,6.6)	(1.3,2.3)	(1.1,1.9)	(0.3,0.9)	(0.2,1.6)	(0.2,1.5)	(0.0,0.2)	(N/A,N/A)	(0.0,0.5)	(N/A,N/A)
High school diploma	48.3	38.8	21.4	11.6	4.7	1.6*	0.2*	0.1*	0.4*	0.0
	(45.8,50.8)	(36.9,40.8)	(20.0,22.8)	(10.4,13.0)	(3.1,7.2)	(0.8,3.0)	(0.1,0.7)	(0.0,0.5)	(0.1,1.3)	(N/A,N/A)
Less than 2 years of college credits, but no college degree	35.3	44.5	44.4	43.5	24.0	13.4	1.5	0.2*	1.3*	0.1*
	(33.1,37.5)	(42.6,46.5)	(42.7,46.2)	(41.6,45.4)	(19.3,29.3)	(9.5,18.5)	(1.0,2.5)	(0.1,0.6)	(0.7,2.7)	(0.0,0.5)
2-year college degree (AA/AS)	2.4	2.7	8.6	11.5	13.5	13.4	0.5*	0.4*	0.1*	0.0
	(1.8,3.1)	(2.1,3.5)	(7.8,9.4)	(10.4,12.7)	(10.3,17.5)	(10.3,17.3)	(0.2,1.3)	(0.2,0.9)	(0.0,0.5)	(N/A,N/A)
More than 2 years of college credits, but no 4-year college degree	5.3	7.8	15.9	19.5	25.0	30.0	2.1	0.7*	0.4*	0.3*
	(4.5,6.3)	(6.6,9.1)	(14.8,17.2)	(18.4,20.7)	(20.1,30.7)	(23.7,37.3)	(1.4,3.2)	(0.3,1.4)	(0.2,0.9)	(0.1,0.7)
4-year college degree (BA/BS)	2.2	2.7	5.8	7.7	20.3	25.4	53.7	53.4	7.6	4.4
	(1.6,3.0)	(2.1,3.3)	(5.0,6.8)	(6.7,8.9)	(16.6,24.6)	(19.4,32.5)	(50.5,56.9)	(50.4,56.3)	(6.3,9.2)	(3.3,5.8)
Some graduate school, but no graduate degree	0.7*	0.9	1.5	3.2	6.0	7.5	17.8	18.1	10.0	5.9
	(0.4,1.2)	(0.6,1.4)	(1.1,2.0)	(2.6,3.9)	(4.0,8.7)	(5.1,10.9)	(15.2,20.6)	(15.7,20.7)	(8.4,11.7)	(4.6,7.5)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 2.4 (continued)***Highest Degree or Level of School Completed: By Gender Within Paygrade***

2. What is the highest degree or level of school that you have completed?

Mark the one answer that describes the highest grade or degree that you have completed.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,940	1,248	4,671	838	129	9	601	82	643	25
Responding on Item	389,070	83,527	491,732	73,562	15,351	1,137	89,663	17,956	72,887	10,878
Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)	0.2*	0.5*	0.9	2.4	6.1	8.2	24.1	27.2	80.0	89.4
	(0.1,0.6)	(0.2,1.2)	(0.6,1.3)	(1.8,3.2)	(4.0,9.2)	(5.9,11.4)	(21.6,26.8)	(24.4,30.2)	(77.5,82.3)	(87.6,91.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 3/4.1***Hispanic or Latino and Race: By Service***

3/4. Are you Spanish/Hispanic/Latino? What is your race?

Mark "No" if not Spanish/Hispanic/Latino. Mark one or more races to indicate what you consider yourself to be.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	234	234	18	115	0	101	0
Responding on Item	1,256,713	1,224,485	416,562	333,469	149,322	325,133	32,228
White	60.6	60.2	53.7	59.5	62.7	68.0	76.3
	(60.0,61.2)	(59.5,60.8)	(52.4,55.0)	(58.0,60.9)	(60.9,64.5)	(66.9,69.2)	(73.9,78.6)
Black or African American	18.7	19.1	25.2	17.7	13.9	15.1	4.8
	(18.4,19.1)	(18.7,19.5)	(24.5,25.8)	(17.0,18.5)	(13.3,14.5)	(14.8,15.4)	(4.1,5.7)
Hispanic	11.2	11.2	12.1	10.5	16.0	8.5	9.8
	(10.8,11.5)	(10.8,11.6)	(11.4,12.9)	(9.7,11.3)	(15.0,17.0)	(7.8,9.2)	(8.2,11.5)
American Indian/Alaskan Native	1.0	1.0	0.8	1.6	1.0	0.5	1.4*
	(0.8,1.2)	(0.8,1.2)	(0.5,1.2)	(1.2,2.2)	(0.6,1.7)	(0.3,0.8)	(0.7,2.6)
Asian/Pacific Islander	4.2	4.3	3.1	6.8	2.9	3.7	1.8
	(3.8,4.6)	(3.9,4.7)	(2.6,3.8)	(5.7,8.0)	(2.1,4.0)	(3.3,4.3)	(1.1,3.0)
Other	2.0	1.9	2.3	1.6	1.6	1.9	3.6
	(1.6,2.3)	(1.6,2.3)	(1.7,3.0)	(1.1,2.3)	(1.0,2.6)	(1.4,2.6)	(2.5,5.0)
Reporting more than one race	2.4	2.4	2.8	2.3	1.9	2.2	2.4
	(2.1,2.8)	(2.1,2.8)	(2.2,3.6)	(1.8,3.0)	(1.3,2.8)	(1.8,2.8)	(1.6,3.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 3/4.2**Hispanic or Latino and Race: By Paygrade and Gender**

3/4. Are you Spanish/Hispanic/Latino? What is your race?

Mark "No" if not Spanish/Hispanic/Latino. Mark one or more races to indicate what you consider yourself to be.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	57	156	0	0	19	216	17
Responding on Item	476,727	570,647	16,626	108,301	84,413	1,067,469	189,245
White	58.1 (56.4,59.8)	56.7 (55.6,57.8)	63.7 (58.7,68.4)	75.8 (74.2,77.3)	81.1 (79.3,82.7)	62.7 (62.0,63.4)	48.5 (47.2,49.9)
Black or African American	16.4 (15.2,17.6)	23.9 (23.1,24.8)	19.1 (14.6,24.5)	9.7 (8.3,11.3)	8.5 (7.4,9.7)	16.6 (16.2,17.1)	30.7 (29.3,32.2)
Hispanic	14.7 (13.7,15.7)	10.1 (9.4,10.8)	7.6 (5.0,11.4)	7.1 (5.9,8.5)	4.2 (3.4,5.2)	11.2 (10.8,11.6)	11.0 (10.1,11.9)
American Indian/Alaskan Native	1.1 (0.8,1.6)	1.1 (0.8,1.4)	0.8* (0.3,2.1)	0.1* (0.1,0.3)	0.8* (0.4,1.4)	0.9 (0.7,1.2)	1.2 (0.9,1.6)
Asian/Pacific Islander	4.6 (3.9,5.5)	4.1 (3.6,4.6)	2.3 (1.4,3.7)	4.4 (3.6,5.4)	2.6 (2.0,3.5)	4.3 (3.8,4.8)	3.8 (3.3,4.2)
Other	2.0 (1.4,2.7)	2.0 (1.7,2.4)	3.7 (2.3,5.8)	1.5 (1.0,2.1)	1.8 (1.2,2.7)	2.0 (1.6,2.4)	2.0 (1.6,2.5)
Reporting more than one race	3.2 (2.5,4.0)	2.2 (1.7,2.7)	3.0* (1.2,7.4)	1.5 (1.0,2.3)	1.1 (0.7,1.7)	2.3 (2.0,2.8)	2.8 (2.4,3.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 3/4.3**Hispanic or Latino and Race: By Gender Within Service**

3/4. Are you Spanish/Hispanic/Latino? What is your race?

Mark "No" if not Spanish/Hispanic/Latino. Mark one or more races to indicate what you consider yourself to be.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	0	18	115	0	0	0	101	0	0	0
Responding on Item	351,532	65,030	285,883	47,586	139,612	9,709	261,851	63,282	28,591	3,637
White	57.2 (55.7,58.7)	34.8 (32.4,37.3)	60.7 (59.0,62.4)	51.9 (48.8,54.9)	63.2 (61.3,65.1)	55.9 (51.0,60.7)	70.6 (69.1,72.0)	57.5 (55.9,59.1)	76.6 (73.8,79.2)	74.2 (69.4,78.5)
Black or African American	21.7 (20.8,22.7)	43.7 (41.1,46.4)	16.3 (15.5,17.2)	26.3 (23.4,29.4)	13.6 (12.9,14.3)	18.3 (15.1,22.0)	13.0 (12.6,13.5)	23.9 (22.3,25.5)	4.4 (3.5,5.4)	8.2 (5.9,11.3)
Hispanic	12.3 (11.4,13.2)	11.3 (9.6,13.1)	10.4 (9.5,11.3)	10.9 (9.2,12.9)	15.9 (14.9,16.9)	17.7 (14.5,21.5)	8.2 (7.3,9.1)	9.9 (8.8,11.1)	9.9 (8.3,11.9)	8.3 (5.5,12.4)
American Indian/Alaskan Native	0.7 (0.4,1.1)	1.3* (0.7,2.5)	1.6 (1.1,2.3)	1.7 (1.2,2.4)	1.0* (0.5,1.8)	1.4 (0.9,2.4)	0.4 (0.3,0.7)	0.8 (0.5,1.3)	1.4* (0.7,2.8)	0.9* (0.5,1.6)
Asian/Pacific Islander	3.2 (2.5,4.0)	3.0 (2.5,3.7)	7.1 (5.9,8.5)	4.7 (3.8,5.7)	2.9 (2.0,4.1)	2.6 (1.8,3.8)	3.7 (3.2,4.3)	4.0 (3.3,4.9)	1.6* (0.9,3.0)	3.7 (2.7,4.9)
Other	2.3 (1.6,3.1)	2.4 (1.6,3.8)	1.6 (1.1,2.4)	1.7 (1.2,2.6)	1.6 (1.0,2.7)	1.2* (0.6,2.2)	1.9 (1.3,2.8)	1.8 (1.3,2.5)	3.8 (2.6,5.4)	1.7 (1.0,2.8)
Reporting more than one race	2.7 (2.0,3.6)	3.4 (2.8,4.2)	2.3 (1.6,3.1)	2.8 (2.0,3.9)	1.8 (1.2,2.8)	2.9 (2.1,4.0)	2.2 (1.7,2.9)	2.1 (1.6,2.9)	2.3 (1.5,3.5)	3.1 (2.0,4.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 3/4.4**Hispanic or Latino and Race: By Gender Within Paygrade**

3/4. Are you Spanish/Hispanic/Latino? What is your race?

Mark "No" if not Spanish/Hispanic/Latino. Mark one or more races to indicate what you consider yourself to be.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	58	0	139	17	0	0	0	0	20	0
Responding on Item	391,952	84,775	496,264	74,383	15,480	1,146	90,264	18,038	73,509	10,903
White	60.3 (58.3,62.3)	47.7 (45.7,49.7)	58.8 (57.6,60.0)	42.4 (40.7,44.3)	65.1 (59.7,70.1)	45.1 (39.4,50.9)	78.2 (76.4,79.9)	63.9 (61.3,66.5)	82.5 (80.5,84.3)	71.4 (68.7,74.0)
Black or African American	13.9 (12.5,15.5)	27.9 (25.9,30.1)	21.7 (20.7,22.7)	39.1 (37.0,41.2)	17.7 (13.1,23.6)	37.7 (32.3,43.5)	8.2 (6.7,10.0)	17.0 (14.9,19.4)	7.2 (6.0,8.5)	17.4 (15.1,20.0)
Hispanic	14.8 (13.6,16.0)	14.4 (13.1,15.8)	10.3 (9.5,11.1)	8.9 (7.6,10.5)	7.4 (4.7,11.5)	9.5 (6.0,14.6)	6.9 (5.6,8.5)	8.0 (6.3,10.2)	4.2 (3.3,5.3)	4.0 (3.1,5.3)
American Indian/Alaskan Native	1.0 (0.7,1.5)	1.5 (1.0,2.2)	1.0 (0.7,1.4)	1.3 (0.8,2.1)	0.8* (0.3,2.3)	0.8* (0.3,1.9)	0.1* (0.1,0.3)	0.3* (0.1,0.8)	0.7* (0.4,1.4)	0.9* (0.5,1.8)
Asian/Pacific Islander	4.8 (3.9,5.9)	3.7 (3.0,4.5)	4.2 (3.7,4.8)	3.4 (2.9,4.1)	2.2 (1.3,3.9)	2.7* (1.1,6.6)	4.0 (3.1,5.2)	6.3 (4.9,8.1)	2.6 (1.9,3.6)	2.8 (2.0,4.1)
Other	2.0 (1.4,2.9)	1.7 (1.1,2.7)	2.0 (1.6,2.4)	2.2 (1.6,3.0)	3.9 (2.4,6.2)	0.9* (0.4,2.0)	1.3 (0.8,2.0)	2.4 (1.4,4.2)	1.8 (1.2,2.9)	1.7* (0.6,4.5)
Reporting more than one race	3.2 (2.4,4.2)	3.2 (2.6,3.9)	2.1 (1.6,2.7)	2.7 (2.2,3.4)	2.9* (1.1,7.8)	3.4 (2.1,5.6)	1.4 (0.8,2.3)	2.0 (1.3,3.3)	1.0 (0.6,1.7)	1.8 (1.2,2.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 5.1**Marital Status: By Service**

5. What is your marital status?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,604	6,571	2,254	1,718	1,493	1,106	34
Responding on Item	1,250,343	1,218,148	414,326	331,866	147,829	324,128	32,194
Never married	32.5	32.6	29.5	36.6	44.0	27.2	32.2
	(31.7,33.4)	(31.7,33.4)	(27.6,31.4)	(34.7,38.6)	(41.5,46.5)	(26.0,28.4)	(29.9,34.6)
Married	59.3	59.3	61.4	55.6	51.3	64.2	59.3
	(58.4,60.2)	(58.4,60.2)	(59.3,63.5)	(53.6,57.6)	(48.7,53.9)	(62.8,65.5)	(56.7,61.8)
Separated	1.8	1.8	2.4	2.1	1.0	1.1	2.5
	(1.6,2.1)	(1.6,2.1)	(1.9,3.1)	(1.6,2.8)	(0.7,1.5)	(0.8,1.5)	(1.6,3.8)
Divorced	6.2	6.2	6.7	5.7	3.2	7.4	5.2
	(5.7,6.6)	(5.7,6.7)	(5.9,7.6)	(4.9,6.6)	(2.5,4.1)	(6.5,8.4)	(4.0,6.7)
Widowed	0.2	0.1	0.1*	0.1*	0.5*	0.2*	0.9*
	(0.1,0.3)	(0.1,0.3)	(0.0,0.2)	(0.0,0.2)	(0.2,1.3)	(0.1,0.4)	(0.3,2.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 5.2***Marital Status: By Paygrade and Gender***

5. What is your marital status?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,116	3,087	161	556	683	5,441	1,163
Responding on Item	474,668	567,716	16,465	107,745	83,749	1,062,244	188,099
Never married	59.6 (57.8,61.3)	15.4 (14.4,16.4)	5.5 (3.3,8.8)	28.5 (26.5,30.6)	6.1 (5.0,7.4)	31.5 (30.5,32.4)	38.6 (37.6,39.7)
Married	35.9 (34.1,37.7)	72.6 (71.3,73.8)	85.2 (80.7,88.9)	67.1 (64.8,69.4)	87.3 (85.3,89.0)	61.7 (60.6,62.7)	46.2 (45.1,47.2)
Separated	1.6 (1.3,2.2)	2.3 (1.9,2.8)	2.3* (1.1,4.7)	0.9* (0.4,1.7)	0.8* (0.4,1.4)	1.6 (1.3,2.0)	2.9 (2.6,3.3)
Divorced	2.9 (2.3,3.5)	9.6 (8.7,10.5)	6.8 (5.0,9.3)	3.5 (2.7,4.6)	4.9 (4.1,6.0)	5.1 (4.6,5.6)	12.1 (11.3,12.9)
Widowed	0.1* (0.0,0.3)	0.2* (0.1,0.3)	0.2* (0.0,1.0)	0.0* (0.0,0.1)	0.9* (0.4,2.2)	0.2* (0.1,0.3)	0.2 (0.1,0.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 5.3**Marital Status: By Gender Within Service**

5. What is your marital status?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,757	497	1,437	281	1,383	110	850	256	15	19
Responding on Item	349,775	64,551	284,561	47,305	138,229	9,599	261,102	63,026	28,576	3,618
Never married	28.3 (26.2,30.6)	35.6 (33.6,37.7)	34.8 (32.6,37.2)	47.1 (44.9,49.3)	43.9 (41.3,46.6)	44.6 (40.7,48.5)	25.4 (24.1,26.9)	34.3 (32.4,36.2)	31.0 (28.4,33.8)	41.9 (37.3,46.5)
Married	64.0 (61.5,66.5)	47.3 (45.1,49.4)	58.3 (56.0,60.6)	39.1 (36.6,41.5)	51.9 (49.1,54.7)	42.8 (39.2,46.5)	67.4 (65.7,69.0)	51.0 (49.1,52.8)	61.3 (58.4,64.1)	43.6 (38.0,49.4)
Separated	2.1 (1.5,2.9)	4.1 (3.5,5.0)	2.0 (1.5,2.8)	2.6 (2.0,3.4)	0.9 (0.5,1.4)	3.8 (2.7,5.5)	0.9 (0.6,1.4)	1.8 (1.3,2.3)	2.4 (1.5,3.7)	3.4* (1.6,7.2)
Divorced	5.5 (4.6,6.6)	12.8 (11.4,14.4)	4.8 (4.0,5.8)	11.1 (9.8,12.6)	2.8 (2.1,3.8)	8.5 (7.1,10.3)	6.1 (5.2,7.3)	12.7 (11.5,14.0)	4.4 (3.2,6.2)	11.0 (8.7,13.9)
Widowed	0.1* (0.0,0.3)	0.2* (0.1,0.4)	0.0* (0.0,0.2)	0.2* (0.1,0.4)	0.5* (0.2,1.4)	0.2* (0.1,0.5)	0.2* (0.1,0.4)	0.3* (0.1,0.5)	1.0* (0.3,3.1)	0.1* (0.0,0.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 5.4**Marital Status: By Gender Within Paygrade**

5. What is your marital status?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,709	408	2,467	620	158	3	475	82	633	50
Responding on Item	390,301	84,367	493,936	73,780	15,322	1,143	89,789	17,956	72,896	10,853
Never married	60.5 (58.4,62.5)	55.3 (53.3,57.3)	14.3 (13.2,15.5)	22.6 (21.1,24.1)	5.0 (2.8,8.7)	12.0 (7.9,17.9)	26.2 (23.7,28.8)	40.2 (37.1,43.4)	4.3 (3.2,5.7)	18.5 (16.2,21.1)
Married	36.1 (33.9,38.3)	34.9 (33.0,36.9)	75.3 (73.8,76.7)	54.6 (52.9,56.2)	87.0 (82.1,90.7)	61.0 (53.9,67.6)	70.5 (67.6,73.2)	50.2 (47.1,53.3)	90.1 (87.8,92.0)	68.2 (65.5,70.8)
Separated	1.3 (0.9,2.0)	3.0 (2.5,3.7)	2.1 (1.7,2.7)	3.4 (2.8,4.1)	2.2* (1.0,4.7)	3.7* (1.5,9.3)	0.7* (0.3,1.7)	1.6 (0.9,2.8)	0.7* (0.4,1.6)	1.0 (0.6,1.8)
Divorced	2.0 (1.5,2.8)	6.7 (5.7,8.0)	8.1 (7.2,9.2)	19.2 (17.8,20.7)	5.6 (3.8,8.3)	23.1 (17.7,29.5)	2.6 (1.7,3.9)	7.9 (6.2,9.9)	3.9 (3.0,5.2)	11.7 (10.1,13.6)
Widowed	0.1* (0.0,0.3)	0.0* (0.0,0.3)	0.1* (0.1,0.3)	0.3 (0.2,0.6)	0.2* (0.0,1.1)	0.2* (0.1,1.1)	0.0 (N/A,N/A)	0.1* (0.0,0.8)	1.0* (0.4,2.5)	0.5* (0.2,1.1)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 6.1**Service Branch: By Service**

6. In what Service are you?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	1,256,947	1,224,719	416,580	333,584	149,322	325,234	32,228
Army	33.1	34.0	100.0	0.0	0.0	0.0	0.0
	(33.1,33.2)	(34.0,34.1)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Navy	26.5	27.2	0.0	100.0	0.0	0.0	0.0
	(26.5,26.6)	(27.2,27.3)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Marine Corps	11.9	12.2	0.0	0.0	100.0	0.0	0.0
	(11.8,11.9)	(12.1,12.3)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Air Force	25.9	26.6	0.0	0.0	0.0	100.0	0.0
	(25.9,25.9)	(26.5,26.6)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Coast Guard	2.6	0.0	0.0	0.0	0.0	0.0	100.0
	(2.5,2.6)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 6.2**Service Branch: By Paygrade and Gender**

6. In what Service are you?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	476,784	570,803	16,626	108,301	84,432	1,067,685	189,262
Army	34.7 (34.3,35.0)	31.7 (31.5,32.0)	69.4 (67.9,70.9)	29.8 (28.5,31.1)	31.2 (29.5,33.0)	32.9 (32.8,33.1)	34.4 (33.8,35.0)
Navy	24.2 (23.7,24.6)	29.5 (29.2,29.9)	9.9 (9.2,10.6)	25.9 (24.8,27.0)	23.9 (22.6,25.3)	26.8 (26.7,26.9)	25.1 (24.7,25.6)
Marine Corps	16.9 (16.6,17.1)	9.0 (8.9,9.2)	11.7 (10.7,12.8)	9.1 (8.5,9.7)	6.7 (5.9,7.7)	13.1 (13.0,13.2)	5.1 (4.8,5.5)
Air Force	22.2 (21.9,22.4)	27.1 (26.9,27.3)	0.3* (0.0,1.4)	32.5 (31.4,33.5)	35.2 (33.9,36.6)	24.5 (24.4,24.6)	33.4 (32.9,33.9)
Coast Guard	2.2 (2.1,2.2)	2.6 (2.6,2.7)	8.8 (8.2,9.4)	2.8 (2.6,3.1)	2.9 (2.4,3.4)	2.7 (2.6,2.7)	1.9 (1.8,2.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 6.3**Service Branch: By Gender Within Service**

6. In what Service are you?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	351,532	65,048	285,998	47,586	139,612	9,709	261,952	63,282	28,591	3,637
Army	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Navy	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Marine Corps	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	0.0	0.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Air Force	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
Coast Guard	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0
	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)

N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 6.4**Service Branch: By Gender Within Paygrade**

6. In what Service are you?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	392,010	84,775	496,403	74,400	15,480	1,146	90,264	18,038	73,529	10,903
Army	34.8 (34.4,35.2)	34.0 (32.8,35.2)	31.1 (30.8,31.5)	35.8 (34.5,37.1)	68.9 (67.2,70.5)	76.6 (72.6,80.1)	29.9 (28.4,31.4)	29.4 (27.6,31.4)	31.2 (29.3,33.3)	31.3 (28.9,33.8)
Navy	23.8 (23.2,24.4)	25.9 (24.7,27.3)	30.3 (29.8,30.7)	24.6 (23.5,25.8)	10.1 (9.3,10.9)	6.8 (5.1,9.0)	26.3 (25.1,27.6)	23.5 (21.8,25.4)	23.4 (21.9,25.0)	27.2 (25.3,29.1)
Marine Corps	19.1 (18.8,19.5)	6.3 (5.7,7.0)	9.7 (9.5,9.9)	4.6 (4.0,5.2)	11.7 (10.7,12.9)	11.4 (9.5,13.6)	10.2 (9.5,10.8)	3.8 (3.2,4.4)	7.5 (6.6,8.6)	1.5 (1.1,1.9)
Air Force	20.0 (19.6,20.4)	32.3 (30.9,33.6)	26.2 (25.9,26.5)	33.0 (31.9,34.1)	0.3* (0.1,1.5)	0.0 (N/A,N/A)	31.0 (29.8,32.2)	39.9 (37.8,42.0)	34.7 (33.1,36.4)	38.7 (36.3,41.1)
Coast Guard	2.3 (2.2,2.4)	1.5 (1.3,1.8)	2.7 (2.7,2.8)	2.0 (1.8,2.3)	9.0 (8.4,9.7)	5.3 (3.9,7.2)	2.7 (2.4,3.1)	3.4 (2.6,4.4)	3.1 (2.6,3.7)	1.4 (1.0,2.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.1**Current Paygrade: By Service**

7. What is your current paygrade?

Mark one.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	1,256,947	1,224,719	416,580	333,584	149,322	325,234	32,228
E-1	0.4 (0.3,0.6)	0.4 (0.3,0.7)	0.2* (0.1,0.5)	0.6* (0.2,1.5)	1.2* (0.5,2.8)	0.2* (0.1,0.8)	0.0 (N/A,N/A)
E-2	3.0 (2.6,3.4)	3.0 (2.7,3.5)	2.8 (2.1,3.8)	4.6 (3.6,5.9)	3.5 (2.2,5.6)	1.5 (1.0,2.2)	1.0* (0.4,2.5)
E-3	14.0 (13.5,14.4)	14.1 (13.6,14.6)	12.2 (11.1,13.4)	8.6 (7.4,10.0)	28.9 (27.1,30.9)	15.2 (14.5,16.0)	10.0 (8.8,11.3)
E-4	20.6 (20.1,21.1)	20.6 (20.1,21.1)	24.4 (23.4,25.5)	20.8 (19.6,22.0)	20.2 (19.1,21.3)	15.6 (14.9,16.3)	21.0 (19.9,22.2)
E-5	20.2 (19.8,20.5)	20.2 (19.8,20.6)	17.0 (16.1,17.8)	24.0 (22.8,25.4)	15.5 (14.5,16.7)	22.5 (21.7,23.4)	18.5 (16.5,20.6)
E-6	14.0 (13.8,14.2)	13.9 (13.7,14.2)	14.6 (13.8,15.4)	16.0 (15.1,17.1)	9.7 (8.8,10.7)	12.9 (12.3,13.6)	16.7 (14.9,18.7)
E-7	8.2 (8.1,8.3)	8.2 (8.1,8.3)	8.6 (8.2,9.0)	7.5 (7.1,7.9)	6.0 (5.5,6.6)	9.4 (9.0,9.9)	8.8 (8.1,9.7)
E-8	2.1 (2.1,2.2)	2.1 (2.1,2.2)	2.6 (2.3,3.0)	1.9 (1.6,2.2)	2.2 (1.8,2.6)	1.8 (1.5,2.1)	1.2 (0.7,2.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.1 (continued)
Current Paygrade: By Service

7. What is your current paygrade?

Mark one.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	1,256,947	1,224,719	416,580	333,584	149,322	325,234	32,228
E-9	0.9	0.9	0.8	1.0	1.1	0.8	1.2
	(0.9,1.0)	(0.9,0.9)	(0.6,1.0)	(0.9,1.3)	(0.8,1.5)	(0.6,1.1)	(0.7,2.1)
W-1	0.2	0.2	0.5	0.0	0.2*	0.0*	0.1*
	(0.2,0.2)	(0.2,0.3)	(0.4,0.6)	(N/A,N/A)	(0.1,0.4)	(0.0,0.1)	(0.0,0.7)
W-2	0.5	0.5	1.1	0.3	0.5	0.0	2.2
	(0.5,0.6)	(0.5,0.5)	(1.0,1.2)	(0.2,0.4)	(0.4,0.7)	(N/A,N/A)	(1.8,2.7)
W-3	0.3	0.3	0.8	0.1	0.3	0.0	1.3
	(0.3,0.4)	(0.3,0.3)	(0.7,0.8)	(0.1,0.2)	(0.2,0.5)	(N/A,N/A)	(1.0,1.7)
W-4	0.2	0.2	0.3	0.1	0.2	0.0	0.8
	(0.2,0.2)	(0.1,0.2)	(0.2,0.5)	(0.1,0.2)	(0.1,0.4)	(N/A,N/A)	(0.6,1.3)
W-5	0.0	0.0	0.1	0.0	0.1*	0.0	0.1*
	(0.0,0.1)	(0.0,0.1)	(0.1,0.2)	(N/A,N/A)	(0.0,0.2)	(N/A,N/A)	(0.0,0.6)
O-1/O1E	1.5	1.6	0.9	1.7	1.2	2.5	0.4*
	(1.5,1.6)	(1.5,1.6)	(0.7,1.2)	(1.4,2.0)	(0.9,1.6)	(2.1,2.9)	(0.1,1.3)
O-2/O2E	1.9	1.8	1.6	1.9	1.8	2.0	4.0
	(1.8,2.0)	(1.8,1.9)	(1.3,2.0)	(1.6,2.3)	(1.5,2.3)	(1.7,2.4)	(3.2,5.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.1 (continued)
Current Paygrade: By Service

7. What is your current paygrade?

Mark one.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	1,256,947	1,224,719	416,580	333,584	149,322	325,234	32,228
O-3/O3E	5.2 (5.1,5.3)	5.2 (5.1,5.3)	5.2 (4.8,5.7)	4.8 (4.4,5.2)	3.6 (3.2,4.0)	6.4 (5.9,6.8)	5.1 (4.4,6.0)
O-4	3.5 (3.5,3.6)	3.5 (3.5,3.6)	3.3 (3.0,3.7)	3.2 (2.9,3.6)	2.1 (1.7,2.6)	4.8 (4.4,5.2)	3.3 (2.6,4.1)
O-5	2.2 (2.2,2.2)	2.2 (2.2,2.2)	2.1 (1.8,2.4)	1.8 (1.6,2.0)	1.3 (1.1,1.6)	3.2 (2.9,3.5)	2.6 (2.0,3.3)
O-6 or above	1.0 (0.9,1.0)	1.0 (0.9,1.0)	0.9 (0.8,1.1)	1.0 (0.8,1.3)	0.4 (0.3,0.6)	1.2 (1.0,1.4)	1.7* (0.9,3.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.2**Current Paygrade: By Paygrade and Gender**

7. What is your current paygrade?

Mark one.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	476,784	570,803	16,626	108,301	84,432	1,067,685	189,262
E-1	1.1 (0.7,1.7)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.4 (0.2,0.7)	0.5* (0.3,1.0)
E-2	7.9 (6.9,9.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	3.0 (2.5,3.5)	3.0 (2.5,3.6)
E-3	36.8 (35.5,38.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	13.3 (12.7,14.0)	17.5 (16.5,18.6)
E-4	54.3 (53.2,55.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	20.0 (19.4,20.6)	23.7 (22.6,24.9)
E-5	0.0 (N/A,N/A)	44.4 (43.8,45.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	19.8 (19.4,20.3)	21.9 (20.8,23.2)
E-6	0.0 (N/A,N/A)	30.8 (30.3,31.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	14.7 (14.4,15.0)	10.0 (9.4,10.7)
E-7	0.0 (N/A,N/A)	18.1 (17.9,18.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	8.7 (8.6,8.9)	5.5 (5.1,6.0)
E-8	0.0 (N/A,N/A)	4.7 (4.5,4.8)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	2.3 (2.2,2.3)	1.3 (1.1,1.6)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.2 (continued)
Current Paygrade: By Paygrade and Gender

7. What is your current paygrade?

Mark one.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	476,784	570,803	16,626	108,301	84,432	1,067,685	189,262
E-9	0.0 (N/A,N/A)	2.0 (1.9,2.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	1.0 (0.9,1.0)	0.5 (0.4,0.7)
W-1	0.0 (N/A,N/A)	0.0 (N/A,N/A)	15.4 (13.2,18.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2 (0.2,0.3)	0.1* (0.0,0.1)
W-2	0.0 (N/A,N/A)	0.0 (N/A,N/A)	40.9 (38.9,42.8)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.6 (0.6,0.6)	0.4 (0.3,0.4)
W-3	0.0 (N/A,N/A)	0.0 (N/A,N/A)	26.1 (24.6,27.6)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.4 (0.4,0.4)	0.1 (0.1,0.2)
W-4	0.0 (N/A,N/A)	0.0 (N/A,N/A)	14.5 (12.2,17.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2 (0.2,0.3)	0.0 (0.0,0.1)
W-5	0.0 (N/A,N/A)	0.0 (N/A,N/A)	3.2 (2.0,5.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1 (0.0,0.1)	0.0* (0.0,0.0)
O-1/O1E	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	17.8 (17.1,18.5)	0.0 (N/A,N/A)	1.5 (1.4,1.6)	1.7 (1.5,2.0)
O-2/O2E	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	21.8 (21.1,22.6)	0.0 (N/A,N/A)	1.8 (1.7,1.9)	2.5 (2.2,2.9)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.2 (continued)**Current Paygrade: By Paygrade and Gender**

7. What is your current paygrade?

Mark one.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	0	0	0	0	0	0	0
Responding on Item	476,784	570,803	16,626	108,301	84,432	1,067,685	189,262
O-3/O3E	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	60.4 (59.7,61.2)	0.0 (N/A,N/A)	5.2 (5.1,5.3)	5.3 (4.9,5.7)
O-4	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	52.6 (51.9,53.3)	3.6 (3.5,3.7)	3.2 (2.9,3.6)
O-5	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	32.8 (32.2,33.5)	2.3 (2.2,2.3)	1.9 (1.7,2.1)
O-6 or above	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	14.6 (14.0,15.2)	1.0 (1.0,1.1)	0.7 (0.5,0.8)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.3**Current Paygrade: By Gender Within Service**

7. What is your current paygrade?

Mark one.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	351,532	65,048	285,998	47,586	139,612	9,709	261,952	63,282	28,591	3,637
E-1	0.1*	0.6*	0.5*	1.3*	1.2*	0.4*	0.3*	0.0	0.0	0.0
	(0.0,0.7)	(0.2,1.4)	(0.1,1.7)	(0.6,2.9)	(0.5,2.9)	(0.1,2.6)	(0.1,1.0)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
E-2	2.8	2.9	4.7	4.4	3.6	3.0*	1.3	2.3	1.0*	1.1*
	(2.0,4.0)	(2.1,4.1)	(3.5,6.2)	(3.1,6.1)	(2.2,5.8)	(1.6,5.6)	(0.7,2.2)	(1.6,3.2)	(0.4,2.7)	(0.5,2.2)
E-3	11.6	15.4	7.7	13.9	28.8	31.5	13.9	20.7	9.7	12.4
	(10.4,13.0)	(13.4,17.5)	(6.4,9.3)	(12.2,15.7)	(26.7,30.9)	(26.9,36.5)	(13.0,14.9)	(19.0,22.5)	(8.3,11.3)	(9.6,16.0)
E-4	24.3	25.4	19.8	26.7	20.2	20.2	14.4	20.3	20.9	22.1
	(23.0,25.5)	(23.1,27.9)	(18.4,21.3)	(24.2,29.4)	(18.9,21.5)	(16.9,23.9)	(13.6,15.4)	(18.7,21.9)	(19.6,22.2)	(17.7,27.2)
E-5	16.5	19.5	24.1	23.7	15.3	19.2	22.3	23.5	17.8	23.9
	(15.5,17.5)	(17.6,21.5)	(22.6,25.7)	(21.4,26.2)	(14.1,16.5)	(16.0,22.8)	(21.2,23.5)	(22.1,24.9)	(15.6,20.1)	(19.9,28.4)
E-6	15.0	11.9	17.1	9.7	9.8	8.3	14.0	8.6	17.5	10.4
	(14.2,16.0)	(10.6,13.4)	(16.0,18.3)	(8.7,10.7)	(8.8,10.8)	(6.5,10.5)	(13.2,14.9)	(7.7,9.5)	(15.5,19.7)	(8.5,12.7)
E-7	8.9	7.3	8.1	3.8	6.1	4.9	10.5	5.2	9.4	4.5
	(8.4,9.4)	(6.4,8.2)	(7.7,8.7)	(3.3,4.3)	(5.5,6.8)	(4.0,5.9)	(9.9,11.0)	(4.6,5.9)	(8.5,10.4)	(3.3,6.1)
E-8	2.8	1.9	2.0	1.0	2.2	2.1	2.0	0.9	1.3	0.6*
	(2.4,3.2)	(1.4,2.5)	(1.7,2.4)	(0.8,1.2)	(1.8,2.7)	(1.7,2.6)	(1.7,2.4)	(0.6,1.3)	(0.7,2.2)	(0.3,1.1)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.3 (continued)
Current Paygrade: By Gender Within Service

7. What is your current paygrade?

Mark one.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	351,532	65,048	285,998	47,586	139,612	9,709	261,952	63,282	28,591	3,637
E-9	0.8 (0.6,1.1)	0.5* (0.2,1.1)	1.2 (0.9,1.4)	0.4 (0.2,0.7)	1.1 (0.8,1.6)	0.5 (0.3,0.8)	0.9 (0.6,1.3)	0.6 (0.4,0.9)	1.1* (0.6,1.9)	2.3* (0.7,7.1)
W-1	0.6 (0.5,0.7)	0.2* (0.1,0.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.1,0.4)	0.2* (0.1,0.4)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.1* (0.0,0.8)	0.0 (N/A,N/A)
W-2	1.1 (1.0,1.2)	0.8 (0.7,1.0)	0.3 (0.2,0.4)	0.1 (0.1,0.2)	0.5 (0.4,0.7)	0.6 (0.4,0.9)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	2.3 (1.8,2.8)	1.4 (1.0,2.0)
W-3	0.9 (0.8,1.0)	0.3 (0.2,0.3)	0.1* (0.1,0.2)	0.1* (0.0,0.1)	0.3 (0.2,0.5)	0.4 (0.3,0.6)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	1.4 (1.1,1.9)	0.2* (0.1,0.4)
W-4	0.4 (0.3,0.5)	0.1 (0.0,0.1)	0.1 (0.1,0.2)	0.0* (0.0,0.0)	0.2 (0.1,0.4)	0.2* (0.1,0.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.9 (0.6,1.5)	0.1* (0.0,0.3)
W-5	0.1 (0.1,0.2)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.6)	0.0 (N/A,N/A)
O-1/O1E	0.9 (0.6,1.3)	0.8 (0.5,1.2)	1.6 (1.2,2.0)	2.3 (1.8,2.9)	1.2 (0.9,1.6)	1.7 (1.3,2.2)	2.5 (2.1,3.0)	2.3 (1.8,3.0)	0.2* (0.0,1.2)	1.8* (0.4,8.2)
O-2/O2E	1.5 (1.2,1.9)	2.3 (1.8,2.9)	1.9 (1.5,2.4)	2.1 (1.5,2.7)	1.8 (1.4,2.2)	2.8 (2.0,4.0)	1.8 (1.5,2.3)	2.7 (2.2,3.4)	3.3 (2.5,4.5)	9.0 (5.9,13.6)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.3 (continued)
Current Paygrade: By Gender Within Service

7. What is your current paygrade?

Mark one.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	351,532	65,048	285,998	47,586	139,612	9,709	261,952	63,282	28,591	3,637
O-3/O3E	5.2 (4.8,5.8)	5.1 (4.5,5.7)	4.8 (4.4,5.3)	4.6 (4.0,5.3)	3.7 (3.2,4.1)	2.5 (2.1,3.0)	6.4 (5.8,6.9)	6.4 (5.7,7.1)	5.0 (4.2,6.0)	5.9 (4.7,7.5)
O-4	3.4 (3.0,3.8)	3.1 (2.6,3.7)	3.3 (2.9,3.7)	3.1 (2.7,3.6)	2.2 (1.8,2.7)	0.9 (0.6,1.4)	5.0 (4.5,5.5)	3.9 (3.4,4.4)	3.4 (2.7,4.3)	2.3 (1.7,3.0)
O-5	2.2 (1.9,2.5)	1.6 (1.3,2.0)	1.7 (1.5,2.0)	2.1 (1.8,2.5)	1.3 (1.1,1.6)	0.6 (0.4,0.7)	3.4 (3.1,3.9)	2.2 (1.8,2.6)	2.7 (2.1,3.5)	1.5 (1.0,2.2)
O-6 or above	1.0 (0.8,1.2)	0.5 (0.4,0.7)	1.0 (0.8,1.3)	1.0 (0.7,1.4)	0.4 (0.3,0.6)	0.2 (0.1,0.3)	1.3 (1.1,1.6)	0.6 (0.4,0.9)	1.9* (0.9,3.7)	0.5* (0.0,5.8)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.4**Current Paygrade: By Gender Within Paygrade**

7. What is your current paygrade?

Mark one.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	392,010	84,775	496,403	74,400	15,480	1,146	90,264	18,038	73,529	10,903
E-1	1.1 (0.6,1.8)	1.2* (0.6,2.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-2	8.1 (6.9,9.5)	6.8 (5.7,8.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-3	36.3 (34.6,38.0)	39.1 (36.9,41.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-4	54.5 (53.2,55.9)	52.9 (50.7,55.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-5	0.0 (N/A,N/A)	0.0 (N/A,N/A)	42.7 (41.9,43.4)	55.8 (53.8,57.8)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-6	0.0 (N/A,N/A)	0.0 (N/A,N/A)	31.6 (31.0,32.3)	25.5 (23.7,27.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-7	0.0 (N/A,N/A)	0.0 (N/A,N/A)	18.7 (18.4,19.1)	14.1 (13.0,15.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-8	0.0 (N/A,N/A)	0.0 (N/A,N/A)	4.9 (4.7,5.1)	3.4 (2.8,4.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.4 (continued)
Current Paygrade: By Gender Within Paygrade

7. What is your current paygrade?

Mark one.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	392,010	84,775	496,403	74,400	15,480	1,146	90,264	18,038	73,529	10,903
E-9	0.0 (N/A,N/A)	0.0 (N/A,N/A)	2.1 (2.0,2.2)	1.3 (0.9,1.9)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
W-1	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	15.7 (13.2,18.6)	11.8* (6.1,21.7)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
W-2	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	39.4 (37.2,41.5)	61.1 (53.0,68.7)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
W-3	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	26.5 (24.9,28.1)	20.7 (16.0,26.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
W-4	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	15.2 (12.7,18.0)	5.5 (3.7,8.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
W-5	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	3.4 (2.1,5.3)	0.9* (0.4,2.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
O-1/O1E	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	17.7 (16.8,18.6)	18.3 (15.7,21.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
O-2/O2E	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	20.9 (19.8,22.0)	26.5 (23.4,29.8)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 7.4 (continued)
Current Paygrade: By Gender Within Paygrade

7. What is your current paygrade?

Mark one.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	0	0	0	0	0	0	0	0	0	0
Responding on Item	392,010	84,775	496,403	74,400	15,480	1,146	90,264	18,038	73,529	10,903
O-3/O3E	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	61.4 (60.2,62.6)	55.2 (51.5,58.9)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
O-4	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	52.1 (51.1,53.0)	55.9 (52.4,59.3)
O-5	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	32.9 (31.9,33.8)	32.6 (29.4,36.0)
O-6 or above	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	15.1 (14.3,15.9)	11.5 (9.3,14.2)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 8.1**Years of Active-Duty Service Completed: By Service**

8. How many years of active-duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)?

To indicate less than one year, enter "00." To indicate thirty-five or more, enter "35."

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	5,490	5,358	2,061	1,043	1,276	979	132
Responding on Item	1,251,457	1,219,361	414,519	332,541	148,046	324,255	32,096
4 years or less	42.3 (41.8,42.9)	42.5 (41.9,43.1)	42.9 (41.8,44.1)	41.1 (39.8,42.4)	59.6 (58.4,60.6)	35.6 (34.9,36.4)	36.0 (34.2,37.8)
5 - 6 years	9.2 (8.7,9.8)	9.2 (8.7,9.8)	9.8 (8.7,11.0)	9.3 (8.1,10.7)	8.3 (7.4,9.3)	8.8 (8.0,9.7)	8.4 (6.9,10.3)
7 - 10 years	12.7 (12.2,13.4)	12.7 (12.1,13.4)	13.5 (12.3,14.8)	13.0 (11.8,14.3)	10.6 (9.5,11.9)	12.5 (11.6,13.4)	12.9 (11.0,15.0)
11 - 14 years	11.7 (11.1,12.3)	11.7 (11.1,12.3)	12.8 (11.7,13.8)	10.9 (9.8,12.1)	7.2 (6.5,8.0)	13.2 (12.1,14.4)	12.3 (10.7,14.1)
15 - 16 years	6.3 (6.0,6.7)	6.4 (6.0,6.7)	5.8 (5.1,6.6)	6.4 (5.6,7.4)	3.3 (2.8,3.9)	8.3 (7.6,9.1)	6.1 (4.6,8.0)
17 - 20 years	11.9 (11.4,12.3)	11.8 (11.4,12.3)	10.6 (9.8,11.4)	13.0 (12.3,13.8)	6.7 (6.0,7.4)	14.6 (13.7,15.5)	12.2 (10.5,14.2)
21 - 25 years	4.3 (4.1,4.6)	4.2 (3.9,4.5)	3.2 (2.8,3.7)	4.4 (3.8,5.0)	3.1 (2.6,3.6)	5.8 (5.1,6.5)	8.8 (7.5,10.4)
26 years or more	1.5 (1.3,1.7)	1.5 (1.3,1.7)	1.4 (1.1,1.9)	1.8 (1.5,2.3)	1.3 (0.9,1.8)	1.2 (0.9,1.6)	3.3 (2.2,4.9)

Table 8.2**Years of Active-Duty Service Completed: By Paygrade and Gender**

8. How many years of active-duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)?

To indicate less than one year, enter "00." To indicate thirty-five or more, enter "35."

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,240	1,782	44	268	155	4,595	894
Responding on Item	473,544	569,021	16,582	108,033	84,277	1,063,090	188,368
4 years or less	90.2 (89.1,91.2)	10.6 (9.9,11.4)	3.1* (1.4,6.8)	37.3 (35.1,39.6)	1.8 (1.1,2.9)	40.9 (40.2,41.6)	50.4 (49.4,51.3)
5 - 6 years	5.9 (5.2,6.7)	12.2 (11.2,13.2)	2.4* (1.3,4.6)	15.7 (13.9,17.6)	0.6* (0.3,1.1)	8.9 (8.2,9.6)	11.1 (10.3,11.8)
7 - 10 years	2.2 (1.8,2.8)	20.5 (19.3,21.7)	7.7 (4.7,12.3)	24.7 (22.6,27.0)	5.2 (4.3,6.4)	12.8 (12.1,13.5)	12.6 (11.8,13.5)
11 - 14 years	0.6 (0.4,1.0)	18.9 (17.8,20.0)	20.8 (16.3,26.3)	11.2 (9.4,13.4)	24.2 (22.3,26.2)	12.1 (11.4,12.8)	9.4 (8.8,10.0)
15 - 16 years	0.3* (0.1,0.6)	10.4 (9.7,11.2)	12.0 (8.5,16.5)	4.1 (3.0,5.5)	14.9 (13.4,16.6)	6.5 (6.1,7.0)	5.3 (4.9,5.7)
17 - 20 years	0.1* (0.1,0.4)	20.3 (19.4,21.1)	28.8 (25.1,32.7)	5.0 (4.0,6.2)	26.4 (24.3,28.6)	12.5 (12.0,13.1)	8.0 (7.6,8.4)
21 - 25 years	0.2* (0.1,0.4)	5.9 (5.5,6.3)	15.7 (13.3,18.5)	2.0 (1.4,2.8)	17.7 (15.7,19.8)	4.6 (4.3,4.9)	2.8 (2.5,3.1)
26 years or more	0.5* (0.3,0.9)	1.3 (1.0,1.6)	9.6 (7.8,11.8)	0.1* (0.0,0.2)	9.3 (7.9,10.8)	1.7 (1.5,1.9)	0.6 (0.5,0.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 8.3**Years of Active-Duty Service Completed: By Gender Within Service**

8. How many years of active-duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)?

To indicate less than one year, enter "00." To indicate thirty-five or more, enter "35."

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,612	449	942	101	1,209	66	722	257	110	21
Responding on Item	349,920	64,599	285,056	47,485	138,403	9,643	261,230	63,025	28,481	3,616
4 years or less	41.5 (40.2,42.8)	50.8 (49.1,52.4)	39.4 (38.0,40.9)	51.1 (49.2,53.1)	59.1 (57.9,60.3)	66.0 (63.2,68.6)	32.9 (31.9,34.0)	46.9 (45.2,48.5)	34.0 (32.0,36.0)	51.9 (47.8,55.9)
5 - 6 years	9.5 (8.3,11.0)	11.2 (10.0,12.5)	9.1 (7.7,10.7)	10.7 (9.1,12.6)	8.3 (7.4,9.4)	8.6 (7.1,10.3)	8.1 (7.2,9.2)	11.6 (10.4,12.9)	8.1 (6.4,10.2)	10.8 (8.4,13.8)
7 - 10 years	13.6 (12.3,15.1)	12.9 (11.4,14.7)	13.1 (11.7,14.6)	12.6 (10.9,14.6)	10.7 (9.5,12.1)	8.9 (6.8,11.6)	12.3 (11.3,13.5)	13.0 (11.8,14.2)	13.1 (11.0,15.5)	10.9 (8.8,13.4)
11 - 14 years	13.2 (12.0,14.6)	10.1 (9.0,11.3)	11.4 (10.1,12.7)	8.2 (7.2,9.2)	7.3 (6.5,8.2)	6.2 (5.1,7.4)	14.0 (12.7,15.4)	10.0 (8.9,11.2)	12.5 (10.7,14.5)	11.2 (8.9,13.9)
15 - 16 years	6.0 (5.2,6.9)	5.0 (4.3,5.8)	6.7 (5.7,7.8)	4.9 (4.3,5.7)	3.4 (2.8,4.0)	2.1 (1.6,2.7)	8.8 (7.9,9.8)	6.4 (5.6,7.3)	6.4 (4.8,8.6)	3.7 (2.7,5.2)
17 - 20 years	11.2 (10.3,12.2)	7.2 (6.4,8.1)	13.7 (12.8,14.7)	8.8 (8.1,9.7)	6.7 (6.0,7.5)	5.8 (4.4,7.6)	16.0 (14.9,17.2)	8.5 (7.9,9.2)	12.8 (10.9,15.0)	7.3 (5.9,9.0)
21 - 25 years	3.3 (2.8,3.9)	2.6 (2.1,3.2)	4.6 (4.0,5.4)	2.8 (2.3,3.4)	3.2 (2.7,3.8)	1.8 (1.5,2.2)	6.4 (5.7,7.3)	3.0 (2.6,3.5)	9.5 (7.9,11.3)	3.6 (2.5,5.1)
26 years or more	1.6 (1.2,2.1)	0.3* (0.2,0.6)	2.0 (1.6,2.6)	0.9 (0.6,1.3)	1.3 (0.9,1.9)	0.7 (0.5,1.0)	1.4 (1.0,1.9)	0.6 (0.4,0.9)	3.6 (2.4,5.4)	0.7* (0.1,4.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 8.4**Years of Active-Duty Service Completed: By Gender Within Paygrade**

8. How many years of active-duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)?

To indicate less than one year, enter "00." To indicate thirty-five or more, enter "35."

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,616	625	1,554	228	41	2	238	31	147	8
Responding on Item	389,394	84,150	494,849	74,172	15,439	1,144	90,026	18,007	73,382	10,895
4 years or less	90.2 (88.8,91.4)	90.2 (88.7,91.5)	10.3 (9.4,11.2)	12.9 (11.5,14.5)	3.0* (1.2,7.1)	4.1* (1.5,10.7)	34.5 (31.8,37.4)	51.0 (47.8,54.3)	1.8 (1.0,3.1)	1.5 (0.9,2.6)
5 - 6 years	5.9 (5.1,6.8)	6.1 (5.1,7.2)	11.4 (10.3,12.6)	17.7 (16.3,19.2)	2.3* (1.2,4.7)	3.5* (1.9,6.3)	16.2 (14.1,18.5)	13.2 (11.1,15.6)	0.5* (0.2,1.0)	1.5 (0.8,2.6)
7 - 10 years	2.2 (1.7,2.8)	2.4 (1.7,3.5)	20.1 (18.8,21.5)	23.0 (21.3,24.9)	7.7 (4.6,12.8)	6.8* (3.3,13.3)	25.6 (23.1,28.3)	20.1 (17.6,22.9)	4.7 (3.7,6.1)	8.7 (6.9,10.9)
11 - 14 years	0.6* (0.4,1.1)	0.6 (0.4,1.0)	19.2 (17.9,20.5)	17.2 (15.8,18.6)	20.6 (15.7,26.4)	24.3 (18.6,31.1)	11.8 (9.7,14.4)	8.3 (6.6,10.2)	24.1 (22.0,26.3)	25.1 (22.4,27.9)
15 - 16 years	0.3* (0.1,0.6)	0.3* (0.2,0.7)	10.5 (9.7,11.4)	9.6 (8.8,10.4)	11.3 (7.8,16.2)	20.9 (15.0,28.3)	4.4 (3.2,6.0)	2.7 (1.9,3.9)	14.6 (12.9,16.5)	16.8 (14.2,19.7)
17 - 20 years	0.2* (0.1,0.4)	0.1* (0.0,0.3)	21.0 (20.1,22.1)	15.1 (14.0,16.2)	28.6 (24.8,32.9)	30.4 (25.0,36.3)	5.3 (4.2,6.7)	3.2 (2.3,4.5)	26.4 (24.1,28.8)	26.4 (24.1,28.9)
21 - 25 years	0.2* (0.1,0.5)	0.1* (0.0,0.3)	6.2 (5.7,6.7)	4.1 (3.6,4.8)	16.3 (13.7,19.3)	7.5 (5.3,10.5)	2.1 (1.4,3.1)	1.3 (0.7,2.2)	17.9 (15.7,20.3)	16.1 (13.8,18.7)
26 years or more	0.5* (0.3,1.0)	0.3* (0.1,0.6)	1.4 (1.1,1.8)	0.5 (0.3,0.7)	10.1 (8.1,12.5)	2.5* (1.4,4.6)	0.0* (0.0,0.1)	0.3* (0.1,0.8)	10.0 (8.5,11.8)	4.0 (2.9,5.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 9.1***Term of Service: By Service***

9. In which term of service are you serving now?

Do not count extensions as separate terms of enlistment.

Total	DoD					Coast Guard	
	Total DoD	Army	Navy	Marine Corps	Air Force		
Estimated Population							
Not Applicable							
Not Responding on Item	11,197	10,983	4,201	3,989	1,249	1,545	214
Responding on Item	1,245,750	1,213,736	412,379	329,595	148,073	323,689	32,014
You are on indefinite status	17.7	17.4	27.6	11.6	8.7	14.4	27.7
	(17.3,18.1)	(17.0,17.9)	(26.6,28.7)	(10.9,12.4)	(8.1,9.3)	(13.6,15.2)	(25.5,30.1)
You are an officer serving an obligation	5.0	4.9	4.1	4.6	3.3	7.1	5.2
	(4.7,5.2)	(4.7,5.2)	(3.6,4.7)	(4.2,5.1)	(2.9,3.9)	(6.5,7.7)	(4.4,6.2)
1st enlistment	36.6	36.7	35.7	38.1	55.0	28.2	32.9
	(36.0,37.2)	(36.1,37.3)	(34.5,36.9)	(36.8,39.5)	(53.7,56.4)	(27.5,29.0)	(31.0,34.8)
2nd or later enlistment	40.8	40.9	32.6	45.6	33.0	50.4	34.2
	(40.1,41.4)	(40.2,41.7)	(31.2,34.1)	(44.2,47.1)	(31.6,34.4)	(49.5,51.2)	(31.4,37.0)

Table 9.2***Term of Service: By Paygrade and Gender***

9. In which term of service are you serving now?

Do not count extensions as separate terms of enlistment.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,701	4,780	492	1,817	1,406	9,811	1,386
Responding on Item	474,083	566,023	16,134	106,484	83,026	1,057,874	187,876
You are on indefinite status	0.9 (0.5,1.5)	12.9 (12.2,13.7)	79.0 (73.9,83.3)	53.9 (51.7,56.1)	87.5 (85.6,89.3)	18.1 (17.6,18.6)	15.3 (14.6,16.1)
You are an officer serving an obligation	0.0* (0.0,0.0)	0.0* (0.0,0.1)	19.7 (15.5,24.6)	45.8 (43.6,48.1)	11.6 (10.0,13.3)	4.9 (4.7,5.1)	5.3 (4.9,5.7)
1st enlistment	85.6 (84.4,86.8)	8.8 (8.0,9.7)	0.2* (0.0,1.1)	0.1* (0.0,0.3)	0.6* (0.2,2.0)	35.6 (34.9,36.3)	42.2 (41.1,43.2)
2nd or later enlistment	13.5 (12.4,14.6)	78.3 (77.1,79.4)	1.2* (0.4,3.4)	0.2* (0.1,0.5)	0.4* (0.1,1.1)	41.4 (40.6,42.2)	37.2 (36.3,38.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 9.3**Term of Service: By Gender Within Service**

9. In which term of service are you serving now?

Do not count extensions as separate terms of enlistment.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,601	600	3,767	223	1,138	110	1,120	425	185	29
Responding on Item	347,931	64,448	282,231	47,363	138,474	9,599	260,832	62,857	28,406	3,608
You are on indefinite status	28.5 (27.2,29.8)	22.7 (21.3,24.2)	11.9 (11.1,12.7)	10.2 (9.3,11.2)	8.9 (8.3,9.5)	5.8 (4.8,7.0)	14.7 (13.8,15.6)	13.0 (12.0,14.0)	29.2 (26.7,31.9)	16.3 (13.9,19.1)
You are an officer serving an obligation	4.1 (3.5,4.8)	4.2 (3.6,5.0)	4.4 (3.9,5.0)	5.8 (5.0,6.7)	3.3 (2.8,3.8)	4.6 (3.9,5.3)	7.4 (6.7,8.1)	5.7 (5.0,6.6)	4.4 (3.5,5.4)	12.1 (8.3,17.5)
1st enlistment	34.9 (33.4,36.3)	40.1 (38.0,42.3)	36.6 (35.1,38.2)	47.1 (45.0,49.2)	54.9 (53.5,56.3)	56.7 (53.3,60.0)	25.8 (24.9,26.7)	38.3 (36.7,39.9)	31.7 (29.6,33.8)	42.3 (36.8,48.1)
2nd or later enlistment	32.6 (30.8,34.4)	32.9 (30.9,35.0)	47.1 (45.5,48.7)	36.9 (35.0,38.9)	33.0 (31.6,34.5)	33.0 (30.1,35.9)	52.1 (51.1,53.1)	43.0 (41.5,44.5)	34.8 (31.8,37.9)	29.2 (25.8,33.0)

Table 9.4***Term of Service: By Gender Within Paygrade***

9. In which term of service are you serving now?

Do not count extensions as separate terms of enlistment.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,290	412	4,338	442	474	18	1,551	268	1,160	247
Responding on Item	389,720	84,363	492,065	73,958	15,006	1,128	88,713	17,770	72,369	10,656
You are on indefinite status	0.9*	1.1	13.2	11.3	78.9	80.5	54.3	52.1	87.5	87.9
	(0.5,1.7)	(0.7,1.7)	(12.3,14.1)	(10.1,12.5)	(73.4,83.5)	(71.7,87.1)	(51.7,56.8)	(48.5,55.6)	(85.3,89.4)	(85.7,89.8)
You are an officer serving an obligation	0.0*	0.0	0.0*	0.0*	19.7	19.5	45.5	47.7	11.5	11.8
	(0.0,0.0)	(N/A,N/A)	(0.0,0.1)	(0.0,0.0)	(15.2,25.0)	(12.9,28.3)	(42.9,48.0)	(44.1,51.3)	(9.8,13.4)	(9.8,14.1)
1st enlistment	85.7	85.1	8.6	10.0	0.2*	0.0	0.1*	0.2*	0.6*	0.2*
	(84.3,87.1)	(83.5,86.5)	(7.7,9.6)	(8.6,11.5)	(0.0,1.2)	(N/A,N/A)	(0.0,0.3)	(0.1,0.7)	(0.2,2.3)	(0.1,0.7)
2nd or later enlistment	13.4	13.8	78.2	78.8	1.2*	0.0	0.2*	0.1*	0.4*	0.2*
	(12.2,14.7)	(12.5,15.3)	(76.9,79.5)	(76.9,80.6)	(0.4,3.7)	(N/A,N/A)	(0.1,0.5)	(0.0,0.1)	(0.1,1.3)	(0.1,0.6)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 10.1***Likelihood of Being Allowed to Stay on Active Duty at the End of Current Term or Service Obligation: By Service***

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	220,336	211,455	113,824	38,317	12,824	46,490	8,880
Not Responding on Item	11,726	11,551	3,367	3,626	2,242	2,318	175
Responding on Item	1,024,885	1,001,712	299,389	291,641	134,256	276,426	23,173
Very likely	73.7	73.6	70.4	73.4	71.0	78.4	80.1
	(72.4,74.9)	(72.3,74.8)	(67.8,72.9)	(71.5,75.3)	(67.5,74.2)	(76.6,80.1)	(76.1,83.5)
Likely	12.5	12.6	13.7	13.4	12.8	10.5	9.1
	(11.7,13.4)	(11.8,13.5)	(12.0,15.4)	(12.0,15.0)	(10.6,15.4)	(9.5,11.6)	(6.9,12.0)
Neither likely nor unlikely	5.7	5.6	7.1	5.1	6.3	4.3	6.7
	(5.1,6.3)	(5.1,6.2)	(5.8,8.7)	(4.0,6.3)	(5.0,7.9)	(3.6,5.2)	(4.9,9.1)
Unlikely	3.5	3.6	3.2	3.9	3.6	3.6	1.4*
	(3.0,4.0)	(3.1,4.1)	(2.4,4.2)	(3.1,4.9)	(2.5,5.1)	(2.9,4.5)	(0.7,2.8)
Very unlikely	4.6	4.7	5.7	4.2	6.3	3.3	2.7*
	(4.2,5.1)	(4.2,5.2)	(4.6,7.0)	(3.5,5.1)	(4.8,8.2)	(2.6,4.0)	(1.4,5.0)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who are on indefinite status (Q9 = 1).

Table 10.2***Likelihood of Being Allowed to Stay on Active Duty at the End of Current Term or Service Obligation: By Paygrade and Gender***

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	4,320	73,208	12,747	57,386	72,674	191,580	28,756
Not Responding on Item	3,553	4,609	410	1,730	1,423	9,865	1,861
Responding on Item	468,911	492,986	3,469	49,184	10,335	866,240	158,645
Very likely	67.1 (64.9,69.2)	79.2 (77.8,80.4)	83.1 (73.2,89.9)	80.7 (77.2,83.8)	78.6 (70.5,84.9)	73.8 (72.3,75.2)	73.4 (71.9,74.9)
Likely	15.1 (13.7,16.5)	10.4 (9.5,11.4)	8.2* (3.7,17.3)	10.9 (8.5,13.8)	7.1* (3.7,12.9)	12.6 (11.7,13.6)	12.0 (10.9,13.2)
Neither likely nor unlikely	8.6 (7.5,9.8)	3.1 (2.6,3.6)	3.0* (1.0,8.4)	4.4 (2.9,6.5)	2.6* (1.0,6.7)	5.7 (5.0,6.4)	5.6 (5.0,6.4)
Unlikely	4.0 (3.3,4.9)	3.2 (2.7,3.8)	1.3* (0.3,5.9)	1.6 (0.9,2.8)	3.7* (1.7,8.2)	3.4 (2.9,4.0)	4.1 (3.6,4.8)
Very unlikely	5.3 (4.6,6.2)	4.1 (3.6,4.8)	4.5* (1.7,11.0)	2.5 (1.4,4.2)	8.1 (4.7,13.7)	4.6 (4.1,5.2)	4.9 (4.3,5.5)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who are on indefinite status (Q9 = 1).

Table 10.3***Likelihood of Being Allowed to Stay on Active Duty at the End of Current Term or Service Obligation: By Gender Within Service***

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	99,176	14,648	33,498	4,818	12,266	558	38,347	8,143	8,292	588
Not Responding on Item	2,627	740	3,054	572	2,073	168	1,951	367	161	14
Responding on Item	249,729	49,660	249,446	42,196	125,273	8,983	221,655	54,772	20,138	3,035
Very likely	71.0 (67.9,74.0)	67.2 (64.3,70.0)	73.5 (71.2,75.7)	72.8 (70.3,75.3)	71.0 (67.2,74.4)	71.4 (65.8,76.4)	78.1 (76.0,80.1)	79.6 (77.2,81.7)	80.4 (76.0,84.2)	77.6 (70.9,83.1)
Likely	13.5 (11.7,15.7)	14.2 (12.0,16.7)	13.6 (11.9,15.4)	12.7 (10.9,14.8)	12.9 (10.5,15.6)	12.2 (9.6,15.3)	10.7 (9.5,12.1)	9.5 (8.1,11.1)	9.1 (6.7,12.3)	9.2 (6.4,13.0)
Neither likely nor unlikely	7.2 (5.7,9.0)	6.8 (5.6,8.2)	4.9 (3.8,6.3)	6.1 (4.5,8.1)	6.2 (4.8,8.0)	7.5* (4.1,13.4)	4.4 (3.5,5.5)	3.9 (3.0,5.1)	6.8 (4.8,9.6)	6.3 (3.5,10.9)
Unlikely	2.8 (2.0,4.1)	5.0 (3.8,6.6)	3.8 (2.9,5.0)	4.2 (3.2,5.4)	3.7 (2.5,5.3)	3.0 (2.1,4.4)	3.6 (2.8,4.7)	3.5 (2.7,4.5)	1.1* (0.5,2.5)	3.9* (1.3,11.5)
Very unlikely	5.5 (4.2,7.1)	6.8 (5.5,8.5)	4.3 (3.4,5.2)	4.2 (3.3,5.3)	6.3 (4.8,8.4)	6.0 (4.0,8.7)	3.2 (2.5,4.1)	3.6 (2.8,4.5)	2.6* (1.3,5.4)	3.0 (2.1,4.3)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who are on indefinite status (Q9 = 1).

Table 10.4***Likelihood of Being Allowed to Stay on Active Duty at the End of Current Term or Service Obligation: By Gender Within Paygrade***

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	3,411	909	64,886	8,321	11,839	908	48,135	9,251	63,308	9,366
Not Responding on Item	2,801	753	4,004	606	395	15	1,448	283	1,219	204
Responding on Item	385,798	83,113	427,513	65,473	3,247	223	40,680	8,504	9,002	1,333
Very likely	67.0 (64.4,69.6)	67.3 (64.9,69.6)	79.1 (77.6,80.6)	79.5 (77.8,81.0)	84.0 (73.4,90.9)	70.3* (46.4,86.6)	79.9 (75.6,83.5)	84.9 (81.0,88.1)	77.8 (68.6,84.9)	84.0 (77.1,89.1)
Likely	15.2 (13.6,16.9)	14.4 (12.8,16.2)	10.6 (9.5,11.7)	9.5 (8.3,10.8)	7.2* (2.8,17.1)	22.4* (8.0,48.8)	11.5 (8.7,15.2)	7.5 (5.4,10.4)	7.1* (3.5,13.9)	7.0* (3.5,13.4)
Neither likely nor unlikely	8.7 (7.4,10.2)	7.9 (6.6,9.3)	3.1 (2.5,3.7)	3.2 (2.5,4.1)	3.0* (1.0,9.0)	2.4* (0.7,8.0)	4.7 (3.0,7.3)	2.7 (1.6,4.5)	2.6* (0.9,7.5)	2.4* (1.0,5.7)
Unlikely	3.9 (3.0,5.0)	4.7 (3.7,6.0)	3.2 (2.6,3.8)	3.7 (3.1,4.5)	1.2* (0.2,6.5)	2.7* (0.8,8.9)	1.5* (0.7,3.0)	2.1 (1.2,3.6)	3.9* (1.6,9.1)	3.0* (1.2,7.7)
Very unlikely	5.2 (4.4,6.3)	5.7 (4.7,6.9)	4.1 (3.5,4.8)	4.1 (3.5,4.9)	4.6* (1.7,11.7)	2.1* (0.6,7.5)	2.4* (1.2,4.6)	2.8* (1.4,5.5)	8.8 (4.9,15.3)	3.6* (1.7,7.5)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who are on indefinite status (Q9 = 1).

Table 11.1***Likelihood of Choosing to Stay on Active Duty: By Service***

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,057	5,822	1,505	1,652	550	2,116	235
Responding on Item	1,250,890	1,218,897	415,075	331,932	148,772	323,118	31,993
Very likely	36.4	36.3	35.2	36.6	29.2	40.6	40.8
	(35.5,37.3)	(35.3,37.3)	(33.4,37.0)	(34.4,38.9)	(27.1,31.4)	(39.0,42.2)	(37.6,44.0)
Likely	23.7	23.7	23.0	24.4	22.8	24.4	24.0
	(22.8,24.7)	(22.8,24.7)	(21.4,24.7)	(22.4,26.5)	(20.4,25.4)	(23.2,25.6)	(21.4,26.8)
Neither likely nor unlikely	13.3	13.2	12.6	12.6	15.1	13.7	15.9
	(12.6,14.0)	(12.5,13.9)	(11.3,14.0)	(11.1,14.2)	(13.0,17.4)	(12.5,14.9)	(13.6,18.5)
Unlikely	12.0	12.0	12.2	11.9	14.6	10.8	9.7
	(11.2,12.7)	(11.2,12.8)	(10.9,13.6)	(10.6,13.3)	(12.6,16.9)	(9.8,11.9)	(7.8,11.9)
Very unlikely	14.7	14.8	17.0	14.6	18.3	10.6	9.7
	(14.0,15.4)	(14.1,15.5)	(15.7,18.5)	(13.3,15.8)	(15.7,21.1)	(9.6,11.7)	(7.8,12.0)

Table 11.2***Likelihood of Choosing to Stay on Active Duty: By Paygrade and Gender***

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,375	1,915	81	1,144	1,541	4,980	1,077
Responding on Item	475,409	568,888	16,545	107,157	82,891	1,062,705	188,185
Very likely	19.1 (17.6,20.7)	47.8 (46.3,49.4)	51.3 (46.1,56.5)	36.4 (33.7,39.1)	54.1 (51.5,56.6)	37.3 (36.2,38.4)	31.4 (30.1,32.7)
Likely	23.1 (21.4,24.9)	23.3 (21.9,24.7)	24.4 (20.4,28.8)	27.0 (24.4,29.9)	26.2 (23.9,28.7)	23.6 (22.5,24.6)	24.8 (23.6,25.9)
Neither likely nor unlikely	19.3 (18.0,20.6)	8.7 (7.8,9.8)	7.6 (5.4,10.5)	16.6 (14.4,19.1)	6.9 (5.5,8.5)	13.0 (12.2,13.8)	14.7 (13.7,15.7)
Unlikely	16.6 (15.1,18.3)	8.9 (8.1,9.9)	10.0 (7.5,13.3)	11.2 (9.5,13.2)	7.1 (5.9,8.5)	11.8 (10.9,12.7)	13.0 (12.2,13.9)
Very unlikely	22.0 (20.4,23.7)	11.2 (10.3,12.2)	6.8 (4.3,10.4)	8.8 (7.4,10.4)	5.7 (4.7,7.0)	14.4 (13.6,15.3)	16.2 (15.2,17.1)

Table 11.3***Likelihood of Choosing to Stay on Active Duty: By Gender Within Service***

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,251	255	1,246	406	495	54	1,761	355	228	7
Responding on Item	350,281	64,793	284,752	47,180	139,117	9,655	260,191	62,927	28,363	3,630
Very likely	36.4 (34.3,38.5)	28.5 (26.6,30.6)	37.3 (34.8,39.9)	32.5 (30.2,34.9)	29.5 (27.2,31.8)	26.0 (22.5,29.9)	42.1 (40.1,44.1)	34.4 (32.5,36.4)	42.3 (38.7,46.0)	28.8 (24.8,33.2)
Likely	22.7 (20.9,24.7)	24.6 (22.8,26.5)	24.3 (22.1,26.8)	24.8 (22.5,27.1)	23.2 (20.6,25.9)	17.8 (15.3,20.5)	24.0 (22.5,25.6)	25.7 (24.0,27.6)	23.4 (20.6,26.4)	28.7 (24.1,33.8)
Neither likely nor unlikely	12.3 (10.8,14.0)	14.2 (12.2,16.4)	12.2 (10.6,14.1)	14.7 (13.0,16.6)	14.9 (12.8,17.4)	17.2 (13.1,22.4)	13.4 (12.0,15.0)	14.7 (13.4,16.2)	15.8 (13.4,18.6)	16.4 (12.3,21.5)
Unlikely	11.9 (10.4,13.6)	13.6 (12.1,15.2)	11.6 (10.2,13.3)	13.2 (11.7,14.9)	14.6 (12.5,17.1)	14.0 (11.5,17.0)	10.5 (9.3,11.8)	12.1 (11.0,13.4)	9.2 (7.3,11.6)	13.0 (9.3,17.9)
Very unlikely	16.7 (15.1,18.4)	19.1 (17.2,21.1)	14.5 (13.1,16.0)	14.8 (13.1,16.7)	17.8 (15.1,20.9)	25.0 (22.0,28.2)	10.0 (8.9,11.4)	13.0 (11.6,14.5)	9.3 (7.2,11.9)	13.1 (10.9,15.7)

Table 11.4***Likelihood of Choosing to Stay on Active Duty: By Gender Within Paygrade***

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,082	294	1,423	493	73	8	1,016	128	1,387	154
Responding on Item	390,928	84,481	494,980	73,908	15,407	1,138	89,248	17,910	72,142	10,749
Very likely	19.1 (17.4,21.0)	18.9 (17.3,20.6)	48.7 (46.9,50.4)	42.4 (40.3,44.5)	51.9 (46.2,57.5)	43.6 (37.6,49.9)	37.4 (34.3,40.7)	31.1 (28.3,34.0)	54.3 (51.4,57.1)	52.9 (49.5,56.2)
Likely	23.1 (21.0,25.2)	23.0 (21.3,24.9)	22.9 (21.4,24.5)	26.0 (24.1,28.1)	24.3 (20.2,29.1)	24.6 (19.2,30.9)	27.2 (24.0,30.6)	26.4 (24.0,29.0)	26.2 (23.7,28.8)	26.6 (23.3,30.1)
Neither likely nor unlikely	19.2 (17.6,20.8)	19.7 (17.9,21.6)	8.5 (7.5,9.7)	10.1 (9.0,11.2)	7.1 (4.9,10.2)	13.6 (7.7,22.8)	16.9 (14.3,19.8)	15.3 (13.1,17.8)	6.9 (5.4,8.8)	6.6 (5.3,8.2)
Unlikely	16.7 (14.9,18.7)	16.1 (14.7,17.5)	8.8 (7.8,9.9)	9.8 (8.8,11.0)	10.0 (7.3,13.5)	10.6 (7.8,14.3)	10.3 (8.3,12.7)	15.8 (13.4,18.6)	7.2 (5.8,8.8)	6.5 (5.2,8.2)
Very unlikely	21.9 (20.0,24.0)	22.4 (20.7,24.1)	11.1 (10.2,12.2)	11.7 (10.4,13.0)	6.7 (4.1,10.7)	7.6 (5.3,10.8)	8.2 (6.6,10.3)	11.4 (9.5,13.6)	5.5 (4.4,6.9)	7.4 (5.9,9.2)

Table 12.1***Likelihood of Choosing to Stay in the Military at Least 20 Years: By Service***

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,084	3,008	1,247	531	503	728	76
Responding on Item	1,253,863	1,221,711	415,333	333,053	148,819	324,506	32,152
Does not apply, you already have 20 or more years of service	7.6 (7.3,7.9)	7.5 (7.2,7.8)	5.9 (5.2,6.7)	8.2 (7.5,8.9)	4.6 (4.1,5.2)	10.0 (9.4,10.6)	13.1 (11.6,14.7)
Very likely	37.0 (36.0,38.0)	37.0 (36.0,38.0)	36.1 (34.5,37.7)	36.9 (34.7,39.2)	29.6 (27.5,31.8)	41.6 (40.0,43.2)	36.8 (34.5,39.2)
Likely	19.1 (18.5,19.8)	19.1 (18.4,19.8)	19.2 (18.0,20.5)	17.7 (16.1,19.5)	20.2 (17.8,22.9)	19.8 (18.4,21.2)	20.4 (17.9,23.2)
Neither likely nor unlikely	11.8 (11.1,12.6)	11.8 (11.1,12.6)	10.7 (9.5,12.1)	12.3 (10.8,13.9)	15.0 (13.0,17.3)	11.4 (10.4,12.5)	11.5 (9.6,13.7)
Unlikely	10.0 (9.2,10.8)	10.1 (9.3,10.9)	11.1 (9.8,12.5)	10.4 (8.9,12.0)	11.6 (9.9,13.7)	7.7 (6.8,8.7)	7.3 (5.7,9.1)
Very unlikely	14.5 (13.8,15.3)	14.6 (13.9,15.4)	17.0 (15.5,18.7)	14.6 (13.1,16.2)	18.9 (16.5,21.6)	9.6 (8.6,10.6)	11.0 (8.9,13.5)

Table 12.2***Likelihood of Choosing to Stay in the Military at Least 20 Years: By Paygrade and Gender***

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,514	826	5	523	216	2,501	583
Responding on Item	475,270	569,977	16,621	107,778	84,216	1,065,184	188,679
Does not apply, you already have 20 or more years of service	0.0*	10.7	30.3	2.8	30.8	8.1	4.7
	(0.0,0.1)	(10.2,11.3)	(26.7,34.1)	(2.1,3.9)	(28.8,33.0)	(7.8,8.5)	(4.3,5.1)
Very likely	16.0	52.2	51.0	36.4	51.0	38.3	29.6
	(14.5,17.5)	(50.7,53.7)	(46.0,56.0)	(33.9,38.9)	(48.5,53.5)	(37.2,39.5)	(28.4,30.7)
Likely	20.2	18.7	9.9	23.9	11.4	18.8	21.0
	(18.8,21.6)	(17.7,19.8)	(7.5,12.9)	(21.8,26.1)	(9.8,13.2)	(18.0,19.5)	(20.0,22.1)
Neither likely nor unlikely	19.8	6.2	3.3	15.8	1.9	11.4	14.0
	(18.2,21.4)	(5.5,7.0)	(1.9,5.8)	(13.6,18.1)	(1.3,2.8)	(10.6,12.3)	(13.1,15.1)
Unlikely	17.0	5.3	1.9*	11.5	1.8	9.5	12.7
	(15.3,18.8)	(4.6,6.1)	(1.0,3.4)	(9.7,13.6)	(1.1,2.8)	(8.6,10.4)	(11.9,13.6)
Very unlikely	27.1	6.9	3.7*	9.7	3.2	13.9	18.0
	(25.3,29.0)	(6.1,7.8)	(1.9,6.9)	(8.3,11.3)	(2.3,4.4)	(13.1,14.8)	(17.0,19.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 12.3***Likelihood of Choosing to Stay in the Military at Least 20 Years: By Gender Within Service***

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,004	243	390	142	455	47	589	139	63	14
Responding on Item	350,528	64,805	285,608	47,444	139,157	9,662	261,363	63,143	28,528	3,623
Does not apply, you already have 20 or more years of service	6.2 (5.4,7.1)	4.4 (3.8,5.1)	8.8 (8.0,9.6)	4.8 (4.2,5.5)	4.7 (4.2,5.3)	3.5 (3.0,4.2)	11.2 (10.5,11.9)	5.0 (4.4,5.7)	14.2 (12.5,16.1)	4.5 (2.9,6.8)
Very likely	37.6 (35.8,39.5)	27.7 (25.9,29.6)	38.2 (35.6,40.8)	29.3 (27.0,31.8)	30.1 (27.8,32.4)	22.6 (19.7,25.7)	43.8 (41.9,45.7)	32.8 (31.2,34.5)	38.1 (35.5,40.7)	26.9 (22.9,31.4)
Likely	19.1 (17.6,20.6)	20.0 (18.3,21.9)	17.2 (15.3,19.3)	20.9 (18.6,23.4)	20.4 (17.8,23.3)	18.0 (15.4,21.0)	19.1 (17.5,20.9)	22.4 (20.8,24.0)	19.8 (17.1,22.7)	25.3 (20.7,30.5)
Neither likely nor unlikely	10.3 (8.9,11.9)	12.9 (11.0,15.1)	11.8 (10.1,13.7)	15.0 (13.0,17.1)	15.1 (13.0,17.6)	13.5 (9.7,18.4)	10.6 (9.4,12.0)	14.6 (13.0,16.3)	11.1 (8.9,13.7)	14.6 (11.4,18.5)
Unlikely	10.6 (9.1,12.3)	13.6 (12.1,15.4)	9.9 (8.3,11.9)	13.0 (11.6,14.6)	11.4 (9.6,13.6)	14.2 (10.9,18.2)	6.8 (5.8,8.0)	11.3 (10.1,12.7)	6.4 (4.9,8.3)	14.0 (9.8,19.7)
Very unlikely	16.2 (14.5,18.1)	21.3 (19.3,23.5)	14.2 (12.5,16.0)	17.1 (15.3,19.0)	18.3 (15.7,21.1)	28.2 (24.8,31.9)	8.5 (7.4,9.8)	13.9 (12.5,15.5)	10.5 (8.2,13.4)	14.7 (12.5,17.2)

Table 12.4***Likelihood of Choosing to Stay in the Military at Least 20 Years: By Gender Within Paygrade***

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,347	167	530	296	0	5	458	66	167	49
Responding on Item	390,663	84,608	495,873	74,104	15,480	1,141	89,806	17,972	73,362	10,854
Does not apply, you already have 20 or more years of service	0.0*	0.1*	11.2	7.5	31.4	15.3	3.1	1.6	31.7	25.1
	(0.0,0.1)	(0.0,0.3)	(10.6,11.9)	(6.7,8.4)	(27.5,35.5)	(12.0,19.3)	(2.2,4.3)	(1.0,2.7)	(29.3,34.2)	(22.4,28.1)
Very likely	16.6	13.2	53.2	45.1	50.5	57.9	38.1	27.5	51.0	50.7
	(14.9,18.4)	(11.7,15.0)	(51.5,54.9)	(43.2,47.1)	(45.1,55.8)	(51.1,64.5)	(35.2,41.2)	(24.5,30.7)	(48.2,53.9)	(47.4,54.0)
Likely	20.1	20.4	18.2	22.5	9.6	13.4	24.2	22.2	10.8	15.3
	(18.5,21.9)	(18.8,22.0)	(17.0,19.4)	(20.9,24.1)	(7.1,12.9)	(9.4,18.8)	(21.9,26.8)	(19.5,25.0)	(9.0,12.9)	(12.6,18.5)
Neither likely nor unlikely	19.7	20.2	5.8	8.6	3.2*	5.3*	15.9	15.0	1.9	1.9
	(17.8,21.7)	(18.6,22.1)	(5.0,6.7)	(7.6,9.7)	(1.7,5.8)	(2.0,13.2)	(13.4,18.8)	(12.9,17.4)	(1.2,3.0)	(1.2,2.8)
Unlikely	16.8	17.6	5.0	7.3	1.7*	4.0	10.0	19.0	1.6*	2.8
	(14.8,19.0)	(16.2,19.0)	(4.2,6.0)	(6.4,8.3)	(0.8,3.5)	(2.6,6.3)	(8.0,12.5)	(16.4,21.9)	(0.9,2.9)	(1.9,4.2)
Very unlikely	26.8	28.6	6.6	9.0	3.6*	4.0	8.7	14.8	3.0	4.2
	(24.7,29.0)	(26.7,30.5)	(5.7,7.6)	(7.8,10.3)	(1.8,7.2)	(2.7,6.0)	(7.0,10.6)	(12.5,17.4)	(2.1,4.4)	(3.2,5.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 13.1***Expected Total Years of Service: By Service***

13. When you leave active duty, how many total years of service do you expect to have completed?

To indicate less than one year, enter "00." To indicate thirty-five or more, enter "35."

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	16,237	15,652	6,179	2,841	1,622	5,011	585
Responding on Item	1,240,710	1,209,067	410,401	330,743	147,700	320,223	31,643
4 years or less	15.3	15.2	17.9	11.4	29.2	9.4	16.5
	(14.5,16.0)	(14.5,16.0)	(16.4,19.5)	(10.1,12.9)	(26.5,31.9)	(8.3,10.6)	(14.4,18.9)
5 - 6 years	11.1	11.2	11.5	12.7	13.3	8.4	5.7
	(10.4,11.8)	(10.5,11.9)	(10.1,13.0)	(11.3,14.2)	(11.3,15.6)	(7.5,9.4)	(4.3,7.5)
7 - 10 years	12.2	12.3	11.8	15.0	11.8	10.5	8.2
	(11.5,13.0)	(11.6,13.1)	(10.5,13.2)	(13.7,16.4)	(9.9,14.0)	(9.6,11.4)	(6.6,10.2)
11 - 14 years	2.7	2.8	2.9	3.1	1.8	2.8	0.8
	(2.4,3.1)	(2.5,3.1)	(2.3,3.6)	(2.5,3.9)	(1.3,2.5)	(2.2,3.4)	(0.5,1.5)
15 - 16 years	0.9	1.0	1.3	0.9	0.7*	0.8	0.1*
	(0.7,1.2)	(0.8,1.2)	(0.9,1.8)	(0.6,1.3)	(0.4,1.5)	(0.6,1.1)	(0.0,0.3)
17 - 20 years	32.8	32.8	32.1	31.8	25.5	38.1	33.5
	(31.8,33.8)	(31.8,33.8)	(30.5,33.7)	(29.9,33.7)	(23.5,27.5)	(36.5,39.6)	(30.5,36.7)
21 - 25 years	16.5	16.5	14.7	16.0	9.4	22.5	18.1
	(15.8,17.3)	(15.7,17.3)	(13.3,16.1)	(14.8,17.4)	(8.4,10.6)	(21.2,24.0)	(15.9,20.6)
26 years or more	8.5	8.3	8.0	9.2	8.4	7.6	17.1
	(8.0,9.1)	(7.7,8.9)	(7.0,9.1)	(8.2,10.4)	(7.3,9.5)	(6.8,8.6)	(15.0,19.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 13.2**Expected Total Years of Service: By Paygrade and Gender**

13. When you leave active duty, how many total years of service do you expect to have completed?

To indicate less than one year, enter "00." To indicate thirty-five or more, enter "35."

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	8,005	4,448	181	2,938	663	13,034	3,203
Responding on Item	468,779	566,355	16,445	105,363	83,769	1,054,651	186,059
4 years or less	35.9 (34.0,37.8)	2.4 (1.9,3.0)	0.4* (0.1,1.6)	6.3 (5.1,7.8)	1.0 (0.6,1.7)	14.9 (14.0,15.8)	17.5 (16.7,18.4)
5 - 6 years	22.3 (20.6,24.1)	4.1 (3.4,4.8)	1.1* (0.2,5.9)	8.7 (7.3,10.2)	0.6* (0.2,1.8)	10.6 (9.8,11.5)	13.6 (12.7,14.5)
7 - 10 years	16.0 (14.6,17.4)	10.2 (9.3,11.2)	2.9* (1.5,5.7)	17.3 (15.4,19.4)	0.7 (0.4,1.1)	11.4 (10.6,12.3)	16.7 (16.0,17.5)
11 - 14 years	1.4 (0.9,2.2)	3.4 (2.9,4.0)	1.8* (0.9,3.5)	5.8 (4.6,7.3)	2.0 (1.3,3.0)	2.7 (2.3,3.1)	3.1 (2.6,3.6)
15 - 16 years	0.6 (0.4,1.0)	1.1 (0.8,1.6)	0.9* (0.4,2.2)	1.7 (1.0,2.8)	0.5* (0.2,1.0)	0.9 (0.7,1.2)	1.2 (1.0,1.5)
17 - 20 years	16.7 (15.3,18.1)	45.9 (44.4,47.4)	28.2 (23.6,33.3)	33.8 (30.9,36.9)	33.9 (31.4,36.5)	32.7 (31.5,33.8)	33.6 (32.3,34.9)
21 - 25 years	4.0 (3.2,5.0)	24.1 (22.9,25.3)	29.7 (25.1,34.8)	18.0 (16.1,20.1)	30.7 (28.5,33.0)	17.6 (16.7,18.6)	10.1 (9.5,10.7)
26 years or more	3.1 (2.5,4.0)	8.9 (8.2,9.8)	35.0 (29.6,40.9)	8.4 (7.0,10.1)	30.7 (28.4,33.1)	9.3 (8.7,9.9)	4.2 (3.8,4.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 13.3**Expected Total Years of Service: By Gender Within Service**

13. When you leave active duty, how many total years of service do you expect to have completed?

To indicate less than one year, enter "00." To indicate thirty-five or more, enter "35."

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,894	1,285	2,180	662	1,477	144	3,975	1,035	508	77
Responding on Item	346,638	63,763	283,818	46,924	138,135	9,565	257,977	62,247	28,083	3,560
4 years or less	17.3 (15.5,19.2)	21.3 (19.6,23.1)	11.1 (9.6,12.8)	13.3 (11.6,15.3)	28.6 (25.9,31.5)	37.3 (33.0,41.8)	8.3 (7.1,9.8)	13.7 (12.3,15.2)	16.0 (13.7,18.6)	20.7 (16.2,26.0)
5 - 6 years	11.0 (9.4,12.8)	14.1 (12.6,15.7)	11.9 (10.4,13.7)	17.3 (15.3,19.4)	13.5 (11.3,16.0)	10.2 (8.0,12.9)	7.8 (6.7,9.1)	10.9 (9.6,12.3)	4.8 (3.3,6.8)	12.8 (9.7,16.8)
7 - 10 years	10.9 (9.4,12.6)	16.6 (15.3,18.1)	14.5 (13.0,16.1)	18.2 (16.2,20.5)	11.7 (9.6,14.0)	14.0 (11.4,17.0)	9.1 (8.1,10.2)	16.3 (15.0,17.8)	7.6 (5.8,9.9)	12.8 (10.1,16.0)
11 - 14 years	2.9 (2.2,3.7)	3.0 (2.0,4.6)	3.1 (2.4,4.1)	3.1 (2.4,4.0)	1.8 (1.2,2.6)	1.8 (1.3,2.7)	2.6 (2.0,3.4)	3.3 (2.7,4.1)	0.7* (0.3,1.4)	2.2 (1.5,3.1)
15 - 16 years	1.2 (0.8,1.9)	1.4 (1.0,1.9)	0.8 (0.5,1.3)	1.2 (0.8,1.9)	0.7* (0.3,1.5)	1.0* (0.4,2.2)	0.7 (0.5,1.1)	1.1 (0.7,1.6)	0.1* (0.0,0.3)	0.3* (0.1,0.9)
17 - 20 years	32.4 (30.6,34.3)	30.3 (28.1,32.5)	31.6 (29.5,33.8)	32.7 (29.9,35.7)	25.6 (23.5,27.8)	23.2 (20.7,26.0)	37.8 (36.0,39.7)	39.1 (37.2,41.1)	33.5 (30.1,37.0)	33.7 (29.1,38.7)
21 - 25 years	15.5 (14.0,17.2)	9.8 (8.8,11.0)	17.1 (15.6,18.6)	9.8 (8.7,11.0)	9.6 (8.5,10.9)	6.3 (5.2,7.6)	25.3 (23.6,27.0)	11.1 (10.1,12.2)	18.9 (16.4,21.7)	11.9 (9.1,15.4)
26 years or more	8.8 (7.7,10.1)	3.5 (2.8,4.3)	10.0 (8.8,11.3)	4.4 (3.7,5.1)	8.5 (7.4,9.7)	6.2* (3.3,11.3)	8.4 (7.3,9.6)	4.5 (3.8,5.3)	18.6 (16.2,21.1)	5.7 (4.0,8.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 13.4**Expected Total Years of Service: By Gender Within Paygrade**

13. When you leave active duty, how many total years of service do you expect to have completed?

To indicate less than one year, enter "00." To indicate thirty-five or more, enter "35."

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	6,633	1,374	3,049	1,399	172	9	2,625	314	557	107
Responding on Item	385,377	83,401	493,354	73,001	15,308	1,137	87,639	17,724	72,972	10,796
4 years or less	36.2 (34.0,38.5)	34.6 (33.0,36.3)	2.4 (1.9,3.1)	2.3 (1.7,3.0)	0.3* (0.1,1.8)	1.3* (0.5,3.1)	5.4 (4.1,7.1)	10.9 (8.8,13.5)	0.9* (0.5,1.8)	1.3 (0.8,2.2)
5 - 6 years	22.0 (20.0,24.2)	23.6 (21.9,25.4)	4.0 (3.3,4.8)	4.6 (3.7,5.9)	1.2* (0.2,6.4)	0.2* (0.0,0.7)	7.9 (6.3,9.9)	12.5 (10.8,14.5)	0.7* (0.2,2.1)	0.3* (0.1,0.7)
7 - 10 years	15.6 (14.0,17.3)	17.7 (16.3,19.1)	9.2 (8.2,10.3)	16.7 (15.3,18.2)	2.7* (1.2,5.8)	5.7* (2.6,11.8)	16.3 (14.0,18.8)	22.4 (19.8,25.1)	0.5* (0.2,1.0)	1.9 (1.1,3.2)
11 - 14 years	1.4 (0.9,2.4)	1.3* (0.7,2.5)	3.2 (2.6,3.9)	4.6 (3.8,5.5)	1.7* (0.9,3.6)	2.8* (1.5,5.0)	6.0 (4.6,7.8)	4.6 (3.4,6.3)	1.7 (1.1,2.9)	3.5 (2.5,4.8)
15 - 16 years	0.6* (0.3,1.0)	1.0 (0.6,1.5)	1.1 (0.7,1.6)	1.3 (1.0,1.7)	0.9* (0.4,2.4)	0.5* (0.2,1.6)	1.6 (0.9,2.9)	2.1 (1.2,3.7)	0.4* (0.2,1.0)	1.1 (0.7,1.8)
17 - 20 years	16.4 (14.8,18.2)	17.9 (16.3,19.6)	45.3 (43.6,47.0)	49.9 (47.8,52.0)	26.9 (22.0,32.4)	46.1 (39.0,53.4)	34.2 (30.7,38.0)	32.0 (29.3,34.8)	32.2 (29.4,35.1)	45.4 (42.4,48.4)
21 - 25 years	4.4 (3.5,5.5)	2.3 (1.7,3.0)	25.3 (23.9,26.7)	16.1 (15.0,17.3)	29.6 (24.7,35.1)	31.4 (26.3,36.9)	19.4 (17.0,21.9)	11.3 (9.1,13.9)	31.4 (29.0,34.0)	25.7 (23.2,28.3)
26 years or more	3.4 (2.6,4.5)	1.7 (1.1,2.5)	9.6 (8.7,10.5)	4.6 (3.8,5.5)	36.7 (30.8,43.0)	12.1 (9.3,15.6)	9.3 (7.5,11.4)	4.2 (3.0,5.9)	32.1 (29.5,34.9)	20.9 (18.3,23.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 14.1***Life Better or Worse Than Expected: By Service***

 14. In general, has your life been better or worse than you expected when you first entered the military?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,313	4,191	1,118	1,279	1,030	765	122
Responding on Item	1,252,634	1,220,528	415,462	332,305	148,292	324,469	32,106
Much better	23.4 (22.5,24.4)	23.4 (22.5,24.4)	21.1 (19.6,22.7)	25.5 (23.7,27.3)	21.8 (19.5,24.2)	25.0 (23.5,26.4)	24.2 (21.5,27.3)
Somewhat better	29.5 (28.5,30.6)	29.5 (28.5,30.6)	29.6 (27.7,31.6)	29.2 (27.1,31.4)	27.5 (25.2,30.0)	30.8 (29.2,32.3)	29.3 (25.9,32.9)
About what you expected	29.1 (28.2,30.1)	29.0 (28.1,30.0)	28.6 (26.9,30.4)	28.1 (26.1,30.1)	29.8 (27.3,32.5)	30.1 (28.4,31.9)	33.3 (29.8,36.9)
Somewhat worse	12.7 (11.9,13.4)	12.7 (12.0,13.5)	14.0 (12.6,15.5)	12.8 (11.3,14.3)	12.7 (10.7,14.9)	11.1 (10.0,12.4)	9.6 (7.7,12.0)
Much worse	4.4 (4.0,4.9)	4.5 (4.0,4.9)	5.9 (4.9,7.1)	3.7 (2.9,4.6)	7.0 (5.5,8.8)	2.2 (1.7,2.9)	2.1 (1.3,3.2)
Don't remember	0.9 (0.7,1.1)	0.9 (0.7,1.1)	0.8 (0.5,1.2)	0.9 (0.6,1.3)	1.2 (0.8,2.0)	0.8 (0.6,1.2)	1.5* (0.7,3.2)

 * Low precision and/or unweighted denominator size between 30 and 59.

Table 14.2***Life Better or Worse Than Expected: By Paygrade and Gender***

14. In general, has your life been better or worse than you expected when you first entered the military?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,398	1,020	77	518	299	3,381	932
Responding on Item	474,386	569,783	16,549	107,783	84,133	1,064,304	188,330
Much better	16.4 (15.0,17.8)	29.2 (27.8,30.7)	34.4 (29.8,39.4)	19.9 (17.9,22.0)	26.1 (24.1,28.3)	23.5 (22.4,24.6)	23.2 (22.2,24.4)
Somewhat better	28.5 (26.7,30.4)	30.8 (29.5,32.1)	30.2 (25.6,35.2)	28.8 (26.0,31.7)	27.5 (25.4,29.7)	29.1 (27.9,30.3)	32.1 (30.8,33.4)
About what you expected	27.9 (26.2,29.6)	27.8 (26.5,29.2)	24.0 (20.0,28.4)	37.7 (34.8,40.7)	35.2 (33.0,37.5)	29.6 (28.5,30.8)	26.3 (25.2,27.4)
Somewhat worse	17.9 (16.2,19.7)	9.4 (8.4,10.5)	8.2 (5.6,11.7)	10.6 (8.9,12.6)	8.9 (7.4,10.7)	12.6 (11.7,13.5)	13.0 (12.2,14.0)
Much worse	8.8 (7.7,10.0)	1.8 (1.4,2.2)	2.4* (1.1,5.3)	2.1 (1.5,3.0)	0.9 (0.5,1.5)	4.4 (3.9,5.0)	4.3 (3.6,5.1)
Don't remember	0.6 (0.4,1.0)	1.0 (0.8,1.3)	0.9* (0.4,2.1)	0.9* (0.5,1.7)	1.4 (0.8,2.2)	0.8 (0.7,1.1)	1.1 (0.9,1.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 14.3***Life Better or Worse Than Expected: By Gender Within Service***

14. In general, has your life been better or worse than you expected when you first entered the military?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	735	383	1,029	250	963	66	547	218	106	16
Responding on Item	350,797	64,665	284,969	47,336	138,649	9,643	261,405	63,064	28,485	3,621
Much better	21.3 (19.6,23.2)	20.0 (18.5,21.7)	25.6 (23.5,27.8)	24.6 (22.7,26.5)	21.9 (19.6,24.5)	19.5 (16.6,22.8)	24.7 (23.0,26.5)	26.0 (24.3,27.8)	24.2 (21.1,27.7)	24.2 (18.6,30.9)
Somewhat better	29.1 (26.9,31.4)	32.3 (30.4,34.3)	28.7 (26.3,31.2)	32.1 (29.8,34.6)	27.5 (25.1,30.1)	27.3 (23.0,32.0)	30.3 (28.5,32.2)	32.5 (30.3,34.8)	28.9 (25.2,32.8)	32.6 (27.0,38.9)
About what you expected	29.3 (27.2,31.4)	25.2 (23.4,27.2)	28.5 (26.2,30.9)	25.7 (23.4,28.2)	29.9 (27.2,32.7)	29.1 (24.0,34.7)	30.8 (28.7,33.0)	27.3 (25.6,29.1)	34.1 (30.3,38.2)	26.5 (22.3,31.3)
Somewhat worse	13.7 (12.1,15.6)	15.4 (13.8,17.2)	12.8 (11.1,14.6)	12.7 (11.0,14.6)	12.4 (10.3,14.8)	16.8 (13.4,20.8)	11.3 (9.9,12.9)	10.4 (9.0,11.9)	9.4 (7.2,12.0)	11.8 (8.8,15.6)
Much worse	5.9 (4.8,7.3)	5.8 (4.5,7.5)	3.6 (2.7,4.7)	4.2 (3.3,5.3)	7.1 (5.5,9.1)	5.9 (4.4,7.9)	2.1 (1.5,2.9)	2.7 (2.0,3.4)	1.9 (1.1,3.3)	3.0 (2.2,4.1)
Don't remember	0.7 (0.4,1.2)	1.2 (0.9,1.8)	0.9 (0.6,1.4)	0.8 (0.5,1.3)	1.2 (0.7,2.1)	1.5* (0.7,3.0)	0.8 (0.5,1.2)	1.1 (0.7,1.7)	1.5* (0.6,3.4)	1.8 (1.1,3.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 14.4***Life Better or Worse Than Expected: By Gender Within Paygrade***

14. In general, has your life been better or worse than you expected when you first entered the military?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,993	406	612	408	72	6	482	36	222	76
Responding on Item	390,017	84,369	495,791	73,992	15,408	1,140	89,782	18,002	73,307	10,827
Much better	16.4 (14.7,18.2)	16.2 (14.8,17.7)	29.0 (27.4,30.6)	30.8 (28.9,32.7)	34.2 (29.3,39.6)	36.8 (31.5,42.4)	19.5 (17.2,22.1)	21.7 (18.9,24.7)	25.9 (23.6,28.3)	27.7 (25.3,30.3)
Somewhat better	27.8 (25.7,30.0)	32.2 (30.4,34.1)	30.3 (28.9,31.8)	33.8 (31.9,35.7)	30.1 (25.2,35.5)	30.6 (24.1,38.0)	29.4 (26.2,32.8)	25.7 (22.9,28.7)	27.1 (24.7,29.7)	30.3 (27.3,33.5)
About what you expected	28.3 (26.2,30.4)	25.9 (24.2,27.8)	28.5 (26.9,30.1)	23.5 (21.8,25.3)	24.0 (19.8,28.7)	23.6 (17.8,30.6)	38.1 (34.8,41.6)	35.5 (32.4,38.7)	35.6 (33.1,38.3)	32.4 (29.4,35.6)
Somewhat worse	17.9 (16.0,20.1)	17.4 (15.8,19.1)	9.4 (8.3,10.7)	9.2 (8.2,10.3)	8.2 (5.5,12.1)	7.0* (3.0,15.6)	10.2 (8.2,12.6)	12.5 (10.4,14.9)	9.2 (7.5,11.3)	6.9 (5.5,8.6)
Much worse	9.1 (7.8,10.6)	7.2 (5.9,8.8)	1.8 (1.4,2.2)	1.6 (1.1,2.5)	2.5* (1.1,5.7)	1.2* (0.5,2.7)	1.8 (1.1,2.9)	3.7 (2.5,5.5)	0.8* (0.5,1.6)	1.0 (0.6,1.7)
Don't remember	0.5* (0.3,1.0)	1.0 (0.7,1.5)	1.0 (0.7,1.4)	1.1 (0.8,1.5)	0.9* (0.4,2.2)	0.9* (0.4,2.0)	0.9* (0.5,1.8)	1.0* (0.5,1.8)	1.3 (0.8,2.3)	1.7 (1.2,2.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 15.1**Work Better or Worse Than Expected: By Service**

15. In general, has your work been better or worse than you expected when you first entered the military?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,723	3,655	1,284	1,212	689	470	68
Responding on Item	1,253,224	1,221,064	415,296	332,372	148,633	324,764	32,160
Much better	20.2 (19.3,21.2)	20.2 (19.3,21.1)	17.7 (16.3,19.2)	22.8 (21.0,24.7)	19.7 (17.6,21.8)	20.9 (19.5,22.4)	22.2 (19.1,25.6)
Somewhat better	26.7 (25.9,27.5)	26.6 (25.8,27.4)	25.5 (23.9,27.1)	26.9 (24.8,29.1)	26.6 (24.3,29.1)	27.7 (26.1,29.3)	29.9 (26.9,33.1)
About what you expected	26.8 (25.9,27.8)	26.8 (25.8,27.8)	27.4 (25.5,29.5)	27.4 (25.6,29.3)	27.1 (24.5,30.0)	25.2 (23.7,26.8)	28.2 (25.0,31.6)
Somewhat worse	17.2 (16.2,18.1)	17.3 (16.3,18.3)	18.2 (16.4,20.1)	15.6 (14.0,17.4)	16.3 (14.2,18.7)	18.2 (16.8,19.6)	14.1 (11.7,16.9)
Much worse	8.1 (7.5,8.8)	8.2 (7.5,8.9)	10.2 (8.9,11.6)	6.3 (5.3,7.6)	9.2 (7.5,11.2)	7.1 (6.2,8.2)	4.0 (2.9,5.6)
Don't remember	1.0 (0.8,1.3)	1.0 (0.8,1.3)	1.1 (0.7,1.7)	0.9 (0.6,1.3)	1.1 (0.7,1.7)	1.0 (0.7,1.3)	1.6* (0.8,3.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 15.2**Work Better or Worse Than Expected: By Paygrade and Gender**

15. In general, has your work been better or worse than you expected when you first entered the military?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,351	1,420	42	551	357	2,762	961
Responding on Item	475,433	569,383	16,584	107,750	84,075	1,064,923	188,301
Much better	14.2 (12.8,15.6)	24.8 (23.5,26.1)	32.2 (27.8,37.0)	18.3 (16.3,20.4)	23.7 (21.8,25.8)	20.2 (19.1,21.3)	20.5 (19.5,21.5)
Somewhat better	24.0 (22.5,25.7)	28.7 (27.4,30.1)	31.7 (26.6,37.4)	24.3 (21.8,27.0)	29.6 (27.3,32.0)	26.9 (26.0,27.9)	25.2 (24.2,26.3)
About what you expected	27.2 (25.3,29.2)	25.3 (23.9,26.6)	20.7 (16.7,25.3)	31.8 (29.0,34.6)	30.1 (28.0,32.3)	27.0 (25.9,28.1)	26.1 (24.9,27.4)
Somewhat worse	20.3 (18.6,22.1)	15.0 (13.7,16.4)	10.9 (8.4,14.0)	19.3 (17.3,21.5)	12.8 (11.2,14.7)	17.0 (16.0,18.1)	18.0 (17.1,18.9)
Much worse	13.2 (11.9,14.7)	5.3 (4.6,6.0)	4.1* (1.9,8.5)	5.3 (4.2,6.6)	2.8 (2.1,3.6)	8.0 (7.2,8.8)	8.8 (8.0,9.6)
Don't remember	1.1 (0.7,1.6)	1.0 (0.7,1.3)	0.5* (0.1,1.6)	1.1* (0.6,2.1)	1.0 (0.6,1.7)	0.9 (0.7,1.2)	1.4 (1.1,1.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 15.3**Work Better or Worse Than Expected: By Gender Within Service**

15. In general, has your work been better or worse than you expected when you first entered the military?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	912	372	918	294	619	70	266	204	48	21
Responding on Item	350,620	64,676	285,080	47,292	138,993	9,639	261,686	63,078	28,543	3,616
Much better	17.5 (15.8,19.2)	18.8 (17.0,20.8)	22.7 (20.7,24.9)	23.4 (21.4,25.6)	19.7 (17.6,22.0)	19.1 (16.3,22.2)	21.1 (19.4,22.8)	20.1 (18.5,21.8)	22.1 (18.7,25.9)	22.4 (18.7,26.6)
Somewhat better	25.4 (23.5,27.4)	25.8 (23.8,28.0)	27.2 (24.8,29.7)	25.4 (23.1,27.8)	27.1 (24.5,29.7)	20.5 (17.7,23.6)	28.4 (26.5,30.3)	24.8 (22.9,26.8)	29.7 (26.3,33.2)	31.7 (26.5,37.4)
About what you expected	27.8 (25.6,30.2)	25.4 (23.2,27.8)	27.5 (25.5,29.6)	26.8 (24.7,29.1)	26.8 (24.0,29.9)	31.8 (26.1,38.1)	25.1 (23.3,27.0)	25.7 (23.6,27.8)	29.0 (25.5,32.8)	22.0 (18.5,25.8)
Somewhat worse	18.1 (16.0,20.4)	18.5 (16.9,20.3)	15.6 (13.8,17.7)	15.8 (14.2,17.5)	16.2 (14.0,18.8)	17.1 (14.3,20.4)	17.9 (16.2,19.6)	19.3 (17.6,21.2)	13.6 (11.0,16.7)	18.1 (14.3,22.6)
Much worse	10.2 (8.7,11.8)	10.3 (8.8,12.0)	6.2 (4.9,7.7)	7.4 (6.1,8.8)	9.2 (7.4,11.3)	10.2 (7.6,13.7)	6.9 (5.8,8.1)	8.3 (7.1,9.6)	4.0 (2.8,5.8)	4.2 (3.1,5.9)
Don't remember	1.1 (0.6,1.9)	1.1 (0.7,1.7)	0.8 (0.5,1.3)	1.2 (0.7,2.1)	1.1 (0.6,1.8)	1.3 (0.8,2.2)	0.8 (0.5,1.2)	1.8 (1.4,2.4)	1.6* (0.7,3.6)	1.7 (1.1,2.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 15.4**Work Better or Worse Than Expected: By Gender Within Paygrade**

15. In general, has your work been better or worse than you expected when you first entered the military?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	987	366	912	508	36	6	518	34	311	46
Responding on Item	391,023	84,409	495,491	73,892	15,444	1,140	89,746	18,004	73,218	10,857
Much better	14.0 (12.4,15.7)	15.1 (13.8,16.6)	24.6 (23.1,26.1)	26.1 (24.5,27.8)	32.2 (27.4,37.3)	32.8 (27.6,38.4)	18.5 (16.1,21.0)	17.2 (14.7,19.9)	23.0 (20.9,25.4)	28.3 (25.8,31.0)
Somewhat better	24.3 (22.5,26.3)	22.6 (20.9,24.5)	28.8 (27.3,30.3)	28.4 (26.6,30.2)	32.0 (26.5,38.0)	28.5 (23.5,34.0)	24.6 (21.7,27.7)	23.2 (20.7,25.9)	30.0 (27.5,32.7)	26.8 (24.1,29.7)
About what you expected	27.3 (25.2,29.6)	26.9 (24.8,29.1)	25.5 (23.9,27.1)	24.0 (22.3,25.8)	20.3 (16.1,25.3)	25.0 (18.3,33.1)	31.9 (28.7,35.2)	31.1 (28.1,34.3)	30.7 (28.2,33.2)	26.2 (23.6,28.9)
Somewhat worse	20.1 (18.2,22.3)	20.9 (19.6,22.3)	15.0 (13.6,16.5)	15.0 (13.7,16.4)	10.9 (8.2,14.2)	11.5 (7.3,17.6)	19.2 (16.8,21.9)	19.5 (17.2,22.1)	12.7 (10.8,14.7)	14.1 (11.7,16.8)
Much worse	13.3 (11.7,15.1)	12.9 (11.5,14.5)	5.3 (4.5,6.2)	5.3 (4.5,6.2)	4.3* (2.0,9.1)	1.0* (0.5,2.3)	4.8 (3.6,6.3)	7.6 (5.9,9.8)	2.8 (2.0,3.8)	2.8 (1.8,4.4)
Don't remember	1.0 (0.6,1.7)	1.5 (1.0,2.0)	0.9 (0.7,1.3)	1.3 (1.0,1.7)	0.4* (0.1,1.7)	1.2* (0.6,2.5)	1.1* (0.6,2.2)	1.4* (0.8,2.6)	0.9* (0.5,1.7)	1.8 (1.2,2.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16a.1**Satisfaction With Basic Pay: By Service**

16a. Indicate the extent to which you are satisfied with each of the following. Basic pay

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,449	4,414	870	1,653	923	969	36
Responding on Item	1,252,498	1,220,305	415,710	331,931	148,399	324,265	32,192
Very dissatisfied	11.1 (10.4,11.7)	11.1 (10.5,11.8)	14.1 (12.7,15.6)	8.9 (7.6,10.4)	12.8 (10.9,15.0)	8.9 (8.0,9.8)	8.0 (6.2,10.4)
Dissatisfied	30.4 (29.3,31.4)	30.5 (29.5,31.6)	33.3 (31.3,35.3)	28.0 (26.4,29.8)	30.9 (28.1,33.8)	29.3 (27.5,31.2)	24.5 (21.6,27.6)
Neither satisfied nor dissatisfied	19.2 (18.4,20.1)	19.2 (18.3,20.0)	19.1 (17.5,20.8)	19.0 (17.5,20.6)	22.9 (20.6,25.4)	17.7 (16.2,19.3)	22.5 (19.9,25.4)
Satisfied	34.1 (33.0,35.2)	34.0 (32.9,35.1)	29.7 (27.8,31.7)	37.7 (35.5,39.9)	28.9 (26.7,31.3)	38.0 (36.2,39.9)	37.8 (34.3,41.4)
Very satisfied	5.3 (4.9,5.7)	5.2 (4.8,5.7)	3.8 (3.2,4.6)	6.4 (5.5,7.4)	4.5 (3.6,5.7)	6.1 (5.3,7.0)	7.2 (5.9,8.8)

Table 16a.2**Satisfaction With Basic Pay: By Paygrade and Gender**

16a. Indicate the extent to which you are satisfied with each of the following. Basic pay

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,048	2,900	35	186	279	3,544	906
Responding on Item	475,736	567,903	16,591	108,115	84,153	1,064,141	188,356
Very dissatisfied	14.1 (12.5,15.9)	11.0 (10.1,11.9)	14.0 (10.4,18.5)	3.5 (2.7,4.7)	3.0 (2.1,4.4)	11.5 (10.7,12.3)	8.7 (7.9,9.5)
Dissatisfied	32.3 (30.4,34.2)	33.1 (31.7,34.6)	30.8 (25.8,36.2)	17.5 (15.4,19.7)	17.4 (15.7,19.2)	30.7 (29.5,32.0)	28.2 (26.9,29.5)
Neither satisfied nor dissatisfied	22.3 (20.7,24.0)	18.6 (17.6,19.7)	14.8 (11.0,19.6)	14.5 (12.6,16.6)	13.2 (11.4,15.2)	19.4 (18.4,20.4)	18.3 (17.3,19.4)
Satisfied	28.2 (26.0,30.5)	32.9 (31.4,34.4)	36.8 (32.6,41.2)	52.4 (49.4,55.4)	51.6 (48.7,54.4)	33.3 (32.1,34.5)	38.7 (37.4,39.9)
Very satisfied	3.1 (2.4,4.2)	4.4 (3.9,4.9)	3.7 (2.5,5.5)	12.1 (10.2,14.3)	14.8 (12.9,16.9)	5.1 (4.6,5.6)	6.2 (5.7,6.7)

Table 16a.3**Satisfaction With Basic Pay: By Gender Within Service**

16a. Indicate the extent to which you are satisfied with each of the following. Basic pay

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	523	347	1,377	276	796	126	826	143	21	14
Responding on Item	351,009	64,701	284,621	47,310	138,816	9,583	261,126	63,139	28,570	3,623
Very dissatisfied	14.5 (13.0,16.3)	11.7 (9.9,13.7)	9.1 (7.6,10.7)	8.0 (6.6,9.6)	13.1 (11.1,15.4)	8.3 (6.4,10.6)	9.4 (8.3,10.7)	6.4 (5.3,7.7)	8.6 (6.5,11.2)	4.0 (2.9,5.4)
Dissatisfied	33.5 (31.2,35.9)	32.0 (29.5,34.6)	28.4 (26.6,30.4)	25.7 (23.4,28.2)	31.2 (28.2,34.3)	26.3 (22.5,30.5)	29.9 (27.8,32.2)	26.8 (24.8,28.9)	25.1 (21.9,28.5)	20.0 (15.7,25.1)
Neither satisfied nor dissatisfied	19.2 (17.3,21.2)	18.5 (16.6,20.6)	19.1 (17.3,21.0)	18.4 (16.1,20.8)	22.7 (20.2,25.3)	25.9 (21.3,31.2)	17.8 (16.1,19.7)	17.1 (15.4,18.9)	23.2 (20.3,26.5)	17.0 (13.9,20.7)
Satisfied	29.1 (26.9,31.4)	33.2 (30.9,35.5)	37.2 (34.7,39.7)	40.7 (38.4,43.1)	28.6 (26.1,31.2)	34.1 (30.3,38.1)	36.8 (34.8,39.0)	43.0 (40.6,45.4)	36.5 (32.7,40.4)	47.9 (42.9,52.8)
Very satisfied	3.7 (2.9,4.6)	4.7 (4.0,5.4)	6.3 (5.3,7.4)	7.2 (6.2,8.4)	4.5 (3.5,5.7)	5.5 (4.3,6.9)	5.9 (5.0,7.0)	6.8 (6.0,7.7)	6.7 (5.4,8.3)	11.2 (7.3,16.7)

Table 16a.4**Satisfaction With Basic Pay: By Gender Within Paygrade**

16a. Indicate the extent to which you are satisfied with each of the following. Basic pay

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	736	313	2,457	443	36	0	87	100	229	50
Responding on Item	391,274	84,462	493,946	73,957	15,444	1,146	90,177	17,938	73,300	10,853
Very dissatisfied	14.7 (12.8,16.8)	11.6 (10.2,13.3)	11.4 (10.5,12.5)	8.1 (7.1,9.1)	14.0 (10.1,18.9)	14.1 (10.5,18.9)	4.0 (3.0,5.4)	1.2* (0.6,2.2)	3.3 (2.2,4.8)	1.4* (0.7,2.9)
Dissatisfied	32.7 (30.5,35.0)	30.3 (28.3,32.3)	33.4 (31.8,35.1)	31.2 (29.3,33.2)	30.2 (25.0,36.0)	38.0 (32.0,44.3)	18.3 (15.9,21.0)	13.3 (11.0,16.0)	17.9 (16.0,19.9)	14.1 (11.1,17.6)
Neither satisfied nor dissatisfied	22.3 (20.5,24.3)	22.3 (20.4,24.2)	18.9 (17.7,20.1)	16.9 (15.3,18.5)	15.2 (11.1,20.4)	9.2 (6.6,12.5)	15.3 (13.0,17.9)	10.4 (8.6,12.5)	13.4 (11.5,15.7)	11.7 (9.4,14.5)
Satisfied	27.1 (24.5,29.8)	33.1 (31.2,35.1)	32.0 (30.4,33.7)	38.9 (37.1,40.7)	37.0 (32.5,41.7)	34.6 (28.5,41.3)	51.4 (48.0,54.7)	57.6 (54.2,60.9)	51.8 (48.6,55.1)	50.1 (46.6,53.5)
Very satisfied	3.2 (2.3,4.5)	2.7 (2.1,3.4)	4.3 (3.7,4.9)	5.0 (4.3,5.7)	3.7 (2.4,5.7)	4.2 (2.8,6.3)	11.0 (8.9,13.6)	17.5 (14.9,20.6)	13.6 (11.5,16.0)	22.8 (20.4,25.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16b.1***Satisfaction With Special and Incentive Pays: By Service***

16b. Indicate the extent to which you are satisfied with each of the following. Special and incentive pays including bonuses

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	14,115	13,877	4,123	4,438	2,241	3,077	238
Responding on Item	1,242,832	1,210,842	412,457	329,146	147,081	322,157	31,990
Very dissatisfied	17.0	17.1	17.5	13.4	21.6	18.2	13.8
	(16.3,17.7)	(16.4,17.8)	(16.2,18.9)	(12.0,14.9)	(19.6,23.9)	(17.0,19.5)	(11.7,16.2)
Dissatisfied	23.3	23.2	24.8	22.2	25.5	21.0	27.3
	(22.3,24.2)	(22.2,24.1)	(23.2,26.4)	(20.2,24.2)	(23.1,28.1)	(19.5,22.6)	(24.2,30.8)
Neither satisfied nor dissatisfied	18.8	18.7	20.9	18.2	16.5	17.6	19.7
	(17.9,19.6)	(17.9,19.6)	(19.3,22.5)	(16.6,20.0)	(14.4,18.9)	(16.1,19.2)	(17.0,22.7)
Satisfied	22.4	22.4	18.9	28.2	18.2	22.8	24.0
	(21.6,23.2)	(21.5,23.2)	(17.3,20.5)	(26.2,30.2)	(16.0,20.7)	(21.6,24.1)	(21.2,26.9)
Very satisfied	6.2	6.2	4.8	8.7	3.0	6.9	6.2
	(5.7,6.7)	(5.7,6.8)	(3.8,6.0)	(7.5,10.1)	(2.4,3.8)	(6.1,7.7)	(4.7,8.1)
Don't know or does not apply	12.4	12.5	13.2	9.4	15.1	13.5	9.0
	(11.8,13.0)	(11.9,13.1)	(12.0,14.4)	(8.3,10.7)	(13.1,17.3)	(12.5,14.6)	(7.5,10.7)

Table 16b.2***Satisfaction With Special and Incentive Pays: By Paygrade and Gender***

16b. Indicate the extent to which you are satisfied with each of the following. Special and incentive pays including bonuses

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,634	6,506	316	1,413	1,246	12,253	1,863
Responding on Item	472,150	564,297	16,310	106,888	83,186	1,055,432	187,399
Very dissatisfied	15.5 (14.1,16.9)	20.1 (19.0,21.2)	14.8 (11.8,18.4)	13.3 (11.4,15.4)	10.1 (8.8,11.6)	17.4 (16.6,18.2)	14.7 (13.7,15.8)
Dissatisfied	20.2 (18.6,21.8)	26.9 (25.5,28.3)	29.6 (25.2,34.5)	19.2 (17.0,21.6)	20.6 (18.6,22.7)	24.1 (23.1,25.2)	18.4 (17.3,19.5)
Neither satisfied nor dissatisfied	21.9 (20.5,23.4)	17.0 (15.8,18.3)	17.7 (13.2,23.3)	18.2 (16.1,20.6)	13.7 (12.0,15.5)	18.8 (17.9,19.8)	18.4 (17.5,19.4)
Satisfied	24.1 (22.6,25.7)	20.8 (19.6,22.0)	19.7 (15.9,24.2)	23.1 (21.1,25.3)	23.2 (21.2,25.3)	22.5 (21.6,23.5)	21.8 (20.7,22.9)
Very satisfied	6.8 (5.8,8.0)	4.9 (4.4,5.5)	2.8 (1.6,4.6)	7.5 (6.3,9.0)	10.3 (8.9,11.9)	6.3 (5.8,6.9)	5.5 (5.0,6.1)
Don't know or does not apply	11.5 (10.3,12.8)	10.4 (9.7,11.2)	15.4 (11.9,19.7)	18.7 (16.9,20.6)	22.3 (20.1,24.5)	10.8 (10.2,11.5)	21.2 (20.3,22.0)

Table 16b.3***Satisfaction With Special and Incentive Pays: By Gender Within Service***

16b. Indicate the extent to which you are satisfied with each of the following. Special and incentive pays including bonuses

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,513	610	3,885	553	2,087	153	2,556	521	211	27
Responding on Item	348,019	64,438	282,113	47,034	137,525	9,556	259,396	62,761	28,380	3,610
Very dissatisfied	18.0 (16.5,19.6)	15.0 (13.4,16.8)	13.2 (11.6,15.0)	14.1 (12.3,16.0)	22.0 (19.8,24.5)	16.0 (12.0,21.1)	19.1 (17.5,20.7)	14.9 (13.4,16.5)	13.9 (11.5,16.6)	13.1 (9.4,18.0)
Dissatisfied	25.7 (23.9,27.6)	20.0 (18.3,21.8)	23.1 (20.9,25.5)	16.2 (14.3,18.4)	26.0 (23.4,28.8)	19.2 (16.1,22.8)	21.7 (19.9,23.7)	18.0 (16.3,19.9)	28.2 (24.7,31.9)	20.8 (16.6,25.7)
Neither satisfied nor dissatisfied	20.9 (19.1,22.9)	20.5 (18.6,22.6)	18.1 (16.3,20.1)	18.6 (16.6,20.8)	16.3 (14.1,18.8)	19.6 (16.6,23.1)	18.0 (16.1,19.9)	16.0 (14.5,17.5)	19.8 (16.9,23.1)	18.6 (15.2,22.6)
Satisfied	18.8 (17.1,20.8)	18.9 (17.0,21.0)	28.7 (26.5,31.0)	25.1 (22.8,27.4)	18.1 (15.7,20.8)	20.1 (16.8,23.8)	22.9 (21.4,24.6)	22.3 (20.3,24.4)	23.5 (20.4,27.0)	27.4 (21.3,34.5)
Very satisfied	5.0 (3.9,6.4)	3.8 (3.1,4.6)	9.0 (7.6,10.6)	7.1 (5.8,8.8)	2.9 (2.2,3.8)	4.8 (3.6,6.4)	7.0 (6.0,8.1)	6.2 (5.4,7.3)	6.3 (4.7,8.5)	5.5 (4.0,7.6)
Don't know or does not apply	11.6 (10.3,13.0)	21.8 (20.1,23.6)	7.9 (6.6,9.3)	18.9 (17.3,20.7)	14.7 (12.6,17.1)	20.2 (17.0,24.0)	11.3 (10.2,12.6)	22.7 (21.1,24.3)	8.3 (6.7,10.3)	14.6 (11.9,17.8)

Table 16b.4***Satisfaction With Special and Incentive Pays: By Gender Within Paygrade***

16b. Indicate the extent to which you are satisfied with each of the following. Special and incentive pays including bonuses

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,801	834	5,846	660	304	12	1,229	185	1,074	173
Responding on Item	388,209	83,941	490,557	73,740	15,176	1,134	89,035	17,853	72,455	10,730
Very dissatisfied	15.9 (14.3,17.6)	13.6 (12.0,15.4)	20.4 (19.2,21.6)	18.0 (16.4,19.6)	14.8 (11.6,18.6)	15.6 (11.7,20.4)	13.9 (11.7,16.3)	10.5 (8.7,12.5)	10.3 (8.9,12.0)	8.4 (7.1,10.1)
Dissatisfied	21.0 (19.1,23.1)	16.1 (14.5,17.8)	27.6 (26.1,29.2)	21.7 (19.8,23.7)	30.0 (25.2,35.2)	25.3 (19.1,32.5)	19.9 (17.3,22.9)	15.6 (13.2,18.2)	21.1 (18.8,23.6)	17.2 (15.2,19.4)
Neither satisfied nor dissatisfied	21.6 (20.0,23.4)	23.5 (21.8,25.2)	17.3 (15.9,18.7)	15.0 (13.6,16.6)	18.1 (13.3,24.1)	12.2 (8.8,16.6)	19.1 (16.6,21.9)	13.6 (11.5,15.9)	14.1 (12.2,16.2)	10.7 (8.2,13.8)
Satisfied	24.2 (22.3,26.1)	23.8 (22.2,25.6)	20.8 (19.5,22.2)	20.8 (19.2,22.5)	20.4 (16.3,25.1)	10.9 (8.3,14.3)	23.5 (21.1,26.2)	21.2 (18.7,23.9)	24.4 (22.1,26.8)	15.0 (13.0,17.3)
Very satisfied	7.1 (5.9,8.6)	5.4 (4.6,6.5)	4.9 (4.3,5.6)	5.0 (4.2,5.8)	2.9 (1.7,4.9)	1.4* (0.7,2.8)	7.5 (6.1,9.2)	7.5 (6.1,9.2)	10.8 (9.2,12.5)	7.3 (5.9,8.9)
Don't know or does not apply	10.2 (8.8,11.8)	17.5 (16.2,19.0)	9.0 (8.2,9.9)	19.6 (18.2,21.0)	14.0 (10.3,18.6)	34.7 (29.0,40.9)	16.0 (14.1,18.2)	31.7 (29.1,34.5)	19.4 (17.0,22.1)	41.4 (38.5,44.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16c.1***Satisfaction With Basic Allowance for Subsistence: By Service***

16c. Indicate the extent to which you are satisfied with each of the following. Basic Allowance for Subsistence (BAS)

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,777	9,609	3,237	3,495	1,436	1,442	168
Responding on Item	1,247,170	1,215,110	413,343	330,089	147,886	323,792	32,060
Very dissatisfied	10.1 (9.5,10.7)	10.2 (9.6,10.8)	12.1 (10.7,13.6)	9.0 (7.9,10.2)	11.7 (9.8,13.8)	8.3 (7.2,9.5)	5.2 (3.9,6.8)
Dissatisfied	24.5 (23.8,25.3)	24.6 (23.9,25.4)	27.4 (25.8,29.1)	23.6 (21.9,25.4)	22.2 (20.0,24.5)	23.3 (21.9,24.8)	20.7 (17.9,23.7)
Neither satisfied nor dissatisfied	22.1 (21.3,23.1)	22.0 (21.1,23.0)	22.0 (20.2,24.0)	23.0 (21.2,24.8)	21.4 (18.7,24.3)	21.4 (20.0,22.9)	25.9 (22.8,29.2)
Satisfied	32.6 (31.6,33.7)	32.5 (31.4,33.6)	29.1 (27.2,31.1)	34.3 (32.1,36.7)	25.6 (23.1,28.3)	38.0 (36.3,39.7)	37.7 (34.3,41.1)
Very satisfied	4.8 (4.4,5.3)	4.8 (4.4,5.2)	3.6 (3.1,4.3)	5.6 (4.7,6.7)	3.2 (2.3,4.2)	6.1 (5.3,7.1)	6.5 (5.0,8.3)
Don't know or does not apply	5.9 (5.4,6.4)	5.9 (5.4,6.5)	5.7 (4.8,6.9)	4.5 (3.7,5.5)	16.1 (13.9,18.5)	2.9 (2.3,3.6)	4.1 (3.0,5.7)

Table 16c.2**Satisfaction With Basic Allowance for Subsistence: By Paygrade and Gender**

16c. Indicate the extent to which you are satisfied with each of the following. Basic Allowance for Subsistence (BAS)

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,313	4,136	180	413	734	8,536	1,242
Responding on Item	472,471	566,667	16,446	107,888	83,698	1,059,149	188,020
Very dissatisfied	10.7 (9.5,12.1)	9.6 (8.8,10.6)	21.1 (17.0,25.8)	10.1 (8.5,12.0)	6.7 (5.5,8.2)	10.5 (9.8,11.2)	7.6 (6.8,8.5)
Dissatisfied	20.5 (19.1,21.9)	27.0 (25.7,28.4)	37.0 (32.2,42.1)	27.2 (25.2,29.3)	24.7 (22.7,26.8)	25.2 (24.3,26.0)	21.1 (20.1,22.2)
Neither satisfied nor dissatisfied	22.9 (21.3,24.6)	21.7 (20.5,23.0)	19.2 (15.8,23.2)	21.9 (19.7,24.3)	21.7 (19.3,24.2)	22.5 (21.5,23.6)	20.0 (19.0,21.0)
Satisfied	28.4 (26.6,30.3)	35.4 (34.0,36.8)	19.5 (15.8,24.0)	33.6 (31.0,36.2)	38.9 (36.3,41.5)	31.5 (30.3,32.7)	39.1 (37.8,40.4)
Very satisfied	4.3 (3.6,5.2)	4.6 (4.0,5.2)	2.4* (1.3,4.2)	6.4 (5.2,7.8)	7.4 (6.2,8.9)	4.5 (4.0,5.0)	6.6 (6.1,7.2)
Don't know or does not apply	13.2 (11.9,14.6)	1.7 (1.3,2.1)	0.8* (0.3,1.9)	0.8 (0.5,1.4)	0.7* (0.4,1.3)	5.9 (5.3,6.5)	5.7 (5.1,6.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16c.3***Satisfaction With Basic Allowance for Subsistence: By Gender Within Service***

16c. Indicate the extent to which you are satisfied with each of the following. Basic Allowance for Subsistence (BAS)

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,922	315	3,063	432	1,280	155	1,123	318	147	21
Responding on Item	348,610	64,733	282,935	47,154	138,332	9,554	260,829	62,964	28,444	3,616
Very dissatisfied	12.5 (11.0,14.3)	9.6 (8.0,11.5)	9.4 (8.2,10.7)	6.8 (5.7,8.3)	12.1 (10.2,14.4)	5.2 (4.0,6.8)	8.7 (7.3,10.2)	6.6 (5.5,7.8)	5.2 (3.9,7.0)	4.8 (3.6,6.5)
Dissatisfied	28.2 (26.3,30.2)	23.1 (21.2,25.1)	24.2 (22.2,26.2)	20.1 (18.1,22.3)	22.2 (19.9,24.6)	22.2 (18.2,26.8)	24.2 (22.4,26.0)	19.9 (18.2,21.7)	21.4 (18.3,24.8)	15.1 (11.4,19.7)
Neither satisfied nor dissatisfied	22.4 (20.3,24.7)	19.9 (18.0,21.9)	23.2 (21.1,25.3)	21.8 (19.6,24.2)	21.4 (18.6,24.5)	21.2 (17.9,24.9)	22.2 (20.5,23.9)	18.3 (16.7,20.0)	26.1 (22.7,29.8)	24.0 (19.4,29.3)
Satisfied	27.9 (25.7,30.1)	35.9 (33.6,38.3)	33.4 (30.8,36.0)	40.1 (37.8,42.4)	25.3 (22.6,28.1)	29.9 (26.7,33.4)	36.8 (34.9,38.9)	42.7 (40.6,44.9)	36.9 (33.3,40.8)	43.3 (38.4,48.4)
Very satisfied	3.4 (2.7,4.2)	5.0 (4.2,6.0)	5.3 (4.3,6.7)	7.3 (6.2,8.5)	3.0 (2.2,4.2)	5.1 (4.0,6.6)	5.7 (4.7,6.8)	8.0 (6.9,9.1)	6.4 (4.8,8.5)	6.9 (5.0,9.4)
Don't know or does not apply	5.6 (4.5,7.0)	6.5 (5.5,7.6)	4.6 (3.6,5.8)	4.0 (3.1,5.2)	16.1 (13.8,18.6)	16.3 (12.7,20.8)	2.5 (1.8,3.5)	4.6 (3.7,5.7)	3.9 (2.6,5.7)	5.9 (3.5,9.9)

Table 16c.4***Satisfaction With Basic Allowance for Subsistence: By Gender Within Paygrade***

16c. Indicate the extent to which you are satisfied with each of the following. Basic Allowance for Subsistence (BAS)

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,705	609	3,626	510	172	9	362	52	672	62
Responding on Item	388,305	84,166	492,777	73,890	15,308	1,137	89,902	17,986	72,857	10,841
Very dissatisfied	11.2 (9.7,12.9)	8.6 (7.3,10.2)	10.0 (9.0,11.0)	7.3 (6.4,8.4)	20.8 (16.5,25.9)	24.7 (19.3,31.1)	11.1 (9.2,13.3)	5.3 (3.9,7.2)	7.2 (5.8,9.0)	3.2 (2.3,4.5)
Dissatisfied	20.8 (19.1,22.7)	18.9 (17.1,20.8)	27.5 (26.0,29.1)	23.8 (22.4,25.3)	37.2 (32.1,42.6)	35.2 (29.8,41.0)	28.5 (26.0,31.0)	20.8 (18.6,23.3)	25.6 (23.3,28.0)	18.5 (16.2,20.9)
Neither satisfied nor dissatisfied	23.2 (21.3,25.3)	21.5 (19.5,23.5)	22.1 (20.7,23.6)	19.1 (17.7,20.6)	19.7 (16.1,23.9)	13.1 (9.4,17.9)	22.8 (20.1,25.8)	17.3 (15.1,19.7)	22.0 (19.4,24.9)	19.2 (16.4,22.3)
Satisfied	27.1 (24.9,29.4)	34.4 (32.2,36.6)	34.4 (32.9,36.0)	42.1 (40.3,43.9)	19.4 (15.4,24.1)	21.1 (16.4,26.8)	31.1 (28.0,34.3)	46.0 (43.2,49.0)	37.9 (35.0,40.9)	45.3 (42.5,48.0)
Very satisfied	4.0 (3.2,5.0)	5.8 (4.9,6.9)	4.4 (3.7,5.1)	6.0 (5.3,6.8)	2.4* (1.3,4.4)	1.6* (0.8,3.2)	5.8 (4.6,7.5)	9.2 (7.3,11.5)	6.6 (5.2,8.3)	13.0 (11.1,15.1)
Don't know or does not apply	13.7 (12.1,15.4)	10.8 (9.6,12.2)	1.7 (1.2,2.2)	1.6 (1.2,2.2)	0.5* (0.2,1.6)	4.3* (1.1,14.9)	0.7* (0.4,1.4)	1.4* (0.8,2.4)	0.7* (0.3,1.3)	0.9* (0.5,1.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16d.1***Satisfaction With Basic Allowance for Housing: By Service***

16d. Indicate the extent to which you are satisfied with each of the following. Basic Allowance for Housing (BAH)

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	19,477	18,995	6,614	5,539	2,233	4,610	482
Responding on Item	1,237,470	1,205,724	409,966	328,045	147,089	320,624	31,746
Very dissatisfied	11.8 <i>(11.1,12.5)</i>	11.8 <i>(11.2,12.6)</i>	13.5 <i>(12.2,15.0)</i>	9.1 <i>(7.9,10.5)</i>	10.8 <i>(9.1,12.9)</i>	12.9 <i>(11.8,14.1)</i>	9.7 <i>(7.7,12.2)</i>
Dissatisfied	23.8 <i>(23.0,24.6)</i>	23.9 <i>(23.0,24.7)</i>	24.9 <i>(23.3,26.7)</i>	22.1 <i>(20.3,24.0)</i>	21.4 <i>(19.2,23.7)</i>	25.4 <i>(24.0,26.9)</i>	22.6 <i>(19.7,25.7)</i>
Neither satisfied nor dissatisfied	17.6 <i>(16.9,18.4)</i>	17.6 <i>(16.8,18.4)</i>	19.2 <i>(17.7,20.8)</i>	17.6 <i>(15.9,19.5)</i>	18.0 <i>(15.9,20.3)</i>	15.3 <i>(14.1,16.5)</i>	18.6 <i>(15.9,21.7)</i>
Satisfied	27.4 <i>(26.6,28.2)</i>	27.2 <i>(26.4,28.1)</i>	23.4 <i>(21.6,25.3)</i>	32.6 <i>(30.6,34.7)</i>	22.8 <i>(20.6,25.2)</i>	28.6 <i>(27.4,29.8)</i>	34.1 <i>(31.1,37.3)</i>
Very satisfied	6.8 <i>(6.3,7.3)</i>	6.7 <i>(6.2,7.2)</i>	5.0 <i>(4.2,5.9)</i>	9.1 <i>(8.1,10.3)</i>	5.1 <i>(4.1,6.4)</i>	7.1 <i>(6.2,8.0)</i>	11.1 <i>(9.1,13.4)</i>
Don't know or does not apply	12.6 <i>(11.8,13.4)</i>	12.8 <i>(12.0,13.7)</i>	13.9 <i>(12.3,15.7)</i>	9.4 <i>(8.2,10.8)</i>	21.9 <i>(19.6,24.4)</i>	10.8 <i>(9.8,11.9)</i>	3.9 <i>(2.8,5.4)</i>

Table 16d.2***Satisfaction With Basic Allowance for Housing: By Paygrade and Gender***

16d. Indicate the extent to which you are satisfied with each of the following. Basic Allowance for Housing (BAH)

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	7,124	10,329	307	864	852	16,990	2,488
Responding on Item	469,660	560,474	16,319	107,437	83,580	1,050,695	186,774
Very dissatisfied	9.6 (8.4,10.9)	14.2 (13.1,15.4)	14.9 (11.2,19.6)	9.8 (8.2,11.7)	9.9 (8.2,11.8)	12.2 (11.5,13.0)	9.4 (8.6,10.2)
Dissatisfied	16.9 (15.6,18.3)	28.1 (26.8,29.4)	33.0 (28.2,38.1)	25.8 (23.3,28.3)	29.9 (27.8,32.1)	24.1 (23.2,25.0)	22.3 (21.3,23.3)
Neither satisfied nor dissatisfied	20.1 (18.5,21.8)	16.8 (15.7,18.1)	17.9 (14.8,21.5)	13.9 (12.0,15.9)	13.8 (12.1,15.7)	17.9 (17.1,18.9)	15.7 (14.7,16.8)
Satisfied	23.0 (21.5,24.4)	28.4 (27.3,29.6)	28.7 (24.1,33.7)	35.4 (32.7,38.1)	34.9 (32.8,37.1)	26.6 (25.7,27.5)	32.0 (30.8,33.2)
Very satisfied	5.1 (4.3,6.0)	7.0 (6.3,7.8)	3.4 (2.2,5.2)	11.6 (10.0,13.5)	9.5 (8.3,10.9)	6.6 (6.0,7.3)	7.8 (7.2,8.4)
Don't know or does not apply	25.5 (23.7,27.4)	5.4 (4.7,6.3)	2.2* (1.1,4.1)	3.6 (2.6,4.9)	2.0 (1.4,3.0)	12.6 (11.7,13.5)	12.9 (12.0,13.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16d.3***Satisfaction With Basic Allowance for Housing: By Gender Within Service***

16d. Indicate the extent to which you are satisfied with each of the following. Basic Allowance for Housing (BAH)

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	5,519	1,096	4,962	577	1,968	264	4,087	524	454	28
Responding on Item	346,013	63,952	281,036	47,009	137,644	9,445	257,865	62,758	28,137	3,609
Very dissatisfied	14.1 (12.5,15.8)	10.6 (9.1,12.3)	9.4 (8.1,11.0)	7.5 (6.3,9.0)	11.1 (9.2,13.2)	7.5 (5.9,9.6)	13.7 (12.4,15.1)	9.7 (8.4,11.1)	9.7 (7.4,12.5)	10.0 (7.2,13.5)
Dissatisfied	25.4 (23.5,27.4)	22.4 (20.5,24.4)	22.1 (20.1,24.3)	22.1 (19.8,24.5)	21.4 (19.2,23.9)	20.6 (16.5,25.5)	26.1 (24.3,27.8)	22.8 (21.1,24.5)	23.0 (19.9,26.5)	19.3 (15.6,23.7)
Neither satisfied nor dissatisfied	19.5 (17.7,21.5)	17.6 (16.0,19.4)	17.9 (16.0,20.0)	15.9 (13.9,18.1)	17.9 (15.7,20.4)	19.0 (16.1,22.2)	15.8 (14.4,17.3)	13.3 (11.9,14.8)	19.1 (16.1,22.4)	15.1 (10.8,20.7)
Satisfied	22.7 (20.7,24.9)	27.4 (25.4,29.5)	32.0 (29.7,34.4)	36.5 (33.9,39.1)	22.6 (20.3,25.1)	26.2 (23.1,29.6)	27.3 (25.8,28.9)	33.8 (31.9,35.8)	33.7 (30.4,37.2)	37.6 (32.9,42.5)
Very satisfied	4.8 (3.9,5.9)	6.0 (5.1,7.1)	9.0 (7.8,10.3)	10.1 (8.7,11.6)	5.0 (3.9,6.3)	6.8 (5.5,8.5)	6.9 (5.9,8.1)	7.7 (6.6,8.9)	10.6 (8.5,13.2)	14.6 (10.9,19.2)
Don't know or does not apply	13.5 (11.7,15.7)	16.1 (14.3,18.0)	9.6 (8.2,11.2)	8.0 (6.6,9.7)	22.1 (19.6,24.7)	19.8 (16.1,24.2)	10.3 (9.0,11.8)	12.8 (11.5,14.2)	4.0 (2.8,5.6)	3.5 (2.6,4.8)

Table 16d.4***Satisfaction With Basic Allowance for Housing: By Gender Within Paygrade***

16d. Indicate the extent to which you are satisfied with each of the following. Basic Allowance for Housing (BAH)

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,869	1,256	9,449	880	280	28	675	190	718	134
Responding on Item	386,141	83,519	486,954	73,520	15,200	1,118	89,589	17,848	72,811	10,769
Very dissatisfied	9.7 (8.3,11.3)	9.0 (7.8,10.5)	14.7 (13.4,16.1)	11.0 (9.9,12.3)	14.9 (10.9,19.9)	15.5 (11.7,20.1)	10.9 (9.0,13.2)	4.5 (3.2,6.1)	10.2 (8.3,12.3)	7.9 (5.7,10.9)
Dissatisfied	16.9 (15.4,18.5)	16.8 (15.4,18.3)	28.1 (26.7,29.5)	28.2 (26.6,29.9)	33.0 (27.9,38.5)	33.1 (27.1,39.7)	26.7 (23.9,29.6)	21.2 (18.4,24.3)	30.7 (28.3,33.2)	24.9 (22.2,27.7)
Neither satisfied nor dissatisfied	20.4 (18.5,22.4)	18.8 (16.9,20.9)	17.2 (15.9,18.6)	14.1 (12.9,15.4)	18.3 (15.0,22.2)	13.0 (7.8,20.7)	14.6 (12.5,17.0)	10.4 (8.4,12.7)	14.0 (12.1,16.2)	12.4 (10.2,15.0)
Satisfied	22.1 (20.4,23.8)	26.9 (25.1,28.9)	27.8 (26.5,29.1)	32.9 (31.2,34.5)	28.5 (23.7,33.8)	30.4 (24.7,36.8)	32.9 (29.8,36.1)	47.9 (44.2,51.5)	34.3 (32.0,36.8)	38.8 (35.9,41.9)
Very satisfied	5.0 (4.0,6.1)	5.6 (4.8,6.5)	6.9 (6.1,7.9)	7.5 (6.7,8.4)	3.3 (2.0,5.2)	4.6 (2.7,7.7)	10.9 (9.1,13.0)	15.3 (12.7,18.3)	8.7 (7.4,10.3)	14.6 (12.6,16.8)
Don't know or does not apply	26.0 (23.9,28.3)	22.9 (21.0,24.8)	5.3 (4.5,6.3)	6.3 (5.5,7.3)	2.1* (1.0,4.2)	3.4 (1.9,6.0)	4.1 (3.0,5.7)	0.8* (0.4,1.6)	2.1 (1.4,3.2)	1.4 (0.8,2.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16e.1**Satisfaction With Retirement Pay: By Service**

16e. Indicate the extent to which you are satisfied with each of the following. Retirement pay you would get

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,788	10,546	3,135	3,140	1,620	2,653	241
Responding on Item	1,246,159	1,214,173	413,445	330,444	147,702	322,581	31,987
Very dissatisfied	10.6 (9.8,11.3)	10.6 (9.9,11.4)	12.5 (11.3,13.9)	9.7 (8.2,11.4)	9.8 (8.2,11.7)	9.6 (8.6,10.6)	7.5 (5.8,9.7)
Dissatisfied	19.6 (18.8,20.5)	19.6 (18.8,20.4)	20.9 (19.3,22.6)	17.6 (16.1,19.1)	17.8 (15.9,19.9)	20.8 (19.5,22.2)	21.0 (18.1,24.1)
Neither satisfied nor dissatisfied	23.8 (22.9,24.8)	23.7 (22.7,24.7)	23.9 (22.3,25.6)	23.9 (22.0,25.9)	23.6 (21.3,26.2)	23.3 (21.6,25.1)	27.7 (25.2,30.3)
Satisfied	22.3 (21.4,23.1)	22.1 (21.3,23.0)	18.9 (17.4,20.5)	23.4 (21.5,25.3)	18.4 (16.8,20.2)	26.8 (25.1,28.5)	27.4 (24.5,30.6)
Very satisfied	4.5 (4.1,4.9)	4.5 (4.1,4.9)	2.9 (2.3,3.6)	5.7 (4.9,6.6)	3.6 (2.6,4.8)	5.5 (4.8,6.4)	5.3 (4.0,6.9)
Don't know or does not apply	19.3 (18.3,20.3)	19.5 (18.5,20.5)	20.9 (19.3,22.6)	19.8 (18.0,21.8)	26.8 (24.1,29.7)	14.1 (12.8,15.4)	11.1 (9.4,13.2)

Table 16e.2**Satisfaction With Retirement Pay: By Paygrade and Gender**

16e. Indicate the extent to which you are satisfied with each of the following. Retirement pay you would get

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,396	4,720	226	746	698	8,609	2,179
Responding on Item	472,388	566,083	16,400	107,555	83,734	1,059,076	187,083
Very dissatisfied	7.0 (6.0,8.2)	15.2 (13.9,16.6)	8.1 (6.0,10.8)	6.3 (5.1,7.7)	5.2 (4.0,6.6)	11.0 (10.2,11.9)	8.0 (7.3,8.8)
Dissatisfied	10.3 (9.1,11.7)	28.0 (26.8,29.2)	24.3 (20.4,28.6)	17.4 (15.4,19.7)	17.6 (15.6,19.9)	20.2 (19.3,21.2)	16.2 (15.2,17.1)
Neither satisfied nor dissatisfied	25.1 (23.4,26.8)	23.4 (22.1,24.8)	27.4 (22.6,32.9)	24.0 (21.9,26.2)	18.6 (16.3,21.1)	23.7 (22.7,24.8)	24.2 (23.1,25.3)
Satisfied	16.6 (15.4,17.8)	21.2 (19.9,22.6)	32.0 (27.5,36.8)	34.1 (31.6,36.6)	44.8 (42.1,47.6)	22.6 (21.6,23.6)	20.6 (19.4,21.8)
Very satisfied	4.1 (3.3,5.0)	3.1 (2.6,3.6)	3.1 (2.0,4.7)	8.5 (7.1,10.2)	11.5 (9.9,13.3)	4.5 (4.0,5.0)	4.3 (3.9,4.8)
Don't know or does not apply	37.0 (34.9,39.2)	9.2 (8.3,10.2)	5.2* (2.7,10.0)	9.8 (8.4,11.4)	2.4 (1.7,3.2)	18.0 (16.9,19.1)	26.7 (25.6,27.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16e.3**Satisfaction With Retirement Pay: By Gender Within Service**

16e. Indicate the extent to which you are satisfied with each of the following. Retirement pay you would get

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,415	720	2,536	603	1,474	144	1,963	690	220	21
Responding on Item	349,117	64,328	283,462	46,983	138,138	9,565	259,989	62,592	28,371	3,616
Very dissatisfied	12.9 (11.5,14.5)	10.2 (8.6,12.1)	10.3 (8.7,12.3)	5.9 (5.0,7.0)	9.9 (8.2,11.9)	8.0 (4.7,13.2)	10.1 (9.0,11.5)	7.2 (6.2,8.4)	7.3 (5.4,9.8)	9.5 (6.0,14.7)
Dissatisfied	21.6 (19.8,23.5)	17.2 (15.9,18.6)	18.0 (16.3,19.7)	15.0 (12.9,17.4)	18.0 (16.0,20.3)	14.2 (11.9,16.9)	21.9 (20.2,23.7)	16.3 (14.8,17.9)	21.6 (18.4,25.1)	16.2 (12.4,20.8)
Neither satisfied nor dissatisfied	23.8 (22.0,25.8)	24.1 (22.2,26.2)	23.7 (21.6,25.9)	25.3 (22.9,27.8)	23.5 (21.0,26.1)	26.0 (22.5,29.7)	23.3 (21.3,25.5)	23.0 (21.2,24.9)	27.7 (24.9,30.6)	27.9 (23.4,33.0)
Satisfied	19.4 (17.7,21.2)	16.2 (14.3,18.5)	23.6 (21.5,25.9)	21.7 (19.6,24.0)	18.3 (16.6,20.2)	19.9 (16.8,23.5)	27.5 (25.5,29.6)	23.8 (22.2,25.6)	27.3 (24.0,31.0)	28.2 (23.4,33.6)
Very satisfied	2.9 (2.2,3.8)	3.2 (2.6,3.8)	5.8 (5.0,6.8)	5.0 (4.0,6.1)	3.6 (2.6,4.9)	3.0 (2.0,4.4)	5.6 (4.7,6.7)	5.3 (4.5,6.2)	5.4 (4.0,7.3)	4.1 (2.4,6.8)
Don't know or does not apply	19.4 (17.5,21.4)	29.1 (26.9,31.4)	18.6 (16.5,20.9)	27.2 (25.0,29.5)	26.7 (23.8,29.8)	29.0 (24.7,33.8)	11.6 (10.1,13.2)	24.4 (22.5,26.3)	10.7 (8.8,13.1)	14.1 (11.8,16.8)

Table 16e.4**Satisfaction With Retirement Pay: By Gender Within Paygrade**

16e. Indicate the extent to which you are satisfied with each of the following. Retirement pay you would get

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,296	1,101	3,942	778	223	4	582	165	566	131
Responding on Item	388,714	83,674	492,461	73,622	15,257	1,142	89,682	17,873	72,963	10,772
Very dissatisfied	7.3 (6.1,8.7)	5.7 (4.6,7.2)	15.7 (14.2,17.3)	12.0 (10.8,13.3)	7.5 (5.3,10.4)	16.2 (11.2,22.8)	6.8 (5.4,8.5)	3.7 (2.7,5.0)	5.3 (4.0,7.0)	4.3 (3.1,5.8)
Dissatisfied	10.9 (9.5,12.6)	7.5 (6.4,8.8)	28.2 (26.9,29.6)	26.3 (24.5,28.2)	24.1 (19.9,28.7)	27.0 (22.6,31.9)	18.3 (15.9,21.1)	12.9 (11.0,15.1)	17.5 (15.2,20.1)	18.6 (15.8,21.8)
Neither satisfied nor dissatisfied	24.7 (22.8,26.7)	26.7 (24.8,28.7)	23.4 (21.9,24.9)	23.5 (21.9,25.2)	27.7 (22.6,33.5)	23.8 (17.6,31.2)	24.6 (22.2,27.3)	20.6 (17.8,23.7)	19.1 (16.4,22.0)	15.3 (12.9,18.2)
Satisfied	16.9 (15.5,18.4)	14.9 (13.1,17.0)	21.3 (19.8,22.9)	20.7 (19.3,22.2)	32.5 (27.7,37.6)	25.3 (19.9,31.4)	34.4 (31.4,37.6)	32.2 (29.0,35.6)	45.0 (41.9,48.1)	43.7 (40.8,46.5)
Very satisfied	4.2 (3.3,5.4)	3.2 (2.7,4.0)	3.1 (2.6,3.7)	2.8 (2.4,3.4)	3.1 (2.0,4.8)	3.0 (1.7,5.3)	8.2 (6.6,10.1)	10.0 (7.9,12.5)	11.1 (9.4,13.2)	13.9 (11.7,16.3)
Don't know or does not apply	36.0 (33.4,38.6)	41.9 (39.7,44.1)	8.4 (7.4,9.5)	14.6 (13.3,16.1)	5.2* (2.6,10.4)	4.8 (3.2,7.2)	7.6 (6.1,9.4)	20.7 (18.0,23.7)	2.1 (1.4,3.0)	4.3 (3.2,5.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16f.1***Satisfaction With Cost of Living Adjustments: By Service***

16f. Indicate the extent to which you are satisfied with each of the following. Cost of living adjustments (COLA) to retirement pay

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,799	11,676	4,288	2,485	2,432	2,472	123
Responding on Item	1,245,148	1,213,043	412,292	331,099	146,890	322,762	32,105
Very dissatisfied	7.0 (6.4,7.7)	7.0 (6.4,7.7)	8.6 (7.5,10.0)	5.6 (4.7,6.8)	7.0 (5.6,8.7)	6.5 (5.7,7.3)	7.1 (5.6,8.9)
Dissatisfied	13.8 (13.1,14.5)	13.6 (13.0,14.3)	15.6 (14.3,17.1)	12.3 (11.2,13.5)	12.8 (11.3,14.5)	12.8 (11.6,14.1)	18.6 (16.2,21.4)
Neither satisfied nor dissatisfied	25.6 (24.7,26.5)	25.6 (24.6,26.5)	26.2 (24.7,27.8)	26.9 (24.8,29.1)	24.5 (22.0,27.1)	23.8 (22.4,25.2)	28.1 (25.1,31.2)
Satisfied	14.0 (13.4,14.7)	13.9 (13.3,14.6)	12.7 (11.5,14.0)	15.7 (14.0,17.5)	12.3 (10.9,13.9)	14.4 (13.4,15.5)	18.8 (15.9,22.1)
Very satisfied	2.7 (2.4,3.0)	2.7 (2.4,3.0)	1.6 (1.2,2.2)	3.7 (3.1,4.5)	2.5 (1.8,3.5)	3.1 (2.5,3.7)	2.0 (1.2,3.2)
Don't know or does not apply	36.9 (35.9,37.9)	37.2 (36.2,38.2)	35.2 (33.3,37.1)	35.7 (33.6,37.9)	40.9 (38.2,43.7)	39.6 (38.0,41.1)	25.5 (22.4,28.9)

Table 16f.2***Satisfaction With Cost of Living Adjustments: By Paygrade and Gender***

16f. Indicate the extent to which you are satisfied with each of the following. Cost of living adjustments (COLA) to retirement pay

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,177	6,160	74	799	588	10,161	1,637
Responding on Item	472,607	564,643	16,552	107,502	83,844	1,057,524	187,625
Very dissatisfied	4.8 (3.9,5.8)	9.6 (8.7,10.7)	9.9 (7.2,13.5)	4.7 (3.6,6.0)	4.9 (3.9,6.2)	7.3 (6.6,8.1)	5.5 (4.8,6.3)
Dissatisfied	7.9 (6.7,9.2)	18.8 (17.8,19.9)	19.7 (16.4,23.4)	10.7 (9.1,12.6)	15.7 (13.8,17.7)	14.3 (13.5,15.1)	11.0 (10.2,11.8)
Neither satisfied nor dissatisfied	26.8 (25.2,28.6)	25.6 (24.3,26.9)	27.5 (23.2,32.2)	24.6 (22.0,27.4)	19.7 (17.5,22.2)	26.1 (25.0,27.1)	23.1 (22.0,24.2)
Satisfied	12.4 (11.1,13.8)	13.5 (12.5,14.6)	15.8 (12.4,20.1)	17.0 (14.6,19.6)	22.9 (20.9,25.2)	14.1 (13.4,14.8)	14.0 (13.2,14.8)
Very satisfied	2.5 (1.9,3.1)	2.3 (1.9,2.8)	1.5* (0.8,2.7)	3.7 (2.9,4.9)	5.2 (4.2,6.5)	2.7 (2.3,3.1)	2.8 (2.4,3.2)
Don't know or does not apply	45.7 (43.8,47.5)	30.2 (28.9,31.6)	25.7 (21.8,30.1)	39.3 (36.3,42.5)	31.5 (29.3,33.8)	35.7 (34.6,36.8)	43.6 (42.4,44.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16f.3**Satisfaction With Cost of Living Adjustments: By Gender Within Service**

16f. Indicate the extent to which you are satisfied with each of the following. Cost of living adjustments (COLA) to retirement pay

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,756	532	2,058	428	2,301	130	1,940	532	107	16
Responding on Item	347,776	64,516	283,940	47,158	137,311	9,579	260,012	62,750	28,484	3,621
Very dissatisfied	8.9 (7.5,10.6)	7.1 (5.5,9.0)	5.8 (4.7,7.1)	4.7 (3.6,6.2)	7.1 (5.7,9.0)	4.8 (3.6,6.3)	6.9 (6.0,7.9)	4.6 (3.8,5.6)	7.3 (5.6,9.4)	5.1 (3.9,6.7)
Dissatisfied	16.3 (14.7,18.0)	12.2 (10.8,13.6)	12.6 (11.3,14.0)	10.8 (9.2,12.6)	13.1 (11.5,14.9)	8.3 (6.7,10.2)	13.4 (11.9,15.0)	10.2 (8.9,11.7)	19.4 (16.7,22.5)	12.5 (8.9,17.2)
Neither satisfied nor dissatisfied	26.6 (24.8,28.5)	24.3 (22.4,26.4)	27.4 (25.0,29.9)	24.0 (21.8,26.5)	24.3 (21.7,27.1)	26.7 (23.6,30.1)	24.6 (22.9,26.4)	20.1 (18.7,21.6)	27.6 (24.5,31.0)	31.5 (26.7,36.8)
Satisfied	12.6 (11.2,14.3)	13.0 (11.6,14.5)	15.6 (13.8,17.7)	15.9 (14.3,17.8)	12.2 (10.6,14.0)	13.6 (11.2,16.3)	14.7 (13.4,16.1)	13.3 (12.0,14.8)	18.7 (15.6,22.3)	19.4 (14.7,25.2)
Very satisfied	1.5 (1.0,2.2)	2.3 (1.8,3.0)	3.8 (3.1,4.7)	3.4 (2.5,4.5)	2.5 (1.8,3.6)	2.1 (1.4,3.1)	3.1 (2.4,3.9)	3.0 (2.4,3.7)	1.9 (1.1,3.3)	2.6* (1.3,5.0)
Don't know or does not apply	34.1 (31.8,36.3)	41.2 (39.1,43.3)	34.8 (32.4,37.3)	41.2 (38.4,44.0)	40.7 (37.7,43.7)	44.6 (40.7,48.6)	37.3 (35.6,39.1)	48.7 (46.5,50.9)	25.1 (21.6,28.8)	28.9 (25.1,33.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16f.4***Satisfaction With Cost of Living Adjustments: By Gender Within Paygrade***

16f. Indicate the extent to which you are satisfied with each of the following. Cost of living adjustments (COLA) to retirement pay

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,385	792	5,550	610	64	9	627	173	535	52
Responding on Item	388,625	83,983	490,853	73,790	15,416	1,137	89,637	17,865	72,994	10,851
Very dissatisfied	4.8 (3.7,6.2)	4.6 (3.4,6.1)	9.9 (8.9,11.1)	7.6 (6.6,8.7)	9.7 (6.9,13.6)	11.8 (8.7,15.8)	5.3 (4.0,6.9)	1.5* (0.7,3.1)	5.0 (3.9,6.5)	4.3 (3.2,5.8)
Dissatisfied	8.1 (6.8,9.7)	6.7 (5.6,7.9)	19.2 (18.0,20.4)	16.3 (14.9,17.7)	19.5 (16.0,23.6)	21.5 (16.1,28.0)	11.4 (9.4,13.6)	7.5 (5.9,9.4)	16.1 (14.0,18.4)	12.8 (10.8,15.1)
Neither satisfied nor dissatisfied	27.3 (25.4,29.4)	24.6 (22.9,26.4)	26.0 (24.5,27.5)	23.2 (21.8,24.7)	28.2 (23.5,33.3)	17.9 (13.6,23.2)	25.9 (22.8,29.3)	18.0 (15.7,20.6)	19.8 (17.3,22.6)	19.5 (16.9,22.3)
Satisfied	12.4 (10.9,14.1)	12.1 (10.9,13.5)	13.5 (12.3,14.8)	13.3 (12.2,14.5)	16.0 (12.4,20.6)	13.1 (9.8,17.3)	16.3 (13.6,19.4)	20.3 (17.5,23.5)	23.0 (20.6,25.6)	22.6 (20.4,25.0)
Very satisfied	2.5 (1.9,3.3)	2.4 (1.8,3.0)	2.3 (1.9,2.9)	2.3 (1.8,3.1)	1.5* (0.8,2.8)	1.7* (0.9,3.4)	3.6 (2.6,4.9)	4.6 (3.5,6.0)	5.0 (3.8,6.5)	6.6 (5.2,8.4)
Don't know or does not apply	44.8 (42.6,47.0)	49.7 (47.5,51.9)	29.1 (27.7,30.6)	37.3 (35.4,39.1)	25.1 (20.9,29.9)	34.0 (28.4,40.0)	37.6 (34.0,41.3)	48.1 (44.5,51.7)	31.1 (28.6,33.8)	34.2 (31.2,37.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16g.1***Satisfaction With Availability of Medical Care for Self: By Service***

16g. Indicate the extent to which you are satisfied with each of the following. Availability of medical care for yourself

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,646	11,461	4,123	3,432	1,981	1,928	184
Responding on Item	1,245,301	1,213,258	412,458	330,152	147,341	323,306	32,044
Very dissatisfied	6.2	6.2	7.3	4.7	7.2	6.1	6.1
	(5.7,6.8)	(5.7,6.8)	(6.3,8.4)	(3.9,5.7)	(5.8,8.7)	(5.2,7.1)	(4.6,7.9)
Dissatisfied	11.7	11.7	13.0	10.3	11.4	11.5	14.5
	(11.0,12.4)	(11.0,12.4)	(11.8,14.3)	(9.0,11.6)	(9.9,13.2)	(10.5,12.6)	(12.3,17.0)
Neither satisfied nor dissatisfied	14.3	14.3	14.2	14.9	14.9	13.4	16.0
	(13.5,15.1)	(13.5,15.1)	(12.7,15.8)	(13.5,16.4)	(12.9,17.1)	(12.3,14.6)	(13.5,18.8)
Satisfied	44.6	44.6	45.1	44.2	44.0	44.8	43.3
	(43.5,45.7)	(43.5,45.8)	(43.0,47.1)	(42.1,46.4)	(40.7,47.3)	(43.1,46.5)	(40.2,46.6)
Very satisfied	23.2	23.2	20.6	25.9	22.6	24.2	20.2
	(22.2,24.1)	(22.3,24.2)	(19.0,22.2)	(24.1,27.8)	(20.4,25.0)	(22.6,25.8)	(17.7,22.9)

Table 16g.2***Satisfaction With Availability of Medical Care for Self: By Paygrade and Gender***

16g. Indicate the extent to which you are satisfied with each of the following. Availability of medical care for yourself

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,891	6,444	73	621	615	9,988	1,658
Responding on Item	472,893	564,359	16,553	107,680	83,817	1,057,697	187,604
Very dissatisfied	5.3 (4.5,6.2)	7.4 (6.7,8.2)	8.3 (6.3,10.7)	4.9 (3.8,6.3)	5.0 (4.1,6.2)	6.3 (5.7,7.0)	5.7 (5.1,6.3)
Dissatisfied	9.6 (8.5,10.8)	13.7 (12.6,14.8)	12.7 (9.7,16.4)	10.5 (9.0,12.3)	12.2 (10.6,14.0)	11.5 (10.8,12.4)	12.7 (12.0,13.4)
Neither satisfied nor dissatisfied	13.8 (12.4,15.3)	15.3 (14.3,16.4)	18.3 (13.8,23.7)	11.2 (9.5,13.3)	13.6 (11.9,15.4)	14.7 (13.8,15.7)	11.9 (11.1,12.8)
Satisfied	43.2 (41.1,45.3)	44.4 (42.8,46.1)	46.5 (41.0,52.1)	47.4 (44.5,50.4)	50.0 (47.3,52.6)	44.8 (43.5,46.1)	43.6 (42.3,45.0)
Very satisfied	28.2 (26.3,30.2)	19.2 (18.2,20.3)	14.3 (10.1,19.8)	26.0 (23.7,28.4)	19.3 (17.3,21.4)	22.6 (21.6,23.7)	26.1 (25.0,27.2)

Table 16g.3***Satisfaction With Availability of Medical Care for Self: By Gender Within Service***

16g. Indicate the extent to which you are satisfied with each of the following. Availability of medical care for yourself

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,338	784	3,062	370	1,807	172	1,624	304	156	28
Responding on Item	348,194	64,264	282,936	47,216	137,805	9,537	260,328	62,978	28,435	3,609
Very dissatisfied	7.4 (6.2,8.7)	6.6 (5.5,8.0)	4.7 (3.8,5.9)	4.5 (3.5,5.7)	7.3 (5.9,9.0)	5.7 (4.3,7.5)	6.2 (5.2,7.5)	5.5 (4.7,6.4)	5.9 (4.3,8.0)	7.5 (5.8,9.5)
Dissatisfied	12.8 (11.4,14.5)	13.7 (12.4,15.0)	10.2 (8.8,11.8)	10.5 (9.1,12.1)	11.2 (9.6,13.1)	14.6 (11.7,18.1)	11.1 (9.9,12.5)	13.0 (11.8,14.3)	14.5 (12.0,17.3)	14.6 (11.6,18.2)
Neither satisfied nor dissatisfied	14.2 (12.5,16.1)	13.9 (12.3,15.7)	15.5 (14.0,17.2)	11.3 (9.5,13.5)	15.1 (13.0,17.5)	11.4 (9.7,13.4)	14.2 (12.8,15.6)	10.4 (9.2,11.8)	16.5 (13.7,19.7)	12.0 (9.1,15.7)
Satisfied	45.4 (43.0,47.8)	43.2 (40.8,45.6)	44.3 (41.9,46.8)	43.7 (41.1,46.3)	43.8 (40.3,47.3)	46.4 (42.0,50.8)	45.1 (43.2,47.1)	43.5 (41.6,45.5)	43.2 (39.8,46.6)	44.9 (39.0,50.8)
Very satisfied	20.2 (18.4,22.2)	22.7 (21.0,24.4)	25.2 (23.2,27.4)	30.0 (27.5,32.5)	22.7 (20.2,25.3)	22.0 (18.6,25.7)	23.4 (21.5,25.3)	27.5 (25.9,29.2)	20.0 (17.4,23.0)	21.1 (15.9,27.5)

Table 16g.4***Satisfaction With Availability of Medical Care for Self: By Gender Within Paygrade***

16g. Indicate the extent to which you are satisfied with each of the following. Availability of medical care for yourself

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,057	835	5,743	701	64	9	540	82	584	31
Responding on Item	388,953	83,940	490,660	73,699	15,416	1,137	89,724	17,956	72,945	10,872
Very dissatisfied	5.3 (4.4,6.4)	5.3 (4.3,6.5)	7.5 (6.7,8.4)	6.7 (5.8,7.8)	8.4 (6.3,11.0)	6.7 (4.6,9.6)	5.0 (3.8,6.7)	4.0 (2.9,5.7)	5.2 (4.1,6.6)	3.9 (3.0,5.1)
Dissatisfied	9.4 (8.1,10.8)	10.6 (9.7,11.5)	13.4 (12.3,14.6)	15.2 (13.8,16.7)	12.2 (9.0,16.2)	20.3 (15.5,26.1)	10.1 (8.3,12.1)	12.7 (10.4,15.3)	12.3 (10.5,14.4)	11.6 (9.9,13.5)
Neither satisfied nor dissatisfied	14.2 (12.6,16.0)	11.9 (10.6,13.4)	15.7 (14.6,16.9)	12.7 (11.5,14.1)	18.5 (13.8,24.4)	15.0 (9.8,22.2)	11.7 (9.6,14.2)	8.9 (7.2,10.9)	13.9 (12.1,16.0)	11.0 (8.8,13.8)
Satisfied	43.4 (41.0,45.9)	41.8 (39.6,44.0)	44.4 (42.5,46.3)	44.6 (42.8,46.5)	46.8 (40.9,52.7)	42.6 (36.5,48.9)	47.7 (44.3,51.2)	45.9 (41.8,50.0)	50.4 (47.4,53.4)	47.1 (43.8,50.4)
Very satisfied	27.7 (25.5,30.1)	30.4 (28.2,32.7)	19.0 (17.9,20.2)	20.7 (19.2,22.2)	14.2 (9.7,20.2)	15.5 (12.0,19.7)	25.5 (22.9,28.3)	28.6 (25.3,32.0)	18.2 (16.0,20.6)	26.4 (24.1,28.9)

Table 16h.1***Satisfaction With Availability of Medical Care for Family: By Service***

16h. Indicate the extent to which you are satisfied with each of the following. Availability of medical care for your family

Total	DoD					Coast Guard	
	Total DoD	Army	Navy	Marine Corps	Air Force		
Estimated Population							
Not Applicable							
Not Responding on Item	8,159	8,045	3,536	1,816	1,731	963	114
Responding on Item	1,248,789	1,216,674	413,044	331,768	147,591	324,271	32,114
Very dissatisfied	8.2	8.2	9.5	5.9	7.1	9.5	8.3
	(7.7,8.8)	(7.7,8.8)	(8.4,10.7)	(5.0,7.1)	(6.1,8.3)	(8.4,10.9)	(6.6,10.4)
Dissatisfied	13.5	13.4	13.6	12.1	11.1	15.6	17.9
	(12.8,14.3)	(12.7,14.2)	(12.5,14.9)	(10.7,13.6)	(9.7,12.7)	(14.3,16.9)	(15.4,20.8)
Neither satisfied nor dissatisfied	14.7	14.7	15.5	15.6	13.6	13.3	16.1
	(13.9,15.6)	(13.9,15.6)	(13.9,17.2)	(14.0,17.4)	(11.8,15.6)	(12.3,14.4)	(14.1,18.3)
Satisfied	27.2	27.3	27.0	28.0	25.3	27.9	24.7
	(26.2,28.3)	(26.3,28.3)	(24.9,29.1)	(25.9,30.1)	(23.0,27.8)	(26.3,29.6)	(22.0,27.6)
Very satisfied	12.6	12.7	13.2	14.4	10.3	11.4	10.3
	(12.0,13.3)	(12.0,13.4)	(11.9,14.7)	(12.9,16.0)	(8.9,11.9)	(10.3,12.6)	(8.4,12.4)
Don't know or does not apply	23.6	23.7	21.2	24.0	32.6	22.3	22.8
	(22.8,24.5)	(22.8,24.5)	(19.7,22.9)	(22.4,25.7)	(29.9,35.5)	(20.9,23.7)	(20.4,25.3)

Table 16h.2***Satisfaction With Availability of Medical Care for Family: By Paygrade and Gender***

16h. Indicate the extent to which you are satisfied with each of the following. Availability of medical care for your family

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,893	4,498	108	193	465	7,072	1,087
Responding on Item	473,891	566,305	16,518	108,108	83,967	1,060,613	188,175
Very dissatisfied	3.9 (3.2,4.8)	10.8 (9.9,11.7)	15.7 (12.7,19.3)	8.9 (7.3,10.8)	13.2 (11.8,14.8)	8.8 (8.2,9.5)	4.8 (4.2,5.5)
Dissatisfied	5.9 (5.0,6.8)	17.6 (16.5,18.8)	25.1 (20.6,30.2)	16.7 (14.6,19.0)	23.2 (21.2,25.4)	14.2 (13.4,15.1)	9.9 (9.2,10.7)
Neither satisfied nor dissatisfied	15.1 (13.6,16.8)	14.6 (13.6,15.7)	16.4 (13.2,20.1)	13.1 (11.3,15.0)	15.0 (13.0,17.3)	15.1 (14.2,16.1)	12.7 (11.9,13.6)
Satisfied	21.8 (20.3,23.4)	31.5 (29.8,33.2)	28.3 (24.0,33.2)	26.0 (23.8,28.3)	30.6 (28.3,33.0)	27.5 (26.4,28.7)	25.6 (24.6,26.6)
Very satisfied	13.9 (12.8,15.2)	12.3 (11.5,13.3)	8.7 (6.1,12.1)	11.0 (9.3,12.9)	10.4 (9.0,12.0)	12.5 (11.7,13.3)	13.4 (12.6,14.4)
Don't know or does not apply	39.4 (37.4,41.3)	13.2 (12.2,14.3)	5.8 (3.6,9.2)	24.4 (22.5,26.3)	7.5 (6.4,8.8)	21.9 (20.9,22.9)	33.6 (32.4,34.8)

Table 16h.3***Satisfaction With Availability of Medical Care for Family: By Gender Within Service***

16h. Indicate the extent to which you are satisfied with each of the following. Availability of medical care for your family

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,139	397	1,491	324	1,564	166	785	178	92	22
Responding on Item	348,393	64,651	284,507	47,262	138,048	9,543	261,167	63,104	28,499	3,615
Very dissatisfied	10.2 (8.9,11.6)	5.8 (4.6,7.3)	6.3 (5.2,7.6)	3.8 (3.0,4.8)	7.2 (6.1,8.5)	5.0 (3.1,7.7)	10.8 (9.3,12.4)	4.5 (3.7,5.5)	8.7 (6.8,11.0)	5.1 (3.8,6.7)
Dissatisfied	14.1 (12.8,15.6)	11.0 (9.8,12.3)	12.6 (11.1,14.3)	9.0 (7.4,10.8)	11.1 (9.6,12.8)	10.1 (6.8,14.8)	17.1 (15.6,18.7)	9.4 (8.4,10.5)	18.9 (16.1,22.1)	9.9 (6.8,14.2)
Neither satisfied nor dissatisfied	15.7 (13.9,17.7)	14.2 (12.5,16.2)	16.1 (14.3,18.2)	12.6 (11.1,14.2)	13.6 (11.7,15.7)	13.4 (11.0,16.2)	13.8 (12.6,15.2)	11.1 (10.1,12.2)	16.4 (14.2,18.9)	13.4 (9.9,18.1)
Satisfied	26.9 (24.6,29.4)	27.1 (25.1,29.2)	28.6 (26.3,31.2)	24.2 (22.1,26.3)	25.5 (23.0,28.1)	23.6 (20.8,26.6)	28.5 (26.6,30.5)	25.4 (23.8,27.0)	24.6 (21.5,28.0)	25.4 (20.7,30.9)
Very satisfied	13.2 (11.7,15.0)	13.2 (11.7,14.8)	14.3 (12.7,16.1)	14.9 (13.1,16.8)	10.2 (8.7,11.9)	11.8 (9.6,14.4)	11.0 (9.7,12.4)	13.2 (11.9,14.7)	10.6 (8.6,13.0)	7.4 (5.7,9.5)
Don't know or does not apply	19.9 (18.0,21.9)	28.8 (26.6,31.1)	22.1 (20.2,24.1)	35.7 (33.2,38.1)	32.4 (29.5,35.5)	36.1 (32.4,40.1)	18.9 (17.3,20.6)	36.4 (34.5,38.3)	20.7 (18.1,23.7)	38.8 (33.0,44.8)

Table 16h.4***Satisfaction With Availability of Medical Care for Family: By Gender Within Paygrade***

16h. Indicate the extent to which you are satisfied with each of the following. Availability of medical care for your family

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,359	535	4,089	409	102	7	115	79	408	57
Responding on Item	389,651	84,240	492,314	73,991	15,378	1,139	90,149	17,959	73,121	10,846
Very dissatisfied	4.0 (3.1,5.1)	3.5 (2.6,4.7)	11.4 (10.4,12.4)	6.7 (5.8,7.8)	16.2 (13.0,20.1)	8.5 (6.3,11.2)	10.1 (8.2,12.3)	2.9 (2.1,4.0)	14.5 (12.9,16.3)	4.7 (3.7,6.0)
Dissatisfied	5.7 (4.7,6.9)	6.6 (5.5,7.9)	18.2 (16.9,19.6)	13.5 (12.1,15.1)	25.8 (21.0,31.3)	15.7 (11.7,20.9)	18.3 (15.9,21.0)	8.4 (6.8,10.3)	24.9 (22.5,27.3)	12.2 (10.3,14.4)
Neither satisfied nor dissatisfied	15.4 (13.6,17.3)	14.1 (12.6,15.7)	14.9 (13.7,16.2)	12.5 (11.2,13.9)	16.7 (13.3,20.7)	12.5 (7.6,19.8)	13.8 (11.8,16.2)	9.3 (7.5,11.4)	15.8 (13.6,18.4)	9.5 (7.4,12.1)
Satisfied	22.1 (20.3,24.0)	20.5 (18.9,22.2)	31.5 (29.6,33.5)	31.1 (29.3,33.0)	28.0 (23.3,33.1)	33.5 (27.2,40.5)	26.7 (24.2,29.5)	22.4 (19.9,25.2)	30.5 (27.8,33.2)	31.5 (28.2,34.9)
Very satisfied	14.1 (12.7,15.6)	13.2 (11.8,14.7)	12.2 (11.2,13.2)	13.4 (12.0,14.9)	8.4 (5.7,12.2)	12.4 (9.5,16.0)	10.7 (8.8,12.9)	12.6 (10.7,14.8)	9.4 (7.8,11.3)	17.1 (15.1,19.3)
Don't know or does not apply	38.8 (36.5,41.1)	42.1 (40.2,44.0)	11.8 (10.7,13.0)	22.8 (21.2,24.5)	5.0 (2.8,8.8)	17.4 (13.7,21.9)	20.4 (18.2,22.8)	44.5 (41.3,47.7)	4.9 (3.7,6.4)	25.1 (22.6,27.7)

Table 16i.1***Satisfaction With Quality of Medical Care for Self: By Service***

16i. Indicate the extent to which you are satisfied with each of the following. Quality of medical care for yourself

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item		9,842	9,825	4,523	2,169	1,872	1,263
Responding on Item		1,247,105	1,214,894	412,057	331,415	147,450	323,971
Very dissatisfied	7.9	7.9	9.1	6.6	11.1	6.2	7.7
	(7.3,8.5)	(7.3,8.5)	(7.9,10.4)	(5.6,7.8)	(9.5,12.8)	(5.5,7.1)	(6.3,9.5)
Dissatisfied	15.6	15.6	18.3	13.4	16.3	14.3	16.0
	(14.9,16.4)	(14.9,16.4)	(16.8,19.8)	(11.8,15.1)	(14.4,18.4)	(13.2,15.5)	(13.8,18.5)
Neither satisfied nor dissatisfied	18.9	18.8	18.9	18.9	19.3	18.1	23.3
	(18.1,19.7)	(17.9,19.6)	(17.3,20.7)	(17.1,20.8)	(17.2,21.6)	(16.9,19.4)	(20.6,26.3)
Satisfied	42.0	42.0	40.8	43.1	38.9	44.0	39.7
	(41.0,43.0)	(41.0,43.1)	(39.1,42.6)	(40.7,45.5)	(35.9,42.0)	(42.4,45.6)	(36.6,42.9)
Very satisfied	15.6	15.7	12.9	18.0	14.4	17.4	13.3
	(14.9,16.4)	(14.9,16.5)	(11.7,14.2)	(16.6,19.6)	(12.8,16.2)	(16.1,18.7)	(11.3,15.5)

Table 16i.2***Satisfaction With Quality of Medical Care for Self: By Paygrade and Gender***

16i. Indicate the extent to which you are satisfied with each of the following. Quality of medical care for yourself

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,723	5,369	73	231	445	8,269	1,573
Responding on Item	473,061	565,434	16,553	108,070	83,987	1,059,416	187,689
Very dissatisfied	9.1 (7.9,10.4)	8.1 (7.3,9.0)	7.6 (5.6,10.3)	5.1 (3.9,6.6)	3.5 (2.7,4.6)	7.8 (7.2,8.5)	8.3 (7.6,9.0)
Dissatisfied	15.5 (14.2,17.0)	16.7 (15.7,17.7)	16.6 (13.2,20.7)	13.6 (11.8,15.5)	12.1 (10.6,13.8)	15.2 (14.4,16.1)	17.9 (17.1,18.7)
Neither satisfied nor dissatisfied	18.7 (17.1,20.4)	19.7 (18.7,20.8)	21.9 (17.9,26.5)	17.5 (15.4,19.9)	15.5 (13.8,17.3)	19.4 (18.4,20.4)	16.1 (15.2,17.1)
Satisfied	39.0 (37.2,40.8)	42.6 (41.1,44.2)	42.3 (37.0,47.8)	45.2 (42.4,48.0)	50.6 (47.9,53.2)	42.2 (41.1,43.4)	40.7 (39.5,41.9)
Very satisfied	17.8 (16.4,19.3)	12.9 (11.9,14.0)	11.6 (7.9,16.8)	18.6 (16.7,20.8)	18.3 (16.5,20.3)	15.4 (14.5,16.3)	17.0 (16.1,18.0)

Table 16i.3**Satisfaction With Quality of Medical Care for Self: By Gender Within Service**

16i. Indicate the extent to which you are satisfied with each of the following. Quality of medical care for yourself

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,846	677	1,893	276	1,698	173	832	430	0	17
Responding on Item	347,686	64,371	284,105	47,310	137,914	9,536	261,120	62,852	28,591	3,620
Very dissatisfied	8.8 (7.5,10.4)	10.6 (9.1,12.2)	6.7 (5.6,8.1)	6.1 (5.0,7.4)	11.1 (9.4,13.0)	11.0 (8.8,13.8)	6.1 (5.1,7.2)	6.9 (5.9,8.1)	7.2 (5.6,9.2)	12.1 (8.5,17.1)
Dissatisfied	17.8 (16.1,19.7)	20.6 (19.1,22.1)	13.0 (11.2,15.1)	15.4 (13.6,17.5)	15.9 (13.9,18.2)	21.7 (18.6,25.2)	13.8 (12.4,15.3)	16.5 (15.1,18.1)	15.9 (13.5,18.7)	16.8 (13.7,20.4)
Neither satisfied nor dissatisfied	19.2 (17.3,21.3)	17.4 (15.8,19.1)	19.5 (17.5,21.7)	15.2 (13.1,17.6)	19.5 (17.2,21.9)	17.5 (13.8,22.0)	18.8 (17.3,20.5)	15.1 (13.7,16.6)	23.7 (20.7,27.1)	20.3 (15.9,25.6)
Satisfied	41.4 (39.3,43.5)	37.6 (35.3,40.0)	42.9 (40.2,45.7)	43.8 (41.3,46.5)	39.0 (35.8,42.3)	37.7 (32.5,43.2)	44.4 (42.4,46.4)	42.3 (40.3,44.3)	40.3 (36.9,43.8)	34.5 (29.5,39.8)
Very satisfied	12.8 (11.4,14.3)	13.9 (12.3,15.7)	17.8 (16.1,19.6)	19.4 (17.3,21.8)	14.5 (12.8,16.5)	12.0 (9.8,14.7)	16.9 (15.4,18.5)	19.3 (17.7,20.9)	12.9 (10.8,15.3)	16.3 (11.3,22.9)

Table 16i.4**Satisfaction With Quality of Medical Care for Self: By Gender Within Paygrade**

16i. Indicate the extent to which you are satisfied with each of the following. Quality of medical care for yourself

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,856	868	4,832	537	64	9	122	109	396	50
Responding on Item	389,154	83,907	491,571	73,863	15,416	1,137	90,142	17,929	73,133	10,853
Very dissatisfied	9.0 (7.7,10.6)	9.3 (8.1,10.5)	8.0 (7.1,9.1)	8.7 (7.6,9.9)	7.4 (5.3,10.2)	10.6 (7.0,15.6)	5.1 (3.7,6.9)	4.9 (3.6,6.5)	3.6 (2.7,4.9)	2.9 (2.1,4.0)
Dissatisfied	15.1 (13.5,16.8)	17.4 (15.9,19.0)	16.2 (15.1,17.3)	19.8 (18.5,21.2)	16.2 (12.5,20.6)	22.8 (18.7,27.6)	13.1 (11.1,15.4)	15.7 (13.2,18.6)	12.1 (10.4,14.1)	11.9 (10.2,13.8)
Neither satisfied nor dissatisfied	19.0 (17.1,21.0)	17.1 (15.6,18.8)	20.2 (19.1,21.5)	16.3 (15.1,17.5)	22.3 (18.1,27.1)	16.6 (10.6,24.8)	18.5 (15.9,21.3)	12.9 (10.8,15.3)	15.9 (14.0,18.0)	12.6 (10.3,15.4)
Satisfied	39.2 (37.0,41.4)	37.9 (35.8,40.1)	42.7 (41.0,44.5)	41.8 (39.8,43.8)	42.5 (36.8,48.3)	40.1 (34.0,46.6)	45.1 (41.8,48.5)	45.7 (42.3,49.0)	51.2 (48.2,54.2)	46.1 (42.8,49.5)
Very satisfied	17.7 (16.1,19.5)	18.3 (16.6,20.1)	12.9 (11.8,14.0)	13.4 (12.1,14.8)	11.7 (7.8,17.4)	9.9 (7.4,13.1)	18.2 (15.9,20.7)	20.9 (18.3,23.8)	17.1 (15.1,19.3)	26.5 (24.0,29.2)

Table 16j.1***Satisfaction With Quality of Medical Care for Family: By Service***

16j. Indicate the extent to which you are satisfied with each of the following. Quality of medical care for your family

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,494	8,354	2,846	2,103	2,038	1,368	140
Responding on Item	1,248,453	1,216,365	413,734	331,481	147,284	323,866	32,088
Very dissatisfied	8.4	8.5	9.7	6.8	7.9	8.9	7.9
	(7.8,9.1)	(7.8,9.1)	(8.5,11.0)	(5.7,8.0)	(6.6,9.4)	(7.8,10.1)	(6.4,9.8)
Dissatisfied	13.9	13.8	15.5	11.4	12.8	14.6	15.7
	(13.3,14.5)	(13.2,14.5)	(14.4,16.7)	(10.0,13.0)	(11.3,14.4)	(13.4,15.9)	(13.3,18.6)
Neither satisfied nor dissatisfied	16.7	16.6	16.9	18.1	14.9	15.5	20.0
	(15.9,17.5)	(15.8,17.5)	(15.4,18.6)	(16.5,19.8)	(13.0,17.0)	(14.4,16.6)	(17.7,22.5)
Satisfied	26.5	26.6	26.0	27.0	22.8	28.7	24.5
	(25.7,27.4)	(25.7,27.5)	(24.2,27.9)	(25.1,28.9)	(20.5,25.2)	(27.2,30.2)	(21.9,27.3)
Very satisfied	9.9	9.9	9.6	12.0	7.5	9.2	8.5
	(9.3,10.4)	(9.3,10.5)	(8.5,10.9)	(10.8,13.4)	(6.2,9.0)	(8.3,10.1)	(6.9,10.5)
Don't know or does not apply	24.6	24.6	22.3	24.7	34.2	23.2	23.3
	(23.8,25.5)	(23.8,25.5)	(20.7,24.0)	(23.0,26.6)	(31.3,37.2)	(21.9,24.6)	(21.0,25.8)

Table 16j.2***Satisfaction With Quality of Medical Care for Family: By Paygrade and Gender***

16j. Indicate the extent to which you are satisfied with each of the following. Quality of medical care for your family

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,955	3,539	68	443	487	7,091	1,403
Responding on Item	472,829	567,264	16,558	107,858	83,945	1,060,594	187,859
Very dissatisfied	5.4 (4.6,6.4)	10.8 (9.7,11.9)	14.4 (11.6,17.9)	8.2 (6.7,9.9)	9.0 (7.7,10.5)	8.9 (8.2,9.7)	5.7 (5.0,6.4)
Dissatisfied	7.5 (6.6,8.5)	17.3 (16.3,18.5)	22.5 (17.9,27.9)	17.3 (15.3,19.4)	20.6 (18.3,23.0)	14.6 (13.8,15.4)	10.0 (9.3,10.7)
Neither satisfied nor dissatisfied	16.0 (14.5,17.6)	17.6 (16.5,18.7)	19.7 (16.1,24.0)	13.5 (11.6,15.6)	17.9 (16.0,19.9)	17.1 (16.2,18.0)	14.4 (13.6,15.3)
Satisfied	20.2 (18.9,21.7)	30.7 (29.3,32.2)	29.3 (24.8,34.2)	26.6 (24.3,29.0)	33.1 (30.9,35.4)	26.9 (25.9,27.9)	24.7 (23.6,25.8)
Very satisfied	9.8 (8.8,10.8)	9.8 (8.9,10.7)	7.7 (4.5,13.0)	9.7 (8.1,11.6)	11.6 (10.1,13.3)	9.8 (9.1,10.4)	10.4 (9.7,11.2)
Don't know or does not apply	41.1 (39.2,43.1)	13.8 (12.8,14.9)	6.3 (4.0,9.8)	24.8 (23.0,26.7)	7.8 (6.7,9.1)	22.8 (21.8,23.8)	34.8 (33.7,35.9)

Table 16j.3**Satisfaction With Quality of Medical Care for Family: By Gender Within Service**

16j. Indicate the extent to which you are satisfied with each of the following. Quality of medical care for your family

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,369	477	1,729	374	1,870	168	998	370	126	14
Responding on Item	349,163	64,571	284,269	47,212	137,742	9,541	260,954	62,912	28,465	3,623
Very dissatisfied	10.1 (8.7,11.6)	7.4 (6.1,8.9)	7.3 (6.1,8.7)	3.9 (3.2,4.8)	8.0 (6.7,9.6)	5.9 (4.0,8.7)	9.8 (8.5,11.2)	5.2 (4.2,6.5)	8.2 (6.5,10.3)	5.6 (3.7,8.4)
Dissatisfied	16.2 (14.9,17.6)	12.0 (10.6,13.6)	12.0 (10.4,13.8)	7.8 (6.2,9.6)	12.8 (11.2,14.5)	12.9 (9.3,17.5)	15.9 (14.5,17.5)	9.2 (8.2,10.3)	16.7 (14.0,19.9)	7.9 (5.4,11.6)
Neither satisfied nor dissatisfied	17.2 (15.5,19.1)	15.6 (13.9,17.3)	18.6 (16.8,20.7)	14.7 (13.1,16.6)	14.8 (12.8,17.0)	16.3 (13.7,19.2)	16.2 (14.8,17.6)	12.6 (11.5,13.9)	20.4 (18.0,23.0)	16.7 (12.4,22.1)
Satisfied	26.1 (24.0,28.3)	25.5 (23.5,27.6)	27.3 (25.2,29.5)	25.1 (22.8,27.6)	23.0 (20.6,25.6)	19.6 (16.9,22.6)	29.7 (28.0,31.5)	24.4 (22.9,25.9)	24.6 (21.7,27.8)	23.9 (20.0,28.4)
Very satisfied	9.6 (8.3,11.0)	9.8 (8.4,11.3)	12.1 (10.7,13.7)	11.4 (9.8,13.2)	7.4 (6.0,9.1)	8.3 (6.4,10.6)	8.8 (7.8,9.9)	10.9 (9.8,12.2)	8.8 (7.0,11.0)	6.5 (5.1,8.3)
Don't know or does not apply	20.9 (19.1,22.9)	29.8 (27.7,32.0)	22.7 (20.6,24.9)	37.1 (34.6,39.7)	34.0 (31.0,37.2)	37.1 (33.3,41.1)	19.7 (18.2,21.4)	37.6 (35.8,39.5)	21.3 (18.6,24.2)	39.4 (33.7,45.3)

Table 16j.4***Satisfaction With Quality of Medical Care for Family: By Gender Within Paygrade***

16j. Indicate the extent to which you are satisfied with each of the following. Quality of medical care for your family

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,194	762	3,143	396	64	4	293	151	398	90
Responding on Item	388,816	84,013	493,260	74,004	15,416	1,142	89,971	17,887	73,131	10,813
Very dissatisfied	5.5 (4.5,6.7)	5.1 (4.0,6.5)	11.3 (10.1,12.6)	7.2 (6.2,8.4)	14.9 (11.8,18.5)	8.6 (5.3,13.7)	9.1 (7.4,11.3)	3.3 (2.3,4.8)	9.9 (8.4,11.5)	3.3 (2.4,4.4)
Dissatisfied	7.6 (6.4,8.9)	7.0 (5.9,8.2)	17.9 (16.6,19.2)	13.9 (12.6,15.4)	22.7 (17.7,28.5)	20.2 (15.5,25.9)	19.3 (17.0,21.8)	7.2 (6.0,8.7)	22.2 (19.7,25.0)	9.6 (7.7,11.9)
Neither satisfied nor dissatisfied	16.2 (14.4,18.1)	15.3 (14.0,16.8)	18.0 (16.7,19.3)	15.1 (13.9,16.5)	20.0 (16.1,24.5)	16.4 (10.6,24.6)	14.3 (12.1,16.9)	9.1 (7.4,11.1)	18.9 (16.8,21.2)	11.2 (8.9,14.0)
Satisfied	20.4 (18.8,22.1)	19.4 (17.9,21.1)	30.8 (29.2,32.5)	29.9 (28.0,31.9)	29.5 (24.7,34.8)	26.9 (22.3,32.1)	27.1 (24.6,29.8)	24.1 (21.2,27.2)	33.5 (31.0,36.1)	30.6 (27.2,34.2)
Very satisfied	9.9 (8.7,11.2)	9.2 (8.0,10.5)	9.7 (8.8,10.7)	10.3 (9.1,11.6)	7.6 (4.2,13.3)	9.5 (7.1,12.6)	9.3 (7.5,11.5)	11.7 (9.8,13.8)	10.4 (8.8,12.4)	19.5 (17.2,22.1)
Don't know or does not apply	40.5 (38.3,42.8)	44.1 (42.2,45.9)	12.4 (11.2,13.6)	23.5 (21.9,25.2)	5.4 (3.1,9.3)	18.4 (14.6,22.8)	20.8 (18.7,23.2)	44.6 (41.3,48.0)	5.2 (4.0,6.7)	25.9 (23.5,28.4)

Table 16k.1***Satisfaction With Out of Pocket Costs for Medical Care: By Service***

16k. Indicate the extent to which you are satisfied with each of the following. Out of pocket costs for medical care

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,351	9,176	3,733	2,221	1,844	1,378	175
Responding on Item	1,247,596	1,215,543	412,847	331,363	147,478	323,856	32,053
Very dissatisfied	6.5	6.5	7.0	6.3	6.7	6.0	7.2
	(6.0,7.1)	(6.0,7.1)	(6.0,8.1)	(5.2,7.7)	(5.3,8.4)	(5.1,7.0)	(5.7,9.1)
Dissatisfied	10.9	10.8	11.9	9.9	9.4	10.9	13.4
	(10.3,11.5)	(10.2,11.5)	(10.9,13.1)	(8.7,11.2)	(8.1,10.9)	(9.8,12.2)	(11.1,16.1)
Neither satisfied nor dissatisfied	19.8	19.8	20.7	20.0	22.0	17.4	21.4
	(19.0,20.7)	(18.9,20.7)	(19.1,22.4)	(18.2,21.9)	(19.8,24.4)	(16.0,19.0)	(18.8,24.3)
Satisfied	24.3	24.3	23.7	25.0	21.6	25.4	25.0
	(23.4,25.2)	(23.4,25.2)	(21.7,25.8)	(23.0,27.2)	(19.4,24.0)	(23.8,27.0)	(22.3,27.9)
Very satisfied	15.1	15.1	14.7	14.1	12.7	17.6	15.4
	(14.3,16.0)	(14.2,16.0)	(13.3,16.4)	(12.6,15.8)	(10.7,14.9)	(16.1,19.3)	(13.1,18.1)
Don't know or does not apply	23.4	23.6	21.9	24.7	27.6	22.7	17.6
	(22.4,24.4)	(22.6,24.6)	(20.2,23.8)	(22.7,26.8)	(24.9,30.5)	(21.0,24.4)	(15.4,20.1)

Table 16k.2***Satisfaction With Out of Pocket Costs for Medical Care: By Paygrade and Gender***

16k. Indicate the extent to which you are satisfied with each of the following. Out of pocket costs for medical care

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,413	5,827	186	586	337	7,425	1,926
Responding on Item	474,371	564,976	16,440	107,715	84,095	1,060,260	187,336
Very dissatisfied	3.8 (3.0,4.7)	8.8 (8.0,9.7)	11.4 (8.2,15.7)	4.9 (3.8,6.2)	7.9 (6.7,9.3)	7.0 (6.4,7.7)	3.8 (3.4,4.3)
Dissatisfied	6.3 (5.5,7.3)	13.0 (12.1,14.1)	18.9 (15.6,22.7)	11.6 (10.0,13.5)	19.5 (17.5,21.5)	11.5 (10.8,12.3)	7.2 (6.7,7.9)
Neither satisfied nor dissatisfied	19.4 (17.9,21.0)	20.5 (19.4,21.8)	22.3 (17.6,27.9)	18.1 (15.8,20.6)	19.0 (16.7,21.4)	20.5 (19.6,21.5)	16.0 (14.9,17.0)
Satisfied	20.6 (19.0,22.3)	26.4 (25.0,27.8)	26.4 (21.6,31.8)	25.6 (23.4,27.9)	28.8 (26.8,31.0)	24.9 (23.9,26.0)	20.6 (19.6,21.6)
Very satisfied	17.3 (15.7,19.1)	12.8 (11.8,13.8)	9.4 (6.3,13.7)	18.3 (16.4,20.3)	15.4 (13.5,17.4)	14.7 (13.8,15.7)	17.3 (16.3,18.4)
Don't know or does not apply	32.6 (30.7,34.6)	18.5 (17.3,19.7)	11.7 (8.5,15.7)	21.6 (19.5,23.8)	9.5 (8.2,11.0)	21.3 (20.2,22.5)	35.1 (33.9,36.4)

Table 16k.3***Satisfaction With Out of Pocket Costs for Medical Care: By Gender Within Service***

16k. Indicate the extent to which you are satisfied with each of the following. Out of pocket costs for medical care

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,947	786	1,797	424	1,531	312	995	383	155	20
Responding on Item	348,585	64,262	284,201	47,162	138,081	9,397	260,957	62,899	28,436	3,617
Very dissatisfied	7.5 (6.4,8.8)	4.2 (3.5,5.1)	6.8 (5.5,8.4)	3.6 (2.9,4.6)	6.9 (5.4,8.8)	3.7 (2.4,5.6)	6.6 (5.5,7.8)	3.6 (2.8,4.5)	7.5 (5.8,9.6)	4.8 (3.7,6.2)
Dissatisfied	12.5 (11.2,13.9)	9.1 (7.9,10.4)	10.4 (9.0,11.9)	6.8 (5.6,8.3)	9.6 (8.2,11.2)	6.6 (5.2,8.4)	12.2 (10.8,13.7)	5.7 (4.9,6.6)	13.9 (11.4,16.9)	9.0 (6.3,12.7)
Neither satisfied nor dissatisfied	21.2 (19.3,23.1)	18.1 (16.0,20.4)	20.6 (18.5,22.9)	16.0 (14.3,18.0)	22.3 (19.9,24.8)	18.2 (15.9,20.8)	18.4 (16.7,20.2)	13.5 (12.1,15.1)	22.5 (19.6,25.7)	12.8 (10.0,16.3)
Satisfied	24.4 (22.0,26.9)	20.1 (18.6,21.7)	25.7 (23.5,28.1)	21.0 (18.6,23.6)	21.7 (19.4,24.2)	20.1 (16.7,24.0)	26.6 (24.7,28.6)	20.2 (18.7,21.9)	24.4 (21.4,27.6)	29.7 (24.0,36.1)
Very satisfied	14.6 (12.9,16.6)	15.3 (13.8,16.9)	13.9 (12.2,15.9)	15.3 (13.4,17.5)	12.3 (10.3,14.7)	17.8 (15.2,20.7)	16.9 (15.1,18.8)	20.8 (19.0,22.7)	15.1 (12.6,18.0)	18.1 (14.1,22.9)
Don't know or does not apply	19.9 (17.8,22.1)	33.3 (31.1,35.4)	22.6 (20.3,25.1)	37.2 (34.4,40.1)	27.2 (24.4,30.2)	33.6 (29.9,37.5)	19.4 (17.5,21.4)	36.2 (34.4,38.1)	16.6 (14.1,19.4)	25.6 (22.0,29.4)

Table 16k.4***Satisfaction With Out of Pocket Costs for Medical Care: By Gender Within Paygrade***

16k. Indicate the extent to which you are satisfied with each of the following. Out of pocket costs for medical care

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,399	1,015	5,149	678	171	16	423	164	284	53
Responding on Item	390,611	83,760	491,254	73,722	15,309	1,130	89,841	17,874	73,245	10,850
Very dissatisfied	4.0 (3.1,5.2)	2.6 (2.1,3.3)	9.4 (8.4,10.4)	5.3 (4.5,6.3)	11.8 (8.3,16.4)	5.9 (4.0,8.6)	5.5 (4.2,7.1)	1.9 (1.3,2.8)	8.2 (6.8,9.8)	5.9 (4.0,8.6)
Dissatisfied	6.5 (5.5,7.7)	5.3 (4.3,6.5)	13.7 (12.6,14.8)	9.0 (8.0,10.2)	18.8 (15.3,22.8)	21.1 (14.3,29.9)	12.6 (10.6,14.8)	6.9 (5.5,8.5)	21.0 (18.8,23.3)	9.3 (7.9,10.9)
Neither satisfied nor dissatisfied	20.1 (18.4,22.0)	16.0 (14.4,17.8)	21.0 (19.7,22.4)	17.4 (15.9,19.0)	22.8 (17.8,28.8)	15.2 (11.1,20.6)	19.3 (16.6,22.4)	12.0 (10.0,14.3)	20.0 (17.5,22.8)	12.1 (10.3,14.2)
Satisfied	21.3 (19.4,23.3)	17.5 (15.9,19.2)	26.8 (25.2,28.5)	23.3 (21.8,25.0)	26.5 (21.4,32.3)	24.9 (20.1,30.4)	26.5 (23.9,29.2)	21.0 (18.5,23.6)	29.5 (27.2,31.9)	24.4 (21.4,27.7)
Very satisfied	17.1 (15.1,19.1)	18.5 (16.9,20.3)	12.5 (11.4,13.6)	14.7 (13.3,16.2)	9.3 (6.1,14.0)	10.0 (7.4,13.3)	17.8 (15.6,20.3)	20.5 (18.0,23.3)	14.5 (12.4,16.8)	21.5 (19.3,23.9)
Don't know or does not apply	31.0 (28.7,33.4)	40.1 (38.1,42.1)	16.7 (15.3,18.1)	30.2 (28.6,31.9)	10.8 (7.5,15.3)	22.9 (18.7,27.8)	18.3 (16.0,21.0)	37.8 (35.0,40.7)	6.9 (5.6,8.6)	26.9 (24.2,29.7)

Table 161.1***Satisfaction With Availability of Childcare: By Service***

161. Indicate the extent to which you are satisfied with each of the following. Availability of childcare

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,243	11,034	3,945	2,707	1,952	2,430	209
Responding on Item	1,245,704	1,213,685	412,635	330,877	147,370	322,804	32,019
Very dissatisfied	6.2	6.1	7.5	5.4	5.7	5.2	9.0
	(5.6,6.8)	(5.5,6.7)	(6.4,8.7)	(4.5,6.5)	(4.7,7.0)	(4.5,6.1)	(7.4,10.8)
Dissatisfied	8.6	8.6	10.0	8.5	7.1	7.6	9.0
	(8.1,9.2)	(8.1,9.2)	(9.0,11.1)	(7.3,9.9)	(5.8,8.7)	(6.8,8.5)	(7.1,11.4)
Neither satisfied nor dissatisfied	19.0	18.9	20.6	19.4	16.0	17.6	20.4
	(18.2,19.8)	(18.1,19.7)	(19.2,22.0)	(17.8,21.2)	(13.9,18.4)	(16.4,18.9)	(18.1,22.9)
Satisfied	11.1	11.2	11.0	11.5	9.1	12.1	7.2
	(10.4,11.9)	(10.5,12.0)	(9.7,12.4)	(9.9,13.3)	(7.7,10.7)	(11.1,13.3)	(5.6,9.3)
Very satisfied	3.1	3.1	2.7	3.4	2.9	3.3	1.7
	(2.7,3.5)	(2.7,3.5)	(2.2,3.4)	(2.6,4.5)	(2.1,4.1)	(2.8,4.0)	(1.1,2.7)
Don't know or does not apply	52.1	52.1	48.2	51.8	59.2	54.1	52.7
	(51.0,53.2)	(51.0,53.2)	(46.2,50.3)	(49.7,53.9)	(56.3,62.0)	(52.3,55.8)	(49.6,55.8)

Table 16L.2***Satisfaction With Availability of Childcare: By Paygrade and Gender***

16L. Indicate the extent to which you are satisfied with each of the following. Availability of childcare

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,413	5,995	75	1,042	717	9,421	1,822
Responding on Item	473,371	564,808	16,551	107,259	83,715	1,058,264	187,440
Very dissatisfied	4.9 (4.1,5.9)	7.8 (7.0,8.7)	6.8 (4.5,10.1)	4.8 (3.9,5.9)	3.8 (3.0,4.7)	5.7 (5.1,6.5)	8.6 (8.0,9.2)
Dissatisfied	4.8 (4.0,5.7)	12.1 (11.2,13.1)	8.7 (6.3,11.8)	8.1 (6.6,9.8)	7.2 (6.2,8.5)	8.5 (7.8,9.1)	9.5 (8.8,10.3)
Neither satisfied nor dissatisfied	17.8 (16.4,19.2)	19.9 (18.8,21.1)	21.7 (18.1,25.8)	18.1 (15.8,20.6)	19.9 (18.2,21.8)	20.0 (19.1,20.9)	13.0 (12.2,13.9)
Satisfied	8.8 (7.6,10.1)	13.4 (12.4,14.5)	14.4 (10.7,19.2)	8.1 (6.8,9.6)	11.6 (9.9,13.6)	11.3 (10.5,12.2)	10.1 (9.4,10.8)
Very satisfied	3.0 (2.4,3.7)	3.3 (2.8,3.9)	2.4* (1.2,5.0)	2.5 (1.8,3.4)	2.8 (2.1,3.8)	3.0 (2.6,3.4)	3.6 (3.1,4.1)
Don't know or does not apply	60.8 (58.7,62.8)	43.4 (41.8,45.0)	46.0 (40.2,51.8)	58.5 (55.7,61.3)	54.6 (52.0,57.3)	51.6 (50.3,52.8)	55.2 (53.9,56.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16L3**Satisfaction With Availability of Childcare: By Gender Within Service**

16L. Indicate the extent to which you are satisfied with each of the following. Availability of childcare

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,170	776	2,391	317	1,779	172	1,903	527	179	30
Responding on Item	348,362	64,272	283,607	47,269	137,833	9,537	260,049	62,755	28,412	3,607
Very dissatisfied	6.9 (5.7,8.3)	10.8 (9.4,12.3)	5.0 (3.9,6.2)	8.0 (6.9,9.3)	5.5 (4.4,6.9)	8.4 (6.8,10.3)	4.9 (4.0,6.0)	6.8 (6.0,7.7)	8.8 (7.1,10.9)	10.2 (8.2,12.5)
Dissatisfied	9.9 (8.8,11.1)	10.8 (9.6,12.0)	8.4 (7.0,10.0)	8.9 (7.6,10.4)	6.8 (5.4,8.6)	11.2 (8.9,14.0)	7.4 (6.4,8.5)	8.6 (7.5,9.9)	9.3 (7.2,11.9)	7.1 (4.6,10.7)
Neither satisfied nor dissatisfied	21.7 (20.1,23.4)	14.3 (12.5,16.2)	20.5 (18.6,22.5)	13.0 (11.4,14.9)	16.1 (13.9,18.7)	14.2 (11.6,17.3)	19.1 (17.6,20.7)	11.5 (10.4,12.8)	21.2 (18.6,24.1)	14.1 (10.4,18.8)
Satisfied	11.1 (9.7,12.8)	10.2 (8.9,11.7)	11.7 (9.9,13.7)	10.5 (8.7,12.5)	9.1 (7.7,10.8)	9.0 (7.3,11.1)	12.6 (11.3,14.1)	10.0 (9.0,11.1)	7.4 (5.6,9.8)	5.6 (4.3,7.3)
Very satisfied	2.6 (2.0,3.4)	3.1 (2.4,3.8)	3.5 (2.6,4.8)	3.0 (2.1,4.5)	2.9 (2.0,4.2)	3.3 (2.3,4.7)	3.0 (2.4,3.8)	4.7 (4.0,5.5)	1.6 (0.9,2.8)	2.4* (1.0,5.5)
Don't know or does not apply	47.7 (45.4,50.1)	51.0 (48.6,53.3)	51.0 (48.7,53.4)	56.5 (53.8,59.2)	59.5 (56.4,62.6)	54.0 (50.1,57.8)	53.0 (50.9,55.1)	58.5 (56.5,60.4)	51.7 (48.2,55.1)	60.7 (55.3,65.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16l.4***Satisfaction With Availability of Childcare: By Gender Within Paygrade***

16l. Indicate the extent to which you are satisfied with each of the following. Availability of childcare

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,406	1,007	5,390	605	66	9	941	103	619	98
Responding on Item	389,604	83,768	491,013	73,795	15,414	1,137	89,323	17,935	72,910	10,805
Very dissatisfied	4.3 (3.4,5.5)	7.8 (6.9,8.9)	7.4 (6.5,8.4)	10.8 (9.8,11.9)	6.8 (4.4,10.4)	5.9 (4.2,8.3)	4.9 (3.8,6.2)	4.3 (3.2,5.8)	3.3 (2.5,4.3)	7.1 (4.8,10.4)
Dissatisfied	4.4 (3.4,5.5)	6.8 (5.7,8.0)	12.0 (10.9,13.1)	13.4 (12.3,14.7)	8.5 (6.0,11.8)	12.0 (7.6,18.3)	8.3 (6.6,10.4)	7.0 (5.2,9.2)	7.0 (5.8,8.5)	8.5 (7.0,10.3)
Neither satisfied nor dissatisfied	18.4 (16.8,20.1)	14.6 (13.2,16.1)	21.0 (19.7,22.3)	12.8 (11.4,14.2)	22.5 (18.6,26.9)	11.0 (6.2,18.8)	19.8 (17.1,22.9)	9.4 (7.6,11.4)	21.6 (19.6,23.7)	8.7 (7.2,10.5)
Satisfied	9.0 (7.6,10.6)	7.9 (6.8,9.1)	13.5 (12.4,14.7)	13.1 (11.8,14.4)	14.5 (10.5,19.7)	13.4 (9.0,19.4)	8.3 (6.8,10.1)	7.2 (5.6,9.2)	11.7 (9.8,14.0)	10.7 (8.8,13.0)
Very satisfied	3.0 (2.3,3.9)	3.0 (2.3,3.9)	3.2 (2.6,3.8)	4.2 (3.6,4.9)	2.3* (1.0,5.2)	4.2 (2.4,7.0)	2.2 (1.4,3.4)	3.7 (2.6,5.5)	2.7 (1.9,3.8)	3.8 (2.8,5.1)
Don't know or does not apply	61.0 (58.5,63.4)	60.0 (58.0,61.8)	43.0 (41.2,44.9)	45.8 (43.6,48.0)	45.4 (39.3,51.7)	53.6 (46.8,60.2)	56.5 (53.2,59.8)	68.4 (65.2,71.5)	53.7 (50.7,56.6)	61.2 (57.7,64.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16m.1***Satisfaction With Quality of Childcare: By Service***

16m. Indicate the extent to which you are satisfied with each of the following. Quality of childcare

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,692	9,548	2,857	2,467	2,188	2,038	144
Responding on Item	1,247,255	1,215,171	413,723	331,117	147,134	323,196	32,084
Very dissatisfied	3.7 (3.3,4.0)	3.6 (3.3,4.0)	4.8 (4.1,5.7)	3.4 (2.7,4.2)	2.9 (2.1,3.9)	2.7 (2.2,3.3)	5.0 (3.8,6.6)
Dissatisfied	5.1 (4.6,5.6)	5.1 (4.6,5.6)	6.5 (5.6,7.6)	4.4 (3.7,5.4)	4.4 (3.5,5.5)	4.1 (3.4,4.8)	5.6 (4.0,7.6)
Neither satisfied nor dissatisfied	21.1 (20.1,22.0)	21.0 (20.1,22.0)	23.5 (22.0,25.2)	21.5 (19.6,23.5)	18.8 (16.4,21.4)	18.4 (17.1,19.7)	22.4 (20.0,24.9)
Satisfied	11.1 (10.4,11.8)	11.2 (10.5,11.9)	10.6 (9.5,11.8)	11.7 (10.2,13.4)	8.6 (7.2,10.3)	12.6 (11.5,13.7)	8.0 (6.4,10.1)
Very satisfied	4.0 (3.7,4.4)	4.1 (3.7,4.5)	3.4 (2.8,4.1)	3.9 (3.1,4.9)	3.8 (2.8,5.0)	5.3 (4.6,6.1)	1.6 (1.0,2.6)
Don't know or does not apply	55.1 (54.1,56.2)	55.1 (54.0,56.1)	51.1 (49.2,53.1)	55.1 (53.0,57.1)	61.6 (58.7,64.4)	57.1 (55.4,58.7)	57.4 (54.3,60.5)

Table 16m.2***Satisfaction With Quality of Childcare: By Paygrade and Gender***

16m. Indicate the extent to which you are satisfied with each of the following. Quality of childcare

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,550	4,486	73	1,013	569	7,904	1,787
Responding on Item	473,234	566,317	16,553	107,288	83,863	1,059,781	187,475
Very dissatisfied	2.5 (2.0,3.1)	5.0 (4.4,5.7)	3.6* (2.0,6.6)	3.1 (2.2,4.3)	1.7 (1.2,2.5)	3.5 (3.1,3.9)	4.6 (4.1,5.0)
Dissatisfied	2.8 (2.2,3.6)	7.3 (6.4,8.3)	8.6 (5.5,13.3)	4.1 (3.2,5.3)	3.3 (2.5,4.3)	5.0 (4.5,5.6)	5.5 (5.1,6.1)
Neither satisfied nor dissatisfied	19.3 (17.9,20.9)	22.7 (21.2,24.2)	23.9 (20.1,28.2)	19.9 (17.9,22.1)	21.1 (19.1,23.3)	22.1 (21.0,23.2)	15.2 (14.3,16.1)
Satisfied	8.1 (7.1,9.2)	14.0 (13.0,15.1)	12.5 (9.2,16.6)	7.9 (6.6,9.5)	12.5 (10.7,14.5)	11.0 (10.3,11.8)	11.6 (10.9,12.3)
Very satisfied	3.3 (2.7,4.1)	4.6 (4.1,5.1)	4.4 (2.6,7.5)	3.9 (3.0,5.1)	4.1 (3.3,5.2)	3.8 (3.4,4.3)	5.0 (4.5,5.6)
Don't know or does not apply	64.0 (62.1,65.9)	46.5 (44.9,48.1)	47.0 (41.3,52.8)	61.1 (58.2,63.9)	57.3 (54.7,59.7)	54.6 (53.4,55.8)	58.1 (56.9,59.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16m.3***Satisfaction With Quality of Childcare: By Gender Within Service***

16m. Indicate the extent to which you are satisfied with each of the following. Quality of childcare

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,199	658	1,973	494	2,059	128	1,552	485	121	23
Responding on Item	349,333	64,390	284,025	47,092	137,553	9,581	260,400	62,797	28,470	3,614
Very dissatisfied	4.6 (3.8,5.7)	5.9 (4.9,7.0)	3.3 (2.5,4.2)	4.2 (3.4,5.2)	2.8 (2.0,3.9)	4.0 (3.0,5.3)	2.4 (1.8,3.2)	3.6 (3.0,4.2)	4.9 (3.6,6.7)	5.5 (4.0,7.4)
Dissatisfied	6.5 (5.4,7.7)	7.0 (6.0,8.1)	4.3 (3.5,5.4)	5.1 (4.1,6.2)	4.4 (3.5,5.6)	4.5 (3.5,5.8)	3.9 (3.1,4.9)	4.7 (3.9,5.6)	5.7 (4.1,8.0)	4.1 (2.9,5.7)
Neither satisfied nor dissatisfied	24.7 (22.9,26.6)	17.3 (15.4,19.4)	22.6 (20.4,24.9)	15.2 (13.4,17.2)	18.8 (16.3,21.6)	18.3 (15.3,21.8)	19.8 (18.3,21.4)	12.5 (11.2,13.9)	23.2 (20.6,26.1)	15.8 (12.0,20.5)
Satisfied	10.3 (9.1,11.7)	11.8 (10.5,13.3)	11.8 (10.0,13.7)	11.4 (9.7,13.3)	8.4 (7.0,10.2)	11.5 (9.3,14.2)	12.8 (11.5,14.2)	11.7 (10.5,13.1)	8.1 (6.3,10.4)	7.6 (5.3,10.8)
Very satisfied	3.3 (2.6,4.1)	4.4 (3.6,5.3)	3.8 (2.9,5.0)	4.2 (3.2,5.5)	3.7 (2.7,5.1)	4.3 (3.2,5.8)	5.0 (4.1,5.9)	6.5 (5.6,7.6)	1.5* (0.8,2.6)	2.9* (1.4,6.0)
Don't know or does not apply	50.7 (48.4,53.0)	53.7 (51.3,56.0)	54.3 (51.9,56.6)	59.9 (57.3,62.5)	61.9 (58.9,64.8)	57.4 (53.6,61.2)	56.1 (54.1,58.2)	61.1 (59.3,62.8)	56.6 (53.1,60.0)	64.1 (58.6,69.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16m.4***Satisfaction With Quality of Childcare: By Gender Within Paygrade***

16m. Indicate the extent to which you are satisfied with each of the following. Quality of childcare

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,368	1,183	4,021	465	65	9	966	47	486	83
Responding on Item	389,642	83,592	492,382	73,935	15,415	1,137	89,298	17,991	73,043	10,820
Very dissatisfied	2.2 (1.6,3.0)	4.0 (3.4,4.8)	4.9 (4.2,5.6)	5.9 (5.1,6.7)	3.6* (1.9,6.8)	3.8 (2.4,5.9)	3.2 (2.2,4.8)	2.4 (1.4,3.9)	1.5 (0.9,2.3)	3.7 (2.2,6.2)
Dissatisfied	2.6 (1.9,3.6)	3.6 (3.0,4.3)	7.2 (6.2,8.2)	8.1 (7.2,9.2)	8.7 (5.4,13.8)	7.2* (3.1,15.8)	4.1 (3.0,5.5)	4.5 (3.2,6.3)	3.1 (2.3,4.3)	4.4 (3.4,5.8)
Neither satisfied nor dissatisfied	19.9 (18.2,21.8)	16.4 (15.0,17.9)	23.7 (22.1,25.4)	15.8 (14.3,17.4)	24.7 (20.6,29.3)	13.6 (9.3,19.4)	21.8 (19.4,24.4)	10.6 (8.7,12.7)	22.9 (20.5,25.3)	9.5 (7.9,11.3)
Satisfied	8.0 (6.8,9.3)	8.4 (7.3,9.7)	13.7 (12.5,14.9)	16.2 (14.8,17.6)	12.5 (9.1,16.9)	12.5 (9.0,17.1)	8.0 (6.4,9.9)	7.5 (6.0,9.5)	12.6 (10.6,14.9)	11.4 (9.6,13.5)
Very satisfied	3.2 (2.4,4.1)	4.2 (3.4,5.2)	4.4 (3.9,5.0)	5.8 (5.2,6.6)	4.4* (2.4,7.8)	5.4 (3.3,8.8)	3.7 (2.6,5.1)	5.2 (3.7,7.2)	3.9 (2.9,5.1)	5.8 (4.6,7.3)
Don't know or does not apply	64.1 (61.8,66.4)	63.4 (61.5,65.2)	46.2 (44.4,48.1)	48.3 (46.0,50.5)	46.2 (40.1,52.5)	57.6 (50.6,64.3)	59.3 (55.9,62.6)	69.9 (66.6,73.0)	56.1 (53.3,58.8)	65.2 (62.1,68.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16n.1***Satisfaction With Affordability of Childcare: By Service***

16n. Indicate the extent to which you are satisfied with each of the following. Affordability of childcare

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	12,155	11,890	3,362	4,323	2,011	2,195	265
Responding on Item	1,244,792	1,212,829	413,218	329,261	147,311	323,039	31,963
Very dissatisfied	7.2 (6.7,7.7)	7.2 (6.7,7.8)	10.2 (9.0,11.5)	5.1 (4.2,6.2)	5.7 (4.6,7.0)	6.2 (5.4,7.2)	6.9 (5.5,8.7)
Dissatisfied	9.0 (8.4,9.6)	9.0 (8.5,9.6)	10.6 (9.5,11.7)	7.8 (6.6,9.3)	7.6 (6.2,9.2)	8.9 (7.9,10.0)	8.1 (6.2,10.5)
Neither satisfied nor dissatisfied	18.7 (17.8,19.6)	18.6 (17.8,19.6)	19.4 (18.0,20.8)	20.3 (18.5,22.2)	16.8 (14.6,19.1)	16.9 (15.6,18.3)	20.9 (18.4,23.6)
Satisfied	8.9 (8.3,9.6)	9.0 (8.4,9.7)	8.5 (7.5,9.6)	10.4 (9.1,11.9)	6.6 (5.4,8.0)	9.3 (8.4,10.1)	6.6 (5.1,8.7)
Very satisfied	2.6 (2.3,3.0)	2.6 (2.3,3.0)	2.6 (2.0,3.3)	2.6 (2.0,3.4)	2.8 (2.1,3.9)	2.7 (2.2,3.2)	1.3 (0.8,2.3)
Don't know or does not apply	53.6 (52.5,54.7)	53.5 (52.4,54.6)	48.9 (46.8,50.9)	53.8 (51.7,55.8)	60.5 (57.5,63.5)	56.1 (54.3,57.8)	56.2 (53.0,59.3)

Table 16n.2***Satisfaction With Affordability of Childcare: By Paygrade and Gender***

16n. Indicate the extent to which you are satisfied with each of the following. Affordability of childcare

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,655	6,891	57	829	721	10,262	1,894
Responding on Item	473,129	563,912	16,569	107,472	83,711	1,057,423	187,368
Very dissatisfied	4.7 (3.9,5.6)	10.5 (9.5,11.5)	6.9 (4.2,11.2)	4.8 (3.7,6.3)	2.6 (2.0,3.4)	6.8 (6.2,7.4)	9.7 (8.9,10.5)
Dissatisfied	6.1 (5.1,7.3)	12.5 (11.5,13.4)	14.0 (10.0,19.3)	5.3 (4.1,6.7)	5.8 (4.6,7.4)	8.9 (8.3,9.6)	9.3 (8.6,10.1)
Neither satisfied nor dissatisfied	17.2 (15.8,18.7)	19.8 (18.5,21.2)	19.2 (15.9,22.9)	17.9 (15.7,20.3)	20.4 (18.6,22.4)	19.6 (18.5,20.6)	13.8 (12.9,14.7)
Satisfied	7.0 (6.0,8.2)	10.2 (9.2,11.2)	10.4 (7.8,13.8)	8.1 (6.6,9.9)	11.9 (10.4,13.7)	9.0 (8.3,9.8)	8.6 (7.9,9.3)
Very satisfied	2.6 (2.0,3.3)	2.4 (2.0,2.9)	2.2* (1.0,4.8)	3.5 (2.6,4.5)	2.9 (2.2,3.8)	2.6 (2.2,3.0)	2.7 (2.3,3.3)
Don't know or does not apply	62.4 (60.4,64.3)	44.7 (43.1,46.3)	47.3 (41.7,52.9)	60.4 (57.6,63.2)	56.4 (53.7,59.0)	53.2 (51.9,54.4)	55.9 (54.6,57.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16n.3***Satisfaction With Affordability of Childcare: By Gender Within Service***

16n. Indicate the extent to which you are satisfied with each of the following. Affordability of childcare

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,425	936	3,973	350	1,883	127	1,735	460	246	20
Responding on Item	349,107	64,112	282,025	47,236	137,729	9,582	260,217	62,822	28,345	3,617
Very dissatisfied	9.5 (8.2,11.0)	14.0 (12.4,15.7)	4.9 (3.9,6.1)	6.6 (5.6,7.7)	5.6 (4.5,7.0)	6.9 (5.4,8.9)	5.8 (4.8,6.9)	8.1 (7.0,9.4)	6.7 (5.1,8.7)	8.7 (6.6,11.3)
Dissatisfied	10.6 (9.3,12.0)	10.5 (9.1,12.0)	7.8 (6.4,9.5)	8.0 (6.7,9.4)	7.4 (6.0,9.1)	10.4 (8.5,12.6)	8.8 (7.7,10.1)	9.3 (8.2,10.5)	8.4 (6.3,11.1)	5.9 (4.4,7.9)
Neither satisfied nor dissatisfied	20.3 (18.7,22.1)	14.2 (12.5,16.1)	21.2 (19.1,23.4)	14.8 (13.0,16.8)	16.8 (14.6,19.3)	15.9 (12.8,19.6)	18.0 (16.5,19.7)	12.2 (10.9,13.6)	21.6 (18.9,24.6)	15.4 (11.7,20.0)
Satisfied	8.6 (7.4,9.9)	8.0 (6.9,9.1)	10.5 (9.0,12.1)	10.1 (8.5,12.1)	6.5 (5.3,8.0)	7.8 (6.3,9.6)	9.5 (8.5,10.6)	8.4 (7.3,9.6)	6.8 (5.0,9.1)	5.5 (3.3,8.8)
Very satisfied	2.7 (2.0,3.5)	2.0 (1.4,2.8)	2.5 (1.9,3.4)	3.1 (2.2,4.4)	2.8 (1.9,4.0)	3.8 (2.4,5.9)	2.6 (2.0,3.3)	3.1 (2.5,3.9)	1.2* (0.6,2.4)	2.0* (0.8,5.2)
Don't know or does not apply	48.4 (46.0,50.8)	51.5 (49.0,53.9)	53.1 (50.8,55.5)	57.4 (54.7,60.1)	60.9 (57.7,64.1)	55.2 (51.2,59.2)	55.3 (53.2,57.4)	59.0 (57.0,61.0)	55.4 (51.9,58.8)	62.5 (57.1,67.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16n.4***Satisfaction With Affordability of Childcare: By Gender Within Paygrade***

16n. Indicate the extent to which you are satisfied with each of the following. Affordability of childcare

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,688	968	6,140	751	36	22	725	105	674	47
Responding on Item	389,322	83,807	490,263	73,649	15,444	1,124	89,539	17,933	72,855	10,856
Very dissatisfied	3.9	8.3	10.1	13.3	6.4	13.3	4.9	4.4	2.4	4.0
	(3.0,5.0)	(7.1,9.6)	(9.0,11.2)	(12.1,14.6)	(3.6,11.2)	(8.3,20.5)	(3.6,6.7)	(3.0,6.2)	(1.7,3.3)	(2.5,6.5)
Dissatisfied	6.1	5.8	12.1	14.7	14.0	14.1	5.4	4.6	5.5	7.9
	(5.0,7.6)	(5.0,6.7)	(11.1,13.3)	(13.3,16.2)	(9.7,19.7)	(9.0,21.4)	(4.1,7.1)	(3.4,6.3)	(4.2,7.3)	(5.9,10.4)
Neither satisfied nor dissatisfied	17.5	16.0	20.9	12.8	20.0	7.6	19.5	10.2	22.0	10.1
	(15.8,19.3)	(14.5,17.6)	(19.3,22.5)	(11.7,13.9)	(16.5,24.1)	(5.5,10.4)	(16.8,22.5)	(8.3,12.3)	(19.9,24.2)	(8.6,11.9)
Satisfied	7.1	6.9	10.2	10.3	10.6	7.9	8.2	7.8	12.1	10.9
	(5.9,8.5)	(6.0,8.0)	(9.1,11.3)	(9.0,11.8)	(7.9,14.2)	(5.7,10.8)	(6.4,10.4)	(6.0,10.1)	(10.3,14.1)	(9.1,13.0)
Very satisfied	2.7	2.2	2.4	2.8	2.2*	2.6*	3.3	4.0	2.7	4.1
	(2.0,3.5)	(1.6,3.1)	(1.9,3.0)	(2.2,3.6)	(0.9,5.1)	(1.2,5.2)	(2.4,4.7)	(2.8,5.6)	(2.0,3.7)	(3.2,5.3)
Don't know or does not apply	62.8	60.7	44.4	46.1	46.7	54.6	58.7	69.1	55.4	63.0
	(60.4,65.1)	(58.9,62.5)	(42.6,46.3)	(43.9,48.4)	(40.7,52.8)	(47.9,61.3)	(55.3,62.0)	(65.8,72.2)	(52.4,58.2)	(59.5,66.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16o.1***Satisfaction With Family Support Services: By Service***

16o. Indicate the extent to which you are satisfied with each of the following. Family support services

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	13,297	13,038	4,598	4,247	2,181	2,013	258
Responding on Item	1,243,650	1,211,681	411,982	329,337	147,141	323,221	31,970
Very dissatisfied	3.0	3.0	5.2	1.9	2.9	1.3	3.9
	(2.7,3.4)	(2.7,3.4)	(4.5,6.1)	(1.5,2.5)	(2.1,4.1)	(0.9,1.7)	(2.8,5.4)
Dissatisfied	5.4	5.3	7.8	4.8	4.2	3.1	9.3
	(4.9,6.0)	(4.7,5.9)	(6.7,8.9)	(3.9,5.8)	(3.2,5.5)	(2.6,3.8)	(7.5,11.4)
Neither satisfied nor dissatisfied	24.1	24.1	25.6	24.1	23.2	22.6	24.4
	(23.1,25.1)	(23.1,25.1)	(23.9,27.5)	(22.0,26.3)	(20.9,25.7)	(21.1,24.1)	(21.9,27.1)
Satisfied	28.1	28.3	24.7	29.6	21.9	34.4	20.4
	(27.1,29.1)	(27.3,29.3)	(23.0,26.5)	(27.5,31.9)	(19.9,24.0)	(32.7,36.1)	(17.7,23.5)
Very satisfied	8.3	8.4	5.9	8.3	7.2	12.2	6.5
	(7.8,8.9)	(7.9,8.9)	(5.0,7.1)	(7.3,9.4)	(6.0,8.5)	(11.1,13.4)	(5.0,8.4)
Don't know or does not apply	31.1	31.0	30.8	31.4	40.6	26.5	35.5
	(30.1,32.1)	(30.0,32.0)	(28.9,32.6)	(29.4,33.4)	(37.6,43.8)	(24.9,28.2)	(32.6,38.4)

Table 16o.2***Satisfaction With Family Support Services: By Paygrade and Gender***

16o. Indicate the extent to which you are satisfied with each of the following. Family support services

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,303	7,040	135	896	922	10,567	2,730
Responding on Item	472,481	563,763	16,491	107,405	83,510	1,057,118	186,532
Very dissatisfied	2.7 (2.2,3.5)	3.8 (3.3,4.5)	2.9 (1.6,5.1)	1.4 (0.8,2.2)	1.0 (0.6,1.6)	3.0 (2.6,3.4)	3.3 (2.8,3.8)
Dissatisfied	3.7 (3.0,4.6)	6.8 (6.0,7.8)	8.5 (5.7,12.5)	4.9 (3.7,6.4)	5.2 (4.2,6.4)	5.5 (4.9,6.2)	4.5 (3.9,5.1)
Neither satisfied nor dissatisfied	20.7 (19.1,22.3)	26.0 (24.7,27.4)	29.5 (24.9,34.6)	24.8 (22.4,27.4)	28.5 (26.1,31.2)	24.7 (23.6,25.9)	20.6 (19.6,21.5)
Satisfied	20.0 (18.5,21.5)	34.3 (32.6,36.0)	32.1 (27.5,37.0)	26.6 (24.0,29.3)	33.2 (30.7,35.8)	28.3 (27.1,29.5)	26.9 (25.8,28.0)
Very satisfied	8.0 (7.1,9.0)	9.0 (8.2,10.0)	6.2 (4.2,9.0)	7.5 (6.2,9.0)	6.9 (5.7,8.4)	8.2 (7.6,8.8)	9.3 (8.6,10.0)
Don't know or does not apply	45.0 (43.0,46.9)	20.0 (18.7,21.2)	20.9 (17.0,25.4)	34.9 (32.3,37.6)	25.1 (22.9,27.5)	30.3 (29.2,31.5)	35.6 (34.3,36.9)

Table 160.3**Satisfaction With Family Support Services: By Gender Within Service**

160. Indicate the extent to which you are satisfied with each of the following. Family support services

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,535	1,062	3,540	708	2,059	121	1,211	802	222	37
Responding on Item	347,997	63,986	282,458	46,878	137,553	9,588	260,741	62,480	28,369	3,600
Very dissatisfied	5.1 (4.3,6.1)	5.7 (4.7,6.9)	1.9 (1.4,2.6)	2.0 (1.4,2.8)	3.0 (2.1,4.3)	1.7 (1.1,2.6)	1.1 (0.8,1.6)	1.9 (1.3,2.8)	3.8 (2.6,5.5)	4.7 (3.4,6.3)
Dissatisfied	8.0 (6.8,9.4)	6.5 (5.4,7.8)	4.9 (3.9,6.0)	4.3 (3.0,6.2)	4.2 (3.1,5.5)	4.7 (3.0,7.2)	3.3 (2.6,4.1)	2.4 (1.8,3.1)	9.7 (7.7,12.2)	5.4 (4.2,7.0)
Neither satisfied nor dissatisfied	26.2 (24.2,28.4)	22.4 (20.6,24.3)	24.6 (22.2,27.2)	20.6 (18.6,22.8)	23.4 (20.9,26.1)	20.9 (18.0,24.2)	23.6 (21.8,25.5)	18.4 (16.8,20.0)	24.6 (21.8,27.6)	23.5 (19.0,28.7)
Satisfied	25.1 (23.1,27.3)	22.5 (20.4,24.7)	30.0 (27.5,32.7)	27.5 (25.1,30.0)	21.9 (19.9,24.1)	21.6 (18.6,24.9)	34.8 (32.8,36.9)	32.4 (30.4,34.5)	21.2 (18.1,24.6)	14.8 (12.4,17.6)
Very satisfied	6.1 (5.0,7.5)	5.1 (4.3,6.0)	8.0 (6.9,9.3)	9.7 (8.2,11.4)	7.1 (5.9,8.6)	7.7 (4.7,12.6)	11.8 (10.4,13.3)	13.9 (12.4,15.4)	6.9 (5.2,9.0)	3.4 (2.4,4.9)
Don't know or does not apply	29.5 (27.4,31.6)	37.8 (35.5,40.2)	30.6 (28.3,33.0)	36.0 (33.7,38.3)	40.4 (37.2,43.8)	43.5 (38.6,48.5)	25.4 (23.5,27.5)	31.1 (29.2,33.0)	33.9 (30.8,37.0)	48.2 (42.2,54.2)

Table 16o.4***Satisfaction With Family Support Services: By Gender Within Paygrade***

16o. Indicate the extent to which you are satisfied with each of the following. Family support services

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,004	1,300	6,029	1,011	100	35	656	241	779	143
Responding on Item	389,006	83,475	490,374	73,389	15,380	1,111	89,608	17,797	72,750	10,760
Very dissatisfied	2.6	3.4	3.9	3.8	2.9*	3.2	1.4	1.2*	0.9	2.1*
	(1.9,3.5)	(2.7,4.4)	(3.2,4.6)	(3.2,4.5)	(1.6,5.3)	(1.9,5.1)	(0.8,2.4)	(0.7,2.2)	(0.5,1.4)	(0.9,4.7)
Dissatisfied	3.6	4.1	7.0	5.6	8.9	3.7	5.3	2.6	5.6	2.7
	(2.7,4.7)	(3.3,5.0)	(6.0,8.2)	(4.6,6.9)	(5.9,13.2)	(2.2,6.2)	(3.9,7.2)	(1.8,3.8)	(4.4,7.0)	(1.9,3.8)
Neither satisfied nor dissatisfied	20.8	19.9	26.5	22.8	30.0	23.4	26.5	16.3	30.2	17.5
	(19.0,22.8)	(18.3,21.6)	(25.0,28.1)	(21.3,24.3)	(25.1,35.4)	(18.5,29.0)	(23.5,29.7)	(14.1,18.7)	(27.3,33.2)	(15.4,20.0)
Satisfied	19.6	21.5	34.5	32.8	31.9	34.4	26.9	24.9	33.5	31.0
	(17.9,21.5)	(19.6,23.5)	(32.6,36.5)	(31.0,34.6)	(27.0,37.2)	(27.6,41.8)	(24.0,30.1)	(21.9,28.2)	(30.8,36.4)	(28.1,34.1)
Very satisfied	7.8	9.2	8.9	9.7	6.2	5.5	7.3	8.7	6.7	8.8
	(6.7,8.9)	(8.2,10.3)	(7.9,10.1)	(8.7,10.7)	(4.1,9.3)	(3.3,8.9)	(5.9,9.0)	(6.8,11.0)	(5.3,8.4)	(7.2,10.6)
Don't know or does not apply	45.6	42.0	19.2	25.4	20.2	29.9	32.7	46.3	23.2	38.0
	(43.3,47.9)	(40.0,44.1)	(17.8,20.6)	(23.7,27.2)	(16.1,25.1)	(24.7,35.7)	(29.6,35.9)	(42.4,50.3)	(20.8,25.9)	(35.1,41.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16p.1**Satisfaction With Quality of Current Residence: By Service**

16p. Indicate the extent to which you are satisfied with each of the following. Quality of your current residence

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	17,705	17,218	6,055	5,403	3,102	2,660	487
Responding on Item	1,239,242	1,207,501	410,525	328,181	146,220	322,574	31,741
Very dissatisfied	9.9	10.0	13.9	7.3	12.5	6.6	4.8
	(9.1,10.7)	(9.2,10.9)	(12.5,15.4)	(6.1,8.6)	(10.4,15.0)	(5.8,7.6)	(3.3,6.8)
Dissatisfied	14.3	14.3	15.8	12.6	17.6	12.8	11.3
	(13.4,15.1)	(13.5,15.2)	(14.1,17.7)	(11.2,14.1)	(15.4,20.0)	(11.6,14.1)	(9.4,13.5)
Neither satisfied nor dissatisfied	15.1	15.2	14.9	15.5	18.8	13.7	12.9
	(14.5,15.8)	(14.5,15.9)	(13.7,16.2)	(14.1,17.0)	(16.4,21.5)	(12.4,15.0)	(11.0,15.1)
Satisfied	40.6	40.4	37.9	42.3	35.2	44.1	45.7
	(39.6,41.5)	(39.4,41.4)	(36.0,39.8)	(40.5,44.2)	(32.4,38.2)	(42.3,45.9)	(42.4,49.0)
Very satisfied	20.2	20.0	17.5	22.3	15.9	22.9	25.4
	(19.5,20.9)	(19.3,20.8)	(16.1,18.9)	(20.7,24.1)	(14.1,17.8)	(21.5,24.3)	(22.5,28.5)

Table 16p.2**Satisfaction With Quality of Current Residence: By Paygrade and Gender**

16p. Indicate the extent to which you are satisfied with each of the following. Quality of your current residence

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,413	9,916	95	683	597	14,723	2,982
Responding on Item	470,371	560,887	16,531	107,618	83,835	1,052,962	186,280
Very dissatisfied	15.0 (13.4,16.6)	7.6 (6.8,8.5)	5.5 (4.0,7.7)	4.1 (3.1,5.4)	4.4 (3.2,6.1)	10.2 (9.3,11.1)	8.2 (7.5,9.0)
Dissatisfied	17.2 (15.7,18.8)	13.4 (12.3,14.6)	13.3 (9.6,18.1)	9.3 (7.6,11.2)	10.4 (9.0,12.0)	14.7 (13.7,15.7)	12.0 (11.2,12.9)
Neither satisfied nor dissatisfied	18.5 (17.1,20.0)	14.1 (13.2,15.0)	10.6 (7.6,14.6)	11.3 (9.6,13.3)	9.3 (8.0,10.8)	15.3 (14.5,16.1)	14.5 (13.6,15.5)
Satisfied	34.9 (33.0,36.9)	43.1 (41.5,44.8)	49.6 (44.4,54.8)	46.3 (43.5,49.1)	45.9 (43.5,48.3)	40.2 (39.1,41.4)	42.4 (41.1,43.8)
Very satisfied	14.5 (13.2,15.8)	21.8 (20.7,22.9)	21.0 (17.8,24.7)	29.1 (26.8,31.4)	30.0 (27.6,32.5)	19.7 (18.9,20.6)	22.8 (21.9,23.8)

Table 16p.3***Satisfaction With Quality of Current Residence: By Gender Within Service***

16p. Indicate the extent to which you are satisfied with each of the following. Quality of your current residence

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,560	1,495	4,605	798	2,921	179	2,170	490	467	19
Responding on Item	346,972	63,553	281,393	46,788	136,691	9,530	259,782	62,792	28,124	3,618
Very dissatisfied	14.1 (12.5,15.9)	12.8 (11.2,14.7)	7.4 (6.1,9.0)	6.3 (5.0,7.9)	12.8 (10.5,15.4)	9.1 (6.9,12.1)	7.0 (5.9,8.3)	5.1 (4.0,6.6)	5.0 (3.4,7.3)	3.3 (2.3,4.9)
Dissatisfied	16.3 (14.3,18.5)	13.3 (11.9,15.0)	12.9 (11.3,14.7)	10.7 (9.2,12.4)	17.5 (15.2,20.1)	18.2 (14.4,22.9)	13.3 (11.9,14.9)	10.6 (9.3,12.0)	10.8 (8.7,13.4)	14.7 (10.7,20.0)
Neither satisfied nor dissatisfied	15.0 (13.6,16.5)	14.3 (12.8,16.0)	15.5 (13.8,17.4)	15.3 (13.5,17.4)	18.9 (16.4,21.8)	17.0 (12.8,22.2)	13.6 (12.1,15.2)	13.9 (12.6,15.4)	13.1 (11.0,15.6)	10.9 (8.8,13.3)
Satisfied	37.4 (35.2,39.8)	40.3 (38.1,42.5)	42.2 (40.1,44.3)	43.0 (40.6,45.4)	35.1 (32.1,38.2)	37.2 (32.8,41.9)	43.9 (41.8,46.1)	44.7 (42.5,47.0)	45.6 (42.0,49.2)	46.8 (42.1,51.6)
Very satisfied	17.2 (15.6,18.9)	19.3 (17.7,21.0)	21.9 (20.0,24.0)	24.7 (22.7,26.8)	15.7 (13.8,17.8)	18.4 (15.6,21.6)	22.2 (20.4,24.1)	25.7 (24.2,27.2)	25.5 (22.3,29.1)	24.3 (21.0,27.9)

Table 16p.4***Satisfaction With Quality of Current Residence: By Gender Within Paygrade***

16p. Indicate the extent to which you are satisfied with each of the following. Quality of your current residence

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,767	1,648	8,818	1,098	82	13	548	136	510	87
Responding on Item	387,243	83,127	487,585	73,302	15,398	1,133	89,716	17,902	73,019	10,816
Very dissatisfied	15.6 (13.8,17.5)	12.2 (10.7,13.9)	7.9 (7.0,8.9)	5.7 (4.9,6.5)	5.4 (3.7,7.7)	7.5 (5.2,10.5)	4.3 (3.1,5.9)	3.1 (2.1,4.6)	4.5 (3.2,6.4)	3.6 (2.1,6.1)
Dissatisfied	17.6 (15.9,19.5)	15.1 (13.7,16.7)	13.8 (12.5,15.2)	10.5 (9.5,11.6)	13.2 (9.3,18.5)	14.3 (9.6,20.7)	9.8 (8.0,12.1)	6.4 (4.9,8.4)	10.9 (9.3,12.6)	7.2 (5.3,9.6)
Neither satisfied nor dissatisfied	18.5 (16.9,20.3)	18.4 (16.8,20.0)	14.3 (13.3,15.4)	12.6 (11.4,13.9)	10.5 (7.3,14.7)	12.0 (6.7,20.6)	11.7 (9.6,14.2)	9.4 (7.5,11.8)	9.7 (8.2,11.4)	6.8 (5.4,8.5)
Satisfied	34.2 (32.0,36.4)	38.5 (36.1,40.9)	42.7 (40.8,44.6)	46.0 (43.9,48.1)	50.2 (44.7,55.6)	41.6 (35.1,48.5)	46.3 (43.1,49.5)	46.3 (42.9,49.8)	46.5 (43.7,49.2)	42.1 (38.9,45.5)
Very satisfied	14.2 (12.7,15.7)	15.9 (14.5,17.3)	21.3 (19.9,22.6)	25.3 (23.7,27.0)	20.8 (17.3,24.7)	24.6 (20.5,29.3)	27.9 (25.3,30.7)	34.7 (31.5,38.0)	28.5 (25.8,31.4)	40.3 (36.8,43.9)

Table 16q.1**Satisfaction With Quality of Work Environment: By Service**

16q. Indicate the extent to which you are satisfied with each of the following. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair)

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,287	10,218	3,971	3,112	1,672	1,463	69
Responding on Item	1,246,660	1,214,501	412,609	330,472	147,650	323,771	32,159
Very dissatisfied	9.3 (8.6,10.0)	9.4 (8.7,10.1)	13.8 (12.4,15.3)	6.6 (5.5,7.8)	10.8 (9.1,12.8)	6.0 (5.2,7.0)	5.0 (3.5,7.0)
Dissatisfied	18.4 (17.5,19.2)	18.5 (17.7,19.4)	22.3 (20.7,23.9)	14.8 (13.5,16.3)	19.6 (17.1,22.4)	17.1 (15.8,18.4)	12.7 (10.6,15.1)
Neither satisfied nor dissatisfied	18.0 (17.2,18.9)	18.0 (17.2,18.9)	18.5 (16.9,20.1)	18.3 (16.8,19.9)	21.0 (18.6,23.7)	15.9 (14.6,17.3)	17.1 (14.5,20.1)
Satisfied	41.5 (40.4,42.6)	41.3 (40.1,42.5)	36.7 (34.9,38.6)	44.5 (42.4,46.7)	36.7 (34.2,39.3)	45.9 (43.9,47.9)	49.0 (45.6,52.4)
Very satisfied	12.8 (12.2,13.5)	12.8 (12.1,13.4)	8.8 (7.6,10.1)	15.8 (14.3,17.4)	11.9 (10.4,13.4)	15.1 (14.0,16.3)	16.2 (13.8,18.9)

Table 16q.2**Satisfaction With Quality of Work Environment: By Paygrade and Gender**

16q. Indicate the extent to which you are satisfied with each of the following. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair)

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,345	4,713	306	305	617	8,347	1,940
Responding on Item	472,439	566,090	16,320	107,996	83,815	1,059,338	187,322
Very dissatisfied	10.5 (9.2,11.9)	8.9 (8.1,9.9)	10.5 (7.8,14.1)	7.7 (6.1,9.5)	6.6 (5.4,8.1)	9.4 (8.7,10.2)	8.4 (7.7,9.2)
Dissatisfied	18.1 (16.6,19.7)	19.1 (17.9,20.4)	20.3 (16.2,25.1)	15.8 (13.5,18.4)	17.9 (15.9,20.1)	18.7 (17.7,19.6)	16.8 (15.9,17.9)
Neither satisfied nor dissatisfied	21.2 (19.5,23.0)	17.2 (16.2,18.3)	12.3 (9.2,16.3)	13.5 (11.7,15.5)	12.3 (10.6,14.2)	18.0 (17.0,19.0)	18.1 (17.0,19.3)
Satisfied	38.4 (36.3,40.5)	42.5 (40.9,44.2)	43.6 (38.4,49.0)	46.8 (43.5,50.0)	45.3 (42.7,47.9)	41.1 (39.8,42.5)	43.5 (42.2,44.8)
Very satisfied	11.9 (10.6,13.3)	12.2 (11.2,13.3)	13.3 (9.6,18.2)	16.4 (14.3,18.7)	17.9 (16.0,20.1)	12.8 (12.1,13.6)	13.1 (12.4,13.9)

Table 16q.3**Satisfaction With Quality of Work Environment: By Gender Within Service**

16q. Indicate the extent to which you are satisfied with each of the following. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair)

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,850	1,121	2,798	314	1,504	168	1,138	325	57	12
Responding on Item	348,682	63,927	283,200	47,272	138,108	9,542	260,814	62,957	28,534	3,625
Very dissatisfied	14.1 (12.6,15.9)	11.8 (10.3,13.6)	6.5 (5.3,7.9)	7.0 (5.9,8.3)	10.8 (8.9,12.9)	11.5 (8.0,16.3)	6.1 (5.1,7.3)	5.8 (4.9,6.8)	5.1 (3.5,7.3)	4.4 (3.1,6.2)
Dissatisfied	23.0 (21.2,24.8)	18.4 (16.8,20.2)	15.0 (13.4,16.7)	13.8 (12.0,15.8)	19.7 (17.0,22.7)	18.5 (15.9,21.4)	16.9 (15.4,18.6)	17.5 (15.9,19.2)	12.7 (10.4,15.4)	12.6 (9.1,17.2)
Neither satisfied nor dissatisfied	18.2 (16.3,20.2)	20.0 (17.9,22.2)	18.5 (16.7,20.4)	17.3 (15.1,19.8)	21.0 (18.4,23.7)	22.1 (17.9,27.1)	15.9 (14.2,17.6)	16.1 (14.6,17.6)	16.8 (14.0,20.1)	19.4 (15.0,24.7)
Satisfied	36.0 (33.9,38.3)	40.5 (38.1,43.0)	44.3 (41.9,46.8)	45.9 (43.1,48.7)	36.6 (33.9,39.4)	38.0 (33.2,43.1)	46.0 (43.5,48.6)	45.4 (43.7,47.2)	49.3 (45.5,53.2)	46.8 (40.8,52.9)
Very satisfied	8.7 (7.4,10.3)	9.3 (8.1,10.6)	15.7 (14.0,17.6)	16.0 (14.6,17.4)	12.0 (10.5,13.7)	9.8 (8.1,11.9)	15.1 (13.7,16.6)	15.2 (13.8,16.8)	16.1 (13.5,19.2)	16.8 (13.4,20.9)

Table 16q.4**Satisfaction With Quality of Work Environment: By Gender Within Paygrade**

16q. Indicate the extent to which you are satisfied with each of the following. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair)

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,332	1,013	4,015	698	294	12	148	158	559	58
Responding on Item	388,678	83,762	492,388	73,702	15,186	1,134	90,116	17,880	72,970	10,845
Very dissatisfied	10.7 (9.2,12.4)	9.4 (8.2,10.7)	9.0 (8.1,10.1)	8.5 (7.4,9.7)	10.5 (7.7,14.2)	10.6 (6.4,17.0)	8.2 (6.4,10.4)	5.2 (4.0,6.8)	6.7 (5.3,8.4)	6.0 (4.3,8.3)
Dissatisfied	18.3 (16.5,20.2)	17.3 (15.7,18.9)	19.6 (18.3,21.0)	15.9 (14.5,17.3)	19.8 (15.5,25.0)	26.1 (19.9,33.3)	15.3 (12.7,18.5)	17.9 (15.9,20.1)	17.9 (15.6,20.4)	17.7 (15.7,19.8)
Neither satisfied nor dissatisfied	21.2 (19.1,23.4)	21.4 (19.6,23.3)	17.2 (16.0,18.5)	17.3 (15.9,18.8)	12.2 (8.9,16.5)	13.9 (9.5,19.9)	14.1 (11.9,16.6)	10.5 (8.7,12.6)	12.5 (10.6,14.8)	10.9 (9.1,12.9)
Satisfied	37.9 (35.4,40.4)	40.7 (38.7,42.7)	42.1 (40.3,43.9)	45.3 (43.2,47.4)	43.9 (38.3,49.6)	39.6 (32.9,46.8)	46.3 (42.7,50.0)	48.9 (45.6,52.1)	45.4 (42.5,48.3)	44.9 (41.8,48.0)
Very satisfied	12.0 (10.6,13.6)	11.3 (10.2,12.5)	12.1 (11.0,13.3)	13.1 (11.9,14.3)	13.6 (9.6,18.8)	9.8 (7.1,13.4)	16.1 (13.6,18.9)	17.6 (14.9,20.6)	17.5 (15.4,19.9)	20.7 (18.4,23.1)

Table 16r.1***Satisfaction With Opportunities for Civilian Education: By Service***

16r. Indicate the extent to which you are satisfied with each of the following. Opportunities for civilian education

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,339	9,049	1,740	4,066	1,054	2,190	290
Responding on Item	1,247,608	1,215,670	414,840	329,518	148,268	323,044	31,938
Very dissatisfied	10.7 (10.0,11.3)	10.8 (10.2,11.5)	16.0 (14.7,17.4)	6.8 (5.7,8.0)	14.0 (12.1,16.1)	6.7 (5.7,7.8)	5.4 (4.2,7.0)
Dissatisfied	15.4 (14.6,16.3)	15.5 (14.6,16.4)	19.0 (17.4,20.7)	13.5 (12.0,15.1)	17.4 (14.9,20.3)	12.1 (10.8,13.5)	13.4 (11.3,15.9)
Neither satisfied nor dissatisfied	19.9 (19.0,20.9)	19.8 (18.9,20.8)	18.3 (16.9,19.9)	20.6 (18.5,22.8)	20.5 (18.4,22.8)	20.6 (19.2,22.1)	23.8 (21.2,26.7)
Satisfied	37.9 (36.8,39.0)	37.8 (36.7,38.9)	33.8 (31.8,35.9)	40.2 (38.4,42.1)	33.6 (30.6,36.8)	42.2 (40.4,44.0)	42.8 (39.6,46.1)
Very satisfied	16.1 (15.4,16.8)	16.2 (15.4,16.9)	12.8 (11.6,14.1)	18.9 (17.5,20.5)	14.4 (12.6,16.5)	18.4 (17.1,19.8)	14.5 (12.4,17.0)

Table 16r.2***Satisfaction With Opportunities for Civilian Education: By Paygrade and Gender***

16r. Indicate the extent to which you are satisfied with each of the following. Opportunities for civilian education

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,049	3,812	237	1,021	1,218	7,497	1,841
Responding on Item	473,735	566,991	16,389	107,280	83,214	1,060,188	187,421
Very dissatisfied	15.9 (14.6,17.2)	8.7 (7.9,9.5)	9.5 (6.3,14.2)	4.4 (3.2,6.0)	2.8 (2.1,3.8)	11.1 (10.4,11.9)	7.9 (7.2,8.6)
Dissatisfied	16.8 (15.3,18.4)	15.4 (14.3,16.6)	18.8 (14.6,23.9)	13.4 (11.5,15.6)	9.7 (8.3,11.3)	15.7 (14.8,16.8)	13.6 (12.8,14.5)
Neither satisfied nor dissatisfied	20.4 (18.6,22.3)	17.2 (16.2,18.3)	15.9 (13.0,19.2)	27.6 (25.2,30.2)	26.5 (24.2,28.9)	20.0 (19.0,21.1)	19.4 (18.3,20.5)
Satisfied	32.6 (30.6,34.6)	41.5 (40.1,42.9)	40.8 (35.1,46.7)	38.5 (35.9,41.1)	42.5 (40.1,45.0)	37.6 (36.3,38.9)	39.7 (38.5,41.0)
Very satisfied	14.4 (13.0,16.0)	17.2 (16.2,18.3)	15.1 (11.2,20.1)	16.1 (14.4,17.9)	18.5 (16.7,20.5)	15.5 (14.7,16.4)	19.4 (18.3,20.5)

Table 16r.3***Satisfaction With Opportunities for Civilian Education: By Gender Within Service***

16r. Indicate the extent to which you are satisfied with each of the following. Opportunities for civilian education

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,102	637	3,658	409	876	178	1,607	583	254	35
Responding on Item	350,430	64,411	282,340	47,177	138,736	9,531	260,345	62,699	28,337	3,602
Very dissatisfied	16.9 (15.4,18.5)	11.1 (9.7,12.7)	6.8 (5.6,8.2)	6.9 (5.6,8.4)	14.6 (12.6,16.8)	5.8 (4.0,8.5)	6.9 (5.7,8.3)	5.7 (4.7,6.9)	5.3 (3.9,7.1)	6.8 (4.9,9.4)
Dissatisfied	19.4 (17.5,21.4)	16.9 (15.1,18.9)	13.8 (12.1,15.7)	11.3 (9.7,13.1)	17.7 (15.1,20.7)	13.0 (10.4,16.1)	12.1 (10.6,13.8)	12.0 (10.8,13.4)	13.3 (11.0,16.1)	14.2 (10.4,19.1)
Neither satisfied nor dissatisfied	18.7 (17.0,20.5)	16.6 (14.9,18.4)	20.7 (18.4,23.3)	19.6 (17.7,21.7)	20.4 (18.2,22.9)	21.9 (18.4,25.7)	20.4 (18.7,22.1)	21.8 (20.0,23.6)	24.4 (21.5,27.6)	19.1 (16.2,22.3)
Satisfied	32.9 (30.6,35.4)	38.6 (36.4,41.0)	40.2 (38.1,42.4)	40.4 (37.7,43.1)	33.1 (30.0,36.4)	40.9 (35.2,46.9)	42.8 (40.6,45.0)	39.9 (37.9,41.9)	42.5 (39.0,46.1)	45.0 (39.6,50.6)
Very satisfied	12.1 (10.7,13.6)	16.8 (15.2,18.4)	18.5 (16.9,20.2)	21.8 (19.9,23.8)	14.2 (12.2,16.4)	18.4 (15.4,21.9)	17.8 (16.2,19.6)	20.7 (19.0,22.5)	14.5 (12.1,17.2)	14.9 (12.3,18.0)

Table 16r.4***Satisfaction With Opportunities for Civilian Education: By Gender Within Paygrade***

16r. Indicate the extent to which you are satisfied with each of the following. Opportunities for civilian education

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,208	841	3,284	528	222	15	787	235	997	221
Responding on Item	389,802	83,934	493,119	73,872	15,258	1,131	89,477	17,803	72,532	10,682
Very dissatisfied	17.1 (15.6,18.8)	10.0 (8.9,11.3)	8.9 (8.1,9.9)	6.9 (5.9,8.1)	9.9 (6.5,14.9)	4.1 (2.7,6.0)	4.3 (2.9,6.3)	5.0 (3.5,7.0)	2.8 (2.0,4.0)	2.8 (2.0,4.0)
Dissatisfied	17.2 (15.4,19.1)	15.0 (13.7,16.3)	15.9 (14.6,17.3)	12.3 (10.8,13.9)	19.2 (14.8,24.7)	12.9 (9.3,17.6)	12.9 (10.7,15.3)	16.3 (13.7,19.1)	9.9 (8.3,11.7)	8.0 (6.1,10.5)
Neither satisfied nor dissatisfied	20.2 (18.0,22.5)	21.4 (19.6,23.2)	17.6 (16.5,18.7)	15.0 (13.7,16.6)	15.3 (12.3,18.9)	23.0 (16.2,31.5)	28.2 (25.4,31.2)	24.9 (22.4,27.6)	26.8 (24.2,29.5)	24.5 (21.7,27.6)
Satisfied	31.7 (29.3,34.1)	36.9 (34.8,39.0)	41.1 (39.5,42.7)	43.9 (41.8,46.0)	40.7 (34.7,47.1)	41.5 (35.0,48.4)	39.0 (36.0,42.0)	35.9 (32.6,39.3)	43.0 (40.4,45.7)	39.5 (36.6,42.4)
Very satisfied	13.9 (12.2,15.8)	16.8 (15.1,18.6)	16.5 (15.4,17.7)	21.9 (20.5,23.3)	14.8 (10.7,20.2)	18.5 (13.9,24.2)	15.7 (13.8,17.8)	17.9 (15.6,20.6)	17.5 (15.4,19.8)	25.2 (22.7,27.8)

Table 16s.1***Satisfaction With Opportunities for Professional Development: By Service***

16s. Indicate the extent to which you are satisfied with each of the following. Opportunities for professional development

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,744	10,523	1,713	4,234	2,435	2,141	221
Responding on Item	1,246,203	1,214,196	414,867	329,350	146,887	323,093	32,007
Very dissatisfied	7.6	7.7	10.8	5.7	9.6	4.9	4.9
	(7.1,8.3)	(7.1,8.3)	(9.6,12.2)	(4.8,6.8)	(7.9,11.5)	(4.1,5.7)	(3.6,6.5)
Dissatisfied	16.1	16.2	19.3	15.4	15.3	13.3	15.0
	(15.4,16.9)	(15.4,17.0)	(17.8,20.8)	(13.9,17.1)	(13.4,17.4)	(12.0,14.8)	(12.7,17.7)
Neither satisfied nor dissatisfied	22.6	22.5	22.1	21.5	24.0	23.4	24.5
	(21.7,23.5)	(21.6,23.5)	(20.3,24.1)	(19.8,23.3)	(21.7,26.4)	(21.9,25.0)	(21.5,27.6)
Satisfied	40.8	40.7	38.5	41.4	37.7	44.2	42.9
	(39.8,41.8)	(39.7,41.7)	(36.6,40.4)	(39.2,43.6)	(34.8,40.6)	(42.4,46.0)	(39.3,46.5)
Very satisfied	12.9	12.9	9.3	16.0	13.5	14.2	12.8
	(12.3,13.6)	(12.3,13.6)	(8.3,10.4)	(14.5,17.7)	(11.7,15.4)	(13.0,15.6)	(10.6,15.3)

Table 16s.2***Satisfaction With Opportunities for Professional Development: By Paygrade and Gender***

16s. Indicate the extent to which you are satisfied with each of the following. Opportunities for professional development

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,901	4,927	108	410	397	9,169	1,575
Responding on Item	471,883	565,876	16,518	107,891	84,035	1,058,516	187,687
Very dissatisfied	11.2 (9.8,12.7)	6.1 (5.5,6.9)	9.5 (6.5,13.5)	3.3 (2.4,4.5)	3.0 (2.3,4.0)	7.6 (6.9,8.3)	7.8 (7.1,8.6)
Dissatisfied	17.4 (15.8,19.1)	16.2 (15.1,17.4)	18.3 (14.7,22.4)	13.0 (11.4,14.9)	12.2 (10.5,14.1)	16.1 (15.2,17.0)	16.6 (15.6,17.5)
Neither satisfied nor dissatisfied	25.8 (24.0,27.6)	20.7 (19.5,21.9)	19.9 (16.4,23.8)	22.1 (19.8,24.6)	18.2 (16.5,20.1)	22.7 (21.6,23.7)	22.0 (21.0,23.1)
Satisfied	34.1 (32.0,36.1)	44.1 (42.5,45.7)	41.2 (35.4,47.4)	45.8 (43.1,48.6)	49.3 (46.8,51.8)	40.8 (39.7,42.0)	40.4 (39.2,41.6)
Very satisfied	11.6 (10.3,13.2)	12.9 (12.0,13.8)	11.1 (7.7,16.0)	15.8 (13.8,17.9)	17.2 (15.5,19.1)	12.9 (12.1,13.7)	13.2 (12.4,14.1)

Table 16s.3***Satisfaction With Opportunities for Professional Development: By Gender Within Service***

16s. Indicate the extent to which you are satisfied with each of the following. Opportunities for professional development

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,107	606	3,746	488	2,290	144	1,828	313	198	23
Responding on Item	350,425	64,442	282,252	47,098	137,322	9,565	260,124	62,969	28,393	3,614
Very dissatisfied	10.8 (9.3,12.5)	10.9 (9.5,12.4)	5.4 (4.3,6.7)	7.8 (6.6,9.2)	9.8 (8.1,11.8)	7.1 (5.1,9.7)	4.9 (4.0,5.9)	4.9 (3.9,6.2)	4.7 (3.3,6.6)	6.3 (4.5,8.8)
Dissatisfied	19.4 (17.7,21.3)	18.5 (16.9,20.2)	15.3 (13.7,17.2)	15.9 (14.2,17.8)	15.2 (13.2,17.4)	17.0 (14.1,20.4)	12.9 (11.3,14.8)	14.9 (13.5,16.4)	14.7 (12.1,17.7)	18.0 (13.6,23.3)
Neither satisfied nor dissatisfied	22.3 (20.2,24.5)	21.2 (19.2,23.5)	21.4 (19.5,23.5)	21.7 (19.4,24.1)	24.1 (21.6,26.7)	23.0 (19.7,26.6)	23.5 (21.7,25.5)	23.0 (21.4,24.6)	24.6 (21.4,28.2)	23.1 (18.9,27.9)
Satisfied	38.4 (36.2,40.7)	38.8 (36.7,41.1)	41.5 (39.0,44.1)	40.6 (38.3,43.0)	37.4 (34.4,40.5)	41.6 (36.6,46.8)	44.8 (42.6,47.0)	41.5 (39.4,43.7)	43.0 (38.9,47.2)	41.7 (36.9,46.8)
Very satisfied	9.0 (7.9,10.4)	10.6 (9.5,11.7)	16.3 (14.6,18.2)	14.0 (12.6,15.7)	13.6 (11.8,15.7)	11.4 (9.3,13.8)	13.9 (12.4,15.5)	15.7 (14.1,17.4)	13.0 (10.6,15.9)	10.9 (8.3,14.3)

Table 16s.4***Satisfaction With Opportunities for Professional Development: By Gender Within Paygrade***

16s. Indicate the extent to which you are satisfied with each of the following. Opportunities for professional development

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,132	770	4,349	578	98	10	264	147	327	69
Responding on Item	387,878	84,005	492,054	73,822	15,382	1,136	90,000	17,891	73,202	10,834
Very dissatisfied	11.4 (9.8,13.2)	10.0 (8.8,11.4)	6.0 (5.3,6.8)	7.1 (6.1,8.3)	9.7 (6.6,14.1)	5.9 (4.0,8.7)	3.2 (2.2,4.7)	3.6 (2.6,5.0)	3.0 (2.2,4.1)	3.3 (2.3,4.7)
Dissatisfied	17.6 (15.7,19.7)	16.3 (14.9,17.8)	16.2 (14.9,17.5)	16.7 (15.2,18.2)	18.0 (14.3,22.5)	21.6 (15.8,28.8)	11.9 (10.1,14.1)	18.6 (16.3,21.2)	12.0 (10.0,14.2)	14.0 (11.8,16.5)
Neither satisfied nor dissatisfied	25.8 (23.7,27.9)	25.9 (24.1,27.9)	20.8 (19.5,22.3)	19.6 (17.9,21.3)	20.1 (16.4,24.4)	16.5 (11.5,23.0)	22.9 (20.2,25.8)	18.2 (15.9,20.8)	18.7 (16.7,20.8)	15.5 (13.1,18.3)
Satisfied	33.4 (31.0,35.8)	37.3 (35.0,39.6)	44.3 (42.5,46.1)	42.8 (41.0,44.7)	41.0 (34.6,47.6)	45.1 (38.3,52.2)	46.4 (43.4,49.5)	42.7 (39.2,46.4)	50.2 (47.4,53.0)	43.1 (40.0,46.3)
Very satisfied	11.9 (10.3,13.7)	10.5 (9.2,11.9)	12.7 (11.7,13.8)	13.9 (12.7,15.1)	11.2 (7.5,16.4)	10.8 (7.0,16.4)	15.5 (13.3,18.1)	16.8 (14.4,19.6)	16.2 (14.2,18.4)	24.1 (21.5,27.0)

Table 16t.1***Satisfaction With Level of Care and Concern Shown by Supervisors: By Service***

16t. Indicate the extent to which you are satisfied with each of the following. Level of care and concern shown by supervisors for subordinates

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,708	6,559	2,028	2,163	1,379	990	149
Responding on Item	1,250,239	1,218,160	414,552	331,421	147,943	324,244	32,079
Very dissatisfied	12.1	12.2	16.0	10.7	11.9	9.0	7.7
	(11.3,12.9)	(11.4,13.0)	(14.4,17.6)	(9.3,12.2)	(10.1,14.0)	(8.1,10.1)	(6.0,9.9)
Dissatisfied	18.6	18.6	20.6	18.0	17.9	17.1	15.5
	(17.7,19.4)	(17.8,19.5)	(19.0,22.3)	(16.3,19.9)	(16.1,19.9)	(15.6,18.7)	(12.9,18.6)
Neither satisfied nor dissatisfied	19.7	19.7	19.8	20.0	20.5	19.0	19.7
	(18.9,20.6)	(18.9,20.6)	(18.1,21.7)	(18.1,22.0)	(18.5,22.6)	(17.7,20.3)	(17.1,22.6)
Satisfied	36.3	36.1	32.7	37.8	35.6	39.1	41.4
	(35.3,37.3)	(35.1,37.2)	(30.8,34.8)	(35.8,39.9)	(32.8,38.5)	(37.2,40.9)	(38.1,44.9)
Very satisfied	13.4	13.3	10.9	13.5	14.1	15.9	15.6
	(12.8,14.0)	(12.7,14.0)	(9.8,12.1)	(11.9,15.3)	(12.3,16.2)	(14.6,17.3)	(13.7,17.8)

Table 16t.2***Satisfaction With Level of Care and Concern Shown by Supervisors: By Paygrade and Gender***

16t. Indicate the extent to which you are satisfied with each of the following. Level of care and concern shown by supervisors for subordinates

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,405	3,274	171	481	376	5,973	735
Responding on Item	474,379	567,529	16,455	107,820	84,056	1,061,712	188,527
Very dissatisfied	15.9 (14.4,17.5)	11.1 (10.1,12.1)	8.1 (5.3,12.1)	6.3 (5.1,7.8)	5.5 (4.5,6.8)	11.5 (10.6,12.4)	15.6 (14.5,16.7)
Dissatisfied	20.1 (18.5,21.8)	18.8 (17.6,20.0)	16.6 (12.8,21.3)	14.9 (13.0,17.0)	13.5 (11.9,15.1)	18.2 (17.3,19.2)	20.4 (19.4,21.5)
Neither satisfied nor dissatisfied	21.0 (19.5,22.6)	19.6 (18.5,20.8)	16.3 (13.2,19.8)	17.3 (15.1,19.6)	16.8 (15.0,18.7)	19.9 (19.0,20.9)	18.5 (17.5,19.4)
Satisfied	30.7 (28.8,32.7)	37.9 (36.5,39.3)	46.2 (41.4,51.0)	44.0 (41.1,47.0)	45.2 (42.5,47.8)	36.9 (35.7,38.1)	32.9 (31.7,34.1)
Very satisfied	12.4 (11.1,13.7)	12.6 (11.8,13.5)	12.9 (9.2,17.8)	17.6 (15.5,19.8)	19.1 (17.1,21.3)	13.5 (12.8,14.3)	12.7 (11.9,13.6)

Table 16t.3***Satisfaction With Level of Care and Concern Shown by Supervisors: By Gender Within Service***

16t. Indicate the extent to which you are satisfied with each of the following. Level of care and concern shown by supervisors for subordinates

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,680	347	1,964	199	1,266	112	920	70	143	6
Responding on Item	349,852	64,701	284,034	47,387	138,346	9,597	261,032	63,212	28,448	3,631
Very dissatisfied	15.2 (13.4,17.1)	20.2 (18.2,22.3)	10.0 (8.4,11.9)	14.6 (12.8,16.6)	11.9 (10.0,14.1)	12.7 (10.2,15.6)	8.2 (7.1,9.5)	12.2 (10.7,13.9)	7.1 (5.2,9.6)	12.7 (8.8,18.0)
Dissatisfied	20.2 (18.4,22.2)	22.6 (20.9,24.4)	17.7 (15.9,19.7)	19.9 (17.6,22.6)	17.7 (15.8,19.9)	20.4 (17.2,24.0)	16.7 (14.8,18.7)	18.8 (17.1,20.5)	15.6 (12.6,19.0)	15.5 (12.5,19.0)
Neither satisfied nor dissatisfied	20.0 (18.0,22.2)	18.7 (16.8,20.8)	20.4 (18.4,22.7)	17.2 (15.2,19.4)	20.4 (18.3,22.7)	21.7 (17.0,27.2)	19.0 (17.5,20.7)	18.6 (16.9,20.4)	19.8 (16.9,23.1)	18.7 (15.0,22.9)
Satisfied	33.5 (31.2,35.8)	28.7 (26.5,31.0)	38.2 (35.8,40.7)	35.4 (32.7,38.1)	35.8 (32.8,38.9)	32.4 (29.4,35.6)	40.0 (37.8,42.3)	35.1 (33.4,36.9)	42.0 (38.1,46.0)	37.1 (31.4,43.1)
Very satisfied	11.1 (9.8,12.6)	9.8 (8.6,11.2)	13.6 (11.8,15.6)	12.9 (11.5,14.6)	14.2 (12.3,16.4)	12.9 (10.6,15.6)	16.0 (14.5,17.7)	15.4 (14.0,16.9)	15.5 (13.3,18.1)	16.2 (13.2,19.6)

Table 16t.4**Satisfaction With Level of Care and Concern Shown by Supervisors: By Gender Within Paygrade**

16t. Indicate the extent to which you are satisfied with each of the following. Level of care and concern shown by supervisors for subordinates

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,088	318	2,958	317	167	4	412	70	349	26
Responding on Item	389,922	84,457	493,445	74,083	15,313	1,142	89,852	17,968	73,180	10,877
Very dissatisfied	15.3 (13.5,17.2)	18.8 (16.9,20.8)	10.5 (9.4,11.7)	14.8 (13.2,16.5)	7.9 (5.0,12.3)	10.6 (6.6,16.5)	5.7 (4.3,7.5)	9.2 (7.4,11.4)	5.2 (4.1,6.6)	7.4 (6.0,9.1)
Dissatisfied	20.0 (18.1,22.1)	20.4 (18.8,22.1)	18.5 (17.2,19.9)	20.8 (19.3,22.4)	16.1 (12.0,21.1)	24.5 (19.5,30.4)	13.6 (11.5,16.1)	21.1 (18.7,23.6)	13.0 (11.4,14.9)	16.3 (13.7,19.4)
Neither satisfied nor dissatisfied	21.2 (19.3,23.1)	20.2 (18.5,22.0)	19.9 (18.7,21.3)	17.6 (16.3,19.0)	16.3 (13.1,20.2)	15.5 (10.3,22.6)	17.6 (15.1,20.4)	15.6 (13.4,18.1)	16.9 (15.0,19.0)	15.7 (13.6,18.0)
Satisfied	31.1 (28.8,33.4)	28.9 (27.0,30.9)	38.4 (36.8,40.1)	34.2 (32.3,36.2)	46.8 (41.8,52.0)	36.9 (30.8,43.5)	44.8 (41.5,48.2)	40.1 (37.1,43.2)	45.6 (42.7,48.6)	41.9 (38.9,45.0)
Very satisfied	12.5 (11.1,14.1)	11.8 (10.5,13.1)	12.6 (11.7,13.7)	12.6 (11.6,13.8)	12.9 (9.0,18.2)	12.5 (9.1,17.0)	18.3 (16.0,20.8)	14.0 (11.6,16.9)	19.2 (16.9,21.7)	18.7 (16.6,21.0)

Table 16u.1***Satisfaction With Quality of Leadership: By Service***

16u. Indicate the extent to which you are satisfied with each of the following. Quality of leadership

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,485	6,325	1,783	1,964	1,138	1,441	160
Responding on Item	1,250,462	1,218,394	414,797	331,620	148,184	323,793	32,068
Very dissatisfied	12.0 (11.3,12.6)	12.0 (11.4,12.7)	14.5 (13.1,16.0)	11.8 (10.4,13.4)	9.8 (8.0,11.9)	10.1 (9.1,11.2)	9.3 (7.6,11.4)
Dissatisfied	20.5 (19.6,21.4)	20.5 (19.6,21.5)	22.6 (20.7,24.6)	20.7 (18.9,22.5)	17.7 (15.9,19.7)	19.1 (17.7,20.7)	19.6 (17.2,22.4)
Neither satisfied nor dissatisfied	21.5 (20.5,22.5)	21.5 (20.4,22.6)	21.7 (19.9,23.5)	21.0 (19.1,23.2)	21.2 (19.0,23.7)	21.9 (20.4,23.4)	20.9 (18.1,23.9)
Satisfied	34.5 (33.5,35.5)	34.4 (33.4,35.4)	32.2 (30.4,34.0)	35.8 (33.8,37.9)	35.9 (33.4,38.5)	35.2 (33.5,36.9)	37.1 (33.8,40.5)
Very satisfied	11.6 (11.0,12.2)	11.5 (10.9,12.2)	9.1 (8.0,10.4)	10.7 (9.4,12.1)	15.4 (13.5,17.6)	13.7 (12.5,15.1)	13.1 (11.0,15.5)

Table 16u.2***Satisfaction With Quality of Leadership: By Paygrade and Gender***

16u. Indicate the extent to which you are satisfied with each of the following. Quality of leadership

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,248	3,433	134	252	417	5,240	1,245
Responding on Item	474,536	567,370	16,492	108,049	84,015	1,062,445	188,017
Very dissatisfied	15.2 (13.8,16.6)	11.2 (10.3,12.2)	6.9 (5.0,9.4)	6.4 (5.3,7.7)	7.2 (6.2,8.5)	11.3 (10.5,12.1)	15.8 (14.8,16.8)
Dissatisfied	21.6 (20.0,23.3)	21.0 (19.8,22.3)	18.6 (14.6,23.4)	16.7 (14.9,18.6)	16.4 (14.5,18.5)	20.2 (19.2,21.2)	22.5 (21.4,23.6)
Neither satisfied nor dissatisfied	23.0 (21.3,24.8)	21.5 (20.3,22.7)	22.7 (18.6,27.5)	18.4 (16.1,21.0)	16.4 (14.5,18.5)	21.7 (20.6,22.9)	20.1 (19.0,21.3)
Satisfied	29.5 (27.9,31.2)	35.5 (34.0,37.1)	40.9 (35.6,46.3)	43.5 (40.7,46.4)	42.7 (40.2,45.2)	35.0 (33.9,36.2)	31.3 (30.0,32.7)
Very satisfied	10.7 (9.5,12.1)	10.8 (10.0,11.7)	11.0 (7.9,15.0)	15.0 (13.3,16.8)	17.4 (15.4,19.5)	11.8 (11.1,12.5)	10.3 (9.6,11.1)

Table 16u.3***Satisfaction With Quality of Leadership: By Gender Within Service***

16u. Indicate the extent to which you are satisfied with each of the following. Quality of leadership

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,259	524	1,700	264	1,013	124	1,118	323	150	10
Responding on Item	350,273	64,524	284,298	47,322	138,599	9,585	260,834	62,959	28,441	3,627
Very dissatisfied	13.8 (12.2,15.5)	18.4 (16.7,20.3)	11.4 (9.7,13.3)	14.6 (12.8,16.6)	9.6 (7.7,11.9)	12.7 (10.1,15.7)	9.0 (7.8,10.4)	14.6 (13.1,16.2)	9.0 (7.0,11.4)	12.1 (9.9,14.9)
Dissatisfied	22.1 (20.0,24.4)	25.0 (23.2,27.0)	20.5 (18.5,22.6)	21.8 (19.7,24.0)	17.4 (15.5,19.6)	21.7 (18.8,24.8)	18.8 (17.2,20.6)	20.3 (18.6,22.2)	18.9 (16.2,22.0)	24.9 (19.8,30.9)
Neither satisfied nor dissatisfied	21.8 (19.8,24.0)	20.7 (18.7,22.8)	21.5 (19.2,23.9)	18.5 (16.5,20.7)	21.1 (18.8,23.7)	22.3 (17.3,28.3)	22.2 (20.5,24.0)	20.5 (18.6,22.5)	21.0 (18.0,24.4)	19.6 (15.7,24.2)
Satisfied	32.9 (30.7,35.2)	28.3 (26.2,30.4)	36.0 (33.7,38.4)	34.4 (31.6,37.3)	36.2 (33.5,39.0)	31.2 (27.1,35.6)	36.0 (33.9,38.1)	32.1 (30.2,34.1)	37.7 (33.9,41.5)	32.8 (28.5,37.3)
Very satisfied	9.4 (8.1,11.0)	7.6 (6.5,8.8)	10.7 (9.2,12.3)	10.7 (9.4,12.2)	15.7 (13.6,18.0)	12.2 (10.1,14.7)	14.0 (12.5,15.8)	12.5 (11.1,14.0)	13.4 (11.1,16.2)	10.5 (8.1,13.6)

Table 16u.4***Satisfaction With Quality of Leadership: By Gender Within Paygrade***

16u. Indicate the extent to which you are satisfied with each of the following. Quality of leadership

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,590	659	2,929	504	134	0	196	57	392	25
Responding on Item	390,420	84,116	493,474	73,896	15,346	1,146	90,068	17,981	73,137	10,878
Very dissatisfied	14.5 (12.9,16.3)	18.2 (16.4,20.1)	10.5 (9.4,11.6)	15.8 (14.5,17.2)	6.5 (4.6,9.3)	11.5 (9.0,14.6)	6.0 (4.8,7.6)	8.4 (6.7,10.5)	6.9 (5.7,8.3)	9.5 (7.7,11.8)
Dissatisfied	21.5 (19.7,23.5)	22.1 (20.4,24.0)	20.6 (19.2,22.1)	23.7 (22.0,25.5)	18.4 (14.1,23.6)	21.4 (16.1,27.7)	15.7 (13.6,18.0)	21.5 (18.9,24.3)	16.1 (13.9,18.4)	18.4 (16.2,20.8)
Neither satisfied nor dissatisfied	23.3 (21.2,25.4)	21.8 (20.2,23.6)	21.9 (20.5,23.3)	18.9 (17.2,20.6)	23.1 (18.7,28.1)	18.5 (13.3,25.1)	18.1 (15.4,21.2)	19.9 (17.8,22.2)	16.5 (14.4,18.8)	15.9 (13.6,18.4)
Satisfied	29.7 (27.7,31.7)	28.9 (26.7,31.2)	36.2 (34.4,38.0)	31.1 (29.4,32.9)	41.0 (35.3,46.9)	39.4 (33.2,46.0)	44.5 (41.3,47.7)	38.7 (35.8,41.7)	43.2 (40.4,46.1)	39.0 (35.9,42.0)
Very satisfied	11.1 (9.6,12.7)	9.0 (7.9,10.3)	10.9 (10.0,11.9)	10.5 (9.5,11.6)	11.1 (7.9,15.4)	9.3 (6.4,13.3)	15.7 (13.8,17.8)	11.5 (9.5,14.0)	17.4 (15.2,19.8)	17.3 (15.2,19.5)

Table 16v.1***Satisfaction With Career: By Service***

16v. Indicate the extent to which you are satisfied with each of the following. Your career, in general

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,453	4,292	1,267	1,321	923	783	161
Responding on Item	1,252,494	1,220,427	415,313	332,263	148,399	324,451	32,067
Very dissatisfied	5.3	5.4	6.7	3.9	7.2	4.4	2.4
	(4.8,5.8)	(4.9,5.9)	(5.6,8.0)	(3.1,4.8)	(5.5,9.3)	(3.7,5.1)	(1.5,3.7)
Dissatisfied	11.9	12.1	13.1	11.7	12.2	11.1	6.8
	(11.2,12.7)	(11.4,12.8)	(11.7,14.5)	(10.4,13.2)	(10.4,14.2)	(9.9,12.4)	(5.4,8.5)
Neither satisfied nor dissatisfied	19.7	19.7	22.0	19.1	18.4	17.9	19.5
	(18.8,20.5)	(18.8,20.6)	(20.4,23.8)	(17.3,21.0)	(16.2,20.7)	(16.6,19.3)	(17.0,22.2)
Satisfied	46.1	45.9	43.9	47.2	43.4	48.1	52.8
	(45.1,47.1)	(44.9,46.9)	(42.4,45.5)	(44.5,49.9)	(40.4,46.5)	(46.3,50.0)	(49.5,56.1)
Very satisfied	17.1	17.0	14.3	18.1	18.8	18.5	18.5
	(16.3,17.9)	(16.2,17.9)	(13.1,15.6)	(16.1,20.4)	(16.8,21.0)	(17.1,20.1)	(15.9,21.5)

Table 16v.2**Satisfaction With Career: By Paygrade and Gender**

16v. Indicate the extent to which you are satisfied with each of the following. Your career, in general

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,487	2,492	108	134	232	3,757	696
Responding on Item	475,297	568,311	16,518	108,167	84,200	1,063,928	188,566
Very dissatisfied	9.8 (8.8,11.0)	2.7 (2.3,3.3)	2.4* (0.8,6.9)	2.2 (1.5,3.3)	1.3 (0.9,2.1)	5.0 (4.5,5.6)	6.9 (6.2,7.6)
Dissatisfied	15.6 (14.2,17.2)	10.4 (9.5,11.4)	6.7 (4.5,9.8)	8.3 (6.8,10.0)	7.3 (6.0,8.9)	11.9 (11.0,12.7)	12.4 (11.6,13.3)
Neither satisfied nor dissatisfied	24.9 (23.2,26.6)	17.3 (16.2,18.4)	11.1 (7.6,16.0)	18.1 (15.9,20.5)	10.1 (8.5,11.9)	19.4 (18.5,20.4)	20.9 (19.8,22.0)
Satisfied	37.7 (36.0,39.4)	50.9 (49.3,52.6)	55.4 (49.8,60.9)	49.8 (47.0,52.7)	53.9 (51.2,56.6)	46.4 (45.2,47.5)	44.4 (43.1,45.8)
Very satisfied	12.0 (10.9,13.3)	18.7 (17.6,19.8)	24.4 (19.7,29.8)	21.6 (19.2,24.2)	27.5 (25.2,29.9)	17.4 (16.5,18.3)	15.4 (14.6,16.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 16v.3**Satisfaction With Career: By Gender Within Service**

16v. Indicate the extent to which you are satisfied with each of the following. Your career, in general

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	941	326	1,177	144	790	132	692	91	157	4
Responding on Item	350,591	64,723	284,821	47,442	138,822	9,577	261,260	63,191	28,434	3,633
Very dissatisfied	6.4	8.1	3.6	5.8	7.1	9.0	3.9	6.3	2.2	3.6
	(5.2,8.0)	(6.7,9.7)	(2.7,4.7)	(4.7,7.2)	(5.4,9.3)	(6.7,12.1)	(3.1,4.9)	(5.5,7.2)	(1.3,3.8)	(2.5,5.3)
Dissatisfied	12.9	13.8	11.8	11.2	12.2	12.0	10.9	11.9	6.0	13.4
	(11.4,14.6)	(12.4,15.4)	(10.3,13.5)	(9.7,12.8)	(10.3,14.4)	(9.8,14.6)	(9.5,12.5)	(10.4,13.6)	(4.5,7.9)	(10.3,17.3)
Neither satisfied nor dissatisfied	21.8	23.1	18.9	20.2	18.3	19.2	17.5	19.5	19.2	21.5
	(19.9,23.9)	(21.0,25.3)	(16.8,21.1)	(18.2,22.2)	(16.1,20.8)	(16.6,22.1)	(16.0,19.2)	(17.9,21.3)	(16.5,22.3)	(16.9,26.8)
Satisfied	44.3	42.2	47.4	45.9	43.3	45.1	48.8	45.5	53.8	45.1
	(42.4,46.2)	(40.0,44.4)	(44.4,50.5)	(43.0,48.9)	(40.2,46.5)	(40.3,50.0)	(46.6,50.9)	(43.1,47.8)	(50.1,57.5)	(39.9,50.5)
Very satisfied	14.6	12.9	18.3	17.0	19.1	14.8	18.9	16.9	18.8	16.4
	(13.2,16.1)	(11.5,14.4)	(16.0,20.9)	(15.4,18.7)	(17.0,21.4)	(12.6,17.2)	(17.2,20.8)	(15.4,18.5)	(15.9,22.2)	(12.9,20.7)

Table 16v.4***Satisfaction With Career: By Gender Within Paygrade***

16v. Indicate the extent to which you are satisfied with each of the following. Your career, in general

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,048	440	2,326	166	106	2	65	70	213	19
Responding on Item	390,962	84,335	494,077	74,234	15,374	1,144	90,199	17,968	73,316	10,884
Very dissatisfied	9.5 (8.2,11.0)	11.4 (10.1,12.7)	2.6 (2.1,3.3)	3.6 (2.9,4.4)	2.6* (0.9,7.4)	0.7* (0.2,2.2)	2.1 (1.3,3.4)	3.0 (2.0,4.3)	1.3 (0.8,2.2)	1.2 (0.7,2.1)
Dissatisfied	15.8 (14.1,17.7)	14.8 (13.5,16.2)	10.3 (9.3,11.5)	10.8 (9.4,12.3)	6.8 (4.5,10.2)	4.8 (3.3,7.1)	7.5 (5.8,9.7)	11.9 (9.8,14.5)	7.4 (5.9,9.1)	6.8 (5.4,8.6)
Neither satisfied nor dissatisfied	24.6 (22.6,26.6)	26.4 (24.5,28.3)	17.3 (16.1,18.5)	17.2 (15.9,18.7)	11.1 (7.3,16.4)	11.4 (8.0,16.0)	18.0 (15.4,20.9)	18.6 (16.3,21.0)	10.3 (8.5,12.4)	8.5 (6.6,11.0)
Satisfied	37.7 (35.8,39.6)	37.6 (35.4,39.8)	51.1 (49.2,53.0)	49.8 (47.9,51.8)	55.1 (49.1,60.9)	60.2 (53.9,66.2)	50.1 (46.7,53.6)	48.3 (44.7,51.9)	54.0 (50.9,57.1)	52.8 (49.4,56.2)
Very satisfied	12.4 (11.1,13.9)	10.0 (8.9,11.2)	18.7 (17.5,19.9)	18.6 (17.1,20.0)	24.5 (19.5,30.3)	23.0 (18.8,27.8)	22.3 (19.5,25.4)	18.3 (15.7,21.1)	27.0 (24.4,29.7)	30.6 (27.8,33.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17a.1***Agreement That Being a Member of Service Inspires Member to Do Best Job: By Service***

17a. Indicate the extent to which you agree or disagree with the following statements about your Service. Being a member of your Service inspires you to do the best job you can

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item		8,012	7,848	2,022	1,990	2,331	1,506
Responding on Item		1,248,935	1,216,871	414,558	331,594	146,991	323,728
Strongly disagree	2.5	2.5	3.1	2.0	2.8	2.0	2.3
	(2.2,2.8)	(2.2,2.8)	(2.5,3.8)	(1.4,2.8)	(1.8,4.3)	(1.6,2.6)	(1.3,4.1)
Disagree	8.0	8.0	9.0	8.8	6.4	6.8	7.3
	(7.4,8.7)	(7.4,8.7)	(7.6,10.6)	(7.7,10.1)	(5.1,7.9)	(5.9,7.7)	(5.7,9.3)
Neither agree nor disagree	16.9	16.8	17.1	18.5	14.2	16.0	18.7
	(16.0,17.8)	(15.9,17.8)	(15.6,18.8)	(16.7,20.4)	(12.2,16.6)	(14.7,17.4)	(16.5,21.2)
Agree	44.9	44.7	43.4	46.0	40.9	46.8	50.9
	(43.9,45.8)	(43.7,45.7)	(41.3,45.6)	(43.8,48.2)	(37.9,43.9)	(45.2,48.5)	(47.2,54.5)
Strongly agree	27.8	27.9	27.4	24.8	35.7	28.4	20.9
	(26.8,28.7)	(27.0,28.9)	(25.6,29.3)	(22.9,26.7)	(32.8,38.7)	(26.9,30.0)	(18.4,23.5)

Table 17a.2***Agreement That Being a Member of Service Inspires Member to Do Best Job: By Paygrade and Gender***

17a. Indicate the extent to which you agree or disagree with the following statements about your Service. Being a member of your Service inspires you to do the best job you can

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,150	3,505	127	645	585	6,744	1,268
Responding on Item	473,634	567,298	16,499	107,656	83,847	1,060,941	187,994
Strongly disagree	4.4 (3.6,5.2)	1.4 (1.1,1.7)	1.6* (0.8,3.1)	1.5 (0.9,2.4)	0.9* (0.5,1.7)	2.4 (2.0,2.8)	3.0 (2.6,3.6)
Disagree	11.7 (10.3,13.2)	6.2 (5.5,6.8)	4.5 (2.7,7.6)	5.1 (3.9,6.7)	4.2 (3.2,5.4)	7.8 (7.1,8.6)	9.1 (8.3,9.9)
Neither agree nor disagree	22.5 (20.6,24.5)	14.0 (13.0,15.1)	13.5 (10.0,17.9)	11.9 (10.3,13.6)	12.0 (10.2,14.0)	16.5 (15.5,17.6)	18.9 (18.1,19.8)
Agree	38.9 (37.0,40.8)	48.2 (46.9,49.5)	48.1 (42.4,53.9)	48.8 (46.1,51.5)	51.0 (48.4,53.7)	44.9 (43.7,46.0)	45.0 (43.9,46.2)
Strongly agree	22.6 (21.1,24.3)	30.3 (29.3,31.4)	32.3 (27.3,37.8)	32.8 (30.2,35.5)	32.0 (29.3,34.7)	28.4 (27.4,29.5)	24.0 (22.9,25.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17a.3**Agreement That Being a Member of Service Inspires Member to Do Best Job: By Gender Within Service**

17a. Indicate the extent to which you agree or disagree with the following statements about your Service. Being a member of your Service inspires you to do the best job you can

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,600	422	1,579	411	2,113	217	1,291	214	160	4
Responding on Item	349,932	64,626	284,419	47,175	137,499	9,492	260,661	63,068	28,431	3,633
Strongly disagree	2.9 (2.2,3.7)	4.3 (3.2,5.8)	1.9 (1.3,2.9)	2.6 (1.9,3.5)	2.8 (1.7,4.4)	4.1 (2.6,6.3)	2.0 (1.5,2.7)	2.0 (1.5,2.6)	2.5* (1.3,4.4)	1.4 (0.8,2.4)
Disagree	8.7 (7.1,10.6)	10.4 (9.1,11.8)	8.8 (7.4,10.3)	9.2 (7.7,11.0)	6.2 (4.9,7.8)	8.7 (6.4,11.6)	6.6 (5.5,7.7)	7.7 (6.4,9.1)	7.0 (5.3,9.3)	9.2 (7.4,11.5)
Neither agree nor disagree	16.7 (14.8,18.8)	19.3 (17.5,21.1)	18.0 (16.0,20.2)	21.3 (19.3,23.5)	14.1 (11.9,16.6)	16.5 (13.8,19.7)	15.7 (14.1,17.5)	17.2 (15.7,18.8)	18.7 (16.2,21.5)	18.7 (15.3,22.6)
Agree	43.5 (41.0,46.0)	43.1 (41.1,45.0)	46.3 (43.8,48.8)	44.1 (41.1,47.1)	40.7 (37.6,44.0)	43.1 (39.1,47.1)	46.6 (44.7,48.6)	47.6 (45.5,49.7)	50.5 (46.5,54.5)	53.7 (49.0,58.3)
Strongly agree	28.2 (26.1,30.4)	23.0 (21.3,24.9)	25.1 (23.0,27.3)	22.8 (20.6,25.2)	36.3 (33.3,39.4)	27.7 (23.8,32.1)	29.1 (27.3,30.9)	25.6 (23.6,27.7)	21.3 (18.6,24.3)	17.0 (14.1,20.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17a.4***Agreement That Being a Member of Service Inspires Member to Do Best Job: By Gender Within Paygrade***

17a. Indicate the extent to which you agree or disagree with the following statements about your Service. Being a member of your Service inspires you to do the best job you can

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,346	804	3,181	324	114	13	599	47	505	81
Responding on Item	389,664	83,971	493,222	74,076	15,366	1,133	89,665	17,991	73,024	10,822
Strongly disagree	4.2 (3.4,5.2)	5.0 (4.1,6.2)	1.3 (1.0,1.8)	1.6 (1.2,2.0)	1.6* (0.8,3.2)	1.2* (0.5,3.0)	1.5* (0.8,2.7)	1.2* (0.6,2.3)	0.9* (0.4,1.8)	0.8 (0.5,1.5)
Disagree	11.6 (10.0,13.5)	12.0 (10.6,13.6)	6.1 (5.3,6.9)	6.8 (6.0,7.7)	4.4 (2.5,7.8)	6.2 (4.1,9.3)	4.8 (3.4,6.6)	6.8 (5.2,8.8)	3.9 (2.9,5.3)	5.7 (3.9,8.2)
Neither agree nor disagree	22.1 (19.9,24.5)	24.4 (22.8,25.9)	13.9 (12.7,15.2)	14.7 (13.4,16.2)	13.4 (9.7,18.2)	14.7 (9.3,22.4)	11.2 (9.5,13.3)	15.0 (12.7,17.7)	11.8 (9.9,14.1)	12.9 (11.0,15.0)
Agree	38.8 (36.6,41.0)	39.2 (37.1,41.2)	48.0 (46.5,49.5)	49.6 (47.7,51.4)	48.0 (41.9,54.1)	49.8 (43.2,56.4)	48.2 (45.0,51.4)	51.8 (48.5,55.2)	51.5 (48.5,54.5)	47.9 (44.6,51.1)
Strongly agree	23.3 (21.5,25.3)	19.5 (17.9,21.2)	30.8 (29.6,32.0)	27.4 (25.8,29.0)	32.7 (27.3,38.5)	28.1 (22.7,34.1)	34.3 (31.2,37.6)	25.1 (22.5,27.9)	31.9 (28.9,35.0)	32.7 (30.1,35.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17b.1**Agreement That Member Is Willing to Make Sacrifices to Help Service: By Service**

17b. Indicate the extent to which you agree or disagree with the following statements about your Service. You are willing to make sacrifices to help your Service

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,637	8,511	1,970	2,134	2,549	1,860	126
Responding on Item	1,248,310	1,216,208	414,610	331,450	146,773	323,374	32,102
Strongly disagree	1.9 (1.6,2.2)	1.9 (1.6,2.3)	2.2 (1.6,3.0)	2.1 (1.5,2.9)	2.4 (1.4,3.9)	1.1 (0.7,1.7)	1.7 (1.0,2.8)
Disagree	3.9 (3.4,4.5)	3.9 (3.4,4.4)	4.5 (3.7,5.6)	3.7 (2.9,4.7)	5.0 (3.7,6.7)	2.7 (2.2,3.4)	4.5 (3.1,6.4)
Neither agree nor disagree	10.6 (9.9,11.2)	10.6 (10.0,11.3)	10.2 (9.1,11.5)	12.2 (10.8,13.9)	12.0 (10.1,14.3)	8.9 (8.0,9.9)	8.3 (6.4,10.7)
Agree	50.9 (50.0,51.8)	50.7 (49.7,51.6)	50.3 (48.4,52.3)	52.4 (50.4,54.3)	44.0 (41.0,47.1)	52.3 (50.7,53.9)	60.0 (56.2,63.8)
Strongly agree	32.8 (31.8,33.7)	33.0 (32.0,34.0)	32.7 (30.7,34.8)	29.6 (27.8,31.6)	36.6 (33.9,39.4)	35.1 (33.5,36.7)	25.5 (23.1,28.1)

Table 17b.2**Agreement That Member Is Willing to Make Sacrifices to Help Service: By Paygrade and Gender**

17b. Indicate the extent to which you agree or disagree with the following statements about your Service. You are willing to make sacrifices to help your Service

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,147	3,705	159	759	867	7,112	1,525
Responding on Item	473,637	567,098	16,467	107,542	83,565	1,060,573	187,737
Strongly disagree	3.4 (2.7,4.3)	1.1 (0.8,1.4)	0.7* (0.2,1.9)	0.9* (0.5,1.8)	0.3* (0.1,0.7)	1.9 (1.5,2.3)	2.0 (1.7,2.4)
Disagree	6.7 (5.6,7.9)	2.5 (2.0,3.1)	1.7* (0.9,3.4)	1.5 (1.0,2.3)	1.1 (0.6,1.9)	3.7 (3.2,4.4)	4.8 (4.2,5.4)
Neither agree nor disagree	15.9 (14.6,17.3)	8.2 (7.4,9.1)	6.6 (4.0,10.6)	4.3 (3.2,5.8)	5.3 (4.1,6.7)	9.7 (9.0,10.5)	15.6 (14.7,16.4)
Agree	48.4 (46.7,50.2)	52.5 (51.3,53.7)	52.4 (47.7,57.1)	52.9 (49.7,56.2)	51.0 (48.2,53.8)	50.7 (49.6,51.7)	52.1 (50.9,53.3)
Strongly agree	25.6 (23.9,27.3)	35.8 (34.5,37.0)	38.6 (34.4,43.0)	40.3 (37.3,43.4)	42.4 (39.6,45.3)	34.1 (33.0,35.2)	25.5 (24.5,26.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17b.3**Agreement That Member Is Willing to Make Sacrifices to Help Service: By Gender Within Service**

17b. Indicate the extent to which you agree or disagree with the following statements about your Service. You are willing to make sacrifices to help your Service

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,389	581	1,673	461	2,316	232	1,613	246	122	4
Responding on Item	350,143	64,467	284,325	47,125	137,296	9,477	260,339	63,036	28,469	3,633
Strongly disagree	2.2 (1.5,3.1)	2.5 (1.9,3.3)	2.1 (1.4,3.1)	2.1 (1.4,3.0)	2.3 (1.4,4.0)	2.9 (1.7,4.9)	1.0* (0.5,1.9)	1.4 (1.0,1.9)	1.7 (1.0,3.0)	1.5 (1.0,2.3)
Disagree	4.3 (3.3,5.6)	5.9 (4.9,7.1)	3.5 (2.7,4.7)	4.9 (3.7,6.4)	5.0 (3.6,6.8)	4.8 (3.4,6.7)	2.5 (1.9,3.3)	3.7 (2.8,5.0)	4.6 (3.1,6.8)	3.5 (2.5,4.9)
Neither agree nor disagree	9.1 (7.7,10.6)	16.4 (14.8,18.1)	11.1 (9.5,13.1)	18.8 (16.7,21.0)	11.8 (9.8,14.1)	15.9 (13.4,18.8)	8.0 (6.9,9.3)	12.3 (11.1,13.7)	7.5 (5.5,10.2)	14.1 (11.2,17.5)
Agree	50.3 (48.0,52.5)	50.8 (48.7,53.0)	52.6 (50.3,54.9)	50.7 (48.3,53.1)	43.7 (40.5,47.0)	48.1 (44.0,52.2)	51.7 (49.8,53.7)	54.6 (52.6,56.6)	59.9 (55.8,63.9)	61.1 (54.9,67.0)
Strongly agree	34.3 (32.0,36.6)	24.4 (22.7,26.2)	30.6 (28.5,32.9)	23.6 (21.9,25.4)	37.2 (34.3,40.2)	28.3 (24.8,32.2)	36.8 (34.9,38.7)	28.0 (26.0,30.0)	26.2 (23.6,29.1)	19.9 (16.0,24.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17b.4**Agreement That Member Is Willing to Make Sacrifices to Help Service: By Gender Within Paygrade**

17b. Indicate the extent to which you agree or disagree with the following statements about your Service. You are willing to make sacrifices to help your Service

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,258	890	3,229	476	146	13	690	69	791	76
Responding on Item	389,752	83,885	493,174	73,924	15,334	1,133	89,574	17,969	72,738	10,827
Strongly disagree	3.5 (2.6,4.5)	3.2 (2.5,4.1)	1.0 (0.7,1.5)	1.3 (0.9,1.7)	0.7* (0.2,2.0)	0.2* (0.0,1.0)	1.0* (0.5,2.0)	0.6* (0.3,1.3)	0.3* (0.1,0.7)	0.4* (0.2,1.0)
Disagree	6.6 (5.4,8.1)	7.0 (5.9,8.4)	2.4 (1.8,3.0)	3.4 (2.9,4.1)	1.7* (0.8,3.6)	1.8* (0.9,3.9)	1.4 (0.8,2.4)	2.1 (1.3,3.3)	1.0* (0.5,1.9)	1.9* (0.8,4.6)
Neither agree nor disagree	14.6 (13.1,16.3)	21.7 (20.2,23.4)	7.7 (6.8,8.7)	11.5 (10.3,12.8)	6.3 (3.7,10.6)	10.6* (5.7,18.9)	3.5 (2.4,5.2)	8.4 (6.7,10.4)	4.9 (3.6,6.5)	7.8 (5.8,10.5)
Agree	48.6 (46.6,50.7)	47.5 (45.2,49.8)	52.0 (50.7,53.3)	55.7 (53.9,57.5)	52.0 (47.0,57.0)	57.7 (50.9,64.2)	51.8 (48.0,55.6)	58.5 (55.4,61.6)	50.8 (47.7,54.0)	52.0 (48.9,55.2)
Strongly agree	26.7 (24.7,28.7)	20.5 (18.8,22.4)	36.9 (35.5,38.4)	28.1 (26.5,29.8)	39.3 (34.7,44.0)	29.6 (24.5,35.3)	42.3 (38.7,46.1)	30.4 (27.9,33.0)	43.1 (39.9,46.3)	37.9 (35.2,40.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17c.1***Agreement That Member Is Glad to be a Part of Service: By Service***

17c. Indicate the extent to which you agree or disagree with the following statements about your Service. You are glad that you are part of your Service

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,166	9,927	2,427	2,853	2,662	1,986	239
Responding on Item	1,246,781	1,214,792	414,153	330,731	146,660	323,248	31,989
Strongly disagree	2.1	2.1	2.7	1.7	2.6	1.4	2.2
	(1.7,2.4)	(1.7,2.4)	(2.1,3.5)	(1.1,2.5)	(1.7,4.1)	(1.0,1.9)	(1.4,3.5)
Disagree	4.0	4.0	5.3	4.1	3.9	2.4	2.4
	(3.5,4.6)	(3.5,4.6)	(4.3,6.5)	(3.3,5.1)	(2.8,5.3)	(1.9,3.1)	(1.6,3.5)
Neither agree nor disagree	11.1	11.1	12.0	12.1	10.3	9.4	8.4
	(10.3,11.9)	(10.4,12.0)	(10.6,13.6)	(10.8,13.6)	(8.0,13.0)	(8.4,10.5)	(6.6,10.7)
Agree	45.5	45.4	45.3	47.5	36.0	47.6	51.5
	(44.5,46.6)	(44.3,46.5)	(43.2,47.5)	(45.3,49.7)	(33.0,39.1)	(45.9,49.2)	(48.2,54.8)
Strongly agree	37.4	37.4	34.7	34.6	47.3	39.2	35.6
	(36.4,38.3)	(36.4,38.4)	(32.8,36.7)	(32.4,36.9)	(44.1,50.4)	(37.8,40.8)	(32.4,38.8)

Table 17c.2**Agreement That Member Is Glad to be a Part of Service: By Paygrade and Gender**

17c. Indicate the extent to which you agree or disagree with the following statements about your Service. You are glad that you are part of your Service

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,534	4,613	167	829	1,022	8,625	1,540
Responding on Item	473,250	566,190	16,459	107,472	83,410	1,059,060	187,722
Strongly disagree	4.3 (3.5,5.2)	0.7 (0.5,1.0)	0.7* (0.3,2.1)	0.6* (0.3,1.4)	0.6* (0.3,1.2)	1.9 (1.6,2.3)	2.7 (2.2,3.4)
Disagree	6.9 (5.8,8.1)	2.4 (2.0,3.0)	2.7* (1.1,6.2)	2.0 (1.4,2.8)	1.1 (0.7,1.8)	3.9 (3.3,4.6)	4.6 (4.0,5.3)
Neither agree nor disagree	15.9 (14.5,17.5)	8.8 (7.9,9.7)	7.9 (5.5,11.2)	6.1 (4.9,7.6)	6.1 (4.9,7.7)	10.6 (9.7,11.6)	13.7 (12.7,14.7)
Agree	42.7 (40.8,44.7)	48.0 (46.6,49.4)	45.8 (40.0,51.7)	44.7 (41.9,47.6)	45.9 (43.5,48.3)	45.1 (43.9,46.3)	48.1 (46.7,49.4)
Strongly agree	30.2 (28.4,32.1)	40.1 (38.8,41.4)	42.9 (37.6,48.4)	46.6 (43.8,49.4)	46.3 (43.8,48.8)	38.5 (37.4,39.6)	30.9 (29.8,32.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17c.3**Agreement That Member Is Glad to be a Part of Service: By Gender Within Service**

17c. Indicate the extent to which you agree or disagree with the following statements about your Service. You are glad that you are part of your Service

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,956	472	2,367	486	2,443	217	1,624	361	235	4
Responding on Item	349,576	64,576	283,631	47,100	137,169	9,492	260,328	62,921	28,356	3,633
Strongly disagree	2.5 (1.8,3.4)	3.8 (2.7,5.2)	1.6 (0.9,2.6)	2.2 (1.5,3.2)	2.6 (1.6,4.2)	3.3 (2.2,5.0)	1.3 (0.8,1.9)	2.0 (1.5,2.7)	2.3 (1.4,3.8)	1.3* (0.7,2.6)
Disagree	5.1 (4.0,6.5)	6.6 (5.5,8.0)	4.2 (3.2,5.4)	4.0 (3.0,5.3)	3.9 (2.8,5.4)	4.4 (2.9,6.5)	2.2 (1.6,3.1)	3.1 (2.4,4.1)	2.2 (1.3,3.6)	3.5 (2.7,4.6)
Neither agree nor disagree	11.2 (9.5,13.1)	16.6 (14.8,18.6)	11.9 (10.4,13.6)	13.5 (11.5,15.8)	10.2 (7.8,13.2)	10.9 (8.9,13.3)	8.9 (7.7,10.3)	11.3 (10.0,12.8)	8.0 (6.0,10.6)	11.1 (8.5,14.4)
Agree	45.1 (42.7,47.6)	46.4 (44.2,48.7)	46.9 (44.4,49.5)	51.0 (48.0,54.0)	35.6 (32.5,38.9)	41.5 (37.1,46.1)	47.4 (45.4,49.5)	48.1 (46.1,50.2)	51.2 (47.5,54.9)	54.1 (49.4,58.7)
Strongly agree	36.2 (33.9,38.6)	26.6 (24.8,28.4)	35.5 (33.0,38.1)	29.3 (27.2,31.5)	47.8 (44.4,51.1)	39.9 (35.7,44.3)	40.2 (38.4,42.0)	35.4 (33.4,37.5)	36.3 (32.7,40.0)	30.0 (25.0,35.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17c.4***Agreement That Member Is Glad to be a Part of Service: By Gender Within Paygrade***

17c. Indicate the extent to which you agree or disagree with the following statements about your Service. You are glad that you are part of your Service

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,675	859	4,154	459	146	21	714	116	937	85
Responding on Item	389,335	83,916	492,249	73,941	15,334	1,125	89,550	17,922	72,592	10,818
Strongly disagree	4.2 (3.3,5.3)	4.8 (3.8,6.1)	0.6 (0.4,1.0)	1.2 (0.9,1.6)	0.8* (0.3,2.2)	0.2* (0.0,1.0)	0.5* (0.2,1.4)	1.1* (0.6,2.2)	0.6* (0.3,1.3)	0.5* (0.2,1.0)
Disagree	6.8 (5.5,8.3)	7.4 (6.4,8.6)	2.4 (1.9,3.1)	2.4 (1.8,3.1)	2.7* (1.1,6.6)	2.0* (1.1,3.7)	1.8 (1.2,2.9)	2.7 (1.9,3.8)	1.1 (0.6,1.9)	1.3 (0.8,2.2)
Neither agree nor disagree	15.4 (13.6,17.3)	18.5 (16.8,20.4)	8.5 (7.5,9.6)	10.5 (9.5,11.7)	8.0 (5.5,11.5)	6.2 (3.7,10.2)	5.7 (4.2,7.5)	8.3 (6.6,10.5)	6.0 (4.6,7.7)	7.0 (5.1,9.5)
Agree	42.5 (40.2,44.8)	43.8 (41.7,46.0)	47.4 (45.8,49.0)	51.8 (49.7,53.8)	44.8 (38.8,51.1)	58.7 (52.4,64.7)	43.4 (40.0,46.8)	51.6 (48.4,54.9)	45.5 (42.8,48.2)	48.6 (45.4,51.8)
Strongly agree	31.2 (29.1,33.5)	25.5 (23.8,27.3)	41.0 (39.6,42.4)	34.1 (32.3,36.1)	43.7 (38.0,49.6)	32.9 (27.8,38.4)	48.7 (45.2,52.1)	36.3 (33.0,39.6)	46.8 (44.0,49.6)	42.6 (39.6,45.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17d.1**Agreement That Member Is Not Willing to Put Him/Herself Out to Help Service: By Service**

17d. Indicate the extent to which you agree or disagree with the following statements about your Service. You are NOT willing to put yourself out to help your Service

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	16,257	15,887	4,889	4,504	3,496	2,999	370
Responding on Item	1,240,690	1,208,832	411,691	329,080	145,826	322,235	31,858
Strongly disagree	36.8 (35.9,37.7)	36.8 (35.9,37.8)	37.1 (35.4,38.9)	33.4 (31.7,35.2)	39.7 (36.6,42.9)	38.6 (37.0,40.3)	34.9 (31.8,38.1)
Disagree	35.2 (34.4,36.0)	35.0 (34.2,35.9)	32.5 (30.8,34.3)	37.4 (35.3,39.5)	30.3 (27.5,33.2)	38.0 (36.6,39.5)	41.1 (37.3,44.9)
Neither agree nor disagree	19.1 (18.2,19.9)	19.1 (18.3,20.0)	19.9 (18.3,21.6)	20.5 (18.7,22.4)	20.3 (17.9,22.9)	16.2 (15.0,17.6)	17.1 (14.7,19.9)
Agree	6.1 (5.5,6.8)	6.2 (5.5,6.8)	6.9 (5.8,8.3)	6.2 (5.1,7.4)	6.9 (5.4,8.8)	4.8 (4.1,5.7)	5.0 (3.6,6.8)
Strongly agree	2.8 (2.5,3.2)	2.9 (2.5,3.3)	3.6 (2.9,4.4)	2.6 (1.9,3.5)	2.8 (2.0,4.0)	2.3 (1.8,2.9)	2.0 (1.2,3.2)

Table 17d.2**Agreement That Member Is Not Willing to Put Him/Herself Out to Help Service: By Paygrade and Gender**

17d. Indicate the extent to which you agree or disagree with the following statements about your Service. You are NOT willing to put yourself out to help your Service

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,376	7,109	296	1,509	968	13,817	2,440
Responding on Item	470,408	563,694	16,331	106,792	83,464	1,053,868	186,822
Strongly disagree	29.4 (27.6,31.3)	38.2 (36.8,39.6)	45.3 (39.5,51.1)	46.9 (44.2,49.6)	53.9 (51.0,56.8)	37.3 (36.3,38.4)	33.7 (32.6,34.8)
Disagree	33.2 (31.5,34.9)	36.0 (34.8,37.2)	36.3 (32.1,40.8)	38.8 (35.9,41.7)	36.5 (34.0,39.1)	34.8 (33.9,35.8)	37.2 (36.0,38.5)
Neither agree nor disagree	25.9 (24.2,27.6)	17.1 (16.0,18.3)	11.5 (8.1,16.0)	10.5 (8.7,12.4)	6.6 (5.3,8.1)	18.7 (17.7,19.7)	21.4 (20.2,22.6)
Agree	7.8 (6.7,9.2)	6.0 (5.1,7.0)	5.4 (3.3,8.6)	2.5 (1.7,3.6)	2.3 (1.5,3.6)	6.2 (5.5,7.0)	5.7 (5.1,6.3)
Strongly agree	3.7 (3.0,4.6)	2.7 (2.2,3.3)	1.5* (0.7,3.2)	1.4* (0.8,2.6)	0.7 (0.4,1.1)	3.0 (2.6,3.5)	2.0 (1.6,2.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17d.3**Agreement That Member Is Not Willing to Put Him/Herself Out to Help Service: By Gender Within Service**

17d. Indicate the extent to which you agree or disagree with the following statements about your Service. You are NOT willing to put yourself out to help your Service

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,974	915	3,764	740	3,235	260	2,492	508	353	17
Responding on Item	347,558	64,133	282,234	46,846	136,377	9,449	259,460	62,774	28,238	3,620
Strongly disagree	38.0 (36.0,40.1)	32.1 (30.1,34.3)	33.6 (31.7,35.6)	32.4 (30.0,34.9)	39.8 (36.5,43.2)	38.0 (34.2,41.9)	39.4 (37.4,41.3)	35.6 (34.0,37.3)	35.0 (31.7,38.5)	33.9 (28.2,40.2)
Disagree	32.4 (30.3,34.6)	33.1 (30.9,35.3)	37.2 (34.9,39.7)	38.3 (35.8,40.8)	30.0 (27.1,33.2)	33.8 (29.9,37.9)	37.3 (35.6,39.1)	41.1 (39.3,42.9)	41.1 (37.1,45.3)	40.5 (34.8,46.5)
Neither agree nor disagree	19.0 (17.1,21.0)	24.8 (22.6,27.1)	20.1 (18.1,22.3)	22.8 (20.4,25.3)	20.2 (17.7,23.0)	21.7 (17.5,26.6)	16.1 (14.5,17.7)	17.0 (15.4,18.7)	16.9 (14.2,20.0)	18.9 (15.1,23.5)
Agree	6.9 (5.6,8.4)	7.3 (6.1,8.7)	6.3 (5.1,7.8)	5.2 (4.2,6.5)	7.0 (5.4,9.1)	4.9 (3.3,7.1)	4.9 (4.0,6.0)	4.4 (3.8,5.2)	4.9 (3.4,6.9)	5.5 (3.3,9.2)
Strongly agree	3.7 (2.9,4.8)	2.7 (2.0,3.7)	2.8 (2.0,3.8)	1.4 (0.9,2.1)	2.9 (2.0,4.2)	1.7 (1.0,2.8)	2.4 (1.7,3.2)	1.9 (1.5,2.4)	2.1 (1.2,3.5)	1.1* (0.6,2.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 17d.4***Agreement That Member Is Not Willing to Put Him/Herself Out to Help Service: By Gender Within Paygrade***

17d. Indicate the extent to which you agree or disagree with the following statements about your Service. You are NOT willing to put yourself out to help your Service

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,945	1,432	6,507	602	283	13	1,201	309	883	85
Responding on Item	387,065	83,343	489,896	73,798	15,198	1,133	89,063	17,729	72,646	10,818
Strongly disagree	29.8 (27.6,32.0)	27.7 (26.0,29.5)	38.5 (36.9,40.1)	36.3 (34.3,38.4)	45.8 (39.7,52.1)	37.5 (31.4,44.2)	48.3 (45.2,51.5)	39.6 (36.5,42.9)	54.3 (51.0,57.5)	51.8 (48.9,54.7)
Disagree	32.8 (30.8,34.9)	34.7 (32.6,36.9)	35.6 (34.3,37.0)	38.3 (36.5,40.1)	35.8 (31.3,40.6)	43.0 (36.4,49.9)	37.5 (34.2,40.8)	45.3 (41.8,48.9)	36.6 (33.8,39.5)	35.8 (32.8,38.9)
Neither agree nor disagree	25.4 (23.4,27.5)	28.2 (26.2,30.2)	17.0 (15.7,18.4)	18.1 (16.5,19.8)	11.2 (7.7,16.1)	15.1 (9.9,22.6)	10.3 (8.4,12.7)	11.1 (9.2,13.5)	6.2 (4.8,8.0)	9.1 (7.1,11.7)
Agree	8.1 (6.7,9.6)	6.9 (5.8,8.1)	6.0 (5.1,7.1)	5.5 (4.7,6.5)	5.5 (3.3,9.1)	3.3 (2.0,5.4)	2.4 (1.5,3.8)	2.9 (1.8,4.6)	2.3 (1.4,3.9)	2.2 (1.4,3.4)
Strongly agree	4.0 (3.1,5.1)	2.6 (1.9,3.4)	2.8 (2.3,3.5)	1.7 (1.4,2.2)	1.6* (0.7,3.4)	1.0* (0.4,2.5)	1.5* (0.8,2.8)	1.0* (0.5,2.2)	0.6 (0.4,1.1)	1.1 (0.6,2.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 18a.1***Members Who Thought Seriously About Leaving the Military During Past 6 Months: By Service***

18a. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Thought seriously about leaving the military

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,607	6,552	1,191	2,050	2,114	1,198	55
Responding on Item	1,250,340	1,218,167	415,389	331,534	147,208	324,036	32,173
Yes	60.8	60.8	65.3	58.7	66.5	54.5	61.2
	(59.7,61.8)	(59.7,61.8)	(63.3,67.1)	(56.2,61.2)	(63.8,69.1)	(52.8,56.2)	(58.3,64.1)
No	39.2	39.2	34.8	41.3	33.5	45.5	38.8
	(38.2,40.3)	(38.2,40.3)	(32.9,36.7)	(38.8,43.8)	(30.9,36.2)	(43.8,47.2)	(35.9,41.7)

Table 18a.2**Members Who Thought Seriously About Leaving the Military During Past 6 Months: By Paygrade and Gender**

18a. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Thought seriously about leaving the military

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,701	2,818	110	547	430	5,535	1,073
Responding on Item	474,083	567,985	16,516	107,754	84,002	1,062,150	188,189
Yes	65.8 (63.8,67.7)	58.5 (57.0,59.9)	53.6 (48.0,59.1)	55.4 (52.8,58.0)	56.7 (54.1,59.2)	60.5 (59.2,61.7)	62.6 (61.4,63.8)
No	34.2 (32.3,36.2)	41.6 (40.1,43.0)	46.4 (40.9,52.0)	44.6 (42.0,47.2)	43.3 (40.8,45.9)	39.6 (38.3,40.8)	37.4 (36.2,38.6)

Table 18a.3**Members Who Thought Seriously About Leaving the Military During Past 6 Months: By Gender Within Service**

18a. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Thought seriously about leaving the military

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	929	262	1,666	384	1,919	194	970	228	51	4
Responding on Item	350,603	64,786	284,332	47,202	137,693	9,515	260,982	63,054	28,540	3,633
Yes	64.8	67.4	58.2	61.7	66.2	70.7	53.9	57.1	61.1	62.0
	(62.6,67.0)	(65.3,69.5)	(55.3,61.1)	(59.0,64.4)	(63.4,69.0)	(66.7,74.5)	(51.8,55.9)	(54.9,59.3)	(57.8,64.4)	(56.7,67.0)
No	35.2	32.6	41.8	38.3	33.8	29.3	46.1	42.9	38.9	38.0
	(33.0,37.4)	(30.5,34.8)	(38.9,44.7)	(35.6,41.0)	(31.0,36.6)	(25.5,33.4)	(44.1,48.2)	(40.7,45.1)	(35.6,42.2)	(33.0,43.3)

Table 18a.4**Members Who Thought Seriously About Leaving the Military During Past 6 Months: By Gender Within Paygrade**

18a. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Thought seriously about leaving the military

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,026	676	2,525	294	98	11	519	29	367	63
Responding on Item	389,984	84,099	493,878	74,106	15,382	1,135	89,745	18,009	73,162	10,840
Yes	65.6	66.5	58.1	60.6	53.3	58.3	54.7	59.0	57.2	53.1
	(63.2,67.9)	(64.4,68.6)	(56.5,59.8)	(58.7,62.4)	(47.3,59.1)	(51.1,65.2)	(51.5,57.8)	(55.6,62.4)	(54.3,60.1)	(49.6,56.5)
No	34.4	33.5	41.9	39.5	46.8	41.7	45.3	41.0	42.8	46.9
	(32.1,36.8)	(31.5,35.6)	(40.2,43.5)	(37.6,41.3)	(40.9,52.7)	(34.8,48.9)	(42.2,48.5)	(37.7,44.4)	(39.9,45.7)	(43.5,50.4)

Table 18b.1**Members Who Wondered What Life Might be Like as Civilian During Past 6 Months: By Service**

18b. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Wondered what life might be like as a civilian

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,592	6,490	1,068	2,042	2,122	1,258	102
Responding on Item	1,250,355	1,218,229	415,512	331,542	147,200	323,976	32,126
Yes	81.0	81.0	81.3	80.1	84.0	80.2	81.4
	(80.2,81.8)	(80.2,81.8)	(79.8,82.8)	(78.2,81.9)	(82.3,85.6)	(78.6,81.6)	(78.8,83.8)
No	19.0	19.0	18.7	19.9	16.0	19.9	18.6
	(18.2,19.8)	(18.2,19.8)	(17.2,20.2)	(18.1,21.8)	(14.4,17.8)	(18.4,21.4)	(16.2,21.2)

Table 18b.2**Members Who Wondered What Life Might be Like as Civilian During Past 6 Months: By Paygrade and Gender**

18b. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Wondered what life might be like as a civilian

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,467	3,081	103	490	449	5,403	1,189
Responding on Item	474,317	567,722	16,523	107,811	83,983	1,062,282	188,073
Yes	81.0 (79.2,82.6)	80.8 (79.6,82.0)	76.3 (71.5,80.4)	81.9 (79.6,84.0)	82.7 (80.7,84.5)	81.2 (80.2,82.2)	79.9 (79.0,80.7)
No	19.1 (17.4,20.8)	19.2 (18.1,20.4)	23.7 (19.6,28.5)	18.1 (16.0,20.4)	17.4 (15.5,19.3)	18.8 (17.8,19.8)	20.1 (19.3,21.0)

Table 18b.3**Members Who Wondered What Life Might be Like as Civilian During Past 6 Months: By Gender Within Service**

18b. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Wondered what life might be like as a civilian

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	565	503	1,666	376	1,937	184	1,140	118	94	8
Responding on Item	350,967	64,545	284,332	47,210	137,675	9,525	260,812	63,164	28,497	3,629
Yes	81.3	81.6	80.4	78.1	84.0	83.3	80.5	78.8	81.3	82.5
	(79.5,83.0)	(79.6,83.4)	(78.2,82.5)	(75.8,80.3)	(82.2,85.7)	(80.2,86.0)	(78.6,82.3)	(77.2,80.2)	(78.3,83.9)	(79.3,85.4)
No	18.7	18.4	19.6	21.9	16.0	16.7	19.5	21.2	18.7	17.5
	(17.0,20.5)	(16.6,20.4)	(17.5,21.8)	(19.7,24.3)	(14.3,17.8)	(14.0,19.8)	(17.7,21.4)	(19.8,22.8)	(16.1,21.7)	(14.6,20.7)

Table 18b.4**Members Who Wondered What Life Might be Like as Civilian During Past 6 Months: By Gender Within Paygrade**

18b. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Wondered what life might be like as a civilian

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,890	578	2,567	514	98	5	462	29	386	63
Responding on Item	390,120	84,197	493,836	73,886	15,382	1,141	89,802	18,009	73,143	10,840
Yes	81.2	79.9	80.9	80.2	75.8	81.9	82.2	80.3	83.6	76.2
	(79.0,83.2)	(78.4,81.4)	(79.5,82.2)	(78.5,81.8)	(70.8,80.3)	(76.4,86.3)	(79.5,84.7)	(77.5,82.8)	(81.4,85.6)	(72.8,79.2)
No	18.8	20.1	19.1	19.8	24.2	18.2	17.8	19.7	16.4	23.8
	(16.8,21.0)	(18.6,21.6)	(17.8,20.6)	(18.2,21.5)	(19.7,29.3)	(13.7,23.6)	(15.3,20.5)	(17.2,22.5)	(14.4,18.6)	(20.8,27.2)

Table 18c.1***Members Who Discussed Leaving and Civilian Opportunities With Family During Past 6 Months: By Service***

18c. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Discussed leaving and/or civilian opportunities with family or friends

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,661	6,601	855	2,382	2,150	1,215	60
Responding on Item	1,250,286	1,218,118	415,725	331,202	147,172	324,019	32,168
Yes	68.8	68.8	71.7	67.5	74.2	63.9	69.9
	(67.7,69.9)	(67.7,69.9)	(69.6,73.6)	(65.1,69.9)	(71.7,76.5)	(62.0,65.7)	(66.7,73.0)
No	31.2	31.2	28.3	32.5	25.8	36.1	30.1
	(30.1,32.3)	(30.1,32.3)	(26.4,30.4)	(30.2,34.9)	(23.5,28.3)	(34.4,38.0)	(27.0,33.3)

Table 18c.2***Members Who Discussed Leaving and Civilian Opportunities With Family During Past 6 Months: By Paygrade and Gender***

18c. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Discussed leaving and/or civilian opportunities with family or friends

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,447	3,030	103	643	437	5,236	1,426
Responding on Item	474,337	567,773	16,523	107,658	83,995	1,062,449	187,836
Yes	69.9 (67.9,71.8)	68.0 (66.4,69.7)	66.3 (61.5,70.9)	67.1 (64.7,69.5)	70.5 (68.2,72.7)	69.1 (67.9,70.4)	66.9 (65.7,68.1)
No	30.1 (28.2,32.1)	32.0 (30.3,33.7)	33.7 (29.1,38.6)	32.9 (30.5,35.3)	29.5 (27.3,31.9)	30.9 (29.6,32.2)	33.1 (31.9,34.3)

Table 18c.3**Members Who Discussed Leaving and Civilian Opportunities With Family During Past 6 Months: By Gender Within Service**

18c. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Discussed leaving and/or civilian opportunities with family or friends

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	565	290	1,666	716	1,943	207	1,010	204	51	9
Responding on Item	350,967	64,758	284,332	46,870	137,669	9,502	260,942	63,078	28,540	3,628
Yes	72.1	69.3	67.8	66.3	74.2	74.3	63.9	63.8	70.0	69.3
	(69.7,74.4)	(66.8,71.6)	(64.9,70.4)	(63.7,68.7)	(71.6,76.6)	(70.4,77.8)	(61.6,66.1)	(61.5,66.0)	(66.4,73.4)	(64.5,73.8)
No	27.9	30.7	32.3	33.7	25.8	25.7	36.1	36.2	30.0	30.7
	(25.6,30.3)	(28.4,33.2)	(29.6,35.1)	(31.3,36.3)	(23.4,28.4)	(22.2,29.6)	(33.9,38.4)	(34.0,38.5)	(26.6,33.6)	(26.2,35.5)

Table 18c.4***Members Who Discussed Leaving and Civilian Opportunities With Family During Past 6 Months: By Gender Within Paygrade***

18c. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Discussed leaving and/or civilian opportunities with family or friends

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,780	668	2,498	532	98	5	493	151	367	69
Responding on Item	390,230	84,107	493,905	73,868	15,382	1,141	89,771	17,887	73,162	10,834
Yes	70.2	68.5	68.3	66.1	66.2	68.3	67.7	64.2	71.3	64.9
	(67.8,72.5)	(66.2,70.6)	(66.4,70.2)	(64.3,67.9)	(60.9,71.1)	(61.6,74.3)	(64.8,70.5)	(60.7,67.6)	(68.6,73.8)	(61.9,67.7)
No	29.8	31.5	31.7	33.9	33.8	31.7	32.3	35.8	28.7	35.1
	(27.5,32.2)	(29.4,33.8)	(29.8,33.6)	(32.1,35.7)	(28.9,39.1)	(25.7,38.4)	(29.5,35.2)	(32.5,39.3)	(26.2,31.4)	(32.3,38.1)

Table 18d.1***Members Who Talked With Supervisor About Leaving Military During Past 6 Months: By Service***

18d. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Talked about leaving with your immediate supervisor

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,234	8,178	1,769	2,619	2,188	1,603	55
Responding on Item	1,248,713	1,216,541	414,811	330,965	147,134	323,631	32,173
Yes	33.5	33.5	36.0	33.4	33.8	30.3	34.2
	(32.5,34.6)	(32.4,34.6)	(33.9,38.1)	(31.4,35.4)	(31.2,36.6)	(28.6,32.0)	(31.4,37.1)
No	66.5	66.5	64.0	66.6	66.2	69.8	65.8
	(65.4,67.6)	(65.4,67.6)	(61.9,66.1)	(64.6,68.6)	(63.4,68.8)	(68.1,71.4)	(63.0,68.6)

Table 18d.2**Members Who Talked With Supervisor About Leaving Military During Past 6 Months: By Paygrade and Gender**

18d. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Talked about leaving with your immediate supervisor

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,506	3,788	103	400	435	7,157	1,077
Responding on Item	473,278	567,015	16,523	107,901	83,997	1,060,528	188,185
Yes	34.1 (32.3,36.0)	35.6 (34.1,37.1)	32.7 (28.5,37.1)	25.0 (22.7,27.5)	27.0 (24.7,29.5)	33.6 (32.4,34.9)	32.8 (31.5,34.1)
No	65.9 (64.0,67.8)	64.4 (62.9,65.9)	67.4 (62.9,71.5)	75.0 (72.5,77.3)	73.0 (70.5,75.4)	66.4 (65.1,67.6)	67.2 (65.9,68.5)

Table 18d.3**Members Who Talked With Supervisor About Leaving Military During Past 6 Months: By Gender Within Service**

18d. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Talked about leaving with your immediate supervisor

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,446	324	2,248	372	1,998	189	1,414	189	51	4
Responding on Item	350,086	64,724	283,750	47,214	137,614	9,520	260,538	63,093	28,540	3,633
Yes	36.1 (33.6,38.5)	35.5 (33.2,37.8)	33.9 (31.7,36.2)	30.2 (27.5,33.1)	33.2 (30.4,36.2)	42.5 (37.3,47.9)	30.2 (28.2,32.3)	30.4 (28.4,32.5)	34.1 (31.0,37.3)	34.8 (30.1,39.7)
No	64.0 (61.5,66.4)	64.5 (62.2,66.8)	66.1 (63.8,68.3)	69.8 (66.9,72.5)	66.8 (63.8,69.6)	57.5 (52.1,62.7)	69.8 (67.7,71.8)	69.6 (67.5,71.6)	65.9 (62.7,69.0)	65.3 (60.3,69.9)

Table 18d.4**Members Who Talked With Supervisor About Leaving Military During Past 6 Months: By Gender Within Paygrade**

18d. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Talked about leaving with your immediate supervisor

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,843	664	3,477	311	98	5	372	29	367	67
Responding on Item	389,167	84,111	492,926	74,089	15,382	1,141	89,892	18,009	73,162	10,836
Yes	33.9	35.0	36.0	32.9	33.2	25.7	24.7	26.7	27.1	26.6
	(31.6,36.3)	(32.6,37.4)	(34.3,37.7)	(31.2,34.6)	(28.7,37.9)	(21.0,31.0)	(22.0,27.6)	(23.8,29.9)	(24.5,29.8)	(24.0,29.2)
No	66.1	65.0	64.0	67.1	66.8	74.3	75.3	73.3	72.9	73.5
	(63.7,68.4)	(62.6,67.4)	(62.3,65.7)	(65.4,68.8)	(62.1,71.3)	(69.0,79.0)	(72.4,78.0)	(70.1,76.3)	(70.2,75.5)	(70.8,76.0)

Table 18e.1***Members Who Gathered Information on Education or College During Past 6 Months: By Service***

18e. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Gathered information on education programs or colleges

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,275	7,193	1,521	2,453	2,106	1,113	83
Responding on Item	1,249,672	1,217,526	415,059	331,131	147,216	324,121	32,145
Yes	66.7	66.8	70.0	68.5	64.8	61.9	63.8
	(65.7,67.7)	(65.8,67.8)	(68.1,71.8)	(66.4,70.6)	(62.0,67.4)	(60.2,63.6)	(60.5,67.1)
No	33.3	33.2	30.0	31.5	35.3	38.1	36.2
	(32.3,34.3)	(32.2,34.3)	(28.2,31.9)	(29.4,33.6)	(32.6,38.0)	(36.4,39.8)	(33.0,39.5)

Table 18e.2**Members Who Gathered Information on Education or College During Past 6 Months: By Paygrade and Gender**

18e. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Gathered information on education programs or colleges

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,880	3,287	192	424	492	6,239	1,037
Responding on Item	473,904	567,516	16,434	107,877	83,940	1,061,446	188,225
Yes	72.4 (70.7,74.1)	69.7 (68.2,71.1)	66.9 (62.0,71.5)	54.6 (51.9,57.3)	30.0 (27.5,32.7)	66.1 (64.9,67.3)	70.1 (69.1,71.2)
No	27.6 (25.9,29.3)	30.3 (28.9,31.8)	33.1 (28.5,38.0)	45.4 (42.7,48.1)	70.0 (67.4,72.5)	33.9 (32.7,35.1)	29.9 (28.8,30.9)

Table 18e.3**Members Who Gathered Information on Education or College During Past 6 Months: By Gender Within Service**

18e. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Gathered information on education programs or colleges

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,232	290	2,074	379	1,919	186	947	166	67	16
Responding on Item	350,300	64,758	283,924	47,207	137,693	9,523	261,005	63,116	28,524	3,621
Yes	69.3	73.7	68.3	70.0	64.2	73.4	60.9	66.2	63.2	68.8
	(67.1,71.4)	(71.6,75.7)	(65.7,70.8)	(67.7,72.3)	(61.2,67.0)	(69.7,76.7)	(58.8,62.9)	(64.4,68.0)	(59.5,66.8)	(63.8,73.4)
No	30.7	26.3	31.7	30.0	35.9	26.7	39.1	33.8	36.8	31.2
	(28.6,32.9)	(24.3,28.4)	(29.3,34.3)	(27.7,32.4)	(33.0,38.8)	(23.3,30.3)	(37.1,41.2)	(32.0,35.6)	(33.2,40.5)	(26.6,36.2)

Table 18e.4**Members Who Gathered Information on Education or College During Past 6 Months: By Gender Within Paygrade**

18e. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Gathered information on education programs or colleges

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,296	585	2,956	331	187	5	372	53	429	63
Responding on Item	389,714	84,190	493,447	74,069	15,293	1,141	89,892	17,985	73,100	10,840
Yes	71.6	76.5	69.2	72.8	66.8	68.4	54.6	54.8	30.3	27.9
	(69.6,73.5)	(74.7,78.2)	(67.6,70.8)	(71.0,74.5)	(61.6,71.7)	(61.8,74.3)	(51.3,57.8)	(51.2,58.3)	(27.5,33.4)	(24.9,31.1)
No	28.5	23.5	30.8	27.2	33.2	31.6	45.4	45.2	69.7	72.1
	(26.5,30.5)	(21.8,25.3)	(29.2,32.5)	(25.5,29.0)	(28.4,38.4)	(25.7,38.2)	(42.2,48.7)	(41.7,48.8)	(66.6,72.5)	(68.9,75.1)

Table 18f.1**Members Who Gathered Information About Civilian Job Options During Past 6 Months: By Service**

18f. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Gathered information about civilian job options (for example, read newspaper ads, attended a job fair)

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,247	7,172	864	2,714	2,151	1,444	75
Responding on Item	1,249,700	1,217,547	415,716	330,870	147,171	323,790	32,153
Yes	54.6	54.7	56.8	54.9	58.2	50.0	54.1
	(53.6,55.7)	(53.5,55.8)	(54.7,58.9)	(52.6,57.2)	(55.3,61.0)	(48.1,52.0)	(50.8,57.4)
No	45.4	45.4	43.2	45.1	41.8	50.0	45.9
	(44.3,46.5)	(44.2,46.5)	(41.2,45.3)	(42.8,47.4)	(39.0,44.7)	(48.1,51.9)	(42.6,49.2)

Table 18f.2**Members Who Gathered Information About Civilian Job Options During Past 6 Months: By Paygrade and Gender**

18f. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Gathered information about civilian job options (for example, read newspaper ads, attended a job fair)

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,749	3,476	119	442	461	5,878	1,369
Responding on Item	474,036	567,327	16,507	107,859	83,971	1,061,807	187,893
Yes	50.5 (48.6,52.5)	60.1 (58.5,61.6)	57.1 (52.2,61.9)	45.9 (43.3,48.5)	52.1 (49.6,54.5)	55.9 (54.6,57.2)	47.7 (46.5,48.8)
No	49.5 (47.5,51.5)	40.0 (38.4,41.5)	42.9 (38.1,47.8)	54.1 (51.5,56.7)	47.9 (45.5,50.4)	44.1 (42.8,45.4)	52.4 (51.2,53.5)

Table 18f.3**Members Who Gathered Information About Civilian Job Options During Past 6 Months: By Gender Within Service**

18f. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Gathered information about civilian job options (for example, read newspaper ads, attended a job fair)

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	565	299	2,069	645	1,959	191	1,218	226	67	8
Responding on Item	350,967	64,749	283,929	46,941	137,653	9,518	260,734	63,056	28,524	3,629
Yes	57.7	51.8	56.0	48.6	58.8	50.1	51.9	42.2	54.6	50.6
	(55.2,60.1)	(49.6,53.9)	(53.4,58.6)	(46.1,51.2)	(55.7,61.8)	(46.3,53.8)	(49.5,54.4)	(40.1,44.3)	(50.8,58.3)	(45.4,55.8)
No	42.3	48.3	44.0	51.4	41.2	49.9	48.1	57.8	45.4	49.4
	(39.9,44.8)	(46.1,50.4)	(41.5,46.6)	(48.9,54.0)	(38.2,44.3)	(46.2,53.7)	(45.7,50.5)	(55.7,59.9)	(41.7,49.2)	(44.2,54.6)

Table 18f.4**Members Who Gathered Information About Civilian Job Options During Past 6 Months: By Gender Within Paygrade**

18f. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Gathered information about civilian job options (for example, read newspaper ads, attended a job fair)

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,105	644	2,881	595	114	5	411	32	367	93
Responding on Item	389,905	84,131	493,522	73,805	15,366	1,141	89,853	18,006	73,162	10,810
Yes	51.4	46.3	61.3	51.9	57.5	51.7	47.3	38.9	53.4	43.4
	(49.1,53.8)	(44.1,48.4)	(59.5,63.0)	(50.0,53.8)	(52.2,62.7)	(44.6,58.8)	(44.3,50.3)	(35.9,42.0)	(50.6,56.2)	(40.3,46.4)
No	48.6	53.7	38.7	48.1	42.5	48.3	52.7	61.1	46.6	56.6
	(46.2,50.9)	(51.6,55.9)	(37.0,40.5)	(46.2,50.0)	(37.3,47.8)	(41.2,55.5)	(49.7,55.7)	(58.0,64.1)	(43.9,49.4)	(53.6,59.7)

Table 18g.1***Members Who Attended a Program to Prepare for Civilian Employment During Past 6 Months: By Service***

18g. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Attended a program that helps people prepare for civilian employment

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,422	7,333	1,273	2,725	2,114	1,223	89
Responding on Item	1,249,525	1,217,386	415,307	330,860	147,208	324,011	32,139
Yes	13.6	13.7	14.7	15.0	14.3	10.7	10.7
	(12.9,14.4)	(12.9,14.5)	(13.3,16.4)	(13.5,16.7)	(12.6,16.1)	(9.7,11.8)	(8.9,12.8)
No	86.4	86.3	85.3	85.0	85.7	89.3	89.3
	(85.6,87.1)	(85.6,87.1)	(83.7,86.8)	(83.3,86.5)	(83.9,87.4)	(88.2,90.4)	(87.2,91.1)

Table 18g.2**Members Who Attended a Program to Prepare for Civilian Employment During Past 6 Months: By Paygrade and Gender**

18g. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Attended a program that helps people prepare for civilian employment

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,528	3,715	141	603	435	6,004	1,417
Responding on Item	474,256	567,088	16,485	107,698	83,997	1,061,681	187,845
Yes	10.4	17.3	13.3	8.8	13.3	13.8	12.4
	(9.2,11.6)	(16.0,18.7)	(10.5,16.5)	(7.4,10.5)	(11.7,15.0)	(13.0,14.7)	(11.6,13.2)
No	89.7	82.7	86.8	91.2	86.7	86.2	87.6
	(88.4,90.8)	(81.4,84.0)	(83.5,89.5)	(89.5,92.6)	(85.0,88.3)	(85.3,87.0)	(86.8,88.4)

Table 18g.3**Members Who Attended a Program to Prepare for Civilian Employment During Past 6 Months: By Gender Within Service**

18g. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Attended a program that helps people prepare for civilian employment

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	923	350	2,067	657	1,919	194	1,013	210	82	7
Responding on Item	350,609	64,698	283,931	46,929	137,693	9,515	260,939	63,072	28,509	3,630
Yes	14.7	15.2	15.3	13.0	14.2	15.0	11.1	8.8	10.9	9.4
	(12.9,16.6)	(13.8,16.8)	(13.6,17.3)	(11.3,14.8)	(12.5,16.1)	(12.0,18.5)	(9.9,12.5)	(7.9,9.9)	(8.8,13.3)	(7.7,11.4)
No	85.4	84.8	84.7	87.1	85.8	85.0	88.9	91.2	89.2	90.6
	(83.5,87.1)	(83.2,86.2)	(82.7,86.5)	(85.2,88.7)	(83.9,87.5)	(81.5,88.0)	(87.5,90.1)	(90.1,92.2)	(86.7,91.2)	(88.6,92.4)

Table 18g.4**Members Who Attended a Program to Prepare for Civilian Employment During Past 6 Months: By Gender Within Paygrade**

18g. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Attended a program that helps people prepare for civilian employment

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,818	711	3,150	565	129	11	541	62	367	67
Responding on Item	390,192	84,064	493,253	73,835	15,351	1,135	89,723	17,976	73,162	10,836
Yes	10.3	10.6	17.5	15.7	13.0	17.0	9.2	7.2	13.6	11.6
	(9.0,11.8)	(9.3,12.1)	(16.1,19.1)	(14.4,17.0)	(10.1,16.5)	(12.3,23.1)	(7.5,11.2)	(5.5,9.5)	(11.8,15.6)	(9.8,13.7)
No	89.7	89.4	82.5	84.3	87.0	83.0	90.8	92.8	86.5	88.4
	(88.2,91.0)	(87.9,90.7)	(80.9,84.0)	(83.0,85.6)	(83.5,89.9)	(76.9,87.7)	(88.8,92.5)	(90.5,94.6)	(84.4,88.2)	(86.4,90.2)

Table 18h.1**Members Who Prepared a Resume During Past 6 Months: By Service**

18h. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Prepared a resume

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,832	7,496	1,202	2,987	2,121	1,188	336
Responding on Item	1,249,115	1,217,223	415,378	330,597	147,201	324,046	31,892
Yes	23.4	23.3	23.8	22.9	24.1	22.5	26.7
	(22.5,24.2)	(22.4,24.2)	(22.2,25.6)	(21.2,24.8)	(22.1,26.3)	(21.0,24.0)	(24.4,29.1)
No	76.6	76.7	76.2	77.1	75.9	77.5	73.3
	(75.8,77.5)	(75.8,77.6)	(74.4,77.8)	(75.2,78.8)	(73.7,77.9)	(76.0,79.0)	(70.9,75.6)

Table 18h.2**Members Who Prepared a Resume During Past 6 Months: By Paygrade and Gender**

18h. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Prepared a resume

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,021	3,713	140	439	518	6,619	1,213
Responding on Item	473,763	567,090	16,486	107,862	83,914	1,061,066	188,049
Yes	18.8	26.1	31.3	25.0	26.9	23.8	21.0
	(17.3,20.4)	(24.8,27.5)	(26.5,36.6)	(22.6,27.5)	(24.8,29.1)	(22.8,24.8)	(20.0,22.2)
No	81.2	73.9	68.7	75.1	73.1	76.2	79.0
	(79.6,82.7)	(72.5,75.2)	(63.4,73.5)	(72.5,77.5)	(70.9,75.2)	(75.2,77.2)	(77.8,80.0)

Table 18h.3**Members Who Prepared a Resume During Past 6 Months: By Gender Within Service**

18h. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Prepared a resume

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	808	393	2,577	411	1,919	201	991	197	325	11
Responding on Item	350,724	64,655	283,421	47,175	137,693	9,508	260,961	63,085	28,266	3,626
Yes	23.9	23.7	23.3	20.6	24.1	25.3	23.6	17.7	26.8	25.8
	(21.9,26.0)	(21.8,25.8)	(21.3,25.5)	(18.6,22.8)	(21.8,26.4)	(20.8,30.5)	(21.9,25.5)	(16.2,19.4)	(24.1,29.7)	(20.8,31.6)
No	76.1	76.3	76.7	79.4	76.0	74.7	76.4	82.3	73.2	74.2
	(74.0,78.1)	(74.2,78.2)	(74.5,78.7)	(77.2,81.4)	(73.6,78.2)	(69.5,79.2)	(74.5,78.1)	(80.6,83.9)	(70.4,75.9)	(68.4,79.2)

Table 18h.4**Members Who Prepared a Resume During Past 6 Months: By Gender Within Paygrade**

 18h. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Prepared a resume

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,398	625	3,300	413	129	10	372	69	422	96
Responding on Item	389,612	84,150	493,103	73,987	15,351	1,136	89,892	17,969	73,107	10,807
Yes	18.6	19.8	26.8	21.8	31.9	23.8	25.3	23.0	27.7	21.8
	(16.8,20.5)	(18.0,21.9)	(25.2,28.3)	(20.3,23.4)	(26.7,37.6)	(19.0,29.5)	(22.6,28.4)	(20.4,25.7)	(25.3,30.2)	(19.4,24.4)
No	81.4	80.2	73.2	78.2	68.1	76.2	74.7	77.0	72.4	78.2
	(79.5,83.2)	(78.2,82.0)	(71.7,74.8)	(76.6,79.7)	(62.4,73.3)	(70.5,81.0)	(71.7,77.5)	(74.3,79.6)	(69.9,74.7)	(75.6,80.6)

Table 18i.1***Members Who Applied for a Job During Past 6 Months: By Service***

18i. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Applied for a job

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,653	7,446	1,239	2,619	2,263	1,327	207
Responding on Item	1,249,294	1,217,273	415,341	330,965	147,059	323,907	32,021
Yes	10.2	10.1	9.7	10.6	12.5	9.0	12.4
	(9.6,10.8)	(9.5,10.7)	(8.5,11.0)	(9.3,12.1)	(10.6,14.6)	(8.0,10.0)	(10.3,15.0)
No	89.9	89.9	90.3	89.4	87.5	91.0	87.6
	(89.2,90.4)	(89.3,90.5)	(89.0,91.5)	(87.9,90.7)	(85.4,89.4)	(90.0,92.0)	(85.0,89.8)

Table 18i.2**Members Who Applied for a Job During Past 6 Months: By Paygrade and Gender**

18i. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Applied for a job

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,896	3,399	168	569	620	6,485	1,168
Responding on Item	473,888	567,404	16,458	107,732	83,812	1,061,200	188,094
Yes	10.5	10.8	9.6	7.0	7.9	10.5	8.2
	(9.2,12.0)	(9.8,11.8)	(7.2,12.6)	(5.7,8.7)	(6.5,9.5)	(9.8,11.2)	(7.5,9.0)
No	89.5	89.2	90.5	93.0	92.1	89.5	91.8
	(88.0,90.8)	(88.2,90.2)	(87.4,92.8)	(91.3,94.4)	(90.5,93.5)	(88.8,90.2)	(91.0,92.5)

Table 18i.3**Members Who Applied for a Job During Past 6 Months: By Gender Within Service**

18i. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Applied for a job

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	891	348	2,187	432	2,056	206	1,155	171	196	11
Responding on Item	350,641	64,700	283,811	47,154	137,556	9,503	260,797	63,111	28,395	3,626
Yes	9.8	9.2	10.9	9.1	12.6	10.7	9.7	6.1	13.0	8.3
	(8.4,11.4)	(7.9,10.7)	(9.4,12.6)	(7.3,11.3)	(10.6,14.9)	(8.6,13.2)	(8.5,11.0)	(5.2,7.1)	(10.5,15.8)	(6.5,10.6)
No	90.2	90.8	89.1	90.9	87.4	89.3	90.4	93.9	87.1	91.7
	(88.6,91.6)	(89.3,92.1)	(87.4,90.6)	(88.7,92.7)	(85.1,89.4)	(86.8,91.4)	(89.0,91.5)	(92.9,94.8)	(84.2,89.5)	(89.4,93.5)

Table 18i.4***Members Who Applied for a Job During Past 6 Months: By Gender Within Paygrade***

18i. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Applied for a job

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,237	660	3,053	345	158	10	502	69	536	85
Responding on Item	389,773	84,116	493,350	74,055	15,322	1,136	89,762	17,969	72,993	10,818
Yes	10.7	9.8	11.2	7.8	9.8	6.1	7.4	5.2	8.5	4.1
	(9.1,12.5)	(8.6,11.0)	(10.1,12.4)	(6.7,9.1)	(7.3,13.1)	(4.4,8.5)	(5.8,9.4)	(3.9,6.9)	(7.0,10.3)	(3.0,5.6)
No	89.3	90.2	88.8	92.2	90.2	93.9	92.6	94.8	91.5	95.9
	(87.5,90.9)	(89.0,91.4)	(87.6,89.9)	(90.9,93.3)	(86.9,92.7)	(91.6,95.6)	(90.7,94.2)	(93.1,96.1)	(89.7,93.1)	(94.4,97.0)

Table 18j.1***Members Who Interviewed for a Job During Past 6 Months: By Service***

18j. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Interviewed for a job

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,378	8,125	1,590	2,713	2,277	1,546	253
Responding on Item	1,248,569	1,216,594	414,990	330,871	147,045	323,688	31,975
Yes	6.5	6.5	6.3	7.4	7.1	5.5	7.7
	(6.0,6.9)	(6.0,6.9)	(5.4,7.3)	(6.3,8.6)	(5.7,8.7)	(4.6,6.4)	(6.3,9.4)
No	93.5	93.6	93.7	92.6	92.9	94.6	92.3
	(93.1,94.0)	(93.1,94.0)	(92.7,94.6)	(91.4,93.7)	(91.3,94.3)	(93.6,95.4)	(90.6,93.7)

Table 18j.2***Members Who Interviewed for a Job During Past 6 Months: By Paygrade and Gender***

18j. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Interviewed for a job

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,001	4,041	136	580	620	7,050	1,329
Responding on Item	473,783	566,762	16,490	107,721	83,812	1,060,635	187,933
Yes	6.2	7.0	8.4	4.6	6.3	6.7	5.2
	(5.3,7.3)	(6.3,7.9)	(6.3,11.1)	(3.5,6.1)	(5.1,7.8)	(6.2,7.3)	(4.5,5.9)
No	93.8	93.0	91.6	95.4	93.7	93.3	94.8
	(92.7,94.7)	(92.2,93.7)	(88.9,93.8)	(93.9,96.6)	(92.2,94.9)	(92.7,93.8)	(94.1,95.5)

Table 18j.3***Members Who Interviewed for a Job During Past 6 Months: By Gender Within Service***

18j. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Interviewed for a job

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,247	343	2,251	461	2,080	196	1,238	308	233	20
Responding on Item	350,285	64,705	283,747	47,125	137,532	9,513	260,714	62,974	28,358	3,617
Yes	6.4	5.4	7.5	6.9	7.2	5.6	5.9	3.6	7.9	6.4
	(5.4,7.7)	(4.5,6.6)	(6.2,9.0)	(5.2,9.0)	(5.7,8.9)	(4.1,7.5)	(4.9,7.1)	(2.9,4.4)	(6.3,9.8)	(4.9,8.3)
No	93.6	94.6	92.5	93.1	92.8	94.4	94.1	96.4	92.1	93.6
	(92.3,94.6)	(93.4,95.6)	(91.0,93.8)	(91.0,94.8)	(91.1,94.3)	(92.5,95.9)	(93.0,95.1)	(95.6,97.1)	(90.3,93.7)	(91.7,95.1)

Table 18j.4***Members Who Interviewed for a Job During Past 6 Months: By Gender Within Paygrade***

18j. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Interviewed for a job

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,237	764	3,699	342	129	7	450	131	535	85
Responding on Item	389,773	84,011	492,704	74,058	15,351	1,139	89,814	17,907	72,994	10,818
Yes	6.3	5.7	7.3	5.4	8.7	4.1	4.9	3.0	6.8	3.4
	(5.2,7.6)	(4.8,6.8)	(6.5,8.2)	(4.3,6.7)	(6.4,11.6)	(2.5,6.7)	(3.6,6.7)	(2.0,4.4)	(5.4,8.4)	(2.5,4.7)
No	93.7	94.3	92.7	94.6	91.3	95.9	95.1	97.0	93.3	96.6
	(92.4,94.8)	(93.2,95.2)	(91.8,93.5)	(93.3,95.7)	(88.4,93.6)	(93.3,97.5)	(93.3,96.4)	(95.6,98.0)	(91.6,94.6)	(95.3,97.6)

Table 19a.1**Members Who Would Recommend Service to Male Friend: By Service**

19a. If you had a friend considering active duty military service, would you recommend that he/she join? A male friend

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	15,894	15,612	3,912	4,819	3,547	3,335	282
Responding on Item	1,241,053	1,209,107	412,668	328,765	145,775	321,899	31,946
Yes	78.4	78.3	75.8	78.7	77.1	81.7	82.0
	(77.3,79.5)	(77.1,79.4)	(73.8,77.6)	(76.6,80.7)	(74.2,79.7)	(80.0,83.2)	(78.8,84.7)
No	21.6	21.7	24.2	21.3	22.9	18.4	18.1
	(20.5,22.8)	(20.6,22.9)	(22.4,26.2)	(19.3,23.4)	(20.3,25.8)	(16.8,20.0)	(15.3,21.2)

Table 19a.2**Members Who Would Recommend Service to Male Friend: By Paygrade and Gender**

19a. If you had a friend considering active duty military service, would you recommend that he/she join? A male friend

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,211	6,931	213	1,536	1,002	12,548	3,346
Responding on Item	470,573	563,872	16,413	106,765	83,430	1,055,137	185,916
Yes	71.6 (69.7,73.5)	81.6 (80.2,82.9)	77.6 (72.7,81.9)	85.9 (83.6,87.9)	85.5 (83.7,87.1)	77.8 (76.5,79.1)	81.6 (80.6,82.6)
No	28.4 (26.6,30.3)	18.4 (17.1,19.8)	22.4 (18.1,27.3)	14.1 (12.1,16.4)	14.5 (12.9,16.3)	22.2 (20.9,23.5)	18.4 (17.4,19.4)

Table 19a.3**Members Who Would Recommend Service to Male Friend: By Gender Within Service**

19a. If you had a friend considering active duty military service, would you recommend that he/she join? A male friend

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,840	1,072	3,967	852	3,266	280	2,267	1,069	207	75
Responding on Item	348,692	63,976	282,031	46,734	136,346	9,429	259,685	62,213	28,384	3,562
Yes	75.4	77.6	78.0	82.9	76.9	79.6	80.9	84.9	81.7	83.9
	(73.2,77.6)	(75.7,79.5)	(75.5,80.3)	(80.8,84.8)	(73.8,79.7)	(76.2,82.5)	(78.9,82.7)	(83.0,86.5)	(78.2,84.8)	(79.2,87.7)
No	24.6	22.4	22.0	17.1	23.1	20.5	19.1	15.2	18.3	16.1
	(22.4,26.9)	(20.5,24.3)	(19.7,24.5)	(15.2,19.3)	(20.3,26.2)	(17.5,23.8)	(17.3,21.1)	(13.5,17.0)	(15.2,21.8)	(12.3,20.8)

Table 19a.4**Members Who Would Recommend Service to Male Friend: By Gender Within Paygrade**

19a. If you had a friend considering active duty military service, would you recommend that he/she join? A male friend

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,706	1,506	5,628	1,303	188	25	1,227	309	799	203
Responding on Item	387,304	83,269	490,775	73,097	15,292	1,121	89,037	17,729	72,730	10,700
Yes	70.3	77.8	81.3	83.8	77.4	81.3	85.8	86.6	85.2	87.6
	(67.9,72.5)	(76.2,79.4)	(79.8,82.7)	(82.3,85.2)	(72.1,81.9)	(75.6,85.9)	(83.0,88.1)	(84.1,88.8)	(83.2,87.0)	(85.4,89.5)
No	29.8	22.2	18.7	16.2	22.6	18.7	14.3	13.4	14.8	12.4
	(27.5,32.1)	(20.7,23.8)	(17.3,20.3)	(14.8,17.7)	(18.1,27.9)	(14.1,24.4)	(11.9,17.0)	(11.2,15.9)	(13.0,16.9)	(10.5,14.6)

Table 19b.1**Members Who Would Recommend Service to Female Friend: By Service**

19b. If you had a friend considering active duty military service, would you recommend that he/she join? A female friend

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	22,501	22,039	5,645	7,060	4,431	4,903	462
Responding on Item	1,234,446	1,202,680	410,935	326,524	144,891	320,331	31,766
Yes	61.5	61.4	59.1	59.9	46.6	72.7	64.4
	(60.4,62.6)	(60.3,62.6)	(57.0,61.2)	(57.4,62.3)	(43.7,49.4)	(71.2,74.2)	(60.7,68.0)
No	38.5	38.6	40.9	40.1	53.5	27.3	35.6
	(37.4,39.6)	(37.4,39.7)	(38.8,43.1)	(37.7,42.6)	(50.6,56.3)	(25.8,28.8)	(32.1,39.3)

Table 19b.2**Members Who Would Recommend Service to Female Friend: By Paygrade and Gender**

19b. If you had a friend considering active duty military service, would you recommend that he/she join? A female friend

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	9,384	9,764	226	1,704	1,422	19,441	3,060
Responding on Item	467,400	561,039	16,400	106,597	83,010	1,048,244	186,202
Yes	51.5 (49.4,53.7)	66.8 (65.3,68.2)	59.5 (53.6,65.2)	69.1 (66.5,71.6)	72.6 (70.4,74.8)	60.1 (58.8,61.4)	69.5 (68.3,70.8)
No	48.5 (46.3,50.6)	33.2 (31.8,34.7)	40.5 (34.9,46.4)	30.9 (28.4,33.5)	27.4 (25.2,29.7)	39.9 (38.6,41.2)	30.5 (29.2,31.7)

Table 19b.3**Members Who Would Recommend Service to Female Friend: By Gender Within Service**

19b. If you had a friend considering active duty military service, would you recommend that he/she join? A female friend

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,685	961	6,218	841	4,199	231	3,951	953	388	75
Responding on Item	346,847	64,087	279,780	46,745	135,413	9,478	258,001	62,329	28,203	3,562
Yes	58.3	63.5	58.3	69.4	46.0	55.0	71.5	77.9	63.5	71.3
	(55.9,60.7)	(61.2,65.8)	(55.4,61.1)	(66.9,71.8)	(42.9,49.0)	(50.4,59.5)	(69.7,73.2)	(75.9,79.8)	(59.4,67.5)	(66.3,75.8)
No	41.7	36.5	41.7	30.6	54.0	45.0	28.5	22.1	36.5	28.7
	(39.3,44.1)	(34.2,38.8)	(38.9,44.6)	(28.3,33.1)	(51.0,57.1)	(40.5,49.6)	(26.8,30.3)	(20.2,24.1)	(32.5,40.6)	(24.2,33.7)

Table 19b.4***Members Who Would Recommend Service to Female Friend: By Gender Within Paygrade***

19b. If you had a friend considering active duty military service, would you recommend that he/she join? A female friend

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	7,982	1,403	8,613	1,152	205	21	1,397	307	1,244	178
Responding on Item	384,028	83,372	487,790	73,248	15,275	1,125	88,867	17,731	72,285	10,725
Yes	49.4	61.6	65.6	74.6	58.6	71.8	67.3	78.2	71.3	81.7
	(46.8,51.9)	(59.5,63.7)	(64.0,67.2)	(72.9,76.2)	(52.3,64.7)	(65.7,77.3)	(64.1,70.3)	(75.2,80.9)	(68.7,73.8)	(79.0,84.2)
No	50.6	38.4	34.4	25.4	41.4	28.2	32.7	21.8	28.7	18.3
	(48.1,53.2)	(36.3,40.5)	(32.8,36.0)	(23.8,27.1)	(35.3,47.7)	(22.8,34.3)	(29.7,35.9)	(19.1,24.8)	(26.2,31.3)	(15.8,21.0)

Table 20.1***Members Who Have Children Aged 10 and Older With Whom Member Talks About Career, Jobs, and Education: By Service***

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	16,187	15,910	4,327	5,151	2,909	3,523	277
Responding on Item	1,240,760	1,208,809	412,253	328,433	146,413	321,711	31,951
Yes	21.6	21.5	22.4	22.1	13.3	23.6	23.5
	(21.0,22.1)	(21.0,22.1)	(21.2,23.6)	(20.9,23.4)	(12.0,14.6)	(22.6,24.6)	(21.3,26.0)
No	78.4	78.5	77.7	77.9	86.7	76.4	76.5
	(77.9,79.0)	(77.9,79.1)	(76.4,78.8)	(76.6,79.1)	(85.4,88.0)	(75.5,77.4)	(74.0,78.8)

Table 20.2***Members Who Have Children Aged 10 and Older With Whom Member Talks About Career, Jobs, and Education: By Paygrade and Gender***

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	8,215	5,715	197	707	1,354	13,442	2,746
Responding on Item	468,569	565,088	16,429	107,594	83,078	1,054,243	186,516
Yes	3.3 (2.7,4.1)	33.3 (32.3,34.4)	52.6 (48.5,56.6)	13.4 (11.5,15.5)	48.7 (46.1,51.4)	22.4 (21.7,23.1)	16.9 (16.0,17.8)
No	96.7 (95.9,97.3)	66.7 (65.6,67.7)	47.4 (43.4,51.5)	86.6 (84.5,88.5)	51.3 (48.6,53.9)	77.6 (77.0,78.3)	83.1 (82.2,84.0)

Table 20.3***Members Who Have Children Aged 10 and Older With Whom Member Talks About Career, Jobs, and Education: By Gender Within Service***

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,256	1,071	4,598	554	2,639	270	2,709	814	240	37
Responding on Item	348,276	63,977	281,400	47,032	136,973	9,439	259,243	62,468	28,351	3,600
Yes	22.7	20.7	23.1	16.0	13.5	10.0	25.7	14.9	24.8	14.0
	(21.3,24.1)	(19.2,22.3)	(21.8,24.6)	(14.4,17.8)	(12.2,14.9)	(8.3,12.0)	(24.5,26.8)	(13.6,16.4)	(22.2,27.5)	(11.2,17.3)
No	77.4	79.3	76.9	84.0	86.5	90.0	74.4	85.1	75.3	86.0
	(75.9,78.7)	(77.7,80.8)	(75.4,78.2)	(82.2,85.6)	(85.1,87.8)	(88.0,91.7)	(73.2,75.5)	(83.6,86.4)	(72.5,77.8)	(82.7,88.8)

Table 20.4***Members Who Have Children Aged 10 and Older With Whom Member Talks About Career, Jobs, and Education: By Gender Within Paygrade***

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	6,550	1,666	4,936	778	181	16	603	105	1,173	181
Responding on Item	385,460	83,109	491,467	73,622	15,299	1,130	89,661	17,933	72,356	10,722
Yes	3.1	4.3	33.8	30.2	52.8	49.6	13.9	10.7	51.4	30.7
	(2.4,4.2)	(3.3,5.5)	(32.7,35.0)	(28.5,32.0)	(48.4,57.2)	(42.6,56.5)	(11.8,16.4)	(9.0,12.8)	(48.4,54.4)	(28.1,33.4)
No	96.9	95.7	66.2	69.8	47.2	50.4	86.1	89.3	48.6	69.3
	(95.9,97.6)	(94.5,96.7)	(65.0,67.3)	(68.0,71.6)	(42.8,51.6)	(43.5,57.4)	(83.7,88.3)	(87.2,91.0)	(45.6,51.6)	(66.6,71.9)

Table 21.1***Members Who Encourage Their Children to Consider the Military: By Service***

21. When you talk with your children about their future, do you encourage them to consider the military?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	973,207	948,776	320,123	255,778	126,983	245,892	24,432
Not Responding on Item	14,983	14,475	4,078	5,048	3,024	2,326	508
Responding on Item	268,756	261,468	92,379	72,758	19,315	77,016	7,288
Yes	46.8	46.8	46.0	43.6	49.3	50.1	46.0
	(44.7,48.9)	(44.6,49.0)	(41.9,50.1)	(39.8,47.5)	(43.6,55.0)	(46.7,53.4)	(38.9,53.2)
No	53.3	53.2	54.0	56.4	50.7	49.9	54.0
	(51.1,55.4)	(51.0,55.4)	(49.9,58.1)	(52.5,60.2)	(45.0,56.4)	(46.6,53.3)	(46.8,61.1)

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 21.2***Members Who Encourage Their Children to Consider the Military: By Paygrade and Gender***

21. When you talk with your children about their future, do you encourage them to consider the military?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	452,915	376,696	7,790	93,217	42,589	818,231	154,976
Not Responding on Item	6,708	5,999	252	738	1,286	12,243	2,740
Responding on Item	17,160	188,109	8,584	14,346	40,557	237,211	31,546
Yes	46.4	43.9	46.0	55.7	57.0	47.2	43.5
	(35.3,57.8)	(41.5,46.4)	(39.9,52.3)	(48.4,62.7)	(53.4,60.6)	(44.9,49.5)	(40.2,46.9)
No	53.6	56.1	54.0	44.3	43.0	52.8	56.5
	(42.2,64.7)	(53.6,58.5)	(47.7,60.1)	(37.3,51.6)	(39.4,46.6)	(50.5,55.1)	(53.1,59.8)

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 21.3***Members Who Encourage Their Children to Consider the Military: By Gender Within Service***

21. When you talk with your children about their future, do you encourage them to consider the military?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	269,392	50,731	216,272	39,506	118,488	8,495	192,744	53,148	21,335	3,097
Not Responding on Item	2,961	1,117	4,453	595	2,761	262	1,593	733	476	32
Responding on Item	79,179	13,200	65,273	7,485	18,363	952	67,615	9,401	6,780	508
Yes	47.4	37.5	42.9	49.7	49.3	49.9	50.5	46.8	46.8	35.0
	(42.8,52.0)	(32.7,42.4)	(38.8,47.2)	(42.8,56.6)	(43.2,55.4)	(40.1,59.6)	(46.9,54.2)	(41.7,52.1)	(39.3,54.4)	(23.2,49.0)
No	52.6	62.6	57.1	50.3	50.7	50.2	49.5	53.2	53.2	65.0
	(48.0,57.2)	(57.6,67.3)	(52.8,61.2)	(43.4,57.2)	(44.6,56.8)	(40.4,59.9)	(45.9,53.1)	(47.9,58.3)	(45.6,60.7)	(51.0,76.8)

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 21.4***Members Who Encourage Their Children to Consider the Military: By Gender Within Paygrade***

21. When you talk with your children about their future, do you encourage them to consider the military?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	373,358	79,557	325,291	51,405	7,220	570	77,206	16,011	35,156	7,433
Not Responding on Item	5,124	1,586	5,181	818	228	24	600	139	1,112	174
Responding on Item	13,528	3,633	165,932	22,177	8,031	553	12,459	1,888	37,261	3,297
Yes	49.4	35.3	44.2	42.0	46.5	38.5	55.5	57.1	57.1	55.7
	(35.7,63.1)	(24.8,47.4)	(41.5,46.9)	(38.0,46.1)	(40.0,53.2)	(29.2,48.8)	(47.4,63.3)	(46.1,67.4)	(53.2,61.0)	(49.9,61.3)
No	50.6	64.8	55.8	58.0	53.5	61.5	44.5	42.9	42.9	44.3
	(36.9,64.3)	(52.6,75.2)	(53.1,58.5)	(53.9,62.0)	(46.8,60.0)	(51.2,70.9)	(36.7,52.6)	(32.6,53.9)	(39.0,46.8)	(38.7,50.1)

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22a.1***Attitude When Talking With Children About the Military, in General: By Service***

22a. When you talk with your children about their possible career choices, how positive or negative are you about . . . The military, in general?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	973,207	948,776	320,123	255,778	126,983	245,892	24,432
Not Responding on Item	13,551	13,257	3,520	4,815	2,810	2,113	294
Responding on Item	270,188	262,687	92,937	72,991	19,530	77,229	7,502
Very negative	3.3 (2.6,4.3)	3.3 (2.5,4.2)	4.2 (2.6,6.5)	3.0 (1.9,4.6)	4.0* (2.1,7.7)	2.2 (1.4,3.5)	6.1* (2.8,12.8)
Negative	7.2 (6.2,8.5)	7.2 (6.1,8.5)	6.8 (5.4,8.5)	9.2 (7.1,12.0)	3.7* (2.0,6.5)	6.6 (5.1,8.6)	8.2 (5.1,12.8)
Neither positive nor negative	30.8 (28.8,32.8)	30.9 (28.9,33.0)	33.7 (29.8,37.9)	30.4 (26.5,34.7)	28.4 (23.8,33.6)	28.5 (25.8,31.4)	27.3 (20.9,34.8)
Positive	43.6 (41.7,45.6)	43.5 (41.5,45.5)	40.3 (36.3,44.3)	42.2 (38.1,46.5)	47.6 (42.9,52.3)	47.5 (44.6,50.4)	50.0 (43.2,56.7)
Very positive	15.0 (13.7,16.5)	15.2 (13.8,16.7)	15.1 (12.7,17.8)	15.2 (12.7,18.1)	16.3 (12.8,20.5)	15.2 (13.1,17.5)	8.5 (5.5,12.9)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22a.2***Attitude When Talking With Children About the Military, in General: By Paygrade and Gender***

22a. When you talk with your children about their possible career choices, how positive or negative are you about . . . The military, in general?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	452,915	376,696	7,790	93,217	42,589	818,231	154,976
Not Responding on Item	6,847	5,033	168	686	815	10,899	2,652
Responding on Item	17,022	189,074	8,668	14,398	41,028	238,555	31,633
Very negative	11.2*	3.2	2.0*	1.6*	1.6*	3.2	4.4
	(6.1,19.6)	(2.4,4.3)	(0.9,4.4)	(0.5,4.7)	(0.8,3.3)	(2.4,4.2)	(2.7,7.1)
Negative	11.3*	7.5	8.3	6.8	4.1	7.2	7.4
	(5.7,21.2)	(6.3,8.9)	(5.6,12.2)	(3.9,11.7)	(2.9,5.7)	(6.0,8.6)	(6.2,8.9)
Neither positive nor negative	34.7	32.9	29.1	22.7	22.5	30.5	32.8
	(23.4,48.0)	(30.6,35.3)	(23.8,35.1)	(16.8,30.0)	(19.7,25.5)	(28.4,32.7)	(30.1,35.5)
Positive	35.9	41.8	49.6	47.0	52.8	44.1	40.3
	(25.4,48.0)	(39.5,44.2)	(43.8,55.3)	(39.8,54.4)	(49.1,56.5)	(41.9,46.3)	(37.5,43.0)
Very positive	7.0*	14.6	11.0	21.9	19.1	15.0	15.2
	(3.8,12.6)	(12.8,16.5)	(7.3,16.3)	(16.2,28.9)	(16.6,21.8)	(13.5,16.7)	(13.4,17.3)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22a.3**Attitude When Talking With Children About the Military, in General: By Gender Within Service**

22a. When you talk with your children about their possible career choices, how positive or negative are you about . . . The military, in general?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	269,392	50,731	216,272	39,506	118,488	8,495	192,744	53,148	21,335	3,097
Not Responding on Item	2,458	1,062	4,282	533	2,561	247	1,329	784	269	26
Responding on Item	79,682	13,255	65,444	7,547	18,563	967	67,879	9,350	6,987	515
Very negative	3.8	6.4*	3.1	2.3*	4.1*	1.8*	2.1	3.4	6.1*	5.6*
	(2.3,6.3)	(2.9,13.5)	(1.9,4.9)	(1.2,4.4)	(2.1,8.0)	(0.8,3.8)	(1.2,3.5)	(2.1,5.4)	(2.7,13.5)	(2.7,11.2)
Negative	6.5	8.7	9.4	7.9	3.5*	7.3	6.8	5.4	8.4	4.9*
	(5.0,8.5)	(6.5,11.5)	(6.9,12.6)	(5.0,12.1)	(1.8,6.6)	(4.1,12.6)	(5.1,9.0)	(3.8,7.6)	(5.1,13.4)	(2.4,9.9)
Neither positive nor negative	32.9	38.4	31.0	25.2	28.4	29.5	28.1	31.5	27.2	28.8
	(28.5,37.7)	(33.1,43.9)	(26.7,35.7)	(20.3,30.8)	(23.5,33.8)	(22.6,37.5)	(25.1,31.3)	(27.3,35.9)	(20.4,35.3)	(19.4,40.6)
Positive	41.0	35.5	41.9	44.4	47.6	48.2	48.2	42.4	50.1	47.8
	(36.6,45.6)	(31.2,40.1)	(37.3,46.8)	(36.8,52.3)	(42.6,52.6)	(38.1,58.4)	(45.0,51.4)	(37.9,47.0)	(43.0,57.3)	(33.7,62.3)
Very positive	15.7	11.1	14.6	20.2	16.5	13.3	14.9	17.4	8.2	12.9*
	(13.0,18.9)	(8.6,14.1)	(11.8,17.9)	(14.5,27.6)	(12.8,20.9)	(9.6,18.1)	(12.6,17.5)	(14.1,21.2)	(5.1,12.8)	(5.4,27.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22a.4***Attitude When Talking With Children About the Military, in General: By Gender Within Paygrade***

22a. When you talk with your children about their possible career choices, how positive or negative are you about . . . The military, in general?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	373,358	79,557	325,291	51,405	7,220	570	77,206	16,011	35,156	7,433
Not Responding on Item	5,239	1,610	4,259	774	155	13	563	124	684	131
Responding on Item	13,413	3,609	166,853	22,221	8,105	563	12,495	1,902	37,689	3,339
Very negative	10.0*	15.5*	3.2	3.5	2.0*	2.3*	1.8*	0.0	1.7*	1.1*
	(4.8,19.8)	(4.8,40.0)	(2.2,4.4)	(2.6,4.6)	(0.8,4.6)	(0.9,6.2)	(0.6,5.5)	(N/A,N/A)	(0.8,3.6)	(0.4,2.9)
Negative	12.4*	7.0*	7.4	8.3	8.5	6.5	7.1*	4.7*	4.1	3.8
	(5.6,25.2)	(3.5,13.4)	(6.1,9.0)	(6.7,10.1)	(5.6,12.7)	(3.9,10.6)	(3.8,12.8)	(1.9,10.8)	(2.8,5.9)	(2.3,6.3)
Neither positive nor negative	35.0	33.4	32.6	35.2	28.6	36.7	22.8	22.1	22.5	21.6
	(21.3,51.7)	(23.1,45.6)	(30.1,35.3)	(32.1,38.3)	(23.0,35.0)	(26.3,48.4)	(16.3,31.0)	(15.2,30.9)	(19.5,25.9)	(16.8,27.4)
Positive	36.7	33.0	42.3	38.5	49.9	44.5	45.5	56.9	53.1	49.7
	(23.8,51.8)	(22.1,46.0)	(39.6,45.0)	(35.6,41.5)	(43.8,56.0)	(35.5,53.8)	(37.5,53.7)	(47.4,65.9)	(49.0,57.1)	(44.3,55.1)
Very positive	5.9*	11.1*	14.5	14.6	11.1	10.1	22.7	16.4	18.7	23.7
	(2.6,12.9)	(5.8,20.3)	(12.5,16.9)	(12.2,17.4)	(7.2,16.8)	(6.8,14.8)	(16.2,30.9)	(10.4,24.8)	(16.0,21.6)	(19.1,29.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22b.1***Attitude When Talking With Children About Career Opportunities in the Military: By Service***

22b. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities in the military?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	973,207	948,776	320,123	255,778	126,983	245,892	24,432
Not Responding on Item	14,106	13,812	4,009	4,806	2,802	2,196	294
Responding on Item	269,633	262,131	92,448	73,000	19,537	77,146	7,502
Very negative	3.4 (2.6,4.4)	3.4 (2.6,4.4)	4.0 (2.6,6.4)	3.5 (2.2,5.5)	4.1* (2.2,7.7)	2.4 (1.6,3.6)	3.6* (1.7,7.7)
Negative	7.4 (6.4,8.6)	7.3 (6.3,8.5)	6.7 (5.2,8.5)	8.6 (6.4,11.4)	6.3 (3.9,10.1)	7.2 (5.6,9.3)	10.9 (6.6,17.4)
Neither positive nor negative	32.5 (30.5,34.6)	32.6 (30.6,34.8)	34.6 (30.4,39.0)	33.1 (29.3,37.1)	30.5 (25.8,35.7)	30.4 (27.5,33.5)	28.4 (22.6,35.1)
Positive	42.4 (40.5,44.4)	42.3 (40.3,44.3)	39.9 (35.8,44.1)	41.7 (38.0,45.5)	42.7 (37.8,47.8)	45.6 (42.5,48.8)	47.1 (40.8,53.5)
Very positive	14.2 (13.0,15.6)	14.3 (13.1,15.7)	14.9 (12.1,18.1)	13.1 (11.2,15.2)	16.4 (12.7,20.9)	14.4 (12.5,16.6)	9.9 (6.3,15.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22b.2***Attitude When Talking With Children About Career Opportunities in the Military: By Paygrade and Gender***

22b. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities in the military?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	452,915	376,696	7,790	93,217	42,589	818,231	154,976
Not Responding on Item	6,887	5,484	171	686	877	11,375	2,731
Responding on Item	16,982	188,624	8,664	14,398	40,966	238,079	31,554
Very negative	11.1*	3.4	3.1*	1.1*	1.3*	3.3	3.9
	(5.8,20.2)	(2.5,4.6)	(1.6,5.9)	(0.3,4.0)	(0.6,2.6)	(2.5,4.4)	(2.3,6.7)
Negative	12.8*	7.3	7.2	7.7	6.1	7.4	7.9
	(6.9,22.3)	(6.1,8.7)	(4.7,11.0)	(4.5,12.7)	(4.5,8.1)	(6.3,8.7)	(6.7,9.4)
Neither positive nor negative	30.3	34.9	31.0	24.8	25.4	32.3	33.8
	(21.5,40.8)	(32.3,37.6)	(25.3,37.3)	(19.6,30.9)	(22.6,28.3)	(30.1,34.7)	(31.0,36.8)
Positive	37.2	40.8	48.6	42.3	50.9	42.8	39.2
	(25.5,50.5)	(38.5,43.1)	(43.0,54.1)	(35.1,49.9)	(47.3,54.5)	(40.6,45.1)	(36.8,41.7)
Very positive	8.8	13.7	10.2	24.1	16.4	14.1	15.1
	(4.9,15.3)	(12.0,15.5)	(6.9,14.7)	(18.3,31.1)	(14.1,19.1)	(12.7,15.6)	(13.2,17.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22b.3***Attitude When Talking With Children About Career Opportunities in the Military: By Gender Within Service***

22b. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities in the military?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	269,392	50,731	216,272	39,506	118,488	8,495	192,744	53,148	21,335	3,097
Not Responding on Item	2,878	1,131	4,256	550	2,554	247	1,418	777	269	26
Responding on Item	79,262	13,186	65,471	7,530	18,570	967	67,789	9,357	6,987	515
Very negative	3.7	5.9*	3.6	2.6*	4.2*	2.1*	2.4	2.5	3.6*	4.0*
	(2.2,6.2)	(2.5,13.2)	(2.2,5.9)	(1.4,4.7)	(2.2,8.0)	(1.1,4.1)	(1.4,3.8)	(1.4,4.3)	(1.6,8.1)	(1.7,9.0)
Negative	6.4	8.3	8.8	7.3	6.2	7.8	7.1	8.1	11.2	7.2*
	(4.8,8.5)	(5.8,11.6)	(6.4,12.0)	(4.7,11.1)	(3.7,10.3)	(4.5,13.2)	(5.3,9.5)	(6.0,10.8)	(6.6,18.2)	(3.8,13.1)
Neither positive nor negative	33.8	39.3	33.9	26.4	30.5	30.5	30.2	32.2	27.8	37.2
	(29.1,38.8)	(33.8,45.1)	(29.9,38.1)	(19.7,34.5)	(25.6,36.0)	(23.8,38.2)	(26.8,33.7)	(28.1,36.5)	(21.7,34.8)	(23.8,52.8)
Positive	40.5	36.1	41.5	43.6	42.5	46.2	46.5	39.4	47.5	41.4
	(36.0,45.2)	(31.6,40.8)	(37.4,45.7)	(37.1,50.2)	(37.3,47.9)	(36.3,56.3)	(43.0,50.0)	(35.0,44.0)	(40.8,54.3)	(29.5,54.4)
Very positive	15.6	10.5	12.3	20.2	16.5	13.5	13.9	17.9	9.9	10.3*
	(12.5,19.3)	(7.9,13.7)	(10.2,14.7)	(14.3,27.7)	(12.7,21.2)	(9.7,18.5)	(11.8,16.4)	(15.0,21.1)	(6.1,15.7)	(3.6,26.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22b.4***Attitude When Talking With Children About Career Opportunities in the Military: By Gender Within Paygrade***

22b. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities in the military?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	373,358	79,557	325,291	51,405	7,220	570	77,206	16,011	35,156	7,433
Not Responding on Item	5,239	1,649	4,671	813	158	13	563	124	746	131
Responding on Item	13,413	3,569	166,442	22,182	8,102	563	12,495	1,902	37,627	3,339
Very negative	10.1*	14.8*	3.4	3.0	3.2*	1.5*	1.1*	0.9*	1.4*	0.7*
	(4.6,20.8)	(4.3,40.1)	(2.5,4.8)	(2.2,4.1)	(1.6,6.2)	(0.4,5.2)	(0.3,4.6)	(0.2,4.8)	(0.7,2.8)	(0.2,2.4)
Negative	13.6*	9.7*	7.2	8.1	7.3	6.2	7.7*	7.4*	6.1	5.7
	(6.6,26.0)	(5.3,17.1)	(5.8,8.8)	(6.6,9.8)	(4.6,11.4)	(3.8,10.0)	(4.2,13.8)	(3.7,14.5)	(4.4,8.4)	(3.8,8.5)
Neither positive nor negative	29.6	32.9	34.7	36.8	30.5	37.6	25.7	19.3	25.6	23.0
	(19.2,42.7)	(23.3,44.2)	(31.8,37.7)	(33.4,40.2)	(24.5,37.3)	(29.3,46.7)	(19.7,32.6)	(12.5,28.4)	(22.6,28.7)	(18.3,28.4)
Positive	39.0	30.3	41.1	38.3	48.6	47.8	41.5	48.2	51.1	48.8
	(24.6,55.6)	(21.3,41.1)	(38.5,43.8)	(35.3,41.3)	(42.7,54.5)	(38.7,57.1)	(33.2,50.2)	(39.8,56.6)	(47.2,54.9)	(43.6,54.1)
Very positive	7.8*	12.4	13.6	13.9	10.4	6.9	24.1	24.3	15.9	21.9
	(3.7,15.7)	(7.3,20.3)	(11.8,15.8)	(11.6,16.6)	(6.9,15.3)	(4.3,10.9)	(17.5,32.3)	(17.5,32.7)	(13.5,18.8)	(17.4,27.1)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22c.1***Attitude When Talking With Children About Serving in the Military, but Not as a Career: By Service***

22c. When you talk with your children about their possible career choices, how positive or negative are you about . . . Serving in the military, but not as a career?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	973,207	948,776	320,123	255,778	126,983	245,892	24,432
Not Responding on Item	14,485	14,172	3,783	4,852	2,752	2,785	313
Responding on Item	269,254	261,772	92,674	72,954	19,587	76,557	7,483
Very negative	3.1 (2.4,4.0)	3.1 (2.4,4.0)	3.5 (2.2,5.7)	3.5 (2.2,5.5)	4.5* (2.4,8.0)	1.9 (1.2,3.2)	2.9* (1.2,6.8)
Negative	5.9 (5.0,6.9)	5.8 (4.8,6.9)	5.7 (4.3,7.4)	5.8 (4.2,7.9)	6.3 (4.1,9.5)	5.7 (4.2,7.8)	10.0 (6.7,14.5)
Neither positive nor negative	40.8 (39.1,42.4)	40.6 (38.9,42.3)	38.7 (35.2,42.3)	40.9 (36.8,45.2)	38.4 (34.0,42.9)	43.1 (40.1,46.1)	47.4 (40.3,54.6)
Positive	38.9 (36.9,40.9)	39.0 (37.0,41.1)	40.7 (36.9,44.7)	39.3 (35.0,43.8)	36.8 (32.0,41.8)	37.3 (34.4,40.3)	32.8 (27.4,38.6)
Very positive	11.4 (10.0,12.9)	11.5 (10.1,13.1)	11.4 (8.8,14.5)	10.5 (8.4,13.0)	14.1 (11.1,17.8)	12.0 (9.8,14.7)	7.0 (4.4,11.0)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22c.2***Attitude When Talking With Children About Serving in the Military, but Not as a Career: By Paygrade and Gender***

22c. When you talk with your children about their possible career choices, how positive or negative are you about . . . Serving in the military, but not as a career?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	452,915	376,696	7,790	93,217	42,589	818,231	154,976
Not Responding on Item	6,847	5,500	226	707	1,205	11,686	2,799
Responding on Item	17,022	188,607	8,610	14,377	40,638	237,768	31,487
Very negative	9.1*	3.1	1.7*	1.8*	1.4*	3.0	4.1
	(4.1,19.0)	(2.4,4.1)	(0.7,4.2)	(0.5,5.6)	(0.7,2.7)	(2.3,3.9)	(2.4,6.9)
Negative	4.3*	6.3	7.6	5.7	4.1	5.7	7.2
	(2.0,9.1)	(5.2,7.8)	(4.9,11.6)	(3.3,9.6)	(2.9,5.6)	(4.7,6.9)	(6.0,8.7)
Neither positive nor negative	42.9	42.1	42.2	28.6	37.6	40.7	41.7
	(33.0,53.3)	(39.9,44.4)	(36.3,48.4)	(22.4,35.7)	(34.3,41.1)	(38.8,42.5)	(38.8,44.7)
Positive	34.9	37.2	38.3	49.8	44.6	39.1	36.6
	(24.6,46.8)	(34.8,39.6)	(32.5,44.4)	(41.9,57.7)	(41.0,48.3)	(36.9,41.4)	(34.2,39.1)
Very positive	8.9*	11.3	10.2	14.2	12.3	11.5	10.3
	(4.6,16.6)	(9.6,13.2)	(7.1,14.5)	(9.7,20.3)	(10.2,14.8)	(10.0,13.3)	(8.7,12.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22c.3***Attitude When Talking With Children About Serving in the Military, but Not as a Career: By Gender Within Service***

22c. When you talk with your children about their possible career choices, how positive or negative are you about . . . Serving in the military, but not as a career?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	269,392	50,731	216,272	39,506	118,488	8,495	192,744	53,148	21,335	3,097
Not Responding on Item	2,654	1,129	4,320	532	2,498	253	1,930	855	284	30
Responding on Item	79,486	13,188	65,406	7,548	18,626	961	67,278	9,279	6,972	511
Very negative	3.2	5.3*	3.6	3.1	4.6*	2.4*	1.7*	3.3	2.7*	5.6*
	(1.9,5.4)	(2.1,13.0)	(2.2,5.8)	(1.7,5.3)	(2.5,8.3)	(1.1,4.9)	(0.9,3.2)	(2.0,5.4)	(1.0,7.2)	(2.7,11.3)
Negative	5.2	8.3	5.8	5.8	6.3	6.9*	5.5	7.1	10.3	4.9*
	(3.8,7.2)	(5.9,11.5)	(4.1,8.1)	(3.5,9.4)	(4.0,9.7)	(3.8,12.3)	(3.9,7.9)	(5.1,9.7)	(6.9,15.2)	(2.4,9.9)
Neither positive nor negative	38.4	40.8	40.8	42.3	38.2	42.1	43.2	42.4	47.7	43.8
	(34.4,42.5)	(36.1,45.7)	(36.5,45.2)	(34.8,50.1)	(33.6,43.0)	(32.1,52.8)	(39.9,46.5)	(37.6,47.2)	(40.1,55.4)	(30.8,57.8)
Positive	41.6	35.8	39.3	39.2	36.6	39.4	37.5	35.9	32.9	30.6
	(37.3,46.0)	(31.6,40.1)	(34.6,44.2)	(32.2,46.6)	(31.6,41.9)	(31.0,48.5)	(34.2,40.9)	(31.4,40.6)	(27.3,39.1)	(19.7,44.3)
Very positive	11.6	9.8	10.6	9.7	14.4	9.2	12.1	11.4	6.4	15.0*
	(8.7,15.4)	(6.9,13.7)	(8.3,13.5)	(7.1,13.2)	(11.2,18.2)	(6.1,13.5)	(9.7,15.1)	(9.2,14.2)	(3.8,10.5)	(4.6,39.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22c.4***Attitude When Talking With Children About Serving in the Military, but Not as a Career: By Gender Within Paygrade***

22c. When you talk with your children about their possible career choices, how positive or negative are you about . . . Serving in the military, but not as a career?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	373,358	79,557	325,291	51,405	7,220	570	77,206	16,011	35,156	7,433
Not Responding on Item	5,239	1,610	4,641	859	208	18	563	145	1,036	169
Responding on Item	13,413	3,609	166,471	22,136	8,051	559	12,495	1,882	37,337	3,302
Very negative	7.6*	14.3*	3.1	3.3	1.8*	0.9*	1.9*	0.9*	1.5*	0.7*
	(2.7,19.8)	(4.0,39.8)	(2.3,4.2)	(2.5,4.4)	(0.7,4.5)	(0.3,2.9)	(0.5,6.4)	(0.2,4.9)	(0.7,3.0)	(0.3,2.1)
Negative	3.7*	6.8*	6.2	7.6	7.6	6.9	5.6*	6.4*	3.9	5.6
	(1.2,10.4)	(3.2,14.1)	(4.8,7.8)	(6.1,9.4)	(4.8,11.9)	(4.2,11.2)	(3.1,9.9)	(2.9,13.3)	(2.7,5.7)	(3.7,8.4)
Neither positive nor negative	44.4	37.1	41.9	43.6	42.4	40.0	27.7	34.6	37.6	38.6
	(32.0,57.6)	(26.7,48.8)	(39.4,44.5)	(40.2,47.1)	(36.1,49.0)	(31.5,49.3)	(20.9,35.6)	(25.6,44.8)	(33.9,41.3)	(33.5,44.0)
Positive	35.2	33.8	37.4	35.2	38.2	40.1	49.9	49.0	44.8	41.9
	(22.4,50.5)	(23.4,46.0)	(34.7,40.2)	(32.2,38.3)	(32.1,44.6)	(30.3,50.7)	(41.1,58.7)	(39.6,58.4)	(40.9,48.9)	(36.7,47.3)
Very positive	9.1*	8.1*	11.4	10.3	10.1	12.1	14.9	9.2*	12.2	13.2
	(4.1,19.1)	(4.3,14.7)	(9.5,13.6)	(8.2,12.9)	(6.8,14.8)	(8.4,17.1)	(10.0,21.7)	(4.4,18.4)	(10.0,14.9)	(9.7,17.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22d.1***Attitude When Talking With Children About Part-Time (National Guard/Reserve) Opportunities in the Military: By Service***

22d. When you talk with your children about their possible career choices, how positive or negative are you about . . . Part-time (National Guard/Reserve) opportunities in the military?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	973,207	948,776	320,123	255,778	126,983	245,892	24,432
Not Responding on Item	14,108	13,810	4,036	4,897	2,737	2,142	298
Responding on Item	269,631	262,133	92,421	72,909	19,603	77,200	7,498
Very negative	6.3 (5.4,7.3)	6.4 (5.4,7.4)	8.0 (6.2,10.2)	6.1 (4.6,8.0)	8.4 (5.3,13.1)	4.2 (3.0,5.7)	3.4* (1.6,7.1)
Negative	11.9 (10.6,13.2)	11.8 (10.6,13.2)	12.3 (10.4,14.6)	11.9 (9.9,14.4)	15.9 (12.7,19.7)	10.0 (8.2,12.1)	13.9 (9.8,19.4)
Neither positive nor negative	50.2 (48.4,52.0)	50.2 (48.3,52.0)	41.8 (37.8,45.9)	55.0 (51.1,58.8)	49.2 (43.9,54.5)	55.9 (52.6,59.2)	52.0 (45.2,58.8)
Positive	25.0 (23.2,26.8)	25.0 (23.2,26.9)	29.1 (25.6,32.9)	21.9 (18.4,26.0)	19.4 (15.1,24.5)	24.3 (22.0,26.8)	24.4 (19.0,30.6)
Very positive	6.7 (5.7,7.8)	6.7 (5.7,7.9)	8.8 (6.6,11.6)	5.1 (3.3,7.6)	7.1 (5.0,10.1)	5.6 (4.4,7.3)	6.2 (3.6,10.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22d.2***Attitude When Talking With Children About Part-Time (National Guard/Reserve) Opportunities in the Military: By Paygrade and Gender***

22d. When you talk with your children about their possible career choices, how positive or negative are you about . . . Part-time (National Guard/Reserve) opportunities in the military?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	452,915	376,696	7,790	93,217	42,589	818,231	154,976
Not Responding on Item	6,836	5,515	173	707	876	11,303	2,805
Responding on Item	17,033	188,592	8,663	14,377	40,966	238,151	31,481
Very negative	9.1*	6.6	5.1	5.2*	4.2	6.4	5.5
	(4.7,16.7)	(5.6,7.9)	(2.9,8.6)	(2.7,9.7)	(2.9,6.1)	(5.4,7.5)	(3.7,8.2)
Negative	7.7*	12.2	14.8	10.4	11.7	12.1	9.8
	(3.6,15.4)	(10.7,14.0)	(11.2,19.4)	(6.9,15.3)	(9.5,14.3)	(10.8,13.6)	(8.4,11.3)
Neither positive nor negative	30.1	51.6	49.6	45.1	54.4	50.7	46.8
	(21.8,40.0)	(49.2,53.9)	(43.3,55.9)	(37.6,52.8)	(50.7,58.0)	(48.7,52.7)	(43.8,49.8)
Positive	41.9	23.1	26.9	33.4	23.3	24.4	29.3
	(32.2,52.2)	(21.1,25.1)	(21.5,33.1)	(26.7,41.0)	(20.5,26.4)	(22.4,26.4)	(26.4,32.3)
Very positive	11.3*	6.5	3.6*	5.9	6.4	6.4	8.6
	(6.1,20.0)	(5.4,7.9)	(1.9,6.8)	(3.3,10.4)	(4.7,8.6)	(5.4,7.7)	(6.8,10.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22d.3***Attitude When Talking With Children About Part-Time (National Guard/Reserve) Opportunities in the Military: By Gender Within Service***

22d. When you talk with your children about their possible career choices, how positive or negative are you about . . . Part-time (National Guard/Reserve) opportunities in the military?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	269,392	50,731	216,272	39,506	118,488	8,495	192,744	53,148	21,335	3,097
Not Responding on Item	2,876	1,160	4,363	534	2,483	252	1,313	830	269	29
Responding on Item	79,264	13,157	65,364	7,546	18,641	962	67,895	9,305	6,987	511
Very negative	8.2 (6.3,10.5)	6.7* (3.1,13.8)	6.4 (4.7,8.5)	4.0 (2.4,6.5)	8.6 (5.4,13.5)	5.0 (2.9,8.3)	4.0 (2.7,5.8)	5.2 (3.6,7.5)	3.3* (1.4,7.3)	5.6* (2.7,11.3)
Negative	12.4 (10.1,15.1)	12.1 (9.7,14.9)	12.4 (10.2,15.1)	7.5 (5.0,11.2)	16.2 (12.9,20.2)	10.4 (6.8,15.7)	10.2 (8.2,12.6)	8.4 (6.2,11.3)	14.4 (10.0,20.3)	7.8 (4.4,13.5)
Neither positive nor negative	41.8 (37.3,46.3)	42.2 (37.3,47.2)	55.5 (51.3,59.6)	50.5 (43.7,57.2)	49.3 (43.9,54.8)	46.9 (37.2,56.8)	56.6 (53.0,60.2)	50.8 (45.0,56.7)	53.0 (45.7,60.2)	38.4 (27.0,51.2)
Positive	28.7 (24.7,33.0)	31.7 (27.0,36.8)	21.3 (17.3,25.9)	27.6 (22.5,33.4)	18.9 (14.6,24.0)	29.3 (18.7,42.8)	23.9 (21.4,26.6)	27.2 (22.6,32.2)	23.8 (18.2,30.5)	31.6 (20.7,45.1)
Very positive	9.0 (6.6,12.3)	7.4 (5.3,10.1)	4.4 (2.9,6.8)	10.4* (5.5,19.0)	7.1 (4.8,10.2)	8.5 (5.1,13.8)	5.3 (3.8,7.2)	8.5 (6.3,11.3)	5.5* (2.9,10.1)	16.6* (5.9,38.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22d.4***Attitude When Talking With Children About Part-Time (National Guard/Reserve) Opportunities in the Military: By Gender Within Paygrade***

22d. When you talk with your children about their possible career choices, how positive or negative are you about . . . Part-time (National Guard/Reserve) opportunities in the military?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	373,358	79,557	325,291	51,405	7,220	570	77,206	16,011	35,156	7,433
Not Responding on Item	5,200	1,637	4,698	817	159	13	563	145	684	193
Responding on Item	13,452	3,581	166,415	22,178	8,100	563	12,495	1,882	37,689	3,278
Very negative	7.3*	15.5*	6.9	4.5	5.3	1.7*	5.0*	6.0*	4.4	2.3*
	(3.3,15.5)	(4.8,40.1)	(5.7,8.3)	(3.4,5.8)	(3.0,9.1)	(0.7,4.2)	(2.3,10.6)	(2.7,12.8)	(3.0,6.5)	(1.2,4.3)
Negative	7.6*	7.8*	12.5	10.1	15.3	7.9	10.5	9.7	11.9	9.9
	(3.1,17.6)	(3.8,15.6)	(10.8,14.4)	(8.6,11.9)	(11.5,20.2)	(4.9,12.3)	(6.7,16.0)	(5.4,16.8)	(9.5,14.7)	(7.1,13.6)
Neither positive nor negative	28.3	37.2	52.1	48.0	49.2	55.6	46.9	32.9	54.2	55.9
	(18.5,40.6)	(27.1,48.5)	(49.5,54.6)	(44.3,51.7)	(42.4,56.0)	(46.8,63.9)	(38.6,55.5)	(24.5,42.7)	(50.4,58.0)	(50.0,61.7)
Positive	45.3	29.0	22.3	28.8	26.7	30.1	32.5	39.5	23.0	26.8
	(33.5,57.7)	(19.6,40.6)	(20.1,24.6)	(25.5,32.4)	(21.0,33.4)	(22.7,38.7)	(24.8,41.3)	(30.8,48.9)	(20.0,26.3)	(21.9,32.3)
Very positive	11.5*	10.4	6.3	8.7	3.5*	4.8	5.0*	12.0*	6.5	5.1
	(5.5,22.7)	(6.0,17.5)	(5.0,7.7)	(6.5,11.4)	(1.7,7.1)	(2.8,8.2)	(2.4,10.5)	(6.5,21.0)	(4.7,9.0)	(3.3,8.0)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22e.1***Attitude When Talking With Children About Career Opportunities as a Civilian Federal Government Employee: By Service***

22e. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities as a civilian federal government employee?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	973,207	948,776	320,123	255,778	126,983	245,892	24,432
Not Responding on Item	14,141	13,843	3,751	4,884	2,734	2,474	298
Responding on Item	269,598	262,100	92,706	72,922	19,605	76,868	7,498
Very negative	1.6 (1.2,2.1)	1.6 (1.2,2.1)	1.4* (0.7,2.5)	1.4 (0.8,2.4)	3.4* (1.7,6.7)	1.6 (0.9,2.7)	2.6* (0.9,7.1)
Negative	4.4 (3.8,5.2)	4.3 (3.7,5.1)	3.2 (2.4,4.3)	5.6 (4.1,7.5)	5.2 (3.4,8.0)	4.3 (3.1,5.9)	8.0 (5.0,12.6)
Neither positive nor negative	47.4 (45.5,49.3)	47.2 (45.3,49.2)	38.8 (35.1,42.7)	50.2 (46.4,54.1)	45.3 (39.5,51.1)	55.0 (51.4,58.5)	54.2 (46.6,61.5)
Positive	34.9 (32.9,37.0)	35.1 (33.1,37.3)	39.7 (35.7,43.9)	33.3 (29.6,37.3)	35.2 (29.1,41.8)	31.3 (27.8,35.0)	27.8 (22.8,33.4)
Very positive	11.6 (10.5,12.9)	11.8 (10.6,13.1)	16.9 (14.2,20.0)	9.5 (7.6,11.9)	11.0 (8.2,14.6)	7.9 (6.4,9.7)	7.5* (3.4,15.7)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22e.2***Attitude When Talking With Children About Career Opportunities as a Civilian Federal Government Employee: By Paygrade and Gender***

22e. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities as a civilian federal government employee?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	452,915	376,696	7,790	93,217	42,589	818,231	154,976
Not Responding on Item	6,847	5,530	193	707	864	11,370	2,772
Responding on Item	17,022	188,578	8,643	14,377	40,979	238,084	31,514
Very negative	1.5*	1.5	0.2*	1.6*	2.7	1.7	1.2
	(0.4,6.2)	(1.0,2.1)	(0.1,1.1)	(0.6,4.1)	(1.6,4.4)	(1.2,2.2)	(0.8,2.0)
Negative	0.7*	3.3	5.7	6.2	10.2	4.5	4.2
	(0.3,1.8)	(2.6,4.2)	(3.5,9.2)	(3.7,10.2)	(8.2,12.7)	(3.7,5.3)	(3.3,5.3)
Neither positive nor negative	31.0	47.0	51.6	50.0	54.4	47.8	44.8
	(22.3,41.4)	(44.8,49.2)	(45.6,57.5)	(41.4,58.6)	(50.9,57.9)	(45.7,49.9)	(41.8,47.8)
Positive	51.8	35.2	34.5	35.2	26.5	35.1	33.6
	(41.7,61.8)	(32.9,37.6)	(29.1,40.4)	(28.0,43.3)	(23.0,30.2)	(32.9,37.4)	(30.6,36.7)
Very positive	15.0	13.0	8.0	7.0	6.2	11.0	16.2
	(9.2,23.4)	(11.5,14.8)	(5.1,12.4)	(4.2,11.4)	(4.6,8.3)	(9.8,12.4)	(13.7,19.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22e.3**Attitude When Talking With Children About Career Opportunities as a Civilian Federal Government Employee: By Gender Within Service**

22e. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities as a civilian federal government employee?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	269,392	50,731	216,272	39,506	118,488	8,495	192,744	53,148	21,335	3,097
Not Responding on Item	2,636	1,115	4,336	548	2,483	250	1,645	829	269	30
Responding on Item	79,504	13,202	65,390	7,532	18,641	964	67,562	9,305	6,987	511
Very negative	1.5*	0.7*	1.4*	1.1*	3.4*	2.8	1.6	1.8*	2.6*	3.0*
	(0.8,2.9)	(0.3,1.9)	(0.8,2.5)	(0.5,2.4)	(1.6,6.9)	(1.6,5.0)	(0.9,2.7)	(1.0,3.4)	(0.8,7.5)	(1.2,7.4)
Negative	3.2	3.4	5.6	5.5	5.2	4.9*	4.3	3.9	8.1	7.4*
	(2.2,4.5)	(2.3,5.1)	(4.0,7.7)	(3.5,8.6)	(3.3,8.2)	(2.3,10.1)	(3.0,6.2)	(2.6,5.8)	(4.9,13.0)	(3.9,13.7)
Neither positive nor negative	38.9	38.6	50.5	47.9	44.8	53.9	55.6	50.2	55.0	42.4
	(34.6,43.3)	(33.9,43.6)	(46.3,54.7)	(41.4,54.4)	(38.8,51.0)	(44.9,62.8)	(51.6,59.7)	(45.7,54.7)	(46.9,62.9)	(29.3,56.5)
Positive	40.3	36.2	33.2	34.3	35.7	24.3	31.4	30.6	27.7	28.1
	(35.7,45.1)	(31.4,41.2)	(29.1,37.6)	(27.8,41.4)	(29.3,42.7)	(18.3,31.4)	(27.5,35.5)	(26.4,35.1)	(22.4,33.8)	(19.0,39.6)
Very positive	16.2	21.1	9.3	11.2	10.8	14.1	7.1	13.5	6.7*	19.1*
	(13.2,19.8)	(16.0,27.3)	(7.2,11.9)	(8.0,15.6)	(7.9,14.6)	(9.7,20.2)	(5.5,9.2)	(10.4,17.4)	(2.6,16.0)	(7.8,39.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22e.4***Attitude When Talking With Children About Career Opportunities as a Civilian Federal Government Employee: By Gender Within Paygrade***

22e. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities as a civilian federal government employee?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	373,358	79,557	325,291	51,405	7,220	570	77,206	16,011	35,156	7,433
Not Responding on Item	5,239	1,610	4,710	820	175	18	563	145	684	180
Responding on Item	13,413	3,609	166,403	22,175	8,084	559	12,495	1,882	37,689	3,290
Very negative	1.5*	1.8*	1.5	1.2	0.2*	0.4*	1.7*	0.7*	2.8	1.4*
	(0.3,8.2)	(0.5,6.5)	(1.0,2.2)	(0.7,1.9)	(0.0,1.2)	(0.1,2.1)	(0.6,4.6)	(0.1,3.8)	(1.7,4.7)	(0.7,3.0)
Negative	0.0	3.3*	3.3	3.7	5.7	4.8*	6.0*	7.3*	10.5	6.3
	(N/A,N/A)	(1.3,8.2)	(2.5,4.3)	(2.6,5.3)	(3.4,9.5)	(2.7,8.6)	(3.3,10.7)	(3.5,14.6)	(8.3,13.3)	(4.3,9.1)
Neither positive nor negative	30.7	32.4	47.2	45.5	51.7	49.2	51.9	37.1	54.2	57.2
	(20.1,43.7)	(23.1,43.2)	(44.8,49.6)	(42.0,49.0)	(45.4,58.0)	(39.8,58.7)	(42.3,61.4)	(27.2,48.2)	(50.4,58.0)	(51.0,63.2)
Positive	56.5	34.5	35.4	34.2	34.6	32.9	34.1	42.9	26.7	23.3
	(44.5,67.8)	(24.1,46.5)	(32.9,38.0)	(30.6,38.0)	(28.9,40.9)	(25.7,41.1)	(26.2,43.0)	(33.3,53.0)	(23.0,30.9)	(19.1,28.1)
Very positive	11.4*	28.1*	12.7	15.4	7.7	12.6	6.2*	12.0	5.7	11.8
	(5.9,20.9)	(14.9,46.6)	(11.1,14.6)	(13.1,18.2)	(4.6,12.5)	(8.3,18.7)	(3.3,11.5)	(6.8,20.3)	(4.0,8.1)	(8.2,16.6)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22f.1***Attitude When Talking With Children About Career Opportunities in the Civilian Sector: By Service***

22f. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities in the civilian sector?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	973,207	948,776	320,123	255,778	126,983	245,892	24,432
Not Responding on Item	14,528	14,210	3,950	5,166	2,732	2,364	318
Responding on Item	269,212	261,733	92,508	72,640	19,607	76,979	7,478
Very negative	0.6 (0.4,1.0)	0.6 (0.4,1.0)	0.7* (0.3,1.8)	0.4* (0.2,0.9)	1.7* (0.5,5.6)	0.3* (0.1,0.9)	0.8* (0.2,4.7)
Negative	1.5 (1.1,2.0)	1.5 (1.1,2.0)	1.7* (1.0,3.2)	1.4 (0.8,2.2)	1.9* (0.8,4.4)	1.1* (0.6,2.1)	2.3* (0.9,5.6)
Neither positive nor negative	26.5 (24.9,28.2)	26.4 (24.7,28.1)	22.4 (19.4,25.6)	26.3 (22.8,30.0)	27.2 (22.7,32.3)	31.1 (28.1,34.2)	30.8 (25.2,37.0)
Positive	47.6 (45.7,49.5)	47.6 (45.6,49.6)	46.7 (43.1,50.4)	49.6 (45.9,53.4)	48.7 (43.2,54.1)	46.5 (43.2,49.7)	48.9 (41.3,56.5)
Very positive	23.8 (22.0,25.7)	24.0 (22.1,26.0)	28.4 (24.7,32.4)	22.3 (19.1,25.9)	20.5 (16.4,25.3)	21.1 (19.0,23.5)	17.2 (12.3,23.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22f.2***Attitude When Talking With Children About Career Opportunities in the Civilian Sector: By Paygrade and Gender***

22f. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities in the civilian sector?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	452,915	376,696	7,790	93,217	42,589	818,231	154,976
Not Responding on Item	6,853	5,758	205	707	1,004	11,721	2,807
Responding on Item	17,016	188,350	8,630	14,377	40,839	237,733	31,479
Very negative	1.6*	0.6	0.0	0.0	0.4*	0.6	0.6*
	(0.4,6.2)	(0.4,1.1)	(N/A,N/A)	(N/A,N/A)	(0.2,1.3)	(0.3,1.0)	(0.3,1.3)
Negative	0.4*	1.7	0.9*	1.9*	0.8*	1.4	2.2
	(0.1,1.4)	(1.2,2.5)	(0.3,2.7)	(0.8,4.7)	(0.4,1.7)	(1.0,2.0)	(1.5,3.2)
Neither positive nor negative	22.3	27.0	22.5	24.7	27.3	26.4	27.5
	(15.5,31.1)	(25.1,29.1)	(17.5,28.6)	(18.8,31.8)	(24.2,30.6)	(24.6,28.2)	(24.6,30.5)
Positive	46.0	46.3	53.9	49.0	52.6	48.3	42.9
	(37.0,55.3)	(43.7,48.9)	(46.7,61.0)	(41.7,56.3)	(49.2,56.0)	(46.1,50.4)	(40.0,45.9)
Very positive	29.7	24.3	22.7	24.4	18.9	23.4	26.8
	(21.5,39.4)	(22.2,26.6)	(17.7,28.5)	(18.5,31.5)	(15.7,22.5)	(21.4,25.6)	(24.0,29.8)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22f.3***Attitude When Talking With Children About Career Opportunities in the Civilian Sector: By Gender Within Service***

22f. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities in the civilian sector?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	269,392	50,731	216,272	39,506	118,488	8,495	192,744	53,148	21,335	3,097
Not Responding on Item	2,759	1,191	4,602	564	2,483	247	1,590	773	286	31
Responding on Item	79,381	13,126	65,124	7,516	18,641	967	67,618	9,361	6,970	509
Very negative	0.8*	0.5*	0.4*	1.2*	1.7*	0.0	0.2*	0.5*	0.9*	0.0
	(0.3,2.0)	(0.1,1.9)	(0.1,0.9)	(0.5,2.8)	(0.5,5.9)	(N/A,N/A)	(0.1,1.0)	(0.2,1.4)	(0.2,5.1)	(N/A,N/A)
Negative	1.8*	1.6*	1.1*	3.7	1.9*	3.5*	1.0*	1.6*	2.3*	2.9*
	(0.9,3.5)	(0.9,2.9)	(0.6,2.1)	(2.1,6.4)	(0.8,4.5)	(1.3,8.9)	(0.5,2.2)	(0.8,3.1)	(0.9,5.9)	(1.1,7.0)
Neither positive nor negative	22.0	24.7	25.7	31.3	27.1	30.4	31.5	28.0	31.2	26.2
	(18.7,25.7)	(20.7,29.1)	(21.9,29.8)	(24.8,38.6)	(22.3,32.5)	(20.0,43.2)	(28.2,35.0)	(24.3,32.1)	(25.2,37.8)	(18.2,36.2)
Positive	47.7	40.7	50.2	45.0	49.2	38.7	46.7	45.1	49.6	39.1
	(43.6,51.9)	(35.9,45.7)	(46.0,54.4)	(38.3,51.8)	(43.4,54.9)	(30.9,47.2)	(43.1,50.2)	(40.8,49.4)	(41.5,57.7)	(27.4,52.3)
Very positive	27.7	32.5	22.7	18.9	20.2	27.5	20.6	24.8	16.1	31.8
	(23.6,32.3)	(27.5,37.9)	(19.2,26.7)	(15.1,23.4)	(15.9,25.2)	(21.0,35.1)	(18.3,23.2)	(20.8,29.4)	(11.1,22.8)	(18.9,48.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22f.4***Attitude When Talking With Children About Career Opportunities in the Civilian Sector: By Gender Within Paygrade***

22f. When you talk with your children about their possible career choices, how positive or negative are you about . . . Career opportunities in the civilian sector?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	373,358	79,557	325,291	51,405	7,220	570	77,206	16,011	35,156	7,433
Not Responding on Item	5,239	1,616	4,884	874	192	13	563	145	845	159
Responding on Item	13,413	3,603	166,229	22,121	8,068	563	12,495	1,882	37,528	3,311
Very negative	1.5*	1.9*	0.6*	0.6*	0.0	0.0	0.0	0.0	0.5*	0.0
	(0.3,8.2)	(0.5,6.8)	(0.3,1.1)	(0.3,1.2)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(0.2,1.4)	(N/A,N/A)
Negative	0.0	2.1*	1.7	2.1	0.8*	2.9*	1.4*	5.8*	0.8*	0.9*
	(N/A,N/A)	(0.7,6.2)	(1.1,2.5)	(1.3,3.5)	(0.2,2.8)	(1.4,6.1)	(0.4,5.0)	(2.6,12.3)	(0.4,1.7)	(0.3,2.7)
Neither positive nor negative	20.4	29.5	26.9	27.7	23.0	15.7	24.6	25.4	27.4	26.5
	(12.5,31.6)	(20.7,40.0)	(24.7,29.2)	(24.6,31.1)	(17.6,29.5)	(11.5,21.2)	(18.1,32.5)	(17.7,35.1)	(24.0,31.0)	(21.6,31.9)
Positive	47.8	39.2	46.9	41.8	53.7	56.9	49.5	45.3	52.8	50.7
	(37.0,58.9)	(28.0,51.7)	(44.1,49.8)	(38.3,45.5)	(45.9,61.2)	(49.0,64.5)	(41.4,57.7)	(35.5,55.4)	(49.2,56.4)	(45.0,56.3)
Very positive	30.3	27.4*	23.9	27.8	22.5	24.4	24.5	23.5	18.6	22.0
	(20.6,42.2)	(14.5,45.7)	(21.5,26.4)	(24.8,31.0)	(17.3,28.8)	(18.8,31.0)	(18.0,32.4)	(15.4,34.0)	(15.2,22.5)	(17.7,26.9)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22g.1***Attitude When Talking With Children About Seeking a College Education: By Service***

22g. When you talk with your children about their possible career choices, how positive or negative are you about . . . Seeking a college education?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	973,207	948,776	320,123	255,778	126,983	245,892	24,432
Not Responding on Item	13,509	13,181	3,520	4,853	2,732	2,077	328
Responding on Item	270,230	262,763	92,937	72,953	19,607	77,265	7,468
Very negative	0.4* (0.2,0.8)	0.4* (0.2,0.8)	0.6* (0.2,1.8)	0.1* (0.0,0.6)	1.4* (0.4,5.6)	0.2* (0.0,0.9)	0.8* (0.2,4.7)
Negative	0.2* (0.1,0.4)	0.2* (0.1,0.4)	0.3* (0.1,1.1)	0.1* (0.0,0.4)	0.1* (0.0,0.2)	0.1* (0.0,0.2)	0.0 (N/A,N/A)
Neither positive nor negative	3.6 (2.9,4.4)	3.5 (2.9,4.3)	2.3 (1.5,3.5)	3.9 (2.4,6.2)	3.2* (1.5,6.7)	4.7 (3.3,6.6)	5.4* (2.4,11.9)
Positive	18.2 (16.5,20.0)	18.1 (16.3,20.0)	17.4 (14.6,20.5)	20.4 (16.9,24.4)	15.2 (11.9,19.2)	17.5 (15.1,20.2)	21.1 (16.2,27.0)
Very positive	77.7 (75.8,79.4)	77.8 (75.9,79.7)	79.4 (76.3,82.2)	75.5 (71.4,79.1)	80.1 (75.2,84.3)	77.5 (74.4,80.3)	72.6 (66.0,78.4)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22g.2**Attitude When Talking With Children About Seeking a College Education: By Paygrade and Gender**

22g. When you talk with your children about their possible career choices, how positive or negative are you about . . . Seeking a college education?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	452,915	376,696	7,790	93,217	42,589	818,231	154,976
Not Responding on Item	6,885	4,989	142	686	806	10,840	2,669
Responding on Item	16,984	189,118	8,694	14,398	41,037	238,613	31,617
Very negative	1.6*	0.4*	0.0	0.5*	0.2*	0.4*	0.4*
	(0.4,6.3)	(0.2,1.0)	(N/A,N/A)	(0.1,2.9)	(0.0,0.9)	(0.2,0.9)	(0.2,1.0)
Negative	0.2*	0.2*	0.0	0.3*	0.0*	0.1*	0.6*
	(0.0,1.2)	(0.1,0.5)	(N/A,N/A)	(0.1,1.0)	(0.0,0.1)	(0.0,0.4)	(0.3,1.2)
Neither positive nor negative	8.6*	3.8	2.7*	0.3*	1.7*	3.7	3.1
	(4.7,15.4)	(3.1,4.7)	(1.3,5.4)	(0.1,1.0)	(0.9,3.2)	(3.0,4.5)	(2.2,4.2)
Positive	17.3	20.0	18.3	17.3	10.3	18.8	13.6
	(9.5,29.5)	(17.9,22.3)	(13.7,24.0)	(11.8,24.7)	(8.2,13.0)	(16.9,20.8)	(11.3,16.4)
Very positive	72.3	75.6	79.0	81.7	87.8	77.1	82.4
	(59.0,82.5)	(73.4,77.6)	(73.0,83.9)	(74.4,87.2)	(84.9,90.2)	(75.0,79.0)	(79.7,84.8)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22g.3**Attitude When Talking With Children About Seeking a College Education: By Gender Within Service**

22g. When you talk with your children about their possible career choices, how positive or negative are you about . . . Seeking a college education?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	269,392	50,731	216,272	39,506	118,488	8,495	192,744	53,148	21,335	3,097
Not Responding on Item	2,458	1,062	4,313	540	2,483	247	1,283	794	303	26
Responding on Item	79,682	13,255	65,413	7,540	18,641	967	67,925	9,340	6,953	515
Very negative	0.6*	0.7*	0.1*	0.4*	1.5*	0.0	0.2*	0.0	0.9*	0.0
	(0.1,2.1)	(0.3,2.2)	(0.0,0.6)	(0.1,1.8)	(0.4,5.8)	(N/A,N/A)	(0.1,1.0)	(N/A,N/A)	(0.2,5.1)	(N/A,N/A)
Negative	0.3*	0.2*	0.0	1.3*	0.0	1.0*	0.0	0.6*	0.0	0.0
	(0.1,1.2)	(0.0,0.9)	(N/A,N/A)	(0.4,3.9)	(N/A,N/A)	(0.3,3.9)	(N/A,N/A)	(0.2,1.7)	(N/A,N/A)	(N/A,N/A)
Neither positive nor negative	2.1	3.4	4.0	3.3*	3.3*	2.3*	5.0	2.5	5.6*	3.4*
	(1.3,3.6)	(2.1,5.4)	(2.4,6.5)	(1.8,6.0)	(1.5,7.0)	(1.1,4.9)	(3.5,7.2)	(1.4,4.3)	(2.4,12.6)	(1.5,7.6)
Positive	18.3	12.1	20.7	17.7	14.8	22.9	18.3	11.7	21.8	11.6
	(15.0,22.0)	(8.6,16.6)	(16.9,25.0)	(12.1,25.3)	(11.4,18.9)	(12.5,38.3)	(15.6,21.3)	(8.8,15.3)	(16.6,28.2)	(7.1,18.4)
Very positive	78.7	83.7	75.2	77.3	80.5	73.8	76.5	85.3	71.7	85.1
	(75.1,81.9)	(79.1,87.4)	(70.8,79.2)	(70.3,83.1)	(75.3,84.8)	(59.4,84.4)	(73.0,79.6)	(81.6,88.4)	(64.6,77.8)	(77.1,90.6)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 22g.4***Attitude When Talking With Children About Seeking a College Education: By Gender Within Paygrade***

22g. When you talk with your children about their possible career choices, how positive or negative are you about . . . Seeking a college education?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	373,358	79,557	325,291	51,405	7,220	570	77,206	16,011	35,156	7,433
Not Responding on Item	5,239	1,648	4,227	762	128	13	563	124	684	122
Responding on Item	13,413	3,571	166,885	22,233	8,131	563	12,495	1,902	37,689	3,348
Very negative	1.5*	2.1*	0.4*	0.3*	0.0	0.0	0.6*	0.0	0.2*	0.0
	(0.3,8.2)	(0.6,7.3)	(0.2,1.1)	(0.1,0.8)	(N/A,N/A)	(N/A,N/A)	(0.1,3.3)	(N/A,N/A)	(0.0,1.0)	(N/A,N/A)
Negative	0.0	1.0*	0.2*	0.4*	0.0	0.0	0.0	1.9*	0.0	0.3*
	(N/A,N/A)	(0.2,5.6)	(0.0,0.6)	(0.2,1.2)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(0.5,6.9)	(N/A,N/A)	(0.1,1.4)
Neither positive nor negative	9.3*	6.1*	4.0	2.7	2.2*	9.8*	0.0	2.0*	1.7*	1.7*
	(4.7,17.8)	(2.7,13.0)	(3.2,5.0)	(1.9,3.9)	(1.0,5.0)	(3.0,27.7)	(N/A,N/A)	(0.5,7.3)	(0.9,3.4)	(0.8,3.7)
Positive	19.6*	8.7*	20.7	15.0	18.4	16.7	17.9	13.6	10.4	9.2
	(10.0,34.7)	(4.2,17.4)	(18.4,23.2)	(12.1,18.5)	(13.6,24.6)	(11.6,23.6)	(11.9,26.1)	(8.3,21.4)	(8.2,13.3)	(6.3,13.3)
Very positive	69.6	82.2	74.8	81.6	79.4	73.5	81.5	82.5	87.7	88.8
	(53.0,82.4)	(72.5,89.0)	(72.4,77.0)	(78.3,84.6)	(73.1,84.5)	(61.1,83.1)	(73.4,87.6)	(74.4,88.4)	(84.6,90.2)	(84.6,92.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not have any children aged 10 or older with whom they talk about careers, jobs, and education (Q20 = 0).

Table 23.1**Location Where Member Has Served Last 12 Months: By Service**

23. During the last 12 months, where have you served most of your active-duty time?

Please print the two-letter postal abbreviation - for example "AK" for Alaska

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	35,894	35,372	12,159	10,768	8,008	4,438	522
Responding on Item	1,221,053	1,189,347	404,421	322,816	141,314	320,796	31,706
In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession	79.2 (78.3,80.1)	78.7 (77.8,79.6)	73.2 (70.9,75.4)	83.2 (81.6,84.8)	79.8 (77.2,82.1)	80.7 (79.1,82.1)	99.0 (98.1,99.5)
Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)	10.4 (9.7,11.0)	10.6 (10.0,11.3)	18.0 (16.4,19.8)	5.6 (4.6,6.8)	2.0 (1.4,2.9)	10.1 (9.2,11.2)	0.1* (0.0,0.5)
Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)	0.1* (0.1,0.2)	0.1* (0.1,0.2)	0.2* (0.1,0.5)	0.0* (0.0,0.0)	0.3* (0.1,0.7)	0.0* (0.0,0.1)	0.2* (0.0,1.1)
East Asia and Pacific (e.g., Australia, Japan, Korea)	8.3 (7.7,9.0)	8.5 (7.9,9.2)	7.3 (6.1,8.6)	7.5 (6.3,8.9)	15.7 (13.8,17.8)	7.9 (7.0,8.9)	0.1* (0.0,0.4)
North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)	1.8 (1.5,2.1)	1.9 (1.6,2.2)	1.2 (0.8,1.8)	3.4 (2.7,4.3)	1.7 (1.1,2.5)	1.3 (0.9,1.8)	0.1* (0.0,0.6)
Sub-Saharan Africa (e.g., Kenya, South Africa)	0.1* (0.0,0.1)	0.1* (0.0,0.1)	0.0* (0.0,0.1)	0.1* (0.0,0.1)	0.2* (0.0,0.7)	0.0* (0.0,0.0)	0.0 (N/A,N/A)
Western Hemisphere (e.g., Cuba, Honduras, Peru)	0.2 (0.1,0.3)	0.2 (0.1,0.3)	0.1* (0.0,0.3)	0.2* (0.1,0.5)	0.4* (0.2,1.1)	0.1* (0.0,0.2)	0.5* (0.2,1.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 23.2**Location Where Member Has Served Last 12 Months: By Paygrade and Gender**

23. During the last 12 months, where have you served most of your active-duty time?

Please print the two-letter postal abbreviation - for example "AK" for Alaska

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	17,143	15,422	338	1,933	1,057	30,850	5,044
Responding on Item	459,641	555,381	16,288	106,368	83,375	1,036,835	184,218
In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession	79.7 (78.0,81.4)	77.6 (76.3,78.9)	76.6 (72.7,80.2)	82.9 (80.8,84.9)	82.8 (80.8,84.7)	78.9 (77.8,79.9)	81.1 (80.0,82.1)
Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)	9.8 (8.6,11.1)	11.4 (10.4,12.4)	11.2 (8.6,14.5)	8.6 (7.0,10.5)	8.7 (7.4,10.2)	10.3 (9.6,11.1)	10.6 (9.8,11.4)
Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)	0.1* (0.0,0.4)	0.1* (0.0,0.2)	0.2* (0.0,1.2)	0.0 (N/A,N/A)	0.2* (0.1,0.5)	0.1* (0.1,0.2)	0.1* (0.0,0.1)
East Asia and Pacific (e.g., Australia, Japan, Korea)	8.6 (7.5,9.9)	8.6 (7.7,9.5)	9.8 (7.3,13.0)	6.6 (5.5,8.1)	6.1 (4.9,7.5)	8.5 (7.8,9.3)	7.2 (6.5,8.0)
North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)	1.5 (1.1,2.2)	2.1 (1.7,2.6)	1.9 (1.1,3.3)	1.6 (1.1,2.4)	2.0 (1.4,2.8)	2.0 (1.7,2.4)	0.9 (0.7,1.2)
Sub-Saharan Africa (e.g., Kenya, South Africa)	0.0* (0.0,0.2)	0.0* (0.0,0.1)	0.3* (0.1,1.4)	0.1* (0.0,0.4)	0.0* (0.0,0.1)	0.0* (0.0,0.1)	0.1* (0.0,0.2)
Western Hemisphere (e.g., Cuba, Honduras, Peru)	0.1* (0.0,0.4)	0.2* (0.1,0.4)	0.0* (0.0,0.1)	0.2* (0.0,0.5)	0.3* (0.1,0.6)	0.2 (0.1,0.3)	0.2* (0.1,0.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 23.3**Location Where Member Has Served Last 12 Months: By Gender Within Service**

23. During the last 12 months, where have you served most of your active-duty time?

Please print the two-letter postal abbreviation - for example "AK" for Alaska

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	10,240	1,919	9,381	1,387	7,371	636	3,376	1,062	481	41
Responding on Item	341,292	63,129	276,617	46,199	132,241	9,073	258,576	62,220	28,110	3,596
In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession	72.7 (70.0,75.3)	75.6 (73.6,77.6)	82.9 (81.0,84.7)	85.3 (83.4,87.0)	79.6 (76.9,82.1)	81.8 (78.5,84.8)	80.3 (78.3,82.1)	82.3 (80.5,83.9)	99.0 (97.9,99.5)	99.1 (98.2,99.5)
Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)	18.5 (16.6,20.6)	15.4 (13.9,17.0)	5.4 (4.3,6.8)	7.0 (5.8,8.4)	2.1 (1.5,3.1)	0.9 (0.5,1.6)	10.1 (8.9,11.4)	10.3 (9.2,11.6)	0.1* (0.0,0.6)	0.1* (0.0,0.4)
Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)	0.2* (0.1,0.6)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.3* (0.1,0.7)	0.1* (0.0,0.4)	0.0* (0.0,0.1)	0.1* (0.0,0.2)	0.2* (0.0,1.3)	0.0 (N/A,N/A)
East Asia and Pacific (e.g., Australia, Japan, Korea)	7.1 (5.8,8.6)	8.4 (6.8,10.2)	7.9 (6.6,9.5)	5.1 (4.2,6.1)	15.6 (13.6,17.9)	16.5 (13.7,19.7)	8.2 (7.0,9.4)	6.7 (5.7,7.9)	0.1* (0.0,0.4)	0.1* (0.0,0.8)
North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)	1.4 (0.9,2.1)	0.4* (0.2,0.8)	3.6 (2.7,4.6)	2.2 (1.5,3.0)	1.7 (1.1,2.7)	0.7* (0.3,1.3)	1.4 (1.0,2.1)	0.5 (0.3,0.9)	0.1* (0.0,0.7)	0.1* (0.0,0.5)
Sub-Saharan Africa (e.g., Kenya, South Africa)	0.0* (0.0,0.2)	0.0* (0.0,0.0)	0.0* (0.0,0.2)	0.2* (0.1,0.6)	0.2* (0.1,0.7)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
Western Hemisphere (e.g., Cuba, Honduras, Peru)	0.1* (0.0,0.3)	0.1* (0.0,0.3)	0.2* (0.1,0.6)	0.3* (0.1,0.8)	0.5* (0.2,1.2)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.1* (0.0,0.3)	0.5* (0.2,1.4)	0.6* (0.3,1.2)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 23.4**Location Where Member Has Served Last 12 Months: By Gender Within Paygrade**

23. During the last 12 months, where have you served most of your active-duty time?

Please print the two-letter postal abbreviation - for example "AK" for Alaska

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	14,474	2,670	13,363	2,059	305	33	1,828	106	881	177
Responding on Item	377,536	82,105	483,040	72,341	15,175	1,113	88,436	17,932	72,648	10,726
In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession	79.4 (77.3,81.2)	81.5 (79.8,83.2)	77.5 (76.0,78.9)	78.6 (77.0,80.2)	76.6 (72.3,80.4)	77.2 (72.4,81.3)	82.4 (79.9,84.7)	85.5 (83.0,87.8)	82.3 (79.9,84.4)	86.6 (83.7,89.0)
Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)	9.7 (8.3,11.3)	10.4 (9.2,11.9)	11.3 (10.2,12.4)	12.1 (11.0,13.4)	10.9 (8.2,14.5)	14.5 (10.8,19.0)	9.1 (7.3,11.3)	6.4 (5.0,8.1)	8.8 (7.4,10.6)	7.6 (5.5,10.2)
Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)	0.2* (0.0,0.5)	0.0 (N/A,N/A)	0.1* (0.0,0.3)	0.1* (0.0,0.3)	0.2* (0.0,1.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.1,0.6)	0.3* (0.1,0.7)
East Asia and Pacific (e.g., Australia, Japan, Korea)	9.0 (7.7,10.6)	7.0 (5.8,8.3)	8.7 (7.7,9.7)	8.0 (6.9,9.3)	10.0 (7.3,13.4)	7.2 (5.1,9.9)	6.6 (5.1,8.3)	7.1 (5.6,8.9)	6.3 (5.0,8.0)	4.4 (3.3,5.9)
North Africa, Near East or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)	1.7 (1.1,2.4)	1.0 (0.6,1.5)	2.3 (1.8,2.8)	0.9 (0.6,1.3)	2.0 (1.1,3.5)	0.3* (0.1,1.4)	1.8 (1.1,2.8)	0.8* (0.4,1.5)	2.1 (1.5,3.1)	0.8* (0.4,1.4)
Sub-Saharan Africa (e.g., Kenya, South Africa)	0.1* (0.0,0.3)	0.0* (0.0,0.3)	0.0* (0.0,0.1)	0.1* (0.0,0.3)	0.3* (0.1,1.6)	0.4* (0.1,1.3)	0.1* (0.0,0.5)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.5)
Western Hemisphere (e.g., Cuba, Honduras, Peru)	0.1* (0.0,0.4)	0.1* (0.0,0.3)	0.2* (0.1,0.4)	0.2* (0.1,0.5)	0.0 (N/A,N/A)	0.5* (0.2,1.6)	0.1* (0.0,0.6)	0.3* (0.1,0.8)	0.2* (0.1,0.6)	0.3* (0.1,0.9)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 24.1**Location Where Member Has Lived Last 12 Months: By Service**

24. During the last 12 months, where have you lived most of your active-duty time?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	13,333	13,001	2,440	5,072	3,707	1,784	332
Responding on Item	1,243,614	1,211,718	414,140	328,512	145,615	323,450	31,896
Aboard ship	5.5 (5.1,6.0)	5.5 (5.1,6.0)	0.0* (0.0,0.1)	18.2 (16.6,19.8)	4.6 (3.5,5.9)	0.0* (0.0,0.1)	6.3 (4.8,8.3)
Barracks/dorm (including BEQ or BOQ)	24.5 (23.7,25.3)	25.0 (24.2,25.8)	32.0 (30.3,33.8)	15.6 (14.0,17.3)	43.4 (40.7,46.2)	17.3 (16.3,18.4)	6.4 (5.0,8.0)
Military family housing, on base	18.4 (17.7,19.1)	18.7 (18.0,19.4)	22.5 (21.0,24.1)	8.7 (7.7,9.9)	15.9 (13.9,18.0)	25.2 (23.6,26.8)	8.1 (6.5,10.1)
Military family housing, off base	5.1 (4.6,5.6)	5.0 (4.5,5.5)	4.8 (4.0,5.9)	6.6 (5.7,7.7)	4.1 (3.1,5.4)	3.9 (3.3,4.7)	9.3 (7.3,11.9)
Civilian housing you own or pay mortgage on	20.1 (19.5,20.8)	19.9 (19.2,20.5)	16.2 (15.0,17.4)	23.4 (21.8,25.0)	12.4 (11.1,13.8)	24.4 (23.2,25.7)	30.3 (27.4,33.4)
Military or civilian housing you rent, off base	24.8 (24.0,25.6)	24.5 (23.7,25.4)	22.5 (21.0,24.2)	26.3 (24.5,28.2)	18.7 (16.7,20.8)	28.0 (26.5,29.5)	35.7 (32.9,38.7)
Other	1.5 (1.3,1.7)	1.5 (1.3,1.7)	1.9 (1.5,2.5)	1.3 (0.9,1.8)	1.0 (0.6,1.7)	1.2 (0.9,1.6)	3.9 (2.5,5.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 24.2**Location Where Member Has Lived Last 12 Months: By Paygrade and Gender**

24. During the last 12 months, where have you lived most of your active-duty time?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,658	6,162	160	811	541	11,128	2,205
Responding on Item	471,126	564,641	16,466	107,490	83,891	1,056,557	187,057
Aboard ship	8.1 (7.2,9.2)	4.5 (3.9,5.1)	2.7 (1.7,4.4)	2.8 (2.1,3.7)	1.6 (1.0,2.4)	5.9 (5.4,6.5)	3.1 (2.7,3.5)
Barracks/dorm (including BEQ or BOQ)	51.5 (49.7,53.3)	9.4 (8.5,10.3)	8.3 (5.9,11.5)	5.3 (4.1,6.8)	2.7 (1.9,3.8)	24.4 (23.5,25.4)	25.0 (23.9,26.1)
Military family housing, on base	11.5 (10.4,12.8)	23.8 (22.6,25.1)	27.7 (22.7,33.2)	16.3 (14.3,18.6)	21.7 (19.7,23.9)	19.2 (18.3,20.0)	14.3 (13.5,15.2)
Military family housing, off base	3.8 (3.1,4.6)	6.7 (6.1,7.5)	4.8 (3.3,6.9)	3.6 (2.6,5.0)	3.2 (2.4,4.2)	5.2 (4.7,5.8)	4.3 (3.8,4.8)
Civilian housing you own or pay mortgage on	4.5 (3.8,5.2)	27.1 (25.8,28.4)	33.9 (30.2,37.8)	30.4 (27.9,33.0)	45.8 (43.5,48.3)	20.0 (19.3,20.8)	20.8 (19.9,21.8)
Military or civilian housing you rent, off base	19.5 (18.2,20.9)	26.7 (25.5,28.0)	21.0 (16.9,25.8)	39.7 (36.9,42.4)	23.7 (21.6,26.0)	23.7 (22.8,24.6)	31.0 (29.9,32.2)
Other	1.1 (0.8,1.5)	1.8 (1.5,2.2)	1.8* (0.9,3.5)	2.0 (1.3,3.0)	1.2* (0.7,2.3)	1.5 (1.3,1.8)	1.5 (1.3,1.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 24.3**Location Where Member Has Lived Last 12 Months: By Gender Within Service**

24. During the last 12 months, where have you lived most of your active-duty time?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,743	697	4,348	724	3,182	524	1,548	236	307	25
Responding on Item	349,789	64,351	281,650	46,862	136,430	9,185	260,404	63,046	28,284	3,612
Aboard ship	0.0*	0.0*	19.3	11.5	4.8	1.1	0.0*	0.0	6.3	6.3
	(0.0,0.1)	(0.0,0.2)	(17.5,21.3)	(10.0,13.2)	(3.7,6.2)	(0.7,1.8)	(0.0,0.1)	(N/A,N/A)	(4.6,8.6)	(3.8,10.3)
Barracks/dorm (including BEQ or BOQ)	31.8	33.1	15.0	19.1	43.8	37.7	16.5	20.4	6.3	7.1
	(29.8,33.9)	(31.0,35.2)	(13.2,17.1)	(16.9,21.5)	(41.0,46.7)	(33.7,41.9)	(15.4,17.8)	(18.7,22.2)	(4.8,8.2)	(4.7,10.4)
Military family housing, on base	23.5	17.1	9.1	6.7	16.2	10.5	26.9	18.0	8.0	8.6
	(21.7,25.4)	(15.6,18.8)	(7.9,10.5)	(5.6,7.8)	(14.2,18.6)	(8.9,12.5)	(25.0,28.9)	(16.5,19.7)	(6.3,10.2)	(5.0,14.2)
Military family housing, off base	4.9	4.4	6.8	5.2	4.1	4.0	4.1	3.3	9.7	6.6
	(3.9,6.1)	(3.6,5.4)	(5.8,8.1)	(3.9,7.0)	(3.1,5.4)	(2.7,5.7)	(3.3,5.0)	(2.7,4.1)	(7.4,12.5)	(4.3,10.1)
Civilian housing you own or pay mortgage on	16.0	17.0	23.7	21.5	11.9	19.7	24.6	23.9	30.5	29.3
	(14.7,17.4)	(15.5,18.6)	(21.8,25.6)	(20.0,23.2)	(10.5,13.4)	(17.1,22.7)	(23.1,26.2)	(22.3,25.6)	(27.3,33.9)	(24.6,34.6)
Military or civilian housing you rent, off base	21.6	27.3	25.0	34.1	18.2	25.4	26.8	32.8	35.2	39.6
	(19.8,23.6)	(25.3,29.4)	(22.9,27.2)	(31.6,36.8)	(16.2,20.4)	(21.2,30.1)	(25.1,28.5)	(31.1,34.6)	(32.0,38.6)	(34.7,44.7)
Other	2.1	1.1	1.2	1.9	1.0	1.6*	1.1	1.6	4.1	2.6
	(1.6,2.7)	(0.7,1.5)	(0.7,1.8)	(1.4,2.7)	(0.6,1.7)	(0.8,3.1)	(0.8,1.6)	(1.1,2.3)	(2.6,6.4)	(1.8,3.7)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 24.4***Location Where Member Has Lived Last 12 Months: By Gender Within Paygrade***

24. During the last 12 months, where have you lived most of your active-duty time?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,443	1,217	5,367	795	153	7	699	113	467	74
Responding on Item	387,567	83,558	491,036	73,605	15,327	1,139	89,565	17,925	73,062	10,829
Aboard ship	8.9 (7.7,10.2)	4.6 (3.9,5.5)	4.9 (4.2,5.6)	2.1 (1.6,2.6)	2.8 (1.6,4.6)	2.4* (1.3,4.4)	3.0 (2.2,4.1)	1.5 (0.9,2.5)	1.7 (1.1,2.7)	0.6* (0.3,1.2)
Barracks/dorm (including BEQ or BOQ)	52.7 (50.4,54.9)	46.3 (44.3,48.2)	9.4 (8.4,10.5)	9.3 (8.2,10.6)	8.6 (6.1,12.0)	3.6 (2.2,5.8)	5.2 (3.9,6.9)	5.7 (4.4,7.3)	2.8 (1.9,4.1)	2.0 (1.3,2.9)
Military family housing, on base	11.5 (10.1,13.0)	11.7 (10.5,13.1)	24.6 (23.2,26.0)	18.6 (17.1,20.1)	28.4 (23.1,34.4)	17.1 (14.0,20.8)	17.6 (15.2,20.4)	9.9 (8.1,12.1)	23.1 (20.8,25.6)	12.3 (10.5,14.4)
Military family housing, off base	3.8 (3.0,4.7)	3.9 (3.2,4.7)	6.9 (6.2,7.7)	5.5 (4.5,6.6)	4.7 (3.1,7.0)	6.4* (3.2,12.4)	3.9 (2.8,5.5)	2.2 (1.4,3.3)	3.4 (2.5,4.5)	2.1 (1.3,3.2)
Civilian housing you own or pay mortgage on	3.9 (3.2,4.9)	6.9 (6.1,7.8)	26.8 (25.4,28.3)	28.8 (27.0,30.7)	33.4 (29.5,37.6)	40.1 (33.6,46.9)	29.9 (26.9,33.0)	32.9 (29.9,35.9)	44.9 (42.2,47.7)	52.0 (48.5,55.5)
Military or civilian housing you rent, off base	18.2 (16.7,19.9)	25.4 (23.8,27.0)	25.6 (24.2,27.1)	34.0 (32.1,35.9)	20.4 (16.0,25.6)	29.4 (23.3,36.4)	38.4 (35.3,41.7)	45.7 (42.7,48.7)	22.8 (20.4,25.3)	30.4 (27.6,33.4)
Other	1.0 (0.7,1.6)	1.2 (0.9,1.6)	1.8 (1.5,2.3)	1.8 (1.5,2.3)	1.8* (0.9,3.7)	1.0* (0.5,2.1)	1.9 (1.2,3.1)	2.2* (1.2,4.0)	1.3* (0.7,2.5)	0.6* (0.3,1.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 25.1***Overnight Stays Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Service***

 25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,887	11,785	2,879	3,547	3,525	1,835	102
Responding on Item	1,245,060	1,212,934	413,701	330,037	145,797	323,399	32,126
Yes	68.3	68.1	73.4	65.3	71.1	62.9	73.8
	(67.3,69.3)	(67.1,69.1)	(71.6,75.2)	(63.2,67.4)	(68.7,73.4)	(61.1,64.7)	(70.5,76.9)
No	31.7	31.9	26.6	34.7	28.9	37.1	26.2
	(30.7,32.7)	(30.9,32.9)	(24.8,28.4)	(32.6,36.8)	(26.6,31.3)	(35.3,38.9)	(23.1,29.6)

Table 25.2***Overnight Stays Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Paygrade and Gender***

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,309	4,374	80	591	532	9,872	2,015
Responding on Item	470,475	566,429	16,546	107,710	83,900	1,057,813	187,247
Yes	58.9	70.0	82.6	82.3	88.5	70.7	54.4
	(56.9,60.8)	(68.6,71.4)	(77.1,87.0)	(79.9,84.5)	(86.8,90.0)	(69.6,71.9)	(53.2,55.6)
No	41.1	30.0	17.4	17.7	11.5	29.3	45.6
	(39.2,43.1)	(28.6,31.4)	(13.0,22.9)	(15.5,20.1)	(10.0,13.2)	(28.1,30.4)	(44.4,46.8)

Table 25.3***Overnight Stays Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Gender Within Service***

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,962	917	3,175	372	3,063	462	1,591	244	81	21
Responding on Item	349,570	64,131	282,823	47,214	136,549	9,247	260,361	63,038	28,510	3,616
Yes	75.7	60.6	67.6	51.8	72.2	54.7	66.2	49.5	75.2	62.9
	(73.6,77.8)	(58.8,62.5)	(65.2,69.9)	(49.3,54.4)	(69.6,74.7)	(49.7,59.5)	(64.1,68.2)	(47.5,51.5)	(71.4,78.6)	(57.5,67.9)
No	24.3	39.4	32.4	48.2	27.8	45.3	33.8	50.5	24.8	37.1
	(22.2,26.4)	(37.5,41.2)	(30.1,34.9)	(45.6,50.7)	(25.3,30.4)	(40.5,50.3)	(31.8,35.9)	(48.6,52.5)	(21.4,28.6)	(32.1,42.5)

Table 25.4***Overnight Stays Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Gender Within Paygrade***

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,055	1,255	3,823	551	74	6	482	109	439	93
Responding on Item	386,955	83,520	492,580	73,849	15,406	1,140	89,782	17,929	73,090	10,810
Yes	62.3	42.9	71.7	58.8	83.2	73.8	83.9	74.2	90.0	78.5
	(60.0,64.7)	(40.8,45.0)	(70.1,73.2)	(57.0,60.7)	(77.3,87.9)	(67.0,79.7)	(81.3,86.2)	(70.9,77.3)	(88.1,91.6)	(75.6,81.1)
No	37.7	57.1	28.3	41.2	16.8	26.2	16.1	25.8	10.0	21.5
	(35.4,40.1)	(55.0,59.2)	(26.8,29.9)	(39.4,43.0)	(12.1,22.7)	(20.3,33.0)	(13.8,18.7)	(22.7,29.1)	(8.5,11.9)	(18.9,24.4)

Table 26.1**Number of Times Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Service**

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,737	7,602	2,621	2,484	1,378	1,120	135
Responding on Item	1,249,210	1,217,117	413,959	331,100	147,944	324,114	32,093
None§	31.6	31.8	26.6	34.6	28.5	37.0	26.2
	(30.6,32.6)	(30.8,32.8)	(24.8,28.4)	(32.5,36.7)	(26.2,30.8)	(35.3,38.8)	(23.2,29.6)
1 - 2 times	20.7	20.8	18.4	15.9	21.0	28.7	18.0
	(19.9,21.5)	(20.0,21.6)	(16.8,20.1)	(14.5,17.5)	(19.0,23.2)	(27.0,30.4)	(15.5,20.8)
3 - 4 times	15.0	14.9	16.8	12.3	15.9	14.8	17.0
	(14.3,15.8)	(14.2,15.7)	(15.4,18.3)	(11.1,13.7)	(13.7,18.3)	(13.5,16.3)	(14.5,19.8)
5 - 6 times	8.1	8.1	9.9	7.9	7.5	6.2	7.9
	(7.5,8.7)	(7.5,8.7)	(8.8,11.2)	(6.9,9.0)	(6.3,9.0)	(5.4,6.9)	(6.2,9.9)
7 - 8 times	4.9	4.9	5.9	4.9	4.5	3.9	4.4
	(4.5,5.4)	(4.5,5.4)	(5.1,7.0)	(4.1,5.8)	(3.6,5.7)	(3.3,4.6)	(3.2,6.0)
9 - 10 times	3.8	3.8	4.6	4.0	3.9	2.3	4.5
	(3.4,4.1)	(3.4,4.1)	(3.9,5.5)	(3.3,5.0)	(3.0,5.2)	(1.9,2.8)	(3.3,6.1)
11 - 12 times	2.4	2.4	3.0	2.6	2.3	1.5	2.4
	(2.1,2.7)	(2.1,2.7)	(2.4,3.7)	(2.0,3.3)	(1.7,3.2)	(1.2,1.9)	(1.6,3.7)
13 - 24 times	3.8	3.8	5.1	3.7	3.5	2.2	4.7
	(3.4,4.2)	(3.4,4.2)	(4.4,6.0)	(2.9,4.5)	(2.6,4.6)	(1.8,2.8)	(3.4,6.5)

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 26.1 (continued)***Number of Times Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Service***

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

Total	DoD					Coast Guard	
	Total DoD	Army	Navy	Marine Corps	Air Force		
Estimated Population							
Not Applicable							
Not Responding on Item	7,737	7,602	2,621	2,484	1,378	1,120	135
Responding on Item	1,249,210	1,217,117	413,959	331,100	147,944	324,114	32,093
25 times or more	9.7	9.6	9.6	14.2	12.9	3.4	14.9
	(9.1,10.4)	(9.0,10.3)	(8.3,11.1)	(12.7,15.9)	(11.1,14.9)	(2.8,4.0)	(12.3,18.0)

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 26.2***Number of Times Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Paygrade and Gender***

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,544	3,262	35	400	496	5,809	1,929
Responding on Item	473,240	567,541	16,591	107,901	83,936	1,061,876	187,334
None§	40.9 (39.0,42.9)	29.9 (28.6,31.4)	17.4 (13.0,22.9)	17.7 (15.5,20.0)	11.5 (10.0,13.2)	29.2 (28.0,30.3)	45.6 (44.4,46.8)
1 - 2 times	21.2 (19.7,22.7)	21.7 (20.7,22.8)	15.3 (11.9,19.3)	18.9 (16.8,21.1)	14.8 (13.2,16.6)	20.3 (19.4,21.3)	22.8 (21.8,23.8)
3 - 4 times	12.5 (11.0,14.0)	15.4 (14.3,16.5)	22.1 (17.2,27.9)	19.3 (16.8,22.0)	19.8 (17.9,21.9)	15.5 (14.6,16.4)	12.3 (11.6,13.2)
5 - 6 times	5.6 (4.7,6.6)	8.3 (7.5,9.1)	11.8 (9.0,15.4)	11.3 (9.5,13.3)	15.7 (13.7,17.9)	8.5 (7.8,9.2)	5.8 (5.2,6.5)
7 - 8 times	3.9 (3.1,4.9)	4.5 (4.0,5.1)	8.8 (6.3,12.3)	8.8 (7.2,10.7)	8.0 (6.5,9.6)	5.2 (4.7,5.8)	3.1 (2.7,3.6)
9 - 10 times	3.0 (2.4,3.8)	3.3 (2.8,3.8)	5.2 (3.6,7.4)	5.6 (4.4,7.1)	8.7 (7.2,10.4)	4.1 (3.7,4.5)	2.1 (1.8,2.6)
11 - 12 times	1.7 (1.2,2.4)	2.5 (2.0,3.0)	4.0 (2.3,6.9)	2.8 (2.0,4.0)	5.2 (4.1,6.4)	2.6 (2.3,3.0)	1.2 (1.0,1.5)
13 - 24 times	2.7 (2.1,3.4)	3.5 (2.9,4.2)	6.1 (3.9,9.3)	5.4 (4.1,7.1)	9.3 (7.8,11.1)	4.1 (3.7,4.5)	2.1 (1.7,2.5)

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 26.2 (continued)***Number of Times Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Paygrade and Gender***

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,544	3,262	35	400	496	5,809	1,929
Responding on Item	473,240	567,541	16,591	107,901	83,936	1,061,876	187,334
25 times or more	8.6	10.9	9.4	10.3	7.2	10.6	5.0
	(7.6,9.8)	(9.9,12.0)	(7.2,12.1)	(8.6,12.2)	(6.0,8.6)	(9.8,11.4)	(4.5,5.6)

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 26.3**Number of Times Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Gender Within Service**

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,702	919	1,890	595	1,255	122	849	270	113	23
Responding on Item	349,830	64,129	284,108	46,991	138,357	9,587	261,103	63,012	28,478	3,614
None§	24.2 (22.2,26.4)	39.4 (37.5,41.2)	32.3 (29.9,34.7)	48.4 (45.8,51.0)	27.4 (25.0,30.0)	43.7 (39.0,48.6)	33.8 (31.7,35.8)	50.6 (48.6,52.5)	24.9 (21.4,28.7)	37.2 (32.1,42.5)
1 - 2 times	18.0 (16.2,20.0)	20.7 (19.1,22.5)	15.6 (13.9,17.4)	17.9 (16.0,20.1)	21.0 (18.8,23.3)	21.2 (17.9,25.0)	28.7 (26.7,30.8)	28.8 (27.2,30.5)	17.5 (14.7,20.7)	21.6 (18.0,25.6)
3 - 4 times	17.1 (15.4,18.9)	15.2 (13.8,16.7)	12.7 (11.3,14.3)	9.7 (8.3,11.3)	15.9 (13.6,18.4)	16.3 (11.2,23.0)	15.8 (14.2,17.6)	10.7 (9.8,11.8)	17.5 (14.7,20.6)	13.3 (10.2,17.0)
5 - 6 times	10.3 (9.0,11.8)	7.9 (6.8,9.2)	8.2 (7.1,9.5)	5.9 (4.7,7.3)	7.6 (6.3,9.1)	7.3 (4.2,12.2)	6.8 (6.0,7.8)	3.3 (2.7,4.1)	8.0 (6.2,10.3)	6.9 (4.4,10.5)
7 - 8 times	6.2 (5.2,7.5)	4.4 (3.5,5.6)	5.1 (4.2,6.3)	3.3 (2.3,4.6)	4.6 (3.7,5.8)	3.0 (2.2,4.0)	4.4 (3.7,5.3)	1.7 (1.3,2.2)	4.7 (3.4,6.5)	2.2 (1.5,3.2)
9 - 10 times	4.9 (4.1,6.0)	2.8 (2.1,3.9)	4.2 (3.4,5.3)	2.8 (2.2,3.7)	4.1 (3.0,5.5)	1.7 (1.1,2.5)	2.6 (2.1,3.3)	0.9 (0.6,1.3)	4.6 (3.3,6.4)	3.4* (1.3,9.0)
11 - 12 times	3.2 (2.5,4.1)	1.5 (1.1,2.1)	2.8 (2.1,3.6)	1.5 (1.0,2.2)	2.4 (1.7,3.3)	1.0 (0.5,1.7)	1.8 (1.4,2.2)	0.7 (0.4,1.0)	2.6 (1.7,4.0)	1.1 (0.6,1.8)
13 - 24 times	5.6 (4.8,6.6)	2.6 (1.9,3.5)	3.9 (3.1,4.9)	2.4 (1.8,3.2)	3.6 (2.7,4.8)	1.7 (1.0,2.8)	2.5 (1.9,3.2)	1.3 (0.9,1.8)	4.8 (3.4,6.8)	3.8* (1.9,7.3)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 26.3 (continued)***Number of Times Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Gender Within Service***

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,702	919	1,890	595	1,255	122	849	270	113	23
Responding on Item	349,830	64,129	284,108	46,991	138,357	9,587	261,103	63,012	28,478	3,614
25 times or more	10.4	5.4	15.2	8.2	13.5	4.3	3.7	2.1	15.5	10.7
	(8.9,12.1)	(4.3,6.8)	(13.5,17.1)	(7.0,9.5)	(11.6,15.6)	(2.6,7.1)	(3.1,4.4)	(1.6,2.7)	(12.6,18.9)	(7.4,15.2)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 26.4***Number of Times Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Gender Within Paygrade***

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,334	1,210	2,670	592	36	0	306	95	464	32
Responding on Item	389,676	83,565	493,733	73,808	15,444	1,146	89,958	17,943	73,065	10,871
None§	37.4 (35.1,39.8)	57.1 (55.0,59.2)	28.3 (26.7,29.8)	41.2 (39.4,43.1)	16.7 (12.1,22.7)	26.0 (20.2,32.9)	16.0 (13.8,18.6)	25.8 (22.7,29.1)	10.1 (8.5,11.9)	21.4 (18.8,24.2)
1 - 2 times	21.4 (19.5,23.4)	20.0 (18.4,21.7)	21.3 (20.1,22.5)	24.6 (23.1,26.1)	14.8 (11.3,19.2)	21.3 (16.4,27.3)	17.2 (14.9,19.7)	27.5 (24.4,30.8)	13.3 (11.5,15.3)	24.7 (22.1,27.4)
3 - 4 times	13.3 (11.5,15.2)	8.6 (7.5,9.9)	15.7 (14.4,17.0)	13.5 (12.4,14.7)	22.4 (17.2,28.6)	18.2 (14.6,22.6)	19.2 (16.2,22.5)	19.9 (17.5,22.6)	19.8 (17.6,22.1)	19.9 (17.1,22.9)
5 - 6 times	6.0 (4.9,7.2)	4.0 (3.2,5.0)	8.6 (7.8,9.5)	6.0 (5.1,7.1)	11.9 (8.9,15.7)	11.5 (6.9,18.5)	12.0 (9.9,14.4)	7.8 (6.2,9.6)	15.9 (13.7,18.4)	14.3 (12.4,16.4)
7 - 8 times	4.2 (3.2,5.4)	2.3 (1.7,3.2)	4.7 (4.0,5.4)	3.3 (2.6,4.2)	8.9 (6.2,12.6)	8.3 (5.2,12.9)	9.8 (7.9,12.0)	4.0 (3.0,5.4)	8.3 (6.7,10.2)	5.7 (4.5,7.1)
9 - 10 times	3.3 (2.6,4.2)	1.7 (1.1,2.6)	3.5 (3.0,4.2)	1.8 (1.4,2.4)	5.2 (3.6,7.7)	4.2 (2.7,6.3)	5.9 (4.6,7.6)	4.1 (2.8,6.0)	9.4 (7.8,11.4)	3.8 (2.7,5.1)
11 - 12 times	1.8 (1.3,2.6)	1.1 (0.7,1.6)	2.7 (2.2,3.3)	1.0 (0.7,1.4)	4.2 (2.4,7.3)	1.7* (0.8,3.4)	2.9 (2.0,4.4)	2.1 (1.3,3.2)	5.6 (4.5,7.1)	1.9 (1.3,2.7)
13 - 24 times	3.0 (2.3,3.9)	1.5 (1.1,2.0)	3.7 (3.1,4.5)	2.1 (1.5,2.8)	6.3 (4.0,9.7)	3.8 (2.3,6.0)	5.9 (4.4,8.0)	2.9 (2.1,4.1)	9.9 (8.3,11.9)	4.9 (3.2,7.5)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 26.4 (continued)***Number of Times Away From Permanent Duty Station/Homeport During Past 12 Months Due to Military Duties: By Gender Within Paygrade***

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,334	1,210	2,670	592	36	0	306	95	464	32
Responding on Item	389,676	83,565	493,733	73,808	15,444	1,146	89,958	17,943	73,065	10,871
25 times or more	9.7	3.7	11.6	6.5	9.7	5.1	11.1	6.0	7.7	3.6
	(8.5,11.1)	(2.9,4.7)	(10.5,12.8)	(5.7,7.5)	(7.3,12.7)	(3.4,7.5)	(9.1,13.5)	(4.7,7.6)	(6.4,9.3)	(2.7,4.9)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27a.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Operation Enduring Freedom: By Service***

27a. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Operation Enduring Freedom

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	68,188	66,069	27,996	14,485	8,362	15,226	2,120
Responding on Item	1,188,759	1,158,650	388,584	319,099	140,960	310,008	30,108
None§	88.6	88.6	94.4	79.9	91.3	89.2	85.6
	(87.9,89.2)	(87.9,89.3)	(93.2,95.4)	(78.1,81.6)	(89.6,92.9)	(88.0,90.3)	(83.4,87.5)
Less than 1 month	3.1	3.0	2.0	4.9	2.0	2.9	7.4
	(2.8,3.5)	(2.7,3.4)	(1.5,2.7)	(4.1,5.8)	(1.3,3.2)	(2.3,3.6)	(5.8,9.5)
1 month to less than 3 months	3.5	3.4	1.2	5.1	2.2	5.0	4.4
	(3.1,3.9)	(3.0,3.9)	(0.8,1.8)	(4.2,6.3)	(1.5,3.2)	(4.2,6.0)	(3.2,6.1)
3 months to less than 5 months	2.5	2.5	1.3	4.1	2.1	2.5	2.0
	(2.2,2.8)	(2.2,2.9)	(0.8,2.1)	(3.3,5.0)	(1.4,3.1)	(2.0,3.1)	(1.2,3.2)
5 months to less than 7 months	1.9	1.9	0.9	4.8	1.5	0.4	0.4*
	(1.6,2.2)	(1.6,2.2)	(0.5,1.4)	(3.9,5.8)	(1.0,2.5)	(0.2,0.6)	(0.1,1.6)
7 months to less than 10 months	0.5	0.5	0.1*	1.2	0.7*	0.0*	0.2*
	(0.3,0.7)	(0.3,0.7)	(0.0,0.4)	(0.8,1.9)	(0.3,1.6)	(0.0,0.1)	(0.0,1.1)
10 to 12 months	0.1*	0.1*	0.1*	0.1*	0.1*	0.0*	0.0
	(0.0,0.2)	(0.0,0.2)	(0.0,0.4)	(0.0,0.3)	(0.0,0.4)	(0.0,0.2)	(N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27a.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Operation Enduring Freedom: By Paygrade and Gender***

27a. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Operation Enduring Freedom

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	20,731	32,211	1,331	6,533	7,382	60,895	7,293
Responding on Item	456,053	538,592	15,295	101,768	77,050	1,006,790	181,969
None§	88.0 (86.6,89.4)	88.6 (87.7,89.5)	91.2 (88.2,93.5)	89.3 (87.6,90.8)	89.5 (87.8,91.0)	87.6 (86.8,88.4)	93.8 (93.1,94.4)
Less than 1 month	2.8 (2.2,3.5)	3.0 (2.5,3.7)	4.0 (2.5,6.3)	3.1 (2.3,4.3)	5.8 (4.7,7.0)	3.4 (3.0,3.8)	1.7 (1.3,2.1)
1 month to less than 3 months	4.0 (3.2,4.9)	3.3 (2.8,3.9)	1.6* (0.8,3.4)	3.8 (3.0,5.0)	1.7 (1.1,2.6)	3.7 (3.3,4.2)	2.0 (1.7,2.4)
3 months to less than 5 months	2.5 (2.0,3.2)	2.6 (2.1,3.2)	1.5* (0.8,2.9)	2.2 (1.4,3.3)	1.9 (1.2,2.9)	2.7 (2.3,3.1)	1.2 (1.0,1.5)
5 months to less than 7 months	2.1 (1.6,2.7)	1.9 (1.5,2.4)	1.4* (0.7,2.9)	1.5 (0.9,2.3)	1.0 (0.6,1.8)	2.0 (1.7,2.3)	1.1 (0.9,1.5)
7 months to less than 10 months	0.7 (0.4,1.1)	0.4 (0.2,0.7)	0.3* (0.1,1.6)	0.1* (0.0,0.4)	0.2* (0.1,0.5)	0.5 (0.4,0.8)	0.2* (0.1,0.3)
10 to 12 months	0.0* (0.0,0.0)	0.2* (0.1,0.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.1* (0.0,0.2)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27a.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Operation Enduring Freedom: By Gender Within Service***

27a. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Operation Enduring Freedom

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	25,100	2,896	12,793	1,692	7,980	380	13,139	2,087	1,883	237
Responding on Item	326,432	62,152	273,205	45,894	131,632	9,329	248,813	61,195	26,708	3,400
None§	93.9 (92.6,95.1)	96.9 (96.0,97.5)	78.5 (76.4,80.5)	88.0 (86.2,89.5)	90.9 (89.0,92.5)	98.0 (97.0,98.7)	87.9 (86.4,89.2)	94.7 (93.6,95.7)	85.4 (82.9,87.5)	87.2 (81.5,91.3)
Less than 1 month	2.2 (1.6,3.0)	0.9 (0.6,1.4)	5.1 (4.2,6.2)	3.4 (2.5,4.8)	2.1 (1.3,3.4)	0.5* (0.2,1.0)	3.3 (2.6,4.2)	1.1 (0.8,1.6)	7.7 (5.9,10.0)	4.9 (2.7,8.5)
1 month to less than 3 months	1.3 (0.8,2.0)	1.0 (0.7,1.6)	5.5 (4.4,6.9)	2.9 (2.2,3.7)	2.3 (1.6,3.4)	0.5* (0.3,1.1)	5.7 (4.7,6.9)	2.4 (1.9,3.1)	4.1 (2.8,6.0)	6.9* (3.6,12.8)
3 months to less than 5 months	1.5 (0.9,2.3)	0.5 (0.3,0.9)	4.4 (3.5,5.6)	1.8 (1.2,2.6)	2.2 (1.5,3.3)	0.7* (0.3,1.7)	2.7 (2.1,3.6)	1.5 (1.0,2.2)	2.2 (1.3,3.6)	0.5* (0.2,1.3)
5 months to less than 7 months	0.9 (0.5,1.6)	0.6 (0.3,1.1)	5.1 (4.1,6.2)	3.2 (2.3,4.3)	1.6 (1.0,2.6)	0.1* (0.0,0.5)	0.4* (0.2,0.7)	0.3* (0.2,0.6)	0.5* (0.1,1.8)	0.4* (0.1,1.0)
7 months to less than 10 months	0.2* (0.1,0.5)	0.0 (N/A,N/A)	1.3 (0.8,2.1)	0.7* (0.3,1.2)	0.8* (0.3,1.8)	0.1* (0.0,0.3)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.2* (0.0,1.2)	0.2* (0.0,0.9)
10 to 12 months	0.1* (0.0,0.4)	0.1* (0.0,0.3)	0.1* (0.0,0.4)	0.2* (0.1,0.6)	0.1* (0.0,0.5)	0.0* (0.0,0.2)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27a.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Operation Enduring Freedom: By Gender Within Paygrade***

27a. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Operation Enduring Freedom

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	17,981	2,751	29,620	2,591	1,259	72	5,520	1,014	6,517	865
Responding on Item	374,029	82,024	466,783	71,809	14,221	1,074	84,744	17,024	67,012	10,038
None§	86.9 (85.1,88.6)	93.1 (91.9,94.1)	87.8 (86.7,88.7)	94.4 (93.3,95.2)	91.0 (87.8,93.5)	93.8 (90.8,95.9)	88.6 (86.5,90.4)	93.0 (91.0,94.6)	88.5 (86.5,90.2)	96.5 (95.1,97.5)
Less than 1 month	3.0 (2.3,3.9)	1.7 (1.1,2.4)	3.3 (2.7,4.0)	1.4 (1.0,1.9)	4.0 (2.5,6.5)	3.6 (2.1,6.0)	3.2 (2.2,4.6)	2.7 (1.8,4.0)	6.4 (5.2,7.8)	1.7 (1.1,2.6)
1 month to less than 3 months	4.4 (3.5,5.5)	2.1 (1.6,2.8)	3.5 (2.9,4.1)	2.0 (1.5,2.6)	1.7* (0.8,3.6)	1.1* (0.5,2.4)	4.1 (3.1,5.4)	2.6 (1.6,4.3)	1.8 (1.1,2.8)	0.8* (0.4,1.6)
3 months to less than 5 months	2.7 (2.1,3.5)	1.4 (1.0,1.9)	2.8 (2.3,3.5)	1.1 (0.8,1.6)	1.5* (0.7,3.1)	1.3* (0.5,3.4)	2.5 (1.6,3.9)	0.6* (0.3,1.3)	2.1 (1.4,3.2)	0.5* (0.2,1.1)
5 months to less than 7 months	2.2 (1.6,3.0)	1.4 (1.0,2.0)	2.0 (1.6,2.6)	0.9 (0.6,1.4)	1.5* (0.7,3.1)	0.3* (0.1,1.3)	1.6 (0.9,2.6)	1.0* (0.6,1.9)	1.1* (0.6,2.0)	0.5* (0.2,1.3)
7 months to less than 10 months	0.8 (0.4,1.3)	0.3* (0.1,0.6)	0.5* (0.3,0.8)	0.1* (0.1,0.3)	0.3* (0.1,1.7)	0.0 (N/A,N/A)	0.1* (0.0,0.5)	0.0* (0.0,0.1)	0.2* (0.1,0.6)	0.0 (N/A,N/A)
10 to 12 months	0.0 (N/A,N/A)	0.0* (0.0,0.2)	0.2* (0.1,0.4)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27b.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Peacekeeping or Other Contingency Operation: By Service***

27b. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties?

Peacekeeping or other contingency operation

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	68,723	66,398	24,728	18,563	9,113	13,996	2,324
Responding on Item	1,188,224	1,158,321	391,852	315,021	140,209	311,238	29,904
None§	86.5 (85.7,87.2)	86.3 (85.5,87.1)	86.3 (84.6,87.8)	84.7 (82.9,86.4)	91.5 (89.9,92.8)	85.8 (84.4,87.1)	90.5 (88.2,92.4)
Less than 1 month	3.0 (2.6,3.4)	3.0 (2.6,3.4)	2.2 (1.6,3.0)	4.2 (3.2,5.4)	3.1 (2.2,4.3)	2.6 (2.0,3.4)	5.0 (3.6,6.8)
1 month to less than 3 months	3.0 (2.6,3.4)	3.0 (2.6,3.4)	2.1 (1.5,2.8)	3.5 (2.7,4.5)	1.7 (1.1,2.6)	4.3 (3.6,5.2)	2.7 (1.8,4.1)
3 months to less than 5 months	3.4 (3.1,3.8)	3.5 (3.1,3.9)	2.8 (2.2,3.6)	2.2 (1.7,3.0)	1.3 (0.8,2.0)	6.7 (5.8,7.6)	0.8 (0.4,1.8)
5 months to less than 7 months	3.3 (2.9,3.7)	3.3 (2.9,3.8)	5.2 (4.3,6.2)	4.4 (3.6,5.4)	2.1 (1.4,3.1)	0.5 (0.3,0.8)	0.7 (0.3,1.9)
7 months to less than 10 months	0.6 (0.5,0.9)	0.6 (0.5,0.9)	1.1 (0.7,1.7)	0.7 (0.4,1.2)	0.4 (0.2,0.9)	0.1 (0.0,0.4)	0.3 (0.1,1.0)
10 to 12 months	0.2 (0.1,0.3)	0.2 (0.1,0.4)	0.4 (0.2,0.6)	0.3 (0.1,0.7)	0.1 (0.0,0.4)	0.1 (0.0,0.2)	0.0 (0.0,0.1)

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27b.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Peacekeeping or Other Contingency Operation: By Paygrade and Gender***

27b. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties?

Peacekeeping or other contingency operation

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	21,444	31,996	1,098	6,415	7,769	60,969	7,754
Responding on Item	455,340	538,807	15,528	101,886	76,663	1,006,716	181,508
None§	87.1 (85.4,88.6)	85.2 (84.2,86.2)	85.5 (81.2,89.0)	87.5 (85.3,89.5)	90.0 (88.1,91.6)	85.4 (84.5,86.3)	92.3 (91.5,92.9)
Less than 1 month	2.5 (2.0,3.2)	3.3 (2.7,3.9)	3.6 (2.0,6.4)	3.1 (2.2,4.4)	4.0 (3.1,5.2)	3.2 (2.8,3.7)	1.8 (1.5,2.2)
1 month to less than 3 months	2.9 (2.3,3.7)	3.0 (2.5,3.6)	2.9 (1.6,5.1)	3.8 (2.8,5.0)	2.5 (1.7,3.5)	3.2 (2.8,3.7)	1.8 (1.5,2.2)
3 months to less than 5 months	3.2 (2.5,4.0)	4.0 (3.5,4.6)	2.0* (1.0,3.8)	3.0 (2.2,4.2)	1.6 (1.0,2.7)	3.7 (3.3,4.2)	2.1 (1.8,2.4)
5 months to less than 7 months	3.4 (2.6,4.5)	3.6 (3.0,4.4)	3.6 (2.1,6.1)	1.9 (1.1,3.3)	1.7 (1.1,2.5)	3.6 (3.1,4.1)	1.6 (1.3,2.0)
7 months to less than 10 months	0.7 (0.4,1.3)	0.6 (0.4,0.9)	1.9* (1.0,3.6)	0.6* (0.2,1.4)	0.1* (0.0,0.4)	0.7 (0.5,1.0)	0.3 (0.2,0.5)
10 to 12 months	0.2* (0.1,0.5)	0.3* (0.2,0.5)	0.5* (0.1,2.3)	0.1* (0.0,0.7)	0.2* (0.0,0.5)	0.2 (0.1,0.4)	0.2* (0.1,0.3)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27b.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Peacekeeping or Other Contingency Operation: By Gender Within Service***

27b. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Peacekeeping or other contingency operation

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	21,829	2,899	16,492	2,071	8,735	377	11,845	2,151	2,068	256
Responding on Item	329,703	62,149	269,506	45,515	130,877	9,332	250,107	61,131	26,523	3,381
None§	85.1 (83.2,86.9)	92.1 (90.8,93.3)	83.6 (81.5,85.5)	91.3 (89.6,92.8)	91.2 (89.6,92.6)	95.4 (92.8,97.1)	84.2 (82.5,85.7)	92.4 (91.3,93.4)	89.9 (87.3,92.0)	95.3 (93.6,96.6)
Less than 1 month	2.4 (1.7,3.3)	1.5 (1.1,2.1)	4.4 (3.3,5.8)	2.8 (2.0,4.1)	3.2 (2.3,4.5)	2.1* (0.8,5.2)	2.9 (2.2,3.9)	1.2 (0.8,1.7)	5.3 (3.8,7.4)	2.4 (1.5,3.7)
1 month to less than 3 months	2.2 (1.6,3.1)	1.3 (0.9,2.0)	3.8 (2.9,5.0)	1.5 (1.0,2.2)	1.7 (1.1,2.7)	1.0* (0.6,2.0)	4.7 (3.9,5.8)	2.6 (2.0,3.3)	2.8 (1.8,4.4)	1.5 (0.9,2.5)
3 months to less than 5 months	3.1 (2.4,4.0)	1.4 (1.0,2.0)	2.4 (1.8,3.3)	1.3 (0.9,1.9)	1.3 (0.8,2.1)	0.6* (0.3,1.1)	7.4 (6.3,8.6)	3.7 (3.1,4.4)	0.9* (0.4,2.0)	0.1* (0.0,0.5)
5 months to less than 7 months	5.7 (4.6,6.9)	2.6 (1.8,3.7)	4.7 (3.8,5.9)	2.6 (1.9,3.4)	2.2 (1.5,3.3)	0.7* (0.4,1.4)	0.6 (0.3,1.0)	0.1* (0.0,0.4)	0.8* (0.3,2.1)	0.3* (0.1,0.9)
7 months to less than 10 months	1.2 (0.7,2.0)	0.6 (0.4,1.0)	0.8 (0.4,1.4)	0.3* (0.1,0.8)	0.4* (0.2,0.9)	0.1* (0.0,0.5)	0.1* (0.1,0.4)	0.0* (0.0,0.1)	0.3* (0.1,1.2)	0.2* (0.0,1.0)
10 to 12 months	0.4* (0.2,0.7)	0.4* (0.2,0.8)	0.3* (0.1,0.7)	0.2* (0.1,0.6)	0.1* (0.0,0.5)	0.0* (0.0,0.2)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.0,1.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27b.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Peacekeeping or Other Contingency Operation: By Gender Within Paygrade***

27b. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Peacekeeping or other contingency operation

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	18,565	2,880	29,252	2,744	1,041	57	5,229	1,186	6,882	887
Responding on Item	373,445	81,895	467,151	71,656	14,439	1,089	85,035	16,852	66,647	10,016
None§	85.8 (83.7,87.7)	92.9 (91.7,93.9)	84.4 (83.2,85.5)	90.9 (89.6,92.0)	85.3 (80.7,89.0)	88.1 (83.8,91.4)	86.4 (83.8,88.7)	93.3 (91.8,94.6)	89.1 (86.9,90.9)	95.8 (94.3,96.9)
Less than 1 month	2.7 (2.1,3.5)	1.6 (1.1,2.3)	3.5 (2.9,4.2)	1.9 (1.5,2.6)	3.6* (2.0,6.6)	3.6 (2.2,6.0)	3.3 (2.2,4.9)	2.1 (1.4,3.3)	4.4 (3.4,5.7)	1.3 (0.8,2.1)
1 month to less than 3 months	3.2 (2.4,4.1)	1.8 (1.3,2.4)	3.2 (2.6,3.8)	2.0 (1.5,2.7)	2.9* (1.6,5.4)	2.3 (1.3,4.0)	4.3 (3.2,5.8)	1.2* (0.6,2.1)	2.7 (1.8,3.9)	1.0 (0.6,1.8)
3 months to less than 5 months	3.5 (2.7,4.5)	1.8 (1.4,2.3)	4.3 (3.7,5.0)	2.5 (2.0,3.1)	2.0* (1.0,4.0)	1.6* (0.6,4.0)	3.1 (2.2,4.5)	2.4 (1.6,3.7)	1.8 (1.1,2.9)	0.9* (0.5,1.7)
5 months to less than 7 months	3.9 (2.9,5.1)	1.5 (1.0,2.3)	3.9 (3.1,4.7)	2.0 (1.5,2.7)	3.6 (2.0,6.3)	3.7* (2.1,6.7)	2.1* (1.2,3.8)	0.8* (0.4,1.5)	1.8 (1.2,2.8)	0.7* (0.3,1.5)
7 months to less than 10 months	0.8 (0.5,1.5)	0.3* (0.2,0.6)	0.6 (0.4,1.0)	0.3* (0.2,0.6)	2.1* (1.1,3.9)	0.0 (N/A,N/A)	0.7* (0.3,1.7)	0.2* (0.1,0.7)	0.1* (0.0,0.4)	0.3* (0.1,0.9)
10 to 12 months	0.2* (0.1,0.5)	0.1* (0.0,0.4)	0.3* (0.1,0.5)	0.3* (0.2,0.6)	0.5* (0.1,2.6)	0.7* (0.2,2.0)	0.1* (0.0,0.8)	0.0 (N/A,N/A)	0.2* (0.1,0.6)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27c.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Foreign Humanitarian Assistance Mission: By Service***

27c. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Foreign humanitarian assistance mission

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	82,411	80,025	32,009	19,492	9,634	18,891	2,386
Responding on Item	1,174,536	1,144,694	384,571	314,092	139,688	306,343	29,842
None§	95.9 (95.4,96.3)	95.9 (95.4,96.4)	96.6 (95.7,97.4)	93.7 (92.5,94.8)	94.3 (92.7,95.6)	98.0 (97.4,98.4)	93.8 (91.4,95.5)
Less than 1 month	1.8 (1.5,2.2)	1.8 (1.5,2.1)	1.2 (0.8,1.8)	2.4 (1.7,3.2)	3.5 (2.6,4.7)	1.2 (0.8,1.7)	3.0 (2.0,4.5)
1 month to less than 3 months	1.2 (0.9,1.5)	1.2 (0.9,1.5)	0.7* (0.4,1.3)	2.2 (1.5,3.3)	1.1 (0.7,2.0)	0.7 (0.4,1.0)	1.8* (0.9,3.6)
3 months to less than 5 months	0.4 (0.3,0.6)	0.4 (0.3,0.6)	0.6* (0.3,1.0)	0.4* (0.2,0.8)	0.5* (0.2,1.0)	0.2* (0.1,0.5)	0.9* (0.5,1.9)
5 months to less than 7 months	0.6 (0.4,0.8)	0.6 (0.4,0.8)	0.8 (0.5,1.3)	1.0 (0.6,1.5)	0.6* (0.3,1.3)	0.0* (0.0,0.0)	0.4* (0.1,1.6)
7 months to less than 10 months	0.1* (0.0,0.2)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.3* (0.1,0.7)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.1* (0.0,0.3)
10 to 12 months	0.1* (0.0,0.2)	0.1* (0.0,0.2)	0.2* (0.1,0.4)	0.0 (N/A,N/A)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27c.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Foreign Humanitarian Assistance Mission: By Paygrade and Gender***

27c. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Foreign humanitarian assistance mission

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	24,998	38,795	1,461	8,146	9,011	73,670	8,742
Responding on Item	451,786	532,008	15,165	100,155	75,421	994,015	180,520
None§	95.6 (94.7,96.4)	95.7 (94.9,96.3)	96.6 (94.5,97.9)	97.2 (96.1,98.0)	96.6 (95.4,97.5)	95.5 (94.9,96.0)	97.9 (97.4,98.2)
Less than 1 month	1.6 (1.2,2.1)	2.0 (1.5,2.5)	1.8* (0.9,3.7)	1.7 (1.2,2.6)	2.3 (1.6,3.2)	2.0 (1.7,2.4)	0.9 (0.6,1.2)
1 month to less than 3 months	1.2 (0.8,1.8)	1.3 (0.9,1.8)	0.5* (0.1,1.6)	0.6* (0.3,1.1)	0.9* (0.4,1.8)	1.3 (1.0,1.7)	0.6 (0.4,0.9)
3 months to less than 5 months	0.6 (0.4,1.0)	0.4* (0.2,0.6)	0.5* (0.1,1.6)	0.1* (0.0,0.4)	0.1* (0.0,0.4)	0.5 (0.3,0.7)	0.2* (0.1,0.4)
5 months to less than 7 months	0.9 (0.5,1.4)	0.5 (0.3,0.8)	0.2* (0.0,1.3)	0.4* (0.1,1.1)	0.1* (0.0,0.3)	0.6 (0.4,0.9)	0.4 (0.3,0.6)
7 months to less than 10 months	0.1* (0.0,0.3)	0.1* (0.1,0.3)	0.4* (0.1,1.6)	0.0* (0.0,0.0)	0.1* (0.0,0.4)	0.1* (0.0,0.2)	0.0* (0.0,0.1)
10 to 12 months	0.0* (0.0,0.0)	0.1* (0.1,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.0* (0.0,0.1)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27c.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Foreign Humanitarian Assistance Mission: By Gender Within Service***

27c. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Foreign humanitarian assistance mission

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	28,633	3,376	17,263	2,229	9,218	416	16,435	2,456	2,121	265
Responding on Item	322,899	61,672	268,735	45,357	130,395	9,293	245,517	60,826	26,470	3,372
None§	96.3 (95.1,97.2)	98.4 (97.7,98.8)	93.3 (91.9,94.5)	96.2 (94.9,97.2)	94.2 (92.5,95.5)	96.0 (93.3,97.7)	97.8 (97.0,98.3)	98.9 (98.2,99.3)	93.4 (90.6,95.3)	96.9 (95.4,97.9)
Less than 1 month	1.3 (0.8,2.0)	0.5 (0.3,0.8)	2.6 (1.8,3.6)	1.3 (0.8,2.3)	3.6 (2.6,4.9)	2.3* (1.0,5.3)	1.3 (0.9,1.9)	0.7 (0.4,1.2)	3.2 (2.1,4.9)	1.2* (0.7,2.2)
1 month to less than 3 months	0.7* (0.4,1.4)	0.6 (0.4,1.1)	2.5 (1.6,3.7)	0.8 (0.5,1.4)	1.2 (0.7,2.0)	0.8* (0.4,1.8)	0.7 (0.4,1.2)	0.4* (0.2,0.9)	2.0* (1.0,4.0)	0.8* (0.4,1.7)
3 months to less than 5 months	0.6* (0.3,1.2)	0.3* (0.1,0.6)	0.4* (0.2,0.9)	0.4* (0.2,0.9)	0.5* (0.2,1.1)	0.3* (0.1,0.8)	0.2* (0.1,0.6)	0.1* (0.0,0.2)	1.0* (0.5,2.1)	0.6* (0.3,1.3)
5 months to less than 7 months	0.9 (0.5,1.5)	0.2* (0.1,0.5)	0.9 (0.5,1.6)	1.2 (0.7,1.9)	0.6* (0.3,1.4)	0.3* (0.1,0.9)	0.0 (N/A,N/A)	0.0* (0.0,0.2)	0.5* (0.1,1.9)	0.2* (0.1,0.6)
7 months to less than 10 months	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.4* (0.2,0.8)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.4)	0.3* (0.1,1.0)
10 to 12 months	0.2* (0.1,0.5)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.5)	0.2* (0.0,0.9)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27c.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Foreign Humanitarian Assistance Mission: By Gender Within Paygrade***

27c. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Foreign humanitarian assistance mission

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	21,568	3,431	35,613	3,182	1,384	77	6,912	1,235	8,194	817
Responding on Item	370,442	81,344	460,790	71,218	14,096	1,069	83,352	16,803	65,335	10,086
None§	95.1 (94.0,96.1)	97.9 (97.1,98.5)	95.3 (94.4,96.1)	97.9 (97.2,98.4)	96.5 (94.3,97.9)	97.9 (96.3,98.9)	97.0 (95.7,97.9)	98.3 (97.3,99.0)	96.6 (95.2,97.6)	96.6 (93.9,98.1)
Less than 1 month	1.8 (1.4,2.5)	0.6* (0.3,1.1)	2.1 (1.6,2.7)	0.9 (0.5,1.4)	1.9* (0.9,3.9)	1.3* (0.6,2.8)	1.9 (1.2,2.9)	1.0* (0.5,2.0)	2.2 (1.5,3.3)	2.8* (1.3,5.6)
1 month to less than 3 months	1.3 (0.9,2.1)	0.8 (0.5,1.2)	1.4 (1.0,2.0)	0.6 (0.4,1.0)	0.5* (0.1,1.7)	0.5* (0.1,1.5)	0.7* (0.4,1.3)	0.3* (0.1,0.7)	1.0* (0.5,2.0)	0.2* (0.1,0.7)
3 months to less than 5 months	0.7 (0.4,1.2)	0.3* (0.1,0.7)	0.4* (0.2,0.7)	0.1* (0.0,0.5)	0.5* (0.1,1.8)	0.3* (0.1,1.6)	0.1* (0.0,0.5)	0.3* (0.1,0.8)	0.1* (0.0,0.5)	0.2* (0.1,0.7)
5 months to less than 7 months	1.0 (0.6,1.6)	0.4 (0.2,0.7)	0.5 (0.3,0.8)	0.5 (0.3,0.9)	0.2* (0.0,1.4)	0.0 (N/A,N/A)	0.4* (0.1,1.3)	0.1* (0.0,0.4)	0.1* (0.0,0.3)	0.2* (0.1,0.8)
7 months to less than 10 months	0.1* (0.0,0.3)	0.0* (0.0,0.0)	0.1* (0.1,0.4)	0.1* (0.0,0.2)	0.4* (0.1,1.7)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.1* (0.0,0.4)	0.0 (N/A,N/A)
10 to 12 months	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.2* (0.1,0.4)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27d.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Unit Training at Combat Training Center: By Service***

27d. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Unit training at combat training center

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	68,190	65,837	22,335	19,203	8,170	16,130	2,353
Responding on Item	1,188,757	1,158,882	394,245	314,381	141,152	309,104	29,875
None§	74.2 (73.3,75.1)	73.8 (72.9,74.7)	62.1 (60.4,63.9)	81.1 (79.1,83.0)	65.0 (62.4,67.4)	85.3 (83.9,86.5)	89.5 (86.5,92.0)
Less than 1 month	11.7 (11.0,12.4)	11.8 (11.1,12.6)	13.5 (12.0,15.2)	8.8 (7.7,10.1)	16.8 (14.5,19.3)	10.4 (9.3,11.6)	6.5 (5.0,8.4)
1 month to less than 3 months	10.4 (9.8,11.2)	10.7 (10.0,11.4)	18.8 (17.3,20.5)	6.4 (5.1,7.9)	12.6 (10.7,14.9)	3.7 (3.0,4.5)	2.2 (1.3,3.6)
3 months to less than 5 months	2.3 (2.0,2.7)	2.4 (2.0,2.8)	4.0 (3.1,5.1)	2.1 (1.5,2.8)	2.5 (1.8,3.3)	0.5 (0.3,0.8)	0.9* (0.2,3.7)
5 months to less than 7 months	1.0 (0.7,1.2)	1.0 (0.7,1.3)	1.0 (0.6,1.6)	1.0 (0.6,1.5)	2.6 (1.8,3.8)	0.1* (0.1,0.4)	0.8* (0.3,1.9)
7 months to less than 10 months	0.3 (0.2,0.4)	0.3 (0.2,0.4)	0.3* (0.2,0.8)	0.4* (0.2,0.8)	0.4* (0.2,1.0)	0.0 (N/A,N/A)	0.1* (0.0,0.7)
10 to 12 months	0.2* (0.1,0.3)	0.2* (0.1,0.3)	0.2* (0.1,0.5)	0.2* (0.1,0.6)	0.2* (0.1,0.8)	0.0* (0.0,0.1)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27d.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Unit Training at Combat Training Center: By Paygrade and Gender***

27d. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Unit training at combat training center

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	23,349	28,746	1,116	6,874	8,104	59,710	8,480
Responding on Item	453,435	542,057	15,510	101,427	76,328	1,007,975	180,782
None§	72.3 (70.4,74.0)	75.0 (73.6,76.3)	70.9 (66.1,75.2)	72.3 (69.6,74.9)	83.5 (81.3,85.4)	72.2 (71.2,73.2)	85.4 (84.3,86.3)
Less than 1 month	12.4 (11.0,13.9)	10.9 (10.0,11.9)	11.1 (8.1,14.9)	14.1 (12.2,16.2)	10.2 (8.5,12.1)	12.4 (11.6,13.3)	7.7 (7.0,8.4)
1 month to less than 3 months	11.5 (10.1,13.1)	10.3 (9.3,11.4)	15.0 (11.8,19.0)	10.3 (8.7,12.1)	4.4 (3.5,5.6)	11.4 (10.6,12.2)	5.3 (4.7,5.9)
3 months to less than 5 months	2.1 (1.5,2.9)	2.7 (2.2,3.3)	2.1* (1.1,4.1)	2.4 (1.5,3.7)	1.3 (0.8,2.1)	2.5 (2.1,3.0)	1.3 (0.9,1.8)
5 months to less than 7 months	1.4 (0.9,1.9)	0.7 (0.5,1.2)	0.7* (0.2,2.1)	0.9* (0.5,1.7)	0.3* (0.1,0.7)	1.1 (0.8,1.4)	0.3 (0.2,0.5)
7 months to less than 10 months	0.2* (0.1,0.5)	0.3 (0.2,0.6)	0.2* (0.0,1.1)	0.1* (0.0,0.2)	0.3* (0.1,1.2)	0.3 (0.2,0.5)	0.1* (0.1,0.2)
10 to 12 months	0.2* (0.1,0.6)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.4)	0.2* (0.1,0.3)	0.1* (0.0,0.1)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27d.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Unit Training at Combat Training Center: By Gender Within Service***

27d. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Unit training at combat training center

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	19,036	3,299	17,057	2,146	7,718	451	13,780	2,351	2,119	233
Responding on Item	332,496	61,749	268,941	45,440	131,894	9,258	248,172	60,931	26,472	3,404
None§	59.6 (57.6,61.7)	75.7 (73.7,77.6)	79.5 (77.2,81.6)	90.8 (89.0,92.3)	64.1 (61.4,66.7)	77.6 (70.8,83.2)	83.6 (82.0,85.1)	91.9 (90.6,93.1)	89.1 (85.7,91.8)	92.6 (88.5,95.3)
Less than 1 month	14.0 (12.2,16.0)	10.9 (9.6,12.4)	9.5 (8.2,11.0)	4.8 (3.9,6.0)	17.1 (14.7,19.8)	11.8 (8.3,16.6)	11.5 (10.2,12.9)	6.1 (5.0,7.4)	6.7 (5.0,8.9)	4.8 (2.9,7.6)
1 month to less than 3 months	20.4 (18.6,22.3)	10.6 (9.4,12.0)	7.1 (5.7,8.9)	2.2 (1.6,3.1)	12.9 (10.8,15.3)	8.8* (4.3,17.3)	4.2 (3.3,5.2)	1.7 (1.3,2.3)	2.2 (1.3,3.8)	2.3* (0.8,6.6)
3 months to less than 5 months	4.4 (3.4,5.6)	2.1 (1.3,3.2)	2.1 (1.5,3.0)	1.7* (0.9,3.3)	2.6 (1.9,3.5)	1.1 (0.7,1.9)	0.6 (0.4,1.0)	0.2* (0.1,0.5)	1.0* (0.2,4.2)	0.1* (0.0,0.6)
5 months to less than 7 months	1.1 (0.7,1.9)	0.5* (0.3,0.8)	1.1 (0.7,1.7)	0.3* (0.1,0.8)	2.7 (1.8,4.0)	0.5* (0.2,1.3)	0.2* (0.1,0.5)	0.1* (0.0,0.4)	0.9* (0.4,2.1)	0.0 (N/A,N/A)
7 months to less than 10 months	0.4* (0.1,0.9)	0.2* (0.1,0.6)	0.4* (0.2,1.0)	0.1* (0.0,0.3)	0.4* (0.2,1.0)	0.1* (0.0,0.6)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.8)	0.2* (0.0,0.9)
10 to 12 months	0.2* (0.1,0.6)	0.0* (0.0,0.3)	0.3* (0.1,0.7)	0.1* (0.0,0.3)	0.2* (0.1,0.9)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27d.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Unit Training at Combat Training Center: By Gender Within Paygrade***

27d. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Unit training at combat training center

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	19,775	3,575	25,906	2,840	1,060	56	5,763	1,112	7,207	897
Responding on Item	372,235	81,200	470,497	71,560	14,420	1,090	84,501	16,926	66,322	10,006
None§	69.4 (67.1,71.5)	85.5 (83.7,87.1)	73.4 (71.9,75.0)	85.1 (83.7,86.4)	70.5 (65.3,75.2)	75.9 (69.2,81.6)	70.2 (67.1,73.2)	82.8 (80.1,85.3)	82.2 (79.8,84.4)	91.8 (88.6,94.1)
Less than 1 month	13.5 (11.8,15.3)	7.2 (6.1,8.5)	11.3 (10.3,12.5)	7.9 (6.9,9.1)	11.2 (8.1,15.4)	9.5 (7.0,12.9)	15.2 (13.0,17.7)	8.8 (7.2,10.8)	10.5 (8.7,12.7)	7.6 (5.3,10.8)
1 month to less than 3 months	12.8 (11.1,14.7)	5.7 (4.6,6.9)	11.1 (10.0,12.3)	5.0 (4.2,6.0)	15.2 (11.8,19.4)	12.8 (7.7,20.4)	11.0 (9.2,13.1)	6.8 (5.3,8.5)	5.0 (4.0,6.4)	0.4* (0.2,0.9)
3 months to less than 5 months	2.3 (1.6,3.2)	1.2* (0.7,2.1)	2.9 (2.3,3.6)	1.5 (0.9,2.5)	2.2* (1.1,4.3)	1.3* (0.6,3.0)	2.6 (1.6,4.3)	1.2* (0.7,2.1)	1.4 (0.9,2.4)	0.3* (0.1,1.0)
5 months to less than 7 months	1.6 (1.1,2.3)	0.3* (0.2,0.7)	0.8 (0.5,1.3)	0.3* (0.1,0.5)	0.7* (0.2,2.3)	0.5* (0.1,2.2)	1.0* (0.5,2.0)	0.4* (0.1,1.1)	0.4* (0.2,0.9)	0.0 (N/A,N/A)
7 months to less than 10 months	0.3* (0.1,0.6)	0.1* (0.0,0.4)	0.4* (0.2,0.7)	0.1* (0.1,0.4)	0.2* (0.0,1.2)	0.0 (N/A,N/A)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.3* (0.1,1.4)	0.0 (N/A,N/A)
10 to 12 months	0.3* (0.1,0.7)	0.0* (0.0,0.2)	0.1* (0.0,0.4)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.5)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27e.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Counter Drug Operations: By Service***

27e. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Counter drug operations

Assign each of your nights away to only one type of military duty.

		Total	DoD				Coast Guard
			Total DoD	Army	Navy	Marine Corps	
Estimated Population							
Not Applicable							
Not Responding on Item	86,460	84,339	33,514	20,548	10,995	19,282	2,121
Responding on Item	1,170,487	1,140,380	383,066	313,036	138,327	305,952	30,107
None§	97.5 (97.2,97.9)	98.0 (97.6,98.3)	98.3 (97.5,98.8)	96.4 (95.3,97.2)	99.1 (98.3,99.5)	98.9 (98.3,99.2)	79.9 (76.6,82.8)
Less than 1 month	0.9 (0.7,1.2)	0.8 (0.6,1.0)	0.6* (0.3,1.2)	1.1 (0.7,1.8)	0.5* (0.2,1.2)	0.8 (0.5,1.2)	6.8 (5.3,8.8)
1 month to less than 3 months	0.8 (0.7,1.0)	0.7 (0.5,0.9)	0.8 (0.5,1.4)	1.0 (0.7,1.5)	0.3* (0.1,0.8)	0.2* (0.1,0.5)	6.9 (5.3,9.0)
3 months to less than 5 months	0.3 (0.2,0.4)	0.2* (0.1,0.3)	0.0* (0.0,0.1)	0.5* (0.2,1.1)	0.0* (0.0,0.2)	0.1 (0.1,0.2)	3.7 (2.6,5.2)
5 months to less than 7 months	0.3 (0.2,0.5)	0.3 (0.2,0.4)	0.2* (0.1,0.5)	0.7 (0.4,1.2)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	2.2* (1.2,4.1)
7 months to less than 10 months	0.1* (0.0,0.2)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.2* (0.0,0.6)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.5* (0.2,1.4)
10 to 12 months	0.1* (0.0,0.2)	0.1* (0.0,0.2)	0.1* (0.0,0.4)	0.2* (0.1,0.6)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.0* (0.0,0.1)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27e.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Counter Drug Operations: By Paygrade and Gender***

27e. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Counter drug operations

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	27,669	40,007	1,693	7,776	9,314	77,396	9,064
Responding on Item	449,115	530,796	14,933	100,525	75,118	990,289	180,198
None§	98.2 (97.6,98.7)	97.1 (96.5,97.6)	97.5 (95.8,98.5)	97.0 (95.8,97.9)	97.0 (95.6,97.9)	97.3 (96.8,97.7)	98.9 (98.6,99.1)
Less than 1 month	0.7 (0.4,1.2)	0.9 (0.7,1.3)	1.7* (0.8,3.3)	1.2 (0.7,2.1)	1.9 (1.1,3.2)	1.0 (0.8,1.4)	0.4 (0.3,0.5)
1 month to less than 3 months	0.6 (0.4,0.9)	1.0 (0.7,1.5)	0.3* (0.1,0.6)	1.0 (0.6,1.8)	0.7* (0.4,1.3)	0.9 (0.7,1.1)	0.4 (0.3,0.6)
3 months to less than 5 months	0.2* (0.1,0.4)	0.4 (0.2,0.6)	0.1* (0.0,0.7)	0.3* (0.1,0.5)	0.1* (0.0,0.3)	0.3 (0.2,0.5)	0.2 (0.1,0.3)
5 months to less than 7 months	0.2* (0.1,0.5)	0.4 (0.2,0.6)	0.4* (0.1,1.5)	0.5* (0.2,1.3)	0.3* (0.1,1.2)	0.4 (0.2,0.5)	0.1* (0.0,0.2)
7 months to less than 10 months	0.0* (0.0,0.0)	0.1* (0.0,0.4)	0.1* (0.0,0.6)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.0* (0.0,0.0)
10 to 12 months	0.1* (0.0,0.4)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.0* (0.0,0.1)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27e.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Counter Drug Operations: By Gender Within Service***

27e. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Counter drug operations

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	29,881	3,633	18,291	2,257	10,569	425	16,778	2,504	1,876	246
Responding on Item	321,651	61,415	267,707	45,329	129,043	9,284	245,174	60,778	26,715	3,391
None§	98.1 (97.1,98.7)	99.4 (99.0,99.6)	96.1 (94.8,97.0)	98.2 (97.2,98.8)	99.1 (98.2,99.5)	99.4 (98.8,99.7)	98.7 (98.0,99.1)	99.6 (99.2,99.8)	79.1 (75.4,82.3)	86.1 (82.0,89.4)
Less than 1 month	0.7* (0.3,1.4)	0.2* (0.1,0.5)	1.2 (0.7,2.0)	0.5* (0.3,1.0)	0.5* (0.2,1.3)	0.4* (0.2,1.0)	0.9 (0.6,1.4)	0.3* (0.1,0.6)	7.2 (5.5,9.5)	3.6 (2.3,5.4)
1 month to less than 3 months	0.9 (0.5,1.7)	0.3* (0.2,0.6)	1.1 (0.7,1.7)	0.9* (0.5,1.6)	0.4* (0.1,0.9)	0.1* (0.0,0.6)	0.3* (0.1,0.6)	0.1* (0.0,0.3)	7.3 (5.5,9.6)	4.0 (2.8,5.5)
3 months to less than 5 months	0.0* (0.0,0.2)	0.1* (0.0,0.2)	0.5* (0.2,1.3)	0.2* (0.0,0.6)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.1* (0.1,0.2)	0.1* (0.0,0.4)	3.6 (2.4,5.3)	4.4* (1.9,9.9)
5 months to less than 7 months	0.2* (0.1,0.6)	0.0* (0.0,0.2)	0.8 (0.5,1.4)	0.2* (0.1,0.7)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	2.3* (1.2,4.4)	1.7 (1.0,2.9)
7 months to less than 10 months	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.1,0.7)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.6* (0.2,1.5)	0.3* (0.1,1.0)
10 to 12 months	0.1* (0.0,0.5)	0.0 (N/A,N/A)	0.2* (0.1,0.6)	0.1* (0.0,0.6)	0.0 (N/A,N/A)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.5)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27e.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Counter Drug Operations: By Gender Within Paygrade***

27e. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Counter drug operations

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	24,029	3,640	36,861	3,147	1,610	83	6,514	1,263	8,383	931
Responding on Item	367,981	81,135	459,542	71,253	13,870	1,063	83,750	16,775	65,146	9,972
None§	98.1 (97.3,98.6)	99.1 (98.6,99.4)	96.8 (96.1,97.4)	98.9 (98.5,99.3)	97.5 (95.6,98.6)	97.4 (95.6,98.4)	96.9 (95.4,98.0)	97.6 (96.3,98.4)	96.6 (95.0,97.7)	99.6 (98.9,99.8)
Less than 1 month	0.8* (0.4,1.4)	0.4* (0.2,0.6)	1.0 (0.7,1.4)	0.3* (0.2,0.5)	1.7* (0.9,3.5)	0.6* (0.2,1.8)	1.3* (0.7,2.3)	0.9 (0.5,1.6)	2.1 (1.2,3.7)	0.3* (0.1,0.8)
1 month to less than 3 months	0.6 (0.4,1.0)	0.5* (0.3,0.9)	1.2 (0.8,1.7)	0.4* (0.2,0.6)	0.1* (0.0,0.6)	2.1 (1.1,3.7)	1.1* (0.6,2.1)	0.6* (0.3,1.2)	0.8* (0.5,1.5)	0.0 (N/A,N/A)
3 months to less than 5 months	0.2* (0.1,0.5)	0.1* (0.0,0.2)	0.4 (0.3,0.6)	0.2* (0.1,0.5)	0.1* (0.0,0.7)	0.0 (N/A,N/A)	0.2* (0.1,0.4)	0.7* (0.2,2.1)	0.1* (0.0,0.3)	0.1* (0.0,0.5)
5 months to less than 7 months	0.2* (0.1,0.6)	0.0* (0.0,0.1)	0.4 (0.2,0.7)	0.1* (0.0,0.4)	0.4* (0.1,1.6)	0.0 (N/A,N/A)	0.5* (0.2,1.6)	0.3* (0.1,0.6)	0.3* (0.1,1.4)	0.0* (0.0,0.1)
7 months to less than 10 months	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.1* (0.0,0.4)	0.0* (0.0,0.1)	0.1* (0.0,0.7)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
10 to 12 months	0.1* (0.0,0.5)	0.0 (N/A,N/A)	0.1* (0.0,0.3)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27f.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Domestic Disaster or Civil Emergency: By Service***

27f. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Domestic disaster or civil emergency

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	80,288	78,074	29,416	19,312	10,185	19,162	2,213
Responding on Item	1,176,659	1,146,645	387,164	314,273	139,137	306,072	30,015
None§	96.6 (96.1,97.1)	96.8 (96.3,97.3)	97.6 (96.6,98.3)	93.6 (92.3,94.8)	97.9 (96.8,98.6)	98.5 (98.1,98.9)	88.4 (86.0,90.5)
Less than 1 month	2.6 (2.2,3.0)	2.4 (2.0,2.9)	1.9 (1.2,2.8)	4.6 (3.7,5.8)	1.3 (0.8,2.1)	1.3 (1.0,1.8)	8.3 (6.6,10.3)
1 month to less than 3 months	0.5 (0.3,0.7)	0.4 (0.3,0.6)	0.3* (0.1,0.6)	0.9 (0.5,1.6)	0.4* (0.2,1.2)	0.1* (0.1,0.3)	2.1 (1.2,3.6)
3 months to less than 5 months	0.1* (0.1,0.2)	0.1* (0.1,0.2)	0.1* (0.0,0.3)	0.2* (0.1,0.5)	0.2* (0.0,0.8)	0.0 (N/A,N/A)	0.3* (0.1,0.8)
5 months to less than 7 months	0.2 (0.1,0.3)	0.2* (0.1,0.3)	0.1* (0.0,0.4)	0.4* (0.2,0.8)	0.0* (0.0,0.2)	0.0* (0.0,0.2)	0.4* (0.1,1.6)
7 months to less than 10 months	0.1* (0.0,0.2)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.2* (0.1,0.6)	0.1* (0.0,0.4)	0.0* (0.0,0.1)	0.6* (0.1,2.9)
10 to 12 months	0.1* (0.0,0.2)	0.1* (0.0,0.2)	0.1* (0.0,0.4)	0.1* (0.0,0.4)	0.1* (0.0,0.8)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27f.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Domestic Disaster or Civil Emergency: By Paygrade and Gender***

27f. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Domestic disaster or civil emergency

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	24,668	37,656	1,551	7,956	8,456	72,135	8,153
Responding on Item	452,116	533,147	15,075	100,345	75,976	995,550	181,109
None§	96.6 (95.7,97.3)	96.4 (95.6,97.0)	96.6 (94.7,97.8)	97.5 (96.4,98.3)	96.5 (95.2,97.4)	96.3 (95.7,96.8)	98.2 (97.8,98.6)
Less than 1 month	2.3 (1.8,3.1)	2.7 (2.2,3.4)	2.7 (1.7,4.4)	2.1 (1.5,3.0)	3.2 (2.3,4.3)	2.8 (2.3,3.3)	1.3 (1.0,1.7)
1 month to less than 3 months	0.6 (0.4,1.1)	0.4 (0.3,0.7)	0.4* (0.1,1.3)	0.2* (0.1,0.6)	0.2* (0.1,0.5)	0.5 (0.4,0.8)	0.2* (0.1,0.4)
3 months to less than 5 months	0.1* (0.0,0.2)	0.1* (0.1,0.4)	0.1* (0.0,0.6)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.1* (0.1,0.3)
5 months to less than 7 months	0.2* (0.1,0.4)	0.2* (0.1,0.4)	0.0 (N/A,N/A)	0.1* (0.0,0.6)	0.0 (N/A,N/A)	0.2* (0.1,0.3)	0.1* (0.0,0.2)
7 months to less than 10 months	0.1* (0.0,0.1)	0.1* (0.0,0.4)	0.2* (0.0,1.3)	0.0 (N/A,N/A)	0.2* (0.0,1.2)	0.1* (0.0,0.2)	0.1* (0.0,0.2)
10 to 12 months	0.1* (0.0,0.4)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.0* (0.0,0.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27f.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Domestic Disaster or Civil Emergency: By Gender Within Service***

27f. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Domestic disaster or civil emergency

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	26,148	3,268	17,392	1,920	9,778	407	16,808	2,354	2,009	204
Responding on Item	325,384	61,780	268,606	45,666	129,834	9,302	245,144	60,928	26,582	3,433
None§	97.4 (96.2,98.2)	98.9 (98.3,99.2)	93.1 (91.5,94.5)	96.7 (95.3,97.6)	97.9 (96.7,98.6)	97.8 (94.8,99.1)	98.3 (97.8,98.8)	99.2 (98.7,99.5)	88.0 (85.2,90.3)	91.4 (86.3,94.7)
Less than 1 month	2.0 (1.3,3.1)	0.9 (0.6,1.3)	5.1 (4.0,6.4)	2.1 (1.4,3.2)	1.3 (0.7,2.1)	1.6* (0.5,4.9)	1.5 (1.1,2.0)	0.7 (0.4,1.1)	8.4 (6.6,10.8)	7.1 (3.9,12.5)
1 month to less than 3 months	0.3* (0.1,0.7)	0.1* (0.0,0.6)	1.0* (0.6,1.9)	0.4* (0.2,1.0)	0.4* (0.2,1.2)	0.1* (0.0,0.5)	0.1* (0.1,0.3)	0.1* (0.0,0.4)	2.2 (1.3,3.9)	0.8* (0.4,1.6)
3 months to less than 5 months	0.1* (0.0,0.4)	0.1* (0.0,0.6)	0.1* (0.0,0.5)	0.2* (0.1,0.7)	0.2* (0.0,0.9)	0.2* (0.0,0.5)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.3* (0.1,0.8)	0.4* (0.2,1.2)
5 months to less than 7 months	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.4* (0.2,0.9)	0.3* (0.1,0.8)	0.0* (0.0,0.2)	0.3* (0.1,1.0)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.5* (0.1,1.9)	0.1* (0.0,0.6)
7 months to less than 10 months	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.1,0.7)	0.3* (0.1,0.7)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.6* (0.1,3.3)	0.2* (0.0,0.9)
10 to 12 months	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.1* (0.0,0.5)	0.0 (N/A,N/A)	0.2* (0.0,0.9)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27f.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Domestic Disaster or Civil Emergency: By Gender Within Paygrade***

27f. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Domestic disaster or civil emergency

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	21,301	3,369	34,921	2,735	1,474	77	6,824	1,133	7,618	838
Responding on Item	370,709	81,406	461,482	71,665	14,006	1,069	83,440	16,905	65,911	10,065
None§	96.3 (95.1,97.2)	98.2 (97.5,98.7)	96.1 (95.2,96.8)	98.2 (97.5,98.7)	96.5 (94.5,97.8)	97.8 (96.0,98.8)	97.4 (96.1,98.3)	98.2 (96.7,99.0)	96.1 (94.6,97.2)	98.8 (98.0,99.3)
Less than 1 month	2.6 (1.9,3.6)	1.0 (0.7,1.6)	2.9 (2.3,3.7)	1.5 (1.1,2.2)	2.8 (1.7,4.6)	1.9* (1.0,3.6)	2.2 (1.5,3.3)	1.8* (0.9,3.2)	3.5 (2.5,4.8)	1.2 (0.7,2.0)
1 month to less than 3 months	0.7* (0.4,1.3)	0.3* (0.1,0.7)	0.5 (0.3,0.7)	0.2* (0.1,0.4)	0.4* (0.1,1.4)	0.3* (0.1,1.4)	0.3* (0.1,0.7)	0.1* (0.0,0.1)	0.2* (0.1,0.5)	0.0* (0.0,0.1)
3 months to less than 5 months	0.1* (0.0,0.3)	0.2* (0.1,0.6)	0.2* (0.1,0.4)	0.0* (0.0,0.1)	0.1* (0.0,0.7)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
5 months to less than 7 months	0.2* (0.1,0.5)	0.2* (0.1,0.5)	0.2* (0.1,0.5)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.7)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
7 months to less than 10 months	0.0* (0.0,0.1)	0.1* (0.0,0.4)	0.1* (0.0,0.4)	0.1* (0.0,0.2)	0.2* (0.0,1.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.0,1.4)	0.0 (N/A,N/A)
10 to 12 months	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.1* (0.0,0.3)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27g.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Time at Sea for Scheduled Deployments: By Service***

27g. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Time at sea for scheduled deployments (other than for the above)

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	70,958	69,211	29,820	12,429	7,683	19,280	1,747
Responding on Item	1,185,989	1,155,508	386,760	321,155	141,639	305,954	30,481
None§	88.1	88.4	99.4	67.4	81.6	99.8	74.2
	(87.4,88.7)	(87.7,89.1)	(99.0,99.6)	(65.3,69.4)	(79.3,83.8)	(99.5,99.9)	(70.7,77.5)
Less than 1 month	2.2	2.1	0.2*	5.4	3.8	0.1*	6.7
	(1.9,2.5)	(1.8,2.4)	(0.1,0.6)	(4.5,6.4)	(2.8,5.1)	(0.0,0.3)	(5.0,9.0)
1 month to less than 3 months	3.7	3.5	0.2*	10.2	5.2	0.1*	8.1
	(3.3,4.1)	(3.2,4.0)	(0.1,0.5)	(8.9,11.7)	(4.0,6.9)	(0.0,0.2)	(6.5,10.0)
3 months to less than 5 months	1.8	1.7	0.2*	5.3	1.2	0.0*	5.1
	(1.5,2.2)	(1.4,2.1)	(0.1,0.4)	(4.2,6.7)	(0.7,2.1)	(0.0,0.1)	(3.8,7.0)
5 months to less than 7 months	3.4	3.3	0.0*	8.8	7.1	0.0*	4.4
	(2.9,3.8)	(2.9,3.8)	(0.0,0.1)	(7.5,10.2)	(5.8,8.7)	(0.0,0.1)	(3.1,6.3)
7 months to less than 10 months	0.8	0.8	0.0	2.4	0.9*	0.1*	0.7*
	(0.6,1.0)	(0.6,1.0)	(N/A,N/A)	(1.7,3.3)	(0.5,1.7)	(0.0,0.3)	(0.3,1.5)
10 to 12 months	0.2	0.2	0.1*	0.6	0.1*	0.0	0.7*
	(0.1,0.3)	(0.1,0.3)	(0.0,0.4)	(0.3,1.0)	(0.0,0.3)	(N/A,N/A)	(0.2,2.8)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27g.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Time at Sea for Scheduled Deployments: By Paygrade and Gender***

27g. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Time at sea for scheduled deployments (other than for the above)

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	21,405	31,827	1,461	7,708	8,556	63,248	7,710
Responding on Item	455,379	538,976	15,165	100,593	75,876	1,004,437	181,552
None§	86.5 (85.3,87.6)	88.0 (86.9,89.0)	93.9 (91.7,95.6)	89.6 (88.0,91.0)	94.7 (93.5,95.8)	87.1 (86.2,87.9)	93.5 (92.8,94.1)
Less than 1 month	2.6 (2.1,3.3)	2.0 (1.6,2.4)	1.8* (1.0,3.3)	2.1 (1.5,3.0)	1.3 (0.8,2.0)	2.3 (2.0,2.7)	1.5 (1.1,2.0)
1 month to less than 3 months	4.1 (3.4,5.0)	3.7 (3.1,4.4)	1.3* (0.6,2.5)	3.5 (2.7,4.5)	1.4 (0.9,2.2)	4.0 (3.5,4.5)	1.9 (1.6,2.4)
3 months to less than 5 months	1.9 (1.4,2.7)	1.8 (1.4,2.3)	1.7* (0.8,3.3)	1.8 (1.2,2.7)	1.0 (0.7,1.5)	1.9 (1.5,2.3)	1.2 (0.9,1.6)
5 months to less than 7 months	3.7 (3.0,4.5)	3.6 (3.0,4.3)	1.2* (0.6,2.4)	2.6 (2.0,3.5)	1.3 (0.8,2.0)	3.7 (3.2,4.2)	1.5 (1.2,1.9)
7 months to less than 10 months	1.0 (0.7,1.5)	0.8 (0.5,1.2)	0.2* (0.0,1.3)	0.4* (0.2,0.7)	0.1* (0.0,0.4)	0.9 (0.6,1.2)	0.4 (0.2,0.6)
10 to 12 months	0.2* (0.1,0.5)	0.3* (0.1,0.5)	0.0 (N/A,N/A)	0.1* (0.0,0.4)	0.2* (0.0,1.2)	0.2 (0.2,0.4)	0.0* (0.0,0.1)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27g.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Time at Sea for Scheduled Deployments: By Gender Within Service***

27g. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Time at sea for scheduled deployments (other than for the above)

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	26,630	3,190	10,906	1,523	7,337	344	16,791	2,489	1,583	163
Responding on Item	324,902	61,858	275,092	46,063	132,275	9,365	245,161	60,793	27,008	3,474
None§	99.4 (98.9,99.7)	99.1 (98.1,99.6)	65.5 (63.0,67.8)	78.8 (76.5,81.0)	81.0 (78.4,83.3)	90.2 (84.9,93.7)	99.7 (99.4,99.9)	100.0 (99.8,100.0)	73.2 (69.3,76.9)	82.0 (77.3,86.0)
Less than 1 month	0.2* (0.1,0.7)	0.1* (0.0,0.3)	5.5 (4.5,6.7)	4.7 (3.4,6.4)	3.8 (2.7,5.1)	4.3* (1.7,10.2)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	7.1 (5.2,9.7)	4.1* (2.2,7.5)
1 month to less than 3 months	0.1* (0.0,0.5)	0.5* (0.2,1.8)	10.9 (9.4,12.7)	5.8 (4.7,7.2)	5.4 (4.1,7.2)	2.7* (1.3,5.6)	0.1* (0.0,0.2)	0.0* (0.0,0.3)	8.3 (6.5,10.4)	6.7 (4.0,11.0)
3 months to less than 5 months	0.2* (0.1,0.5)	0.1* (0.0,0.3)	5.5 (4.3,7.2)	4.2 (3.2,5.6)	1.3 (0.7,2.2)	0.8* (0.2,2.5)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	5.4 (3.9,7.5)	2.8 (1.8,4.2)
5 months to less than 7 months	0.0 (N/A,N/A)	0.2* (0.1,0.5)	9.4 (7.9,11.1)	5.2 (4.1,6.6)	7.5 (6.1,9.2)	1.7 (1.1,2.7)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	4.7 (3.2,6.7)	2.8 (1.9,3.9)
7 months to less than 10 months	0.0 (N/A,N/A)	0.0 (N/A,N/A)	2.6 (1.8,3.7)	1.2 (0.7,2.1)	1.0* (0.5,1.8)	0.2* (0.1,0.6)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.6* (0.2,1.5)	1.5 (0.9,2.5)
10 to 12 months	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.7 (0.4,1.2)	0.1* (0.0,0.5)	0.1* (0.0,0.3)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.8* (0.2,3.2)	0.1* (0.0,0.6)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27g.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Time at Sea for Scheduled Deployments: By Gender Within Paygrade***

27g. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Time at sea for scheduled deployments (other than for the above)

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	18,262	3,144	29,205	2,621	1,386	75	6,675	1,035	7,721	835
Responding on Item	373,748	81,631	467,198	71,779	14,094	1,071	83,589	17,003	65,808	10,068
None§	85.2 (83.7,86.6)	92.5 (91.2,93.6)	87.1 (85.9,88.2)	93.8 (92.8,94.6)	93.7 (91.3,95.5)	95.9 (93.3,97.4)	88.7 (86.9,90.3)	93.9 (92.2,95.3)	94.2 (92.8,95.4)	98.2 (97.2,98.9)
Less than 1 month	2.8 (2.1,3.6)	2.0 (1.3,2.9)	2.1 (1.6,2.6)	1.3 (0.8,1.9)	1.9* (1.0,3.5)	0.7* (0.3,1.8)	2.4 (1.6,3.4)	0.9 (0.5,1.6)	1.4 (0.8,2.2)	0.9* (0.4,2.0)
1 month to less than 3 months	4.5 (3.7,5.6)	2.2 (1.6,3.0)	4.0 (3.3,4.8)	1.8 (1.3,2.5)	1.2* (0.5,2.6)	2.2* (1.2,4.3)	3.7 (2.8,5.0)	2.3 (1.4,3.6)	1.6 (1.0,2.5)	0.2* (0.1,0.5)
3 months to less than 5 months	2.1 (1.5,3.0)	1.2 (0.8,1.8)	1.8 (1.4,2.4)	1.4 (1.0,1.9)	1.7* (0.8,3.5)	0.6* (0.2,1.7)	2.0 (1.3,3.1)	0.9 (0.5,1.5)	1.1 (0.7,1.7)	0.5* (0.2,1.1)
5 months to less than 7 months	4.1 (3.3,5.1)	1.5 (1.1,2.2)	3.9 (3.2,4.7)	1.6 (1.2,2.0)	1.2* (0.6,2.6)	0.7* (0.2,2.2)	2.8 (2.0,3.9)	1.8 (1.1,3.1)	1.4 (0.9,2.2)	0.2* (0.1,0.6)
7 months to less than 10 months	1.1 (0.7,1.6)	0.6* (0.3,1.1)	0.9 (0.6,1.3)	0.2* (0.1,0.4)	0.2* (0.0,1.4)	0.0 (N/A,N/A)	0.4* (0.2,0.9)	0.2* (0.1,0.6)	0.1* (0.0,0.5)	0.0 (N/A,N/A)
10 to 12 months	0.2* (0.1,0.6)	0.1* (0.0,0.2)	0.3* (0.1,0.6)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.5)	0.0 (N/A,N/A)	0.2* (0.0,1.4)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27h.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Other Time at Sea: By Service***

27h. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Other time at sea (other than for the above)

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	80,413	77,967	31,424	15,507	11,078	19,959	2,445
Responding on Item	1,176,534	1,146,752	385,156	318,077	138,244	305,275	29,783
None§	90.3 (89.7,90.8)	90.5 (89.9,91.0)	98.7 (98.1,99.2)	71.5 (69.4,73.4)	90.9 (89.2,92.4)	99.6 (99.3,99.8)	83.5 (80.4,86.1)
Less than 1 month	5.0 (4.5,5.5)	4.8 (4.4,5.3)	0.8 (0.5,1.4)	13.9 (12.4,15.5)	5.3 (4.1,6.8)	0.3* (0.2,0.6)	10.7 (8.6,13.3)
1 month to less than 3 months	3.1 (2.8,3.5)	3.1 (2.7,3.5)	0.3* (0.2,0.7)	9.7 (8.5,11.1)	2.4 (1.7,3.5)	0.1* (0.0,0.3)	3.2 (2.3,4.6)
3 months to less than 5 months	0.9 (0.7,1.1)	0.9 (0.7,1.1)	0.1* (0.0,0.3)	3.0 (2.4,3.8)	0.4* (0.2,0.9)	0.0 (N/A,N/A)	0.6* (0.3,1.5)
5 months to less than 7 months	0.5 (0.4,0.7)	0.5 (0.4,0.7)	0.0* (0.0,0.2)	1.4 (1.0,2.0)	0.7* (0.3,1.5)	0.0* (0.0,0.1)	1.1* (0.5,2.5)
7 months to less than 10 months	0.1* (0.1,0.2)	0.1* (0.1,0.2)	0.0 (N/A,N/A)	0.4* (0.2,0.8)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.9* (0.3,2.9)
10 to 12 months	0.1* (0.1,0.2)	0.1* (0.1,0.2)	0.1* (0.0,0.4)	0.2* (0.1,0.5)	0.3* (0.1,0.6)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27h.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Other Time at Sea: By Paygrade and Gender***

27h. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Other time at sea (other than for the above)

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	25,270	36,528	1,460	8,209	8,946	71,821	8,592
Responding on Item	451,514	534,275	15,166	100,092	75,486	995,864	180,670
None§	90.2 (89.0,91.4)	89.9 (89.0,90.7)	92.0 (89.6,93.9)	90.3 (88.7,91.7)	93.1 (91.6,94.4)	89.4 (88.7,90.1)	95.1 (94.6,95.5)
Less than 1 month	5.3 (4.5,6.3)	4.8 (4.2,5.5)	5.2 (3.7,7.2)	5.0 (4.0,6.4)	3.8 (3.0,4.9)	5.4 (4.9,6.0)	2.4 (2.0,2.8)
1 month to less than 3 months	3.1 (2.4,3.9)	3.3 (2.8,3.9)	2.4 (1.3,4.3)	3.3 (2.4,4.4)	2.1 (1.6,2.9)	3.4 (3.0,3.9)	1.6 (1.3,2.0)
3 months to less than 5 months	0.6 (0.4,1.0)	1.2 (0.9,1.5)	0.4* (0.2,1.3)	1.2 (0.7,1.9)	0.5* (0.3,1.1)	0.9 (0.7,1.2)	0.6 (0.5,0.8)
5 months to less than 7 months	0.6 (0.3,1.0)	0.6 (0.4,0.8)	0.0 (N/A,N/A)	0.2* (0.1,0.7)	0.2* (0.1,0.8)	0.6 (0.4,0.8)	0.2 (0.1,0.3)
7 months to less than 10 months	0.1* (0.0,0.3)	0.2* (0.1,0.4)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.2* (0.0,1.2)	0.1* (0.1,0.3)	0.1* (0.0,0.2)
10 to 12 months	0.1* (0.0,0.3)	0.2* (0.1,0.4)	0.0 (N/A,N/A)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.1* (0.1,0.2)	0.0* (0.0,0.2)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27h.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Other Time at Sea: By Gender Within Service***

27h. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Other time at sea (other than for the above)

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	28,016	3,408	13,573	1,933	10,618	459	17,443	2,516	2,171	275
Responding on Item	323,516	61,640	272,425	45,653	128,994	9,250	244,509	60,766	26,420	3,362
None§	98.7 (97.9,99.2)	99.0 (98.0,99.5)	69.4 (67.1,71.7)	83.5 (81.6,85.2)	90.5 (88.7,92.2)	95.9 (93.2,97.6)	99.5 (99.2,99.7)	99.9 (99.7,100.0)	82.5 (79.0,85.5)	91.2 (87.8,93.7)
Less than 1 month	0.9* (0.5,1.6)	0.4* (0.2,0.7)	14.9 (13.2,16.8)	7.7 (6.4,9.2)	5.5 (4.2,7.1)	3.2* (1.6,6.0)	0.4* (0.2,0.7)	0.1* (0.0,0.3)	11.3 (8.9,14.2)	6.2 (4.0,9.5)
1 month to less than 3 months	0.3* (0.1,0.7)	0.5* (0.2,1.8)	10.4 (9.0,12.0)	5.4 (4.3,6.7)	2.6 (1.8,3.7)	0.5* (0.2,1.0)	0.1* (0.0,0.3)	0.0* (0.0,0.1)	3.5 (2.4,5.0)	1.5 (0.8,2.6)
3 months to less than 5 months	0.1* (0.0,0.3)	0.1* (0.0,0.4)	3.1 (2.4,4.1)	2.2 (1.6,3.0)	0.4* (0.2,1.0)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.6* (0.2,1.6)	0.7* (0.3,1.4)
5 months to less than 7 months	0.0* (0.0,0.2)	0.0 (N/A,N/A)	1.5 (1.0,2.3)	0.6* (0.4,1.2)	0.7* (0.3,1.6)	0.3* (0.1,1.2)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	1.2* (0.5,2.8)	0.2* (0.1,0.8)
7 months to less than 10 months	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.4* (0.2,0.9)	0.4* (0.2,1.0)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	1.0* (0.3,3.3)	0.2* (0.0,1.0)
10 to 12 months	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.2* (0.1,0.6)	0.2* (0.1,0.6)	0.3* (0.1,0.7)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27h.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Other Time at Sea: By Gender Within Paygrade***

27h. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Other time at sea (other than for the above)

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	21,806	3,465	33,459	3,069	1,384	75	7,082	1,128	8,091	854
Responding on Item	370,204	81,310	462,944	71,331	14,096	1,071	83,182	16,910	65,438	10,049
None§	89.2 (87.7,90.6)	94.9 (93.9,95.7)	89.1 (88.0,90.0)	95.1 (94.3,95.8)	91.6 (89.0,93.7)	96.4 (94.4,97.8)	89.6 (87.7,91.2)	93.9 (92.3,95.1)	92.3 (90.6,93.8)	98.1 (97.2,98.7)
Less than 1 month	6.0 (5.0,7.2)	2.3 (1.8,3.0)	5.2 (4.5,6.0)	2.4 (1.9,3.1)	5.4 (3.9,7.5)	2.3* (1.3,4.3)	5.4 (4.1,7.1)	3.1 (2.3,4.2)	4.2 (3.3,5.4)	1.2 (0.7,2.1)
1 month to less than 3 months	3.4 (2.6,4.4)	1.7 (1.1,2.5)	3.5 (2.9,4.3)	1.6 (1.2,2.2)	2.5* (1.4,4.5)	1.0* (0.4,2.5)	3.6 (2.6,5.0)	1.7* (0.9,3.0)	2.4 (1.7,3.2)	0.7 (0.4,1.1)
3 months to less than 5 months	0.6 (0.3,1.1)	0.6 (0.4,1.0)	1.2 (0.9,1.7)	0.6 (0.4,0.9)	0.5* (0.2,1.4)	0.3* (0.1,1.3)	1.2 (0.6,2.1)	1.1 (0.6,2.0)	0.6* (0.3,1.2)	0.0 (N/A,N/A)
5 months to less than 7 months	0.6 (0.4,1.1)	0.3* (0.2,0.5)	0.6 (0.4,1.0)	0.1* (0.1,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.1,0.8)	0.1* (0.0,0.5)	0.2* (0.1,0.9)	0.0 (N/A,N/A)
7 months to less than 10 months	0.1* (0.0,0.4)	0.1* (0.0,0.4)	0.2* (0.1,0.5)	0.1* (0.1,0.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.5)	0.2* (0.0,1.4)	0.0 (N/A,N/A)
10 to 12 months	0.1* (0.0,0.4)	0.1* (0.0,0.4)	0.2* (0.1,0.4)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.5)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27i.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Joint Training/Field Exercises/Alerts: By Service***

27i. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Joint training/field exercises/alerts (other than for the above)

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	63,636	61,084	18,457	17,592	7,144	17,891	2,552
Responding on Item	1,193,311	1,163,635	398,123	315,992	142,178	307,343	29,676
None§	70.7 (69.6,71.8)	70.3 (69.2,71.5)	56.4 (54.4,58.5)	76.8 (74.6,78.8)	62.5 (59.6,65.3)	85.3 (83.8,86.7)	86.2 (83.3,88.6)
Less than 1 month	15.8 (15.0,16.6)	15.9 (15.1,16.8)	21.4 (19.7,23.2)	12.8 (11.3,14.6)	19.1 (16.8,21.7)	10.5 (9.4,11.8)	10.3 (8.4,12.7)
1 month to less than 3 months	9.6 (9.0,10.3)	9.8 (9.2,10.6)	15.3 (13.9,16.9)	7.5 (6.3,9.0)	13.3 (11.3,15.7)	3.5 (2.9,4.3)	1.9 (1.0,3.3)
3 months to less than 5 months	2.6 (2.2,3.0)	2.6 (2.2,3.0)	5.2 (4.2,6.4)	1.4 (1.0,2.0)	2.7 (1.9,4.0)	0.4 (0.3,0.7)	1.1* (0.3,3.7)
5 months to less than 7 months	0.9 (0.7,1.1)	0.9 (0.7,1.1)	1.1 (0.7,1.6)	0.9 (0.6,1.4)	1.9 (1.3,2.9)	0.2* (0.1,0.4)	0.4* (0.1,1.7)
7 months to less than 10 months	0.3 (0.2,0.5)	0.3 (0.2,0.5)	0.4* (0.2,0.8)	0.4* (0.2,0.9)	0.3* (0.1,1.0)	0.0* (0.0,0.1)	0.2* (0.0,0.7)
10 to 12 months	0.1* (0.1,0.3)	0.1* (0.1,0.3)	0.2* (0.1,0.5)	0.2* (0.1,0.5)	0.1* (0.0,0.4)	0.0 (N/A,N/A)	0.0* (0.0,0.1)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27i.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Joint Training/Field Exercises/Alerts: By Paygrade and Gender***

27i. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Joint training/field exercises/alerts (other than for the above)

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	17,637	31,627	1,228	6,223	6,920	56,287	7,349
Responding on Item	459,147	539,176	15,398	102,078	77,512	1,011,398	181,913
None§	67.2 (65.1,69.2)	73.1 (71.7,74.5)	65.5 (60.7,70.0)	72.0 (69.3,74.5)	74.3 (71.5,77.0)	69.1 (67.7,70.4)	80.0 (79.0,80.9)
Less than 1 month	17.4 (16.0,19.0)	14.1 (13.0,15.1)	20.6 (16.4,25.5)	16.5 (14.3,19.0)	16.3 (14.4,18.5)	16.4 (15.4,17.4)	12.5 (11.6,13.4)
1 month to less than 3 months	11.0 (9.8,12.4)	8.9 (8.0,9.8)	11.3 (8.7,14.5)	9.5 (7.9,11.4)	6.8 (5.7,8.0)	10.4 (9.6,11.2)	5.7 (5.1,6.3)
3 months to less than 5 months	2.8 (2.2,3.6)	2.7 (2.2,3.2)	2.0* (0.9,4.7)	1.4 (0.8,2.3)	2.1 (1.3,3.4)	2.8 (2.4,3.3)	1.2 (0.9,1.7)
5 months to less than 7 months	1.1 (0.7,1.6)	0.9 (0.6,1.3)	0.0* (0.0,0.1)	0.4* (0.1,1.0)	0.1* (0.0,0.3)	1.0 (0.8,1.2)	0.4* (0.2,0.8)
7 months to less than 10 months	0.3* (0.1,0.6)	0.3* (0.2,0.6)	0.5* (0.2,2.0)	0.2* (0.1,0.9)	0.3* (0.1,1.2)	0.3 (0.2,0.5)	0.2* (0.1,0.3)
10 to 12 months	0.2* (0.1,0.5)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0* (0.0,0.2)	0.2* (0.1,0.3)	0.1* (0.0,0.2)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27i.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Joint Training/Field Exercises/Alerts: By Gender Within Service***

27i. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Joint training/field exercises/alerts (other than for the above)

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	15,982	2,475	15,635	1,957	6,823	320	15,540	2,351	2,307	245
Responding on Item	335,550	62,573	270,363	45,629	132,789	9,389	246,412	60,931	26,284	3,392
None§	54.9 (52.5,57.3)	64.7 (62.6,66.7)	75.2 (72.7,77.6)	86.0 (84.0,87.7)	61.8 (58.7,64.7)	73.2 (67.7,78.0)	83.7 (81.9,85.4)	91.7 (90.5,92.8)	85.9 (82.7,88.6)	88.5 (83.2,92.2)
Less than 1 month	21.5 (19.6,23.6)	21.0 (19.2,22.8)	13.6 (11.8,15.7)	8.1 (7.0,9.4)	19.2 (16.7,22.0)	17.7 (13.0,23.6)	11.5 (10.1,13.1)	6.5 (5.5,7.6)	10.4 (8.3,13.0)	9.5 (6.0,14.7)
1 month to less than 3 months	16.2 (14.5,18.0)	10.7 (9.4,12.3)	8.1 (6.6,9.8)	4.3 (3.4,5.5)	13.8 (11.5,16.3)	7.4 (5.5,10.0)	4.0 (3.3,5.0)	1.5 (1.1,2.2)	1.9* (1.0,3.5)	1.2 (0.7,2.1)
3 months to less than 5 months	5.7 (4.6,7.1)	2.4 (1.7,3.2)	1.5 (1.0,2.2)	1.2* (0.5,2.8)	2.8 (1.9,4.1)	1.4 (0.8,2.4)	0.5* (0.3,0.9)	0.2* (0.1,0.4)	1.2* (0.3,4.2)	0.4* (0.1,1.0)
5 months to less than 7 months	1.1 (0.7,1.7)	0.8* (0.4,1.9)	1.0 (0.6,1.6)	0.3* (0.1,0.7)	2.0 (1.3,3.1)	0.3* (0.1,0.9)	0.2* (0.1,0.5)	0.1* (0.0,0.3)	0.5* (0.1,1.9)	0.0 (N/A,N/A)
7 months to less than 10 months	0.4* (0.2,0.8)	0.4* (0.2,0.8)	0.5* (0.2,1.0)	0.0* (0.0,0.2)	0.3* (0.1,1.1)	0.1* (0.0,0.2)	0.0* (0.0,0.1)	0.0* (0.0,0.3)	0.2* (0.0,0.9)	0.3* (0.1,1.1)
10 to 12 months	0.3* (0.1,0.6)	0.1* (0.0,0.4)	0.2* (0.1,0.6)	0.1* (0.0,0.4)	0.1* (0.0,0.4)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.0,1.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27i.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Joint Training/Field Exercises/Alerts: By Gender Within Paygrade***

27i. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Joint training/field exercises/alerts (other than for the above)

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	14,595	3,043	29,114	2,513	1,157	70	5,291	932	6,130	790
Responding on Item	377,415	81,732	467,289	71,887	14,323	1,076	84,973	17,106	67,399	10,113
None§	64.5 (62.0,66.9)	79.7 (77.8,81.5)	71.9 (70.3,73.5)	80.8 (79.2,82.3)	65.2 (60.1,70.0)	69.5 (62.9,75.3)	71.1 (67.9,74.1)	76.4 (73.4,79.1)	73.0 (69.8,75.9)	83.4 (80.2,86.2)
Less than 1 month	18.5 (16.7,20.5)	12.3 (10.8,14.0)	14.4 (13.3,15.6)	11.8 (10.6,13.2)	20.6 (16.2,25.9)	21.1 (15.4,28.2)	16.6 (14.0,19.5)	16.2 (13.8,18.9)	17.0 (14.8,19.4)	11.9 (9.6,14.6)
1 month to less than 3 months	12.2 (10.7,13.8)	5.7 (4.8,6.6)	9.3 (8.3,10.4)	6.0 (4.9,7.3)	11.5 (8.7,15.0)	8.6 (6.2,11.8)	10.3 (8.4,12.6)	5.6 (4.4,7.1)	7.2 (6.0,8.6)	3.9 (2.3,6.3)
3 months to less than 5 months	3.1 (2.3,4.1)	1.6 (1.0,2.5)	2.9 (2.4,3.6)	0.9 (0.7,1.3)	2.2* (0.9,5.0)	0.2* (0.1,1.0)	1.4* (0.8,2.5)	1.5 (0.9,2.5)	2.4 (1.4,3.8)	0.6* (0.3,1.4)
5 months to less than 7 months	1.2 (0.8,1.8)	0.5* (0.2,1.4)	1.0 (0.7,1.5)	0.3* (0.2,0.6)	0.0 (N/A,N/A)	0.4* (0.1,1.6)	0.4* (0.2,1.2)	0.1* (0.0,0.8)	0.1* (0.0,0.4)	0.3* (0.1,0.7)
7 months to less than 10 months	0.3* (0.1,0.7)	0.2* (0.1,0.5)	0.3* (0.2,0.7)	0.1* (0.0,0.3)	0.6* (0.2,2.2)	0.3* (0.1,1.2)	0.2* (0.0,1.2)	0.3* (0.1,1.1)	0.3* (0.1,1.4)	0.0 (N/A,N/A)
10 to 12 months	0.3* (0.1,0.6)	0.1* (0.0,0.3)	0.1* (0.0,0.3)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0* (0.0,0.3)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27j.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Military Education: By Service***

27j. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Military education (other than for the above)

Assign each of your nights away to only one type of military duty.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	72,767	70,742	26,345	19,010	9,034	16,354	2,025
Responding on Item	1,184,180	1,153,977	390,235	314,574	140,288	308,880	30,203
None§	76.4 (75.6,77.3)	76.7 (75.8,77.6)	76.0 (74.3,77.6)	79.6 (77.6,81.5)	76.9 (74.7,78.9)	74.7 (73.2,76.1)	64.9 (61.4,68.3)
Less than 1 month	13.8 (13.1,14.5)	13.6 (12.8,14.3)	12.8 (11.5,14.3)	12.7 (11.4,14.2)	14.0 (12.3,15.8)	15.1 (14.0,16.4)	22.3 (19.6,25.3)
1 month to less than 3 months	7.3 (6.8,7.8)	7.2 (6.7,7.7)	8.3 (7.4,9.4)	5.2 (4.3,6.4)	6.7 (5.4,8.3)	8.1 (7.3,8.9)	9.9 (7.9,12.5)
3 months to less than 5 months	1.7 (1.4,2.0)	1.7 (1.4,2.0)	2.1 (1.6,2.7)	1.4 (0.9,2.1)	1.3 (0.8,2.1)	1.6 (1.2,2.1)	1.5 (0.9,2.5)
5 months to less than 7 months	0.5 (0.4,0.7)	0.5 (0.4,0.7)	0.5 (0.3,0.9)	0.6* (0.3,1.1)	0.6* (0.3,1.2)	0.4 (0.2,0.6)	1.3* (0.7,2.6)
7 months to less than 10 months	0.2 (0.1,0.3)	0.2 (0.1,0.3)	0.2* (0.1,0.4)	0.2* (0.1,0.5)	0.3* (0.1,1.0)	0.1* (0.0,0.3)	0.0* (0.0,0.1)
10 to 12 months	0.2* (0.1,0.4)	0.2* (0.1,0.4)	0.1* (0.0,0.6)	0.3* (0.1,0.7)	0.2* (0.1,0.7)	0.0* (0.0,0.1)	0.0* (0.0,0.1)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27j.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Military Education: By Paygrade and Gender***

27j. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Military education (other than for the above)

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	24,562	31,803	1,277	6,853	8,271	65,532	7,235
Responding on Item	452,222	539,000	15,349	101,448	76,161	1,002,153	182,027
None§	85.9 (84.5,87.2)	71.7 (70.3,73.2)	68.1 (62.5,73.2)	64.8 (62.0,67.5)	70.7 (68.3,73.1)	76.0 (75.0,77.0)	78.9 (77.9,79.9)
Less than 1 month	8.9 (7.8,10.2)	15.1 (13.9,16.4)	17.0 (13.6,21.1)	20.3 (17.8,23.0)	23.7 (21.5,26.0)	14.1 (13.2,14.9)	12.3 (11.4,13.1)
1 month to less than 3 months	3.4 (2.8,4.2)	10.2 (9.4,11.0)	9.3 (6.2,13.9)	11.1 (9.4,13.1)	4.2 (3.2,5.4)	7.4 (6.9,8.0)	6.5 (5.9,7.2)
3 months to less than 5 months	1.1 (0.7,1.6)	2.1 (1.6,2.6)	3.0* (1.4,6.4)	2.6 (1.8,3.8)	1.1 (0.7,1.8)	1.7 (1.4,2.1)	1.6 (1.3,2.0)
5 months to less than 7 months	0.5 (0.3,0.8)	0.5 (0.3,0.8)	2.3* (0.7,7.2)	0.7* (0.3,1.4)	0.2* (0.1,0.5)	0.5 (0.4,0.7)	0.5 (0.3,0.7)
7 months to less than 10 months	0.1* (0.0,0.3)	0.2* (0.1,0.5)	0.2* (0.0,1.1)	0.4* (0.2,0.7)	0.1* (0.0,0.2)	0.2 (0.1,0.3)	0.1 (0.1,0.2)
10 to 12 months	0.2* (0.1,0.4)	0.2* (0.1,0.4)	0.0* (0.0,0.1)	0.2* (0.0,0.8)	0.1* (0.0,0.2)	0.2* (0.1,0.4)	0.1* (0.0,0.2)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27j.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Military Education: By Gender Within Service***

27j. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Military education (other than for the above)

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	23,404	2,942	17,177	1,833	8,704	329	14,374	1,980	1,874	151
Responding on Item	328,128	62,106	268,821	45,753	130,908	9,380	247,578	61,302	26,717	3,486
None§	75.7 (73.7,77.6)	77.3 (75.3,79.2)	79.3 (76.9,81.4)	82.0 (80.2,83.6)	76.6 (74.3,78.7)	80.4 (75.8,84.3)	73.7 (71.9,75.4)	78.8 (77.1,80.4)	64.7 (60.8,68.5)	66.4 (61.1,71.3)
Less than 1 month	13.1 (11.5,14.9)	11.4 (10.0,13.1)	12.8 (11.2,14.5)	12.5 (11.2,14.0)	14.2 (12.4,16.2)	10.7 (8.7,12.9)	15.8 (14.4,17.3)	12.7 (11.3,14.1)	22.6 (19.6,25.8)	20.2 (16.4,24.7)
1 month to less than 3 months	8.3 (7.2,9.5)	8.7 (7.4,10.1)	5.4 (4.3,6.8)	4.0 (3.1,5.3)	6.8 (5.4,8.6)	5.1 (4.0,6.5)	8.5 (7.5,9.6)	6.3 (5.3,7.3)	10.1 (7.8,12.9)	8.9 (5.6,13.9)
3 months to less than 5 months	2.2 (1.6,2.9)	1.6 (1.2,2.1)	1.5 (0.9,2.3)	1.0 (0.6,1.7)	1.2 (0.7,2.0)	3.2* (1.0,10.0)	1.6 (1.2,2.2)	1.7 (1.2,2.3)	1.2* (0.6,2.3)	3.9* (1.6,9.2)
5 months to less than 7 months	0.5* (0.3,0.9)	0.7 (0.4,1.2)	0.6* (0.3,1.2)	0.4* (0.1,1.5)	0.6* (0.3,1.3)	0.3* (0.2,0.7)	0.4 (0.2,0.6)	0.4* (0.2,0.8)	1.5* (0.7,2.9)	0.2* (0.1,0.8)
7 months to less than 10 months	0.1* (0.1,0.4)	0.2* (0.1,0.4)	0.2* (0.1,0.6)	0.1* (0.0,0.2)	0.4* (0.1,1.0)	0.0* (0.0,0.1)	0.1* (0.0,0.3)	0.1* (0.1,0.4)	0.0 (N/A,N/A)	0.2* (0.0,0.9)
10 to 12 months	0.1* (0.0,0.7)	0.1* (0.0,0.2)	0.3* (0.1,0.9)	0.1* (0.0,0.4)	0.2* (0.1,0.8)	0.2* (0.1,0.9)	0.0 (N/A,N/A)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.2* (0.0,0.9)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27j.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Military Education: By Gender Within Paygrade***

27j. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Military education (other than for the above)

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	21,680	2,883	29,196	2,607	1,204	73	5,944	909	7,508	763
Responding on Item	370,330	81,892	467,207	71,793	14,276	1,073	84,320	17,129	66,021	10,140
None§	85.5 (83.8,87.0)	88.0 (86.7,89.3)	71.5 (69.8,73.1)	73.5 (71.8,75.2)	67.9 (61.9,73.4)	70.3 (63.9,76.0)	64.6 (61.4,67.7)	65.7 (62.2,69.1)	71.3 (68.4,73.9)	67.4 (64.2,70.4)
Less than 1 month	9.3 (7.9,11.0)	7.0 (5.9,8.2)	15.3 (13.9,16.8)	14.3 (13.2,15.5)	17.0 (13.4,21.4)	17.7 (14.5,21.4)	20.7 (17.8,23.8)	18.5 (15.5,22.0)	22.8 (20.4,25.5)	29.1 (26.1,32.3)
1 month to less than 3 months	3.5 (2.7,4.4)	3.1 (2.5,3.9)	10.2 (9.3,11.1)	10.1 (8.9,11.6)	9.7 (6.3,14.6)	4.5 (2.9,6.9)	11.3 (9.3,13.7)	10.2 (8.1,12.8)	4.4 (3.3,5.9)	2.3 (1.5,3.4)
3 months to less than 5 months	1.0 (0.6,1.7)	1.2 (0.7,1.8)	2.1 (1.7,2.8)	1.6 (1.2,2.1)	2.8* (1.1,6.5)	6.6* (2.8,14.8)	2.4 (1.5,3.8)	3.8 (2.7,5.4)	1.2 (0.7,1.9)	0.8* (0.4,1.5)
5 months to less than 7 months	0.5* (0.3,0.8)	0.6* (0.3,1.2)	0.6 (0.3,0.9)	0.3 (0.2,0.5)	2.4* (0.7,7.8)	0.7* (0.2,2.4)	0.7* (0.3,1.5)	0.7* (0.4,1.5)	0.2* (0.1,0.6)	0.2* (0.1,0.8)
7 months to less than 10 months	0.1* (0.0,0.3)	0.1* (0.0,0.3)	0.3* (0.1,0.5)	0.0* (0.0,0.1)	0.2* (0.0,1.2)	0.0 (N/A,N/A)	0.3* (0.1,0.7)	0.8* (0.4,1.6)	0.0* (0.0,0.2)	0.2* (0.1,0.8)
10 to 12 months	0.2* (0.1,0.5)	0.1* (0.0,0.2)	0.2* (0.1,0.4)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.2* (0.1,1.1)	0.2* (0.0,1.0)	0.2* (0.0,0.7)	0.1* (0.0,0.2)	0.1* (0.0,0.5)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27k.1***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Other TDYs/TADs: By Service***

27k. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Other TDYs/TADs

Assign each of your nights away to only one type of military duty.

		Total	DoD				Coast Guard
			Total DoD	Army	Navy	Marine Corps	
Estimated Population							
Not Applicable							
Not Responding on Item	53,649	52,278	19,617	14,347	7,390	10,925	1,371
Responding on Item	1,203,298	1,172,441	396,963	319,237	141,932	314,309	30,857
None§	61.9	62.2	62.4	69.6	58.6	56.1	48.8
	(60.9,62.9)	(61.2,63.2)	(60.7,64.1)	(67.9,71.3)	(56.1,61.1)	(54.4,57.9)	(45.3,52.2)
Less than 1 month	25.0	24.7	24.0	20.4	26.1	29.4	37.4
	(24.2,25.9)	(23.9,25.6)	(22.3,25.7)	(19.0,21.9)	(24.0,28.4)	(28.0,30.9)	(34.0,41.0)
1 month to less than 3 months	8.7	8.7	9.5	6.0	9.4	10.0	10.4
	(8.1,9.4)	(8.0,9.4)	(8.3,10.8)	(5.1,7.2)	(8.0,11.1)	(8.9,11.2)	(8.3,12.9)
3 months to less than 5 months	2.9	2.9	3.1	2.2	2.4	3.5	1.9
	(2.5,3.3)	(2.5,3.3)	(2.5,3.9)	(1.7,2.9)	(1.8,3.3)	(2.8,4.3)	(1.1,3.1)
5 months to less than 7 months	0.9	0.9	0.5	1.0	2.8	0.6	0.9*
	(0.7,1.2)	(0.7,1.2)	(0.3,0.8)	(0.6,1.7)	(1.8,4.2)	(0.4,1.0)	(0.4,1.8)
7 months to less than 10 months	0.3	0.3	0.3*	0.4*	0.3*	0.3*	0.2*
	(0.2,0.5)	(0.2,0.5)	(0.2,0.6)	(0.2,0.9)	(0.1,0.7)	(0.1,0.5)	(0.0,0.8)
10 to 12 months	0.3	0.3	0.3*	0.3*	0.4*	0.1*	0.5*
	(0.2,0.4)	(0.2,0.4)	(0.1,0.6)	(0.2,0.7)	(0.1,0.9)	(0.1,0.3)	(0.1,2.9)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27k.2***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Other TDYs/TADs: By Paygrade and Gender***

27k. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Other TDYs/TADs

Assign each of your nights away to only one type of military duty.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	19,593	27,039	679	3,888	2,450	47,903	5,747
Responding on Item	457,191	543,764	15,947	104,413	81,982	1,019,782	183,515
None§	76.8 (74.8,78.7)	60.3 (58.8,61.8)	37.1 (31.7,42.8)	40.9 (37.8,44.0)	20.7 (18.6,23.0)	60.4 (59.2,61.5)	70.4 (69.2,71.5)
Less than 1 month	13.6 (12.3,14.9)	26.4 (25.0,27.8)	37.0 (32.7,41.6)	42.6 (39.6,45.6)	55.4 (52.9,57.9)	25.6 (24.6,26.6)	21.9 (21.0,22.9)
1 month to less than 3 months	5.9 (4.8,7.1)	8.6 (7.8,9.5)	17.1 (13.6,21.3)	12.9 (11.1,14.9)	18.4 (16.6,20.5)	9.4 (8.6,10.1)	5.2 (4.7,5.8)
3 months to less than 5 months	2.4 (1.8,3.2)	3.0 (2.5,3.5)	7.3 (4.6,11.3)	2.7 (1.8,4.0)	3.9 (3.0,5.0)	3.1 (2.7,3.6)	1.5 (1.3,1.9)
5 months to less than 7 months	0.9 (0.6,1.4)	1.1 (0.8,1.4)	1.0* (0.4,2.6)	0.5* (0.2,0.9)	0.7 (0.4,1.3)	1.0 (0.8,1.3)	0.5 (0.4,0.7)
7 months to less than 10 months	0.2* (0.1,0.5)	0.4 (0.2,0.6)	0.5* (0.1,2.0)	0.4* (0.2,1.0)	0.5* (0.2,1.1)	0.3 (0.2,0.5)	0.3 (0.2,0.5)
10 to 12 months	0.2* (0.1,0.5)	0.3 (0.2,0.6)	0.1* (0.0,0.2)	0.1* (0.0,0.4)	0.4* (0.1,1.1)	0.3 (0.2,0.4)	0.2 (0.1,0.3)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27k.3***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Other TDYs/TADs: By Gender Within Service***

27k. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Other TDYs/TADs

Assign each of your nights away to only one type of military duty.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	17,274	2,343	12,921	1,425	7,103	286	9,451	1,474	1,153	218
Responding on Item	334,258	62,705	273,077	46,161	132,509	9,423	252,501	61,808	27,438	3,419
None§	60.7 (58.7,62.7)	71.2 (69.2,73.0)	68.9 (67.0,70.8)	74.0 (72.0,75.8)	58.3 (55.6,60.9)	63.5 (57.9,68.8)	53.1 (51.0,55.2)	68.4 (66.4,70.3)	47.2 (43.3,51.1)	61.6 (56.9,66.1)
Less than 1 month	24.6 (22.7,26.7)	20.3 (18.8,22.0)	20.5 (18.9,22.2)	19.9 (18.2,21.7)	26.0 (23.8,28.4)	28.1 (22.7,34.3)	30.8 (29.1,32.6)	23.7 (22.0,25.4)	38.4 (34.6,42.3)	29.9 (25.8,34.4)
1 month to less than 3 months	10.2 (8.8,11.7)	5.8 (4.9,6.8)	6.4 (5.3,7.8)	3.8 (3.1,4.6)	9.6 (8.1,11.4)	6.7 (5.0,8.9)	11.1 (9.8,12.6)	5.4 (4.6,6.4)	10.9 (8.6,13.7)	6.7 (4.3,10.3)
3 months to less than 5 months	3.5 (2.7,4.4)	1.3 (0.9,1.9)	2.3 (1.7,3.1)	1.6 (1.1,2.3)	2.5 (1.8,3.5)	1.0* (0.6,1.8)	3.9 (3.1,4.9)	1.8 (1.4,2.5)	2.0 (1.2,3.4)	1.0* (0.5,1.9)
5 months to less than 7 months	0.4* (0.2,0.8)	0.6 (0.4,1.1)	1.1 (0.6,1.9)	0.5* (0.3,1.1)	3.0 (1.9,4.5)	0.3* (0.1,0.9)	0.7 (0.4,1.1)	0.4* (0.2,0.8)	0.9* (0.4,2.0)	0.5* (0.2,1.1)
7 months to less than 10 months	0.3* (0.1,0.7)	0.5* (0.3,0.9)	0.4* (0.2,1.0)	0.2* (0.1,0.5)	0.3* (0.1,0.8)	0.2* (0.1,0.9)	0.3* (0.1,0.6)	0.2* (0.1,0.5)	0.2* (0.0,1.0)	0.2* (0.1,0.9)
10 to 12 months	0.3* (0.1,0.6)	0.3* (0.2,0.5)	0.4* (0.2,0.9)	0.1* (0.0,0.3)	0.4* (0.1,0.9)	0.2* (0.1,0.5)	0.1* (0.1,0.3)	0.1* (0.0,0.2)	0.6* (0.1,3.2)	0.1* (0.0,0.2)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 27k.4***Length of Time Away From Permanent Duty Station/Homeport During Past 12 Months for Other TDYs/TADs: By Gender Within Paygrade***

27k. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? Other TDYs/TADs

Assign each of your nights away to only one type of military duty.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	16,671	2,923	25,081	1,958	640	39	3,301	588	2,211	239
Responding on Item	375,339	81,852	471,322	72,442	14,840	1,107	86,963	17,450	71,318	10,664
None§	75.4 (73.0,77.6)	83.3 (81.4,85.0)	59.2 (57.5,60.9)	67.5 (65.7,69.2)	36.0 (30.2,42.3)	51.4 (45.1,57.7)	39.4 (35.9,42.9)	48.5 (45.4,51.6)	19.5 (17.1,22.2)	28.6 (25.6,31.7)
Less than 1 month	14.1 (12.6,15.7)	11.2 (9.9,12.7)	26.7 (25.1,28.3)	24.5 (22.8,26.2)	37.2 (32.5,42.2)	34.1 (28.9,39.9)	43.3 (39.8,46.9)	38.9 (35.9,42.0)	55.0 (52.2,57.8)	58.0 (54.6,61.3)
1 month to less than 3 months	6.4 (5.2,7.9)	3.3 (2.5,4.4)	9.1 (8.2,10.1)	5.3 (4.6,6.0)	17.6 (13.9,22.2)	9.6 (7.4,12.5)	13.4 (11.3,15.7)	10.4 (8.5,12.7)	19.7 (17.6,21.9)	10.3 (8.4,12.7)
3 months to less than 5 months	2.7 (2.0,3.7)	1.2 (0.9,1.8)	3.1 (2.6,3.7)	1.8 (1.4,2.4)	7.6 (4.7,11.8)	3.3* (1.1,9.1)	3.0 (2.0,4.5)	1.3 (0.7,2.3)	4.1 (3.2,5.4)	2.2 (1.4,3.4)
5 months to less than 7 months	1.0 (0.6,1.6)	0.5 (0.3,0.9)	1.2 (0.9,1.6)	0.5 (0.3,0.9)	1.0* (0.4,2.8)	0.5* (0.2,1.7)	0.5* (0.2,1.1)	0.5* (0.2,1.1)	0.8* (0.4,1.4)	0.3* (0.1,0.8)
7 months to less than 10 months	0.2* (0.1,0.5)	0.4* (0.2,0.7)	0.4* (0.2,0.7)	0.2* (0.1,0.4)	0.6* (0.1,2.1)	0.2* (0.1,1.1)	0.4* (0.2,1.2)	0.4* (0.1,1.0)	0.5* (0.2,1.2)	0.3* (0.1,0.8)
10 to 12 months	0.2* (0.1,0.6)	0.0* (0.0,0.2)	0.3* (0.2,0.6)	0.3 (0.2,0.5)	0.0 (N/A,N/A)	0.8* (0.3,2.2)	0.1* (0.0,0.5)	0.0 (N/A,N/A)	0.4* (0.1,1.3)	0.3* (0.1,0.9)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 28.1**Total Time Away From Permanent Duty Station/Homeport Due to Military Duties: By Service**

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties?

Add up all nights away from your permanent duty station.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,148	8,975	3,523	2,337	1,952	1,163	173
Responding on Item	1,247,799	1,215,744	413,057	331,247	147,370	324,071	32,055
None§	31.7	31.8	26.6	34.6	28.6	37.0	26.3
	(30.7,32.7)	(30.8,32.8)	(24.9,28.5)	(32.4,36.7)	(26.3,31.0)	(35.3,38.8)	(23.2,29.6)
Less than 1 month	17.0	16.8	16.0	14.2	15.0	21.2	24.2
	(16.3,17.7)	(16.1,17.5)	(14.6,17.5)	(12.8,15.7)	(13.0,17.2)	(19.8,22.7)	(21.4,27.1)
1 month to less than 3 months	19.3	19.3	23.9	12.4	21.5	19.4	22.3
	(18.6,20.1)	(18.5,20.1)	(22.1,25.8)	(11.1,13.9)	(19.2,23.9)	(17.9,20.9)	(19.9,25.0)
3 months to less than 5 months	14.4	14.5	17.1	10.7	13.8	15.3	12.7
	(13.7,15.2)	(13.7,15.3)	(15.5,18.8)	(9.6,12.0)	(12.0,16.0)	(14.1,16.7)	(10.6,15.2)
5 months to less than 7 months	10.2	10.3	10.3	14.0	12.0	5.6	9.8
	(9.5,11.0)	(9.5,11.1)	(9.0,11.7)	(12.7,15.5)	(10.2,14.1)	(4.9,6.3)	(7.9,12.0)
7 months to less than 10 months	6.4	6.5	5.4	12.2	7.9	1.4	3.8
	(5.9,6.9)	(5.9,7.0)	(4.3,6.6)	(11.0,13.5)	(6.5,9.5)	(1.0,2.0)	(2.7,5.4)
10 months to 12 months	1.0	1.0	0.8	2.0	1.3	0.2*	0.9*
	(0.8,1.2)	(0.8,1.2)	(0.5,1.1)	(1.4,2.8)	(0.8,2.1)	(0.1,0.4)	(0.3,2.7)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 28.2**Total Time Away From Permanent Duty Station/Homeport Due to Military Duties: By Paygrade and Gender**

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties?

Add up all nights away from your permanent duty station.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,584	3,347	64	723	428	7,282	1,866
Responding on Item	472,200	567,456	16,562	107,578	84,004	1,060,403	187,396
None§	41.0 (39.1,42.9)	29.9 (28.6,31.4)	17.4 (13.0,22.9)	17.7 (15.6,20.1)	11.5 (10.0,13.2)	29.2 (28.1,30.4)	45.6 (44.4,46.8)
Less than 1 month	12.1 (11.0,13.3)	17.6 (16.6,18.7)	18.2 (15.0,21.8)	21.2 (18.9,23.7)	34.4 (31.9,36.9)	16.7 (15.9,17.5)	18.6 (17.7,19.7)
1 month to less than 3 months	16.4 (15.1,17.9)	18.4 (17.2,19.7)	27.5 (22.8,32.7)	26.1 (23.4,29.1)	31.5 (28.8,34.3)	19.7 (18.8,20.6)	17.3 (16.4,18.2)
3 months to less than 5 months	13.0 (11.7,14.4)	15.0 (14.1,16.1)	17.1 (13.8,20.9)	18.2 (15.8,20.9)	13.1 (11.7,14.8)	15.3 (14.5,16.2)	9.4 (8.7,10.1)
5 months to less than 7 months	10.1 (8.9,11.6)	11.0 (10.0,12.1)	9.7 (7.0,13.4)	10.2 (8.7,11.9)	5.8 (4.7,7.0)	11.1 (10.2,12.0)	5.4 (4.9,6.0)
7 months to less than 10 months	6.3 (5.4,7.3)	7.0 (6.3,7.8)	9.4 (6.3,13.7)	6.0 (4.8,7.6)	3.1 (2.4,4.1)	7.0 (6.4,7.6)	3.0 (2.6,3.4)
10 months to 12 months	1.1 (0.8,1.7)	1.0 (0.8,1.4)	0.8* (0.3,2.4)	0.5* (0.2,1.2)	0.6* (0.3,1.3)	1.0 (0.8,1.3)	0.8 (0.6,1.0)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 28.3**Total Time Away From Permanent Duty Station/Homeport Due to Military Duties: By Gender Within Service**

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties?

Add up all nights away from your permanent duty station.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,677	847	1,821	516	1,790	161	847	317	147	26
Responding on Item	348,855	64,201	284,177	47,070	137,822	9,548	261,105	62,965	28,444	3,611
None§	24.3 (22.3,26.5)	39.3 (37.5,41.2)	32.3 (29.9,34.7)	48.3 (45.8,50.9)	27.5 (25.1,30.1)	43.9 (39.1,48.8)	33.8 (31.7,35.8)	50.6 (48.6,52.6)	24.9 (21.4,28.7)	37.2 (32.2,42.5)
Less than 1 month	15.7 (14.2,17.4)	17.5 (16.0,19.1)	13.8 (12.3,15.5)	16.4 (14.5,18.4)	14.7 (12.7,17.1)	18.0 (15.1,21.4)	21.2 (19.5,22.9)	21.4 (19.8,23.2)	24.3 (21.3,27.7)	22.7 (19.5,26.3)
1 month to less than 3 months	24.0 (21.9,26.2)	23.5 (21.8,25.2)	12.6 (11.1,14.3)	11.4 (9.9,13.0)	21.6 (19.2,24.2)	20.5 (14.3,28.6)	20.4 (18.7,22.3)	14.9 (13.5,16.3)	22.9 (20.3,25.8)	17.9 (13.8,22.8)
3 months to less than 5 months	18.2 (16.4,20.2)	11.0 (9.5,12.6)	11.2 (9.9,12.7)	7.6 (6.3,9.1)	14.2 (12.1,16.5)	9.2 (7.4,11.5)	16.8 (15.3,18.4)	9.2 (8.1,10.5)	13.6 (11.1,16.4)	6.3 (5.0,8.1)
5 months to less than 7 months	11.3 (9.8,12.9)	5.2 (4.3,6.3)	14.9 (13.4,16.6)	8.4 (7.1,9.9)	12.5 (10.5,14.8)	4.7 (3.4,6.6)	6.2 (5.3,7.1)	3.1 (2.5,3.8)	9.5 (7.5,12.0)	12.1 (7.9,18.2)
7 months to less than 10 months	5.8 (4.6,7.3)	2.7 (2.0,3.6)	13.1 (11.7,14.6)	6.4 (5.3,7.7)	8.2 (6.7,10.0)	3.0* (1.5,5.6)	1.6 (1.1,2.3)	0.7 (0.5,1.2)	3.8 (2.6,5.6)	3.5 (2.5,4.8)
10 months to 12 months	0.7 (0.5,1.2)	0.9 (0.5,1.4)	2.1 (1.5,2.9)	1.6 (1.1,2.4)	1.3 (0.8,2.2)	0.6* (0.3,1.4)	0.2* (0.1,0.5)	0.1* (0.0,0.3)	1.0* (0.3,3.1)	0.3* (0.1,0.9)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 28.4**Total Time Away From Permanent Duty Station/Homeport Due to Military Duties: By Gender Within Paygrade**

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties?

Add up all nights away from your permanent duty station.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,334	1,251	2,847	500	64	0	665	60	373	55
Responding on Item	388,676	83,524	493,556	73,900	15,416	1,146	89,599	17,978	73,156	10,848
None§	37.5 (35.2,39.9)	57.1 (55.1,59.2)	28.3 (26.7,29.8)	41.2 (39.3,43.0)	16.8 (12.1,22.7)	26.0 (20.2,32.9)	16.1 (13.8,18.7)	25.7 (22.7,29.0)	10.0 (8.4,11.9)	21.4 (18.8,24.2)
Less than 1 month	12.0 (10.6,13.5)	12.6 (11.2,14.1)	17.3 (16.2,18.5)	19.7 (18.3,21.1)	17.8 (14.5,21.7)	23.0 (18.4,28.3)	20.1 (17.5,23.0)	26.6 (23.6,29.8)	32.8 (30.1,35.7)	44.8 (41.4,48.3)
1 month to less than 3 months	17.1 (15.5,18.8)	13.4 (12.1,14.8)	18.3 (16.9,19.8)	19.0 (17.7,20.4)	27.8 (22.8,33.4)	23.4 (18.1,29.6)	26.6 (23.4,30.1)	23.8 (20.9,26.9)	32.7 (29.6,35.8)	23.8 (21.1,26.9)
3 months to less than 5 months	14.0 (12.5,15.8)	8.1 (7.0,9.3)	15.7 (14.6,16.9)	10.5 (9.3,11.8)	17.5 (14.1,21.6)	11.2 (7.8,15.8)	19.4 (16.5,22.6)	12.3 (10.4,14.5)	14.1 (12.5,16.0)	6.5 (5.1,8.3)
5 months to less than 7 months	11.3 (9.7,13.1)	4.9 (4.1,5.9)	11.8 (10.7,13.0)	5.8 (5.1,6.6)	9.6 (6.7,13.6)	11.4 (7.0,18.1)	10.6 (9.0,12.6)	8.0 (6.3,10.2)	6.3 (5.2,7.7)	2.0 (1.3,3.0)
7 months to less than 10 months	6.9 (5.9,8.2)	3.1 (2.5,3.7)	7.6 (6.8,8.5)	3.2 (2.5,4.0)	9.8 (6.5,14.4)	4.2 (2.4,7.1)	6.6 (5.1,8.5)	3.0 (2.2,4.1)	3.4 (2.5,4.6)	1.4 (0.8,2.3)
10 months to 12 months	1.2 (0.8,1.8)	0.9 (0.6,1.4)	1.1 (0.8,1.5)	0.8 (0.5,1.2)	0.8* (0.3,2.6)	0.9* (0.3,2.2)	0.5* (0.2,1.3)	0.6* (0.3,1.2)	0.7* (0.3,1.5)	0.1* (0.0,0.4)

* Low precision and/or unweighted denominator size between 30 and 59.

§ None includes members who were not away from permanent duty station overnight in the past 12 months because of military duties (Q25 = 0).

Table 29.1**Months Completed at Duty Location/Ship During Current Tour: By Service**

29. How many months have you completed at your duty location/ship during your current tour?

To indicate ninety-nine or more, enter "99".

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,451	11,143	4,886	2,757	1,398	2,103	309
Responding on Item	1,245,496	1,213,576	411,694	330,827	147,924	323,131	31,919
12 months or less	37.7	37.9	40.3	39.2	42.7	31.2	30.6
	(36.6,38.8)	(36.8,39.0)	(38.4,42.3)	(37.1,41.3)	(39.7,45.7)	(29.6,32.8)	(27.8,33.5)
13 to 24 months	29.8	29.7	31.1	31.7	26.5	27.3	34.6
	(28.9,30.7)	(28.7,30.6)	(29.2,33.0)	(29.7,33.7)	(24.3,29.0)	(25.8,28.8)	(31.8,37.6)
25 to 36 months	18.5	18.5	17.4	18.7	18.1	19.6	18.5
	(17.6,19.3)	(17.6,19.4)	(15.8,19.2)	(17.1,20.5)	(16.1,20.4)	(18.1,21.2)	(16.1,21.2)
37 to 48 months	7.6	7.5	6.0	7.4	8.6	8.9	10.9
	(7.0,8.1)	(6.9,8.1)	(5.2,6.9)	(6.3,8.7)	(7.3,10.2)	(8.0,9.9)	(9.2,12.8)
49 or more months	6.5	6.5	5.2	3.0	4.0	13.0	5.5
	(6.1,6.9)	(6.1,7.0)	(4.4,6.1)	(2.4,3.8)	(3.3,5.0)	(12.0,14.1)	(4.0,7.4)

Table 29.2**Months Completed at Duty Location/Ship During Current Tour: By Paygrade and Gender**

29. How many months have you completed at your duty location/ship during your current tour?

To indicate ninety-nine or more, enter "99".

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,507	4,223	68	506	147	9,287	2,164
Responding on Item	470,277	566,580	16,558	107,795	84,285	1,058,398	187,098
12 months or less	45.6	29.8	35.2	46.0	36.0	37.3	39.8
	(43.8,47.5)	(28.5,31.3)	(29.9,40.8)	(43.2,48.9)	(33.4,38.8)	(36.1,38.6)	(38.3,41.2)
13 to 24 months	31.8	27.1	30.7	33.1	32.2	29.5	31.6
	(30.2,33.5)	(25.7,28.6)	(26.4,35.3)	(30.5,35.8)	(29.6,34.9)	(28.4,30.6)	(30.3,32.9)
25 to 36 months	15.2	21.5	17.7	14.5	21.6	18.6	17.7
	(13.8,16.7)	(20.4,22.7)	(14.2,21.9)	(12.7,16.5)	(19.4,24.0)	(17.6,19.6)	(16.9,18.6)
37 to 48 months	5.3	10.0	10.1	4.7	6.8	7.8	6.0
	(4.5,6.2)	(9.1,11.0)	(7.2,13.8)	(3.6,6.2)	(5.5,8.3)	(7.2,8.5)	(5.5,6.6)
49 or more months	2.1	11.5	6.4	1.7	3.4	6.8	4.9
	(1.7,2.7)	(10.7,12.4)	(4.7,8.7)	(1.1,2.5)	(2.6,4.5)	(6.3,7.3)	(4.4,5.5)

Table 29.3**Months Completed at Duty Location/Ship During Current Tour: By Gender Within Service**

29. How many months have you completed at your duty location/ship during your current tour?

To indicate ninety-nine or more, enter "99".

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,070	816	2,191	566	1,303	94	1,448	655	276	32
Responding on Item	347,462	64,232	283,807	47,020	138,309	9,615	260,504	62,627	28,315	3,605
12 months or less	40.0 (37.8,42.3)	42.1 (39.5,44.7)	38.7 (36.3,41.2)	42.3 (39.5,45.2)	42.8 (39.6,46.0)	41.0 (36.3,45.8)	30.1 (28.2,32.1)	35.6 (33.7,37.5)	30.2 (27.2,33.4)	33.6 (29.2,38.2)
13 to 24 months	30.7 (28.6,32.9)	33.1 (30.6,35.7)	31.6 (29.3,33.9)	32.2 (30.1,34.4)	26.3 (23.8,28.9)	30.1 (26.8,33.7)	26.8 (24.9,28.7)	29.6 (27.7,31.5)	34.5 (31.4,37.8)	35.6 (30.8,40.7)
25 to 36 months	17.7 (15.9,19.8)	15.7 (14.3,17.3)	18.8 (16.9,20.7)	18.7 (16.5,21.1)	18.0 (15.8,20.4)	20.7 (17.3,24.6)	19.9 (18.1,21.8)	18.6 (17.3,20.0)	18.7 (16.0,21.8)	16.7 (13.0,21.4)
37 to 48 months	6.2 (5.3,7.3)	4.9 (4.2,5.8)	7.8 (6.5,9.3)	5.1 (4.2,6.3)	8.8 (7.4,10.5)	5.5 (4.4,6.9)	9.2 (8.2,10.3)	7.7 (6.7,8.8)	11.0 (9.1,13.2)	9.6 (7.5,12.1)
49 or more months	5.3 (4.4,6.5)	4.2 (3.2,5.5)	3.2 (2.5,4.2)	1.7 (1.2,2.4)	4.1 (3.3,5.1)	2.7 (1.9,3.9)	14.1 (12.9,15.4)	8.5 (7.5,9.6)	5.6 (4.0,7.7)	4.5 (3.2,6.4)

Table 29.4**Months Completed at Duty Location/Ship During Current Tour: By Gender Within Paygrade**

29. How many months have you completed at your duty location/ship during your current tour?

To indicate ninety-nine or more, enter "99".

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,569	939	3,227	996	44	23	353	154	95	52
Responding on Item	386,441	83,836	493,176	73,404	15,436	1,123	89,911	17,884	73,434	10,851
12 months or less	45.7 (43.4,47.9)	45.5 (43.0,48.0)	29.4 (27.8,31.0)	32.8 (31.1,34.7)	35.3 (29.7,41.4)	32.8 (26.9,39.3)	46.5 (43.2,49.9)	43.4 (40.6,46.3)	35.9 (32.9,39.0)	36.9 (33.9,40.0)
13 to 24 months	31.3 (29.4,33.3)	34.2 (32.1,36.5)	27.0 (25.4,28.7)	27.7 (25.9,29.6)	30.4 (25.9,35.3)	34.3 (28.0,41.2)	32.5 (29.5,35.7)	35.9 (33.0,38.8)	32.5 (29.6,35.5)	30.0 (27.3,32.7)
25 to 36 months	15.5 (13.8,17.2)	13.9 (12.6,15.2)	21.4 (20.1,22.8)	22.1 (20.6,23.6)	17.4 (13.6,21.9)	22.9 (18.7,27.8)	14.4 (12.2,16.8)	15.2 (12.8,17.9)	21.5 (19.0,24.3)	21.8 (19.4,24.5)
37 to 48 months	5.4 (4.5,6.5)	4.5 (3.8,5.5)	10.4 (9.3,11.5)	7.9 (7.2,8.8)	10.2 (7.2,14.2)	7.9 (5.5,11.4)	4.8 (3.5,6.5)	4.5 (3.0,6.9)	6.8 (5.4,8.5)	7.0 (5.6,8.8)
49 or more months	2.2 (1.7,2.8)	1.9 (1.4,2.5)	11.8 (10.9,12.8)	9.5 (8.4,10.7)	6.7 (4.9,9.2)	2.1 (1.2,3.7)	1.8 (1.1,2.8)	1.0* (0.5,2.1)	3.3 (2.4,4.5)	4.3 (3.2,5.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 30.1**Members Whose Current Location Is Permanent Duty Location/Ship: By Service**

30. Is this location your permanent duty location/ship?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,972	8,689	3,543	1,504	2,159	1,484	282
Responding on Item	1,247,975	1,216,030	413,037	332,080	147,163	323,750	31,946
Yes	95.7 (95.2,96.2)	95.7 (95.1,96.2)	96.2 (95.1,97.0)	94.4 (93.3,95.3)	89.9 (87.3,92.1)	99.0 (98.6,99.2)	98.6 (96.5,99.4)
No, you are TDY/TAD attending training	2.2 (1.8,2.6)	2.2 (1.9,2.6)	2.0 (1.4,2.8)	3.3 (2.5,4.4)	4.1 (3.0,5.6)	0.5 (0.3,0.8)	0.5* (0.1,1.4)
No, you are TDY/TAD for reasons other than training	2.1 (1.7,2.5)	2.1 (1.7,2.6)	1.8 (1.3,2.6)	2.3 (1.7,3.1)	6.0 (4.5,8.0)	0.5 (0.3,0.9)	1.0* (0.4,2.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 30.2**Members Whose Current Location Is Permanent Duty Location/Ship: By Paygrade and Gender**

30. Is this location your permanent duty location/ship?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,924	3,160	66	681	139	7,685	1,286
Responding on Item	471,860	567,643	16,560	107,620	84,293	1,060,000	187,976
Yes	92.2 (90.9,93.4)	98.1 (97.7,98.5)	96.4 (91.7,98.5)	96.1 (95.0,97.0)	98.9 (98.1,99.3)	95.7 (95.1,96.3)	96.0 (95.5,96.5)
No, you are TDY/TAD attending training	4.0 (3.2,5.0)	0.7 (0.5,1.1)	2.7* (0.9,7.7)	3.0 (2.1,4.1)	0.5* (0.3,1.1)	2.2 (1.8,2.6)	2.0 (1.7,2.5)
No, you are TDY/TAD for reasons other than training	3.8 (3.0,4.9)	1.1 (0.9,1.4)	1.0* (0.4,2.6)	0.9 (0.6,1.4)	0.6* (0.3,1.2)	2.1 (1.7,2.6)	1.9 (1.6,2.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 30.3**Members Whose Current Location Is Permanent Duty Location/Ship: By Gender Within Service**

30. Is this location your permanent duty location/ship?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,946	597	1,243	261	2,055	103	1,175	309	266	16
Responding on Item	348,586	64,451	284,755	47,325	137,557	9,606	260,777	62,973	28,325	3,621
Yes	96.2 (95.0,97.1)	96.1 (94.9,97.1)	94.6 (93.3,95.6)	93.2 (91.6,94.6)	89.7 (86.8,91.9)	93.8 (91.8,95.4)	99.1 (98.7,99.4)	98.2 (97.5,98.7)	98.5 (96.2,99.4)	99.1 (98.0,99.6)
No, you are TDY/TAD attending training	1.9 (1.3,2.8)	2.4 (1.7,3.4)	3.5 (2.5,4.7)	2.6 (1.9,3.6)	4.1 (2.9,5.8)	3.4 (2.3,5.2)	0.4* (0.2,0.7)	1.1 (0.8,1.6)	0.5* (0.1,1.5)	0.3* (0.1,1.1)
No, you are TDY/TAD for reasons other than training	1.9 (1.3,2.8)	1.5 (1.0,2.2)	2.0 (1.3,2.9)	4.1 (3.1,5.5)	6.2 (4.6,8.4)	2.7 (1.7,4.4)	0.5 (0.3,0.9)	0.7* (0.4,1.4)	1.1* (0.3,3.2)	0.6* (0.3,1.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 30.4**Members Whose Current Location Is Permanent Duty Location/Ship: By Gender Within Paygrade**

30. Is this location your permanent duty location/ship?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,245	680	2,683	477	60	6	592	90	105	33
Responding on Item	387,765	84,095	493,720	73,923	15,420	1,140	89,672	17,948	73,424	10,870
Yes	91.9	93.7	98.1	98.4	96.2	98.8	96.3	95.4	98.9	99.0
	(90.3,93.2)	(92.6,94.7)	(97.6,98.5)	(97.8,98.8)	(91.1,98.4)	(97.1,99.5)	(94.9,97.3)	(94.0,96.5)	(97.9,99.4)	(98.1,99.4)
No, you are TDY/TAD attending training	4.1	3.5	0.8	0.4*	2.8*	0.4*	2.9	3.3	0.5*	0.4*
	(3.2,5.3)	(2.7,4.5)	(0.5,1.3)	(0.2,0.7)	(0.9,8.2)	(0.1,1.4)	(1.9,4.3)	(2.4,4.7)	(0.2,1.2)	(0.2,1.0)
No, you are TDY/TAD for reasons other than training	4.0	2.9	1.1	1.3	1.0*	0.8*	0.9	1.3	0.6*	0.7*
	(3.0,5.3)	(2.2,3.7)	(0.8,1.5)	(0.9,1.7)	(0.4,2.8)	(0.3,2.6)	(0.5,1.5)	(0.7,2.2)	(0.3,1.4)	(0.3,1.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31a.1**Members Who Are Currently a Student in a Military Course: By Service**

31a. Are you currently . . . A student in a military course?

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item		9,346	9,027	1,604	4,279	1,674	1,472
Responding on Item		1,247,601	1,215,692	414,976	329,305	147,648	323,762
Yes	12.1	12.0	13.1	10.6	15.6	10.5	14.6
	(11.4,12.8)	(11.3,12.7)	(11.6,14.6)	(9.2,12.1)	(13.6,17.8)	(9.4,11.7)	(12.3,17.2)
No	87.9	88.0	87.0	89.5	84.5	89.5	85.4
	(87.2,88.6)	(87.3,88.7)	(85.4,88.4)	(88.0,90.8)	(82.2,86.4)	(88.3,90.6)	(82.8,87.7)

Table 31a.2**Members Who Are Currently a Student in a Military Course: By Paygrade and Gender**

31a. Are you currently . . . A student in a military course?

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,146	4,020	121	510	548	8,323	1,023
Responding on Item	472,638	566,783	16,505	107,791	83,884	1,059,362	188,239
Yes	15.7 (14.1,17.3)	8.6 (7.8,9.6)	11.9 (8.1,17.2)	15.8 (13.8,17.9)	10.3 (8.6,12.2)	11.9 (11.1,12.8)	12.8 (11.9,13.8)
No	84.3 (82.7,85.9)	91.4 (90.4,92.3)	88.1 (82.8,91.9)	84.2 (82.1,86.2)	89.7 (87.8,91.4)	88.1 (87.2,88.9)	87.2 (86.2,88.1)

Table 31a.3**Members Who Are Currently a Student in a Military Course: By Gender Within Service**

31a. Are you currently . . . A student in a military course?

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,447	157	3,937	342	1,606	67	1,030	441	303	16
Responding on Item	350,085	64,891	282,061	47,244	138,006	9,642	260,922	62,841	28,288	3,621
Yes	12.7	15.0	10.5	10.9	15.3	19.6	10.4	11.2	15.2	9.8
	(11.1,14.5)	(13.7,16.4)	(8.9,12.3)	(9.2,13.0)	(13.1,17.7)	(14.8,25.7)	(9.1,11.8)	(9.7,12.8)	(12.7,18.1)	(6.4,14.7)
No	87.3	85.0	89.5	89.1	84.7	80.4	89.7	88.8	84.8	90.2
	(85.5,88.9)	(83.6,86.3)	(87.8,91.1)	(87.0,90.8)	(82.4,86.9)	(74.3,85.2)	(88.2,90.9)	(87.2,90.3)	(81.9,87.3)	(85.3,93.6)

Table 31a.4***Members Who Are Currently a Student in a Military Course: By Gender Within Paygrade***

31a. Are you currently . . . A student in a military course?

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,636	511	3,632	388	113	9	448	63	496	52
Responding on Item	388,374	84,264	492,771	74,012	15,367	1,137	89,816	17,975	73,033	10,851
Yes	15.4	17.0	8.7	8.4	12.3	7.1*	16.0	14.4	10.5	8.9
	(13.6,17.4)	(15.3,18.8)	(7.7,9.8)	(7.5,9.4)	(8.2,18.0)	(3.7,13.5)	(13.8,18.6)	(12.2,17.0)	(8.6,12.7)	(6.8,11.4)
No	84.6	83.0	91.3	91.6	87.7	92.9	84.0	85.6	89.5	91.2
	(82.6,86.4)	(81.2,84.7)	(90.2,92.4)	(90.6,92.5)	(82.0,91.8)	(86.5,96.4)	(81.4,86.2)	(83.1,87.9)	(87.3,91.4)	(88.6,93.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31b.1**Members Who Are Currently Serving Aboard a Ship at Sea: By Service**

31b. Are you currently . . . Serving aboard a ship at sea?

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,674	10,348	2,487	3,416	2,262	2,184	326
Responding on Item	1,246,273	1,214,371	414,093	330,168	147,060	323,050	31,902
Yes	9.1	8.9	0.2*	30.7	3.8	0.1*	16.7
	(8.6,9.7)	(8.4,9.5)	(0.1,0.5)	(28.8,32.7)	(2.9,5.0)	(0.0,0.4)	(14.3,19.5)
No	90.9	91.1	99.8	69.3	96.2	99.9	83.3
	(90.3,91.4)	(90.5,91.7)	(99.5,99.9)	(67.3,71.2)	(95.0,97.1)	(99.6,100.0)	(80.6,85.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31b.2**Members Who Are Currently Serving Aboard a Ship at Sea: By Paygrade and Gender**

31b. Are you currently . . . Serving aboard a ship at sea?

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,882	4,515	176	686	1,414	9,248	1,427
Responding on Item	472,902	566,288	16,450	107,615	83,018	1,058,438	187,835
Yes	10.5	9.3	4.9	7.1	2.8	9.9	4.9
	(9.6,11.6)	(8.6,10.2)	(3.5,6.7)	(5.9,8.4)	(2.1,3.7)	(9.2,10.5)	(4.4,5.4)
No	89.5	90.7	95.1	92.9	97.2	90.2	95.1
	(88.4,90.4)	(89.8,91.4)	(93.3,96.5)	(91.6,94.1)	(96.3,97.9)	(89.5,90.8)	(94.6,95.6)

Table 31b.3**Members Who Are Currently Serving Aboard a Ship at Sea: By Gender Within Service**

31b. Are you currently . . . Serving aboard a ship at sea?

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,168	319	2,967	449	2,166	95	1,651	533	294	32
Responding on Item	349,364	64,729	283,031	47,137	137,446	9,614	260,301	62,749	28,297	3,605
Yes	0.2*	0.2*	32.9	18.0	4.0	0.4*	0.1*	0.0*	17.1	13.8
	(0.1,0.6)	(0.1,0.6)	(30.6,35.2)	(16.2,20.0)	(3.0,5.3)	(0.2,0.8)	(0.0,0.5)	(0.0,0.1)	(14.4,20.2)	(10.2,18.6)
No	99.8	99.8	67.2	82.0	96.0	99.6	99.9	100.0	82.9	86.2
	(99.4,99.9)	(99.4,99.9)	(64.8,69.4)	(80.0,83.8)	(94.7,97.0)	(99.2,99.8)	(99.6,100.0)	(99.9,100.0)	(79.8,85.7)	(81.4,89.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31b.4***Members Who Are Currently Serving Aboard a Ship at Sea: By Gender Within Paygrade***

31b. Are you currently . . . Serving aboard a ship at sea?

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,279	604	3,965	550	161	16	518	169	1,326	88
Responding on Item	388,731	84,171	492,438	73,851	15,319	1,130	89,746	17,869	72,203	10,815
Yes	11.6	5.6	10.1	4.5	5.0	3.3	7.4	5.3	3.0	1.3
	(10.4,12.9)	(4.8,6.6)	(9.2,11.0)	(3.8,5.3)	(3.6,7.0)	(2.1,5.1)	(6.1,9.0)	(3.9,7.1)	(2.3,4.1)	(0.8,2.1)
No	88.4	94.4	89.9	95.5	95.0	96.7	92.6	94.7	97.0	98.8
	(87.1,89.6)	(93.4,95.2)	(89.0,90.8)	(94.7,96.2)	(93.0,96.5)	(94.9,97.9)	(91.0,93.9)	(92.9,96.1)	(96.0,97.8)	(97.9,99.2)

Table 31c.1**Members Who Are Currently in Shore Part of Ship/Shore Rotation: By Service**

31c. Are you currently . . . In the shore part of a ship/shore rotation?

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	22,827	22,266	5,977	6,272	3,804	6,214	561
Responding on Item	1,234,120	1,202,453	410,603	327,312	145,518	319,020	31,667
Yes	12.4 (11.8,13.0)	12.2 (11.6,12.8)	0.3* (0.1,0.7)	41.7 (39.6,43.9)	5.7 (4.5,7.2)	0.1* (0.0,0.4)	19.2 (16.2,22.5)
No	87.7 (87.0,88.3)	87.8 (87.2,88.4)	99.7 (99.3,99.9)	58.3 (56.1,60.4)	94.3 (92.8,95.5)	99.9 (99.6,100.0)	80.8 (77.5,83.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31c.2**Members Who Are Currently in Shore Part of Ship/Shore Rotation: By Paygrade and Gender**

31c. Are you currently . . . In the shore part of a ship/shore rotation?

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	8,838	10,465	231	1,335	1,957	19,865	2,962
Responding on Item	467,946	560,338	16,395	106,966	82,475	1,047,820	186,300
Yes	9.4 (8.4,10.4)	15.6 (14.7,16.5)	4.7 (3.4,6.4)	10.4 (9.0,11.9)	11.5 (10.2,12.9)	12.4 (11.8,13.2)	11.8 (11.1,12.6)
No	90.6 (89.6,91.6)	84.5 (83.5,85.3)	95.3 (93.6,96.6)	89.6 (88.1,91.0)	88.5 (87.1,89.8)	87.6 (86.8,88.2)	88.2 (87.4,88.9)

Table 31c.3**Members Who Are Currently in Shore Part of Ship/Shore Rotation: By Gender Within Service**

31c. Are you currently . . . In the shore part of a ship/shore rotation?

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	5,295	682	5,276	996	3,648	155	5,140	1,074	506	55
Responding on Item	346,237	64,366	280,722	46,590	135,964	9,554	256,812	62,208	28,085	3,582
Yes	0.3*	0.3*	41.3	44.4	5.8	5.1*	0.1*	0.0*	19.2	18.7
	(0.1,0.8)	(0.1,0.6)	(38.9,43.7)	(41.7,47.1)	(4.5,7.4)	(2.2,11.2)	(0.0,0.5)	(0.0,0.1)	(16.0,23.0)	(15.6,22.3)
No	99.7	99.7	58.7	55.7	94.3	94.9	99.9	100.0	80.8	81.3
	(99.2,99.9)	(99.4,99.9)	(56.3,61.1)	(53.0,58.3)	(92.7,95.5)	(88.8,97.8)	(99.6,100.0)	(99.9,100.0)	(77.0,84.0)	(77.7,84.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31c.4**Members Who Are Currently in Shore Part of Ship/Shore Rotation: By Gender Within Paygrade**

31c. Are you currently . . . In the shore part of a ship/shore rotation?

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	7,566	1,273	9,202	1,264	203	27	1,104	233	1,791	166
Responding on Item	384,444	83,502	487,201	73,136	15,277	1,119	89,160	17,805	71,738	10,737
Yes	8.9	11.5	15.7	14.6	4.7	4.5	11.2	6.4	12.3	5.8
	(7.8,10.3)	(10.0,13.0)	(14.7,16.7)	(13.5,15.7)	(3.3,6.6)	(2.9,6.8)	(9.6,13.0)	(5.0,8.1)	(10.9,14.0)	(4.5,7.4)
No	91.1	88.6	84.3	85.5	95.3	95.5	88.8	93.6	87.7	94.2
	(89.7,92.3)	(87.0,90.0)	(83.3,85.3)	(84.3,86.5)	(93.4,96.7)	(93.3,97.1)	(87.0,90.5)	(91.9,95.0)	(86.0,89.1)	(92.6,95.5)

Table 31d.1***Members Who Are Currently in a Military Occupational Specialty Not Held by Persons of Member's Gender: By Service***

31d. Are you currently . . . In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	15,977	15,522	4,360	5,927	2,622	2,613	455
Responding on Item	1,240,970	1,209,197	412,220	327,657	146,700	322,621	31,773
Yes	4.6	4.7	5.4	4.3	5.7	3.6	3.1
	(4.2,5.0)	(4.2,5.1)	(4.6,6.4)	(3.5,5.2)	(4.5,7.1)	(3.0,4.2)	(2.2,4.4)
No	95.4	95.4	94.6	95.7	94.3	96.5	96.9
	(95.0,95.8)	(94.9,95.8)	(93.6,95.4)	(94.8,96.5)	(92.9,95.5)	(95.8,97.0)	(95.6,97.8)

Table 31d.2***Members Who Are Currently in a Military Occupational Specialty Not Held by Persons of Member's Gender: By Paygrade and Gender***

31d. Are you currently . . . In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	7,562	5,707	202	925	1,579	14,046	1,931
Responding on Item	469,222	565,096	16,424	107,376	82,853	1,053,639	187,331
Yes	6.4 (5.6,7.4)	3.7 (3.2,4.3)	3.0* (1.3,6.8)	3.1 (2.4,3.9)	2.6 (2.0,3.4)	3.8 (3.4,4.3)	9.2 (8.5,9.9)
No	93.6 (92.6,94.4)	96.3 (95.7,96.8)	97.1 (93.2,98.8)	96.9 (96.1,97.6)	97.4 (96.6,98.0)	96.2 (95.7,96.7)	90.8 (90.1,91.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31d.3**Members Who Are Currently in a Military Occupational Specialty Not Held by Persons of Member's Gender: By Gender Within Service**

31d. Are you currently . . . In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,000	360	5,130	797	2,510	112	1,970	643	435	20
Responding on Item	347,532	64,688	280,868	46,789	137,103	9,597	259,982	62,639	28,156	3,617
Yes	4.7	9.5	3.7	7.8	5.0	15.1	2.3	8.8	2.1	11.1
	(3.7,5.9)	(8.1,11.0)	(2.8,4.8)	(6.6,9.3)	(3.8,6.6)	(12.7,17.9)	(1.7,3.1)	(7.7,10.1)	(1.2,3.7)	(8.8,13.9)
No	95.3	90.5	96.3	92.2	95.0	84.9	97.7	91.2	97.9	88.9
	(94.1,96.3)	(89.0,91.9)	(95.2,97.2)	(90.7,93.4)	(93.4,96.2)	(82.1,87.3)	(97.0,98.3)	(89.9,92.4)	(96.3,98.8)	(86.1,91.2)

Table 31d.4***Members Who Are Currently in a Military Occupational Specialty Not Held by Persons of Member's Gender: By Gender Within Paygrade***

31d. Are you currently . . . In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	6,680	883	4,975	732	189	13	750	176	1,452	126
Responding on Item	385,330	83,892	491,428	73,668	15,291	1,133	89,514	17,862	72,077	10,777
Yes	5.4	11.2	3.3	7.0	2.1*	14.4	1.9	9.2	1.8	7.9
	(4.4,6.5)	(9.9,12.6)	(2.7,3.9)	(6.0,8.2)	(0.6,7.0)	(11.1,18.5)	(1.2,2.9)	(7.0,11.8)	(1.2,2.7)	(6.5,9.4)
No	94.6	88.9	96.8	93.0	97.9	85.6	98.1	90.9	98.2	92.2
	(93.5,95.6)	(87.4,90.1)	(96.1,97.3)	(91.9,94.0)	(93.0,99.4)	(81.5,88.9)	(97.1,98.8)	(88.2,93.0)	(97.3,98.8)	(90.6,93.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31e.1**Members Who Are Currently in Work Environment Where Member's Gender Is Uncommon: By Service**

31e. Are you currently . . . In a work environment where members of your gender are uncommon?

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	13,683	13,211	2,363	6,110	2,519	2,220	471
Responding on Item	1,243,265	1,211,508	414,217	327,474	146,803	323,014	31,757
Yes	6.1	6.0	5.8	6.8	6.3	5.4	6.9
	(5.6,6.5)	(5.6,6.5)	(5.1,6.7)	(5.9,7.8)	(5.1,7.7)	(4.8,6.0)	(5.6,8.6)
No	94.0	94.0	94.2	93.2	93.7	94.6	93.1
	(93.5,94.4)	(93.5,94.4)	(93.3,94.9)	(92.2,94.1)	(92.3,94.9)	(94.0,95.2)	(91.4,94.4)

Table 31e.2***Members Who Are Currently in Work Environment Where Member's Gender Is Uncommon: By Paygrade and Gender***

31e. Are you currently . . . In a work environment where members of your gender are uncommon?

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,632	5,834	130	803	1,282	12,127	1,556
Responding on Item	471,152	564,969	16,496	107,498	83,150	1,055,558	187,706
Yes	7.7	5.1	2.6	5.9	4.0	3.5	20.3
	(6.9,8.6)	(4.5,5.7)	(1.9,3.5)	(5.1,6.9)	(3.3,4.8)	(3.1,4.0)	(19.5,21.2)
No	92.3	94.9	97.4	94.1	96.1	96.5	79.7
	(91.4,93.1)	(94.3,95.5)	(96.5,98.1)	(93.1,94.9)	(95.2,96.8)	(96.0,96.9)	(78.8,80.6)

Table 31e.3**Members Who Are Currently in Work Environment Where Member's Gender Is Uncommon: By Gender Within Service**

31e. Are you currently . . . In a work environment where members of your gender are uncommon?

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,056	308	5,605	505	2,404	114	1,612	608	449	22
Responding on Item	349,476	64,740	280,393	47,081	137,208	9,595	260,340	62,674	28,142	3,615
Yes	3.6	18.1	4.4	21.4	4.5	31.8	2.1	19.0	3.1	37.0
	(2.8,4.6)	(16.6,19.7)	(3.4,5.6)	(19.6,23.3)	(3.3,6.1)	(28.1,35.6)	(1.5,2.8)	(17.6,20.5)	(1.8,5.2)	(32.3,41.8)
No	96.4	81.9	95.6	78.6	95.5	68.2	97.9	81.0	96.9	63.0
	(95.4,97.2)	(80.3,83.4)	(94.4,96.6)	(76.7,80.4)	(93.9,96.7)	(64.4,71.9)	(97.2,98.5)	(79.5,82.4)	(94.8,98.2)	(58.2,67.7)

Table 31e.4**Members Who Are Currently in Work Environment Where Member's Gender Is Uncommon: By Gender Within Paygrade**

31e. Are you currently . . . In a work environment where members of your gender are uncommon?

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,047	586	5,128	707	122	9	612	192	1,219	62
Responding on Item	386,963	84,189	491,275	73,693	15,359	1,137	89,652	17,846	72,310	10,841
Yes	4.5	22.3	3.3	17.2	0.7*	28.9	2.2	24.7	1.9	17.5
	(3.7,5.6)	(20.7,24.0)	(2.7,4.0)	(16.0,18.5)	(0.3,1.8)	(23.4,35.1)	(1.4,3.4)	(22.1,27.6)	(1.3,2.9)	(15.4,20.0)
No	95.5	77.7	96.7	82.8	99.3	71.1	97.8	75.3	98.1	82.5
	(94.4,96.3)	(76.0,79.3)	(96.0,97.4)	(81.5,84.1)	(98.2,99.8)	(64.9,76.6)	(96.6,98.6)	(72.5,77.9)	(97.1,98.8)	(80.1,84.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 31f.1**Members Who Are Currently on Deployment Away From Home at Least 30 Consecutive Days: By Service**

31f. Are you currently . . . On a deployment that will keep you away from home for at least 30 consecutive days?

Mark "Yes" or "No" for each item.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	15,306	14,810	3,214	6,024	2,703	2,870	496
Responding on Item	1,241,641	1,209,909	413,366	327,560	146,619	322,364	31,732
Yes	9.1	9.2	8.3	15.3	12.6	2.5	8.0
	(8.5,9.8)	(8.5,9.9)	(7.1,9.6)	(13.9,17.0)	(10.5,14.9)	(2.0,3.1)	(6.1,10.4)
No	90.9	90.8	91.7	84.7	87.5	97.5	92.0
	(90.2,91.5)	(90.1,91.5)	(90.4,92.9)	(83.0,86.2)	(85.1,89.5)	(97.0,98.0)	(89.6,93.9)

Table 31f.2***Members Who Are Currently on Deployment Away From Home at Least 30 Consecutive Days: By Paygrade and Gender***

31f. Are you currently . . . On a deployment that will keep you away from home for at least 30 consecutive days?

Mark "Yes" or "No" for each item.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,327	6,584	168	658	1,567	13,135	2,171
Responding on Item	470,457	564,219	16,458	107,643	82,865	1,054,550	187,091
Yes	12.9	7.8	4.5	5.5	2.5	9.6	6.4
	(11.6,14.2)	(7.0,8.8)	(3.1,6.5)	(4.4,6.9)	(1.8,3.4)	(8.9,10.5)	(5.7,7.2)
No	87.2	92.2	95.5	94.5	97.5	90.4	93.6
	(85.8,88.4)	(91.2,93.0)	(93.5,96.9)	(93.1,95.6)	(96.6,98.2)	(89.5,91.2)	(92.8,94.3)

Table 31f.3**Members Who Are Currently on Deployment Away From Home at Least 30 Consecutive Days: By Gender Within Service**

31f. Are you currently . . . On a deployment that will keep you away from home for at least 30 consecutive days?

Mark "Yes" or "No" for each item.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,806	407	5,108	917	2,578	124	2,179	692	464	31
Responding on Item	348,726	64,641	280,890	46,669	137,034	9,585	259,773	62,590	28,127	3,606
Yes	8.8	5.6	15.9	12.0	13.1	4.9	2.3	3.2	8.1	7.2
	(7.4,10.4)	(4.5,6.9)	(14.2,17.7)	(10.2,14.2)	(10.9,15.7)	(3.1,7.7)	(1.8,3.0)	(2.6,4.0)	(6.0,10.8)	(5.7,9.0)
No	91.2	94.4	84.1	88.0	86.9	95.1	97.7	96.8	91.9	92.8
	(89.6,92.6)	(93.1,95.5)	(82.3,85.8)	(85.8,89.8)	(84.3,89.1)	(92.4,96.9)	(97.0,98.2)	(96.0,97.4)	(89.2,94.0)	(91.0,94.3)

Table 31f.4***Members Who Are Currently on Deployment Away From Home at Least 30 Consecutive Days: By Gender Within Paygrade***

31f. Are you currently . . . On a deployment that will keep you away from home for at least 30 consecutive days?

Mark "Yes" or "No" for each item.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,453	875	5,572	1,013	153	15	464	195	1,495	72
Responding on Item	386,557	83,900	490,831	73,387	15,327	1,131	89,800	17,843	72,034	10,831
Yes	13.8	8.4	8.2	5.2	4.5	4.5	5.6	5.2	2.6	1.4
	(12.3,15.5)	(7.1,9.8)	(7.3,9.3)	(4.5,6.1)	(3.0,6.6)	(2.8,7.4)	(4.3,7.2)	(3.7,7.4)	(1.9,3.7)	(0.9,2.3)
No	86.2	91.7	91.8	94.8	95.5	95.5	94.4	94.8	97.4	98.6
	(84.5,87.7)	(90.2,92.9)	(90.7,92.7)	(93.9,95.6)	(93.4,97.0)	(92.6,97.2)	(92.8,95.7)	(92.6,96.4)	(96.3,98.1)	(97.7,99.1)

Table 32.1***Gender of Immediate Supervisor: By Service***

32. What is the gender of your immediate supervisor?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,472	7,176	1,928	2,094	1,665	1,490	296
Responding on Item	1,249,475	1,217,543	414,652	331,490	147,657	323,744	31,932
Male	88.9	88.9	87.6	89.8	95.5	86.5	91.8
	(88.3,89.6)	(88.2,89.5)	(86.0,89.0)	(88.3,91.1)	(94.4,96.4)	(85.5,87.5)	(89.8,93.4)
Female	11.1	11.1	12.4	10.2	4.5	13.5	8.2
	(10.4,11.8)	(10.5,11.9)	(11.0,14.0)	(8.9,11.7)	(3.6,5.6)	(12.5,14.5)	(6.6,10.2)

Table 32.2***Gender of Immediate Supervisor: By Paygrade and Gender***

32. What is the gender of your immediate supervisor?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,381	2,968	54	689	378	6,579	893
Responding on Item	473,403	567,835	16,572	107,612	84,054	1,061,106	188,369
Male	89.1 (87.8,90.3)	89.0 (88.0,90.0)	90.6 (87.4,93.1)	87.7 (85.9,89.2)	88.6 (87.2,90.0)	91.0 (90.1,91.7)	77.6 (76.5,78.7)
Female	10.9 (9.7,12.2)	11.0 (10.0,12.0)	9.4 (6.9,12.6)	12.3 (10.8,14.1)	11.4 (10.0,12.9)	9.1 (8.3,9.9)	22.4 (21.3,23.6)

Table 32.3**Gender of Immediate Supervisor: By Gender Within Service**

32. What is the gender of your immediate supervisor?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,609	319	1,880	214	1,592	72	1,217	274	282	14
Responding on Item	349,923	64,729	284,118	47,372	138,020	9,637	260,735	63,008	28,309	3,623
Male	89.9 (88.0,91.5)	75.1 (72.8,77.2)	91.3 (89.6,92.7)	80.8 (78.6,82.7)	96.1 (94.9,97.0)	87.5 (82.5,91.1)	89.1 (87.9,90.2)	75.8 (73.8,77.8)	92.5 (90.3,94.3)	85.9 (82.4,88.8)
Female	10.1 (8.5,12.0)	25.0 (22.8,27.2)	8.7 (7.3,10.4)	19.3 (17.3,21.4)	3.9 (3.0,5.1)	12.6 (8.9,17.5)	10.9 (9.8,12.1)	24.2 (22.3,26.2)	7.5 (5.7,9.7)	14.1 (11.2,17.6)

Table 32.4***Gender of Immediate Supervisor: By Gender Within Paygrade***

32. What is the gender of your immediate supervisor?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,902	480	2,707	262	46	9	573	117	352	25
Responding on Item	389,108	84,295	493,696	74,138	15,434	1,137	89,691	17,921	73,177	10,878
Male	91.8	76.9	90.5	79.1	91.0	85.2	90.0	75.9	90.6	75.5
	(90.2,93.2)	(74.9,78.7)	(89.3,91.6)	(77.5,80.5)	(87.5,93.6)	(79.9,89.2)	(88.0,91.8)	(72.9,78.6)	(88.9,92.1)	(72.8,78.1)
Female	8.2	23.2	9.5	21.0	9.0	14.8	10.0	24.2	9.4	24.5
	(6.9,9.8)	(21.3,25.1)	(8.4,10.7)	(19.5,22.5)	(6.4,12.5)	(10.8,20.1)	(8.2,12.0)	(21.4,27.1)	(7.9,11.2)	(21.9,27.2)

Table 33.1***Paygrade of Immediate Supervisor: By Service***

33. What is the paygrade of your immediate supervisor?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item		7,418	7,276	2,263	1,510	2,468	1,036
Responding on Item		1,249,529	1,217,443	414,317	332,074	146,854	324,198
E-4 or below	2.4	2.3	1.8	1.9	8.1	0.8	4.5
	(2.1,2.8)	(2.0,2.7)	(1.3,2.6)	(1.2,2.7)	(6.4,10.4)	(0.5,1.2)	(3.3,6.1)
E-5	16.9	17.1	20.6	10.8	15.4	19.8	9.7
	(16.2,17.6)	(16.4,17.8)	(19.3,22.0)	(9.5,12.3)	(13.1,18.0)	(18.5,21.1)	(8.2,11.6)
E-6	25.9	26.0	21.9	36.5	22.6	21.9	22.5
	(25.1,26.8)	(25.1,26.9)	(20.2,23.7)	(34.6,38.5)	(20.3,25.1)	(20.4,23.6)	(20.0,25.3)
E-7	11.8	11.8	13.1	11.6	11.4	10.6	11.4
	(11.1,12.5)	(11.1,12.5)	(11.8,14.6)	(10.2,13.1)	(9.6,13.4)	(9.6,11.7)	(9.4,13.8)
E-8	5.4	5.4	6.5	5.6	5.4	3.9	5.2
	(5.0,5.8)	(5.0,5.8)	(5.7,7.3)	(4.7,6.6)	(4.4,6.6)	(3.3,4.6)	(4.0,6.7)
E-9	2.1	2.2	2.1	2.2	2.1	2.2	1.3*
	(1.9,2.4)	(1.9,2.4)	(1.7,2.7)	(1.7,2.8)	(1.5,2.8)	(1.8,2.8)	(0.7,2.5)
W-1	6.0	5.9	5.8	5.3	7.7	6.0	7.1
	(5.4,6.5)	(5.4,6.5)	(5.0,6.8)	(4.3,6.4)	(6.2,9.6)	(5.2,6.8)	(5.5,9.1)
W-2	0.4	0.4	0.6	0.2*	0.8	0.0*	3.0
	(0.3,0.5)	(0.3,0.5)	(0.4,0.9)	(0.1,0.3)	(0.5,1.3)	(0.0,0.0)	(2.1,4.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.1 (continued)**Paygrade of Immediate Supervisor: By Service**

33. What is the paygrade of your immediate supervisor?

	Total	DoD					Coast Guard	
		Total DoD	Army	Navy	Marine Corps	Air Force		
Estimated Population								
Not Applicable								
Not Responding on Item	7,418	7,276	2,263	1,510	2,468	1,036	142	
Responding on Item	1,249,529	1,217,443	414,317	332,074	146,854	324,198	32,086	
W-3	0.4 (0.3,0.6)	0.4 (0.3,0.6)	0.5 (0.3,0.9)	0.2* (0.1,0.5)	1.3 (0.8,2.0)	0.0* (0.0,0.1)	2.2 (1.4,3.6)	
W-4	0.2 (0.2,0.3)	0.2 (0.1,0.2)	0.3 (0.2,0.5)	0.1* (0.0,0.2)	0.3* (0.2,0.6)	0.0 (N/A,N/A)	1.5 (0.8,2.5)	
W-5	0.1* (0.0,0.1)	0.1* (0.0,0.1)	0.2* (0.1,0.4)	0.0 (N/A,N/A)	0.2* (0.1,0.4)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	
O-1/O1E	0.7 (0.6,0.8)	0.7 (0.5,0.8)	0.4 (0.2,0.7)	0.6 (0.4,1.0)	1.0 (0.6,1.7)	1.0 (0.7,1.3)	0.7* (0.3,1.5)	
O-2/O2E	1.5 (1.3,1.7)	1.4 (1.2,1.7)	1.9 (1.5,2.4)	1.4 (1.0,1.9)	1.9 (1.3,2.7)	0.8 (0.5,1.1)	2.6 (1.6,4.2)	
O-3/O3E	6.3 (5.9,6.7)	6.3 (5.9,6.7)	7.3 (6.4,8.3)	5.1 (4.4,5.8)	6.9 (5.8,8.2)	6.0 (5.4,6.7)	6.6 (5.3,8.1)	
O-4	6.0 (5.7,6.5)	6.0 (5.6,6.4)	5.3 (4.7,6.0)	6.5 (5.8,7.3)	6.0 (5.3,6.8)	6.3 (5.6,7.1)	8.0 (6.5,9.7)	
O-5	6.1 (5.9,6.5)	6.2 (5.9,6.5)	6.0 (5.4,6.7)	4.9 (4.5,5.4)	4.4 (3.8,5.1)	8.4 (7.7,9.1)	5.4 (4.6,6.5)	

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.1 (continued)***Paygrade of Immediate Supervisor: By Service***

33. What is the paygrade of your immediate supervisor?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,418	7,276	2,263	1,510	2,468	1,036	142
Responding on Item	1,249,529	1,217,443	414,317	332,074	146,854	324,198	32,086
O-6 or above	4.5 (4.2,4.7)	4.5 (4.2,4.7)	3.7 (3.3,4.1)	4.3 (3.9,4.8)	2.8 (2.4,3.2)	6.4 (5.9,7.0)	3.7 (2.9,4.8)
Civilian GS-1 to GS-6 (or equivalent)	0.1 (0.1,0.2)	0.1* (0.1,0.2)	0.0* (0.0,0.1)	0.3* (0.1,0.6)	0.0* (0.0,0.1)	0.1* (0.0,0.1)	0.6* (0.1,2.7)
Civilian GS-7 to GS-11 (or equivalent)	0.9 (0.8,1.1)	0.9 (0.8,1.1)	0.5 (0.3,0.7)	1.0 (0.6,1.5)	0.4* (0.2,0.9)	1.7 (1.3,2.2)	1.2 (0.7,2.1)
Civilian GS-12 or above (or equivalent)	2.2 (2.0,2.5)	2.2 (2.0,2.5)	1.5 (1.2,1.9)	1.6 (1.3,2.1)	1.3 (0.9,1.9)	4.2 (3.6,4.8)	2.8 (2.0,3.7)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.2***Paygrade of Immediate Supervisor: By Paygrade and Gender***

33. What is the paygrade of your immediate supervisor?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,487	3,125	4	614	187	6,269	1,149
Responding on Item	473,297	567,678	16,622	107,687	84,245	1,061,416	188,113
E-4 or below	6.3 (5.4,7.2)	0.0* (0.0,0.0)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.1* (0.0,0.4)	2.5 (2.1,2.9)	1.9 (1.6,2.3)
E-5	41.3 (39.6,43.0)	2.8 (2.3,3.4)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.2* (0.1,0.6)	16.4 (15.6,17.3)	19.6 (18.5,20.7)
E-6	34.7 (33.1,36.3)	28.0 (26.8,29.3)	0.2* (0.0,1.1)	0.0 (N/A,N/A)	0.5* (0.1,3.0)	25.9 (24.9,26.9)	26.0 (25.0,27.2)
E-7	9.0 (8.0,10.1)	18.5 (17.2,19.8)	0.0 (N/A,N/A)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	11.7 (10.9,12.5)	12.6 (11.7,13.5)
E-8	1.6 (1.3,2.1)	10.5 (9.7,11.3)	0.3* (0.0,1.4)	0.1* (0.0,0.5)	0.0 (N/A,N/A)	5.5 (5.1,6.0)	4.7 (4.2,5.2)
E-9	0.4 (0.3,0.7)	4.3 (3.8,5.0)	0.2* (0.0,1.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	2.2 (1.9,2.5)	1.9 (1.6,2.3)
W-1	3.5 (2.8,4.3)	10.2 (9.3,11.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	6.2 (5.6,6.9)	4.6 (4.1,5.3)
W-2	0.1* (0.0,0.2)	0.8 (0.6,1.1)	2.2* (0.9,5.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.4 (0.3,0.5)	0.6 (0.4,0.7)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.2 (continued)**Paygrade of Immediate Supervisor: By Paygrade and Gender**

33. What is the paygrade of your immediate supervisor?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,487	3,125	4	614	187	6,269	1,149
Responding on Item	473,297	567,678	16,622	107,687	84,245	1,061,416	188,113
W-3	0.2* (0.1,0.4)	0.7 (0.5,1.0)	4.1* (1.9,8.6)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.5 (0.4,0.7)	0.2 (0.2,0.4)
W-4	0.0* (0.0,0.1)	0.3 (0.2,0.4)	5.4 (3.4,8.5)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2 (0.2,0.3)	0.2 (0.1,0.3)
W-5	0.0 (N/A,N/A)	0.1* (0.0,0.1)	3.2* (1.3,7.7)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.2)	0.1* (0.0,0.1)
O-1/O1E	0.3* (0.1,0.6)	1.2 (1.0,1.5)	0.5* (0.2,1.6)	0.1* (0.0,0.3)	0.0 (N/A,N/A)	0.7 (0.5,0.9)	0.7 (0.5,0.9)
O-2/O2E	0.4 (0.3,0.7)	2.4 (2.0,2.8)	10.5 (7.8,13.9)	1.0 (0.6,1.6)	0.0 (N/A,N/A)	1.5 (1.3,1.8)	1.2 (1.0,1.5)
O-3/O3E	1.0 (0.7,1.5)	7.1 (6.4,7.7)	27.6 (22.9,32.8)	27.1 (25.0,29.4)	0.5* (0.2,1.2)	6.4 (5.9,6.9)	6.0 (5.4,6.6)
O-4	0.4* (0.2,0.6)	4.8 (4.3,5.4)	27.4 (23.5,31.7)	35.1 (32.2,38.2)	5.0 (4.0,6.1)	6.1 (5.6,6.6)	5.9 (5.4,6.5)
O-5	0.2* (0.1,0.4)	2.9 (2.6,3.4)	11.4 (9.0,14.4)	25.3 (23.3,27.4)	35.8 (33.5,38.1)	6.2 (5.9,6.5)	5.9 (5.5,6.4)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.2 (continued)***Paygrade of Immediate Supervisor: By Paygrade and Gender***

33. What is the paygrade of your immediate supervisor?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,487	3,125	4	614	187	6,269	1,149
Responding on Item	473,297	567,678	16,622	107,687	84,245	1,061,416	188,113
O-6 or above	0.0*	1.3	3.0	5.5	49.5	4.5	4.0
	(0.0,0.0)	(1.1,1.6)	(1.8,5.2)	(4.5,6.7)	(47.1,51.9)	(4.3,4.8)	(3.6,4.3)
Civilian GS-1 to GS-6 (or equivalent)	0.0*	0.2*	0.0	0.1*	0.2*	0.1*	0.2
	(0.0,0.1)	(0.1,0.3)	(N/A,N/A)	(0.0,0.5)	(0.0,1.1)	(0.0,0.2)	(0.1,0.4)
Civilian GS-7 to GS-11 (or equivalent)	0.5	1.5	0.1*	0.5*	0.1*	0.9	1.3
	(0.3,0.7)	(1.2,1.9)	(0.0,0.1)	(0.2,1.1)	(0.0,0.5)	(0.7,1.1)	(1.0,1.5)
Civilian GS-12 or above (or equivalent)	0.3*	2.4	4.1	5.2	8.2	2.2	2.6
	(0.1,0.5)	(2.0,2.8)	(2.9,5.8)	(4.2,6.5)	(6.9,9.8)	(1.9,2.4)	(2.3,3.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.3**Paygrade of Immediate Supervisor: By Gender Within Service**

33. What is the paygrade of your immediate supervisor?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,714	549	1,217	293	2,382	84	825	211	131	11
Responding on Item	349,818	64,499	284,781	47,293	137,230	9,625	261,127	63,071	28,460	3,626
E-4 or below	1.9	1.6	1.7	2.9	8.3	5.4	0.8	0.8	4.7	3.0
	(1.3,2.9)	(1.1,2.3)	(1.0,2.7)	(2.1,4.0)	(6.4,10.7)	(3.9,7.5)	(0.5,1.3)	(0.5,1.3)	(3.4,6.5)	(2.0,4.5)
E-5	20.5	21.2	10.4	13.6	15.4	16.0	18.9	23.4	9.6	11.0
	(18.9,22.2)	(19.5,23.0)	(8.9,12.1)	(11.6,15.9)	(13.0,18.1)	(12.4,20.3)	(17.4,20.5)	(21.7,25.2)	(7.8,11.7)	(7.5,15.9)
E-6	22.1	20.9	36.3	37.9	22.7	21.3	21.7	23.0	21.6	29.6
	(20.1,24.2)	(19.0,22.9)	(34.0,38.7)	(35.1,40.7)	(20.3,25.3)	(17.5,25.7)	(19.8,23.7)	(21.2,24.8)	(18.8,24.7)	(24.7,35.1)
E-7	12.6	16.0	11.8	10.2	11.3	13.5	10.6	10.8	11.7	9.4
	(11.1,14.3)	(14.3,17.9)	(10.2,13.7)	(8.6,12.1)	(9.4,13.5)	(11.6,15.6)	(9.4,11.9)	(9.6,12.2)	(9.5,14.3)	(7.2,12.1)
E-8	6.4	6.6	5.9	3.7	5.1	9.8	4.1	2.8	5.4	3.3
	(5.6,7.4)	(5.6,7.7)	(4.9,7.0)	(3.0,4.6)	(4.1,6.4)	(6.2,15.2)	(3.4,5.0)	(2.2,3.4)	(4.1,7.1)	(2.3,4.7)
E-9	2.1	2.3	2.2	2.0	2.0	3.5	2.4	1.3	1.3*	0.8*
	(1.6,2.7)	(1.8,3.0)	(1.7,2.9)	(1.4,2.8)	(1.4,2.8)	(2.6,4.8)	(1.9,3.1)	(0.9,1.7)	(0.7,2.7)	(0.4,1.6)
W-1	6.0	4.8	5.6	3.5	7.8	7.4	6.3	4.7	7.1	7.0
	(5.0,7.2)	(3.8,6.0)	(4.5,6.9)	(2.5,5.0)	(6.2,9.7)	(5.2,10.4)	(5.3,7.4)	(4.0,5.6)	(5.4,9.4)	(4.9,10.0)
W-2	0.6	1.0	0.1*	0.3*	0.8	1.6	0.0	0.1*	3.2	1.4
	(0.3,0.9)	(0.7,1.5)	(0.1,0.3)	(0.2,0.7)	(0.5,1.3)	(1.0,2.6)	(N/A,N/A)	(0.0,0.2)	(2.2,4.7)	(0.8,2.4)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.3 (continued)**Paygrade of Immediate Supervisor: By Gender Within Service**

33. What is the paygrade of your immediate supervisor?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,714	549	1,217	293	2,382	84	825	211	131	11
Responding on Item	349,818	64,499	284,781	47,293	137,230	9,625	261,127	63,071	28,460	3,626
W-3	0.6 (0.3,0.9)	0.4* (0.2,0.7)	0.2* (0.1,0.5)	0.3* (0.1,1.0)	1.3 (0.8,2.1)	0.6 (0.4,1.0)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	2.4 (1.4,4.0)	1.1* (0.6,2.0)
W-4	0.3 (0.2,0.6)	0.2 (0.1,0.4)	0.1* (0.0,0.2)	0.3* (0.1,0.7)	0.3* (0.2,0.6)	0.6 (0.4,1.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	1.5 (0.9,2.7)	0.9* (0.4,1.7)
W-5	0.2* (0.1,0.4)	0.1* (0.1,0.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.1,0.4)	0.1* (0.0,0.2)	0.0 (N/A,N/A)	0.0* (0.0,0.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
O-1/O1E	0.4* (0.2,0.8)	0.3* (0.2,0.5)	0.7 (0.4,1.2)	0.3* (0.2,0.5)	1.0 (0.6,1.8)	0.2* (0.1,0.5)	0.9 (0.6,1.3)	1.4 (1.0,2.0)	0.7* (0.3,1.7)	0.5* (0.2,1.0)
O-2/O2E	1.9 (1.5,2.6)	1.4 (1.0,1.9)	1.5 (1.0,2.1)	0.8 (0.5,1.3)	1.9 (1.4,2.8)	1.3 (0.7,2.2)	0.6 (0.4,1.1)	1.3 (0.9,1.8)	2.8 (1.7,4.5)	1.4 (0.9,2.3)
O-3/O3E	7.4 (6.4,8.6)	6.5 (5.5,7.7)	5.1 (4.4,5.9)	5.1 (4.2,6.1)	7.0 (5.8,8.4)	5.5 (4.4,6.9)	6.0 (5.3,6.8)	6.0 (5.0,7.2)	6.4 (5.0,8.2)	8.2 (4.9,13.5)
O-4	5.3 (4.5,6.1)	5.4 (4.6,6.2)	6.7 (5.8,7.6)	5.7 (4.6,7.0)	6.1 (5.4,7.0)	4.5 (3.7,5.4)	6.2 (5.4,7.2)	6.7 (5.8,7.7)	8.0 (6.4,9.9)	7.8 (6.2,9.8)
O-5	6.2 (5.5,7.0)	5.1 (4.4,6.0)	4.9 (4.3,5.5)	5.4 (4.7,6.2)	4.5 (3.8,5.2)	3.5 (2.8,4.3)	8.7 (7.9,9.5)	7.4 (6.6,8.4)	5.3 (4.3,6.5)	6.4 (5.1,8.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.3 (continued)**Paygrade of Immediate Supervisor: By Gender Within Service**

33. What is the paygrade of your immediate supervisor?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,714	549	1,217	293	2,382	84	825	211	131	11
Responding on Item	349,818	64,499	284,781	47,293	137,230	9,625	261,127	63,071	28,460	3,626
O-6 or above	3.8	2.9	4.3	4.3	2.8	2.8	6.8	5.1	3.9	2.6*
	(3.4,4.3)	(2.5,3.3)	(3.9,4.9)	(3.8,5.0)	(2.4,3.2)	(2.2,3.6)	(6.1,7.5)	(4.4,5.8)	(3.0,5.0)	(1.4,4.8)
Civilian GS-1 to GS-6 (or equivalent)	0.0	0.1*	0.2*	0.4*	0.0	0.3*	0.0*	0.2*	0.7*	0.0
	(N/A,N/A)	(0.0,0.5)	(0.1,0.6)	(0.2,0.8)	(N/A,N/A)	(0.1,0.9)	(0.0,0.1)	(0.1,0.5)	(0.2,3.0)	(N/A,N/A)
Civilian GS-7 to GS-11 (or equivalent)	0.3*	1.2	1.0	1.0	0.4*	0.9*	1.7	1.5	1.1*	1.7
	(0.2,0.7)	(0.9,1.7)	(0.6,1.5)	(0.6,1.6)	(0.2,0.9)	(0.5,1.8)	(1.3,2.3)	(1.1,2.0)	(0.6,2.2)	(1.1,2.8)
Civilian GS-12 or above (or equivalent)	1.4	1.9	1.5	2.5	1.3	1.3	4.3	3.6	2.6	3.9*
	(1.1,1.9)	(1.6,2.4)	(1.1,2.0)	(1.6,3.8)	(0.9,1.9)	(0.9,1.9)	(3.6,5.1)	(3.0,4.4)	(1.9,3.6)	(2.0,7.5)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.4***Paygrade of Immediate Supervisor: By Gender Within Paygrade***

33. What is the paygrade of your immediate supervisor?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,053	435	2,528	597	0	4	528	86	161	26
Responding on Item	388,957	84,340	493,875	73,803	15,480	1,142	89,736	17,952	73,368	10,877
E-4 or below	6.7 (5.7,7.9)	4.1 (3.4,5.0)	0.0 (N/A,N/A)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.7)	0.1* (0.0,0.5)	0.0 (N/A,N/A)
E-5	41.5 (39.5,43.6)	40.1 (37.9,42.4)	2.6 (2.1,3.3)	4.0 (3.3,4.9)	0.0 (N/A,N/A)	0.2* (0.0,1.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.1,0.7)	0.1* (0.0,0.4)
E-6	34.9 (33.0,36.9)	33.5 (31.6,35.3)	28.0 (26.6,29.5)	28.1 (26.4,30.0)	0.2* (0.0,1.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.6* (0.1,3.5)	0.0 (N/A,N/A)
E-7	8.7 (7.6,10.0)	10.5 (9.1,11.9)	18.2 (16.8,19.7)	20.1 (18.5,21.8)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0* (0.0,0.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-8	1.5 (1.1,2.1)	2.2 (1.5,3.1)	10.6 (9.8,11.6)	9.5 (8.5,10.6)	0.3* (0.1,1.5)	0.0 (N/A,N/A)	0.1* (0.0,0.6)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
E-9	0.3* (0.1,0.6)	1.0 (0.7,1.5)	4.4 (3.8,5.1)	3.7 (3.1,4.4)	0.3* (0.0,1.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
W-1	3.5 (2.7,4.5)	3.5 (2.7,4.5)	10.6 (9.6,11.7)	7.8 (6.8,9.0)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
W-2	0.0* (0.0,0.1)	0.2* (0.1,0.5)	0.8 (0.6,1.1)	1.1 (0.8,1.5)	2.2* (0.8,5.7)	2.2* (1.1,4.2)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.4 (continued)**Paygrade of Immediate Supervisor: By Gender Within Paygrade**

33. What is the paygrade of your immediate supervisor?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,053	435	2,528	597	0	4	528	86	161	26
Responding on Item	388,957	84,340	493,875	73,803	15,480	1,142	89,736	17,952	73,368	10,877
W-3	0.2*	0.1*	0.7	0.4	4.1*	4.2*	0.0	0.0	0.0	0.0
	(0.1,0.5)	(0.0,0.6)	(0.5,1.1)	(0.3,0.7)	(1.8,9.1)	(2.1,8.1)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
W-4	0.0	0.1*	0.3	0.2	5.3	6.8	0.0	0.0	0.0	0.0
	(N/A,N/A)	(0.1,0.4)	(0.2,0.4)	(0.1,0.4)	(3.2,8.7)	(4.6,10.0)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
W-5	0.0	0.0	0.1*	0.1*	2.9*	6.3*	0.0	0.0	0.0	0.0
	(N/A,N/A)	(N/A,N/A)	(0.0,0.2)	(0.0,0.2)	(1.0,8.0)	(2.5,15.3)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)	(N/A,N/A)
O-1/O1E	0.3*	0.4*	1.2	1.1	0.5*	1.0*	0.1*	0.1*	0.0	0.0
	(0.1,0.7)	(0.2,0.8)	(1.0,1.6)	(0.8,1.5)	(0.1,1.7)	(0.4,2.6)	(0.0,0.3)	(0.0,0.7)	(N/A,N/A)	(N/A,N/A)
O-2/O2E	0.4*	0.4	2.4	2.2	10.7	7.0	0.9*	1.1*	0.0	0.0
	(0.2,0.8)	(0.3,0.7)	(2.0,2.9)	(1.7,2.8)	(7.9,14.3)	(4.0,12.0)	(0.5,1.7)	(0.6,2.1)	(N/A,N/A)	(N/A,N/A)
O-3/O3E	0.9	1.2	7.1	7.1	27.8	24.7	27.3	26.2	0.5*	0.2*
	(0.6,1.6)	(0.7,1.8)	(6.3,7.8)	(6.2,8.2)	(22.7,33.4)	(20.0,30.2)	(24.7,30.1)	(23.1,29.6)	(0.2,1.4)	(0.1,0.6)
O-4	0.2*	0.9*	4.9	4.1	27.7	23.2	35.5	33.4	4.2	9.7
	(0.1,0.6)	(0.5,1.7)	(4.3,5.6)	(3.5,4.8)	(23.5,32.4)	(18.4,28.8)	(32.0,39.1)	(30.1,37.0)	(3.2,5.6)	(7.7,12.2)
O-5	0.1*	0.4	2.9	3.2	11.4	12.0	25.2	25.6	36.1	33.9
	(0.0,0.4)	(0.2,0.7)	(2.5,3.4)	(2.6,3.9)	(8.8,14.6)	(9.0,15.8)	(22.9,27.7)	(22.4,29.0)	(33.4,38.7)	(30.6,37.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 33.4 (continued)***Paygrade of Immediate Supervisor: By Gender Within Paygrade***

33. What is the paygrade of your immediate supervisor?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,053	435	2,528	597	0	4	528	86	161	26
Responding on Item	388,957	84,340	493,875	73,803	15,480	1,142	89,736	17,952	73,368	10,877
O-6 or above	0.0	0.0*	1.3	1.7	3.1	2.8	5.3	6.5	50.0	46.3
	(N/A,N/A)	(0.0,0.0)	(1.0,1.6)	(1.3,2.1)	(1.7,5.4)	(1.6,4.8)	(4.2,6.8)	(5.1,8.2)	(47.3,52.6)	(43.0,49.7)
Civilian GS-1 to GS-6 (or equivalent)	0.0*	0.1*	0.1*	0.4	0.0	0.0	0.1*	0.1*	0.2*	0.0
	(0.0,0.1)	(0.1,0.4)	(0.0,0.3)	(0.2,0.7)	(N/A,N/A)	(N/A,N/A)	(0.0,0.6)	(0.0,0.4)	(0.0,1.2)	(N/A,N/A)
Civilian GS-7 to GS-11 (or equivalent)	0.4*	1.0	1.5	1.9	0.0	0.7*	0.5*	0.5*	0.2*	0.1*
	(0.2,0.7)	(0.7,1.4)	(1.1,1.9)	(1.6,2.4)	(N/A,N/A)	(0.3,1.9)	(0.2,1.3)	(0.2,1.1)	(0.0,0.5)	(0.0,0.4)
Civilian GS-12 or above (or equivalent)	0.2*	0.3*	2.3	3.2	3.8	9.0	5.0	6.4	8.0	9.8
	(0.1,0.6)	(0.2,0.6)	(1.9,2.7)	(2.6,4.1)	(2.5,5.6)	(6.7,11.9)	(3.8,6.4)	(4.8,8.6)	(6.5,9.7)	(8.0,11.9)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 34.1**Gender Mix of Current Work Group: By Service**

34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,711	4,535	1,473	899	1,339	825	176
Responding on Item	1,252,236	1,220,184	415,107	332,685	147,983	324,409	32,052
All men	22.6	22.7	29.5	18.5	39.8	10.4	18.8
	(21.6,23.6)	(21.7,23.7)	(27.6,31.4)	(16.7,20.4)	(37.5,42.3)	(9.3,11.7)	(16.1,21.9)
Almost entirely men	32.1	31.8	24.4	31.8	37.6	38.4	45.5
	(31.0,33.2)	(30.6,32.9)	(22.4,26.6)	(30.0,33.7)	(35.4,39.9)	(36.6,40.2)	(41.9,49.1)
More men than women	28.5	28.6	27.5	33.2	18.3	29.9	26.4
	(27.4,29.6)	(27.5,29.7)	(25.7,29.3)	(31.2,35.3)	(16.3,20.4)	(28.3,31.5)	(23.7,29.3)
About equal numbers of men and women	12.1	12.3	13.2	12.9	3.3	14.5	6.8
	(11.5,12.8)	(11.6,12.9)	(12.0,14.4)	(11.6,14.3)	(2.5,4.3)	(13.4,15.7)	(5.4,8.5)
More women than men	3.7	3.8	4.2	3.0	0.8	5.4	1.2
	(3.4,4.1)	(3.4,4.2)	(3.6,4.8)	(2.4,3.7)	(0.5,1.4)	(4.7,6.2)	(0.7,1.9)
Almost entirely women	0.9	0.9	1.2	0.4	0.1*	1.3	0.5*
	(0.7,1.1)	(0.7,1.1)	(0.9,1.7)	(0.3,0.6)	(0.1,0.3)	(0.9,1.7)	(0.2,1.4)
All women	0.2	0.1	0.1*	0.2*	0.0*	0.2	0.8*
	(0.1,0.2)	(0.1,0.2)	(0.0,0.3)	(0.1,0.4)	(0.0,0.1)	(0.1,0.3)	(0.2,2.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 34.2**Gender Mix of Current Work Group: By Paygrade and Gender**

34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,166	1,735	58	590	162	3,661	1,050
Responding on Item	474,618	569,068	16,568	107,711	84,270	1,064,024	188,212
All men	27.6 (25.8,29.5)	22.5 (21.2,23.8)	17.6 (13.6,22.3)	15.1 (13.0,17.5)	5.3 (4.3,6.5)	25.4 (24.3,26.6)	6.6 (5.9,7.3)
Almost entirely men	33.2 (31.2,35.3)	31.3 (29.9,32.8)	38.9 (33.4,44.8)	34.1 (31.6,36.6)	27.3 (25.2,29.6)	32.9 (31.6,34.1)	27.8 (26.6,28.9)
More men than women	23.8 (22.1,25.6)	29.7 (28.2,31.2)	33.8 (29.5,38.4)	31.7 (28.8,34.7)	41.9 (39.4,44.4)	28.5 (27.2,29.8)	28.7 (27.4,29.9)
About equal numbers of men and women	10.4 (9.2,11.6)	12.2 (11.3,13.2)	8.2 (6.1,10.8)	13.9 (12.2,15.8)	19.8 (17.7,22.0)	10.1 (9.4,10.9)	23.6 (22.5,24.7)
More women than men	3.8 (3.2,4.6)	3.4 (3.0,3.8)	1.2* (0.6,2.2)	4.4 (3.5,5.4)	5.0 (4.0,6.2)	2.5 (2.2,3.0)	10.3 (9.5,11.1)
Almost entirely women	1.1 (0.7,1.5)	0.8 (0.6,1.1)	0.4* (0.1,1.2)	0.7 (0.4,1.2)	0.5 (0.3,0.9)	0.6 (0.4,0.8)	2.7 (2.3,3.1)
All women	0.2* (0.1,0.4)	0.1 (0.1,0.2)	0.0 (N/A,N/A)	0.2* (0.1,0.6)	0.2* (0.0,1.0)	0.1* (0.0,0.2)	0.5 (0.4,0.7)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 34.3**Gender Mix of Current Work Group: By Gender Within Service**

34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,168	306	424	474	1,257	80	648	177	163	13
Responding on Item	350,364	64,742	285,574	47,112	138,355	9,629	261,304	63,105	28,428	3,624
All men	33.8 (31.6,36.0)	6.2 (5.0,7.6)	20.5 (18.4,22.7)	6.5 (5.3,7.8)	41.4 (38.9,44.0)	17.5 (14.4,21.2)	11.7 (10.3,13.3)	5.1 (4.1,6.1)	19.7 (16.7,23.2)	11.6 (8.0,16.4)
Almost entirely men	24.4 (22.1,26.8)	24.8 (22.8,26.9)	32.1 (30.0,34.2)	30.2 (27.6,32.9)	37.0 (34.6,39.4)	47.1 (43.0,51.3)	41.7 (39.5,43.9)	24.9 (23.2,26.6)	45.1 (41.2,49.1)	48.0 (43.4,52.7)
More men than women	27.1 (25.1,29.2)	29.5 (27.9,31.2)	33.5 (31.2,35.8)	31.6 (28.9,34.5)	17.9 (15.8,20.1)	24.4 (20.2,29.1)	30.7 (28.8,32.7)	26.4 (24.7,28.2)	26.7 (23.7,30.0)	24.2 (20.8,28.1)
About equal numbers of men and women	11.0 (9.8,12.3)	24.9 (22.9,27.0)	11.5 (10.0,13.2)	21.4 (19.6,23.3)	3.1 (2.2,4.2)	6.9 (5.4,8.8)	11.4 (10.1,12.9)	27.3 (25.6,29.0)	6.3 (4.8,8.3)	10.5 (8.6,12.7)
More women than men	2.9 (2.3,3.7)	11.3 (9.7,13.1)	2.2 (1.6,3.1)	7.7 (6.3,9.3)	0.7* (0.3,1.3)	2.8 (1.9,3.9)	3.6 (2.8,4.7)	12.6 (11.3,14.1)	0.9* (0.4,1.8)	4.0 (2.9,5.3)
Almost entirely women	0.9 (0.6,1.4)	2.9 (2.3,3.8)	0.2* (0.1,0.4)	2.1 (1.5,3.0)	0.1* (0.0,0.3)	0.7* (0.4,1.3)	0.8 (0.5,1.3)	3.2 (2.4,4.2)	0.5* (0.2,1.6)	0.5* (0.2,1.1)
All women	0.1* (0.0,0.3)	0.4* (0.2,0.7)	0.1* (0.0,0.5)	0.6* (0.3,1.1)	0.0 (N/A,N/A)	0.6* (0.3,1.1)	0.1* (0.0,0.2)	0.6 (0.3,1.0)	0.7* (0.2,3.0)	1.3* (0.2,6.9)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 34.4**Gender Mix of Current Work Group: By Gender Within Paygrade**

34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,522	644	1,465	270	46	12	493	98	136	26
Responding on Item	390,488	84,131	494,938	74,130	15,434	1,134	89,771	17,940	73,393	10,877
All men	32.2 (30.1,34.5)	6.3 (5.4,7.3)	24.7 (23.2,26.1)	8.1 (7.0,9.4)	18.4 (14.2,23.5)	6.1 (4.4,8.4)	17.3 (14.8,20.1)	4.2 (3.2,5.5)	5.7 (4.6,7.1)	2.3 (1.6,3.4)
Almost entirely men	34.3 (31.9,36.8)	28.2 (26.3,30.2)	32.0 (30.3,33.6)	27.0 (25.5,28.5)	39.0 (33.1,45.2)	38.8 (32.7,45.3)	34.6 (31.7,37.5)	31.6 (28.8,34.5)	28.1 (25.6,30.7)	22.2 (19.9,24.8)
More men than women	23.2 (21.1,25.4)	26.6 (24.7,28.6)	29.6 (28.0,31.3)	30.3 (28.5,32.1)	34.0 (29.4,38.8)	32.1 (25.3,39.8)	32.2 (29.0,35.6)	28.9 (25.7,32.2)	43.3 (40.4,46.2)	32.6 (29.5,35.9)
About equal numbers of men and women	7.3 (6.1,8.8)	24.4 (22.6,26.3)	10.7 (9.7,11.8)	22.1 (20.8,23.5)	7.3 (5.2,10.2)	19.8 (16.1,24.0)	12.2 (10.3,14.4)	22.4 (19.6,25.6)	18.3 (16.1,20.8)	29.7 (26.6,33.1)
More women than men	2.3 (1.6,3.2)	11.0 (9.6,12.6)	2.5 (2.0,3.0)	9.4 (8.5,10.4)	1.0* (0.5,2.2)	2.7 (1.5,4.7)	3.1 (2.2,4.4)	10.5 (8.8,12.5)	4.1 (3.1,5.5)	10.9 (9.0,13.1)
Almost entirely women	0.6* (0.3,1.2)	3.1 (2.6,3.8)	0.6 (0.4,0.9)	2.5 (1.9,3.2)	0.3* (0.1,1.3)	0.5* (0.2,1.9)	0.5* (0.2,1.2)	1.9 (1.2,2.8)	0.3* (0.1,0.9)	1.9 (1.2,3.0)
All women	0.1* (0.0,0.5)	0.3* (0.2,0.7)	0.0* (0.0,0.1)	0.7 (0.5,1.1)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.1* (0.0,0.7)	0.7* (0.2,1.7)	0.2* (0.0,1.2)	0.2* (0.1,0.8)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 35a.1***Agreement That Member Knows What Is Expected at Workplace: By Service***35a. To what extent do you agree or disagree with the following statements about your workplace? I know what is expected of me at work[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	2,396	2,330	522	1,162	435	211	66
Responding on Item	1,254,551	1,222,389	416,058	332,422	148,887	325,023	32,162
Strongly Disagree	1.1	1.1	1.4	0.9	0.8*	1.0	1.3*
	(0.9,1.3)	(0.9,1.3)	(1.0,1.9)	(0.6,1.4)	(0.5,1.5)	(0.8,1.4)	(0.6,3.0)
Disagree	4.0	4.0	4.6	3.9	2.3	4.0	4.4
	(3.6,4.4)	(3.6,4.4)	(3.7,5.7)	(3.2,4.8)	(1.5,3.4)	(3.4,4.8)	(3.3,5.9)
Neither agree nor disagree	5.8	5.7	6.3	5.3	5.1	5.8	6.5
	(5.3,6.3)	(5.3,6.3)	(5.4,7.4)	(4.5,6.4)	(3.9,6.6)	(4.9,6.8)	(5.0,8.4)
Agree	50.5	50.5	50.1	52.2	44.9	51.9	50.8
	(49.5,51.6)	(49.4,51.6)	(47.9,52.2)	(50.0,54.3)	(42.0,47.9)	(50.3,53.5)	(47.1,54.6)
Strongly Agree	38.7	38.7	37.6	37.7	46.9	37.3	37.0
	(37.7,39.6)	(37.8,39.7)	(35.7,39.6)	(35.7,39.8)	(44.1,49.8)	(35.8,38.9)	(33.7,40.4)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35a.2***Agreement That Member Knows What Is Expected at Workplace: By Paygrade and Gender***35a. To what extent do you agree or disagree with the following statements about your workplace? I know what is expected of me at work[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	332	1,134	45	704	180	1,868	528
Responding on Item	476,452	569,669	16,581	107,597	84,252	1,065,817	188,734
Strongly Disagree	1.2 (0.8,1.7)	1.2 (0.9,1.5)	2.0* (0.7,5.7)	0.6 (0.3,1.0)	0.8* (0.4,1.5)	1.0 (0.8,1.3)	1.4 (1.1,1.7)
Disagree	3.5 (2.8,4.4)	4.1 (3.5,4.7)	3.2 (1.9,5.3)	4.8 (3.8,6.1)	4.9 (3.9,6.0)	3.9 (3.4,4.4)	4.7 (4.2,5.2)
Neither agree nor disagree	5.8 (5.0,6.9)	5.7 (5.0,6.4)	4.2* (2.1,8.2)	6.9 (5.5,8.7)	4.7 (3.7,6.0)	5.7 (5.2,6.3)	6.0 (5.4,6.6)
Agree	51.1 (49.2,52.9)	49.2 (47.8,50.6)	41.3 (36.3,46.4)	56.0 (52.9,59.0)	51.1 (48.4,53.9)	50.7 (49.5,51.9)	49.5 (48.1,50.9)
Strongly Agree	38.4 (36.7,40.1)	39.9 (38.7,41.2)	49.4 (44.3,54.5)	31.7 (29.1,34.5)	38.5 (36.1,40.9)	38.7 (37.6,39.8)	38.4 (37.2,39.7)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35a.3***Agreement That Member Knows What Is Expected at Workplace: By Gender Within Service***35a. To what extent do you agree or disagree with the following statements about your workplace? I know what is expected of me at work[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	430	92	937	226	369	65	72	140	60	6
Responding on Item	351,102	64,956	285,061	47,360	139,243	9,644	261,880	63,142	28,531	3,631
Strongly Disagree	1.3 (0.9,1.9)	1.8 (1.3,2.5)	0.9 (0.6,1.5)	0.9 (0.5,1.6)	0.8* (0.4,1.5)	1.3* (0.7,2.4)	1.0 (0.7,1.4)	1.3 (1.0,1.9)	1.3* (0.5,3.3)	1.5 (0.8,2.5)
Disagree	4.5 (3.5,5.8)	5.3 (4.5,6.3)	3.8 (3.0,4.9)	4.5 (3.6,5.5)	2.2 (1.5,3.4)	2.9 (1.9,4.5)	3.9 (3.1,4.9)	4.4 (3.6,5.3)	4.2 (3.0,5.9)	5.9 (4.5,7.7)
Neither agree nor disagree	6.2 (5.2,7.4)	6.8 (5.7,8.2)	5.2 (4.2,6.5)	5.9 (4.7,7.2)	5.1 (3.9,6.7)	4.8 (3.6,6.3)	5.8 (4.8,7.1)	5.5 (4.7,6.5)	6.7 (5.0,8.8)	4.9 (3.5,6.8)
Agree	50.5 (48.0,53.0)	47.8 (45.2,50.4)	52.2 (49.8,54.6)	51.9 (49.3,54.6)	44.6 (41.6,47.6)	49.5 (44.4,54.7)	52.6 (50.6,54.6)	48.9 (46.8,51.0)	49.9 (45.7,54.1)	58.1 (53.3,62.8)
Strongly Agree	37.5 (35.3,39.8)	38.2 (35.9,40.6)	37.8 (35.6,40.1)	36.9 (34.5,39.3)	47.3 (44.4,50.2)	41.4 (36.7,46.3)	36.7 (34.9,38.6)	39.9 (37.8,42.0)	37.9 (34.2,41.8)	29.7 (25.6,34.1)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35a.4***Agreement That Member Knows What Is Expected at Workplace: By Gender Within Paygrade***35a. To what extent do you agree or disagree with the following statements about your workplace? I know what is expected of me at work[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	0	333	1,011	123	46	0	632	73	180	0
Responding on Item	392,010	84,442	495,392	74,277	15,434	1,146	89,632	17,965	73,349	10,903
Strongly Disagree	1.1 (0.7,1.7)	1.4 (1.0,1.9)	1.1 (0.8,1.5)	1.4 (1.1,1.8)	2.0* (0.6,6.1)	2.1* (1.1,3.9)	0.4* (0.2,1.0)	1.5 (0.9,2.4)	0.7* (0.3,1.6)	1.3* (0.7,2.3)
Disagree	3.5 (2.6,4.6)	3.9 (3.2,4.7)	4.0 (3.3,4.7)	4.9 (4.2,5.6)	3.0* (1.7,5.4)	5.5 (3.5,8.5)	4.4 (3.3,6.0)	6.7 (5.3,8.5)	4.7 (3.6,6.0)	6.0 (4.7,7.6)
Neither agree nor disagree	5.9 (4.9,7.1)	5.6 (4.7,6.7)	5.6 (4.9,6.4)	6.1 (5.1,7.2)	4.2* (2.0,8.6)	5.1 (3.4,7.6)	6.8 (5.2,8.9)	7.5 (5.8,9.6)	4.6 (3.4,6.0)	5.9 (4.6,7.5)
Agree	51.0 (48.8,53.2)	51.2 (49.0,53.5)	49.7 (48.0,51.3)	45.9 (44.2,47.6)	40.4 (35.2,45.9)	52.8 (46.6,58.8)	55.9 (52.3,59.5)	56.1 (52.8,59.3)	51.4 (48.3,54.5)	49.3 (46.2,52.5)
Strongly Agree	38.5 (36.6,40.5)	37.9 (35.9,39.9)	39.6 (38.2,41.1)	41.7 (40.0,43.5)	50.5 (45.0,55.9)	34.6 (28.9,40.7)	32.4 (29.4,35.7)	28.2 (25.4,31.2)	38.6 (36.0,41.4)	37.5 (34.6,40.4)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35b.1***Agreement That Member Has Materials and Equipment Needed to Do Work at Workplace: By Service***

35b. To what extent do you agree or disagree with the following statements about your workplace? I have the materials and equipment I need to do my work right[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	5,155	5,112	1,759	2,055	516	782	42
Responding on Item	1,251,792	1,219,607	414,821	331,529	148,806	324,452	32,186
Strongly Disagree	5.6	5.6	7.8	5.1	4.9	3.5	5.3
	(5.0,6.2)	(5.0,6.2)	(6.7,9.2)	(4.2,6.2)	(3.7,6.6)	(2.9,4.2)	(3.8,7.3)
Disagree	17.0	16.9	20.7	17.2	15.2	12.7	17.7
	(16.1,17.9)	(16.1,17.9)	(18.8,22.8)	(15.8,18.8)	(13.2,17.5)	(11.4,14.0)	(15.3,20.2)
Neither agree nor disagree	13.2	13.2	14.7	12.9	14.7	10.7	14.7
	(12.4,14.1)	(12.3,14.0)	(13.1,16.4)	(11.5,14.5)	(12.8,16.8)	(9.7,11.8)	(12.6,17.1)
Agree	45.4	45.4	40.5	46.1	44.0	51.5	47.1
	(44.3,46.6)	(44.2,46.6)	(38.3,42.8)	(44.2,48.1)	(40.9,47.2)	(49.7,53.4)	(43.6,50.6)
Strongly Agree	18.9	18.9	16.3	18.6	21.2	21.7	15.3
	(18.1,19.6)	(18.2,19.7)	(14.9,17.8)	(17.0,20.4)	(19.0,23.5)	(20.2,23.2)	(12.9,18.0)

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Table 35b.2**Agreement That Member Has Materials and Equipment Needed to Do Work at Workplace: By Paygrade and Gender**

35b. To what extent do you agree or disagree with the following statements about your workplace? I have the materials and equipment I need to do my work right[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	754	2,960	82	920	437	4,443	712
Responding on Item	476,030	567,843	16,544	107,381	83,995	1,063,242	188,550
Strongly Disagree	6.8 (5.7,8.0)	5.4 (4.8,6.1)	4.4 (2.9,6.7)	3.4 (2.5,4.6)	2.7 (2.0,3.6)	5.8 (5.2,6.5)	4.2 (3.7,4.8)
Disagree	16.0 (14.5,17.7)	18.8 (17.5,20.1)	15.9 (12.7,19.8)	14.7 (12.9,16.8)	13.2 (11.3,15.4)	17.3 (16.3,18.4)	14.9 (14.1,15.7)
Neither agree nor disagree	15.2 (13.7,16.9)	12.3 (11.3,13.3)	14.5 (11.1,18.7)	12.1 (10.3,14.1)	8.9 (7.7,10.3)	13.5 (12.5,14.5)	11.6 (10.8,12.5)
Agree	43.8 (41.5,46.0)	44.3 (42.8,45.8)	45.5 (40.8,50.3)	52.4 (49.7,55.1)	53.8 (50.9,56.6)	45.2 (43.8,46.6)	46.9 (45.6,48.2)
Strongly Agree	18.2 (16.7,19.8)	19.3 (18.1,20.5)	19.6 (15.9,24.0)	17.4 (15.5,19.5)	21.5 (19.7,23.4)	18.2 (17.4,19.1)	22.4 (21.4,23.5)

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Table 35b.3**Agreement That Member Has Materials and Equipment Needed to Do Work at Workplace: By Gender Within Service**

35b. To what extent do you agree or disagree with the following statements about your workplace? I have the materials and equipment I need to do my work right[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,606	153	1,806	249	435	81	562	220	34	9
Responding on Item	349,926	64,895	284,192	47,337	139,177	9,628	261,390	63,062	28,557	3,628
Strongly Disagree	8.2 (6.8,9.8)	6.1 (5.1,7.2)	5.3 (4.3,6.6)	3.5 (2.7,4.7)	5.0 (3.7,6.8)	3.4 (2.4,4.9)	3.6 (2.9,4.5)	2.9 (2.3,3.7)	5.2 (3.7,7.4)	5.8* (2.6,12.2)
Disagree	21.1 (18.9,23.6)	18.3 (16.4,20.2)	17.5 (15.9,19.3)	15.4 (13.8,17.3)	15.4 (13.3,17.8)	12.0 (9.5,15.1)	13.0 (11.5,14.6)	11.4 (10.1,12.9)	18.1 (15.5,21.0)	14.0 (10.9,17.8)
Neither agree nor disagree	14.9 (13.1,17.0)	13.5 (11.8,15.3)	13.2 (11.6,15.1)	11.2 (9.7,12.8)	14.8 (12.8,17.0)	13.4 (9.3,19.0)	10.9 (9.7,12.3)	9.7 (8.4,11.2)	15.1 (12.7,17.7)	11.6 (8.8,15.2)
Agree	40.3 (37.7,43.0)	41.7 (39.5,44.0)	45.7 (43.5,48.0)	48.5 (45.9,51.2)	43.9 (40.5,47.3)	46.1 (42.1,50.1)	51.7 (49.5,53.9)	50.8 (48.6,53.0)	46.4 (42.5,50.3)	52.6 (46.9,58.3)
Strongly Agree	15.5 (13.9,17.3)	20.5 (18.8,22.4)	18.2 (16.4,20.1)	21.4 (19.5,23.3)	20.9 (18.6,23.4)	25.2 (21.6,29.1)	20.8 (19.0,22.7)	25.2 (23.4,27.1)	15.2 (12.6,18.4)	15.9 (13.3,19.0)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35b.4***Agreement That Member Has Materials and Equipment Needed to Do Work at Workplace: By Gender Within Paygrade***

35b. To what extent do you agree or disagree with the following statements about your workplace? I have the materials and equipment I need to do my work right[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	407	348	2,663	297	78	4	868	53	428	9
Responding on Item	391,603	84,427	493,740	74,103	15,402	1,142	89,396	17,985	73,101	10,894
Strongly Disagree	7.3 (6.1,8.8)	4.3 (3.5,5.1)	5.6 (4.9,6.3)	4.6 (3.8,5.5)	4.5 (2.8,6.9)	3.6 (2.3,5.8)	3.3 (2.3,4.8)	3.6 (2.6,4.9)	2.6 (1.9,3.7)	2.9 (2.1,4.1)
Disagree	16.8 (14.9,18.8)	12.6 (11.3,14.1)	19.0 (17.6,20.5)	17.1 (15.7,18.7)	15.4 (12.0,19.5)	22.8 (18.2,28.2)	14.5 (12.4,17.0)	15.7 (13.3,18.4)	13.0 (10.9,15.5)	14.4 (12.5,16.6)
Neither agree nor disagree	15.8 (13.8,17.9)	12.9 (11.5,14.5)	12.6 (11.5,13.7)	10.3 (9.1,11.7)	14.6 (10.9,19.1)	14.1 (8.5,22.3)	12.3 (10.3,14.6)	11.1 (9.1,13.4)	8.7 (7.3,10.3)	10.5 (8.5,13.0)
Agree	42.9 (40.2,45.7)	47.7 (45.6,49.7)	44.4 (42.8,46.0)	43.7 (41.5,45.9)	45.7 (40.7,50.8)	42.8 (36.8,49.1)	52.1 (48.9,55.2)	54.1 (51.0,57.3)	54.1 (50.9,57.3)	51.2 (48.1,54.3)
Strongly Agree	17.2 (15.5,19.2)	22.6 (21.1,24.2)	18.5 (17.2,19.9)	24.3 (22.5,26.1)	19.9 (15.9,24.6)	16.7 (12.8,21.4)	17.8 (15.5,20.3)	15.5 (13.4,18.0)	21.5 (19.5,23.8)	21.0 (18.8,23.4)

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Table 35c.1***Agreement That Member Has Opportunity to Do Best Everyday at Workplace: By Service***

35c. To what extent do you agree or disagree with the following statements about your workplace? At work, I have the opportunity to do what I do best every day[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,812	3,773	1,112	1,807	524	332	39
Responding on Item	1,253,135	1,220,946	415,469	331,777	148,798	324,902	32,189
Strongly Disagree	7.4 (6.9,8.0)	7.5 (6.9,8.1)	9.7 (8.4,11.2)	5.9 (4.9,7.0)	8.0 (6.5,9.9)	6.0 (5.1,6.9)	5.4 (4.0,7.3)
Disagree	17.9 (17.1,18.8)	18.0 (17.1,18.8)	19.9 (18.3,21.6)	18.0 (16.5,19.7)	16.9 (14.4,19.6)	15.9 (14.6,17.4)	16.8 (14.6,19.2)
Neither agree nor disagree	19.7 (18.8,20.6)	19.7 (18.8,20.6)	20.3 (18.8,21.9)	19.5 (17.8,21.3)	21.3 (18.9,23.9)	18.4 (17.1,19.7)	19.5 (17.0,22.4)
Agree	37.1 (36.1,38.2)	37.0 (36.0,38.1)	34.6 (32.8,36.6)	38.4 (36.2,40.6)	33.8 (31.0,36.7)	40.1 (38.2,42.1)	41.7 (38.3,45.2)
Strongly Agree	17.9 (17.1,18.7)	17.9 (17.1,18.8)	15.5 (14.1,17.0)	18.3 (16.5,20.2)	20.1 (18.0,22.3)	19.6 (18.2,21.1)	16.6 (14.3,19.1)

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Table 35c.2***Agreement That Member Has Opportunity to Do Best Everyday at Workplace: By Paygrade and Gender***

35c. To what extent do you agree or disagree with the following statements about your workplace? At work, I have the opportunity to do what I do best every day[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	902	1,731	107	845	225	2,943	869
Responding on Item	475,882	569,072	16,519	107,456	84,207	1,064,742	188,393
Strongly Disagree	10.9 (9.8,12.2)	5.8 (5.1,6.6)	4.8 (2.9,8.0)	3.9 (3.0,5.2)	3.6 (2.8,4.8)	7.5 (6.9,8.2)	7.0 (6.3,7.7)
Disagree	19.7 (18.0,21.6)	17.0 (15.8,18.3)	15.2 (12.3,18.6)	19.0 (16.7,21.4)	13.2 (11.6,14.9)	18.1 (17.1,19.1)	17.1 (16.2,18.1)
Neither agree nor disagree	22.2 (20.6,23.8)	18.4 (17.1,19.7)	15.0 (11.5,19.3)	18.7 (16.5,21.0)	16.7 (14.9,18.6)	19.9 (18.9,21.0)	18.4 (17.4,19.4)
Agree	31.2 (29.0,33.4)	39.9 (38.5,41.2)	39.8 (35.4,44.4)	42.5 (39.8,45.3)	44.7 (42.4,47.1)	37.0 (35.8,38.2)	37.8 (36.6,39.1)
Strongly Agree	16.0 (14.6,17.5)	19.0 (17.8,20.3)	25.2 (20.7,30.4)	16.0 (14.0,18.1)	21.8 (19.9,23.8)	17.6 (16.6,18.6)	19.7 (18.7,20.8)

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Table 35c.3**Agreement That Member Has Opportunity to Do Best Everyday at Workplace: By Gender Within Service**

35c. To what extent do you agree or disagree with the following statements about your workplace? At work, I have the opportunity to do what I do best every day[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	804	308	1,509	298	402	120	193	139	35	4
Responding on Item	350,728	64,740	284,489	47,288	139,210	9,589	261,759	63,143	28,556	3,633
Strongly Disagree	9.8 (8.4,11.5)	9.2 (7.7,10.9)	5.9 (4.8,7.2)	5.9 (4.7,7.2)	8.3 (6.6,10.3)	4.6 (3.1,6.8)	6.0 (5.0,7.1)	6.0 (5.0,7.1)	5.3 (3.7,7.4)	6.6* (3.6,11.8)
Disagree	19.9 (18.0,21.8)	20.0 (18.3,21.9)	18.2 (16.5,20.1)	16.9 (15.0,19.0)	17.0 (14.4,19.9)	15.2 (12.4,18.4)	16.3 (14.6,18.1)	14.5 (13.2,15.9)	16.6 (14.2,19.2)	18.5 (15.2,22.4)
Neither agree nor disagree	20.6 (18.8,22.5)	18.5 (16.7,20.6)	19.8 (17.9,21.8)	17.7 (15.4,20.3)	21.3 (18.8,24.0)	21.1 (16.2,27.1)	18.3 (16.8,20.0)	18.4 (16.9,20.0)	19.9 (17.1,23.0)	16.8 (13.0,21.4)
Agree	34.8 (32.7,37.0)	33.6 (31.3,36.1)	37.9 (35.4,40.4)	41.2 (38.8,43.7)	33.5 (30.6,36.5)	38.4 (33.5,43.6)	40.4 (38.0,42.7)	39.2 (37.3,41.0)	41.4 (37.6,45.3)	44.1 (38.1,50.2)
Strongly Agree	14.9 (13.3,16.7)	18.7 (16.9,20.5)	18.3 (16.3,20.4)	18.3 (16.6,20.2)	20.0 (17.9,22.4)	20.8 (17.9,24.0)	19.1 (17.3,20.9)	22.0 (20.4,23.6)	16.9 (14.4,19.8)	14.1 (11.6,17.0)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35c.4***Agreement That Member Has Opportunity to Do Best Everyday at Workplace: By Gender Within Paygrade***

35c. To what extent do you agree or disagree with the following statements about your workplace? At work, I have the opportunity to do what I do best every day[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	455	448	1,441	290	103	4	747	99	198	27
Responding on Item	391,555	84,327	494,962	74,110	15,377	1,142	89,517	17,939	73,331	10,876
Strongly Disagree	11.5 (10.1,12.9)	8.5 (7.5,9.6)	5.7 (5.0,6.6)	6.2 (5.2,7.4)	4.9 (2.8,8.3)	4.5 (2.8,7.3)	3.7 (2.6,5.2)	4.9 (3.7,6.5)	3.5 (2.5,4.9)	4.5 (2.9,6.9)
Disagree	20.3 (18.3,22.5)	17.0 (15.6,18.6)	17.0 (15.7,18.5)	16.7 (15.2,18.4)	15.1 (12.1,18.8)	15.4 (11.8,19.9)	18.8 (16.1,21.7)	20.0 (17.5,22.9)	12.8 (11.1,14.8)	15.7 (13.7,18.0)
Neither agree nor disagree	22.5 (20.6,24.5)	20.6 (19.0,22.2)	18.7 (17.3,20.3)	15.8 (14.3,17.3)	15.1 (11.4,19.7)	13.8 (8.5,21.6)	18.2 (15.6,21.1)	21.0 (18.6,23.6)	16.8 (14.8,19.1)	15.6 (12.9,18.6)
Agree	30.1 (27.6,32.7)	36.2 (34.1,38.4)	40.1 (38.6,41.6)	38.4 (36.3,40.5)	39.6 (35.0,44.5)	42.3 (36.1,48.7)	43.0 (39.7,46.3)	40.1 (36.8,43.6)	45.1 (42.5,47.8)	42.2 (39.2,45.2)
Strongly Agree	15.6 (14.0,17.4)	17.7 (16.2,19.3)	18.5 (17.1,19.9)	23.0 (21.3,24.7)	25.3 (20.5,30.9)	24.0 (18.9,30.0)	16.3 (14.0,19.0)	14.0 (11.9,16.4)	21.7 (19.6,24.0)	22.1 (19.6,24.7)

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Table 35d.1***Agreement That Member Has Received Praise or Recognition for Good Work in the Last 7 Days at Workplace: By Service***

35d. To what extent do you agree or disagree with the following statements about your workplace? In the last 7 days, I have received recognition or praise for doing good work[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,265	4,239	922	2,196	504	618	26
Responding on Item	1,252,682	1,220,480	415,658	331,388	148,818	324,616	32,202
Strongly Disagree	17.2	17.3	17.7	16.7	18.1	16.9	13.3
	(16.3,18.1)	(16.3,18.3)	(16.1,19.5)	(15.1,18.4)	(15.8,20.5)	(15.5,18.4)	(10.7,16.2)
Disagree	21.9	22.0	22.5	22.2	19.4	22.2	17.4
	(20.9,22.9)	(21.0,23.0)	(20.8,24.4)	(20.3,24.3)	(17.4,21.5)	(20.8,23.8)	(15.1,20.0)
Neither agree nor disagree	19.5	19.6	18.4	21.4	22.6	17.9	17.8
	(18.7,20.4)	(18.7,20.5)	(17.0,19.9)	(19.7,23.1)	(20.2,25.1)	(16.5,19.4)	(15.5,20.3)
Agree	29.3	29.0	30.0	28.0	28.3	29.2	39.7
	(28.4,30.2)	(28.1,30.0)	(28.1,31.9)	(26.0,30.1)	(25.7,30.9)	(27.6,30.8)	(36.5,43.0)
Strongly Agree	12.1	12.1	11.3	11.7	11.8	13.8	11.9
	(11.5,12.8)	(11.5,12.8)	(10.2,12.6)	(10.4,13.3)	(10.0,13.8)	(12.5,15.2)	(9.9,14.3)

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Table 35d.2***Agreement That Member Has Received Praise or Recognition for Good Work in the Last 7 Days at Workplace: By Paygrade and Gender***

35d. To what extent do you agree or disagree with the following statements about your workplace? In the last 7 days, I have received recognition or praise for doing good work[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	690	2,474	129	705	267	3,720	544
Responding on Item	476,094	568,329	16,497	107,597	84,165	1,063,965	188,718
Strongly Disagree	21.4 (19.6,23.4)	16.3 (15.1,17.5)	10.9 (7.7,15.3)	9.2 (7.8,10.9)	10.5 (9.1,12.1)	16.8 (15.8,17.9)	19.3 (18.2,20.3)
Disagree	21.3 (19.7,23.0)	21.8 (20.6,23.0)	21.0 (17.1,25.5)	23.8 (21.5,26.2)	23.1 (21.1,25.2)	21.9 (20.8,23.1)	21.6 (20.7,22.6)
Neither agree nor disagree	16.9 (15.4,18.5)	21.1 (19.9,22.2)	24.8 (21.2,28.9)	20.2 (18.2,22.4)	22.3 (20.1,24.5)	20.0 (19.0,21.1)	16.9 (16.0,17.8)
Agree	27.7 (25.8,29.5)	28.9 (27.6,30.3)	28.9 (24.2,34.1)	35.5 (32.8,38.2)	33.3 (31.1,35.5)	29.5 (28.5,30.6)	28.0 (26.9,29.1)
Strongly Agree	12.7 (11.3,14.2)	12.0 (11.1,12.9)	14.3 (10.4,19.4)	11.3 (9.7,13.2)	10.9 (9.4,12.6)	11.8 (11.0,12.6)	14.3 (13.3,15.2)

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Table 35d.3**Agreement That Member Has Received Praise or Recognition for Good Work in the Last 7 Days at Workplace: By Gender Within Service**

35d. To what extent do you agree or disagree with the following statements about your workplace? In the last 7 days, I have received recognition or praise for doing good work[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	812	110	1,992	204	421	82	478	140	18	9
Responding on Item	350,720	64,938	284,006	47,382	139,191	9,627	261,474	63,142	28,574	3,628
Strongly Disagree	17.3	20.3	16.4	18.8	18.0	18.4	16.4	18.9	12.9	16.2
	(15.4,19.3)	(18.5,22.3)	(14.5,18.4)	(16.7,21.0)	(15.7,20.7)	(15.1,22.2)	(14.8,18.2)	(17.1,20.8)	(10.1,16.3)	(12.1,21.4)
Disagree	22.6	22.2	22.3	21.6	19.3	19.8	22.5	21.3	16.7	23.2
	(20.6,24.8)	(20.4,24.0)	(20.1,24.8)	(19.6,23.7)	(17.3,21.6)	(16.7,23.4)	(20.7,24.4)	(19.4,23.3)	(14.1,19.6)	(18.8,28.2)
Neither agree nor disagree	18.7	16.7	22.0	17.3	22.8	19.9	18.3	16.3	18.1	14.8
	(17.1,20.5)	(15.2,18.3)	(20.1,24.1)	(15.5,19.3)	(20.2,25.5)	(15.4,25.4)	(16.7,20.0)	(14.8,18.0)	(15.5,21.0)	(11.2,19.4)
Agree	30.5	27.2	27.9	28.6	28.2	29.0	29.5	28.0	40.6	32.4
	(28.4,32.7)	(25.1,29.3)	(25.6,30.3)	(26.2,31.2)	(25.5,31.1)	(25.7,32.6)	(27.4,31.5)	(26.4,29.7)	(37.0,44.4)	(28.4,36.6)
Strongly Agree	10.9	13.7	11.4	13.7	11.7	12.8	13.4	15.5	11.7	13.4
	(9.6,12.4)	(11.9,15.7)	(9.8,13.2)	(12.0,15.7)	(9.8,13.9)	(10.6,15.5)	(11.8,15.1)	(14.0,17.1)	(9.5,14.4)	(10.3,17.2)

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Table 35d.4***Agreement That Member Has Received Praise or Recognition for Good Work in the Last 7 Days at Workplace: By Gender Within Paygrade***

35d. To what extent do you agree or disagree with the following statements about your workplace? In the last 7 days, I have received recognition or praise for doing good work[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	413	277	2,319	155	125	4	632	73	232	35
Responding on Item	391,597	84,498	494,084	74,246	15,355	1,142	89,632	17,965	73,297	10,868
Strongly Disagree	21.3 (19.2,23.6)	22.0 (20.2,23.9)	15.9 (14.6,17.4)	18.5 (17.0,20.2)	10.9 (7.5,15.6)	12.0 (8.8,16.3)	8.4 (6.8,10.4)	13.3 (11.2,15.7)	10.1 (8.5,11.9)	13.6 (11.6,15.9)
Disagree	21.6 (19.7,23.6)	20.0 (18.3,21.9)	21.9 (20.6,23.3)	21.2 (19.8,22.7)	20.7 (16.6,25.4)	26.0 (19.7,33.6)	22.9 (20.2,25.8)	28.0 (24.9,31.4)	22.7 (20.4,25.2)	25.7 (23.3,28.3)
Neither agree nor disagree	17.2 (15.5,19.1)	15.4 (14.0,16.9)	21.5 (20.2,22.9)	18.0 (16.4,19.7)	25.3 (21.4,29.7)	18.4 (12.6,26.0)	20.5 (18.1,23.2)	18.6 (16.5,21.0)	23.0 (20.6,25.6)	17.2 (14.9,19.8)
Agree	27.7 (25.5,30.0)	27.4 (25.4,29.4)	29.1 (27.7,30.6)	27.6 (25.8,29.5)	28.6 (23.6,34.2)	33.4 (27.5,39.8)	36.6 (33.4,39.9)	30.0 (26.8,33.5)	33.5 (31.1,36.0)	32.0 (28.8,35.2)
Strongly Agree	12.2 (10.5,14.0)	15.2 (13.7,16.8)	11.5 (10.5,12.6)	14.6 (13.3,16.0)	14.6 (10.4,20.0)	10.2 (7.7,13.4)	11.6 (9.7,13.7)	10.1 (8.3,12.2)	10.8 (9.1,12.7)	11.5 (9.6,13.7)

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Table 35e.1***Agreement That Supervisor at Workplace Seems to Care About Member as a Person: By Service***

35e. To what extent do you agree or disagree with the following statements about your workplace? My supervisor, or someone at work, seems to care about me as a person[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,172	4,151	1,295	1,675	791	392	21
Responding on Item	1,252,775	1,220,568	415,285	331,909	148,531	324,842	32,207
Strongly Disagree	7.2 (6.6,7.8)	7.2 (6.6,7.9)	8.0 (6.9,9.2)	7.5 (6.4,8.7)	8.4 (6.8,10.4)	5.4 (4.8,6.2)	5.2 (3.7,7.2)
Disagree	8.6 (8.1,9.1)	8.6 (8.0,9.1)	9.7 (8.6,10.9)	8.8 (7.7,9.9)	8.5 (7.1,10.2)	7.0 (6.1,8.0)	8.6 (7.0,10.5)
Neither agree nor disagree	19.2 (18.3,20.2)	19.3 (18.3,20.3)	18.3 (16.7,20.1)	21.5 (19.6,23.4)	21.7 (19.4,24.3)	17.3 (16.0,18.7)	16.2 (14.2,18.4)
Agree	44.8 (43.8,45.9)	44.7 (43.7,45.8)	44.5 (42.4,46.6)	45.0 (42.7,47.3)	40.0 (37.1,43.1)	46.9 (44.9,49.0)	48.8 (45.4,52.1)
Strongly Agree	20.2 (19.4,21.0)	20.2 (19.4,21.0)	19.5 (18.0,21.1)	17.3 (15.7,19.1)	21.3 (19.0,23.8)	23.4 (22.0,24.9)	21.3 (18.7,24.3)

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Table 35e.2**Agreement That Supervisor at Workplace Seems to Care About Member as a Person: By Paygrade and Gender**

35e. To what extent do you agree or disagree with the following statements about your workplace? My supervisor, or someone at work, seems to care about me as a person[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,344	1,556	118	1,003	149	3,566	606
Responding on Item	475,440	569,247	16,508	107,298	84,283	1,064,119	188,656
Strongly Disagree	9.4 (8.2,10.8)	6.5 (5.8,7.4)	4.6 (2.7,7.8)	3.4 (2.6,4.4)	4.4 (3.4,5.7)	6.9 (6.2,7.6)	8.9 (8.1,9.7)
Disagree	10.1 (9.0,11.4)	7.9 (7.2,8.7)	7.8 (5.1,11.9)	6.7 (5.4,8.4)	6.7 (5.6,8.0)	8.4 (7.8,9.0)	9.4 (8.6,10.3)
Neither agree nor disagree	21.1 (19.3,23.1)	19.0 (17.8,20.2)	16.5 (13.2,20.3)	15.6 (13.6,17.8)	15.4 (13.9,17.1)	19.9 (18.8,21.1)	15.3 (14.5,16.2)
Agree	39.5 (37.7,41.4)	46.9 (45.4,48.4)	48.8 (44.2,53.3)	52.6 (49.4,55.8)	50.5 (47.7,53.4)	45.3 (44.1,46.6)	42.1 (40.9,43.3)
Strongly Agree	19.9 (18.3,21.5)	19.7 (18.8,20.7)	22.4 (18.0,27.4)	21.7 (19.6,23.9)	22.9 (20.6,25.4)	19.5 (18.6,20.4)	24.2 (23.3,25.2)

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Table 35e.3**Agreement That Supervisor at Workplace Seems to Care About Member as a Person: By Gender Within Service**

35e. To what extent do you agree or disagree with the following statements about your workplace? My supervisor, or someone at work, seems to care about me as a person[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,146	148	1,441	233	720	69	240	152	18	4
Responding on Item	350,386	64,900	284,557	47,353	138,892	9,640	261,712	63,130	28,574	3,633
Strongly Disagree	7.4 (6.2,8.8)	11.3 (9.7,13.2)	7.3 (6.1,8.8)	8.4 (7.0,10.0)	8.4 (6.7,10.5)	8.5 (6.6,10.8)	5.1 (4.3,6.0)	7.0 (5.9,8.3)	5.0 (3.4,7.3)	6.7 (5.2,8.5)
Disagree	9.6 (8.4,11.0)	10.0 (8.8,11.4)	8.6 (7.4,10.0)	9.5 (7.9,11.5)	8.2 (6.7,10.1)	12.5 (8.8,17.5)	6.6 (5.6,7.9)	8.4 (7.3,9.6)	8.7 (6.9,10.9)	7.9 (5.3,11.4)
Neither agree nor disagree	18.8 (16.8,21.0)	16.0 (14.5,17.6)	22.4 (20.2,24.7)	15.9 (14.3,17.7)	22.0 (19.5,24.8)	18.0 (13.8,23.0)	18.1 (16.5,19.8)	14.0 (12.6,15.5)	16.5 (14.2,18.9)	14.1 (11.2,17.6)
Agree	45.1 (42.6,47.6)	41.4 (39.1,43.8)	45.1 (42.4,47.8)	44.8 (42.5,47.1)	40.2 (37.0,43.4)	37.6 (34.2,41.2)	48.3 (45.8,50.7)	41.3 (39.4,43.2)	49.1 (45.6,52.6)	46.0 (40.3,51.8)
Strongly Agree	19.2 (17.5,21.0)	21.3 (19.7,23.0)	16.6 (14.7,18.8)	21.4 (19.4,23.5)	21.2 (18.8,23.8)	23.5 (20.1,27.2)	22.0 (20.3,23.8)	29.4 (27.9,31.0)	20.8 (18.0,24.0)	25.4 (19.9,31.9)

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Table 35e.4***Agreement That Supervisor at Workplace Seems to Care About Member as a Person: By Gender Within Paygrade***

35e. To what extent do you agree or disagree with the following statements about your workplace? My supervisor, or someone at work, seems to care about me as a person[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,008	337	1,390	166	114	4	929	75	125	23
Responding on Item	391,002	84,438	495,013	74,234	15,366	1,142	89,335	17,963	73,404	10,880
Strongly Disagree	9.1 (7.7,10.7)	10.8 (9.4,12.3)	6.2 (5.4,7.2)	8.4 (7.4,9.4)	4.4* (2.4,7.9)	7.2 (5.0,10.4)	3.1 (2.2,4.3)	4.8 (3.7,6.3)	4.3 (3.2,5.8)	5.0 (3.8,6.4)
Disagree	10.0 (8.7,11.5)	10.4 (9.0,12.1)	7.8 (7.0,8.7)	8.8 (7.7,9.9)	7.9 (5.0,12.3)	6.7 (4.3,10.3)	6.5 (5.0,8.5)	7.9 (6.4,9.7)	6.3 (5.1,7.9)	9.1 (7.3,11.4)
Neither agree nor disagree	22.5 (20.3,24.9)	14.8 (13.5,16.3)	19.4 (18.1,20.8)	15.9 (14.6,17.2)	16.2 (12.8,20.3)	19.5 (13.6,27.1)	15.7 (13.3,18.3)	15.3 (13.4,17.5)	15.4 (13.7,17.4)	15.2 (12.8,18.0)
Agree	39.5 (37.3,41.8)	39.4 (37.2,41.7)	47.5 (45.9,49.2)	42.6 (40.6,44.6)	48.8 (44.0,53.6)	48.4 (41.6,55.4)	52.9 (49.3,56.5)	51.0 (47.8,54.2)	51.5 (48.3,54.7)	44.1 (40.8,47.4)
Strongly Agree	18.8 (17.0,20.8)	24.6 (22.9,26.4)	19.0 (18.0,20.2)	24.4 (22.9,26.0)	22.7 (18.0,28.1)	18.2 (14.3,22.8)	21.9 (19.4,24.6)	20.9 (18.6,23.5)	22.4 (19.8,25.2)	26.6 (24.1,29.3)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35f.1***Agreement That Someone at Workplace Encourages Development: By Service***

35f. To what extent do you agree or disagree with the following statements about your workplace? There is someone at work who encourages my development[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,480	3,432	1,188	1,400	503	342	48
Responding on Item	1,253,467	1,221,287	415,392	332,184	148,819	324,892	32,180
Strongly Disagree	6.6	6.7	8.0	6.0	6.9	5.5	4.7
	(6.1,7.2)	(6.1,7.2)	(7.0,9.3)	(5.0,7.2)	(5.6,8.6)	(4.8,6.2)	(3.3,6.7)
Disagree	11.9	11.9	12.4	11.7	10.5	12.0	13.0
	(11.2,12.6)	(11.2,12.6)	(11.1,13.8)	(10.4,13.3)	(9.1,12.0)	(10.9,13.3)	(10.8,15.5)
Neither agree nor disagree	19.5	19.4	18.4	20.2	21.3	19.1	21.0
	(18.7,20.3)	(18.7,20.3)	(17.0,19.9)	(18.6,21.9)	(19.1,23.6)	(17.8,20.6)	(18.3,23.9)
Agree	43.6	43.5	43.4	44.5	41.3	43.8	45.1
	(42.6,44.6)	(42.5,44.5)	(41.6,45.2)	(42.2,46.9)	(38.1,44.5)	(41.7,45.8)	(41.5,48.8)
Strongly Agree	18.4	18.5	17.8	17.5	20.1	19.6	16.2
	(17.6,19.3)	(17.6,19.4)	(16.4,19.3)	(15.5,19.7)	(17.8,22.6)	(18.0,21.3)	(13.8,19.0)

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Table 35f.2***Agreement That Someone at Workplace Encourages Development: By Paygrade and Gender***

35f. To what extent do you agree or disagree with the following statements about your workplace? There is someone at work who encourages my development[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	793	1,465	50	1,016	156	2,824	656
Responding on Item	475,991	569,338	16,576	107,285	84,276	1,064,861	188,606
Strongly Disagree	7.9 (6.8,9.1)	6.3 (5.6,7.0)	8.5 (5.3,13.3)	3.3 (2.5,4.4)	5.4 (4.4,6.8)	6.3 (5.7,6.9)	8.6 (7.9,9.3)
Disagree	10.3 (9.0,11.7)	12.8 (11.8,13.8)	12.1 (9.6,15.1)	12.5 (10.8,14.3)	15.0 (13.4,16.8)	11.8 (11.0,12.6)	12.6 (11.8,13.5)
Neither agree nor disagree	17.9 (16.5,19.5)	20.6 (19.5,21.8)	24.4 (20.8,28.4)	16.5 (14.3,18.8)	23.4 (21.5,25.6)	20.2 (19.3,21.1)	15.6 (14.8,16.4)
Agree	41.4 (39.4,43.5)	44.5 (43.1,45.9)	41.4 (35.8,47.1)	49.6 (47.3,51.9)	42.3 (39.8,44.8)	44.0 (42.8,45.2)	41.2 (40.0,42.4)
Strongly Agree	22.5 (20.8,24.3)	15.9 (14.7,17.1)	13.7 (9.6,19.1)	18.2 (16.3,20.3)	13.9 (12.3,15.6)	17.8 (16.9,18.8)	22.0 (21.0,23.1)

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Table 35f.3**Agreement That Someone at Workplace Encourages Development: By Gender Within Service**

35f. To what extent do you agree or disagree with the following statements about your workplace? There is someone at work who encourages my development[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,018	170	1,174	226	417	85	180	162	35	13
Responding on Item	350,514	64,878	284,824	47,360	139,195	9,624	261,772	63,120	28,556	3,624
Strongly Disagree	7.6 (6.4,9.0)	10.4 (8.9,12.2)	5.7 (4.6,7.1)	7.7 (6.4,9.3)	6.9 (5.5,8.6)	7.5 (5.7,9.9)	4.9 (4.2,5.8)	7.8 (6.5,9.2)	4.6 (3.0,6.9)	5.7 (4.4,7.3)
Disagree	12.2 (10.7,14.0)	13.2 (11.8,14.8)	11.6 (10.0,13.4)	12.4 (10.7,14.4)	10.5 (9.0,12.2)	10.3 (8.0,13.1)	12.0 (10.6,13.5)	12.4 (11.0,13.9)	12.8 (10.5,15.6)	14.3 (10.2,19.8)
Neither agree nor disagree	19.0 (17.3,20.7)	15.4 (13.9,17.0)	21.1 (19.2,23.1)	14.9 (13.2,16.8)	21.4 (19.1,23.9)	19.4 (16.2,23.1)	20.0 (18.3,21.7)	15.7 (14.4,17.1)	21.7 (18.7,25.0)	15.7 (12.0,20.2)
Agree	44.0 (41.8,46.1)	40.2 (38.4,42.1)	44.6 (41.9,47.4)	43.8 (41.0,46.7)	41.2 (37.9,44.5)	42.5 (38.1,47.1)	44.7 (42.2,47.2)	39.8 (37.8,41.9)	45.3 (41.3,49.4)	43.8 (38.1,49.6)
Strongly Agree	17.2 (15.6,19.0)	20.7 (19.1,22.5)	16.9 (14.7,19.4)	21.1 (19.3,23.0)	20.1 (17.7,22.7)	20.3 (17.3,23.7)	18.5 (16.6,20.5)	24.3 (22.6,26.2)	15.7 (13.1,18.7)	20.6 (15.4,27.0)

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Table 35f.4***Agreement That Someone at Workplace Encourages Development: By Gender Within Paygrade***

35f. To what extent do you agree or disagree with the following statements about your workplace? There is someone at work who encourages my development[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	443	351	1,270	195	46	4	926	91	141	15
Responding on Item	391,567	84,424	495,133	74,205	15,434	1,142	89,338	17,947	73,388	10,888
Strongly Disagree	7.6 (6.3,9.1)	9.3 (8.2,10.7)	5.9 (5.2,6.8)	8.8 (7.9,9.9)	8.5 (5.2,13.8)	8.4 (5.3,13.0)	3.0 (2.1,4.3)	4.7 (3.6,6.1)	5.1 (3.9,6.6)	8.1 (6.5,10.0)
Disagree	10.0 (8.5,11.8)	11.3 (10.0,12.7)	12.8 (11.7,13.9)	12.7 (11.4,14.0)	11.5 (8.9,14.7)	19.2 (14.3,25.5)	11.9 (10.0,14.1)	15.4 (13.1,18.0)	14.7 (12.9,16.7)	17.3 (14.8,20.1)
Neither agree nor disagree	18.8 (17.0,20.7)	14.2 (12.8,15.7)	21.2 (19.9,22.6)	16.8 (15.5,18.3)	24.4 (20.6,28.7)	23.9 (17.8,31.2)	16.8 (14.3,19.7)	14.6 (12.7,16.9)	24.1 (21.8,26.6)	18.9 (16.4,21.6)
Agree	41.5 (39.0,44.1)	41.0 (39.0,43.1)	45.0 (43.4,46.7)	40.6 (38.8,42.5)	41.8 (35.9,48.0)	34.9 (28.3,42.3)	50.1 (47.4,52.9)	47.1 (43.9,50.4)	43.0 (40.2,45.9)	37.0 (34.0,40.1)
Strongly Agree	22.1 (20.1,24.3)	24.2 (22.4,26.1)	15.1 (13.8,16.5)	21.1 (19.8,22.5)	13.7 (9.4,19.6)	13.6 (10.3,17.7)	18.2 (16.0,20.7)	18.2 (15.7,20.9)	13.1 (11.3,15.2)	18.8 (16.5,21.4)

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Table 35g.1**Agreement That Member's Opinions Seem to Count at Workplace: By Service**

35g. To what extent do you agree or disagree with the following statements about your workplace? At work, my opinions seem to count[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,916	6,858	1,796	3,385	830	848	58
Responding on Item	1,250,031	1,217,861	414,784	330,199	148,492	324,386	32,170
Strongly Disagree	10.1	10.2	11.2	9.4	11.8	9.0	6.4
	(9.5,10.8)	(9.5,10.9)	(9.8,12.8)	(8.3,10.7)	(9.7,14.2)	(8.0,10.0)	(4.8,8.6)
Disagree	13.6	13.6	15.0	13.3	13.8	12.1	11.4
	(12.7,14.5)	(12.8,14.5)	(13.5,16.7)	(11.7,15.0)	(12.0,15.9)	(10.9,13.4)	(9.4,13.7)
Neither agree nor disagree	18.9	18.9	18.9	19.5	18.6	18.6	16.4
	(18.1,19.7)	(18.1,19.8)	(17.4,20.5)	(17.6,21.5)	(16.4,21.0)	(17.2,20.0)	(14.1,19.0)
Agree	41.4	41.2	40.0	42.4	38.5	42.8	46.8
	(40.3,42.4)	(40.1,42.3)	(38.1,41.8)	(40.2,44.7)	(35.6,41.6)	(41.0,44.7)	(43.3,50.3)
Strongly Agree	16.1	16.0	14.9	15.4	17.3	17.5	19.0
	(15.4,16.9)	(15.3,16.8)	(13.6,16.3)	(13.8,17.2)	(15.5,19.4)	(16.1,19.1)	(16.4,22.0)

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Table 35g.2**Agreement That Member's Opinions Seem to Count at Workplace: By Paygrade and Gender**

35g. To what extent do you agree or disagree with the following statements about your workplace? At work, my opinions seem to count[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,298	3,331	97	999	190	5,833	1,082
Responding on Item	474,486	567,472	16,529	107,302	84,242	1,061,852	188,180
Strongly Disagree	17.2 (15.7,18.7)	6.7 (5.9,7.5)	2.7 (1.6,4.4)	3.5 (2.6,4.7)	3.4 (2.7,4.4)	9.6 (8.8,10.4)	13.0 (12.2,13.8)
Disagree	19.1 (17.4,21.0)	10.9 (9.9,11.9)	10.1 (6.7,15.0)	9.9 (8.4,11.7)	5.5 (4.5,6.8)	13.2 (12.2,14.3)	15.5 (14.6,16.5)
Neither agree nor disagree	22.7 (21.1,24.4)	17.4 (16.2,18.7)	13.0 (9.8,17.1)	16.5 (14.4,18.8)	11.4 (10.0,13.0)	18.6 (17.6,19.6)	20.5 (19.4,21.7)
Agree	30.5 (28.7,32.5)	46.8 (45.3,48.3)	47.9 (42.7,53.3)	51.3 (48.5,54.1)	52.1 (49.4,54.7)	42.4 (41.1,43.7)	35.6 (34.4,36.7)
Strongly Agree	10.5 (9.2,11.9)	18.3 (17.1,19.5)	26.3 (20.7,32.7)	18.8 (16.7,21.2)	27.6 (25.3,30.0)	16.2 (15.4,17.1)	15.4 (14.6,16.3)

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Table 35g.3**Agreement That Member's Opinions Seem to Count at Workplace: By Gender Within Service**35g. To what extent do you agree or disagree with the following statements about your workplace? At work, my opinions seem to count[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,518	278	2,995	390	676	153	609	239	35	23
Responding on Item	350,014	64,770	283,003	47,196	138,936	9,556	261,343	63,043	28,556	3,614
Strongly Disagree	10.5 (8.9,12.3)	15.0 (13.1,17.2)	8.8 (7.5,10.3)	13.2 (11.6,15.1)	11.9 (9.7,14.4)	10.7 (8.5,13.5)	8.4 (7.3,9.7)	11.2 (9.7,12.9)	6.0 (4.2,8.5)	9.9 (7.1,13.6)
Disagree	14.7 (12.9,16.8)	16.8 (14.9,18.9)	13.0 (11.2,14.9)	15.0 (13.2,17.1)	13.5 (11.6,15.7)	18.2 (14.3,22.9)	11.6 (10.1,13.3)	14.4 (12.9,16.0)	11.1 (8.9,13.8)	13.4 (11.0,16.2)
Neither agree nor disagree	18.6 (16.7,20.6)	20.7 (18.8,22.7)	19.4 (17.3,21.6)	20.3 (18.1,22.6)	18.4 (16.1,21.0)	20.6 (16.0,26.1)	18.0 (16.4,19.9)	20.7 (18.9,22.6)	16.2 (13.7,19.1)	17.6 (14.0,21.9)
Agree	41.3 (39.1,43.5)	32.8 (30.5,35.2)	43.2 (40.7,45.8)	37.6 (35.0,40.3)	38.8 (35.7,42.1)	34.2 (30.9,37.7)	44.3 (42.0,46.6)	36.7 (34.5,38.9)	47.3 (43.5,51.1)	42.6 (36.8,48.6)
Strongly Agree	14.9 (13.4,16.6)	14.7 (13.4,16.1)	15.7 (13.9,17.7)	13.9 (12.2,15.7)	17.4 (15.4,19.6)	16.3 (13.3,19.8)	17.6 (16.0,19.5)	17.1 (15.7,18.5)	19.4 (16.5,22.6)	16.5 (11.5,23.0)

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Table 35g.4**Agreement That Member's Opinions Seem to Count at Workplace: By Gender Within Paygrade**35g. To what extent do you agree or disagree with the following statements about your workplace? At work, my opinions seem to count[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,757	542	2,937	394	84	14	899	101	158	31
Responding on Item	390,253	84,233	493,466	74,006	15,396	1,132	89,365	17,937	73,371	10,872
Strongly Disagree	17.0 (15.2,19.0)	18.0 (16.5,19.6)	6.1 (5.3,7.1)	10.3 (9.1,11.5)	2.4 (1.4,4.3)	6.3 (4.4,8.8)	3.0 (2.0,4.4)	5.8 (4.6,7.3)	3.1 (2.3,4.3)	5.3 (4.1,6.9)
Disagree	19.2 (17.1,21.4)	18.9 (17.4,20.6)	10.6 (9.5,11.7)	13.0 (11.8,14.4)	10.0 (6.4,15.3)	11.2 (8.2,15.0)	9.2 (7.4,11.3)	13.4 (11.6,15.3)	4.8 (3.7,6.3)	10.4 (8.5,12.6)
Neither agree nor disagree	22.6 (20.6,24.8)	23.1 (21.3,25.0)	17.2 (15.8,18.7)	18.8 (17.1,20.5)	12.7 (9.3,17.1)	17.3 (11.8,24.6)	15.8 (13.4,18.7)	19.9 (17.6,22.4)	11.0 (9.4,12.8)	14.3 (11.5,17.5)
Agree	31.1 (28.9,33.4)	28.1 (26.2,30.1)	47.8 (46.1,49.5)	39.8 (37.9,41.8)	48.1 (42.5,53.7)	46.3 (40.3,52.5)	52.4 (49.3,55.6)	45.5 (42.6,48.4)	52.9 (49.8,55.9)	46.8 (43.8,49.8)
Strongly Agree	10.2 (8.7,11.9)	11.9 (10.6,13.4)	18.3 (17.0,19.7)	18.1 (16.8,19.6)	26.8 (20.9,33.7)	19.0 (15.6,23.0)	19.5 (17.1,22.2)	15.5 (13.3,18.0)	28.2 (25.6,31.0)	23.3 (21.0,25.7)

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Table 35h.1***Agreement That Mission/Purpose of Service Makes Member Feel Job Is Important at Workplace: By Service***

35h. To what extent do you agree or disagree with the following statements about your workplace? The mission/purpose of my Service makes me feel my job is important[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,192	4,086	1,397	1,133	615	942	106
Responding on Item	1,252,755	1,220,633	415,183	332,451	148,707	324,292	32,122
Strongly Disagree	6.6	6.7	8.8	5.9	6.4	5.0	4.6
	(6.1,7.2)	(6.2,7.3)	(7.6,10.1)	(4.9,7.1)	(4.9,8.3)	(4.3,5.8)	(3.2,6.5)
Disagree	9.4	9.5	10.7	9.6	8.3	8.3	6.1
	(8.7,10.2)	(8.8,10.3)	(9.6,11.8)	(8.4,11.0)	(6.6,10.5)	(7.2,9.5)	(4.7,7.8)
Neither agree nor disagree	16.9	16.9	17.1	18.6	16.1	15.4	14.4
	(16.2,17.6)	(16.2,17.7)	(15.7,18.6)	(17.0,20.2)	(14.0,18.5)	(14.1,16.8)	(12.1,17.2)
Agree	43.7	43.6	41.9	44.4	41.2	46.1	46.8
	(42.6,44.8)	(42.5,44.8)	(39.9,44.0)	(42.4,46.5)	(38.5,44.0)	(44.3,47.9)	(43.3,50.4)
Strongly Agree	23.4	23.3	21.5	21.5	28.0	25.2	28.1
	(22.5,24.3)	(22.4,24.2)	(19.9,23.2)	(19.7,23.4)	(25.8,30.3)	(23.7,26.8)	(25.4,30.9)

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Table 35h.2**Agreement That Mission/Purpose of Service Makes Member Feel Job Is Important at Workplace: By Paygrade and Gender**

35h. To what extent do you agree or disagree with the following statements about your workplace? The mission/purpose of my Service makes me feel my job is important[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	742	2,177	50	947	276	3,404	788
Responding on Item	476,042	568,626	16,576	107,354	84,156	1,064,281	188,474
Strongly Disagree	11.2 (9.9,12.6)	4.3 (3.7,4.9)	2.9* (1.3,6.3)	2.8 (2.0,3.9)	2.9 (2.2,3.9)	6.5 (5.9,7.1)	7.6 (6.9,8.4)
Disagree	11.7 (10.3,13.2)	8.5 (7.6,9.5)	5.0 (3.1,7.9)	8.4 (7.0,10.0)	4.8 (3.6,6.2)	9.1 (8.3,10.0)	10.8 (10.0,11.7)
Neither agree nor disagree	20.6 (19.4,21.9)	15.5 (14.5,16.7)	9.0 (6.6,12.0)	13.1 (11.5,15.0)	11.0 (9.3,12.9)	16.5 (15.7,17.4)	18.8 (17.8,19.9)
Agree	37.6 (35.7,39.4)	47.0 (45.4,48.5)	48.9 (43.6,54.3)	48.6 (46.1,51.1)	49.4 (46.8,52.0)	44.1 (42.8,45.4)	41.6 (40.1,43.0)
Strongly Agree	19.0 (17.3,20.9)	24.8 (23.6,26.0)	34.3 (29.3,39.6)	27.1 (24.6,29.7)	32.0 (29.5,34.6)	23.8 (22.8,24.9)	21.2 (20.1,22.3)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35h.3***Agreement That Mission/Purpose of Service Makes Member Feel Job Is Important at Workplace: By Gender Within Service***

35h. To what extent do you agree or disagree with the following statements about your workplace? The mission/purpose of my Service makes me feel my job is important[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,188	208	810	323	510	104	797	145	99	8
Responding on Item	350,344	64,840	285,188	47,263	139,102	9,605	261,155	63,137	28,492	3,629
Strongly Disagree	8.7 (7.4,10.1)	9.3 (7.8,11.1)	5.7 (4.6,7.0)	7.2 (5.9,8.7)	6.4 (4.9,8.4)	6.5 (5.0,8.4)	4.7 (3.9,5.6)	6.5 (5.4,7.8)	4.4 (2.9,6.7)	6.0 (4.4,8.1)
Disagree	10.3 (9.1,11.7)	12.7 (11.4,14.1)	9.6 (8.3,11.2)	9.8 (8.3,11.5)	8.3 (6.4,10.6)	8.7 (6.6,11.3)	7.9 (6.6,9.4)	10.1 (8.9,11.5)	5.7 (4.2,7.7)	9.0 (7.3,11.0)
Neither agree nor disagree	16.8 (15.1,18.6)	18.8 (16.9,20.8)	18.5 (16.8,20.4)	18.6 (16.6,20.8)	15.8 (13.6,18.3)	20.4 (17.6,23.6)	14.6 (13.1,16.3)	18.7 (17.0,20.5)	13.9 (11.4,16.8)	18.9 (15.2,23.3)
Agree	42.5 (40.1,44.9)	39.0 (36.7,41.3)	44.4 (42.1,46.7)	44.7 (41.6,47.8)	41.1 (38.3,43.9)	43.3 (39.0,47.7)	47.2 (44.9,49.5)	41.5 (39.4,43.7)	47.1 (43.2,51.0)	44.6 (39.8,49.6)
Strongly Agree	21.8 (19.9,23.8)	20.3 (18.6,22.0)	21.8 (19.8,23.9)	19.7 (17.8,21.8)	28.5 (26.1,30.9)	21.2 (18.2,24.5)	25.7 (23.8,27.7)	23.2 (21.4,25.0)	28.9 (25.9,32.1)	21.5 (17.9,25.5)

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Table 35h.4***Agreement That Mission/Purpose of Service Makes Member Feel Job Is Important at Workplace: By Gender Within Paygrade***

35h. To what extent do you agree or disagree with the following statements about your workplace? The mission/purpose of my Service makes me feel my job is important[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	382	361	1,892	284	46	4	855	93	230	45
Responding on Item	391,628	84,414	494,511	74,116	15,434	1,142	89,409	17,945	73,299	10,858
Strongly Disagree	11.2 (9.7,13.0)	10.8 (9.5,12.4)	4.0 (3.4,4.8)	5.8 (4.9,6.9)	2.9* (1.3,6.6)	2.2 (1.3,3.7)	2.7 (1.8,4.0)	3.4 (2.3,4.8)	2.9 (2.1,4.1)	2.7 (1.9,3.9)
Disagree	11.3 (9.7,13.2)	13.4 (12.0,15.0)	8.5 (7.5,9.6)	8.5 (7.6,9.6)	4.7 (2.8,7.9)	8.6 (6.2,11.9)	7.9 (6.3,9.9)	10.6 (9.2,12.3)	4.4 (3.2,6.1)	7.0 (5.2,9.3)
Neither agree nor disagree	20.3 (18.8,21.9)	21.9 (20.0,23.9)	15.3 (14.1,16.6)	16.9 (15.5,18.4)	8.9 (6.5,12.2)	9.3 (6.7,12.6)	12.6 (10.6,14.9)	15.9 (13.8,18.2)	10.6 (8.8,12.8)	13.3 (11.1,15.9)
Agree	37.7 (35.5,39.9)	36.9 (34.4,39.4)	47.3 (45.5,49.0)	44.8 (43.0,46.7)	48.6 (42.9,54.3)	53.2 (46.4,59.9)	48.8 (45.7,51.9)	47.7 (44.5,50.9)	50.1 (47.0,53.1)	44.8 (41.7,48.0)
Strongly Agree	19.4 (17.4,21.6)	17.0 (15.3,18.8)	24.9 (23.6,26.3)	23.9 (22.3,25.6)	34.8 (29.6,40.5)	26.7 (20.4,34.2)	28.0 (25.1,31.2)	22.4 (19.6,25.6)	31.9 (29.1,34.9)	32.2 (29.8,34.8)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35i.1***Agreement That Coworkers Are Committed to Doing Quality Work at Workplace: By Service***

35i. To what extent do you agree or disagree with the following statements about your workplace? My coworkers are committed to doing quality work[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	5,153	4,974	1,859	1,749	680	687	179
Responding on Item	1,251,794	1,219,745	414,721	331,835	148,642	324,547	32,049
Strongly Disagree	6.2	6.2	7.8	5.8	7.2	4.2	4.4
	(5.6,6.8)	(5.6,6.9)	(6.6,9.2)	(4.7,7.0)	(5.7,9.0)	(3.4,5.1)	(3.0,6.3)
Disagree	12.6	12.6	14.3	12.1	12.1	11.3	11.8
	(12.0,13.2)	(12.0,13.3)	(12.9,15.8)	(10.7,13.7)	(10.3,14.1)	(10.0,12.6)	(9.8,14.0)
Neither agree nor disagree	23.6	23.6	23.3	25.6	24.9	21.4	21.9
	(22.7,24.4)	(22.8,24.5)	(21.4,25.3)	(23.6,27.7)	(22.2,27.7)	(19.9,22.9)	(18.9,25.3)
Agree	43.4	43.2	40.8	43.9	40.9	46.9	48.5
	(42.4,44.3)	(42.3,44.2)	(38.8,42.8)	(41.6,46.2)	(38.0,43.9)	(45.1,48.7)	(45.1,52.0)
Strongly Agree	14.3	14.3	13.9	12.7	15.0	16.3	13.4
	(13.7,14.9)	(13.8,15.0)	(12.7,15.2)	(11.4,14.1)	(13.2,17.0)	(15.1,17.6)	(11.0,16.3)

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Table 35i.2**Agreement That Coworkers Are Committed to Doing Quality Work at Workplace: By Paygrade and Gender**

35i. To what extent do you agree or disagree with the following statements about your workplace? My coworkers are committed to doing quality work[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,534	2,236	117	966	299	4,138	1,015
Responding on Item	475,250	568,567	16,509	107,335	84,133	1,063,547	188,247
Strongly Disagree	10.5 (9.2,12.0)	4.3 (3.7,5.0)	1.9* (1.0,3.5)	1.3 (0.8,2.1)	1.2 (0.7,2.1)	6.0 (5.3,6.7)	7.3 (6.6,8.0)
Disagree	15.5 (14.2,16.9)	12.5 (11.5,13.6)	5.6 (3.8,8.0)	8.0 (6.6,9.7)	3.7 (2.8,4.8)	12.1 (11.4,12.8)	15.5 (14.5,16.6)
Neither agree nor disagree	29.6 (27.9,31.5)	21.9 (20.8,23.1)	15.1 (11.3,19.8)	16.1 (14.1,18.3)	11.5 (10.0,13.3)	23.5 (22.6,24.5)	23.7 (22.5,24.8)
Agree	34.6 (32.6,36.7)	45.9 (44.5,47.3)	55.7 (49.8,61.4)	55.5 (52.9,58.0)	58.0 (55.5,60.4)	43.8 (42.7,44.9)	40.9 (39.6,42.1)
Strongly Agree	9.8 (8.6,11.0)	15.3 (14.4,16.4)	21.8 (17.5,26.9)	19.1 (17.0,21.5)	25.6 (23.5,27.8)	14.6 (13.9,15.3)	12.7 (12.0,13.4)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35i.3**Agreement That Coworkers Are Committed to Doing Quality Work at Workplace: By Gender Within Service**

35i. To what extent do you agree or disagree with the following statements about your workplace? My coworkers are committed to doing quality work[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,496	363	1,409	339	557	122	514	173	161	18
Responding on Item	350,036	64,685	284,589	47,247	139,055	9,587	261,438	63,109	28,430	3,619
Strongly Disagree	7.6 (6.3,9.2)	9.0 (7.7,10.5)	5.7 (4.4,7.2)	6.4 (5.2,8.0)	7.1 (5.6,9.1)	7.6 (5.9,9.9)	3.7 (2.8,4.7)	6.2 (5.2,7.4)	4.2 (2.7,6.4)	5.6 (4.2,7.3)
Disagree	13.8 (12.3,15.5)	16.7 (14.9,18.6)	11.6 (10.1,13.4)	15.1 (12.9,17.5)	12.0 (10.1,14.1)	13.7 (11.1,16.7)	10.4 (9.0,12.0)	14.9 (13.3,16.6)	11.1 (9.0,13.5)	17.2 (12.7,22.8)
Neither agree nor disagree	23.3 (21.2,25.7)	23.2 (21.2,25.3)	25.7 (23.5,28.0)	25.0 (22.8,27.4)	24.9 (22.1,27.9)	24.6 (21.3,28.4)	21.0 (19.2,22.8)	23.1 (21.4,24.9)	21.9 (18.6,25.6)	22.0 (18.0,26.6)
Agree	41.1 (38.8,43.5)	38.7 (36.6,40.9)	44.1 (41.5,46.7)	42.3 (39.6,45.2)	40.9 (37.8,44.0)	41.8 (37.3,46.5)	48.1 (45.9,50.4)	41.7 (39.6,43.7)	49.3 (45.4,53.1)	42.7 (37.9,47.6)
Strongly Agree	14.1 (12.7,15.7)	12.4 (11.1,13.8)	13.0 (11.5,14.6)	11.1 (9.7,12.8)	15.2 (13.3,17.3)	12.3 (10.2,14.7)	16.9 (15.4,18.5)	14.2 (13.0,15.5)	13.6 (10.9,16.7)	12.6 (10.1,15.5)

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Table 35i.4**Agreement That Coworkers Are Committed to Doing Quality Work at Workplace: By Gender Within Paygrade**

35i. To what extent do you agree or disagree with the following statements about your workplace? My coworkers are committed to doing quality work[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,048	487	1,866	370	107	10	878	89	239	59
Responding on Item	390,962	84,288	494,537	74,030	15,373	1,136	89,386	17,949	73,290	10,844
Strongly Disagree	10.6 (9.1,12.4)	10.0 (8.9,11.3)	4.0 (3.3,4.9)	6.1 (5.3,7.1)	1.9* (0.9,3.7)	2.1* (1.2,3.7)	0.9* (0.4,2.0)	3.3 (2.3,4.8)	1.2* (0.6,2.2)	1.6 (1.0,2.7)
Disagree	14.7 (13.2,16.4)	19.0 (17.2,20.9)	12.2 (11.1,13.4)	14.7 (13.4,16.0)	5.5 (3.6,8.1)	7.2 (4.8,10.8)	7.6 (6.0,9.7)	9.8 (8.0,12.1)	3.5 (2.5,4.8)	4.9 (3.7,6.6)
Neither agree nor disagree	30.3 (28.1,32.5)	26.8 (24.9,28.8)	21.8 (20.5,23.2)	22.9 (21.5,24.3)	14.3 (10.3,19.5)	25.5 (18.7,33.8)	15.7 (13.3,18.4)	18.0 (15.5,20.6)	11.2 (9.4,13.2)	14.1 (11.6,17.1)
Agree	34.6 (32.2,37.1)	34.6 (32.6,36.7)	46.4 (44.8,48.0)	42.7 (40.9,44.6)	56.1 (49.8,62.3)	49.1 (42.4,55.8)	55.9 (52.9,58.8)	53.3 (50.4,56.3)	58.5 (55.7,61.2)	54.9 (51.6,58.2)
Strongly Agree	9.8 (8.4,11.3)	9.6 (8.6,10.7)	15.6 (14.5,16.7)	13.7 (12.4,15.0)	22.2 (17.6,27.7)	16.1 (12.4,20.6)	19.9 (17.4,22.5)	15.6 (13.1,18.5)	25.8 (23.5,28.2)	24.4 (22.1,26.9)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 35j.1***Agreement That Member Has Best Friend at Workplace: By Service***35j. To what extent do you agree or disagree with the following statements about your workplace? I have a best friend at work[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,325	7,089	2,060	2,180	1,127	1,724	236
Responding on Item	1,249,622	1,217,630	414,520	331,404	148,195	323,510	31,992
Strongly Disagree	15.4	15.4	16.8	13.7	16.1	15.2	14.7
	(14.7,16.2)	(14.7,16.2)	(15.3,18.3)	(12.2,15.4)	(14.0,18.5)	(13.9,16.4)	(12.3,17.5)
Disagree	25.4	25.3	25.0	24.7	21.6	28.2	27.4
	(24.5,26.4)	(24.4,26.3)	(23.3,26.7)	(23.0,26.6)	(19.5,23.8)	(26.6,29.9)	(24.6,30.4)
Neither agree nor disagree	25.8	25.7	25.0	27.4	26.7	24.6	28.6
	(24.9,26.8)	(24.8,26.7)	(23.2,26.9)	(25.2,29.6)	(24.2,29.3)	(22.9,26.3)	(26.0,31.4)
Agree	22.9	22.9	22.5	23.7	22.9	22.5	22.3
	(22.0,23.7)	(22.0,23.8)	(20.7,24.4)	(21.9,25.5)	(20.6,25.5)	(21.1,24.1)	(19.7,25.2)
Strongly Agree	10.5	10.6	10.8	10.5	12.7	9.6	7.0
	(9.9,11.2)	(10.0,11.3)	(9.5,12.3)	(9.2,12.0)	(10.8,14.8)	(8.5,10.8)	(5.5,9.0)

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Table 35j.2***Agreement That Member Has Best Friend at Workplace: By Paygrade and Gender***35j. To what extent do you agree or disagree with the following statements about your workplace? I have a best friend at work[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,204	4,334	134	1,257	394	5,919	1,406
Responding on Item	475,580	566,469	16,492	107,044	84,038	1,061,766	187,856
Strongly Disagree	16.4 (15.2,17.7)	15.8 (14.8,16.9)	12.9 (9.5,17.2)	12.0 (10.4,13.9)	11.9 (10.0,14.0)	13.8 (13.0,14.8)	24.3 (23.3,25.3)
Disagree	19.5 (17.9,21.2)	27.4 (25.8,29.0)	29.0 (23.7,35.0)	31.5 (28.9,34.3)	37.2 (34.6,39.8)	24.8 (23.7,25.9)	28.8 (27.6,30.0)
Neither agree nor disagree	22.4 (20.8,24.2)	29.0 (27.5,30.5)	31.6 (26.6,37.1)	23.0 (20.8,25.3)	26.2 (24.0,28.5)	27.1 (26.0,28.2)	18.6 (17.6,19.6)
Agree	26.7 (25.0,28.5)	19.9 (18.8,21.1)	18.9 (15.5,22.9)	25.4 (22.8,28.2)	18.7 (16.5,21.0)	23.6 (22.6,24.6)	18.8 (17.8,19.8)
Strongly Agree	15.0 (13.6,16.6)	8.0 (7.2,8.8)	7.6 (4.6,12.3)	8.1 (6.7,9.8)	6.1 (5.1,7.3)	10.7 (10.0,11.5)	9.6 (8.8,10.5)

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Table 35j.3**Agreement That Member Has Best Friend at Workplace: By Gender Within Service**35j. To what extent do you agree or disagree with the following statements about your workplace? I have a best friend at work[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,651	410	1,717	463	987	138	1,365	359	200	36
Responding on Item	349,882	64,638	284,281	47,123	138,625	9,571	260,587	62,923	28,391	3,601
Strongly Disagree	14.7	27.8	12.4	21.9	15.3	27.9	13.4	22.3	14.4	17.2
	(13.0,16.6)	(25.6,30.0)	(10.6,14.4)	(20.0,23.9)	(13.1,17.8)	(24.2,31.9)	(12.0,15.0)	(20.5,24.2)	(11.8,17.4)	(14.0,21.0)
Disagree	24.6	26.9	24.0	29.3	21.1	28.7	27.7	30.1	26.8	32.3
	(22.7,26.6)	(24.8,29.1)	(21.9,26.1)	(26.8,31.8)	(18.8,23.5)	(24.9,33.0)	(25.8,29.8)	(28.3,32.1)	(23.7,30.0)	(27.1,37.9)
Neither agree nor disagree	26.2	18.4	28.9	18.4	27.2	19.3	26.0	18.7	29.8	19.1
	(24.1,28.4)	(16.7,20.3)	(26.4,31.5)	(16.5,20.4)	(24.6,30.0)	(15.2,24.3)	(24.0,28.1)	(17.0,20.5)	(26.9,32.9)	(15.4,23.4)
Agree	23.4	17.5	24.2	20.4	23.4	16.5	23.4	19.0	22.4	21.8
	(21.3,25.7)	(16.0,19.2)	(22.1,26.4)	(17.9,23.1)	(20.9,26.1)	(14.2,19.1)	(21.5,25.4)	(17.3,20.9)	(19.5,25.5)	(17.4,27.0)
Strongly Agree	11.1	9.4	10.6	10.1	13.1	7.5	9.5	9.9	6.7	9.6
	(9.6,12.8)	(8.0,11.0)	(9.1,12.4)	(8.7,11.7)	(11.1,15.3)	(5.5,10.3)	(8.1,11.0)	(8.7,11.1)	(5.0,9.0)	(6.7,13.7)

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Table 35j.4**Agreement That Member Has Best Friend at Workplace: By Gender Within Paygrade**35j. To what extent do you agree or disagree with the following statements about your workplace? I have a best friend at work[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	519	686	3,834	500	130	4	1,104	154	333	62
Responding on Item	391,491	84,089	492,569	73,900	15,350	1,142	89,160	17,884	73,196	10,841
Strongly Disagree	14.5 (13.1,16.1)	25.3 (23.6,27.1)	14.3 (13.2,15.5)	25.7 (24.0,27.4)	11.9 (8.3,16.6)	26.9 (21.6,33.0)	10.8 (9.0,12.9)	18.1 (15.6,20.8)	11.1 (9.1,13.5)	17.1 (14.8,19.6)
Disagree	18.5 (16.7,20.5)	23.9 (22.3,25.7)	26.8 (25.1,28.6)	31.1 (29.1,33.1)	28.5 (22.9,34.9)	35.9 (30.2,42.2)	30.7 (27.7,34.0)	35.4 (32.5,38.4)	36.9 (34.0,39.9)	39.0 (36.1,42.0)
Neither agree nor disagree	23.2 (21.3,25.2)	18.6 (16.9,20.4)	30.4 (28.7,32.2)	19.3 (17.7,21.1)	32.6 (27.2,38.4)	18.9 (13.5,25.8)	24.5 (21.9,27.2)	15.6 (13.4,18.1)	27.4 (25.0,29.9)	18.3 (15.6,21.2)
Agree	28.0 (26.0,30.2)	20.3 (18.5,22.2)	20.5 (19.2,21.8)	16.0 (14.5,17.6)	19.3 (15.6,23.6)	14.3 (11.4,17.7)	25.7 (22.6,29.1)	23.7 (21.1,26.6)	18.7 (16.2,21.5)	18.4 (16.1,21.0)
Strongly Agree	15.7 (14.0,17.5)	12.0 (10.5,13.6)	8.0 (7.1,8.9)	8.0 (7.0,9.1)	7.8 (4.6,13.0)	4.0 (2.6,6.3)	8.3 (6.7,10.2)	7.2 (5.6,9.3)	6.0 (4.8,7.4)	7.3 (5.9,9.0)

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Table 35k.1***Agreement That in Last 6 Months Someone at Workplace Has Discussed Progress: By Service***

35k. To what extent do you agree or disagree with the following statements about your workplace? In the last 6 months, someone at work has talked to me about my progress[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,700	3,601	1,102	988	837	675	99
Responding on Item	1,253,247	1,221,118	415,478	332,596	148,485	324,559	32,129
Strongly Disagree	7.2 (6.7,7.6)	7.2 (6.7,7.7)	7.6 (6.7,8.6)	6.4 (5.6,7.4)	8.5 (7.0,10.2)	6.9 (6.1,7.7)	6.0 (4.5,8.0)
Disagree	13.6 (12.9,14.3)	13.6 (12.9,14.3)	14.1 (12.9,15.4)	13.7 (12.4,15.1)	10.9 (9.4,12.6)	14.0 (12.7,15.4)	14.1 (12.0,16.5)
Neither agree nor disagree	15.1 (14.4,15.9)	15.0 (14.3,15.8)	15.0 (13.5,16.5)	15.6 (14.0,17.3)	17.3 (15.2,19.6)	13.5 (12.3,14.7)	18.4 (15.7,21.5)
Agree	47.0 (45.8,48.2)	47.0 (45.8,48.2)	46.4 (44.0,48.7)	47.7 (45.5,50.0)	43.2 (40.5,46.0)	48.9 (47.0,50.7)	46.5 (43.3,49.6)
Strongly Agree	17.2 (16.3,18.1)	17.2 (16.3,18.2)	17.0 (15.5,18.6)	16.6 (14.6,18.7)	20.1 (17.9,22.6)	16.8 (15.4,18.2)	15.0 (12.7,17.7)

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Table 35k.2**Agreement That in Last 6 Months Someone at Workplace Has Discussed Progress: By Paygrade and Gender**

35k. To what extent do you agree or disagree with the following statements about your workplace? In the last 6 months, someone at work has talked to me about my progress[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	755	1,915	50	766	213	2,897	803
Responding on Item	476,029	568,888	16,576	107,535	84,219	1,064,788	188,459
Strongly Disagree	6.5 (5.5,7.6)	7.8 (7.1,8.5)	11.0 (7.8,15.2)	5.4 (4.2,6.9)	8.0 (6.9,9.4)	6.8 (6.3,7.4)	9.0 (8.4,9.7)
Disagree	9.7 (8.6,10.9)	15.5 (14.5,16.6)	17.3 (14.3,20.9)	13.7 (11.8,15.7)	21.8 (19.5,24.3)	13.5 (12.7,14.4)	14.0 (13.2,14.9)
Neither agree nor disagree	14.5 (13.1,16.0)	16.1 (15.0,17.3)	19.1 (16.3,22.2)	12.8 (11.0,14.9)	13.7 (12.0,15.7)	15.5 (14.7,16.4)	12.8 (12.0,13.6)
Agree	48.8 (46.5,51.0)	45.7 (44.2,47.2)	42.3 (37.0,47.7)	51.1 (48.3,53.8)	41.7 (39.1,44.4)	47.1 (45.7,48.5)	46.7 (45.3,48.0)
Strongly Agree	20.6 (18.8,22.4)	14.9 (13.9,15.8)	10.4 (6.7,15.8)	17.1 (15.1,19.3)	14.7 (12.9,16.7)	17.1 (16.1,18.1)	17.6 (16.6,18.7)

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Table 35k.3**Agreement That in Last 6 Months Someone at Workplace Has Discussed Progress: By Gender Within Service**

35k. To what extent do you agree or disagree with the following statements about your workplace? In the last 6 months, someone at work has talked to me about my progress[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	916	186	695	292	731	105	459	216	95	4
Responding on Item	350,616	64,862	285,303	47,294	138,881	9,604	261,493	63,066	28,496	3,633
Strongly Disagree	7.2 (6.2,8.4)	9.6 (8.4,10.9)	6.1 (5.1,7.3)	8.4 (7.0,10.0)	8.3 (6.8,10.2)	10.4 (8.4,12.8)	6.4 (5.5,7.4)	8.8 (7.7,9.9)	5.7 (4.1,8.0)	8.4 (5.9,11.7)
Disagree	14.0 (12.6,15.6)	14.6 (13.3,16.0)	13.9 (12.3,15.6)	12.5 (11.2,13.9)	10.8 (9.3,12.6)	11.7 (9.6,14.3)	13.8 (12.4,15.5)	14.8 (13.3,16.5)	14.0 (11.7,16.7)	15.2 (11.9,19.2)
Neither agree nor disagree	15.4 (13.7,17.2)	12.7 (11.4,14.1)	15.9 (14.2,17.9)	13.3 (11.5,15.4)	17.6 (15.3,20.1)	13.0 (10.7,15.7)	13.8 (12.4,15.3)	12.3 (11.1,13.7)	19.0 (16.0,22.4)	13.8 (10.4,18.2)
Agree	46.4 (43.7,49.2)	46.1 (43.7,48.4)	47.6 (45.0,50.2)	48.7 (46.1,51.4)	42.9 (40.1,45.8)	47.4 (41.7,53.1)	49.7 (47.4,51.9)	45.7 (43.4,48.0)	46.5 (43.1,50.0)	45.8 (40.4,51.4)
Strongly Agree	17.0 (15.2,18.9)	17.2 (15.4,19.0)	16.5 (14.3,18.9)	17.1 (15.1,19.3)	20.3 (18.0,22.9)	17.5 (14.4,21.0)	16.4 (14.7,18.2)	18.5 (17.1,20.0)	14.8 (12.3,17.8)	16.8 (12.5,22.1)

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Table 35k.4***Agreement That in Last 6 Months Someone at Workplace Has Discussed Progress: By Gender Within Paygrade***

35k. To what extent do you agree or disagree with the following statements about your workplace? In the last 6 months, someone at work has talked to me about my progress[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	377	379	1,600	315	46	4	695	71	180	33
Responding on Item	391,633	84,396	494,803	74,085	15,434	1,142	89,569	17,967	73,349	10,870
Strongly Disagree	6.1	8.4	7.4	10.4	10.5	16.9	5.3	6.1	7.9	8.7
	(5.0,7.5)	(7.4,9.5)	(6.7,8.2)	(9.2,11.7)	(7.2,15.1)	(12.0,23.2)	(3.9,7.1)	(4.6,7.9)	(6.6,9.5)	(7.2,10.5)
Disagree	9.5	10.5	15.5	15.8	17.2	19.0	12.8	17.9	21.8	22.0
	(8.2,11.1)	(9.4,11.7)	(14.3,16.8)	(14.4,17.3)	(14.0,21.0)	(15.2,23.5)	(10.6,15.3)	(15.5,20.6)	(19.3,24.5)	(19.3,25.1)
Neither agree nor disagree	14.8	13.0	16.6	12.9	19.2	17.4	13.2	10.7	13.9	12.8
	(13.2,16.5)	(11.8,14.3)	(15.3,18.0)	(11.7,14.3)	(16.3,22.6)	(12.1,24.5)	(11.1,15.8)	(8.9,12.7)	(12.0,16.1)	(10.2,15.8)
Agree	48.8	48.4	45.9	44.3	42.7	37.0	51.1	51.0	41.6	42.8
	(46.1,51.6)	(46.2,50.6)	(44.1,47.7)	(41.9,46.8)	(37.0,48.5)	(30.9,43.6)	(47.7,54.4)	(48.0,54.0)	(38.5,44.7)	(40.1,45.5)
Strongly Agree	20.7	19.8	14.6	16.6	10.4	9.7	17.6	14.4	14.9	13.7
	(18.8,22.9)	(18.0,21.6)	(13.5,15.7)	(15.2,18.0)	(6.5,16.3)	(6.9,13.5)	(15.3,20.2)	(12.2,17.0)	(12.8,17.1)	(11.7,16.0)

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Table 35l.1**Agreement That in Last Year Member Had Opportunities to Learn and Grow at Workplace: By Service**

35l. To what extent do you agree or disagree with the following statements about your workplace? This last year, I have had opportunities at work to learn and to grow[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,128	3,053	1,105	1,006	647	296	75
Responding on Item	1,253,819	1,221,666	415,475	332,578	148,675	324,938	32,153
Strongly Disagree	5.4	5.4	6.7	5.0	5.1	4.4	3.2
	(4.9,5.9)	(5.0,5.9)	(5.7,7.9)	(4.1,6.0)	(3.9,6.7)	(3.7,5.3)	(2.0,4.9)
Disagree	8.4	8.5	9.9	7.8	7.3	7.8	7.8
	(7.9,9.1)	(7.9,9.1)	(8.7,11.1)	(6.7,9.1)	(5.9,9.0)	(7.0,8.8)	(6.3,9.5)
Neither agree nor disagree	14.2	14.2	15.2	13.8	14.9	13.1	13.2
	(13.5,14.9)	(13.5,15.0)	(13.9,16.6)	(12.1,15.6)	(12.8,17.3)	(12.0,14.2)	(11.2,15.4)
Agree	50.4	50.2	48.5	52.1	47.4	51.8	55.6
	(49.2,51.5)	(49.1,51.4)	(46.2,50.8)	(49.7,54.5)	(44.4,50.5)	(50.1,53.6)	(52.1,59.0)
Strongly agree	21.6	21.7	19.8	21.3	25.2	22.8	20.3
	(20.9,22.4)	(20.9,22.5)	(18.2,21.4)	(19.5,23.2)	(22.9,27.6)	(21.6,24.1)	(17.4,23.5)

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Table 35I.2***Agreement That in Last Year Member Had Opportunities to Learn and Grow at Workplace: By Paygrade and Gender***

35I. To what extent do you agree or disagree with the following statements about your workplace? This last year, I have had opportunities at work to learn and to grow[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	708	1,397	49	846	127	2,273	855
Responding on Item	476,076	569,406	16,577	107,455	84,305	1,065,412	188,407
Strongly Disagree	7.1 (6.2,8.0)	5.0 (4.4,5.7)	4.5 (2.6,7.7)	1.9 (1.2,3.0)	3.0 (2.2,4.1)	5.0 (4.5,5.6)	7.5 (6.8,8.3)
Disagree	9.2 (8.0,10.5)	9.0 (8.2,9.9)	6.8 (4.9,9.3)	4.6 (3.6,5.8)	5.6 (4.4,7.0)	8.1 (7.4,8.7)	10.6 (9.7,11.5)
Neither agree nor disagree	15.4 (13.9,17.0)	14.9 (13.9,15.9)	10.7 (8.2,13.7)	9.2 (7.7,11.1)	9.6 (8.2,11.2)	14.1 (13.4,14.9)	14.5 (13.6,15.5)
Agree	47.5 (45.4,49.6)	51.0 (49.5,52.6)	54.8 (49.4,60.0)	54.6 (51.9,57.3)	55.9 (53.5,58.4)	51.1 (49.8,52.4)	46.3 (45.0,47.6)
Strongly agree	20.9 (19.4,22.4)	20.1 (19.0,21.2)	23.3 (18.5,28.8)	29.7 (27.4,32.1)	25.9 (23.8,28.2)	21.7 (20.9,22.6)	21.1 (20.1,22.2)

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Table 35l.3**Agreement That in Last Year Member Had Opportunities to Learn and Grow at Workplace: By Gender Within Service**

35l. To what extent do you agree or disagree with the following statements about your workplace? This last year, I have had opportunities at work to learn and to grow[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	744	360	791	216	566	80	106	190	66	9
Responding on Item	350,788	64,688	285,207	47,370	139,046	9,629	261,846	63,092	28,525	3,628
Strongly Disagree	6.2	9.5	4.6	7.5	5.1	5.4	4.0	5.9	2.9	5.5
	(5.0,7.6)	(8.2,11.0)	(3.6,5.8)	(5.9,9.5)	(3.8,6.8)	(3.7,7.9)	(3.2,5.0)	(5.0,7.1)	(1.7,5.0)	(4.3,7.1)
Disagree	9.5	11.7	7.5	9.7	7.3	8.4	7.2	10.5	7.6	9.3
	(8.3,11.0)	(10.2,13.4)	(6.3,8.9)	(8.1,11.6)	(5.8,9.1)	(6.3,11.1)	(6.2,8.4)	(9.5,11.7)	(6.0,9.6)	(7.6,11.3)
Neither agree nor disagree	15.2	15.2	13.8	13.3	14.9	15.5	12.7	14.5	12.9	15.5
	(13.7,16.8)	(13.7,16.8)	(12.0,15.9)	(11.4,15.4)	(12.7,17.4)	(13.0,18.4)	(11.5,14.1)	(13.0,16.2)	(10.8,15.4)	(11.9,19.8)
Agree	49.2	44.7	52.7	49.0	47.3	49.3	53.4	45.5	56.8	46.2
	(46.5,51.9)	(42.5,46.8)	(50.0,55.3)	(46.3,51.7)	(44.1,50.5)	(45.0,53.6)	(51.2,55.5)	(43.4,47.7)	(53.0,60.5)	(40.4,52.1)
Strongly agree	19.9	19.0	21.5	20.5	25.5	21.4	22.7	23.5	19.9	23.6
	(18.2,21.8)	(17.4,20.6)	(19.4,23.7)	(18.5,22.7)	(23.1,28.0)	(18.4,24.7)	(21.1,24.3)	(21.7,25.4)	(16.7,23.4)	(17.9,30.4)

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Table 35l.4***Agreement That in Last Year Member Had Opportunities to Learn and Grow at Workplace: By Gender Within Paygrade***

35l. To what extent do you agree or disagree with the following statements about your workplace? This last year, I have had opportunities at work to learn and to grow[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	246	463	1,130	267	46	4	727	120	125	2
Responding on Item	391,764	84,312	495,273	74,133	15,434	1,142	89,537	17,918	73,404	10,901
Strongly Disagree	6.8 (5.7,8.0)	8.4 (7.4,9.7)	4.5 (3.9,5.3)	8.3 (7.0,9.9)	4.5 (2.5,7.9)	5.0 (3.2,7.6)	1.8 (1.0,3.1)	2.5 (1.6,3.9)	2.9 (2.0,4.2)	3.7 (2.7,4.9)
Disagree	8.7 (7.4,10.3)	11.3 (10.0,12.8)	8.7 (7.8,9.7)	11.1 (9.8,12.4)	6.5 (4.6,9.2)	10.6 (7.8,14.2)	4.1 (3.0,5.6)	7.1 (5.8,8.8)	5.3 (4.0,6.9)	7.5 (6.3,8.9)
Neither agree nor disagree	15.3 (13.6,17.1)	16.0 (14.5,17.6)	15.0 (13.9,16.1)	14.4 (13.0,16.0)	10.7 (8.1,14.1)	9.5 (7.2,12.4)	8.9 (7.0,11.2)	11.0 (9.1,13.3)	9.5 (8.0,11.3)	9.9 (7.8,12.6)
Agree	48.1 (45.6,50.6)	44.8 (42.5,47.1)	51.9 (50.2,53.6)	45.1 (43.1,47.2)	54.8 (49.0,60.4)	54.7 (48.5,60.8)	54.5 (51.4,57.6)	55.1 (52.0,58.2)	56.7 (53.9,59.4)	51.0 (47.8,54.2)
Strongly agree	21.2 (19.4,23.0)	19.5 (17.9,21.3)	19.9 (18.7,21.1)	21.1 (19.5,22.8)	23.5 (18.4,29.5)	20.3 (15.7,25.7)	30.8 (28.0,33.7)	24.3 (21.9,26.9)	25.7 (23.2,28.2)	27.9 (25.4,30.6)

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Table 35m.1***Agreement That a Person's Job Opportunities and Promotions at Workplace Are Based Only on Work Related Characteristics: By Service***

35m. To what extent do you agree or disagree with the following statements about your workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,459	3,418	1,056	1,147	509	708	41
Responding on Item	1,253,488	1,221,301	415,524	332,437	148,813	324,526	32,187
Strongly Disagree	18.0 (17.1,18.9)	18.2 (17.3,19.1)	19.9 (18.0,21.9)	16.0 (14.4,17.7)	21.0 (18.6,23.6)	16.9 (15.6,18.2)	12.3 (10.1,15.0)
Disagree	24.6 (23.7,25.5)	24.6 (23.7,25.5)	24.2 (22.3,26.2)	22.9 (21.1,24.7)	24.9 (22.5,27.5)	26.6 (25.0,28.2)	24.8 (21.8,28.2)
Neither agree nor disagree	26.6 (25.6,27.5)	26.5 (25.5,27.5)	26.9 (25.2,28.7)	27.0 (25.2,28.9)	22.9 (20.7,25.4)	27.1 (25.7,28.6)	28.0 (25.0,31.3)
Agree	24.0 (23.1,24.8)	23.8 (23.0,24.7)	23.0 (21.4,24.7)	26.2 (24.6,27.8)	22.5 (20.2,24.9)	23.1 (21.7,24.7)	28.2 (25.2,31.3)
Strongly Agree	6.9 (6.4,7.5)	6.9 (6.4,7.5)	6.0 (5.2,7.0)	7.9 (6.8,9.3)	8.7 (7.2,10.4)	6.3 (5.4,7.2)	6.7 (4.9,8.9)

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Table 35m.2***Agreement That a Person's Job Opportunities and Promotions at Workplace Are Based Only on Work Related Characteristics: By Paygrade and Gender***

35m. To what extent do you agree or disagree with the following statements about your workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	659	1,760	126	751	162	2,617	843
Responding on Item	476,125	569,043	16,500	107,550	84,270	1,065,068	188,419
Strongly Disagree	23.2 (21.6,24.9)	17.2 (15.9,18.5)	11.1 (8.3,14.7)	7.5 (6.3,8.9)	8.8 (7.5,10.3)	17.9 (16.9,18.9)	18.9 (17.9,19.9)
Disagree	23.4 (21.8,25.2)	26.7 (25.4,27.9)	23.5 (19.7,27.9)	23.2 (20.7,25.9)	19.0 (17.2,21.0)	24.3 (23.3,25.3)	26.2 (25.1,27.4)
Neither agree nor disagree	26.4 (24.6,28.4)	26.7 (25.4,28.1)	30.2 (26.0,34.9)	27.4 (25.0,29.9)	24.4 (22.1,26.9)	26.3 (25.2,27.4)	28.1 (27.0,29.3)
Agree	20.4 (19.0,21.9)	23.3 (22.0,24.6)	27.0 (22.8,31.8)	33.3 (30.8,35.8)	36.2 (33.8,38.6)	24.6 (23.6,25.6)	20.3 (19.3,21.3)
Strongly Agree	6.6 (5.5,7.7)	6.2 (5.5,7.0)	8.1 (5.0,12.8)	8.7 (7.3,10.3)	11.6 (10.2,13.2)	7.0 (6.4,7.7)	6.5 (6.0,7.1)

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Table 35m.3***Agreement That a Person's Job Opportunities and Promotions at Workplace Are Based Only on Work Related Characteristics: By Gender Within Service***

35m. To what extent do you agree or disagree with the following statements about your workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	829	227	874	273	408	100	489	219	18	24
Responding on Item	350,703	64,821	285,124	47,313	139,204	9,609	261,463	63,063	28,574	3,613
Strongly Disagree	19.5 (17.3,21.9)	22.0 (20.1,24.1)	15.6 (13.8,17.6)	18.2 (16.4,20.1)	21.0 (18.5,23.7)	20.7 (17.3,24.5)	17.0 (15.5,18.6)	16.3 (14.8,18.0)	12.4 (10.0,15.4)	11.5 (9.1,14.4)
Disagree	24.0 (21.9,26.4)	25.1 (23.1,27.3)	23.0 (21.1,25.1)	22.1 (20.3,24.0)	24.7 (22.2,27.4)	27.7 (23.1,32.8)	25.7 (23.8,27.7)	30.2 (28.1,32.4)	24.6 (21.2,28.3)	26.6 (21.7,32.2)
Neither agree nor disagree	26.6 (24.6,28.7)	28.5 (26.5,30.6)	26.9 (24.8,29.2)	27.7 (25.5,30.1)	22.7 (20.3,25.3)	26.6 (23.4,30.2)	26.9 (25.1,28.7)	28.4 (26.3,30.5)	28.3 (25.0,31.9)	25.8 (21.8,30.3)
Agree	23.7 (21.9,25.7)	18.9 (17.1,20.7)	26.5 (24.7,28.4)	24.5 (22.1,27.1)	22.7 (20.3,25.4)	19.2 (15.9,23.0)	24.3 (22.6,26.2)	18.2 (16.8,19.6)	27.9 (24.7,31.3)	30.2 (24.2,37.0)
Strongly Agree	6.1 (5.2,7.3)	5.5 (4.7,6.4)	8.0 (6.7,9.6)	7.5 (6.4,8.9)	8.9 (7.3,10.7)	5.8 (4.3,7.8)	6.1 (5.1,7.2)	7.0 (5.8,8.4)	6.7 (4.9,9.3)	5.9 (4.7,7.3)

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Table 35m.4***Agreement That a Person's Job Opportunities and Promotions at Workplace Are Based Only on Work Related Characteristics: By Gender Within Paygrade***

35m. To what extent do you agree or disagree with the following statements about your workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	230	431	1,477	284	122	4	664	88	125	37
Responding on Item	391,780	84,344	494,926	74,116	15,358	1,142	89,600	17,950	73,404	10,866
Strongly Disagree	23.7 (21.8,25.7)	21.0 (19.4,22.7)	16.9 (15.4,18.4)	19.5 (17.8,21.5)	10.7 (7.7,14.7)	16.0 (11.4,22.0)	6.9 (5.6,8.6)	10.3 (8.3,12.7)	8.3 (6.9,10.0)	12.3 (10.5,14.3)
Disagree	23.1 (21.1,25.2)	25.1 (23.5,26.8)	26.5 (25.1,28.0)	27.6 (25.9,29.5)	23.7 (19.5,28.4)	21.9 (17.8,26.8)	22.3 (19.4,25.6)	27.5 (24.5,30.7)	18.3 (16.3,20.6)	23.3 (20.5,26.4)
Neither agree nor disagree	26.0 (23.8,28.3)	28.5 (26.7,30.4)	26.6 (25.0,28.2)	27.6 (25.9,29.4)	30.3 (25.7,35.3)	29.2 (24.2,34.8)	26.9 (24.1,29.8)	30.1 (27.5,33.0)	24.3 (21.7,27.1)	25.2 (22.2,28.5)
Agree	20.7 (19.0,22.5)	18.8 (17.3,20.5)	23.9 (22.4,25.4)	19.2 (17.6,21.0)	27.1 (22.5,32.2)	27.0 (20.9,34.2)	34.8 (31.9,37.9)	25.5 (22.8,28.4)	37.2 (34.5,40.0)	29.3 (26.5,32.4)
Strongly Agree	6.6 (5.4,8.0)	6.6 (5.6,7.7)	6.2 (5.4,7.1)	6.0 (5.3,6.8)	8.3 (5.0,13.3)	5.9 (3.9,8.6)	9.1 (7.4,11.1)	6.7 (5.3,8.4)	11.9 (10.2,13.8)	9.8 (8.2,11.8)

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Table 35n.1***Agreement That Supervisor Helps Everyone Feel Included at Workplace: By Service***

35n. To what extent do you agree or disagree with the following statements about your workplace? My supervisor helps everyone in my work group feel included[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,080	6,019	2,314	2,424	664	618	61
Responding on Item	1,250,867	1,218,700	414,266	331,160	148,658	324,616	32,167
Strongly Disagree	7.9	8.0	9.0	7.7	8.9	6.6	6.0
	(7.3,8.6)	(7.4,8.6)	(7.8,10.4)	(6.6,8.9)	(7.2,11.0)	(5.9,7.4)	(4.4,8.1)
Disagree	13.5	13.5	14.3	13.0	14.2	12.5	13.9
	(12.8,14.2)	(12.8,14.2)	(12.9,15.9)	(11.6,14.4)	(12.4,16.1)	(11.2,14.0)	(11.9,16.1)
Neither agree nor disagree	25.5	25.5	24.3	25.5	28.7	25.6	26.2
	(24.7,26.4)	(24.7,26.4)	(22.9,25.9)	(23.7,27.4)	(26.2,31.2)	(24.0,27.3)	(23.6,29.1)
Agree	41.3	41.3	41.6	42.4	36.0	42.0	42.6
	(40.2,42.4)	(40.1,42.4)	(39.6,43.7)	(40.1,44.8)	(33.6,38.4)	(40.1,44.0)	(39.2,46.1)
Strongly Agree	11.8	11.8	10.7	11.4	12.3	13.3	11.3
	(11.1,12.5)	(11.1,12.5)	(9.6,12.0)	(10.1,12.8)	(10.6,14.2)	(12.0,14.8)	(9.4,13.5)

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Table 35n.2***Agreement That Supervisor Helps Everyone Feel Included at Workplace: By Paygrade and Gender***

35n. To what extent do you agree or disagree with the following statements about your workplace? My supervisor helps everyone in my work group feel included[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,289	2,468	90	923	310	4,950	1,131
Responding on Item	474,495	568,335	16,536	107,378	84,122	1,062,735	188,131
Strongly Disagree	10.4 (9.2,11.7)	7.0 (6.3,7.7)	6.6 (3.9,11.0)	4.2 (3.2,5.4)	5.3 (4.2,6.7)	7.1 (6.5,7.9)	12.3 (11.5,13.3)
Disagree	15.3 (13.9,16.8)	12.8 (11.8,13.9)	9.6 (7.0,13.0)	11.5 (9.9,13.4)	10.4 (8.9,12.1)	13.2 (12.4,14.1)	14.8 (13.8,15.8)
Neither agree nor disagree	27.5 (26.0,29.1)	24.8 (23.5,26.1)	26.9 (22.4,32.0)	24.1 (21.8,26.6)	21.0 (19.0,23.1)	25.6 (24.7,26.6)	25.0 (23.9,26.2)
Agree	36.2 (34.0,38.3)	43.5 (42.1,44.9)	43.3 (38.4,48.3)	47.2 (44.4,50.0)	47.3 (45.1,49.5)	42.4 (41.1,43.7)	35.1 (34.0,36.3)
Strongly Agree	10.6 (9.4,11.9)	11.9 (11.1,12.8)	13.6 (9.7,18.8)	13.1 (11.4,14.9)	16.0 (14.3,17.9)	11.6 (10.9,12.4)	12.8 (11.9,13.6)

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Table 35n.3**Agreement That Supervisor Helps Everyone Feel Included at Workplace: By Gender Within Service**

35n. To what extent do you agree or disagree with the following statements about your workplace? My supervisor helps everyone in my work group feel included[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,957	357	1,955	469	562	101	422	197	54	7
Responding on Item	349,575	64,691	284,043	47,117	139,050	9,608	261,530	63,085	28,537	3,630
Strongly Disagree	7.8	15.1	7.0	11.8	8.6	12.9	5.8	9.9	5.4	11.2
	(6.5,9.4)	(13.3,17.1)	(5.8,8.5)	(10.3,13.6)	(6.8,10.8)	(10.1,16.3)	(4.9,6.7)	(8.4,11.7)	(3.6,7.8)	(8.7,14.5)
Disagree	14.2	15.0	12.6	15.2	14.1	14.9	12.1	14.1	13.5	17.1
	(12.6,16.0)	(13.5,16.6)	(11.1,14.3)	(13.5,17.0)	(12.3,16.2)	(11.4,19.3)	(10.6,13.9)	(12.5,15.9)	(11.3,16.0)	(12.7,22.6)
Neither agree nor disagree	24.3	24.6	25.8	23.9	28.6	29.5	25.6	25.9	26.9	21.2
	(22.7,26.0)	(22.4,26.8)	(23.8,27.9)	(21.8,26.2)	(26.0,31.3)	(25.2,34.3)	(23.6,27.6)	(24.1,27.7)	(24.0,30.0)	(17.9,24.9)
Agree	43.1	33.4	43.3	37.2	36.4	30.3	43.5	35.9	43.2	38.4
	(40.8,45.6)	(31.0,35.8)	(40.6,46.1)	(35.1,39.5)	(33.9,39.0)	(26.5,34.3)	(41.2,45.8)	(33.8,38.1)	(39.3,47.1)	(33.8,43.1)
Strongly Agree	10.5	12.0	11.3	11.8	12.3	12.4	13.1	14.3	11.2	12.1
	(9.2,12.0)	(10.6,13.6)	(9.9,13.0)	(10.5,13.4)	(10.5,14.3)	(10.2,15.0)	(11.5,14.9)	(12.8,15.9)	(9.1,13.7)	(8.8,16.4)

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Table 35n.4***Agreement That Supervisor Helps Everyone Feel Included at Workplace: By Gender Within Paygrade***

35n. To what extent do you agree or disagree with the following statements about your workplace? My supervisor helps everyone in my work group feel included[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,677	612	2,081	388	84	6	811	112	297	12
Responding on Item	390,333	84,163	494,322	74,012	15,396	1,140	89,453	17,926	73,232	10,891
Strongly Disagree	9.6 (8.2,11.1)	14.3 (12.9,15.9)	6.3 (5.6,7.1)	11.7 (10.5,13.0)	6.3 (3.5,11.2)	10.4 (7.7,14.1)	3.4 (2.3,4.8)	8.1 (6.6,10.0)	4.9 (3.6,6.5)	8.5 (6.9,10.4)
Disagree	15.4 (13.7,17.1)	15.2 (13.5,17.1)	12.6 (11.5,13.9)	14.3 (13.1,15.6)	9.2 (6.5,12.8)	14.8 (10.4,20.8)	10.9 (8.9,13.1)	14.9 (12.7,17.4)	9.8 (8.1,11.8)	14.2 (12.4,16.3)
Neither agree nor disagree	27.9 (26.1,29.8)	25.7 (24.0,27.6)	24.9 (23.4,26.4)	24.3 (22.7,26.0)	26.7 (21.9,32.1)	30.0 (23.4,37.5)	23.8 (21.1,26.8)	25.6 (22.9,28.5)	20.7 (18.6,23.1)	22.7 (19.7,26.0)
Agree	36.9 (34.4,39.5)	32.6 (30.6,34.6)	44.6 (43.0,46.3)	36.0 (34.4,37.7)	44.0 (38.8,49.4)	33.6 (28.0,39.7)	48.4 (45.1,51.8)	40.8 (37.7,44.0)	48.5 (46.0,51.0)	39.6 (36.4,43.0)
Strongly Agree	10.2 (8.9,11.8)	12.1 (10.8,13.7)	11.6 (10.7,12.6)	13.7 (12.5,14.9)	13.8 (9.7,19.4)	11.1 (8.1,15.1)	13.6 (11.6,15.7)	10.6 (8.7,12.9)	16.2 (14.2,18.3)	15.0 (12.8,17.4)

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Table 35o.1***Agreement That Member Trusts Supervisor to Deal Fairly With Issues of Equal Treatment at Workplace: By Service***

35o. To what extent do you agree or disagree with the following statements about your workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,996	4,975	1,574	1,737	849	817	21
Responding on Item	1,251,951	1,219,744	415,006	331,847	148,473	324,417	32,207
Strongly Disagree	8.8	8.9	10.9	8.0	10.4	6.5	6.7
	(8.2,9.5)	(8.2,9.5)	(9.6,12.3)	(6.8,9.3)	(8.6,12.5)	(5.8,7.3)	(5.2,8.7)
Disagree	9.7	9.7	9.9	11.2	9.3	8.0	9.7
	(9.0,10.4)	(9.0,10.4)	(8.7,11.2)	(9.8,12.8)	(7.8,11.1)	(7.0,9.0)	(7.9,11.9)
Neither agree nor disagree	16.4	16.4	16.5	17.2	18.6	14.7	14.4
	(15.6,17.2)	(15.6,17.3)	(15.0,18.1)	(15.5,19.0)	(16.6,20.9)	(13.5,15.9)	(12.2,17.0)
Agree	45.0	44.8	43.3	46.3	40.8	47.1	49.9
	(43.8,46.1)	(43.7,46.0)	(41.2,45.5)	(43.9,48.7)	(38.0,43.7)	(45.3,49.0)	(46.3,53.6)
Strongly Agree	20.2	20.2	19.5	17.4	20.9	23.7	19.2
	(19.4,21.0)	(19.4,21.0)	(18.0,21.1)	(15.5,19.4)	(18.9,23.0)	(22.1,25.4)	(16.9,21.8)

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Table 35o.2***Agreement That Member Trusts Supervisor to Deal Fairly With Issues of Equal Treatment at Workplace: By Paygrade and Gender***

35o. To what extent do you agree or disagree with the following statements about your workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,346	2,373	49	914	313	3,919	1,077
Responding on Item	475,438	568,430	16,577	107,387	84,119	1,063,766	188,185
Strongly Disagree	12.6 (11.3,14.1)	7.4 (6.7,8.2)	5.0 (3.5,7.2)	3.6 (2.8,4.6)	4.1 (3.2,5.2)	8.0 (7.3,8.8)	13.3 (12.3,14.2)
Disagree	11.4 (10.2,12.6)	9.7 (8.8,10.6)	4.5 (3.0,6.5)	6.2 (5.1,7.6)	5.6 (4.6,6.9)	9.3 (8.5,10.0)	12.0 (11.1,12.9)
Neither agree nor disagree	18.1 (16.7,19.6)	16.7 (15.6,18.0)	15.6 (12.3,19.6)	12.5 (10.9,14.4)	9.6 (8.2,11.2)	16.2 (15.2,17.2)	17.6 (16.6,18.6)
Agree	39.8 (37.9,41.8)	46.6 (45.1,48.2)	51.1 (45.1,57.1)	52.0 (49.4,54.7)	52.4 (49.7,55.1)	46.0 (44.7,47.4)	38.9 (37.7,40.1)
Strongly Agree	18.1 (16.5,19.9)	19.6 (18.5,20.7)	23.9 (18.8,29.7)	25.6 (23.6,27.8)	28.3 (26.1,30.6)	20.5 (19.6,21.5)	18.3 (17.5,19.0)

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Table 35o.3**Agreement That Member Trusts Supervisor to Deal Fairly With Issues of Equal Treatment at Workplace: By Gender Within Service**

35o. To what extent do you agree or disagree with the following statements about your workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,238	336	1,385	352	755	93	524	293	18	4
Responding on Item	350,294	64,712	284,613	47,234	138,857	9,616	261,428	62,989	28,574	3,633
Strongly Disagree	9.8 (8.4,11.5)	16.4 (14.5,18.6)	7.2 (6.0,8.7)	12.6 (11.0,14.5)	10.2 (8.3,12.4)	13.6 (10.8,17.0)	5.6 (4.8,6.5)	10.3 (9.0,11.8)	5.8 (4.1,8.0)	14.2 (10.0,19.8)
Disagree	9.3 (8.0,10.8)	13.0 (11.5,14.6)	11.1 (9.5,13.0)	11.7 (10.2,13.5)	9.2 (7.6,11.0)	11.9 (9.9,14.3)	7.2 (6.1,8.4)	11.3 (9.8,12.9)	9.5 (7.5,12.0)	11.5 (9.4,13.9)
Neither agree nor disagree	16.2 (14.4,18.1)	18.1 (16.3,20.1)	17.0 (15.0,19.1)	18.5 (16.5,20.6)	18.5 (16.4,20.8)	20.4 (14.4,28.1)	14.3 (13.0,15.7)	16.2 (14.7,17.8)	14.6 (12.1,17.4)	13.3 (10.9,16.2)
Agree	44.6 (42.1,47.1)	36.3 (34.0,38.7)	47.0 (44.3,49.8)	41.6 (39.2,44.0)	41.2 (38.1,44.3)	35.2 (30.9,39.8)	48.8 (46.5,51.1)	40.2 (38.3,42.0)	51.4 (47.3,55.5)	38.4 (33.4,43.7)
Strongly Agree	20.1 (18.4,21.9)	16.1 (14.8,17.6)	17.7 (15.6,20.0)	15.6 (14.0,17.4)	21.0 (18.9,23.3)	18.9 (15.8,22.5)	24.1 (22.1,26.3)	22.1 (20.7,23.6)	18.8 (16.2,21.7)	22.6 (16.7,29.8)

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Table 35o.4***Agreement That Member Trusts Supervisor to Deal Fairly With Issues of Equal Treatment at Workplace: By Gender Within Paygrade***

35o. To what extent do you agree or disagree with the following statements about your workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	682	665	2,100	273	46	4	809	105	283	30
Responding on Item	391,328	84,110	494,303	74,127	15,434	1,142	89,455	17,933	73,246	10,873
Strongly Disagree	12.0 (10.5,13.8)	15.4 (13.8,17.1)	6.6 (5.9,7.5)	12.7 (11.4,14.1)	4.5 (3.0,6.9)	11.9 (7.8,17.7)	2.6 (1.8,3.8)	8.5 (6.8,10.6)	3.4 (2.5,4.7)	8.3 (6.7,10.2)
Disagree	11.1 (9.8,12.6)	12.6 (11.2,14.1)	9.3 (8.4,10.3)	12.3 (11.0,13.8)	4.1 (2.6,6.3)	10.1 (7.3,13.7)	5.4 (4.0,7.1)	10.5 (8.8,12.4)	5.3 (4.1,6.7)	8.1 (6.7,9.8)
Neither agree nor disagree	18.0 (16.3,19.9)	18.4 (16.6,20.4)	16.6 (15.3,18.0)	17.5 (16.2,18.9)	15.3 (11.8,19.5)	19.7 (13.9,27.2)	12.0 (10.1,14.1)	15.3 (13.0,18.0)	8.8 (7.3,10.5)	15.0 (12.5,17.9)
Agree	40.5 (38.2,42.9)	36.6 (34.6,38.7)	47.8 (46.1,49.6)	38.7 (37.0,40.5)	51.7 (45.2,58.0)	43.4 (37.0,50.1)	52.9 (49.8,56.0)	47.7 (44.0,51.5)	53.8 (50.8,56.8)	42.7 (39.6,45.8)
Strongly Agree	18.4 (16.5,20.5)	17.0 (15.6,18.4)	19.7 (18.4,21.0)	18.8 (17.5,20.1)	24.5 (19.2,30.8)	14.9 (11.2,19.6)	27.2 (24.6,29.9)	18.0 (15.5,20.7)	28.7 (26.2,31.3)	25.9 (23.3,28.5)

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Table 35p.1***Agreement That Employees Are Kept Informed About Issues and Decisions Affecting Them at Workplace: By Service***

35p. To what extent do you agree or disagree with the following statements about your workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,374	3,296	1,014	1,288	511	484	79
Responding on Item	1,253,573	1,221,423	415,566	332,296	148,811	324,750	32,149
Strongly Disagree	14.4	14.5	18.2	12.5	14.7	11.7	10.8
	(13.6,15.3)	(13.7,15.4)	(16.5,20.1)	(11.2,14.1)	(12.5,17.3)	(10.6,12.8)	(8.7,13.4)
Disagree	19.5	19.5	21.5	17.6	18.8	19.2	17.6
	(18.6,20.3)	(18.7,20.4)	(19.8,23.2)	(16.0,19.5)	(16.3,21.7)	(17.9,20.6)	(15.5,19.8)
Neither agree nor disagree	18.6	18.6	18.4	20.1	18.4	17.3	18.4
	(17.7,19.4)	(17.7,19.5)	(16.9,19.9)	(18.2,22.2)	(16.1,21.0)	(16.0,18.8)	(15.8,21.3)
Agree	35.6	35.5	31.9	37.6	34.0	38.5	41.2
	(34.5,36.7)	(34.3,36.6)	(29.9,34.0)	(35.5,39.8)	(31.3,36.8)	(36.9,40.1)	(37.7,44.8)
Strongly Agree	12.0	12.0	10.1	12.1	14.0	13.3	12.0
	(11.3,12.7)	(11.3,12.7)	(9.0,11.2)	(10.6,13.9)	(12.1,16.1)	(12.2,14.6)	(10.0,14.3)

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Table 35p.2***Agreement That Employees Are Kept Informed About Issues and Decisions Affecting Them at Workplace: By Paygrade and Gender***

35p. To what extent do you agree or disagree with the following statements about your workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	371	1,687	71	1,008	237	2,615	759
Responding on Item	476,413	569,116	16,555	107,293	84,195	1,065,070	188,503
Strongly Disagree	19.6 (17.9,21.4)	12.7 (11.6,13.8)	11.0 (8.2,14.6)	7.3 (5.9,8.9)	6.8 (5.7,8.1)	13.7 (12.7,14.7)	18.8 (17.7,19.8)
Disagree	21.0 (19.5,22.7)	19.5 (18.3,20.7)	17.2 (14.3,20.5)	18.3 (16.4,20.4)	12.4 (10.8,14.3)	19.0 (18.1,20.0)	21.9 (21.0,22.9)
Neither agree nor disagree	18.7 (17.1,20.4)	18.9 (17.6,20.2)	17.2 (13.1,22.3)	17.3 (15.3,19.4)	17.6 (16.0,19.5)	18.6 (17.6,19.7)	18.1 (17.0,19.2)
Agree	29.6 (27.5,31.8)	37.1 (35.7,38.4)	38.4 (33.3,43.7)	44.1 (41.4,46.8)	48.6 (46.1,51.0)	36.5 (35.3,37.8)	30.5 (29.4,31.6)
Strongly Agree	11.1 (9.8,12.6)	12.0 (11.1,12.9)	16.3 (11.8,22.1)	13.1 (11.5,14.8)	14.6 (12.8,16.5)	12.2 (11.4,13.0)	10.8 (10.2,11.5)

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Table 35p.3**Agreement That Employees Are Kept Informed About Issues and Decisions Affecting Them at Workplace: By Gender Within Service**

35p. To what extent do you agree or disagree with the following statements about your workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	815	199	1,008	279	432	78	288	196	72	7
Responding on Item	350,717	64,849	284,990	47,307	139,180	9,631	261,664	63,086	28,519	3,630
Strongly Disagree	17.4 (15.4,19.7)	22.7 (20.4,25.1)	11.8 (10.2,13.6)	16.9 (15.0,18.9)	14.7 (12.3,17.3)	16.1 (13.3,19.2)	10.5 (9.2,11.8)	16.7 (15.1,18.4)	10.1 (7.8,13.0)	16.5 (13.3,20.2)
Disagree	21.1 (19.2,23.2)	23.3 (21.4,25.3)	17.2 (15.3,19.3)	20.4 (18.3,22.7)	18.5 (15.8,21.5)	23.7 (18.8,29.3)	18.7 (17.2,20.4)	21.3 (19.8,23.0)	17.1 (14.8,19.6)	21.4 (16.5,27.2)
Neither agree nor disagree	18.4 (16.7,20.2)	18.3 (16.4,20.4)	20.4 (18.1,22.8)	18.3 (15.9,21.0)	18.5 (16.0,21.2)	17.9 (14.9,21.4)	17.2 (15.7,18.9)	17.7 (15.8,19.7)	18.6 (15.8,21.8)	17.1 (13.8,21.2)
Agree	32.9 (30.6,35.4)	26.2 (24.0,28.6)	38.3 (35.8,40.9)	33.3 (30.9,35.8)	34.4 (31.5,37.4)	29.2 (25.5,33.3)	39.9 (37.9,41.9)	32.6 (30.7,34.5)	42.1 (38.1,46.2)	34.6 (30.0,39.5)
Strongly Agree	10.2 (9.0,11.5)	9.4 (8.3,10.7)	12.3 (10.5,14.4)	11.1 (9.7,12.6)	14.0 (12.1,16.3)	13.1 (10.8,15.9)	13.7 (12.3,15.2)	11.8 (10.6,13.0)	12.2 (10.0,14.7)	10.4 (7.3,14.7)

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Table 35p.4***Agreement That Employees Are Kept Informed About Issues and Decisions Affecting Them at Workplace: By Gender Within Paygrade***

35p. To what extent do you agree or disagree with the following statements about your workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	0	372	1,410	276	63	8	906	103	237	0
Responding on Item	392,010	84,403	494,993	74,124	15,417	1,138	89,358	17,935	73,292	10,903
Strongly Disagree	19.3 (17.3,21.5)	21.0 (19.4,22.8)	11.7 (10.5,13.0)	18.9 (17.4,20.5)	10.8 (7.8,14.7)	14.0 (9.6,20.0)	6.3 (4.8,8.2)	12.0 (9.8,14.7)	6.1 (4.9,7.5)	11.7 (9.7,14.0)
Disagree	20.8 (19.0,22.7)	22.2 (20.6,24.0)	19.2 (17.9,20.5)	21.2 (19.6,22.9)	16.6 (13.5,20.3)	24.3 (19.4,30.0)	17.2 (14.9,19.7)	23.9 (21.3,26.8)	11.3 (9.5,13.4)	20.4 (17.7,23.3)
Neither agree nor disagree	18.6 (16.7,20.7)	18.9 (17.1,20.8)	19.1 (17.6,20.7)	17.2 (15.8,18.8)	17.1 (12.8,22.6)	18.3 (12.7,25.6)	17.2 (14.9,19.8)	17.6 (15.0,20.5)	17.6 (15.7,19.8)	17.7 (14.8,21.0)
Agree	30.1 (27.7,32.7)	27.1 (25.3,29.0)	37.9 (36.4,39.4)	31.6 (29.9,33.4)	38.7 (33.3,44.5)	33.7 (28.0,40.0)	45.6 (42.4,48.7)	36.8 (33.7,39.9)	50.1 (47.3,52.9)	37.9 (34.8,41.1)
Strongly Agree	11.2 (9.6,13.0)	10.8 (9.7,12.0)	12.1 (11.1,13.2)	11.0 (10.1,12.0)	16.8 (12.0,23.0)	9.7 (7.3,12.8)	13.8 (11.9,15.9)	9.7 (7.8,12.0)	14.9 (12.9,17.1)	12.4 (10.6,14.3)

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Table 36a.1***Agreement That Chain of Command Keeps Member Informed: By Service***

36a. Please indicate whether you agree or disagree with the following statements. My chain of command keeps me informed about important issues

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,580	7,489	2,562	2,553	1,768	606	92
Responding on Item	1,249,367	1,217,230	414,018	331,031	147,554	324,628	32,136
Disagree	10.4	10.5	13.4	8.4	11.7	8.4	6.4
	(9.7,11.1)	(9.8,11.3)	(12.1,14.9)	(7.2,9.8)	(9.8,13.8)	(7.5,9.4)	(4.7,8.7)
Tend to disagree	17.1	17.2	19.7	15.6	15.9	16.2	14.2
	(16.1,18.1)	(16.2,18.2)	(17.7,21.9)	(14.1,17.2)	(13.9,18.1)	(14.9,17.7)	(12.1,16.6)
?	12.5	12.5	13.2	12.3	12.1	12.1	9.9
	(11.6,13.4)	(11.7,13.4)	(11.7,15.0)	(10.6,14.2)	(10.2,14.3)	(10.9,13.4)	(7.9,12.4)
Tend to agree	36.6	36.5	33.2	37.2	36.6	39.8	40.9
	(35.5,37.7)	(35.4,37.6)	(31.0,35.5)	(35.2,39.3)	(33.9,39.3)	(38.1,41.6)	(37.5,44.4)
Agree	23.4	23.3	20.4	26.5	23.8	23.5	28.5
	(22.6,24.3)	(22.5,24.1)	(18.7,22.2)	(24.8,28.3)	(21.4,26.3)	(22.2,24.8)	(25.5,31.7)

Table 36a.2***Agreement That Chain of Command Keeps Member Informed: By Paygrade and Gender***

36a. Please indicate whether you agree or disagree with the following statements. My chain of command keeps me informed about important issues

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,125	2,952	56	1,158	289	6,476	1,104
Responding on Item	473,659	567,851	16,570	107,143	84,143	1,061,209	188,158
Disagree	15.0 (13.4,16.8)	8.7 (8.0,9.5)	6.4 (4.2,9.7)	3.7 (2.8,4.9)	4.9 (3.9,6.1)	10.0 (9.2,10.8)	12.9 (12.0,13.9)
Tend to disagree	19.8 (18.0,21.6)	16.7 (15.5,18.0)	14.7 (11.9,18.1)	13.0 (11.4,14.8)	10.4 (9.0,12.0)	16.8 (15.7,18.0)	18.7 (17.8,19.7)
?	14.4 (12.9,16.1)	12.4 (11.4,13.4)	11.0 (7.7,15.4)	8.9 (7.4,10.7)	7.0 (5.8,8.5)	12.4 (11.4,13.4)	13.0 (12.1,14.1)
Tend to agree	31.4 (29.4,33.4)	38.5 (37.0,40.0)	38.5 (33.1,44.2)	44.4 (41.5,47.4)	42.7 (40.0,45.4)	36.9 (35.7,38.2)	34.6 (33.3,35.9)
Agree	19.4 (17.7,21.2)	23.7 (22.6,24.9)	29.4 (24.4,35.0)	30.0 (27.4,32.7)	35.0 (32.6,37.4)	23.9 (23.0,24.9)	20.7 (19.7,21.8)

Table 36a.3***Agreement That Chain of Command Keeps Member Informed: By Gender Within Service***

36a. Please indicate whether you agree or disagree with the following statements. My chain of command keeps me informed about important issues

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,437	125	1,922	631	1,604	163	425	181	88	4
Responding on Item	349,095	64,923	284,076	46,955	138,008	9,546	261,527	63,101	28,503	3,633
Disagree	12.8	16.6	8.0	10.6	11.6	12.4	7.8	11.1	6.1	8.8
	(11.3,14.5)	(14.9,18.5)	(6.7,9.6)	(9.0,12.5)	(9.7,13.9)	(9.9,15.4)	(6.7,9.0)	(9.7,12.7)	(4.3,8.8)	(7.0,10.9)
Tend to disagree	19.4	21.1	15.2	18.0	15.8	16.7	16.0	17.2	13.7	18.2
	(17.1,22.0)	(19.6,22.7)	(13.5,17.0)	(16.0,20.2)	(13.7,18.2)	(13.8,20.1)	(14.4,17.8)	(15.6,18.8)	(11.3,16.5)	(13.7,23.9)
?	13.2	13.3	12.1	13.5	11.8	16.3	12.1	12.0	9.7	12.1
	(11.5,15.3)	(11.4,15.3)	(10.2,14.3)	(11.3,16.0)	(9.8,14.1)	(11.2,23.1)	(10.7,13.6)	(10.7,13.5)	(7.5,12.4)	(8.9,16.2)
Tend to agree	33.5	31.8	37.5	35.7	36.8	33.1	40.5	36.8	41.4	37.4
	(30.9,36.1)	(29.7,34.0)	(35.2,39.8)	(33.1,38.4)	(34.0,39.7)	(29.7,36.6)	(38.3,42.8)	(34.4,39.3)	(37.5,45.4)	(33.2,41.8)
Agree	21.0	17.3	27.3	22.2	24.0	21.6	23.6	22.9	29.1	23.5
	(19.0,23.1)	(15.7,18.9)	(25.3,29.3)	(20.4,24.1)	(21.4,26.7)	(18.5,25.1)	(22.1,25.3)	(21.2,24.6)	(25.8,32.7)	(19.7,27.8)

Table 36a.4***Agreement That Chain of Command Keeps Member Informed: By Gender Within Paygrade***

36a. Please indicate whether you agree or disagree with the following statements. My chain of command keeps me informed about important issues

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,387	739	2,666	286	46	11	1,128	31	251	37
Responding on Item	389,623	84,036	493,737	74,114	15,434	1,135	89,136	18,007	73,278	10,866
Disagree	15.1 (13.2,17.3)	14.7 (13.1,16.4)	8.2 (7.4,9.1)	12.3 (11.1,13.5)	6.0 (3.7,9.5)	12.4 (9.3,16.4)	2.6 (1.8,3.9)	9.1 (7.2,11.5)	4.1 (3.1,5.5)	9.9 (7.9,12.4)
Tend to disagree	19.8 (17.8,22.0)	19.7 (18.0,21.5)	16.4 (15.0,17.9)	18.7 (17.3,20.2)	14.4 (11.4,18.1)	19.1 (14.0,25.5)	12.0 (10.1,14.2)	17.9 (15.6,20.5)	10.0 (8.5,11.8)	13.2 (11.5,15.2)
?	14.3 (12.4,16.3)	15.1 (13.7,16.6)	12.4 (11.3,13.7)	12.0 (10.4,13.8)	10.9 (7.5,15.7)	11.8 (6.9,19.3)	8.8 (7.0,10.9)	9.6 (8.0,11.5)	6.5 (5.2,8.2)	10.4 (8.7,12.5)
Tend to agree	31.3 (29.0,33.7)	31.8 (29.9,33.8)	38.9 (37.2,40.7)	35.6 (33.8,37.5)	38.5 (32.8,44.7)	37.9 (32.0,44.1)	44.9 (41.5,48.4)	42.1 (39.0,45.2)	43.5 (40.5,46.6)	37.4 (34.3,40.6)
Agree	19.5 (17.6,21.6)	18.8 (17.3,20.5)	24.0 (22.8,25.3)	21.5 (19.9,23.2)	30.2 (24.8,36.2)	18.9 (15.0,23.5)	31.7 (28.6,34.9)	21.4 (18.9,24.1)	35.8 (33.2,38.6)	29.1 (26.6,31.7)

Table 36b.1***Agreement That Someone Will Listen to Requests Through Channels in Workgroup: By Service***

36b. Please indicate whether you agree or disagree with the following statements. If I make a request through channels in my work group, I know somebody will listen

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,910	7,865	2,330	2,944	1,652	940	45
Responding on Item	1,249,038	1,216,854	414,251	330,640	147,670	324,294	32,183
Disagree	6.8	6.9	9.3	4.6	6.4	6.4	3.2
	(6.3,7.4)	(6.3,7.5)	(8.2,10.5)	(3.8,5.6)	(4.9,8.3)	(5.5,7.4)	(2.1,4.9)
Tend to disagree	13.4	13.5	16.7	10.4	12.4	13.1	8.3
	(12.7,14.1)	(12.8,14.3)	(15.4,18.1)	(9.1,12.0)	(10.5,14.6)	(12.0,14.3)	(6.6,10.5)
?	15.3	15.3	15.6	13.9	13.6	17.2	12.6
	(14.6,16.0)	(14.6,16.1)	(14.2,17.1)	(12.6,15.4)	(12.0,15.5)	(15.9,18.5)	(10.3,15.3)
Tend to agree	39.5	39.4	38.6	40.1	40.3	39.3	44.4
	(38.6,40.5)	(38.4,40.4)	(36.7,40.5)	(38.2,42.1)	(37.6,43.0)	(37.6,41.1)	(40.8,48.1)
Agree	25.1	24.9	19.9	30.9	27.3	24.0	31.4
	(24.2,25.9)	(24.1,25.7)	(18.4,21.5)	(29.1,32.8)	(24.9,29.9)	(22.6,25.5)	(28.4,34.7)

Table 36b.2***Agreement That Someone Will Listen to Requests Through Channels in Workgroup: By Paygrade and Gender***

36b. Please indicate whether you agree or disagree with the following statements. If I make a request through channels in my work group, I know somebody will listen

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,369	3,112	80	1,097	251	6,401	1,509
Responding on Item	473,415	567,691	16,546	107,204	84,181	1,061,284	187,753
Disagree	10.6 (9.5,11.9)	5.2 (4.6,5.9)	2.1 (1.3,3.5)	2.5 (1.7,3.5)	2.8 (2.0,3.8)	6.3 (5.7,6.9)	9.8 (9.0,10.7)
Tend to disagree	17.3 (15.9,18.8)	12.2 (11.1,13.4)	7.5 (5.6,10.0)	8.0 (6.7,9.5)	7.6 (6.2,9.3)	13.1 (12.3,14.0)	14.8 (13.9,15.7)
?	16.7 (15.4,18.2)	14.9 (13.7,16.1)	15.6 (11.7,20.5)	13.8 (11.7,16.1)	11.4 (9.8,13.2)	15.0 (14.2,15.8)	16.8 (15.9,17.7)
Tend to agree	36.2 (34.3,38.2)	41.2 (39.7,42.7)	43.2 (37.8,48.9)	44.4 (41.6,47.3)	39.7 (37.2,42.3)	40.0 (38.9,41.2)	36.8 (35.6,37.9)
Agree	19.2 (17.7,20.7)	26.6 (25.3,27.9)	31.6 (26.7,36.8)	31.3 (28.8,34.1)	38.5 (36.2,41.0)	25.6 (24.7,26.6)	21.9 (20.9,22.9)

Table 36b.3***Agreement That Someone Will Listen to Requests Through Channels in Workgroup: By Gender Within Service***

36b. Please indicate whether you agree or disagree with the following statements. If I make a request through channels in my work group, I know somebody will listen

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,128	201	2,159	785	1,479	173	593	347	41	4
Responding on Item	349,404	64,847	283,839	46,801	138,133	9,536	261,359	62,935	28,550	3,633
Disagree	8.7 (7.5,10.1)	12.4 (10.6,14.4)	4.0 (3.1,5.2)	8.3 (6.9,10.0)	6.3 (4.8,8.3)	7.4 (5.4,10.0)	5.7 (4.7,6.9)	8.9 (7.5,10.5)	2.9 (1.8,4.9)	5.6 (4.3,7.4)
Tend to disagree	16.6 (15.1,18.2)	17.2 (15.4,19.1)	10.3 (8.7,12.1)	11.5 (9.6,13.8)	12.4 (10.4,14.7)	12.9 (10.6,15.6)	12.6 (11.3,14.1)	15.2 (13.7,16.8)	7.9 (6.0,10.3)	11.8 (8.9,15.5)
?	15.3 (13.7,17.1)	17.0 (15.5,18.5)	13.8 (12.2,15.5)	14.8 (13.0,16.7)	13.4 (11.6,15.4)	17.4 (12.8,23.3)	16.9 (15.4,18.5)	18.3 (16.6,20.1)	12.6 (10.1,15.7)	12.7 (9.5,17.0)
Tend to agree	39.3 (37.1,41.6)	34.5 (32.4,36.6)	39.9 (37.7,42.2)	41.4 (38.6,44.2)	40.4 (37.5,43.3)	39.0 (35.5,42.6)	40.3 (38.2,42.5)	35.1 (32.8,37.4)	44.7 (40.8,48.7)	41.7 (36.1,47.4)
Agree	20.1 (18.3,21.9)	19.0 (17.5,20.7)	32.0 (30.0,34.1)	24.1 (22.2,26.1)	27.6 (25.0,30.4)	23.3 (20.0,27.0)	24.4 (22.7,26.1)	22.6 (20.9,24.3)	31.9 (28.5,35.4)	28.2 (22.5,34.6)

Table 36b.4***Agreement That Someone Will Listen to Requests Through Channels in Workgroup: By Gender Within Paygrade***

36b. Please indicate whether you agree or disagree with the following statements. If I make a request through channels in my work group, I know somebody will listen

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,351	1,019	2,719	392	75	5	1,049	49	208	43
Responding on Item	389,659	83,756	493,684	74,008	15,405	1,141	89,215	17,989	73,321	10,860
Disagree	10.2 (8.8,11.7)	12.7 (11.3,14.2)	4.7 (4.1,5.5)	8.3 (7.0,9.7)	1.8* (1.0,3.4)	6.4 (4.4,9.4)	1.9 (1.1,3.1)	5.5 (4.2,7.2)	2.3 (1.5,3.6)	5.6 (4.3,7.4)
Tend to disagree	17.5 (15.8,19.2)	16.5 (15.0,18.1)	11.9 (10.7,13.3)	13.7 (12.4,15.1)	6.9 (4.9,9.6)	15.8 (10.6,22.9)	6.8 (5.4,8.7)	13.7 (11.5,16.1)	7.2 (5.6,9.2)	10.5 (8.7,12.6)
?	16.5 (15.0,18.3)	17.6 (16.2,19.2)	14.6 (13.3,16.0)	16.9 (15.6,18.2)	15.6 (11.5,20.9)	14.6 (9.9,21.1)	13.5 (11.1,16.3)	15.2 (13.0,17.6)	11.2 (9.4,13.3)	13.2 (11.2,15.4)
Tend to agree	36.6 (34.3,39.1)	34.3 (32.2,36.5)	41.7 (40.0,43.5)	37.9 (35.9,39.9)	43.4 (37.6,49.4)	41.1 (34.6,48.0)	44.8 (41.6,48.1)	42.4 (39.1,45.7)	39.9 (37.0,42.8)	38.5 (35.1,41.9)
Agree	19.2 (17.5,21.1)	18.9 (17.5,20.4)	27.1 (25.7,28.6)	23.3 (21.7,25.1)	32.3 (27.1,37.9)	22.1 (17.2,27.9)	33.0 (29.8,36.2)	23.3 (20.9,25.9)	39.4 (36.7,42.2)	32.3 (29.5,35.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 36c.1***Agreement That Member's Service Has Established a Climate Where Truth Can be Taken Up the Chain of Command Without Fear of Reprisal: By Service***

36c. Please indicate whether you agree or disagree with the following statements. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,745	8,581	2,578	2,759	2,278	967	165
Responding on Item	1,248,202	1,216,138	414,002	330,825	147,044	324,267	32,063
Disagree	12.7	12.8	15.4	12.0	12.9	10.4	8.5
	(12.0,13.5)	(12.1,13.6)	(13.9,17.0)	(10.7,13.3)	(10.7,15.5)	(9.3,11.6)	(6.7,10.9)
Tend to disagree	16.0	16.0	17.4	15.9	15.3	14.6	14.5
	(15.2,16.8)	(15.2,16.8)	(15.8,19.2)	(14.4,17.6)	(13.1,17.8)	(13.3,16.0)	(12.0,17.4)
?	18.4	18.6	18.4	16.9	18.9	20.5	13.4
	(17.7,19.3)	(17.8,19.4)	(16.7,20.1)	(15.5,18.4)	(16.8,21.1)	(19.2,21.8)	(11.3,15.9)
Tend to agree	31.5	31.3	30.0	31.4	29.1	34.0	36.8
	(30.6,32.4)	(30.4,32.3)	(28.4,31.6)	(29.4,33.3)	(26.8,31.5)	(32.6,35.5)	(33.4,40.4)
Agree	21.4	21.3	18.8	23.9	23.9	20.5	26.7
	(20.7,22.2)	(20.5,22.0)	(17.4,20.3)	(22.2,25.8)	(21.7,26.2)	(19.2,21.9)	(23.7,30.0)

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Table 36c.2***Agreement That Member's Service Has Established a Climate Where Truth Can be Taken Up the Chain of Command Without Fear of Reprisal: By Paygrade and Gender***

36c. Please indicate whether you agree or disagree with the following statements. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,947	3,114	55	1,008	620	7,326	1,419
Responding on Item	472,837	567,689	16,571	107,293	83,812	1,060,359	187,843
Disagree	17.2 (15.7,18.7)	11.3 (10.4,12.3)	5.8 (3.7,8.9)	6.0 (4.6,7.7)	7.0 (5.9,8.3)	12.1 (11.3,13.0)	16.1 (15.1,17.2)
Tend to disagree	17.5 (16.0,19.1)	16.0 (14.8,17.3)	14.2 (10.7,18.6)	13.7 (12.1,15.5)	10.5 (9.0,12.2)	15.7 (14.8,16.6)	17.8 (16.8,18.7)
?	21.8 (20.4,23.3)	17.6 (16.4,18.8)	15.2 (11.6,19.6)	14.2 (12.4,16.2)	11.4 (9.9,13.0)	18.1 (17.1,19.0)	20.6 (19.5,21.7)
Tend to agree	26.6 (25.0,28.2)	32.9 (31.3,34.4)	36.1 (31.9,40.5)	38.0 (35.1,40.9)	40.8 (38.5,43.1)	32.1 (31.0,33.1)	28.2 (26.9,29.4)
Agree	17.0 (15.6,18.5)	22.3 (21.2,23.4)	28.8 (23.8,34.5)	28.2 (25.8,30.6)	30.4 (28.1,32.7)	22.1 (21.3,23.0)	17.4 (16.5,18.3)

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Table 36c.3***Agreement That Member's Service Has Established a Climate Where Truth Can be Taken Up the Chain of Command Without Fear of Reprisal: By Gender Within Service***

36c. Please indicate whether you agree or disagree with the following statements. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,337	240	2,032	727	2,119	157	688	279	149	15
Responding on Item	349,195	64,808	283,966	46,859	137,493	9,552	261,264	63,003	28,442	3,622
Disagree	14.6 (12.8,16.5)	19.8 (17.8,21.9)	11.4 (9.9,13.1)	15.3 (13.4,17.3)	12.8 (10.5,15.5)	14.9 (12.5,17.8)	9.7 (8.5,11.1)	13.5 (12.0,15.0)	7.9 (5.9,10.6)	13.2 (10.9,16.0)
Tend to disagree	17.0 (15.2,19.0)	19.7 (18.0,21.5)	15.6 (14.0,17.4)	17.8 (15.2,20.7)	15.1 (12.7,17.8)	18.4 (15.7,21.5)	14.4 (12.8,16.1)	15.5 (14.0,17.1)	13.8 (11.1,16.9)	20.3 (15.5,26.2)
?	18.2 (16.3,20.2)	19.4 (17.6,21.4)	16.4 (14.7,18.2)	20.0 (17.9,22.3)	19.0 (16.8,21.4)	17.0 (14.5,19.7)	19.8 (18.3,21.5)	23.1 (21.2,25.1)	13.3 (11.0,15.9)	14.7 (11.3,18.8)
Tend to agree	30.9 (29.0,32.9)	25.1 (23.2,27.1)	31.9 (29.7,34.1)	28.2 (26.0,30.6)	28.9 (26.5,31.5)	31.1 (25.4,37.3)	34.9 (33.2,36.5)	30.7 (28.7,32.7)	37.7 (33.9,41.7)	30.3 (25.7,35.2)
Agree	19.3 (17.7,21.0)	16.1 (14.6,17.7)	24.8 (22.8,26.9)	18.7 (17.1,20.5)	24.2 (21.9,26.7)	18.7 (15.7,22.0)	21.3 (19.6,23.0)	17.3 (15.8,19.0)	27.4 (24.0,31.0)	21.6 (17.7,26.0)

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Table 36c.4***Agreement That Member's Service Has Established a Climate Where Truth Can be Taken Up the Chain of Command Without Fear of Reprisal: By Gender Within Paygrade***

36c. Please indicate whether you agree or disagree with the following statements. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,100	849	2,678	436	46	9	940	69	564	56
Responding on Item	388,910	83,926	493,725	73,964	15,434	1,137	89,324	17,969	72,965	10,847
Disagree	16.8 (15.2,18.7)	18.7 (17.0,20.5)	10.6 (9.6,11.8)	15.8 (14.3,17.4)	5.4 (3.3,8.8)	11.0 (8.2,14.5)	5.3 (3.8,7.4)	9.3 (7.7,11.2)	6.5 (5.2,8.1)	10.6 (8.8,12.7)
Tend to disagree	17.2 (15.5,19.1)	18.8 (17.3,20.4)	15.7 (14.4,17.2)	17.7 (16.3,19.3)	13.9 (10.2,18.7)	17.6 (12.8,23.8)	13.1 (11.2,15.3)	16.8 (14.6,19.1)	10.3 (8.7,12.2)	11.7 (10.2,13.4)
?	21.7 (20.0,23.5)	22.5 (20.7,24.3)	17.4 (16.0,18.8)	19.0 (17.6,20.6)	14.7 (10.9,19.5)	21.1 (14.8,29.2)	13.1 (11.0,15.5)	19.8 (17.4,22.6)	10.4 (8.8,12.3)	17.9 (15.7,20.2)
Tend to agree	27.1 (25.3,29.0)	24.0 (22.1,26.0)	33.4 (31.7,35.1)	29.4 (27.6,31.3)	36.3 (31.8,41.0)	33.1 (26.9,40.0)	38.2 (34.8,41.6)	36.9 (34.2,39.7)	41.4 (38.8,44.1)	36.5 (33.3,39.8)
Agree	17.2 (15.5,19.0)	16.1 (14.7,17.5)	22.9 (21.7,24.2)	18.1 (16.6,19.6)	29.7 (24.3,35.8)	17.2 (13.0,22.4)	30.4 (27.6,33.3)	17.2 (14.9,19.8)	31.4 (28.8,34.1)	23.4 (21.0,26.1)

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Table 36d.1***Agreement That Member Finds It Difficult to Balance Work and Personal Responsibilities: By Service***

36d. Please indicate whether you agree or disagree with the following statements. I find it very difficult to balance my work and personal responsibilities[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item		10,156	10,018	3,056	3,067	2,148	1,748
Responding on Item		1,246,791	1,214,701	413,524	330,517	147,174	323,486
Disagree	28.7	28.7	27.2	30.6	30.3	27.8	30.8
	(27.8,29.7)	(27.7,29.6)	(25.5,28.9)	(28.6,32.8)	(27.9,32.9)	(26.3,29.4)	(28.0,33.7)
Tend to disagree	30.9	30.8	29.3	30.6	29.2	33.6	35.4
	(30.0,31.8)	(29.9,31.7)	(27.4,31.4)	(28.5,32.7)	(26.5,31.9)	(32.0,35.2)	(32.1,38.9)
?	13.7	13.7	14.0	13.4	14.3	13.4	12.7
	(12.9,14.5)	(12.9,14.5)	(12.4,15.7)	(12.1,14.8)	(12.3,16.5)	(12.3,14.7)	(10.7,15.1)
Tend to agree	17.3	17.4	18.8	16.3	16.0	17.4	14.9
	(16.6,18.1)	(16.7,18.2)	(17.4,20.4)	(14.4,18.4)	(13.9,18.3)	(16.3,18.6)	(12.6,17.4)
Agree	9.4	9.5	10.7	9.2	10.2	7.8	6.2
	(8.7,10.1)	(8.8,10.2)	(9.5,12.0)	(8.0,10.5)	(8.4,12.4)	(6.8,9.0)	(5.1,7.6)

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Table 36d.2***Agreement That Member Finds It Difficult to Balance Work and Personal Responsibilities: By Paygrade and Gender***

36d. Please indicate whether you agree or disagree with the following statements. I find it very difficult to balance my work and personal responsibilities[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,532	3,179	96	1,069	280	8,598	1,557
Responding on Item	471,252	567,624	16,530	107,232	84,152	1,059,087	187,705
Disagree	26.2 (24.3,28.1)	31.7 (30.3,33.2)	32.4 (27.2,38.0)	25.8 (23.2,28.6)	25.9 (23.8,28.1)	27.8 (26.7,28.8)	34.1 (32.9,35.4)
Tend to disagree	28.4 (26.7,30.2)	32.2 (30.8,33.6)	28.2 (23.6,33.3)	35.1 (32.7,37.6)	31.2 (28.7,33.8)	31.0 (30.0,32.1)	30.1 (29.2,31.1)
?	16.5 (15.1,17.9)	12.3 (11.3,13.4)	13.6 (10.8,16.9)	10.8 (9.1,12.7)	10.9 (9.6,12.5)	14.0 (13.2,14.9)	11.7 (11.0,12.5)
Tend to agree	18.3 (16.8,20.0)	15.6 (14.7,16.6)	15.5 (12.3,19.4)	19.5 (17.5,21.7)	20.8 (18.6,23.3)	17.7 (16.9,18.6)	15.3 (14.4,16.2)
Agree	10.6 (9.4,12.0)	8.2 (7.4,9.1)	10.4 (7.0,15.2)	8.8 (7.1,10.8)	11.2 (9.7,12.9)	9.5 (8.7,10.3)	8.8 (8.2,9.4)

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Table 36d.3**Agreement That Member Finds It Difficult to Balance Work and Personal Responsibilities: By Gender Within Service**

36d. Please indicate whether you agree or disagree with the following statements. I find it very difficult to balance my work and personal responsibilities[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,712	344	2,291	776	1,980	168	1,487	260	129	9
Responding on Item	348,820	64,704	283,707	46,810	137,632	9,541	260,465	63,022	28,462	3,628
Disagree	26.1 (24.2,28.1)	33.1 (30.8,35.5)	30.0 (27.6,32.4)	34.6 (32.2,37.1)	30.4 (27.8,33.1)	29.8 (26.0,34.0)	25.9 (24.2,27.8)	35.5 (33.6,37.4)	30.4 (27.2,33.8)	33.7 (28.8,38.9)
Tend to disagree	29.7 (27.4,32.1)	27.4 (25.7,29.1)	30.7 (28.4,33.1)	29.7 (27.4,32.1)	28.9 (26.2,31.8)	32.3 (26.9,38.3)	33.7 (31.8,35.7)	32.9 (31.2,34.7)	36.1 (32.3,40.1)	30.1 (25.5,35.2)
?	14.3 (12.5,16.4)	12.1 (10.6,13.9)	13.4 (11.9,15.1)	13.1 (11.3,15.1)	14.4 (12.3,16.8)	11.6 (9.4,14.2)	14.2 (12.8,15.8)	10.0 (8.9,11.2)	12.4 (10.2,15.0)	15.4 (11.3,20.5)
Tend to agree	19.1 (17.5,20.9)	17.2 (15.4,19.1)	16.4 (14.3,18.8)	15.3 (13.3,17.6)	16.0 (13.8,18.4)	16.4 (12.4,21.5)	18.4 (17.0,19.9)	13.2 (12.0,14.5)	14.9 (12.4,17.8)	14.2 (11.1,18.2)
Agree	10.8 (9.4,12.3)	10.2 (9.0,11.6)	9.5 (8.1,11.1)	7.2 (6.2,8.5)	10.3 (8.4,12.6)	9.8 (7.3,13.0)	7.7 (6.5,9.2)	8.4 (7.3,9.7)	6.2 (4.9,7.7)	6.6 (5.2,8.4)

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Table 36d.4***Agreement That Member Finds It Difficult to Balance Work and Personal Responsibilities: By Gender Within Paygrade***

36d. Please indicate whether you agree or disagree with the following statements. I find it very difficult to balance my work and personal responsibilities[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,503	1,029	2,757	422	86	10	1,020	50	234	46
Responding on Item	387,507	83,746	493,646	73,978	15,394	1,136	89,244	17,988	73,296	10,857
Disagree	25.0 (22.8,27.4)	31.3 (29.3,33.4)	30.4 (28.8,32.1)	40.7 (38.8,42.5)	31.7 (26.3,37.8)	40.6 (34.2,47.3)	26.3 (23.4,29.3)	23.5 (20.8,26.5)	25.5 (23.1,28.1)	28.4 (25.4,31.6)
Tend to disagree	28.2 (26.1,30.3)	29.6 (27.9,31.3)	32.6 (31.1,34.2)	29.2 (27.8,30.7)	27.9 (23.1,33.4)	31.5 (25.6,38.1)	34.5 (31.8,37.3)	38.1 (34.8,41.5)	31.8 (28.9,34.8)	27.3 (24.9,29.9)
?	16.9 (15.3,18.6)	14.6 (13.2,16.1)	12.8 (11.7,13.9)	9.3 (8.4,10.3)	13.9 (10.9,17.4)	9.4* (4.8,17.7)	10.9 (9.0,13.2)	10.1 (8.4,12.1)	11.4 (9.8,13.2)	8.1 (6.7,9.9)
Tend to agree	19.0 (17.2,21.0)	15.4 (13.9,16.9)	16.0 (14.9,17.1)	13.1 (11.9,14.5)	15.8 (12.4,20.0)	11.8 (8.8,15.6)	19.5 (17.2,22.0)	19.6 (17.1,22.4)	20.6 (18.0,23.4)	22.7 (20.1,25.4)
Agree	10.9 (9.4,12.7)	9.2 (8.0,10.4)	8.3 (7.3,9.3)	7.7 (6.7,8.8)	10.7 (7.1,15.9)	6.7 (4.6,9.7)	8.8 (6.9,11.2)	8.7 (7.1,10.7)	10.8 (9.2,12.8)	13.6 (11.8,15.5)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 36e.1**Agreement That Frequent Change of Priorities or Work Objectives Makes It Difficult to Get Work Done: By Service**

36e. Please indicate whether you agree or disagree with the following statements. Priorities or work objectives are changed so frequently, I have trouble getting my work done[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,019	8,920	3,236	2,772	1,888	1,025	99
Responding on Item	1,247,928	1,215,799	413,344	330,812	147,434	324,209	32,129
Disagree	23.3 (22.3,24.2)	23.3 (22.4,24.3)	20.8 (19.1,22.5)	26.3 (24.3,28.4)	25.0 (22.6,27.5)	22.9 (21.3,24.6)	20.1 (17.7,22.6)
Tend to disagree	28.5 (27.5,29.6)	28.4 (27.3,29.5)	25.7 (23.9,27.5)	28.2 (26.1,30.3)	28.3 (25.8,30.9)	32.3 (30.6,33.9)	32.4 (29.3,35.6)
?	13.9 (13.1,14.6)	13.9 (13.1,14.7)	12.7 (11.3,14.3)	14.5 (13.2,16.0)	13.6 (11.5,16.1)	14.8 (13.7,15.9)	13.6 (11.6,15.9)
Tend to agree	20.2 (19.4,21.1)	20.2 (19.3,21.1)	23.3 (21.5,25.2)	17.6 (16.0,19.4)	18.9 (16.7,21.3)	19.5 (18.3,20.8)	22.0 (19.5,24.6)
Agree	14.1 (13.5,14.9)	14.2 (13.5,14.9)	17.6 (16.0,19.2)	13.5 (12.2,14.9)	14.3 (12.4,16.4)	10.6 (9.6,11.8)	12.0 (9.7,14.8)

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Table 36e.2**Agreement That Frequent Change of Priorities or Work Objectives Makes It Difficult to Get Work Done: By Paygrade and Gender**

36e. Please indicate whether you agree or disagree with the following statements. Priorities or work objectives are changed so frequently, I have trouble getting my work done[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,675	3,701	130	1,322	190	7,709	1,310
Responding on Item	473,109	567,102	16,496	106,979	84,242	1,059,977	187,952
Disagree	23.5 (21.8,25.3)	23.2 (21.8,24.5)	25.1 (20.6,30.2)	21.5 (19.1,24.0)	24.5 (22.5,26.7)	22.2 (21.1,23.3)	29.4 (28.1,30.8)
Tend to disagree	26.3 (24.4,28.2)	27.8 (26.3,29.2)	31.1 (26.9,35.5)	36.5 (33.6,39.6)	35.7 (33.3,38.2)	28.4 (27.2,29.7)	29.0 (27.7,30.3)
?	14.7 (13.3,16.3)	13.2 (12.2,14.2)	13.0 (10.6,16.0)	13.9 (12.2,15.8)	13.7 (11.9,15.8)	14.0 (13.1,14.8)	13.3 (12.4,14.2)
Tend to agree	19.9 (18.2,21.8)	21.2 (19.9,22.6)	20.3 (16.3,25.1)	18.7 (16.3,21.2)	17.5 (15.8,19.4)	20.7 (19.8,21.7)	17.5 (16.6,18.5)
Agree	15.6 (14.2,17.2)	14.7 (13.7,15.8)	10.5 (7.0,15.6)	9.5 (7.9,11.3)	8.6 (7.1,10.4)	14.7 (13.9,15.6)	10.8 (10.1,11.5)

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Table 36e.3**Agreement That Frequent Change of Priorities or Work Objectives Makes It Difficult to Get Work Done: By Gender Within Service**

36e. Please indicate whether you agree or disagree with the following statements. Priorities or work objectives are changed so frequently, I have trouble getting my work done[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,022	213	2,042	730	1,678	210	888	137	78	21
Responding on Item	348,510	64,835	283,956	46,856	137,934	9,499	261,064	63,145	28,513	3,616
Disagree	19.5 (17.6,21.5)	27.9 (25.9,29.9)	25.8 (23.5,28.2)	29.2 (26.7,31.8)	24.7 (22.2,27.4)	28.3 (24.6,32.3)	20.8 (19.0,22.7)	31.5 (29.4,33.8)	19.3 (16.6,22.3)	26.2 (22.2,30.6)
Tend to disagree	25.5 (23.4,27.7)	26.7 (24.5,29.0)	27.9 (25.6,30.3)	29.8 (27.3,32.3)	28.2 (25.6,31.0)	29.2 (25.4,33.2)	32.7 (30.7,34.7)	30.7 (28.7,32.7)	32.5 (29.1,36.0)	31.6 (27.2,36.5)
?	12.9 (11.2,14.7)	11.9 (10.7,13.2)	14.6 (13.0,16.2)	14.3 (12.3,16.7)	13.4 (11.1,16.0)	17.2 (13.3,22.0)	15.1 (13.7,16.5)	13.5 (12.0,15.0)	13.7 (11.5,16.1)	13.0 (9.2,18.1)
Tend to agree	23.8 (21.7,26.1)	20.4 (18.3,22.6)	17.7 (15.9,19.7)	17.1 (15.2,19.3)	19.1 (16.8,21.7)	15.6 (13.2,18.3)	20.6 (19.0,22.2)	15.0 (13.6,16.6)	22.4 (19.8,25.2)	18.5 (14.4,23.6)
Agree	18.4 (16.6,20.3)	13.3 (12.0,14.7)	14.1 (12.6,15.7)	9.6 (8.3,11.0)	14.6 (12.6,16.8)	9.8 (6.5,14.5)	11.0 (9.6,12.4)	9.3 (8.1,10.7)	12.2 (9.7,15.3)	10.6 (7.2,15.5)

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Table 36e.4***Agreement That Frequent Change of Priorities or Work Objectives Makes It Difficult to Get Work Done: By Gender Within Paygrade***

36e. Please indicate whether you agree or disagree with the following statements. Priorities or work objectives are changed so frequently, I have trouble getting my work done[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,859	817	3,318	383	116	14	1,263	60	153	37
Responding on Item	389,151	83,958	493,085	74,017	15,364	1,132	89,001	17,978	73,376	10,866
Disagree	22.0 (19.9,24.2)	30.5 (28.4,32.7)	22.1 (20.6,23.6)	30.2 (28.6,32.0)	25.1 (20.3,30.5)	25.1 (20.5,30.4)	21.2 (18.4,24.3)	22.8 (20.3,25.6)	24.1 (21.9,26.6)	26.9 (24.1,29.9)
Tend to disagree	26.0 (23.8,28.3)	27.8 (25.7,29.9)	27.8 (26.2,29.4)	27.6 (25.8,29.4)	30.6 (26.3,35.3)	36.8 (29.5,44.7)	36.3 (32.8,39.9)	37.8 (34.8,40.9)	36.1 (33.4,38.9)	33.0 (29.8,36.4)
?	14.7 (13.0,16.6)	14.7 (13.4,16.2)	13.4 (12.3,14.6)	11.5 (10.4,12.7)	13.0 (10.4,16.2)	13.1 (8.8,18.9)	13.7 (11.7,16.0)	14.9 (12.6,17.5)	14.0 (11.9,16.4)	11.7 (9.8,13.8)
Tend to agree	20.8 (18.7,23.1)	15.9 (14.4,17.5)	21.5 (20.1,23.1)	19.0 (17.6,20.5)	20.5 (16.2,25.6)	17.8 (14.1,22.2)	18.9 (16.2,22.0)	17.2 (14.6,20.1)	17.1 (15.2,19.2)	20.1 (17.4,23.0)
Agree	16.6 (14.8,18.5)	11.2 (10.0,12.4)	15.2 (14.0,16.4)	11.7 (10.5,12.9)	10.8 (7.0,16.3)	7.2 (5.0,10.4)	9.9 (8.1,12.0)	7.3 (5.8,9.1)	8.6 (7.0,10.7)	8.4 (7.0,10.0)

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Table 36f.1***Agreement That Supervisor Encourages People to Learn From Mistakes: By Service***

36f. Please indicate whether you agree or disagree with the following statements. My supervisor encourages people to learn from mistakes[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,560	10,379	4,148	2,953	2,145	1,133	181
Responding on Item	1,246,387	1,214,340	412,432	330,631	147,177	324,101	32,047
Disagree	5.4	5.4	6.0	5.3	5.4	4.7	3.7
	(4.8,5.9)	(4.9,6.0)	(5.1,7.0)	(4.4,6.5)	(4.2,7.1)	(4.0,5.5)	(2.6,5.4)
Tend to disagree	8.5	8.5	9.6	8.6	5.6	8.3	6.3
	(7.9,9.1)	(7.9,9.1)	(8.3,11.1)	(7.4,10.0)	(4.4,7.1)	(7.3,9.4)	(4.9,7.9)
?	17.1	17.1	16.9	17.2	13.8	18.7	16.0
	(16.3,17.9)	(16.3,17.9)	(15.5,18.3)	(15.6,19.0)	(11.8,16.2)	(17.4,20.1)	(13.7,18.6)
Tend to agree	42.8	42.7	42.4	43.5	43.2	42.0	46.4
	(41.6,44.0)	(41.5,44.0)	(40.2,44.7)	(41.2,45.8)	(40.6,45.9)	(40.1,44.0)	(43.3,49.5)
Agree	26.3	26.3	25.1	25.3	31.9	26.3	27.6
	(25.3,27.4)	(25.3,27.4)	(23.2,27.1)	(23.5,27.2)	(29.3,34.7)	(24.7,27.9)	(24.9,30.5)

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Table 36f.2**Agreement That Supervisor Encourages People to Learn From Mistakes: By Paygrade and Gender**

36f. Please indicate whether you agree or disagree with the following statements. My supervisor encourages people to learn from mistakes[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,732	3,809	81	1,484	454	9,064	1,496
Responding on Item	472,052	566,994	16,545	106,817	83,978	1,058,621	187,766
Disagree	6.6 (5.5,7.8)	5.0 (4.4,5.7)	4.3 (2.9,6.2)	2.9 (2.2,3.9)	4.1 (3.3,5.2)	4.8 (4.3,5.5)	8.2 (7.5,8.9)
Tend to disagree	9.0 (8.0,10.3)	8.6 (7.8,9.6)	8.2 (5.6,11.8)	6.3 (5.2,7.7)	6.6 (5.4,8.1)	8.2 (7.6,8.9)	9.7 (9.1,10.4)
?	15.8 (14.3,17.4)	17.8 (16.8,18.8)	21.3 (17.6,25.5)	16.6 (14.7,18.6)	19.1 (17.1,21.2)	16.3 (15.4,17.2)	21.5 (20.4,22.6)
Tend to agree	40.0 (37.8,42.3)	44.3 (42.8,45.9)	43.9 (38.5,49.5)	45.1 (42.4,47.9)	45.2 (42.6,47.7)	43.8 (42.4,45.2)	37.3 (36.1,38.6)
Agree	28.6 (26.7,30.6)	24.3 (22.8,25.7)	22.4 (17.9,27.6)	29.0 (26.9,31.3)	25.0 (23.0,27.2)	26.9 (25.7,28.1)	23.3 (22.2,24.4)

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Table 36f.3***Agreement That Supervisor Encourages People to Learn From Mistakes: By Gender Within Service***36f. Please indicate whether you agree or disagree with the following statements. My supervisor encourages people to learn from mistakes[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,833	315	2,235	718	1,956	188	875	258	164	17
Responding on Item	347,699	64,733	283,763	46,868	137,656	9,521	261,077	63,024	28,427	3,620
Disagree	5.2	10.1	4.8	8.5	5.4	6.0	4.3	6.4	3.4	6.3
	(4.3,6.4)	(8.7,11.7)	(3.7,6.2)	(7.3,9.9)	(4.1,7.1)	(4.1,8.6)	(3.5,5.2)	(5.5,7.5)	(2.2,5.3)	(4.9,7.9)
Tend to disagree	9.6	9.7	8.4	10.0	5.3	9.3	8.0	9.5	5.4	13.0
	(8.2,11.3)	(8.6,10.9)	(7.0,10.0)	(8.6,11.6)	(4.0,7.0)	(7.4,11.8)	(6.9,9.3)	(8.2,11.0)	(4.1,7.1)	(9.1,18.2)
?	16.1	20.9	16.6	21.2	13.4	20.4	17.8	22.7	15.8	17.4
	(14.5,17.9)	(19.0,22.9)	(14.7,18.6)	(19.2,23.4)	(11.2,15.9)	(16.3,25.3)	(16.2,19.5)	(20.9,24.6)	(13.3,18.7)	(14.1,21.3)
Tend to agree	43.4	37.5	44.5	37.8	43.5	39.2	43.4	36.4	47.1	40.8
	(40.8,45.9)	(35.0,40.1)	(41.8,47.1)	(35.3,40.4)	(40.7,46.4)	(35.3,43.4)	(41.1,45.7)	(34.0,38.8)	(43.6,50.6)	(36.0,45.9)
Agree	25.7	21.8	25.8	22.4	32.4	25.1	26.6	25.1	28.3	22.4
	(23.4,28.1)	(20.1,23.7)	(23.8,28.0)	(20.3,24.8)	(29.6,35.3)	(21.3,29.3)	(24.8,28.4)	(23.2,27.1)	(25.3,31.5)	(18.5,26.9)

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Table 36f.4***Agreement That Supervisor Encourages People to Learn From Mistakes: By Gender Within Paygrade***36f. Please indicate whether you agree or disagree with the following statements. My supervisor encourages people to learn from mistakes[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,818	915	3,387	421	76	5	1,376	109	407	46
Responding on Item	388,192	83,860	493,016	73,979	15,404	1,141	88,888	17,930	73,122	10,857
Disagree	6.2	8.4	4.5	8.5	4.0	8.5	2.4	5.8	3.6	7.9
	(5.0,7.6)	(7.1,10.0)	(3.8,5.2)	(7.5,9.7)	(2.5,6.1)	(6.0,11.9)	(1.6,3.6)	(4.4,7.5)	(2.6,4.8)	(6.4,9.7)
Tend to disagree	8.8	10.2	8.5	9.5	8.0	10.6	5.8	8.8	6.2	9.6
	(7.5,10.3)	(8.9,11.5)	(7.5,9.6)	(8.5,10.7)	(5.3,12.0)	(8.0,14.0)	(4.5,7.5)	(7.3,10.5)	(4.8,7.9)	(8.1,11.5)
?	14.8	20.5	17.1	22.6	20.8	27.7	15.8	20.4	18.5	22.8
	(13.0,16.7)	(18.7,22.5)	(16.0,18.3)	(20.9,24.4)	(17.0,25.2)	(20.6,36.2)	(13.6,18.3)	(17.8,23.3)	(16.3,21.0)	(20.2,25.5)
Tend to agree	40.9	36.1	45.4	37.0	44.5	36.2	45.3	44.2	46.2	38.3
	(38.2,43.6)	(34.0,38.1)	(43.7,47.2)	(35.0,39.1)	(38.7,50.4)	(30.5,42.3)	(42.1,48.6)	(40.7,47.7)	(43.3,49.1)	(35.2,41.5)
Agree	29.4	24.9	24.5	22.4	22.8	17.0	30.7	20.9	25.6	21.5
	(27.1,31.8)	(23.1,26.7)	(22.9,26.3)	(20.8,24.0)	(18.0,28.4)	(13.3,21.5)	(28.3,33.2)	(18.1,23.9)	(23.2,28.1)	(19.2,23.9)

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Table 36g.1**Agreement That Supervisor Has Sufficient Authority: By Service**

36g. Please indicate whether you agree or disagree with the following statements. My supervisor has sufficient authority[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,525	11,406	3,826	3,242	2,647	1,693	119
Responding on Item	1,245,422	1,213,313	412,754	330,342	146,675	323,541	32,109
Disagree	5.4	5.4	6.0	5.8	4.0	5.0	4.7
	(4.9,6.0)	(4.9,6.0)	(5.1,7.1)	(4.8,6.9)	(2.9,5.4)	(4.2,5.8)	(3.3,6.7)
Tend to disagree	9.4	9.4	9.9	9.8	5.6	10.0	8.4
	(8.7,10.0)	(8.8,10.1)	(8.7,11.3)	(8.6,11.1)	(4.5,7.1)	(9.1,11.1)	(6.8,10.2)
?	12.1	12.1	13.0	11.1	10.7	12.5	11.2
	(11.3,12.8)	(11.3,12.9)	(11.5,14.6)	(9.7,12.7)	(9.2,12.5)	(11.5,13.6)	(9.2,13.6)
Tend to agree	40.0	40.0	40.3	40.3	37.4	40.6	40.6
	(38.9,41.2)	(38.9,41.2)	(38.0,42.5)	(38.0,42.6)	(34.6,40.3)	(38.8,42.4)	(37.2,44.2)
Agree	33.2	33.1	30.9	33.1	42.3	31.9	35.1
	(32.1,34.3)	(32.0,34.2)	(28.9,32.9)	(31.0,35.1)	(39.6,45.0)	(30.2,33.7)	(32.4,38.0)

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Table 36g.2**Agreement That Supervisor Has Sufficient Authority: By Paygrade and Gender**36g. Please indicate whether you agree or disagree with the following statements. My supervisor has sufficient authority[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,963	4,621	114	1,372	453	9,885	1,640
Responding on Item	471,821	566,182	16,512	106,929	83,979	1,057,800	187,622
Disagree	5.9 (5.0,7.0)	5.9 (5.2,6.7)	3.8 (2.4,6.0)	2.8 (2.1,3.8)	2.8 (2.0,3.9)	5.0 (4.4,5.6)	7.8 (7.0,8.6)
Tend to disagree	9.3 (8.3,10.4)	10.1 (9.2,11.0)	9.8 (6.9,13.7)	8.6 (7.2,10.2)	5.8 (4.6,7.1)	9.3 (8.6,10.0)	9.9 (9.2,10.8)
?	14.9 (13.5,16.3)	11.2 (10.3,12.2)	9.4 (6.6,13.1)	8.1 (6.5,10.0)	7.6 (6.3,9.2)	11.3 (10.5,12.2)	16.2 (15.1,17.3)
Tend to agree	37.7 (35.5,40.0)	41.1 (39.5,42.6)	43.4 (37.9,49.0)	43.4 (40.4,46.5)	41.2 (38.9,43.6)	40.4 (39.1,41.8)	37.8 (36.6,39.0)
Agree	32.2 (30.4,34.2)	31.8 (30.3,33.3)	33.7 (28.0,39.9)	37.2 (34.5,40.0)	42.7 (40.0,45.3)	34.0 (32.8,35.3)	28.3 (27.2,29.4)

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Table 36g.3**Agreement That Supervisor Has Sufficient Authority: By Gender Within Service**36g. Please indicate whether you agree or disagree with the following statements. My supervisor has sufficient authority[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,509	317	2,464	778	2,424	221	1,380	313	108	11
Responding on Item	348,023	64,731	283,534	46,808	137,188	9,488	260,572	62,969	28,483	3,626
Disagree	5.6	8.2	5.3	8.5	3.8	6.4	4.4	7.3	4.6	5.1
	(4.6,6.9)	(6.9,9.6)	(4.2,6.7)	(6.9,10.4)	(2.7,5.3)	(4.3,9.5)	(3.5,5.5)	(6.2,8.5)	(3.1,7.0)	(3.9,6.7)
Tend to disagree	9.8	10.5	9.9	9.0	5.5	7.8	10.0	10.4	8.2	9.4
	(8.4,11.4)	(9.3,11.9)	(8.6,11.5)	(7.8,10.3)	(4.2,7.0)	(5.7,10.7)	(8.9,11.2)	(9.0,12.0)	(6.5,10.4)	(6.9,12.8)
?	11.9	18.9	10.5	14.8	10.5	13.6	11.9	15.0	10.9	13.6
	(10.2,13.8)	(17.0,21.0)	(8.9,12.4)	(12.9,16.9)	(8.9,12.4)	(11.1,16.6)	(10.7,13.2)	(13.5,16.7)	(8.8,13.4)	(10.6,17.2)
Tend to agree	41.2	35.5	40.4	39.5	37.2	40.2	41.2	38.3	40.3	43.1
	(38.5,43.9)	(33.2,37.8)	(37.9,43.0)	(37.1,41.9)	(34.3,40.3)	(34.5,46.2)	(39.0,43.4)	(35.9,40.7)	(36.5,44.2)	(38.2,48.1)
Agree	31.6	26.9	33.8	28.3	43.0	32.0	32.6	29.1	35.9	28.8
	(29.3,34.0)	(25.0,29.0)	(31.5,36.2)	(26.4,30.3)	(40.2,45.8)	(27.8,36.5)	(30.6,34.7)	(27.2,31.0)	(32.8,39.1)	(24.9,33.0)

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Table 36g.4***Agreement That Supervisor Has Sufficient Authority: By Gender Within Paygrade***36g. Please indicate whether you agree or disagree with the following statements. My supervisor has sufficient authority[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,044	920	4,145	477	106	9	1,203	170	388	65
Responding on Item	387,966	83,855	492,258	73,923	15,374	1,137	89,061	17,868	73,141	10,838
Disagree	5.6	7.3	5.4	9.5	3.6	6.8	2.3	5.2	2.5	4.7
	(4.6,6.9)	(6.3,8.4)	(4.6,6.3)	(8.2,10.8)	(2.2,6.0)	(4.7,9.8)	(1.5,3.5)	(3.7,7.2)	(1.6,3.8)	(3.6,6.3)
Tend to disagree	9.3	9.4	9.9	11.1	9.7	11.1	8.5	8.9	5.5	7.6
	(8.1,10.7)	(8.2,10.8)	(8.9,11.0)	(10.0,12.4)	(6.7,13.9)	(6.7,17.7)	(6.9,10.5)	(7.2,11.0)	(4.2,7.1)	(6.1,9.6)
?	14.0	19.0	10.6	15.2	9.0	13.6	7.4	11.1	7.1	10.7
	(12.4,15.7)	(17.0,21.1)	(9.6,11.7)	(13.6,16.9)	(6.2,13.1)	(8.4,21.3)	(5.6,9.8)	(9.1,13.5)	(5.7,8.9)	(9.0,12.8)
Tend to agree	37.7	37.6	41.8	36.0	43.8	37.9	43.2	44.5	41.4	40.1
	(35.1,40.4)	(35.7,39.6)	(40.1,43.5)	(34.0,38.1)	(38.0,49.8)	(32.1,44.0)	(39.7,46.7)	(41.5,47.6)	(38.7,44.1)	(37.0,43.4)
Agree	33.4	26.7	32.3	28.3	33.9	30.7	38.6	30.2	43.5	36.8
	(31.2,35.7)	(24.9,28.6)	(30.6,34.0)	(26.6,30.1)	(27.8,40.5)	(26.0,35.8)	(35.4,41.9)	(27.4,33.2)	(40.5,46.6)	(34.2,39.4)

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Table 36h.1**Agreement That Core Values of Member's Service Are Clear: By Service**

36h. Please indicate whether you agree or disagree with the following statements. I believe my Service's core values are clear[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,108	10,992	3,842	3,690	1,901	1,561	115
Responding on Item	1,245,839	1,213,727	412,738	329,894	147,421	323,673	32,113
Disagree	3.3	3.4	4.3	3.6	2.6	2.3	2.3*
	(2.9,3.8)	(2.9,3.9)	(3.4,5.3)	(2.9,4.5)	(1.7,4.0)	(1.8,2.9)	(1.3,4.2)
Tend to disagree	4.0	4.1	5.2	4.0	3.9	2.9	2.6
	(3.7,4.5)	(3.7,4.5)	(4.4,6.1)	(3.2,4.9)	(2.7,5.5)	(2.3,3.5)	(1.6,4.0)
?	9.2	9.2	10.9	9.1	8.5	7.5	7.6
	(8.6,9.8)	(8.7,9.8)	(9.6,12.2)	(7.9,10.5)	(6.8,10.7)	(6.5,8.6)	(5.9,9.8)
Tend to agree	35.1	35.2	38.9	34.7	24.8	35.7	32.3
	(34.0,36.2)	(34.1,36.3)	(37.1,40.7)	(32.4,37.0)	(22.3,27.5)	(33.9,37.5)	(29.1,35.7)
Agree	48.4	48.2	40.8	48.6	60.2	51.7	55.2
	(47.3,49.5)	(47.0,49.3)	(39.0,42.6)	(46.5,50.7)	(56.8,63.4)	(49.8,53.6)	(51.8,58.6)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 36h.2**Agreement That Core Values of Member's Service Are Clear: By Paygrade and Gender**

36h. Please indicate whether you agree or disagree with the following statements. I believe my Service's core values are clear[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,279	4,928	139	1,295	466	9,154	1,954
Responding on Item	472,505	565,875	16,487	107,006	83,966	1,058,531	187,308
Disagree	5.5 (4.5,6.8)	2.3 (1.9,2.7)	1.4* (0.7,2.7)	0.9 (0.5,1.5)	1.6 (1.1,2.3)	3.3 (2.7,3.9)	3.8 (3.2,4.4)
Tend to disagree	5.1 (4.3,6.1)	3.7 (3.1,4.3)	4.6 (3.0,6.9)	2.5 (1.7,3.6)	2.7 (2.0,3.5)	4.0 (3.6,4.5)	4.2 (3.7,4.9)
?	12.9 (11.7,14.2)	7.3 (6.5,8.1)	8.3 (5.4,12.6)	5.3 (4.2,6.7)	6.0 (4.9,7.3)	8.9 (8.2,9.6)	10.8 (10.0,11.6)
Tend to agree	34.3 (32.4,36.2)	35.9 (34.4,37.5)	33.8 (28.8,39.2)	36.7 (34.0,39.6)	32.6 (30.5,34.9)	35.4 (34.1,36.7)	33.6 (32.4,34.8)
Agree	42.2 (40.2,44.3)	50.9 (49.4,52.4)	51.9 (46.6,57.3)	54.6 (52.0,57.2)	57.1 (55.0,59.2)	48.5 (47.2,49.8)	47.7 (46.3,49.0)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 36h.3**Agreement That Core Values of Member's Service Are Clear: By Gender Within Service**36h. Please indicate whether you agree or disagree with the following statements. I believe my Service's core values are clear[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,510	332	2,624	1,065	1,717	183	1,201	359	100	15
Responding on Item	348,022	64,716	283,374	46,521	137,895	9,526	260,751	62,923	28,491	3,622
Disagree	4.0	5.6	3.7	3.3	2.5	4.5	2.3	2.1	2.2*	2.9*
	(3.1,5.3)	(4.2,7.5)	(2.8,4.8)	(2.4,4.3)	(1.5,4.0)	(2.8,7.1)	(1.8,3.1)	(1.6,2.8)	(1.1,4.5)	(1.5,5.2)
Tend to disagree	5.2	5.0	4.0	4.3	3.9	3.6	2.7	3.6	2.6	2.5
	(4.2,6.4)	(4.0,6.1)	(3.1,5.0)	(3.4,5.5)	(2.7,5.7)	(2.6,5.2)	(2.1,3.4)	(2.7,4.9)	(1.5,4.3)	(1.6,4.0)
?	10.5	13.0	8.9	10.5	8.3	11.5	7.2	8.7	7.4	9.6
	(9.0,12.2)	(11.6,14.6)	(7.6,10.5)	(9.1,12.1)	(6.5,10.6)	(9.0,14.6)	(6.1,8.5)	(7.2,10.3)	(5.6,9.7)	(6.6,13.7)
Tend to agree	39.6	35.3	34.5	35.4	24.5	28.8	36.8	31.1	32.0	34.9
	(37.4,41.8)	(32.9,37.8)	(31.9,37.3)	(32.9,38.0)	(21.8,27.5)	(23.3,35.1)	(34.6,39.0)	(29.4,33.0)	(28.4,35.7)	(29.5,40.8)
Agree	40.7	41.1	49.0	46.6	60.8	51.5	51.0	54.5	55.9	50.1
	(38.7,42.8)	(38.7,43.6)	(46.5,51.4)	(43.7,49.5)	(57.1,64.3)	(46.4,56.6)	(48.7,53.3)	(52.3,56.6)	(52.0,59.7)	(45.2,55.0)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 36h.4**Agreement That Core Values of Member's Service Are Clear: By Gender Within Paygrade**

36h. Please indicate whether you agree or disagree with the following statements. I believe my Service's core values are clear[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,342	938	4,053	875	134	5	1,206	90	420	46
Responding on Item	388,668	83,837	492,350	73,525	15,346	1,141	89,058	17,948	73,109	10,857
Disagree	5.6 (4.3,7.2)	5.2 (4.2,6.4)	2.2 (1.8,2.7)	2.9 (2.3,3.7)	1.2* (0.6,2.7)	3.1 (1.9,4.8)	0.7* (0.3,1.6)	1.6 (0.9,2.8)	1.5 (1.0,2.4)	2.4 (1.6,3.4)
Tend to disagree	5.0 (4.0,6.2)	5.5 (4.5,6.6)	3.7 (3.1,4.4)	3.4 (2.8,4.1)	4.7 (3.0,7.2)	2.7* (1.5,4.9)	2.4 (1.6,3.8)	2.9 (1.9,4.4)	2.7 (2.0,3.6)	2.7 (2.0,3.6)
?	12.6 (11.1,14.3)	14.2 (12.8,15.9)	7.1 (6.2,8.1)	8.4 (7.5,9.4)	8.1 (5.1,12.7)	11.5 (6.8,18.7)	5.0 (3.7,6.6)	7.2 (5.7,9.0)	6.0 (4.7,7.5)	6.0 (4.7,7.7)
Tend to agree	34.4 (32.2,36.8)	33.5 (31.5,35.5)	36.3 (34.6,38.0)	33.4 (31.7,35.3)	34.2 (28.8,40.0)	28.9 (23.9,34.5)	36.9 (33.7,40.2)	36.1 (32.6,39.7)	32.7 (30.3,35.3)	31.9 (28.8,35.2)
Agree	42.4 (40.0,44.7)	41.7 (39.6,43.9)	50.7 (49.0,52.5)	51.9 (49.9,53.8)	51.8 (46.1,57.5)	53.9 (47.5,60.1)	55.1 (52.0,58.1)	52.3 (48.9,55.7)	57.1 (54.7,59.5)	57.0 (53.6,60.4)

* Low precision and/or unweighted denominator size between 30 and 59.

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Table 36i.1**Agreement That Leadership Generally Understands Problems Faced on the Job: By Service**

36i. Please indicate whether you agree or disagree with the following statements. Leadership generally understands the problems we face on our jobs[©]

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,333	10,189	3,441	2,962	1,954	1,833	144
Responding on Item	1,246,614	1,214,530	413,139	330,622	147,368	323,401	32,084
Disagree	14.0	14.0	15.6	11.8	11.5	15.4	12.0
	(13.2,14.8)	(13.2,14.8)	(14.3,17.1)	(10.5,13.3)	(9.6,13.7)	(14.1,16.7)	(9.3,15.2)
Tend to disagree	17.9	17.9	18.6	16.6	14.4	20.0	15.7
	(17.1,18.7)	(17.1,18.7)	(16.9,20.3)	(15.1,18.3)	(12.7,16.3)	(18.6,21.5)	(13.4,18.5)
?	14.8	14.9	15.6	15.0	13.3	14.5	12.9
	(14.0,15.7)	(14.0,15.8)	(14.0,17.4)	(13.5,16.7)	(11.6,15.1)	(13.4,15.7)	(10.7,15.4)
Tend to agree	32.2	32.1	31.0	33.7	34.3	30.9	35.0
	(31.3,33.1)	(31.3,33.0)	(29.2,32.9)	(31.7,35.8)	(31.9,36.8)	(29.3,32.6)	(31.8,38.4)
Agree	21.2	21.1	19.2	22.8	26.6	19.2	24.4
	(20.2,22.2)	(20.1,22.1)	(17.6,20.9)	(21.0,24.8)	(24.0,29.4)	(17.9,20.6)	(21.3,27.8)

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Table 36i.2**Agreement That Leadership Generally Understands Problems Faced on the Job: By Paygrade and Gender**

36i. Please indicate whether you agree or disagree with the following statements. Leadership generally understands the problems we face on our jobs[©]

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,481	4,012	104	1,273	462	8,664	1,669
Responding on Item	472,303	566,791	16,522	107,028	83,970	1,059,021	187,593
Disagree	14.6 (13.2,16.1)	15.3 (14.1,16.5)	10.3 (7.9,13.3)	9.1 (7.8,10.6)	8.8 (7.4,10.4)	13.4 (12.5,14.3)	17.3 (16.2,18.5)
Tend to disagree	17.1 (15.8,18.4)	18.6 (17.5,19.7)	18.4 (15.0,22.5)	17.5 (15.7,19.6)	17.7 (15.3,20.3)	17.7 (16.8,18.6)	18.7 (17.8,19.6)
?	16.1 (14.7,17.6)	14.5 (13.4,15.7)	13.7 (10.2,18.1)	13.6 (11.9,15.6)	11.5 (9.8,13.4)	14.4 (13.5,15.4)	17.0 (16.3,17.9)
Tend to agree	31.1 (29.5,32.7)	30.8 (29.3,32.3)	32.5 (28.2,37.1)	38.1 (35.4,40.8)	40.5 (37.7,43.2)	32.8 (31.8,33.9)	28.8 (27.7,30.0)
Agree	21.2 (19.5,23.0)	20.8 (19.6,22.2)	25.1 (20.6,30.2)	21.7 (19.5,24.1)	21.7 (19.8,23.6)	21.7 (20.6,22.9)	18.2 (17.2,19.2)

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Table 36i.3**Agreement That Leadership Generally Understands Problems Faced on the Job: By Gender Within Service**

36i. Please indicate whether you agree or disagree with the following statements. Leadership generally understands the problems we face on our jobs[©]

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,109	332	2,200	762	1,767	187	1,460	373	129	15
Responding on Item	348,423	64,716	283,798	46,824	137,845	9,522	260,492	62,909	28,462	3,622
Disagree	14.9 (13.4,16.5)	19.4 (17.4,21.7)	11.4 (9.8,13.1)	14.7 (12.9,16.6)	11.2 (9.2,13.6)	14.9 (11.9,18.5)	14.9 (13.4,16.5)	17.6 (15.9,19.4)	11.7 (8.8,15.4)	14.4 (11.3,18.1)
Tend to disagree	18.6 (16.7,20.6)	18.4 (16.9,20.0)	16.7 (14.9,18.6)	16.5 (14.7,18.5)	14.4 (12.6,16.5)	14.1 (11.8,16.8)	19.7 (18.0,21.5)	21.2 (19.5,23.1)	15.2 (12.6,18.2)	20.1 (15.5,25.6)
?	15.5 (13.6,17.7)	15.9 (14.5,17.4)	14.2 (12.5,16.1)	19.8 (17.5,22.2)	13.0 (11.2,15.0)	17.4 (14.8,20.3)	14.1 (12.8,15.5)	16.3 (14.9,17.8)	12.6 (10.3,15.4)	15.0 (11.8,18.9)
Tend to agree	31.2 (29.1,33.4)	30.0 (28.1,32.0)	34.3 (32.0,36.7)	30.2 (27.9,32.7)	34.6 (31.9,37.3)	31.0 (25.5,37.2)	32.1 (30.1,34.1)	26.0 (24.4,27.8)	35.5 (31.8,39.3)	31.6 (27.3,36.3)
Agree	19.8 (17.9,21.8)	16.3 (14.9,17.8)	23.5 (21.4,25.7)	18.8 (17.0,20.8)	26.8 (24.0,29.9)	22.6 (18.5,27.3)	19.3 (17.6,21.0)	18.9 (17.1,20.9)	25.1 (21.6,28.9)	18.9 (15.1,23.5)

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Table 36i.4**Agreement That Leadership Generally Understands Problems Faced on the Job: By Gender Within Paygrade**

36i. Please indicate whether you agree or disagree with the following statements. Leadership generally understands the problems we face on our jobs[©]

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,430	1,052	3,592	420	91	13	1,151	123	401	61
Responding on Item	388,580	83,723	492,811	73,980	15,389	1,133	89,113	17,915	73,128	10,842
Disagree	13.9 (12.3,15.7)	17.6 (16.0,19.4)	14.8 (13.5,16.2)	18.7 (16.9,20.6)	9.9 (7.4,13.2)	15.2 (10.2,21.9)	8.4 (6.8,10.3)	12.4 (10.4,14.8)	8.1 (6.5,10.0)	13.8 (11.5,16.4)
Tend to disagree	17.1 (15.6,18.6)	17.2 (15.8,18.6)	18.5 (17.3,19.8)	19.2 (17.8,20.7)	18.2 (14.5,22.5)	21.9 (16.2,28.8)	16.5 (14.3,19.0)	22.6 (19.8,25.7)	17.3 (14.6,20.3)	20.3 (17.8,23.0)
?	15.3 (13.7,17.1)	19.6 (17.9,21.4)	14.4 (13.1,15.7)	15.4 (14.3,16.7)	13.7 (10.0,18.4)	14.2 (10.7,18.6)	13.6 (11.6,15.8)	14.1 (11.9,16.5)	11.2 (9.3,13.4)	13.5 (11.4,15.9)
Tend to agree	32.1 (30.2,34.0)	26.5 (24.6,28.5)	31.0 (29.4,32.7)	29.1 (27.1,31.1)	32.8 (28.3,37.7)	28.0 (22.8,33.8)	38.5 (35.3,41.8)	35.7 (32.9,38.7)	41.5 (38.4,44.6)	33.6 (30.5,36.8)
Agree	21.7 (19.7,23.8)	19.1 (17.5,20.9)	21.3 (19.9,22.8)	17.7 (16.3,19.1)	25.4 (20.7,30.9)	20.8 (15.6,27.1)	23.0 (20.4,25.9)	15.2 (12.9,17.9)	22.1 (20.0,24.2)	18.9 (16.6,21.5)

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Table 37a.1**Assessment of Immediate Supervisor's Technical Skills: By Service**

37a. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the technical-skills part of the job (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	4,948	4,854	1,884	1,745	307	919	94
Responding on Item	1,251,999	1,219,865	414,696	331,839	149,015	324,315	32,134
Strongly Disagree	4.0	4.1	4.6	3.6	4.2	3.8	3.0
	(3.7,4.5)	(3.7,4.5)	(3.8,5.6)	(2.9,4.4)	(3.1,5.5)	(3.2,4.5)	(1.9,4.8)
Disagree	7.7	7.7	8.6	7.3	7.1	7.3	7.4
	(7.1,8.3)	(7.1,8.3)	(7.5,9.9)	(6.3,8.3)	(5.9,8.6)	(6.3,8.3)	(5.9,9.2)
Neither agree nor disagree	10.9	10.9	11.8	10.8	11.8	9.4	8.5
	(10.1,11.7)	(10.1,11.7)	(10.4,13.4)	(9.5,12.2)	(10.0,14.0)	(8.5,10.5)	(6.5,10.9)
Agree	43.0	42.9	42.5	44.5	44.0	41.3	44.6
	(41.7,44.2)	(41.7,44.2)	(40.2,44.8)	(42.2,46.8)	(41.2,46.9)	(39.7,43.0)	(41.4,47.8)
Strongly Agree	32.5	32.4	30.7	32.0	30.6	35.8	35.1
	(31.3,33.6)	(31.3,33.6)	(28.7,32.8)	(30.0,34.0)	(27.9,33.4)	(34.2,37.5)	(32.3,38.0)
Don't know	2.0	2.0	1.7	2.0	2.3	2.3	1.5
	(1.8,2.3)	(1.8,2.3)	(1.2,2.4)	(1.5,2.6)	(1.5,3.5)	(1.8,3.0)	(0.9,2.5)

Table 37a.2**Assessment of Immediate Supervisor's Technical Skills: By Paygrade and Gender**

37a. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the technical-skills part of the job (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,638	2,269	75	796	169	3,954	994
Responding on Item	475,146	568,534	16,551	107,505	84,263	1,063,731	188,268
Strongly Disagree	4.6 (3.8,5.7)	4.2 (3.7,4.7)	3.8 (2.4,5.9)	1.9 (1.2,2.9)	2.7 (1.9,3.9)	3.9 (3.4,4.4)	5.0 (4.5,5.6)
Disagree	7.1 (6.1,8.2)	8.5 (7.7,9.3)	12.3 (9.5,15.7)	7.0 (5.6,8.7)	5.8 (4.8,6.9)	7.5 (6.9,8.2)	8.7 (8.0,9.4)
Neither agree nor disagree	12.0 (10.6,13.6)	11.0 (10.0,12.0)	9.9 (7.5,12.9)	7.6 (6.2,9.2)	7.7 (6.4,9.2)	10.7 (9.8,11.6)	12.0 (11.1,12.9)
Agree	43.4 (41.1,45.8)	42.7 (41.2,44.3)	41.1 (36.5,45.8)	43.1 (40.5,45.7)	41.8 (38.8,44.9)	43.1 (41.7,44.4)	42.3 (41.0,43.6)
Strongly Agree	30.6 (28.8,32.5)	31.9 (30.3,33.5)	31.9 (27.4,36.8)	37.7 (35.1,40.3)	40.3 (37.9,42.8)	33.1 (31.8,34.4)	29.2 (28.0,30.4)
Don't know	2.2 (1.7,2.8)	1.8 (1.4,2.2)	1.1* (0.4,2.7)	2.8 (2.0,3.9)	1.7 (1.1,2.5)	1.9 (1.6,2.2)	2.9 (2.4,3.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37a.3**Assessment of Immediate Supervisor's Technical Skills: By Gender Within Service**

37a. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the technical-skills part of the job (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,601	283	1,344	401	288	18	637	282	84	10
Responding on Item	349,931	64,765	284,654	47,185	139,324	9,691	261,315	63,000	28,507	3,627
Strongly Disagree	4.4 (3.5,5.5)	5.9 (4.9,7.0)	3.4 (2.6,4.4)	4.7 (3.7,5.8)	4.1 (3.0,5.6)	4.7 (3.4,6.6)	3.6 (3.0,4.5)	4.6 (3.8,5.5)	3.0 (1.7,5.1)	3.1 (2.2,4.4)
Disagree	8.4 (7.1,10.0)	9.8 (8.5,11.1)	7.2 (6.1,8.5)	7.7 (6.6,9.1)	7.0 (5.7,8.6)	8.0 (6.2,10.1)	7.0 (5.9,8.2)	8.4 (7.2,9.6)	7.2 (5.6,9.2)	8.6 (6.1,11.9)
Neither agree nor disagree	11.5 (9.9,13.4)	13.6 (11.9,15.4)	10.6 (9.1,12.3)	11.8 (10.5,13.2)	11.7 (9.7,14.1)	13.4 (10.8,16.6)	9.2 (8.1,10.4)	10.5 (9.1,12.0)	8.3 (6.2,11.0)	9.9 (8.0,12.2)
Agree	42.7 (40.1,45.4)	41.2 (39.2,43.3)	44.4 (41.8,47.0)	45.0 (42.5,47.6)	44.0 (41.0,47.1)	43.6 (39.3,48.0)	41.5 (39.6,43.4)	40.7 (38.3,43.1)	44.0 (40.6,47.6)	49.1 (43.5,54.8)
Strongly Agree	31.4 (29.0,33.9)	26.8 (25.0,28.8)	32.6 (30.4,35.0)	28.1 (25.7,30.6)	30.8 (27.9,33.8)	28.1 (24.0,32.5)	36.6 (34.7,38.5)	32.7 (30.6,34.9)	36.0 (32.9,39.2)	27.7 (23.1,32.8)
Don't know	1.5 (1.0,2.4)	2.8 (2.0,3.9)	1.8 (1.3,2.6)	2.8 (2.1,3.8)	2.3 (1.5,3.6)	2.3 (1.4,3.6)	2.1 (1.6,2.8)	3.2 (2.5,4.2)	1.5* (0.8,2.7)	1.6 (0.9,2.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37a.4**Assessment of Immediate Supervisor's Technical Skills: By Gender Within Paygrade**

37a. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the technical-skills part of the job (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,135	504	1,906	362	75	0	755	43	84	85
Responding on Item	390,875	84,271	494,497	74,038	15,405	1,146	89,509	17,995	73,445	10,818
Strongly Disagree	4.6 (3.6,5.9)	4.8 (4.0,5.7)	3.9 (3.4,4.5)	5.8 (5.0,6.8)	3.7 (2.2,5.9)	5.6 (3.8,8.1)	1.6* (0.9,2.9)	3.4 (2.4,5.0)	2.5 (1.6,3.9)	4.1 (3.1,5.3)
Disagree	6.9 (5.8,8.3)	8.0 (6.8,9.2)	8.3 (7.4,9.3)	9.2 (8.1,10.4)	12.2 (9.2,15.9)	13.8 (9.3,20.1)	6.6 (5.0,8.6)	9.3 (7.4,11.6)	5.3 (4.2,6.5)	9.1 (7.7,10.7)
Neither agree nor disagree	11.8 (10.1,13.7)	13.2 (11.8,14.7)	10.9 (9.8,12.0)	11.8 (10.5,13.2)	9.8 (7.3,13.1)	10.9 (8.2,14.2)	7.4 (5.9,9.3)	8.3 (6.5,10.6)	7.3 (5.9,9.0)	10.4 (8.4,12.7)
Agree	43.7 (41.0,46.4)	42.4 (40.2,44.6)	42.9 (41.3,44.6)	41.6 (39.6,43.7)	41.0 (36.1,46.1)	42.2 (35.3,49.3)	42.5 (39.5,45.5)	46.3 (42.6,49.9)	42.2 (38.7,45.8)	39.3 (36.0,42.6)
Strongly Agree	31.2 (29.0,33.5)	27.7 (25.9,29.7)	32.2 (30.5,34.0)	29.7 (27.9,31.6)	32.3 (27.6,37.5)	26.5 (20.7,33.3)	39.1 (36.1,42.1)	30.7 (27.5,34.0)	41.2 (38.4,44.0)	34.7 (31.9,37.6)
Don't know	1.8 (1.3,2.6)	4.0 (3.1,5.1)	1.8 (1.4,2.3)	1.9 (1.4,2.6)	1.1* (0.4,2.9)	1.1* (0.5,2.4)	2.9 (2.0,4.2)	2.1 (1.3,3.2)	1.6 (1.0,2.5)	2.6 (1.8,3.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37b.1**Assessment of Immediate Supervisor's People Skills: By Service**

37b. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the people-skills part of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	5,473	5,426	1,922	1,866	518	1,120	47
Responding on Item	1,251,474	1,219,293	414,658	331,718	148,804	324,114	32,181
Strongly Disagree	7.7 (7.1,8.3)	7.7 (7.2,8.3)	9.3 (8.2,10.6)	7.4 (6.3,8.7)	8.2 (6.5,10.2)	5.8 (5.1,6.6)	6.4 (4.5,8.9)
Disagree	10.9 (10.2,11.6)	10.9 (10.2,11.7)	11.1 (9.8,12.6)	11.5 (10.2,12.8)	10.5 (9.0,12.2)	10.3 (9.1,11.5)	10.0 (8.0,12.4)
Neither agree nor disagree	13.6 (12.7,14.5)	13.6 (12.7,14.6)	13.4 (11.9,15.0)	14.4 (12.8,16.1)	13.7 (11.9,15.7)	13.1 (11.9,14.5)	12.7 (10.7,14.9)
Agree	38.0 (36.9,39.1)	37.9 (36.8,39.0)	37.9 (35.7,40.2)	38.3 (36.0,40.6)	38.4 (35.7,41.3)	37.1 (35.4,38.9)	42.2 (38.7,45.7)
Strongly Agree	28.3 (27.3,29.3)	28.3 (27.3,29.3)	26.6 (24.9,28.3)	27.0 (25.0,29.0)	27.3 (25.0,29.6)	32.3 (30.6,34.0)	27.9 (24.9,31.2)
Don't know	1.6 (1.3,1.9)	1.6 (1.3,1.9)	1.7 (1.1,2.5)	1.6 (1.0,2.3)	2.0 (1.2,3.2)	1.4 (1.1,1.8)	0.9* (0.5,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37b.2**Assessment of Immediate Supervisor's People Skills: By Paygrade and Gender**

37b. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the people-skills part of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,684	2,582	45	992	169	4,501	972
Responding on Item	475,101	568,221	16,581	107,309	84,263	1,063,184	188,290
Strongly Disagree	9.8 (8.6,11.1)	6.8 (6.2,7.5)	7.6 (5.2,10.8)	5.0 (3.8,6.4)	5.4 (4.3,6.9)	7.3 (6.7,8.0)	10.1 (9.2,11.0)
Disagree	11.6 (10.3,13.0)	10.9 (9.9,11.9)	9.3 (6.9,12.5)	9.9 (8.3,11.7)	8.5 (7.2,10.0)	10.7 (9.9,11.5)	12.1 (11.4,12.9)
Neither agree nor disagree	15.3 (13.7,17.1)	13.3 (12.2,14.5)	10.8 (8.3,13.9)	11.2 (9.6,13.1)	9.4 (8.0,11.0)	13.6 (12.6,14.7)	13.4 (12.4,14.5)
Agree	36.3 (34.2,38.5)	39.1 (37.6,40.6)	39.2 (34.6,44.0)	39.8 (36.9,42.7)	37.5 (34.8,40.3)	38.4 (37.1,39.6)	35.8 (34.6,36.9)
Strongly Agree	25.0 (23.3,26.9)	28.8 (27.4,30.2)	31.4 (26.6,36.6)	32.4 (30.1,34.7)	37.6 (35.2,40.0)	28.5 (27.4,29.6)	27.1 (25.9,28.4)
Don't know	2.0 (1.5,2.8)	1.2 (0.9,1.5)	1.8* (0.8,3.9)	1.8 (1.2,2.8)	1.6 (1.1,2.4)	1.6 (1.3,2.0)	1.5 (1.2,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37b.3**Assessment of Immediate Supervisor's People Skills: By Gender Within Service**

37b. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the people-skills part of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,643	279	1,506	360	494	23	816	304	41	6
Responding on Item	349,889	64,769	284,492	47,226	139,118	9,686	261,136	62,978	28,550	3,631
Strongly Disagree	8.9 (7.6,10.3)	11.9 (10.3,13.7)	6.9 (5.6,8.5)	10.4 (9.0,11.8)	8.1 (6.4,10.3)	8.7 (6.7,11.3)	5.2 (4.4,6.2)	8.2 (7.1,9.5)	5.9 (3.9,8.8)	9.8 (6.4,14.6)
Disagree	11.0 (9.4,12.7)	12.0 (10.7,13.4)	11.3 (9.9,12.9)	12.3 (10.8,14.0)	10.4 (8.8,12.3)	11.6 (9.2,14.5)	9.8 (8.5,11.3)	12.1 (10.7,13.7)	9.5 (7.3,12.2)	13.8 (10.9,17.2)
Neither agree nor disagree	13.1 (11.4,15.1)	14.8 (13.1,16.5)	14.7 (12.9,16.7)	12.7 (10.9,14.7)	13.5 (11.6,15.6)	16.7 (12.8,21.5)	13.4 (12.0,14.9)	12.2 (10.6,13.8)	12.6 (10.4,15.2)	13.1 (9.7,17.5)
Agree	38.2 (35.7,40.8)	36.5 (34.7,38.4)	38.5 (35.9,41.2)	36.7 (34.3,39.2)	38.9 (35.9,42.0)	31.3 (27.1,35.8)	37.7 (35.5,39.8)	35.0 (32.9,37.1)	43.1 (39.2,47.1)	34.9 (30.6,39.4)
Strongly Agree	27.2 (25.2,29.2)	23.5 (21.8,25.4)	27.1 (24.9,29.3)	26.5 (24.0,29.3)	27.2 (24.8,29.7)	28.6 (25.1,32.3)	32.6 (30.7,34.6)	31.1 (28.9,33.2)	28.0 (24.6,31.6)	27.8 (23.1,33.0)
Don't know	1.7 (1.1,2.7)	1.3* (0.7,2.4)	1.6 (1.0,2.5)	1.4 (1.0,2.2)	1.9 (1.1,3.2)	3.1* (1.0,9.7)	1.4 (1.0,1.9)	1.6 (1.1,2.3)	1.0* (0.5,2.0)	0.7* (0.4,1.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37b.4**Assessment of Immediate Supervisor's People Skills: By Gender Within Paygrade**

37b. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the people-skills part of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,316	369	2,122	460	46	0	934	59	84	85
Responding on Item	390,694	84,406	494,281	73,940	15,434	1,146	89,330	17,979	73,445	10,818
Strongly Disagree	9.7 (8.3,11.3)	10.3 (8.8,12.0)	6.3 (5.6,7.0)	10.5 (9.3,11.8)	7.4 (4.9,11.0)	9.8 (7.3,13.0)	4.3 (3.1,5.9)	8.3 (6.7,10.3)	4.9 (3.7,6.6)	8.9 (7.2,10.9)
Disagree	11.5 (10.1,13.2)	11.9 (10.6,13.2)	10.6 (9.6,11.8)	12.5 (11.3,13.8)	9.1 (6.6,12.5)	12.3 (8.3,18.0)	9.5 (7.6,11.7)	12.0 (10.1,14.3)	8.0 (6.6,9.7)	11.7 (9.7,13.9)
Neither agree nor disagree	15.5 (13.6,17.6)	14.4 (12.7,16.3)	13.4 (12.1,14.7)	12.7 (11.1,14.5)	10.4 (7.8,13.7)	16.4 (10.2,25.2)	10.9 (9.1,13.1)	12.7 (10.6,15.3)	9.0 (7.5,10.8)	11.8 (9.4,14.8)
Agree	36.5 (33.9,39.1)	35.4 (33.2,37.6)	39.6 (37.9,41.4)	35.5 (33.6,37.4)	39.2 (34.3,44.4)	38.6 (32.3,45.4)	39.8 (36.6,43.2)	39.3 (36.5,42.2)	38.0 (34.9,41.1)	34.5 (31.4,37.7)
Strongly Agree	24.8 (22.8,26.8)	26.2 (24.1,28.4)	28.9 (27.3,30.5)	27.8 (26.2,29.4)	32.0 (26.9,37.6)	22.7 (18.5,27.6)	33.6 (30.9,36.4)	26.4 (23.5,29.6)	38.4 (35.8,41.1)	32.0 (28.9,35.3)
Don't know	2.0 (1.4,3.0)	2.0 (1.3,3.0)	1.2 (0.9,1.6)	1.1 (0.7,1.6)	1.9* (0.9,4.2)	0.1* (0.0,0.6)	2.0 (1.2,3.1)	1.2 (0.7,2.1)	1.7 (1.1,2.6)	1.2* (0.6,2.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37c.1***Assessment of Immediate Supervisor's Conceptual Skills: By Service***

37c. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the conceptual-skills part of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,152	7,102	2,956	1,864	882	1,400	50
Responding on Item	1,249,795	1,217,617	413,624	331,720	148,440	323,834	32,178
Strongly Disagree	5.6 (5.1,6.1)	5.6 (5.1,6.2)	6.8 (5.7,8.0)	6.0 (5.1,7.1)	5.3 (4.0,6.9)	3.9 (3.4,4.6)	3.4 (2.2,5.2)
Disagree	8.9 (8.3,9.5)	8.9 (8.3,9.6)	9.7 (8.6,11.0)	8.6 (7.5,9.9)	9.3 (7.7,11.1)	7.9 (7.0,9.0)	8.3 (6.6,10.3)
Neither agree nor disagree	14.5 (13.6,15.4)	14.5 (13.6,15.4)	15.7 (14.2,17.2)	15.1 (13.5,16.9)	14.7 (12.5,17.3)	12.2 (11.2,13.4)	14.1 (12.1,16.4)
Agree	39.2 (38.2,40.3)	39.2 (38.1,40.3)	38.5 (36.6,40.5)	40.2 (38.1,42.3)	39.3 (36.3,42.4)	39.0 (37.2,40.7)	41.4 (37.9,45.0)
Strongly Agree	29.4 (28.4,30.5)	29.4 (28.3,30.5)	27.3 (25.5,29.2)	28.0 (26.1,29.9)	28.0 (25.8,30.4)	34.2 (32.5,35.8)	30.6 (27.4,33.9)
Don't know	2.4 (2.1,2.8)	2.4 (2.1,2.8)	2.0 (1.5,2.7)	2.1 (1.5,2.9)	3.4 (2.4,4.8)	2.8 (2.2,3.5)	2.3 (1.5,3.6)

Table 37c.2***Assessment of Immediate Supervisor's Conceptual Skills: By Paygrade and Gender***

37c. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the conceptual-skills part of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,733	2,813	45	1,348	212	5,864	1,288
Responding on Item	474,051	567,990	16,581	106,953	84,220	1,061,821	187,974
Strongly Disagree	7.5 (6.5,8.7)	5.0 (4.4,5.6)	4.4 (2.9,6.7)	2.4 (1.7,3.3)	3.1 (2.3,4.2)	5.3 (4.8,5.9)	7.1 (6.3,8.0)
Disagree	9.6 (8.6,10.8)	9.3 (8.5,10.1)	6.1 (4.4,8.6)	6.9 (5.7,8.4)	5.0 (4.0,6.2)	8.7 (8.0,9.4)	10.1 (9.5,10.7)
Neither agree nor disagree	17.0 (15.3,18.9)	14.0 (13.0,15.1)	13.4 (10.8,16.6)	10.0 (8.6,11.7)	9.2 (7.9,10.7)	14.2 (13.3,15.3)	15.9 (14.9,16.9)
Agree	37.2 (35.0,39.5)	41.1 (39.6,42.5)	40.4 (34.5,46.6)	39.7 (37.0,42.5)	37.2 (34.4,40.1)	39.6 (38.3,40.8)	37.3 (36.2,38.4)
Strongly Agree	25.8 (24.0,27.7)	28.8 (27.4,30.2)	33.1 (27.5,39.1)	37.4 (34.8,40.1)	43.3 (40.8,45.8)	29.9 (28.7,31.1)	26.7 (25.6,27.9)
Don't know	2.8 (2.2,3.6)	1.9 (1.6,2.3)	2.6 (1.4,4.5)	3.6 (2.6,4.8)	2.2 (1.6,3.0)	2.3 (1.9,2.8)	3.0 (2.5,3.5)

Table 37c.3**Assessment of Immediate Supervisor's Conceptual Skills: By Gender Within Service**

37c. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the conceptual-skills part of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,551	405	1,403	461	840	41	1,029	372	41	9
Responding on Item	348,981	64,643	284,595	47,125	138,772	9,668	260,923	62,910	28,550	3,628
Strongly Disagree	6.3 (5.1,7.7)	9.6 (8.3,11.1)	5.9 (4.8,7.1)	6.9 (5.5,8.6)	5.3 (4.0,7.0)	5.5 (4.2,7.3)	3.7 (3.0,4.4)	5.1 (4.3,6.2)	3.2 (1.9,5.3)	4.6 (3.6,5.8)
Disagree	9.6 (8.3,11.1)	10.1 (8.9,11.4)	8.5 (7.2,10.0)	9.8 (8.5,11.3)	9.1 (7.5,11.0)	11.7 (8.8,15.4)	7.4 (6.3,8.7)	10.1 (8.9,11.5)	8.1 (6.2,10.4)	9.8 (7.8,12.2)
Neither agree nor disagree	15.2 (13.6,17.1)	17.9 (16.2,19.6)	15.0 (13.2,17.1)	15.7 (14.0,17.6)	14.6 (12.3,17.3)	16.6 (14.0,19.5)	11.9 (10.7,13.2)	13.6 (12.1,15.3)	13.6 (11.4,16.1)	18.3 (13.3,24.7)
Agree	38.7 (36.5,41.0)	37.6 (35.6,39.7)	40.3 (37.9,42.6)	39.6 (37.2,42.0)	39.7 (36.5,43.0)	33.2 (29.2,37.6)	39.7 (37.5,42.0)	35.7 (33.7,37.7)	41.6 (37.7,45.6)	39.7 (34.9,44.8)
Strongly Agree	28.2 (26.1,30.5)	22.4 (20.6,24.2)	28.3 (26.2,30.5)	25.8 (23.5,28.3)	28.0 (25.6,30.6)	28.3 (24.6,32.2)	34.8 (32.8,36.8)	31.7 (29.7,33.8)	31.2 (27.6,34.9)	26.0 (21.9,30.5)
Don't know	2.0 (1.4,2.7)	2.5 (1.7,3.6)	2.1 (1.4,3.0)	2.3 (1.6,3.4)	3.3 (2.3,4.8)	4.7* (2.1,10.3)	2.6 (1.9,3.4)	3.8 (3.0,4.7)	2.4 (1.5,3.8)	1.7 (1.1,2.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37c.4**Assessment of Immediate Supervisor's Conceptual Skills: By Gender Within Paygrade**

37c. How much do you agree or disagree with each of the following statements about your immediate supervisor? Handling the conceptual-skills part of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,049	685	2,360	453	46	0	1,283	66	128	84
Responding on Item	389,961	84,090	494,043	73,947	15,434	1,146	88,981	17,972	73,401	10,819
Strongly Disagree	7.4 (6.2,8.9)	8.0 (6.7,9.5)	4.6 (4.1,5.3)	7.2 (6.2,8.4)	4.4 (2.8,6.8)	5.2 (3.5,7.6)	2.0 (1.3,3.2)	4.1 (3.0,5.7)	2.9 (2.0,4.2)	4.7 (3.6,6.0)
Disagree	9.7 (8.4,11.1)	9.5 (8.6,10.6)	8.9 (8.1,9.9)	11.4 (10.2,12.6)	5.8 (4.0,8.4)	10.5 (6.7,16.2)	6.4 (5.0,8.1)	9.6 (7.8,11.8)	4.8 (3.6,6.2)	6.4 (5.1,8.0)
Neither agree nor disagree	16.9 (14.9,19.2)	17.4 (15.7,19.2)	13.8 (12.6,15.1)	15.3 (14.0,16.8)	13.2 (10.4,16.4)	17.0 (12.2,23.3)	9.6 (8.0,11.5)	12.1 (10.0,14.5)	8.5 (7.2,10.1)	13.6 (11.1,16.7)
Agree	37.3 (34.8,40.0)	36.8 (34.7,39.0)	41.6 (40.0,43.3)	37.3 (35.4,39.2)	40.3 (34.0,46.9)	42.5 (35.5,49.9)	39.4 (36.2,42.7)	41.3 (37.9,44.8)	37.8 (34.6,41.1)	33.8 (30.8,36.9)
Strongly Agree	26.1 (24.0,28.3)	24.3 (22.5,26.2)	29.1 (27.5,30.7)	26.9 (25.3,28.6)	33.7 (27.8,40.2)	24.2 (19.8,29.1)	38.9 (35.8,42.1)	29.9 (27.1,32.9)	43.9 (41.1,46.8)	39.3 (36.2,42.4)
Don't know	2.6 (1.9,3.5)	4.0 (3.2,5.1)	1.9 (1.5,2.4)	1.9 (1.5,2.5)	2.7* (1.5,4.8)	0.6* (0.2,1.5)	3.7 (2.6,5.2)	2.9 (2.0,4.3)	2.2 (1.5,3.1)	2.3 (1.5,3.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37d.1**Assessment of Immediate Supervisor's Communication Skills: By Service**

37d. How much do you agree or disagree with each of the following statements about your immediate supervisor? Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	3,537	3,491	1,176	1,192	267	857	46
Responding on Item	1,253,410	1,221,228	415,404	332,392	149,055	324,377	32,182
Strongly Disagree	5.9	6.0	7.6	5.8	5.4	4.5	3.8
	(5.5,6.4)	(5.5,6.5)	(6.6,8.7)	(4.8,6.8)	(4.2,6.9)	(3.8,5.3)	(2.5,5.8)
Disagree	12.0	12.0	13.1	12.1	11.7	10.5	11.4
	(11.3,12.7)	(11.3,12.7)	(11.7,14.6)	(10.6,13.9)	(9.8,13.8)	(9.4,11.6)	(9.4,13.9)
Neither agree nor disagree	14.5	14.6	14.8	15.4	14.1	13.7	11.6
	(13.7,15.4)	(13.8,15.5)	(13.3,16.4)	(13.8,17.1)	(12.3,16.2)	(12.5,15.1)	(9.5,14.0)
Agree	41.9	41.7	40.8	42.9	43.1	41.1	46.5
	(40.8,42.9)	(40.6,42.8)	(38.8,42.8)	(40.8,45.1)	(40.0,46.2)	(39.3,42.9)	(42.7,50.4)
Strongly Agree	24.7	24.6	22.7	22.9	24.5	28.9	25.5
	(23.7,25.6)	(23.7,25.6)	(21.1,24.5)	(21.2,24.7)	(22.4,26.7)	(27.3,30.6)	(22.1,29.2)
Don't know	1.1	1.1	1.0	0.9	1.3*	1.3	1.2
	(0.9,1.4)	(0.9,1.4)	(0.7,1.5)	(0.6,1.4)	(0.7,2.5)	(1.0,1.7)	(0.7,2.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37d.2**Assessment of Immediate Supervisor's Communication Skills: By Paygrade and Gender**

37d. How much do you agree or disagree with each of the following statements about your immediate supervisor? Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	681	1,861	8	890	96	2,746	790
Responding on Item	476,103	568,942	16,618	107,411	84,336	1,064,939	188,472
Strongly Disagree	8.3 (7.3,9.3)	4.8 (4.2,5.3)	4.2 (2.4,7.4)	4.0 (3.1,5.1)	3.7 (2.9,4.8)	5.5 (4.9,6.1)	8.6 (7.9,9.4)
Disagree	12.3 (11.0,13.7)	12.1 (11.2,13.1)	11.4 (8.6,15.0)	11.3 (9.7,13.3)	9.9 (8.3,11.6)	11.5 (10.7,12.4)	14.5 (13.6,15.4)
Neither agree nor disagree	16.0 (14.6,17.5)	14.4 (13.3,15.5)	11.9 (9.1,15.3)	11.0 (9.4,12.8)	11.9 (10.2,13.9)	14.4 (13.5,15.4)	15.2 (14.2,16.2)
Agree	39.7 (37.6,41.8)	43.5 (42.1,45.0)	42.6 (36.8,48.5)	42.8 (39.8,45.7)	41.5 (38.8,44.3)	42.6 (41.3,43.8)	37.8 (36.7,38.9)
Strongly Agree	22.4 (20.7,24.2)	24.5 (23.3,25.7)	28.6 (23.1,34.8)	29.4 (26.8,32.1)	31.8 (29.4,34.3)	25.0 (23.9,26.1)	22.8 (21.7,23.9)
Don't know	1.4 (1.0,2.0)	0.7 (0.6,1.0)	1.4* (0.6,2.9)	1.6 (1.0,2.6)	1.2 (0.8,1.9)	1.1 (0.8,1.4)	1.2 (0.9,1.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37d.3**Assessment of Immediate Supervisor's Communication Skills: By Gender Within Service**

37d. How much do you agree or disagree with each of the following statements about your immediate supervisor? Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,007	169	835	357	243	23	625	232	36	10
Responding on Item	350,525	64,879	285,163	47,229	139,369	9,686	261,327	63,050	28,555	3,627
Strongly Disagree	6.9 (5.8,8.2)	11.4 (9.8,13.1)	5.4 (4.4,6.7)	7.8 (6.7,9.2)	5.3 (4.0,6.9)	7.6 (5.9,9.6)	4.0 (3.2,5.0)	6.7 (5.7,7.8)	3.6 (2.2,5.9)	5.2 (4.0,6.7)
Disagree	12.7 (11.1,14.5)	15.5 (13.9,17.3)	11.7 (9.9,13.7)	14.9 (13.2,16.9)	11.5 (9.5,13.8)	14.8 (11.2,19.3)	9.9 (8.6,11.3)	12.9 (11.5,14.6)	10.8 (8.5,13.6)	16.4 (12.8,20.6)
Neither agree nor disagree	14.9 (13.1,16.8)	14.3 (12.7,16.1)	15.4 (13.5,17.4)	15.5 (13.6,17.6)	14.0 (12.0,16.2)	16.3 (12.3,21.3)	13.3 (11.7,14.9)	15.7 (13.8,17.7)	11.2 (9.0,13.9)	14.5 (11.2,18.7)
Agree	41.3 (39.0,43.6)	38.1 (36.2,40.0)	43.5 (41.1,46.0)	39.1 (36.6,41.7)	43.5 (40.2,46.9)	36.9 (33.0,41.0)	42.3 (40.1,44.4)	36.4 (34.0,38.8)	46.9 (42.7,51.2)	43.7 (37.6,50.0)
Strongly Agree	23.3 (21.3,25.3)	19.9 (18.2,21.7)	23.1 (21.2,25.1)	21.8 (19.9,23.9)	24.6 (22.3,27.0)	23.2 (19.7,27.2)	29.5 (27.5,31.5)	26.5 (24.7,28.5)	26.3 (22.4,30.5)	19.5 (15.7,24.0)
Don't know	1.1 (0.7,1.7)	0.8 (0.5,1.2)	0.9 (0.6,1.5)	0.8 (0.5,1.3)	1.3* (0.6,2.6)	1.3 (0.7,2.3)	1.2 (0.8,1.7)	1.8 (1.3,2.4)	1.2* (0.7,2.3)	0.7* (0.4,1.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37d.4**Assessment of Immediate Supervisor's Communication Skills: By Gender Within Paygrade**

37d. How much do you agree or disagree with each of the following statements about your immediate supervisor? Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	343	339	1,549	312	0	8	840	51	15	80
Responding on Item	391,667	84,436	494,854	74,088	15,480	1,138	89,424	17,987	73,514	10,823
Strongly Disagree	8.1 (6.9,9.4)	9.3 (8.1,10.7)	4.2 (3.6,4.8)	8.5 (7.5,9.6)	4.1* (2.2,7.5)	6.4 (4.7,8.7)	3.5 (2.5,4.8)	6.5 (5.1,8.3)	3.2 (2.2,4.4)	7.3 (5.9,8.9)
Disagree	11.8 (10.3,13.5)	14.3 (12.9,15.9)	11.7 (10.7,12.9)	14.8 (13.6,16.2)	11.1 (8.1,15.0)	15.7 (11.2,21.5)	10.8 (8.9,13.1)	13.9 (11.8,16.2)	9.2 (7.6,11.1)	14.4 (12.1,16.9)
Neither agree nor disagree	16.1 (14.5,17.9)	15.7 (14.1,17.3)	14.2 (13.0,15.6)	15.2 (13.6,16.9)	11.4 (8.5,15.1)	18.5 (12.3,26.8)	10.5 (8.7,12.6)	13.7 (11.4,16.3)	11.7 (9.8,14.0)	13.4 (11.2,16.0)
Agree	40.1 (37.7,42.6)	37.8 (35.4,40.2)	44.5 (42.9,46.2)	37.0 (35.4,38.7)	42.6 (36.5,49.0)	41.5 (35.0,48.2)	42.9 (39.5,46.4)	41.9 (38.9,44.9)	42.2 (39.1,45.4)	36.7 (33.8,39.7)
Strongly Agree	22.5 (20.5,24.6)	21.8 (20.0,23.6)	24.7 (23.3,26.1)	23.4 (21.9,25.0)	29.4 (23.5,36.2)	17.0 (13.8,20.8)	30.6 (27.6,33.8)	23.1 (20.6,25.7)	32.6 (29.9,35.4)	26.4 (23.7,29.3)
Don't know	1.4 (1.0,2.2)	1.2 (0.8,1.6)	0.7 (0.5,1.0)	1.1 (0.8,1.5)	1.4* (0.6,3.1)	1.0* (0.4,2.8)	1.7 (1.0,2.9)	1.0* (0.5,2.0)	1.1 (0.7,2.0)	1.8 (1.1,2.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37e.1**Assessment of Immediate Supervisor's Decision Making Skills: By Service**

37e. How much do you agree or disagree with each of the following statements about your immediate supervisor? Decision making (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	5,258	5,106	2,105	1,579	372	1,051	152
Responding on Item	1,251,689	1,219,613	414,475	332,005	148,950	324,183	32,076
Strongly Disagree	5.8 (5.3,6.4)	5.8 (5.3,6.4)	7.5 (6.5,8.5)	5.7 (4.7,6.9)	5.1 (4.0,6.4)	4.3 (3.6,5.2)	3.5 (2.4,5.3)
Disagree	11.6 (10.9,12.3)	11.6 (10.9,12.3)	13.3 (11.8,14.9)	11.9 (10.5,13.4)	10.4 (8.5,12.7)	9.6 (8.6,10.7)	12.5 (10.4,15.0)
Neither agree nor disagree	16.7 (15.9,17.5)	16.8 (16.0,17.6)	17.1 (15.6,18.7)	18.3 (16.7,20.0)	16.0 (14.0,18.1)	15.2 (14.1,16.5)	11.9 (9.7,14.4)
Agree	40.2 (39.3,41.2)	40.1 (39.1,41.1)	39.0 (37.2,40.8)	40.6 (38.5,42.8)	42.0 (39.1,44.8)	40.2 (38.4,41.9)	45.5 (42.1,48.9)
Strongly Agree	24.3 (23.5,25.2)	24.3 (23.4,25.2)	22.4 (20.8,24.0)	22.3 (20.6,24.1)	24.7 (22.6,26.9)	28.6 (27.1,30.3)	25.1 (22.1,28.4)
Don't know	1.4 (1.2,1.8)	1.4 (1.1,1.8)	0.9 (0.6,1.4)	1.3 (0.9,1.9)	1.9* (1.0,3.5)	2.1 (1.6,2.7)	1.5 (0.9,2.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37e.2**Assessment of Immediate Supervisor's Decision Making Skills: By Paygrade and Gender**

37e. How much do you agree or disagree with each of the following statements about your immediate supervisor? Decision making (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,288	2,624	8	1,028	310	4,133	1,126
Responding on Item	475,496	568,179	16,618	107,273	84,122	1,063,552	188,136
Strongly Disagree	7.6 (6.5,8.8)	5.0 (4.4,5.7)	4.7 (2.7,8.0)	3.7 (2.7,4.9)	3.8 (3.0,4.8)	5.5 (4.9,6.1)	7.6 (6.9,8.3)
Disagree	12.8 (11.4,14.2)	11.4 (10.5,12.3)	10.3 (7.9,13.5)	9.4 (8.0,11.0)	9.3 (8.1,10.7)	11.1 (10.3,11.9)	14.3 (13.5,15.2)
Neither agree nor disagree	18.7 (17.2,20.4)	16.3 (15.3,17.5)	14.2 (11.5,17.5)	13.1 (11.4,15.0)	12.2 (10.4,14.4)	16.6 (15.7,17.6)	16.8 (15.8,17.8)
Agree	37.8 (36.1,39.6)	42.1 (40.6,43.6)	43.5 (38.4,48.7)	41.3 (38.5,44.1)	39.1 (36.2,42.2)	40.7 (39.7,41.8)	37.3 (36.0,38.6)
Strongly Agree	21.3 (19.7,22.9)	24.2 (23.0,25.4)	26.5 (20.8,33.0)	30.7 (28.5,33.1)	34.0 (31.7,36.4)	24.7 (23.7,25.7)	22.3 (21.3,23.3)
Don't know	1.8 (1.4,2.5)	1.0 (0.7,1.4)	0.8* (0.3,2.3)	1.9 (1.2,2.9)	1.6 (1.0,2.4)	1.4 (1.1,1.8)	1.8 (1.5,2.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37e.3**Assessment of Immediate Supervisor's Decision Making Skills: By Gender Within Service**

37e. How much do you agree or disagree with each of the following statements about your immediate supervisor? Decision making (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,785	320	1,166	413	335	36	712	340	135	17
Responding on Item	349,747	64,728	284,832	47,173	139,277	9,673	261,240	62,942	28,456	3,620
Strongly Disagree	7.0 (5.9,8.2)	10.0 (8.6,11.7)	5.5 (4.3,6.9)	6.9 (5.8,8.2)	5.0 (3.8,6.4)	6.2 (4.7,8.3)	4.0 (3.2,5.0)	6.0 (5.0,7.2)	3.3 (2.1,5.3)	5.1 (4.0,6.5)
Disagree	12.8 (11.1,14.8)	15.8 (14.3,17.4)	11.3 (9.7,13.2)	14.9 (13.2,16.8)	10.3 (8.3,12.7)	13.1 (10.4,16.3)	8.9 (7.7,10.2)	12.5 (11.3,13.8)	12.0 (9.7,14.9)	16.0 (11.7,21.5)
Neither agree nor disagree	16.9 (15.1,18.9)	17.9 (16.2,19.7)	18.5 (16.8,20.4)	16.9 (14.8,19.2)	16.0 (13.9,18.3)	15.7 (12.8,19.0)	15.1 (13.7,16.6)	15.9 (14.3,17.7)	11.7 (9.3,14.6)	13.6 (11.1,16.6)
Agree	39.4 (37.4,41.5)	36.4 (34.4,38.5)	41.0 (38.6,43.4)	38.2 (35.7,40.8)	42.1 (39.1,45.1)	40.0 (35.4,44.8)	41.0 (38.9,43.1)	36.7 (34.8,38.7)	45.8 (42.1,49.5)	43.0 (37.4,48.9)
Strongly Agree	23.0 (21.2,25.0)	18.8 (17.1,20.6)	22.4 (20.5,24.4)	21.7 (19.8,23.8)	24.8 (22.5,27.2)	23.5 (20.5,26.8)	29.2 (27.3,31.2)	26.2 (24.6,28.0)	25.6 (22.3,29.3)	21.2 (15.8,27.9)
Don't know	0.8 (0.5,1.4)	1.1 (0.8,1.6)	1.3 (0.8,2.0)	1.4 (0.9,2.2)	1.9* (1.0,3.7)	1.5 (0.9,2.5)	1.9 (1.4,2.7)	2.8 (2.1,3.6)	1.6 (0.9,2.9)	1.0 (0.6,1.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37e.4**Assessment of Immediate Supervisor's Decision Making Skills: By Gender Within Paygrade**

37e. How much do you agree or disagree with each of the following statements about your immediate supervisor? Decision making (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	765	524	2,194	430	0	8	954	75	221	89
Responding on Item	391,245	84,251	494,209	73,970	15,480	1,138	89,310	17,963	73,308	10,814
Strongly Disagree	7.5 (6.2,9.0)	8.2 (7.0,9.5)	4.6 (4.0,5.4)	7.5 (6.6,8.5)	4.6 (2.6,8.2)	5.4 (3.8,7.7)	3.2 (2.2,4.6)	6.1 (4.7,7.8)	3.4 (2.5,4.6)	6.4 (5.2,7.8)
Disagree	12.3 (10.7,14.2)	14.7 (13.4,16.1)	10.9 (9.9,11.9)	14.9 (13.7,16.2)	10.0 (7.5,13.3)	14.9 (10.1,21.4)	9.0 (7.4,10.9)	11.2 (9.4,13.3)	8.9 (7.5,10.5)	12.1 (10.2,14.2)
Neither agree nor disagree	19.0 (17.1,21.0)	17.6 (16.2,19.2)	16.3 (15.1,17.6)	16.7 (15.2,18.2)	14.1 (11.2,17.6)	15.5 (10.7,22.0)	12.9 (11.0,15.0)	14.2 (11.9,16.7)	11.8 (9.7,14.3)	15.2 (12.6,18.3)
Agree	38.2 (36.2,40.2)	36.4 (34.2,38.6)	42.8 (41.1,44.6)	37.0 (35.4,38.6)	43.3 (37.9,48.9)	46.0 (39.0,53.3)	41.0 (37.8,44.2)	42.7 (39.9,45.5)	39.6 (36.2,43.0)	36.2 (33.4,39.2)
Strongly Agree	21.3 (19.4,23.3)	21.1 (19.4,22.9)	24.5 (23.2,25.9)	22.3 (20.9,23.9)	27.2 (21.1,34.3)	16.4 (13.3,20.2)	32.0 (29.4,34.7)	24.5 (22.0,27.1)	34.8 (32.2,37.6)	28.4 (25.7,31.4)
Don't know	1.8 (1.2,2.6)	2.0 (1.5,2.7)	0.9 (0.6,1.4)	1.6 (1.2,2.1)	0.8* (0.3,2.4)	1.7* (0.8,3.7)	2.0 (1.2,3.1)	1.4 (0.8,2.4)	1.6 (1.0,2.5)	1.6 (1.0,2.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37f.1**Assessment of Immediate Supervisor's Motivating Skills: By Service**

37f. How much do you agree or disagree with each of the following statements about your immediate supervisor? Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,454	8,248	2,500	3,201	1,184	1,365	206
Responding on Item	1,248,493	1,216,471	414,080	330,383	148,138	323,869	32,022
Strongly Disagree	9.1 (8.5,9.7)	9.1 (8.5,9.8)	11.1 (9.8,12.4)	8.9 (7.8,10.2)	8.6 (7.0,10.4)	7.1 (6.2,8.1)	7.4 (5.5,9.8)
Disagree	13.5 (12.8,14.3)	13.5 (12.8,14.3)	13.8 (12.4,15.4)	14.5 (12.7,16.4)	12.9 (11.2,14.9)	12.5 (11.4,13.7)	12.2 (10.1,14.7)
Neither agree nor disagree	17.8 (16.9,18.7)	17.8 (16.9,18.7)	17.7 (16.1,19.3)	18.3 (16.6,20.1)	19.5 (17.1,22.2)	16.6 (15.3,18.0)	17.1 (14.6,20.0)
Agree	35.1 (34.2,36.0)	34.9 (34.0,35.9)	34.1 (32.3,35.9)	35.5 (33.5,37.6)	33.0 (30.1,35.9)	36.2 (34.7,37.8)	41.6 (38.0,45.2)
Strongly Agree	23.4 (22.6,24.3)	23.5 (22.6,24.4)	22.4 (20.8,24.1)	21.9 (20.2,23.7)	24.4 (22.0,27.0)	26.1 (24.5,27.9)	20.9 (18.1,24.0)
Don't know	1.2 (1.0,1.4)	1.2 (1.0,1.4)	1.0 (0.7,1.5)	0.9 (0.6,1.4)	1.6 (1.0,2.7)	1.5 (1.1,2.0)	0.9* (0.5,1.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37f.2**Assessment of Immediate Supervisor's Motivating Skills: By Paygrade and Gender**

37f. How much do you agree or disagree with each of the following statements about your immediate supervisor? Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,199	3,915	44	1,013	282	6,700	1,753
Responding on Item	473,585	566,888	16,582	107,288	84,150	1,060,985	187,509
Strongly Disagree	12.4 (11.1,13.8)	7.4 (6.7,8.2)	6.6 (4.3,9.9)	6.2 (4.9,7.7)	5.5 (4.5,6.8)	8.4 (7.7,9.1)	12.8 (11.9,13.7)
Disagree	14.3 (12.9,15.8)	13.7 (12.8,14.6)	10.7 (8.3,13.7)	12.3 (10.8,14.0)	9.5 (8.3,10.9)	13.1 (12.3,14.0)	15.7 (14.8,16.7)
Neither agree nor disagree	18.4 (16.9,20.0)	17.8 (16.6,19.0)	17.4 (14.4,20.9)	17.1 (15.1,19.2)	14.7 (13.0,16.6)	18.0 (17.0,19.1)	16.3 (15.5,17.2)
Agree	31.1 (29.5,32.8)	37.4 (35.9,38.9)	38.2 (33.4,43.2)	37.7 (35.3,40.2)	38.1 (35.1,41.1)	35.7 (34.6,36.8)	31.6 (30.5,32.7)
Strongly Agree	22.2 (20.6,23.8)	22.9 (21.7,24.2)	26.3 (21.5,31.7)	25.5 (23.4,27.6)	31.0 (28.8,33.3)	23.7 (22.7,24.7)	22.1 (21.2,23.2)
Don't know	1.6 (1.2,2.1)	0.8 (0.6,1.1)	0.9* (0.3,2.5)	1.3 (0.8,2.1)	1.2 (0.8,1.9)	1.1 (0.9,1.4)	1.5 (1.2,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37f.3**Assessment of Immediate Supervisor's Motivating Skills: By Gender Within Service**

37f. How much do you agree or disagree with each of the following statements about your immediate supervisor? Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,019	481	2,694	506	924	259	902	463	161	44
Responding on Item	349,513	64,567	283,304	47,080	138,688	9,450	261,050	62,819	28,430	3,593
Strongly Disagree	10.3 (8.9,11.8)	15.3 (13.5,17.3)	8.3 (7.0,9.9)	12.4 (10.7,14.4)	8.3 (6.7,10.3)	12.1 (9.5,15.3)	6.2 (5.2,7.4)	10.6 (9.2,12.1)	6.8 (4.8,9.6)	12.0 (8.5,16.7)
Disagree	13.4 (11.7,15.2)	16.3 (14.7,18.0)	14.1 (12.1,16.4)	16.4 (14.5,18.4)	12.8 (10.9,14.8)	15.8 (12.3,20.1)	12.0 (10.7,13.4)	14.5 (13.0,16.2)	11.6 (9.3,14.3)	16.9 (13.1,21.6)
Neither agree nor disagree	17.9 (16.1,19.8)	16.5 (15.1,18.0)	18.8 (16.9,20.8)	15.4 (13.6,17.4)	19.7 (17.1,22.6)	16.2 (13.9,18.7)	16.5 (15.1,18.1)	16.8 (15.0,18.9)	17.2 (14.4,20.5)	16.0 (12.7,20.0)
Agree	34.8 (32.7,36.9)	30.4 (28.5,32.4)	35.9 (33.6,38.2)	33.5 (31.1,36.0)	33.1 (30.1,36.3)	30.5 (27.2,34.0)	37.4 (35.5,39.3)	31.5 (29.4,33.7)	42.8 (38.9,46.8)	31.8 (27.3,36.7)
Strongly Agree	22.8 (20.9,24.9)	20.2 (18.4,22.1)	22.0 (20.2,24.0)	21.2 (19.4,23.2)	24.5 (21.9,27.3)	23.7 (20.8,26.8)	26.5 (24.5,28.6)	24.6 (23.0,26.3)	20.7 (17.6,24.2)	22.2 (17.7,27.5)
Don't know	0.9 (0.6,1.5)	1.4 (0.9,1.9)	0.9 (0.6,1.5)	1.1 (0.8,1.7)	1.6 (0.9,2.8)	1.8 (1.1,3.0)	1.4 (0.9,2.0)	2.0 (1.4,2.8)	0.8* (0.4,1.8)	1.0 (0.6,1.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37f.4**Assessment of Immediate Supervisor's Motivating Skills: By Gender Within Paygrade**

37f. How much do you agree or disagree with each of the following statements about your immediate supervisor? Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,260	940	3,370	545	35	10	870	144	167	115
Responding on Item	389,750	83,835	493,033	73,855	15,445	1,136	89,394	17,894	73,362	10,788
Strongly Disagree	12.0 (10.5,13.7)	14.3 (12.7,16.0)	6.7 (5.9,7.6)	12.4 (11.2,13.8)	6.3 (3.9,10.0)	10.1 (6.2,16.1)	5.5 (4.2,7.2)	9.4 (7.6,11.5)	5.0 (3.8,6.5)	9.3 (7.6,11.4)
Disagree	14.1 (12.5,15.9)	15.3 (13.9,16.9)	13.4 (12.4,14.5)	15.7 (14.4,17.2)	10.2 (7.7,13.5)	17.9 (13.6,23.1)	11.1 (9.4,13.2)	18.2 (15.7,20.8)	8.8 (7.4,10.4)	14.5 (12.3,17.0)
Neither agree nor disagree	18.8 (17.1,20.7)	16.5 (15.0,18.2)	18.0 (16.7,19.5)	16.2 (15.1,17.3)	17.4 (14.2,21.2)	17.3 (11.1,25.9)	17.3 (15.1,19.8)	15.9 (13.7,18.4)	14.5 (12.5,16.7)	16.2 (13.5,19.2)
Agree	31.3 (29.3,33.3)	30.5 (28.5,32.6)	38.1 (36.4,39.9)	32.2 (30.7,33.8)	38.4 (33.3,43.8)	35.4 (29.5,41.9)	38.7 (35.9,41.6)	32.7 (29.9,35.7)	38.8 (35.5,42.3)	33.1 (30.0,36.3)
Strongly Agree	22.3 (20.4,24.2)	21.6 (20.0,23.3)	23.1 (21.6,24.6)	22.1 (20.7,23.5)	26.9 (21.8,32.7)	17.8 (14.5,21.7)	25.9 (23.6,28.5)	23.2 (20.4,26.2)	31.8 (29.3,34.4)	25.4 (22.9,28.1)
Don't know	1.5 (1.1,2.2)	1.8 (1.3,2.5)	0.7 (0.5,1.1)	1.4 (1.0,1.9)	0.8* (0.3,2.6)	1.5* (0.7,3.3)	1.4 (0.8,2.4)	0.7* (0.4,1.4)	1.2 (0.7,2.0)	1.5 (1.0,2.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37g.1**Assessment of Immediate Supervisor's Development Skills: By Service**

37g. How much do you agree or disagree with each of the following statements about your immediate supervisor? Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard	
		Total DoD	Army	Navy	Marine Corps	Air Force		
Estimated Population								
Not Applicable								
Not Responding on Item	6,865	6,601	2,171	2,156	725	1,551	264	
Responding on Item	1,250,082	1,218,118	414,409	331,428	148,597	323,683	31,964	
Strongly Disagree	6.8 (6.3,7.4)	6.9 (6.4,7.4)	8.2 (7.2,9.4)	6.8 (5.7,8.0)	6.0 (4.6,7.9)	5.6 (4.8,6.5)	4.9 (3.4,6.8)	
Disagree	11.6 (11.0,12.3)	11.6 (10.9,12.3)	12.7 (11.3,14.3)	11.4 (10.1,13.0)	11.2 (9.6,12.9)	10.5 (9.5,11.6)	12.6 (10.5,15.1)	
Neither agree nor disagree	17.5 (16.7,18.4)	17.5 (16.7,18.5)	17.1 (15.5,18.7)	19.1 (17.5,20.9)	17.7 (15.5,20.2)	16.4 (15.1,17.8)	16.7 (14.5,19.2)	
Agree	39.2 (38.1,40.3)	39.1 (37.9,40.2)	38.6 (36.5,40.7)	39.6 (37.5,41.7)	39.3 (36.4,42.2)	39.1 (37.2,41.1)	42.4 (39.1,45.8)	
Strongly Agree	23.5 (22.6,24.4)	23.5 (22.6,24.5)	22.3 (20.7,23.9)	21.7 (20.0,23.5)	24.1 (21.9,26.5)	26.6 (25.0,28.3)	22.0 (19.2,25.0)	
Don't know	1.4 (1.2,1.7)	1.4 (1.2,1.7)	1.2 (0.8,1.6)	1.4 (0.9,2.0)	1.7 (1.1,2.6)	1.7 (1.3,2.3)	1.5 (0.9,2.5)	

Table 37g.2**Assessment of Immediate Supervisor's Development Skills: By Paygrade and Gender**

37g. How much do you agree or disagree with each of the following statements about your immediate supervisor? Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,918	3,767	60	872	248	5,552	1,313
Responding on Item	474,866	567,036	16,566	107,429	84,184	1,062,133	187,949
Strongly Disagree	8.9 (7.8,10.1)	5.9 (5.2,6.6)	6.0 (3.8,9.4)	4.5 (3.6,5.7)	5.0 (4.0,6.2)	6.3 (5.7,6.9)	9.9 (9.1,10.7)
Disagree	11.9 (10.6,13.2)	11.4 (10.5,12.4)	11.2 (8.8,14.2)	11.8 (10.1,13.8)	11.3 (9.8,12.9)	11.2 (10.4,12.0)	14.0 (13.2,15.0)
Neither agree nor disagree	17.9 (16.2,19.7)	17.9 (16.7,19.0)	18.5 (15.4,22.1)	16.2 (14.0,18.8)	14.7 (12.9,16.7)	17.6 (16.6,18.6)	17.2 (16.3,18.2)
Agree	37.2 (35.3,39.2)	41.1 (39.4,42.8)	39.8 (35.3,44.4)	38.8 (35.7,41.9)	37.4 (34.8,40.1)	39.9 (38.7,41.2)	34.8 (33.6,36.0)
Strongly Agree	22.6 (20.9,24.5)	22.6 (21.3,23.9)	23.3 (18.4,29.1)	26.7 (24.8,28.7)	30.1 (27.5,32.8)	23.7 (22.7,24.7)	22.3 (21.2,23.3)
Don't know	1.6 (1.2,2.0)	1.2 (0.9,1.6)	1.2* (0.5,2.9)	2.0 (1.3,2.9)	1.5 (1.0,2.3)	1.4 (1.1,1.6)	1.8 (1.5,2.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37g.3**Assessment of Immediate Supervisor's Development Skills: By Gender Within Service**

37g. How much do you agree or disagree with each of the following statements about your immediate supervisor? Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,801	370	1,648	508	685	39	1,177	374	241	23
Responding on Item	349,731	64,678	284,350	47,078	138,927	9,670	260,775	62,908	28,350	3,614
Strongly Disagree	7.6 (6.4,8.9)	12.0 (10.4,13.7)	6.3 (5.1,7.8)	9.7 (8.4,11.2)	5.9 (4.4,7.8)	8.5 (6.4,11.3)	5.0 (4.1,6.1)	8.0 (6.9,9.3)	4.3 (2.8,6.5)	9.5 (6.2,14.3)
Disagree	12.3 (10.6,14.1)	15.3 (13.7,17.0)	10.9 (9.3,12.6)	15.0 (12.8,17.4)	10.8 (9.2,12.6)	16.4 (13.0,20.5)	10.2 (8.9,11.6)	11.7 (10.5,13.1)	12.4 (10.0,15.1)	14.3 (11.2,18.1)
Neither agree nor disagree	16.9 (15.1,18.9)	17.9 (16.2,19.8)	19.7 (17.9,21.6)	15.8 (14.2,17.6)	17.8 (15.4,20.5)	17.4 (13.6,22.1)	16.1 (14.5,17.8)	17.8 (15.8,19.9)	17.0 (14.6,19.8)	14.2 (10.9,18.2)
Agree	39.5 (37.2,41.9)	33.4 (31.3,35.6)	40.0 (37.6,42.5)	37.0 (34.2,39.9)	39.7 (36.7,42.9)	32.6 (28.9,36.5)	40.3 (37.8,42.7)	34.6 (32.7,36.5)	42.8 (39.2,46.6)	38.9 (34.1,43.9)
Strongly Agree	22.7 (20.8,24.6)	20.1 (18.4,21.8)	21.9 (19.9,23.9)	21.0 (19.1,23.0)	24.2 (21.8,26.7)	23.5 (20.2,27.2)	26.9 (25.0,29.0)	25.3 (23.6,27.1)	21.9 (18.8,25.4)	22.2 (18.3,26.7)
Don't know	1.1 (0.7,1.7)	1.5 (1.0,2.1)	1.3 (0.8,2.1)	1.5 (1.0,2.2)	1.7 (1.1,2.7)	1.5 (0.9,2.7)	1.6 (1.1,2.2)	2.6 (1.9,3.5)	1.6 (0.9,2.8)	0.9 (0.5,1.5)

Table 37g.4**Assessment of Immediate Supervisor's Development Skills: By Gender Within Paygrade**

37g. How much do you agree or disagree with each of the following statements about your immediate supervisor? Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,286	633	3,295	472	58	2	797	75	118	130
Responding on Item	390,724	84,142	493,108	73,928	15,422	1,144	89,467	17,963	73,411	10,773
Strongly Disagree	8.5 (7.3,10.0)	10.4 (9.0,12.0)	5.3 (4.6,6.1)	9.8 (8.6,11.1)	5.9 (3.5,9.5)	8.6 (6.1,12.1)	3.7 (2.6,5.1)	9.0 (7.3,11.0)	4.6 (3.5,6.0)	7.9 (6.4,9.6)
Disagree	11.7 (10.2,13.3)	12.8 (11.5,14.3)	10.9 (9.8,12.0)	15.0 (13.7,16.3)	11.0 (8.4,14.2)	13.7 (10.5,17.6)	11.1 (9.1,13.4)	15.6 (13.2,18.2)	10.7 (9.1,12.6)	14.9 (12.9,17.1)
Neither agree nor disagree	17.9 (15.9,20.0)	17.8 (16.1,19.6)	18.0 (16.7,19.3)	17.2 (15.7,18.7)	18.3 (15.1,22.1)	20.9 (14.8,28.7)	16.5 (13.9,19.6)	14.7 (12.5,17.2)	14.3 (12.2,16.6)	17.7 (15.3,20.5)
Agree	37.6 (35.3,39.9)	35.5 (33.4,37.6)	42.2 (40.2,44.2)	33.9 (32.0,35.9)	39.7 (34.9,44.6)	41.2 (34.7,48.0)	39.3 (35.8,42.9)	36.1 (33.1,39.2)	38.2 (35.3,41.2)	32.0 (29.0,35.2)
Strongly Agree	22.9 (20.8,25.1)	21.6 (20.0,23.3)	22.6 (21.2,24.1)	22.5 (21.0,24.1)	24.0 (18.7,30.2)	14.5 (10.7,19.3)	27.4 (25.2,29.7)	23.1 (20.3,26.1)	30.8 (27.8,33.9)	25.4 (22.8,28.2)
Don't know	1.5 (1.1,2.1)	2.0 (1.5,2.7)	1.1 (0.8,1.5)	1.7 (1.3,2.2)	1.2* (0.5,3.1)	1.2* (0.5,3.3)	2.0 (1.3,3.2)	1.6 (0.9,2.8)	1.5 (0.9,2.4)	2.1 (1.4,3.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37h.1**Assessment of Immediate Supervisor's Building Skills: By Service**

37h. How much do you agree or disagree with each of the following statements about your immediate supervisor? Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,321	8,216	3,676	1,804	1,216	1,520	106
Responding on Item	1,248,626	1,216,503	412,904	331,780	148,106	323,714	32,122
Strongly Disagree	6.9 (6.4,7.4)	6.9 (6.4,7.5)	7.8 (6.8,8.8)	6.8 (5.8,8.0)	6.7 (5.5,8.3)	6.1 (5.3,7.0)	5.2 (3.7,7.2)
Disagree	12.4 (11.6,13.2)	12.3 (11.5,13.2)	13.8 (12.4,15.2)	12.8 (11.4,14.4)	10.5 (8.9,12.2)	10.8 (9.8,12.0)	13.5 (11.1,16.2)
Neither agree nor disagree	19.5 (18.6,20.5)	19.6 (18.6,20.5)	19.0 (17.4,20.7)	20.3 (18.7,22.0)	19.5 (16.8,22.5)	19.6 (18.2,21.0)	18.6 (16.2,21.3)
Agree	38.1 (37.2,39.1)	38.0 (37.1,39.0)	37.8 (36.1,39.5)	39.1 (36.7,41.5)	38.8 (35.8,41.8)	36.9 (35.1,38.7)	40.9 (37.9,44.0)
Strongly Agree	21.3 (20.5,22.1)	21.4 (20.6,22.2)	20.5 (19.1,22.1)	19.2 (17.4,21.0)	22.3 (20.0,24.7)	24.3 (22.9,25.8)	19.9 (17.0,23.1)
Don't know	1.8 (1.6,2.1)	1.8 (1.6,2.1)	1.2 (0.8,1.8)	1.8 (1.4,2.5)	2.3 (1.5,3.5)	2.4 (1.9,2.9)	2.0 (1.3,3.0)

Table 37h.2**Assessment of Immediate Supervisor's Building Skills: By Paygrade and Gender**

37h. How much do you agree or disagree with each of the following statements about your immediate supervisor? Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,285	3,221	126	1,369	319	7,132	1,189
Responding on Item	473,499	567,582	16,500	106,932	84,113	1,060,553	188,073
Strongly Disagree	8.5 (7.4,9.8)	6.3 (5.6,7.0)	5.5 (3.3,8.9)	4.2 (3.2,5.4)	5.3 (4.2,6.6)	6.4 (5.9,7.0)	9.4 (8.6,10.2)
Disagree	12.8 (11.4,14.4)	12.4 (11.4,13.4)	12.4 (9.9,15.3)	12.3 (10.6,14.1)	9.8 (8.5,11.4)	11.9 (11.0,12.8)	15.1 (14.4,15.8)
Neither agree nor disagree	21.1 (19.5,22.8)	19.0 (17.9,20.2)	18.8 (15.8,22.2)	17.1 (15.2,19.1)	17.6 (15.3,20.1)	19.5 (18.4,20.6)	20.0 (18.9,21.1)
Agree	36.1 (34.2,38.1)	39.4 (37.9,41.0)	36.2 (31.5,41.2)	40.7 (37.7,43.8)	37.5 (34.9,40.2)	38.9 (37.8,40.0)	33.8 (32.8,34.8)
Strongly Agree	19.3 (17.7,21.0)	21.4 (20.3,22.6)	25.6 (20.9,31.0)	23.7 (21.7,25.8)	28.2 (25.6,31.0)	21.6 (20.7,22.5)	19.7 (18.7,20.7)
Don't know	2.2 (1.7,2.7)	1.5 (1.2,2.0)	1.6* (0.8,3.4)	2.1 (1.4,2.9)	1.6 (1.1,2.4)	1.8 (1.5,2.1)	2.1 (1.8,2.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37h.3**Assessment of Immediate Supervisor's Building Skills: By Gender Within Service**

37h. How much do you agree or disagree with each of the following statements about your immediate supervisor? Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,340	337	1,327	477	1,162	53	1,214	307	90	16
Responding on Item	348,192	64,711	284,671	47,109	138,450	9,656	260,739	62,975	28,501	3,622
Strongly Disagree	7.1 (6.0,8.3)	11.4 (10.0,13.0)	6.4 (5.2,7.9)	9.1 (7.8,10.6)	6.7 (5.4,8.4)	7.0 (5.4,9.0)	5.6 (4.6,6.7)	8.0 (6.9,9.2)	4.9 (3.3,7.2)	7.7 (6.1,9.7)
Disagree	13.3 (11.7,15.0)	16.4 (14.9,17.9)	12.4 (10.8,14.3)	15.2 (13.3,17.4)	10.2 (8.6,12.0)	14.7 (12.1,17.6)	10.2 (8.9,11.6)	13.5 (12.4,14.7)	13.0 (10.3,16.1)	17.3 (13.1,22.4)
Neither agree nor disagree	18.9 (17.0,20.9)	19.6 (17.9,21.5)	20.5 (18.7,22.4)	19.3 (17.1,21.8)	19.3 (16.4,22.5)	22.8 (18.5,27.8)	19.4 (17.8,21.1)	20.4 (18.9,22.1)	18.5 (15.9,21.5)	19.5 (15.8,23.9)
Agree	38.5 (36.5,40.5)	34.0 (32.0,35.9)	39.5 (36.8,42.4)	36.3 (33.6,39.1)	39.2 (36.1,42.4)	33.4 (29.2,37.8)	38.2 (36.1,40.4)	31.5 (29.8,33.3)	41.3 (37.9,44.8)	38.0 (33.2,43.2)
Strongly Agree	21.1 (19.5,22.9)	17.3 (15.7,19.1)	19.3 (17.3,21.4)	18.3 (16.3,20.4)	22.4 (20.0,25.0)	20.4 (17.4,23.8)	24.5 (22.8,26.3)	23.2 (21.3,25.3)	20.4 (17.3,24.0)	15.6 (12.7,19.1)
Don't know	1.2 (0.7,1.9)	1.4 (0.9,2.0)	1.9 (1.3,2.7)	1.8 (1.3,2.5)	2.3 (1.5,3.6)	1.8 (1.1,2.8)	2.1 (1.6,2.8)	3.3 (2.6,4.2)	2.0 (1.2,3.2)	1.9 (1.1,3.1)

Table 37h.4**Assessment of Immediate Supervisor's Building Skills: By Gender Within Paygrade**

37h. How much do you agree or disagree with each of the following statements about your immediate supervisor? Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,761	525	2,753	468	120	7	1,279	91	220	99
Responding on Item	389,249	84,250	493,650	73,932	15,360	1,139	88,985	17,947	73,309	10,804
Strongly Disagree	8.2 (7.0,9.7)	9.9 (8.6,11.4)	5.8 (5.1,6.6)	9.4 (8.2,10.6)	5.3 (3.1,9.1)	7.3 (5.3,9.8)	3.4 (2.4,4.9)	7.9 (6.3,9.7)	4.8 (3.6,6.4)	8.3 (6.8,10.1)
Disagree	12.5 (10.7,14.4)	14.5 (13.4,15.7)	11.9 (10.8,13.1)	15.5 (14.3,16.8)	12.0 (9.4,15.2)	17.0 (12.2,23.0)	11.4 (9.5,13.7)	16.6 (14.6,18.8)	9.3 (7.8,11.0)	13.7 (11.8,15.9)
Neither agree nor disagree	21.1 (19.1,23.2)	21.2 (19.3,23.1)	19.0 (17.7,20.4)	19.0 (17.5,20.6)	18.7 (15.5,22.3)	20.5 (14.3,28.6)	16.7 (14.5,19.1)	18.9 (16.4,21.7)	17.3 (14.7,20.2)	19.3 (16.4,22.6)
Agree	36.7 (34.3,39.1)	33.5 (31.4,35.7)	40.3 (38.6,42.1)	33.2 (31.6,34.9)	36.1 (31.1,41.5)	36.7 (30.4,43.4)	41.4 (37.8,45.1)	37.1 (34.1,40.3)	38.1 (35.1,41.2)	33.7 (31.1,36.3)
Strongly Agree	19.5 (17.6,21.5)	18.4 (16.8,20.1)	21.5 (20.2,22.8)	21.1 (19.6,22.6)	26.3 (21.2,32.0)	17.2 (13.1,22.3)	24.9 (22.5,27.4)	17.9 (15.4,20.8)	29.0 (26.0,32.1)	23.1 (20.5,26.0)
Don't know	2.1 (1.6,2.8)	2.5 (2.0,3.2)	1.5 (1.1,2.0)	1.9 (1.5,2.5)	1.6* (0.7,3.6)	1.4* (0.6,3.3)	2.2 (1.4,3.2)	1.6 (0.9,2.6)	1.6 (1.0,2.5)	1.9 (1.2,2.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37i.1**Assessment of Immediate Supervisor's Learning Skills: By Service**

37i. How much do you agree or disagree with each of the following statements about your immediate supervisor? Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,871	11,520	4,605	2,676	1,208	3,033	351
Responding on Item	1,245,076	1,213,199	411,975	330,908	148,114	322,201	31,877
Strongly Disagree	6.1 (5.6,6.7)	6.2 (5.6,6.8)	7.5 (6.5,8.6)	5.5 (4.5,6.7)	6.1 (4.8,7.7)	5.2 (4.5,6.1)	4.1 (2.9,5.9)
Disagree	10.4 (9.7,11.1)	10.4 (9.7,11.1)	10.5 (9.4,11.8)	11.7 (10.4,13.2)	11.0 (9.4,12.9)	8.5 (7.7,9.5)	9.2 (7.5,11.2)
Neither agree nor disagree	18.3 (17.4,19.1)	18.3 (17.5,19.3)	18.9 (17.2,20.7)	18.8 (17.2,20.6)	18.9 (16.7,21.3)	16.9 (15.7,18.3)	15.2 (12.6,18.2)
Agree	39.8 (38.8,40.7)	39.7 (38.7,40.6)	39.6 (37.8,41.3)	40.4 (38.3,42.7)	38.9 (36.2,41.8)	39.3 (37.6,40.9)	44.5 (40.8,48.2)
Strongly Agree	23.6 (22.8,24.4)	23.5 (22.7,24.4)	22.0 (20.5,23.5)	21.7 (20.1,23.4)	23.0 (20.9,25.2)	27.7 (26.1,29.3)	25.2 (22.2,28.4)
Don't know	1.9 (1.7,2.2)	1.9 (1.7,2.3)	1.6 (1.1,2.3)	1.9 (1.4,2.5)	2.1 (1.4,3.1)	2.4 (1.9,2.9)	1.9 (1.2,3.0)

Table 37i.2**Assessment of Immediate Supervisor's Learning Skills: By Paygrade and Gender**

37i. How much do you agree or disagree with each of the following statements about your immediate supervisor? Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,254	5,679	89	1,490	358	9,654	2,217
Responding on Item	472,530	565,124	16,537	106,811	84,074	1,058,031	187,045
Strongly Disagree	8.4 (7.3,9.6)	5.2 (4.6,5.8)	5.7 (3.5,9.1)	2.9 (2.1,4.0)	3.8 (3.0,4.9)	5.7 (5.2,6.4)	8.2 (7.5,9.0)
Disagree	11.9 (10.7,13.2)	10.1 (9.1,11.1)	7.8 (5.7,10.7)	8.1 (6.6,10.1)	7.1 (5.9,8.4)	10.0 (9.2,10.9)	12.3 (11.5,13.1)
Neither agree nor disagree	19.3 (17.8,21.0)	18.7 (17.5,20.0)	16.1 (13.2,19.5)	14.0 (12.2,16.1)	15.0 (13.2,16.9)	18.2 (17.2,19.2)	18.5 (17.5,19.4)
Agree	37.2 (35.3,39.2)	41.2 (39.7,42.7)	41.4 (36.0,47.1)	43.3 (40.1,46.6)	39.5 (36.7,42.3)	40.3 (39.3,41.4)	36.8 (35.6,38.0)
Strongly Agree	20.8 (19.1,22.5)	23.4 (22.3,24.6)	26.7 (21.6,32.5)	29.2 (27.0,31.5)	32.7 (30.3,35.2)	23.8 (22.9,24.8)	22.2 (21.1,23.2)
Don't know	2.5 (1.9,3.2)	1.4 (1.1,1.8)	2.3* (1.3,4.0)	2.4 (1.7,3.5)	2.0 (1.4,3.0)	1.9 (1.6,2.3)	2.0 (1.7,2.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37i.3**Assessment of Immediate Supervisor's Learning Skills: By Gender Within Service**

37i. How much do you agree or disagree with each of the following statements about your immediate supervisor? Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,084	521	2,055	620	1,118	89	2,070	963	327	24
Responding on Item	347,448	64,527	283,943	46,966	138,494	9,620	259,882	62,319	28,264	3,613
Strongly Disagree	6.9 (5.8,8.2)	10.3 (8.8,12.0)	5.2 (4.1,6.5)	7.4 (6.2,8.9)	6.0 (4.7,7.7)	7.2 (5.4,9.6)	4.8 (4.0,5.9)	7.0 (5.9,8.3)	3.8 (2.5,5.9)	6.7 (5.2,8.5)
Disagree	9.9 (8.5,11.4)	14.2 (12.6,16.0)	11.5 (10.0,13.3)	12.7 (11.1,14.6)	10.9 (9.1,12.9)	13.5 (10.2,17.7)	8.3 (7.2,9.4)	9.7 (8.6,11.1)	8.5 (6.7,10.8)	14.3 (10.7,18.7)
Neither agree nor disagree	19.0 (17.1,21.1)	18.2 (16.5,20.1)	19.0 (17.2,21.0)	17.5 (15.5,19.8)	18.7 (16.4,21.3)	21.1 (17.2,25.7)	16.4 (14.9,17.9)	19.2 (17.6,20.9)	15.2 (12.4,18.5)	15.1 (11.8,19.1)
Agree	40.1 (38.1,42.2)	36.5 (34.3,38.7)	40.7 (38.2,43.2)	39.1 (36.5,41.8)	39.3 (36.3,42.3)	34.1 (30.3,38.1)	40.2 (38.1,42.2)	35.5 (33.6,37.5)	44.8 (40.8,48.9)	41.8 (36.9,46.8)
Strongly Agree	22.5 (20.8,24.2)	19.3 (17.5,21.3)	21.8 (20.0,23.7)	21.1 (19.1,23.4)	23.1 (20.9,25.5)	22.0 (19.0,25.4)	28.1 (26.2,30.1)	26.0 (24.2,27.9)	25.7 (22.3,29.4)	21.1 (16.9,26.1)
Don't know	1.6 (1.1,2.5)	1.5 (1.1,2.2)	1.8 (1.3,2.6)	2.1 (1.5,2.9)	2.1 (1.4,3.2)	2.0 (1.3,3.2)	2.3 (1.8,3.0)	2.6 (2.0,3.4)	2.0 (1.2,3.2)	1.1 (0.7,2.0)

Table 37i.4**Assessment of Immediate Supervisor's Learning Skills: By Gender Within Paygrade**

37i. How much do you agree or disagree with each of the following statements about your immediate supervisor? Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,090	1,165	4,936	744	89	0	1,316	175	225	133
Responding on Item	388,920	83,610	491,467	73,656	15,391	1,146	88,948	17,863	73,304	10,770
Strongly Disagree	8.3 (7.1,9.7)	8.7 (7.5,10.2)	4.7 (4.0,5.3)	8.6 (7.6,9.7)	5.6 (3.3,9.3)	7.3 (5.2,10.2)	2.5 (1.6,3.7)	5.2 (3.9,6.9)	3.4 (2.4,4.7)	7.0 (5.5,8.8)
Disagree	11.8 (10.4,13.3)	12.4 (11.1,13.8)	9.7 (8.6,10.8)	12.6 (11.4,14.0)	7.4 (5.3,10.3)	13.8 (9.3,20.0)	7.4 (5.7,9.6)	11.7 (9.9,13.9)	6.6 (5.4,8.1)	10.0 (8.1,12.2)
Neither agree nor disagree	19.3 (17.4,21.2)	19.6 (18.1,21.3)	18.9 (17.5,20.3)	17.6 (16.2,19.1)	16.2 (13.1,19.8)	15.6 (10.8,21.9)	13.4 (11.2,16.0)	17.3 (15.0,19.8)	14.6 (12.7,16.8)	17.6 (14.8,20.7)
Agree	37.4 (35.2,39.7)	36.3 (34.1,38.6)	42.0 (40.2,43.7)	36.4 (34.5,38.5)	41.3 (35.5,47.3)	43.6 (36.9,50.6)	43.9 (40.2,47.7)	40.2 (37.1,43.3)	39.9 (36.8,43.1)	36.6 (33.5,39.8)
Strongly Agree	20.7 (18.8,22.8)	20.8 (19.2,22.5)	23.6 (22.3,24.9)	22.6 (20.9,24.4)	27.4 (21.9,33.7)	17.5 (13.5,22.5)	30.2 (27.6,32.9)	24.1 (21.5,27.0)	33.5 (30.8,36.4)	26.9 (24.1,29.8)
Don't know	2.5 (1.9,3.4)	2.1 (1.6,2.8)	1.3 (0.9,1.8)	2.1 (1.6,2.7)	2.3* (1.2,4.2)	2.1* (1.0,4.3)	2.6 (1.8,3.9)	1.5 (0.8,2.5)	2.0 (1.3,3.2)	2.1 (1.4,3.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37j.1***Assessment of Immediate Supervisor's Planning and Organizing Skills: By Service***

37j. How much do you agree or disagree with each of the following statements about your immediate supervisor? Planning and organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,896	7,846	3,111	2,386	560	1,790	49
Responding on Item	1,249,051	1,216,873	413,469	331,198	148,762	323,444	32,179
Strongly Disagree	6.1 (5.6,6.7)	6.2 (5.6,6.8)	7.7 (6.6,8.8)	6.1 (5.1,7.4)	5.8 (4.6,7.3)	4.6 (3.9,5.3)	3.8 (2.5,5.7)
Disagree	11.2 (10.6,11.8)	11.2 (10.6,11.9)	12.1 (11.0,13.2)	12.4 (11.0,14.0)	9.8 (8.3,11.6)	9.6 (8.5,10.8)	10.6 (8.7,12.9)
Neither agree nor disagree	17.7 (16.9,18.6)	17.7 (16.9,18.6)	18.1 (16.6,19.8)	17.8 (16.0,19.9)	16.7 (14.4,19.3)	17.6 (16.3,19.0)	17.6 (15.1,20.3)
Agree	40.8 (39.7,41.9)	40.6 (39.5,41.8)	39.7 (38.0,41.5)	41.0 (38.6,43.4)	41.8 (38.7,44.9)	40.9 (39.1,42.8)	45.3 (41.4,49.2)
Strongly Agree	22.0 (21.1,22.9)	22.0 (21.1,23.0)	21.1 (19.6,22.7)	20.5 (18.9,22.2)	22.8 (20.6,25.3)	24.4 (22.9,26.0)	21.3 (18.2,24.8)
Don't know	2.2 (1.9,2.5)	2.2 (2.0,2.5)	1.4 (1.0,1.9)	2.2 (1.6,2.8)	3.1 (2.2,4.5)	3.0 (2.4,3.6)	1.5 (0.9,2.4)

Table 37j.2***Assessment of Immediate Supervisor's Planning and Organizing Skills: By Paygrade and Gender***

37j. How much do you agree or disagree with each of the following statements about your immediate supervisor? Planning and organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,243	4,168	3	1,123	357	6,078	1,817
Responding on Item	474,541	566,635	16,623	107,178	84,075	1,061,607	187,445
Strongly Disagree	8.3 (7.1,9.6)	5.2 (4.7,5.9)	3.5 (2.1,5.9)	3.8 (2.9,5.1)	3.4 (2.5,4.6)	5.8 (5.2,6.5)	7.8 (7.2,8.5)
Disagree	11.9 (10.7,13.3)	11.4 (10.6,12.2)	10.4 (7.5,14.3)	9.6 (8.0,11.4)	8.2 (7.0,9.6)	10.9 (10.2,11.7)	12.7 (11.9,13.6)
Neither agree nor disagree	19.8 (18.2,21.4)	17.2 (16.1,18.4)	16.2 (13.0,19.9)	14.3 (12.3,16.4)	14.3 (12.6,16.2)	17.3 (16.3,18.3)	20.2 (19.1,21.3)
Agree	37.7 (35.6,39.8)	42.3 (40.7,44.0)	41.5 (35.7,47.6)	43.8 (40.7,47.0)	43.4 (40.8,46.0)	41.6 (40.3,42.8)	36.1 (34.9,37.4)
Strongly Agree	19.4 (17.9,21.1)	22.1 (21.0,23.4)	27.1 (21.8,33.0)	26.3 (24.0,28.7)	29.3 (26.9,31.8)	22.4 (21.4,23.4)	19.9 (18.9,20.9)
Don't know	2.9 (2.5,3.5)	1.7 (1.3,2.2)	1.3* (0.4,4.7)	2.2 (1.6,3.2)	1.4 (0.9,2.1)	2.0 (1.7,2.3)	3.3 (2.8,3.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37j.3**Assessment of Immediate Supervisor's Planning and Organizing Skills: By Gender Within Service**

37j. How much do you agree or disagree with each of the following statements about your immediate supervisor? Planning and organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,604	507	1,696	689	490	69	1,252	539	36	13
Responding on Item	348,928	64,541	284,302	46,897	139,122	9,640	260,700	62,743	28,555	3,624
Strongly Disagree	7.2 (6.0,8.6)	10.1 (8.9,11.4)	5.9 (4.7,7.4)	7.6 (6.3,9.2)	5.7 (4.5,7.3)	6.5 (5.0,8.6)	4.2 (3.5,5.1)	5.9 (4.9,7.2)	3.6 (2.2,5.8)	5.3 (3.9,7.1)
Disagree	11.8 (10.6,13.1)	13.7 (12.4,15.2)	12.3 (10.8,14.1)	13.1 (11.4,14.9)	9.6 (8.0,11.6)	11.9 (9.4,15.1)	9.1 (7.7,10.6)	11.7 (10.4,13.1)	10.5 (8.4,13.1)	11.5 (9.2,14.3)
Neither agree nor disagree	17.7 (15.8,19.7)	20.3 (18.6,22.2)	17.6 (15.4,19.9)	19.4 (17.3,21.7)	16.3 (13.9,19.0)	22.7 (18.0,28.3)	16.9 (15.4,18.6)	20.2 (18.3,22.3)	17.3 (14.7,20.4)	19.5 (15.7,23.9)
Agree	40.4 (38.4,42.4)	36.1 (33.8,38.4)	41.6 (38.9,44.3)	37.6 (35.0,40.3)	42.1 (38.9,45.5)	36.6 (32.7,40.7)	42.4 (40.2,44.7)	34.6 (32.7,36.6)	45.6 (41.2,50.0)	42.8 (36.9,49.0)
Strongly Agree	21.8 (20.1,23.7)	17.1 (15.3,18.9)	20.6 (18.8,22.6)	19.7 (17.7,21.9)	23.0 (20.6,25.7)	19.8 (16.9,23.0)	24.8 (22.9,26.7)	23.0 (21.3,24.8)	21.7 (18.2,25.6)	18.5 (14.6,23.1)
Don't know	1.1 (0.7,1.7)	2.7 (1.9,3.8)	2.1 (1.5,2.9)	2.6 (1.9,3.6)	3.2 (2.2,4.6)	2.4 (1.6,3.6)	2.6 (2.0,3.4)	4.5 (3.6,5.6)	1.4 (0.8,2.4)	2.5 (1.8,3.6)

Table 37j.4**Assessment of Immediate Supervisor's Planning and Organizing Skills: By Gender Within Paygrade**

37j. How much do you agree or disagree with each of the following statements about your immediate supervisor? Planning and organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,336	908	3,499	669	0	3	1,005	120	239	117
Responding on Item	390,674	83,867	492,904	73,731	15,480	1,143	89,259	17,918	73,290	10,786
Strongly Disagree	8.2 (6.8,9.8)	8.6 (7.6,9.8)	4.9 (4.3,5.6)	7.7 (6.8,8.7)	3.4 (1.9,6.0)	4.7 (3.2,7.0)	3.4 (2.3,4.8)	6.1 (4.6,8.0)	3.1 (2.1,4.4)	5.6 (4.5,7.1)
Disagree	11.8 (10.4,13.4)	12.3 (10.9,13.9)	11.1 (10.2,12.1)	13.3 (12.1,14.5)	10.3 (7.3,14.5)	11.9 (8.8,15.8)	9.0 (7.2,11.2)	12.5 (10.4,15.0)	7.5 (6.2,9.1)	12.9 (10.8,15.3)
Neither agree nor disagree	19.3 (17.4,21.2)	22.0 (20.2,23.9)	16.9 (15.6,18.3)	19.2 (17.5,20.9)	15.8 (12.5,19.8)	20.7 (15.1,27.7)	13.8 (11.6,16.4)	16.6 (14.1,19.5)	13.7 (11.8,15.8)	18.7 (16.0,21.8)
Agree	38.2 (35.7,40.7)	35.5 (33.2,38.0)	43.3 (41.4,45.2)	36.1 (34.5,37.7)	41.4 (35.2,47.9)	43.3 (36.6,50.3)	44.7 (41.1,48.3)	39.6 (36.3,43.1)	44.7 (41.8,47.7)	34.6 (31.7,37.6)
Strongly Agree	19.8 (18.0,21.7)	17.7 (16.1,19.5)	22.3 (21.0,23.7)	20.9 (19.5,22.4)	27.8 (22.2,34.2)	16.9 (13.1,21.7)	27.1 (24.5,29.9)	22.3 (19.8,25.1)	29.8 (27.2,32.7)	25.5 (22.8,28.5)
Don't know	2.8 (2.2,3.5)	3.8 (3.0,4.7)	1.5 (1.1,2.0)	2.9 (2.2,3.8)	1.3* (0.3,5.1)	2.5* (1.2,5.1)	2.1 (1.3,3.3)	2.8 (1.9,4.2)	1.2 (0.7,2.1)	2.7 (1.9,3.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37k.1**Assessment of Immediate Supervisor's Execution Skills: By Service**

37k. How much do you agree or disagree with each of the following statements about your immediate supervisor? Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,234	10,014	3,338	2,793	921	2,962	220
Responding on Item	1,246,713	1,214,705	413,242	330,791	148,401	322,272	32,008
Strongly Disagree	4.6 (4.1,5.1)	4.6 (4.1,5.2)	5.5 (4.7,6.5)	4.7 (3.6,6.0)	3.8 (2.8,5.0)	3.8 (3.2,4.5)	2.4* (1.3,4.3)
Disagree	7.9 (7.3,8.5)	7.9 (7.3,8.5)	9.0 (7.9,10.3)	8.7 (7.6,10.0)	6.9 (5.7,8.4)	6.0 (5.3,6.9)	7.2 (5.8,9.0)
Neither agree nor disagree	17.4 (16.4,18.3)	17.4 (16.4,18.3)	16.8 (15.2,18.6)	19.4 (17.7,21.2)	16.4 (14.0,19.0)	16.5 (15.3,17.7)	16.6 (14.0,19.6)
Agree	43.6 (42.6,44.6)	43.5 (42.5,44.5)	43.3 (41.5,45.0)	42.5 (40.2,44.8)	44.8 (41.6,48.1)	44.4 (42.8,46.0)	46.1 (42.6,49.7)
Strongly Agree	24.5 (23.6,25.4)	24.4 (23.6,25.3)	23.7 (22.2,25.3)	22.9 (21.1,24.7)	25.6 (23.2,28.2)	26.4 (24.9,28.0)	25.5 (22.3,28.9)
Don't know	2.2 (1.9,2.5)	2.2 (1.9,2.5)	1.6 (1.1,2.3)	1.9 (1.5,2.6)	2.6 (1.8,3.8)	2.9 (2.4,3.6)	2.2 (1.5,3.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37k.2**Assessment of Immediate Supervisor's Execution Skills: By Paygrade and Gender**

37k. How much do you agree or disagree with each of the following statements about your immediate supervisor? Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,167	4,096	89	1,407	475	7,906	2,328
Responding on Item	472,617	566,707	16,537	106,894	83,957	1,059,779	186,934
Strongly Disagree	5.8 (4.8,7.0)	4.3 (3.8,4.9)	3.6 (2.2,6.1)	2.1 (1.4,3.0)	2.5 (1.8,3.5)	4.3 (3.7,4.9)	6.3 (5.6,6.9)
Disagree	8.5 (7.4,9.7)	8.1 (7.3,9.0)	7.9 (5.3,11.5)	6.2 (5.1,7.5)	4.8 (3.8,5.9)	7.6 (6.9,8.3)	9.4 (8.8,10.1)
Neither agree nor disagree	19.0 (17.4,20.6)	17.6 (16.4,18.8)	12.8 (10.5,15.6)	13.7 (11.7,16.0)	12.4 (10.8,14.3)	17.0 (16.0,18.1)	19.2 (18.1,20.4)
Agree	41.9 (40.0,43.8)	44.5 (43.1,45.9)	45.7 (39.8,51.7)	45.1 (42.0,48.3)	44.8 (42.0,47.6)	44.2 (43.2,45.3)	40.0 (38.8,41.2)
Strongly Agree	22.2 (20.5,24.0)	23.8 (22.6,25.0)	28.5 (23.4,34.3)	30.2 (27.7,32.9)	33.6 (31.2,36.1)	24.9 (24.0,25.9)	21.8 (20.8,22.9)
Don't know	2.7 (2.2,3.3)	1.7 (1.4,2.2)	1.4* (0.7,3.0)	2.7 (1.9,3.9)	2.0 (1.3,2.9)	2.0 (1.7,2.3)	3.3 (2.9,3.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37k.3**Assessment of Immediate Supervisor's Execution Skills: By Gender Within Service**

37k. How much do you agree or disagree with each of the following statements about your immediate supervisor? Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,575	763	1,953	839	884	36	2,316	647	178	42
Responding on Item	348,957	64,285	284,045	46,747	138,728	9,673	259,636	62,635	28,413	3,595
Strongly Disagree	5.1 (4.2,6.3)	7.8 (6.7,9.1)	4.4 (3.2,5.9)	6.4 (5.3,7.7)	3.6 (2.6,5.0)	5.6 (4.3,7.3)	3.6 (2.8,4.4)	4.8 (4.0,5.9)	2.1* (1.0,4.4)	4.0 (3.0,5.4)
Disagree	8.7 (7.4,10.1)	11.0 (9.6,12.6)	8.6 (7.3,10.1)	9.2 (7.8,10.7)	6.8 (5.5,8.4)	8.2 (6.4,10.4)	5.5 (4.7,6.6)	8.2 (7.1,9.3)	7.0 (5.4,9.0)	9.1 (6.8,12.0)
Neither agree nor disagree	16.4 (14.6,18.4)	19.1 (17.2,21.3)	19.4 (17.5,21.5)	19.0 (17.1,21.2)	16.0 (13.6,18.8)	21.6 (16.8,27.3)	15.9 (14.5,17.4)	18.8 (17.1,20.7)	15.9 (13.2,19.1)	22.2 (17.1,28.3)
Agree	43.9 (42.0,45.9)	39.6 (37.5,41.7)	42.5 (39.8,45.2)	42.4 (39.8,45.1)	45.2 (41.8,48.7)	39.3 (35.2,43.4)	45.7 (43.8,47.7)	38.7 (36.7,40.8)	46.8 (42.8,50.8)	41.0 (35.7,46.5)
Strongly Agree	24.4 (22.7,26.2)	20.2 (18.3,22.1)	23.3 (21.3,25.4)	20.2 (18.2,22.4)	25.8 (23.2,28.6)	22.2 (19.1,25.7)	26.8 (25.0,28.8)	24.7 (23.0,26.5)	26.0 (22.5,29.9)	21.0 (15.6,27.6)
Don't know	1.5 (1.0,2.3)	2.3 (1.7,3.1)	1.8 (1.3,2.5)	2.8 (2.0,3.8)	2.6 (1.7,3.8)	3.1 (2.0,4.7)	2.5 (1.9,3.2)	4.8 (4.0,5.7)	2.1 (1.3,3.4)	2.8 (1.9,3.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 37k.4**Assessment of Immediate Supervisor's Execution Skills: By Gender Within Paygrade**

37k. How much do you agree or disagree with each of the following statements about your immediate supervisor? Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,991	1,177	3,286	810	89	0	1,197	211	345	130
Responding on Item	389,019	83,598	493,117	73,590	15,391	1,146	89,067	17,827	73,184	10,773
Strongly Disagree	5.6 (4.5,7.0)	6.6 (5.6,7.8)	4.0 (3.4,4.7)	6.6 (5.7,7.6)	3.6 (2.0,6.3)	4.0 (2.5,6.3)	1.6 (0.9,2.7)	4.5 (3.3,6.1)	2.2 (1.4,3.4)	4.6 (3.7,5.7)
Disagree	8.4 (7.1,9.8)	9.2 (8.2,10.4)	7.8 (6.9,8.9)	10.0 (8.9,11.2)	7.9 (5.2,11.9)	7.2 (5.0,10.3)	5.7 (4.5,7.2)	8.8 (7.3,10.7)	4.3 (3.3,5.6)	7.8 (6.1,9.9)
Neither agree nor disagree	18.5 (16.6,20.5)	21.3 (19.4,23.3)	17.4 (16.0,18.8)	18.6 (17.1,20.3)	12.4 (10.0,15.4)	18.2 (13.6,23.9)	13.7 (11.4,16.3)	14.0 (11.7,16.7)	11.9 (10.1,14.1)	15.7 (13.2,18.5)
Agree	42.5 (40.2,44.7)	39.2 (37.0,41.4)	45.3 (43.7,46.9)	39.4 (37.5,41.2)	45.8 (39.5,52.2)	44.5 (38.0,51.1)	44.9 (41.4,48.5)	46.2 (42.8,49.6)	45.4 (42.3,48.6)	40.6 (37.3,44.0)
Strongly Agree	22.6 (20.6,24.8)	20.2 (18.5,22.0)	24.0 (22.7,25.3)	22.4 (20.8,24.1)	28.9 (23.4,35.1)	24.0 (18.2,31.0)	31.6 (28.6,34.8)	23.3 (21.1,25.6)	34.4 (31.7,37.3)	27.7 (25.1,30.6)
Don't know	2.5 (1.9,3.2)	3.6 (2.9,4.4)	1.5 (1.2,2.0)	3.0 (2.5,3.7)	1.4* (0.6,3.1)	2.2* (1.0,4.5)	2.6 (1.7,4.0)	3.2 (2.2,4.6)	1.7 (1.1,2.7)	3.6 (2.6,5.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 371.1**Assessment of Immediate Supervisor's Assessment Skills: By Service**

371. How much do you agree or disagree with each of the following statements about your immediate supervisor? Assessing (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	35,665	34,900	13,623	8,839	3,349	9,090	765
Responding on Item	1,221,282	1,189,819	402,957	324,745	145,973	316,144	31,463
Strongly Disagree	5.8 (5.3,6.4)	5.9 (5.4,6.4)	7.3 (6.3,8.5)	5.5 (4.5,6.6)	5.9 (4.6,7.5)	4.5 (3.8,5.3)	4.1 (3.0,5.8)
Disagree	11.2 (10.5,11.9)	11.2 (10.5,11.9)	11.5 (10.0,13.1)	11.8 (10.5,13.3)	9.8 (8.3,11.7)	10.9 (9.7,12.1)	10.8 (8.8,13.2)
Neither agree nor disagree	19.8 (18.9,20.7)	19.8 (18.9,20.8)	20.6 (18.9,22.4)	21.0 (19.2,23.0)	17.6 (15.4,20.0)	18.6 (17.2,20.1)	18.4 (15.6,21.5)
Agree	39.6 (38.6,40.6)	39.5 (38.4,40.5)	39.0 (37.0,41.0)	39.8 (37.4,42.3)	40.5 (37.3,43.8)	39.3 (37.5,41.2)	44.4 (40.4,48.5)
Strongly Agree	21.1 (20.2,22.0)	21.1 (20.3,22.0)	19.9 (18.4,21.5)	19.8 (18.0,21.6)	22.6 (20.5,24.9)	23.4 (21.7,25.1)	19.9 (16.9,23.3)
Don't know	2.5 (2.2,2.9)	2.5 (2.2,3.0)	1.8 (1.3,2.7)	2.1 (1.6,2.8)	3.6 (2.6,5.1)	3.4 (2.8,4.1)	2.4 (1.6,3.6)

Table 371.2**Assessment of Immediate Supervisor's Assessment Skills: By Paygrade and Gender**

371. How much do you agree or disagree with each of the following statements about your immediate supervisor? Assessing (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	14,115	14,839	947	3,767	1,996	28,987	6,678
Responding on Item	462,669	555,964	15,679	104,534	82,436	1,038,698	182,584
Strongly Disagree	7.8 (6.8,8.9)	5.0 (4.4,5.7)	5.0 (2.9,8.4)	3.3 (2.5,4.4)	3.6 (2.8,4.7)	5.4 (4.9,6.0)	8.1 (7.5,8.8)
Disagree	11.3 (10.2,12.5)	11.5 (10.6,12.5)	11.1 (8.7,14.1)	10.6 (9.0,12.6)	9.1 (7.7,10.6)	10.7 (9.9,11.5)	14.0 (13.2,15.0)
Neither agree nor disagree	21.6 (19.9,23.3)	19.5 (18.2,20.8)	20.0 (16.7,23.7)	16.3 (14.6,18.2)	15.9 (14.1,18.0)	19.7 (18.6,20.8)	20.5 (19.2,21.8)
Agree	37.0 (35.1,38.9)	41.1 (39.6,42.6)	40.0 (35.1,45.2)	41.3 (38.1,44.6)	41.9 (39.1,44.7)	40.4 (39.2,41.6)	35.1 (33.8,36.5)
Strongly Agree	18.9 (17.2,20.7)	21.1 (19.9,22.3)	22.8 (18.2,28.1)	25.4 (22.9,28.0)	27.6 (25.3,30.0)	21.5 (20.5,22.5)	18.9 (17.9,19.9)
Don't know	3.5 (2.8,4.4)	1.8 (1.4,2.2)	1.2* (0.5,2.9)	3.1 (2.2,4.3)	1.9 (1.3,2.6)	2.4 (2.0,2.9)	3.4 (3.0,3.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 371.3**Assessment of Immediate Supervisor's Assessment Skills: By Gender Within Service**

371. How much do you agree or disagree with each of the following statements about your immediate supervisor? Assessing (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	11,192	2,431	7,135	1,704	2,941	408	7,017	2,073	703	62
Responding on Item	340,340	62,617	278,863	45,882	136,671	9,301	254,935	61,209	27,888	3,575
Strongly Disagree	6.7 (5.6,8.1)	10.3 (9.1,11.8)	5.1 (4.0,6.4)	7.9 (6.7,9.5)	5.8 (4.5,7.5)	7.1 (5.5,9.2)	4.1 (3.4,5.0)	6.1 (5.2,7.2)	3.7 (2.4,5.6)	7.5 (5.5,10.1)
Disagree	10.8 (9.1,12.7)	15.0 (13.4,16.7)	11.6 (10.1,13.3)	13.3 (11.5,15.2)	9.7 (8.0,11.7)	12.0 (9.7,14.9)	10.1 (8.7,11.7)	14.0 (12.5,15.6)	10.4 (8.2,13.1)	13.9 (9.8,19.3)
Neither agree nor disagree	20.6 (18.6,22.7)	20.7 (18.7,22.8)	21.3 (19.2,23.5)	19.8 (17.3,22.5)	17.2 (14.8,19.8)	23.5 (18.5,29.5)	18.2 (16.6,20.0)	20.3 (18.4,22.4)	18.1 (15.1,21.5)	20.6 (16.2,25.8)
Agree	39.8 (37.5,42.0)	34.6 (32.6,36.7)	40.0 (37.1,43.0)	38.9 (36.3,41.5)	40.9 (37.6,44.4)	34.2 (29.8,38.8)	40.8 (38.6,43.1)	32.8 (30.7,35.1)	45.3 (40.8,49.8)	37.6 (33.0,42.4)
Strongly Agree	20.4 (18.7,22.2)	16.9 (15.2,18.7)	20.1 (18.2,22.2)	17.6 (15.6,19.8)	22.8 (20.6,25.2)	19.9 (17.0,23.3)	23.8 (21.8,25.9)	21.7 (20.0,23.5)	20.2 (16.9,24.1)	17.7 (13.9,22.2)
Don't know	1.7 (1.1,2.7)	2.5 (1.9,3.3)	2.0 (1.4,2.9)	2.5 (1.9,3.4)	3.6 (2.5,5.2)	3.2 (2.2,4.6)	3.0 (2.4,3.8)	5.1 (4.2,6.1)	2.4 (1.5,3.7)	2.8 (1.8,4.3)

Table 371.4**Assessment of Immediate Supervisor's Assessment Skills: By Gender Within Paygrade**

371. How much do you agree or disagree with each of the following statements about your immediate supervisor? Assessing (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing)

The term "work group" refers to the people with whom you work on a day-to-day basis.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	10,311	3,805	12,890	1,949	926	21	3,129	639	1,732	264
Responding on Item	381,699	80,970	483,513	72,451	14,554	1,125	87,135	17,399	71,797	10,639
Strongly Disagree	7.6 (6.4,8.9)	8.8 (7.7,10.0)	4.6 (3.9,5.3)	8.1 (7.2,9.2)	5.0 (2.8,8.8)	5.0 (3.4,7.3)	2.8 (1.9,4.1)	6.0 (4.6,7.7)	3.2 (2.3,4.5)	6.5 (5.3,8.0)
Disagree	10.9 (9.5,12.4)	13.3 (11.9,14.8)	11.0 (9.9,12.2)	14.9 (13.7,16.3)	10.6 (8.1,13.9)	17.0 (12.2,23.2)	10.1 (8.1,12.4)	13.5 (11.5,15.7)	8.3 (6.9,10.0)	14.2 (12.0,16.8)
Neither agree nor disagree	21.7 (19.7,23.8)	21.2 (19.2,23.3)	19.4 (17.9,21.0)	20.1 (18.1,22.3)	19.8 (16.3,23.8)	22.1 (15.6,30.4)	15.7 (13.7,18.0)	19.2 (16.9,21.8)	15.4 (13.3,17.8)	19.5 (16.9,22.5)
Agree	37.3 (35.1,39.6)	35.3 (32.8,37.8)	42.1 (40.4,43.9)	34.4 (32.6,36.2)	40.1 (34.8,45.6)	39.1 (32.8,45.8)	42.0 (38.2,45.9)	37.9 (34.7,41.2)	43.0 (39.9,46.2)	34.1 (30.9,37.4)
Strongly Agree	19.2 (17.3,21.3)	17.4 (15.8,19.2)	21.3 (20.0,22.7)	19.5 (18.0,21.0)	23.4 (18.5,29.2)	14.6 (11.2,18.8)	26.3 (23.4,29.4)	20.9 (18.3,23.7)	28.3 (25.7,31.1)	22.9 (20.2,25.8)
Don't know	3.4 (2.6,4.4)	4.1 (3.4,4.9)	1.6 (1.2,2.1)	3.0 (2.4,3.6)	1.1* (0.4,3.0)	2.2* (1.1,4.4)	3.2 (2.2,4.7)	2.6 (1.7,3.9)	1.7 (1.2,2.6)	2.8 (2.0,4.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38a.1***Agreement That Leaders Set High Standards: By Service***

38a. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group set high standards for Service members in terms of good behavior and discipline

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,813	9,582	2,523	2,498	3,253	1,309	231
Responding on Item	1,247,134	1,215,137	414,057	331,086	146,069	323,925	31,997
Strongly Disagree	4.0	4.1	5.3	3.9	3.7	2.8	2.3
	(3.6,4.5)	(3.6,4.5)	(4.4,6.3)	(3.0,5.0)	(2.7,5.0)	(2.3,3.4)	(1.3,3.9)
Disagree	9.2	9.2	10.5	8.9	7.7	8.5	7.7
	(8.5,9.8)	(8.5,9.9)	(9.2,11.9)	(7.6,10.3)	(6.3,9.4)	(7.5,9.6)	(6.1,9.8)
Neither agree nor disagree	16.2	16.3	17.7	17.5	13.1	14.7	14.6
	(15.4,17.1)	(15.4,17.1)	(16.1,19.4)	(15.8,19.2)	(11.2,15.2)	(13.4,16.0)	(12.4,17.0)
Agree	44.1	43.9	44.0	44.2	41.5	44.5	52.3
	(43.1,45.1)	(42.9,44.9)	(42.1,45.8)	(42.4,46.1)	(38.4,44.6)	(42.5,46.5)	(48.8,55.7)
Strongly Agree	25.5	25.6	21.9	24.5	32.8	28.3	22.1
	(24.6,26.5)	(24.7,26.6)	(20.3,23.6)	(22.7,26.5)	(30.1,35.6)	(26.6,30.0)	(19.3,25.2)
Don't know	1.0	1.0	0.7	1.1	1.2	1.3	1.1*
	(0.8,1.3)	(0.8,1.3)	(0.5,1.1)	(0.7,1.7)	(0.7,2.1)	(0.9,1.7)	(0.6,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38a.2**Agreement That Leaders Set High Standards: By Paygrade and Gender**

38a. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group set high standards for Service members in terms of good behavior and discipline

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,793	3,003	178	1,129	709	8,023	1,790
Responding on Item	471,991	567,800	16,448	107,172	83,723	1,059,662	187,472
Strongly Disagree	5.6 (4.7,6.6)	3.6 (3.1,4.2)	3.3* (1.6,6.8)	1.6 (1.1,2.4)	1.2 (0.7,2.1)	3.7 (3.2,4.2)	5.7 (5.2,6.3)
Disagree	10.4 (9.2,11.8)	9.4 (8.5,10.3)	6.7 (4.1,10.7)	6.6 (5.2,8.4)	4.3 (3.4,5.4)	8.7 (7.9,9.5)	11.9 (11.1,12.6)
Neither agree nor disagree	18.7 (17.2,20.4)	16.3 (15.3,17.5)	10.8 (8.3,13.9)	11.3 (9.4,13.4)	8.7 (7.3,10.3)	15.9 (14.9,16.8)	18.3 (17.4,19.2)
Agree	41.8 (40.2,43.5)	44.6 (43.0,46.2)	48.0 (42.2,53.8)	50.3 (47.3,53.4)	44.4 (41.6,47.2)	44.5 (43.3,45.6)	42.0 (40.8,43.2)
Strongly Agree	22.3 (20.6,24.1)	25.2 (23.9,26.5)	30.8 (25.9,36.2)	29.3 (26.8,31.9)	40.4 (37.5,43.4)	26.4 (25.3,27.6)	20.7 (19.7,21.8)
Don't know	1.2 (0.9,1.7)	0.9 (0.7,1.2)	0.4* (0.1,1.2)	0.9 (0.5,1.7)	1.1 (0.7,1.7)	0.9 (0.7,1.3)	1.4 (1.1,1.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38a.3**Agreement That Leaders Set High Standards: By Gender Within Service**

38a. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group set high standards for Service members in terms of good behavior and discipline

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,241	282	1,598	900	3,008	244	951	358	225	6
Responding on Item	349,291	64,766	284,400	46,686	136,604	9,465	261,001	62,924	28,366	3,631
Strongly Disagree	5.0 (4.0,6.2)	7.1 (6.1,8.2)	3.6 (2.5,4.9)	5.8 (4.8,7.0)	3.5 (2.5,5.0)	6.4 (4.4,9.2)	2.4 (1.8,3.2)	4.2 (3.5,5.1)	1.9* (1.0,3.9)	4.6 (3.0,7.0)
Disagree	10.0 (8.6,11.6)	13.1 (11.6,14.9)	8.3 (6.9,10.0)	12.2 (10.7,13.8)	7.5 (6.0,9.4)	11.0 (8.5,14.2)	8.0 (6.8,9.4)	10.5 (9.4,11.6)	7.3 (5.5,9.7)	11.0 (8.2,14.6)
Neither agree nor disagree	17.3 (15.5,19.2)	19.9 (18.2,21.7)	17.2 (15.3,19.2)	19.3 (17.0,21.8)	12.7 (10.7,15.0)	19.0 (14.6,24.4)	14.4 (12.9,16.0)	15.8 (14.4,17.4)	14.1 (11.8,16.9)	17.9 (14.7,21.7)
Agree	44.4 (42.2,46.7)	41.5 (39.2,43.7)	44.7 (42.5,46.9)	41.3 (38.6,44.0)	41.6 (38.3,45.0)	38.9 (34.6,43.3)	44.8 (42.5,47.1)	43.3 (41.2,45.4)	53.0 (49.2,56.7)	46.7 (41.7,51.9)
Strongly Agree	22.7 (20.8,24.7)	17.4 (15.6,19.3)	25.3 (23.2,27.6)	19.7 (17.8,21.8)	33.5 (30.6,36.5)	23.4 (20.6,26.4)	29.2 (27.1,31.4)	24.7 (23.0,26.4)	22.6 (19.4,26.1)	18.4 (14.8,22.5)
Don't know	0.6 (0.4,1.1)	1.1 (0.7,1.6)	1.0 (0.5,1.7)	1.7 (1.2,2.5)	1.2* (0.6,2.1)	1.3* (0.7,2.5)	1.2 (0.8,1.8)	1.5 (1.1,2.1)	1.0* (0.5,2.1)	1.3 (0.8,2.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38a.4**Agreement That Leaders Set High Standards: By Gender Within Paygrade**

38a. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group set high standards for Service members in terms of good behavior and discipline

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,936	858	2,264	739	170	8	1,035	95	619	90
Responding on Item	388,074	83,917	494,139	73,661	15,310	1,138	89,229	17,943	72,910	10,813
Strongly Disagree	5.4 (4.4,6.6)	6.5 (5.6,7.6)	3.2 (2.7,3.9)	6.0 (5.1,7.1)	3.4* (1.6,7.2)	2.2* (1.1,4.1)	1.3* (0.7,2.3)	3.1 (2.2,4.4)	1.1* (0.5,2.2)	1.9 (1.3,2.9)
Disagree	10.0 (8.6,11.7)	12.0 (10.6,13.5)	8.9 (7.9,9.9)	13.0 (11.8,14.4)	6.2 (3.6,10.7)	12.9 (8.6,18.8)	6.0 (4.4,8.1)	9.7 (8.0,11.8)	4.0 (3.0,5.3)	6.3 (5.0,8.0)
Neither agree nor disagree	18.3 (16.4,20.3)	20.8 (19.3,22.5)	16.1 (14.9,17.4)	17.8 (16.4,19.3)	10.4 (7.8,13.7)	16.7 (12.2,22.3)	11.3 (9.2,13.7)	11.3 (9.3,13.7)	8.0 (6.4,9.9)	13.4 (11.6,15.5)
Agree	41.9 (40.0,43.9)	41.4 (39.3,43.4)	45.2 (43.4,47.1)	40.7 (39.1,42.3)	48.3 (42.2,54.5)	43.7 (37.4,50.2)	50.4 (46.8,54.0)	50.1 (46.8,53.4)	44.7 (41.6,47.9)	42.2 (39.4,45.0)
Strongly Agree	23.3 (21.3,25.5)	17.5 (16.0,19.1)	25.8 (24.3,27.3)	21.3 (19.9,22.8)	31.4 (26.2,37.1)	23.1 (17.3,30.0)	30.2 (27.2,33.2)	24.9 (21.8,28.4)	41.2 (37.9,44.6)	34.9 (32.4,37.6)
Don't know	1.1 (0.7,1.7)	1.8 (1.3,2.4)	0.8 (0.6,1.2)	1.1 (0.8,1.6)	0.3* (0.1,1.2)	1.6* (0.7,3.4)	1.0* (0.5,1.9)	0.8* (0.4,1.5)	1.0 (0.6,1.7)	1.3 (0.8,2.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38b.1***Agreement That Leaders Are More Interested in Looking Good Than Being Good: By Service***

38b. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are more interested in looking good than being good

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	12,202	11,916	3,015	3,092	3,626	2,184	286
Responding on Item	1,244,745	1,212,803	413,565	330,492	145,696	323,050	31,942
Strongly Disagree	10.6 (9.9,11.2)	10.6 (9.9,11.2)	10.0 (8.7,11.4)	9.9 (9.0,10.9)	12.0 (10.3,13.8)	11.4 (10.3,12.5)	10.3 (8.6,12.4)
Disagree	31.5 (30.6,32.5)	31.3 (30.3,32.3)	30.2 (28.6,31.8)	29.5 (27.7,31.4)	30.0 (27.3,32.8)	35.1 (33.4,36.9)	39.9 (36.5,43.5)
Neither agree nor disagree	21.4 (20.6,22.2)	21.4 (20.6,22.3)	20.9 (19.2,22.6)	23.3 (21.6,25.1)	20.8 (18.2,23.6)	20.4 (19.1,21.9)	20.5 (17.8,23.5)
Agree	18.5 (17.6,19.5)	18.5 (17.6,19.5)	18.9 (17.4,20.6)	19.5 (17.6,21.5)	18.9 (16.7,21.3)	16.9 (15.4,18.5)	17.8 (15.5,20.3)
Strongly Agree	16.4 (15.5,17.2)	16.5 (15.7,17.4)	18.7 (17.2,20.3)	16.1 (14.5,17.8)	16.3 (14.2,18.7)	14.3 (13.0,15.6)	10.4 (8.5,12.6)
Don't know	1.7 (1.4,2.0)	1.7 (1.4,2.0)	1.4 (1.0,2.0)	1.6 (1.1,2.4)	2.1 (1.4,3.0)	2.0 (1.5,2.6)	1.0* (0.6,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38b.2***Agreement That Leaders Are More Interested in Looking Good Than Being Good: By Paygrade and Gender***

38b. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are more interested in looking good than being good

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,827	4,110	222	1,318	723	9,986	2,216
Responding on Item	470,957	566,693	16,404	106,983	83,709	1,057,699	187,046
Strongly Disagree	8.8 (7.7,10.0)	10.1 (9.3,11.0)	15.4 (12.5,18.8)	12.9 (11.1,14.9)	19.6 (17.6,21.8)	10.4 (9.7,11.1)	11.6 (10.9,12.3)
Disagree	24.9 (23.3,26.5)	32.3 (30.9,33.8)	36.9 (32.0,42.0)	43.6 (40.8,46.4)	46.8 (44.0,49.7)	31.4 (30.3,32.6)	31.9 (30.7,33.1)
Neither agree nor disagree	23.2 (21.5,24.9)	21.7 (20.5,22.9)	18.3 (14.5,22.8)	18.8 (16.8,20.9)	13.6 (11.8,15.6)	21.6 (20.7,22.6)	20.1 (19.1,21.1)
Agree	21.3 (19.6,23.2)	18.1 (16.9,19.4)	15.6 (11.5,20.8)	15.3 (13.2,17.7)	10.4 (9.0,11.9)	18.6 (17.6,19.7)	17.8 (16.7,19.0)
Strongly Agree	19.9 (18.5,21.4)	16.3 (15.1,17.5)	12.8 (9.3,17.3)	7.6 (6.4,9.0)	8.8 (7.2,10.7)	16.3 (15.3,17.3)	16.7 (15.8,17.7)
Don't know	2.0 (1.5,2.6)	1.5 (1.2,1.9)	1.1* (0.5,2.5)	1.9 (1.1,3.0)	0.8* (0.4,1.5)	1.6 (1.3,2.0)	1.9 (1.6,2.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38b.3**Agreement That Leaders Are More Interested in Looking Good Than Being Good: By Gender Within Service**

38b. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are more interested in looking good than being good

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,644	371	2,050	1,042	3,350	275	1,669	515	274	12
Responding on Item	348,888	64,677	283,948	46,544	136,262	9,434	260,283	62,767	28,318	3,625
Strongly Disagree	10.1 (8.6,11.7)	9.5 (8.3,10.8)	9.7 (8.6,10.8)	11.6 (10.3,13.0)	11.9 (10.1,13.9)	13.0 (10.8,15.5)	10.8 (9.5,12.2)	13.6 (12.4,14.9)	10.2 (8.3,12.5)	11.5 (9.0,14.6)
Disagree	30.4 (28.5,32.4)	28.7 (26.8,30.7)	29.1 (27.1,31.3)	31.9 (29.1,34.8)	29.7 (26.9,32.8)	33.3 (29.7,37.1)	35.2 (33.1,37.4)	34.6 (32.6,36.7)	40.4 (36.6,44.4)	36.4 (31.2,42.0)
Neither agree nor disagree	20.8 (18.9,22.8)	21.4 (19.7,23.3)	23.7 (21.8,25.7)	21.0 (18.9,23.1)	21.0 (18.3,24.0)	17.6 (15.3,20.0)	20.9 (19.4,22.6)	18.5 (16.7,20.4)	20.7 (17.6,24.1)	19.4 (15.9,23.5)
Agree	18.9 (17.2,20.8)	19.0 (17.1,21.0)	19.9 (17.8,22.1)	17.3 (15.1,19.7)	18.8 (16.5,21.4)	19.8 (15.5,25.0)	16.9 (15.2,18.8)	16.8 (15.3,18.4)	17.8 (15.2,20.7)	17.5 (13.1,23.0)
Strongly Agree	18.6 (16.8,20.5)	19.5 (17.6,21.5)	16.0 (14.2,17.9)	17.0 (15.3,18.8)	16.4 (14.2,19.0)	14.6 (11.8,18.0)	14.3 (12.8,15.9)	14.2 (12.8,15.7)	9.9 (8.0,12.3)	14.0 (10.7,18.1)
Don't know	1.3 (0.9,1.9)	2.0 (1.4,2.6)	1.7 (1.1,2.6)	1.3 (0.8,2.2)	2.1 (1.4,3.1)	1.7 (1.0,2.9)	1.9 (1.3,2.6)	2.3 (1.8,3.1)	1.0* (0.5,2.0)	1.2 (0.7,2.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38b.4***Agreement That Leaders Are More Interested in Looking Good Than Being Good: By Gender Within Paygrade***

38b. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are more interested in looking good than being good

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,709	1,119	3,219	892	220	2	1,206	113	633	90
Responding on Item	387,301	83,656	493,184	73,508	15,260	1,144	89,058	17,925	72,896	10,813
Strongly Disagree	8.4 (7.1,9.9)	10.5 (9.4,11.8)	9.9 (8.9,10.9)	11.5 (10.4,12.8)	15.7 (12.6,19.4)	11.7 (8.2,16.3)	13.1 (11.0,15.6)	11.7 (9.7,14.0)	19.6 (17.3,22.0)	20.1 (18.0,22.3)
Disagree	24.1 (22.3,26.0)	28.4 (26.8,30.1)	32.5 (30.9,34.1)	31.4 (29.5,33.3)	37.1 (31.8,42.6)	34.1 (28.7,40.0)	43.4 (40.0,46.9)	44.3 (41.0,47.7)	47.7 (44.4,50.9)	41.0 (37.4,44.8)
Neither agree nor disagree	23.6 (21.6,25.7)	20.9 (19.2,22.8)	21.9 (20.6,23.2)	20.2 (18.9,21.5)	17.7 (13.6,22.7)	26.0 (19.5,33.8)	18.9 (16.6,21.5)	18.1 (15.9,20.6)	13.2 (11.3,15.5)	15.6 (13.2,18.5)
Agree	21.7 (19.7,23.9)	19.3 (17.5,21.3)	18.2 (16.8,19.6)	17.6 (16.0,19.2)	15.6 (11.2,21.2)	16.0 (12.0,20.9)	15.6 (13.1,18.4)	13.9 (12.0,16.1)	9.8 (8.3,11.5)	14.5 (12.2,17.2)
Strongly Agree	20.2 (18.5,22.1)	18.5 (16.8,20.2)	16.1 (14.8,17.5)	17.6 (16.1,19.2)	12.8 (9.1,17.7)	12.1 (8.8,16.6)	6.9 (5.5,8.6)	10.8 (9.0,12.8)	9.0 (7.2,11.2)	8.0 (6.6,9.7)
Don't know	1.9 (1.4,2.7)	2.3 (1.8,3.1)	1.5 (1.1,2.0)	1.8 (1.3,2.4)	1.2* (0.5,2.6)	0.2* (0.0,0.9)	2.0 (1.2,3.3)	1.1 (0.6,2.0)	0.8* (0.4,1.6)	0.8* (0.4,1.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38c.1**Agreement That Member Is Impressed With Quality of Leadership in Workgroup: By Service**

38c. To what extent do you agree or disagree with the following statements about your work group? You are impressed with the quality of leadership in your work group

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	19,173	18,885	5,433	5,197	4,130	4,126	288
Responding on Item	1,237,774	1,205,834	411,147	328,387	145,192	321,108	31,940
Strongly Disagree	10.8 <i>(10.2,11.5)</i>	10.9 <i>(10.2,11.6)</i>	12.7 <i>(11.5,14.0)</i>	10.5 <i>(9.3,11.9)</i>	10.7 <i>(9.0,12.8)</i>	9.0 <i>(8.0,10.0)</i>	8.3 <i>(6.5,10.5)</i>
Disagree	18.3 <i>(17.5,19.1)</i>	18.4 <i>(17.6,19.2)</i>	19.9 <i>(18.2,21.6)</i>	17.9 <i>(16.5,19.5)</i>	17.6 <i>(15.2,20.3)</i>	17.3 <i>(16.0,18.6)</i>	15.7 <i>(13.6,18.0)</i>
Neither agree nor disagree	26.6 <i>(25.6,27.5)</i>	26.6 <i>(25.6,27.5)</i>	25.6 <i>(23.9,27.3)</i>	29.0 <i>(26.9,31.2)</i>	27.3 <i>(24.6,30.2)</i>	25.0 <i>(23.6,26.5)</i>	26.2 <i>(23.6,29.1)</i>
Agree	29.9 <i>(28.9,30.9)</i>	29.8 <i>(28.8,30.8)</i>	28.5 <i>(26.6,30.5)</i>	28.9 <i>(26.9,31.0)</i>	28.4 <i>(25.8,31.2)</i>	33.0 <i>(31.4,34.7)</i>	34.8 <i>(31.4,38.5)</i>
Strongly Agree	13.6 <i>(13.0,14.2)</i>	13.6 <i>(13.0,14.1)</i>	12.5 <i>(11.3,13.8)</i>	13.0 <i>(11.8,14.3)</i>	15.1 <i>(13.2,17.3)</i>	14.8 <i>(13.7,16.0)</i>	14.5 <i>(12.2,17.1)</i>
Don't know	0.8 <i>(0.6,1.1)</i>	0.8 <i>(0.6,1.1)</i>	0.9 <i>(0.6,1.5)</i>	0.7 <i>(0.4,1.1)</i>	0.8* <i>(0.4,1.8)</i>	0.9 <i>(0.6,1.4)</i>	0.5* <i>(0.2,1.2)</i>

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38c.2**Agreement That Member Is Impressed With Quality of Leadership in Workgroup: By Paygrade and Gender**

38c. To what extent do you agree or disagree with the following statements about your work group? You are impressed with the quality of leadership in your work group

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	8,010	8,229	224	1,749	960	15,876	3,297
Responding on Item	468,774	562,574	16,402	106,552	83,472	1,051,809	185,965
Strongly Disagree	15.4 (14.1,16.9)	9.3 (8.5,10.1)	6.8 (4.4,10.4)	4.3 (3.3,5.5)	4.3 (3.4,5.3)	10.1 (9.4,10.9)	14.8 (13.9,15.7)
Disagree	21.3 (19.8,23.0)	18.2 (17.1,19.3)	12.4 (9.4,16.3)	13.3 (11.4,15.4)	9.7 (8.3,11.4)	17.9 (17.0,18.8)	20.8 (19.8,21.8)
Neither agree nor disagree	27.3 (25.6,29.1)	28.1 (26.9,29.3)	23.1 (19.3,27.4)	21.6 (19.4,24.0)	19.1 (16.9,21.6)	26.7 (25.6,27.8)	25.9 (24.8,27.0)
Agree	24.7 (23.0,26.5)	30.0 (28.6,31.4)	38.6 (33.5,44.0)	42.8 (40.2,45.5)	40.7 (37.8,43.7)	30.7 (29.5,31.8)	25.9 (24.7,27.0)
Strongly Agree	10.1 (9.0,11.2)	13.9 (13.0,14.9)	18.9 (14.7,23.9)	17.2 (15.2,19.3)	25.5 (23.2,27.8)	13.9 (13.3,14.6)	11.9 (11.2,12.6)
Don't know	1.2 (0.7,1.8)	0.6 (0.4,0.8)	0.2* (0.0,1.1)	0.9* (0.5,1.7)	0.8 (0.4,1.3)	0.8 (0.6,1.1)	0.8 (0.6,1.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38c.3**Agreement That Member Is Impressed With Quality of Leadership in Workgroup: By Gender Within Service**

38c. To what extent do you agree or disagree with the following statements about your work group? You are impressed with the quality of leadership in your work group

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,625	807	3,935	1,262	3,799	330	3,256	870	261	27
Responding on Item	346,907	64,241	282,063	46,324	135,813	9,379	258,696	62,412	28,330	3,610
Strongly Disagree	11.8 (10.5,13.2)	17.6 (15.7,19.6)	9.8 (8.4,11.4)	15.0 (13.3,16.8)	10.5 (8.7,12.7)	13.6 (10.9,16.9)	8.2 (7.1,9.4)	12.1 (10.9,13.4)	7.7 (5.7,10.3)	12.5 (9.7,16.0)
Disagree	19.5 (17.6,21.5)	22.1 (20.2,24.1)	17.5 (15.8,19.3)	20.8 (18.9,22.9)	17.4 (14.9,20.2)	21.0 (17.2,25.4)	16.8 (15.2,18.4)	19.4 (17.8,21.1)	15.0 (12.6,17.7)	21.3 (16.6,26.9)
Neither agree nor disagree	25.4 (23.4,27.5)	26.4 (24.3,28.5)	29.8 (27.4,32.3)	24.4 (22.2,26.8)	27.3 (24.4,30.4)	27.2 (22.8,32.1)	24.7 (23.0,26.5)	26.4 (24.4,28.4)	26.5 (23.5,29.6)	24.6 (21.1,28.4)
Agree	29.4 (27.2,31.7)	23.7 (21.9,25.8)	29.2 (26.9,31.6)	27.0 (24.6,29.5)	28.7 (25.9,31.7)	24.3 (21.5,27.3)	34.4 (32.5,36.5)	27.2 (25.3,29.3)	35.6 (31.7,39.6)	29.2 (24.5,34.4)
Strongly Agree	13.0 (11.6,14.5)	9.9 (8.7,11.1)	13.2 (11.9,14.6)	11.7 (10.3,13.2)	15.3 (13.2,17.6)	13.0 (10.6,15.8)	15.1 (13.7,16.5)	13.9 (12.6,15.3)	14.8 (12.3,17.8)	11.9 (8.6,16.3)
Don't know	1.0 (0.6,1.8)	0.4* (0.2,0.8)	0.6* (0.3,1.1)	1.2 (0.7,2.0)	0.8* (0.3,1.9)	0.9* (0.4,1.9)	0.9 (0.5,1.5)	1.0 (0.7,1.5)	0.5* (0.2,1.3)	0.5* (0.3,1.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38c.4**Agreement That Member Is Impressed With Quality of Leadership in Workgroup: By Gender Within Paygrade**

38c. To what extent do you agree or disagree with the following statements about your work group? You are impressed with the quality of leadership in your work group

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	6,266	1,745	6,961	1,267	215	9	1,566	184	869	92
Responding on Item	385,744	83,030	489,442	73,133	15,265	1,137	88,698	17,854	72,660	10,811
Strongly Disagree	15.1 (13.4,16.9)	17.2 (15.7,18.9)	8.4 (7.6,9.3)	15.0 (13.8,16.4)	6.7 (4.2,10.6)	8.6 (5.9,12.4)	3.5 (2.5,5.1)	7.9 (6.3,9.9)	4.0 (3.0,5.2)	6.2 (4.8,7.9)
Disagree	21.3 (19.5,23.3)	21.5 (19.8,23.4)	17.7 (16.5,19.0)	21.2 (19.7,22.8)	12.0 (8.8,16.2)	17.9 (13.1,23.9)	12.1 (10.0,14.7)	19.0 (16.4,21.9)	8.9 (7.3,11.0)	15.1 (13.0,17.6)
Neither agree nor disagree	27.3 (25.3,29.5)	27.2 (25.3,29.3)	28.4 (27.1,29.8)	25.6 (24.0,27.3)	22.6 (18.6,27.2)	30.1 (24.3,36.5)	21.4 (18.8,24.2)	22.7 (20.2,25.5)	18.7 (16.2,21.4)	22.1 (19.6,24.8)
Agree	25.1 (23.1,27.2)	23.0 (21.0,25.0)	30.6 (29.1,32.1)	25.8 (24.0,27.6)	39.0 (33.5,44.8)	32.7 (26.2,40.0)	44.5 (41.5,47.6)	34.5 (31.7,37.4)	41.7 (38.3,45.2)	33.9 (31.0,36.9)
Strongly Agree	10.0 (8.8,11.4)	10.1 (9.0,11.4)	14.3 (13.2,15.4)	11.6 (10.6,12.6)	19.5 (15.0,24.9)	10.5 (7.5,14.7)	17.6 (15.3,20.2)	15.0 (12.6,17.8)	25.9 (23.4,28.6)	22.3 (20.1,24.7)
Don't know	1.2 (0.7,2.0)	0.9 (0.6,1.4)	0.5 (0.4,0.8)	0.8 (0.5,1.3)	0.2* (0.0,1.2)	0.2* (0.0,0.9)	0.9* (0.4,1.8)	0.9* (0.5,1.7)	0.8* (0.4,1.5)	0.4* (0.2,1.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38d.1***Agreement That Member Would Go for Help With a Personal Problem to Chain of Command: By Service***

38d. To what extent do you agree or disagree with the following statements about your work group? You would go for help with a personal problem to people in your chain of command

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	12,778	12,610	4,238	3,385	3,230	1,757	168
Responding on Item	1,244,169	1,212,109	412,342	330,199	146,092	323,477	32,060
Strongly Disagree	15.8 (15.1,16.6)	15.9 (15.2,16.6)	16.8 (15.2,18.6)	15.6 (14.2,17.1)	15.3 (13.4,17.5)	15.2 (14.1,16.4)	14.5 (12.2,17.2)
Disagree	15.2 (14.4,16.0)	15.2 (14.4,16.0)	14.9 (13.3,16.7)	15.3 (13.8,16.9)	14.2 (12.4,16.1)	15.8 (14.6,17.2)	16.1 (13.7,18.7)
Neither agree nor disagree	14.9 (14.1,15.7)	14.9 (14.1,15.8)	16.2 (14.8,17.7)	14.9 (13.2,16.8)	13.0 (11.0,15.3)	14.1 (13.1,15.2)	12.8 (10.8,15.1)
Agree	34.9 (33.9,35.9)	34.9 (33.9,36.0)	34.6 (32.5,36.7)	34.7 (32.7,36.7)	34.9 (32.0,37.9)	35.7 (34.1,37.3)	34.9 (31.6,38.3)
Strongly Agree	17.3 (16.5,18.1)	17.2 (16.4,18.0)	15.7 (14.1,17.5)	17.7 (16.1,19.5)	20.5 (18.1,23.2)	17.1 (15.9,18.4)	20.3 (17.9,23.0)
Don't know	1.9 (1.6,2.3)	1.9 (1.6,2.3)	1.8 (1.3,2.6)	1.8 (1.2,2.7)	2.1 (1.4,3.2)	2.1 (1.6,2.7)	1.4 (0.9,2.3)

Table 38d.2**Agreement That Member Would Go for Help With a Personal Problem to Chain of Command: By Paygrade and Gender**

38d. To what extent do you agree or disagree with the following statements about your work group? You would go for help with a personal problem to people in your chain of command

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,203	4,404	249	1,271	649	10,472	2,306
Responding on Item	470,581	566,399	16,377	107,030	83,783	1,057,213	186,956
Strongly Disagree	20.2 (18.8,21.8)	13.8 (12.9,14.8)	9.3 (6.7,12.7)	12.0 (10.4,13.7)	11.1 (9.7,12.8)	14.6 (13.8,15.5)	22.7 (21.7,23.7)
Disagree	15.0 (13.6,16.4)	14.8 (13.8,15.9)	12.6 (10.0,15.8)	17.4 (15.6,19.4)	16.8 (15.0,18.7)	14.7 (13.8,15.6)	18.2 (17.3,19.2)
Neither agree nor disagree	13.9 (12.6,15.4)	16.0 (14.9,17.2)	15.5 (12.5,19.0)	14.1 (12.3,16.2)	12.9 (11.4,14.7)	15.1 (14.2,16.1)	13.4 (12.6,14.3)
Agree	32.3 (30.4,34.3)	36.3 (34.7,37.9)	38.6 (33.4,44.2)	36.9 (34.2,39.8)	37.1 (34.3,40.0)	36.0 (34.8,37.2)	28.9 (27.8,30.0)
Strongly Agree	16.0 (14.7,17.5)	17.5 (16.5,18.6)	23.2 (18.1,29.2)	17.8 (15.6,20.2)	21.0 (18.9,23.3)	17.8 (16.9,18.7)	14.5 (13.6,15.4)
Don't know	2.6 (1.9,3.5)	1.5 (1.2,1.9)	0.9* (0.4,2.2)	1.8 (1.1,2.8)	1.1 (0.7,1.6)	1.8 (1.5,2.3)	2.3 (1.9,2.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38d.3**Agreement That Member Would Go for Help With a Personal Problem to Chain of Command: By Gender Within Service**

38d. To what extent do you agree or disagree with the following statements about your work group? You would go for help with a personal problem to people in your chain of command

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,724	514	2,298	1,087	3,011	218	1,285	472	155	14
Responding on Item	347,808	64,534	283,700	46,499	136,601	9,491	260,667	62,810	28,436	3,623
Strongly Disagree	15.0 (13.2,17.0)	26.7 (24.8,28.6)	14.6 (12.9,16.3)	21.9 (19.7,24.3)	15.0 (12.9,17.3)	20.7 (17.4,24.5)	14.1 (12.7,15.5)	19.9 (18.1,21.7)	14.2 (11.7,17.2)	17.0 (14.0,20.5)
Disagree	14.2 (12.4,16.3)	18.7 (16.9,20.5)	15.0 (13.3,16.8)	17.2 (15.4,19.2)	14.1 (12.2,16.2)	15.5 (13.3,18.1)	15.1 (13.5,16.8)	19.1 (17.6,20.7)	16.2 (13.6,19.1)	15.2 (12.8,18.1)
Neither agree nor disagree	16.5 (14.8,18.2)	14.5 (13.1,16.1)	15.2 (13.2,17.4)	13.4 (11.8,15.3)	12.9 (10.8,15.4)	14.1 (10.3,19.0)	14.6 (13.4,15.9)	12.2 (10.8,13.8)	12.7 (10.5,15.3)	13.6 (10.1,18.1)
Agree	36.0 (33.7,38.5)	26.7 (24.9,28.6)	35.5 (33.2,37.8)	29.9 (27.4,32.5)	35.2 (32.1,38.5)	29.8 (26.0,34.0)	37.1 (35.1,39.0)	29.8 (27.8,32.0)	34.8 (31.5,38.4)	35.3 (29.7,41.3)
Strongly Agree	16.5 (14.6,18.5)	11.7 (10.5,13.1)	18.0 (16.3,19.9)	16.0 (14.3,17.9)	20.8 (18.2,23.7)	15.8 (13.3,18.6)	17.4 (15.9,19.0)	15.8 (14.4,17.4)	20.8 (18.0,23.8)	16.8 (13.1,21.3)
Don't know	1.8 (1.2,2.8)	1.8 (1.3,2.3)	1.8 (1.2,2.9)	1.5 (1.1,2.2)	2.0 (1.3,3.1)	4.1* (1.6,10.0)	1.8 (1.3,2.6)	3.1 (2.4,4.1)	1.4 (0.8,2.4)	2.1 (1.3,3.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38d.4***Agreement That Member Would Go for Help With a Personal Problem to Chain of Command: By Gender Within Paygrade***

38d. To what extent do you agree or disagree with the following statements about your work group? You would go for help with a personal problem to people in your chain of command

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,057	1,147	3,548	856	245	4	1,074	198	549	100
Responding on Item	386,953	83,628	492,855	73,544	15,235	1,142	89,190	17,840	72,980	10,803
Strongly Disagree	19.4 (17.8,21.2)	23.9 (22.1,25.9)	12.5 (11.5,13.6)	22.7 (21.2,24.3)	8.4 (5.8,12.1)	20.5 (16.1,25.8)	10.5 (8.6,12.6)	19.7 (17.3,22.4)	10.1 (8.4,12.1)	18.4 (15.7,21.5)
Disagree	14.4 (12.8,16.2)	17.4 (15.7,19.1)	14.4 (13.3,15.6)	17.8 (16.3,19.3)	12.0 (9.3,15.5)	19.9 (15.0,26.0)	16.3 (14.2,18.7)	22.7 (20.3,25.4)	16.2 (14.2,18.4)	20.7 (18.0,23.7)
Neither agree nor disagree	13.8 (12.2,15.6)	14.4 (12.9,16.0)	16.5 (15.2,17.9)	12.8 (11.4,14.3)	15.2 (12.1,19.0)	18.7 (13.7,25.1)	14.6 (12.4,17.1)	11.7 (9.4,14.5)	12.9 (11.2,15.0)	12.7 (11.0,14.7)
Agree	33.2 (30.9,35.6)	28.0 (26.2,30.0)	37.3 (35.6,39.1)	29.6 (27.7,31.5)	39.4 (33.8,45.3)	28.4 (22.6,35.1)	38.3 (35.0,41.7)	30.3 (27.3,33.5)	38.4 (35.3,41.7)	28.3 (25.0,31.8)
Strongly Agree	16.5 (14.8,18.3)	13.8 (12.5,15.3)	17.9 (16.8,19.1)	14.9 (13.6,16.3)	24.1 (18.7,30.6)	10.3 (7.5,14.1)	18.5 (15.9,21.4)	14.1 (12.0,16.5)	21.5 (19.1,24.2)	17.5 (15.3,20.0)
Don't know	2.6 (1.8,3.7)	2.5 (1.8,3.5)	1.4 (1.1,1.9)	2.2 (1.8,2.8)	0.8* (0.3,2.3)	2.1 (1.2,3.8)	1.9 (1.1,3.1)	1.4 (0.9,2.3)	0.9* (0.5,1.6)	2.4 (1.5,3.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38e.1***Agreement That Leaders in Workgroup Are Not Concerned With How Members Treat Each Other: By Service***

38e. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,360	11,203	2,971	3,279	3,394	1,559	157
Responding on Item	1,245,587	1,213,516	413,609	330,305	145,928	323,675	32,071
Strongly Disagree	15.2 (14.4,15.9)	15.1 (14.3,15.9)	13.2 (11.8,14.8)	15.4 (14.0,16.9)	17.2 (15.5,19.2)	16.2 (14.9,17.5)	17.9 (15.8,20.3)
Disagree	37.5 (36.4,38.6)	37.4 (36.3,38.6)	36.5 (34.5,38.6)	35.4 (33.6,37.2)	34.4 (31.6,37.4)	41.9 (40.0,43.9)	41.9 (38.6,45.3)
Neither agree nor disagree	20.4 (19.4,21.5)	20.5 (19.4,21.6)	21.4 (19.5,23.4)	21.9 (20.0,23.9)	18.8 (16.6,21.3)	18.6 (17.2,20.1)	18.4 (16.0,21.0)
Agree	16.3 (15.4,17.2)	16.4 (15.5,17.3)	17.6 (16.1,19.3)	16.5 (14.7,18.5)	16.8 (14.5,19.3)	14.4 (13.1,15.9)	14.0 (11.8,16.4)
Strongly Agree	9.0 (8.3,9.6)	9.0 (8.4,9.7)	9.5 (8.4,10.7)	9.4 (8.1,10.8)	11.1 (9.1,13.4)	7.1 (6.2,8.2)	6.4 (5.0,8.2)
Don't know	1.6 (1.4,1.9)	1.6 (1.4,1.9)	1.7 (1.2,2.4)	1.5 (1.0,2.1)	1.7 (1.0,2.6)	1.7 (1.4,2.2)	1.5 (0.9,2.5)

Table 38e.2**Agreement That Leaders in Workgroup Are Not Concerned With How Members Treat Each Other: By Paygrade and Gender**

38e. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,033	3,291	178	1,069	787	9,390	1,971
Responding on Item	470,751	567,512	16,448	107,232	83,645	1,058,295	187,291
Strongly Disagree	12.5 (11.2,13.8)	15.0 (13.9,16.1)	21.5 (17.1,26.8)	19.1 (16.7,21.7)	25.5 (23.4,27.8)	15.1 (14.3,16.0)	15.3 (14.4,16.2)
Disagree	31.4 (29.5,33.4)	38.4 (36.8,40.0)	46.2 (40.8,51.7)	49.3 (46.3,52.3)	49.2 (46.8,51.7)	37.6 (36.3,38.9)	37.2 (35.9,38.5)
Neither agree nor disagree	22.4 (20.5,24.5)	20.9 (19.6,22.4)	15.0 (12.2,18.4)	15.7 (13.9,17.7)	12.8 (11.2,14.6)	20.6 (19.4,21.9)	19.3 (18.4,20.3)
Agree	19.4 (17.9,21.0)	16.2 (15.2,17.4)	10.0 (7.3,13.6)	10.4 (8.7,12.3)	8.0 (6.8,9.5)	16.4 (15.3,17.5)	15.9 (15.0,16.9)
Strongly Agree	11.9 (10.7,13.2)	8.4 (7.6,9.3)	6.3 (3.6,10.7)	3.7 (2.8,4.8)	3.5 (2.7,4.6)	8.7 (8.0,9.5)	10.3 (9.6,11.1)
Don't know	2.4 (1.9,3.0)	1.1 (0.8,1.4)	1.0* (0.4,2.7)	1.9 (1.2,2.9)	0.9 (0.5,1.5)	1.6 (1.3,1.9)	2.0 (1.7,2.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38e.3**Agreement That Leaders in Workgroup Are Not Concerned With How Members Treat Each Other: By Gender Within Service**

38e. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,585	386	2,355	924	3,161	233	1,152	408	137	20
Responding on Item	348,947	64,662	283,643	46,662	136,451	9,477	260,800	62,874	28,454	3,617
Strongly Disagree	13.2 (11.6,15.0)	13.5 (12.1,15.1)	15.4 (13.9,17.1)	15.3 (13.5,17.2)	17.3 (15.4,19.3)	17.0 (14.2,20.3)	16.0 (14.5,17.7)	16.8 (15.2,18.5)	18.2 (15.8,20.9)	15.9 (13.5,18.6)
Disagree	36.7 (34.3,39.1)	35.8 (33.6,38.2)	35.0 (33.0,37.1)	37.7 (35.3,40.2)	34.6 (31.6,37.8)	31.9 (28.2,35.8)	42.6 (40.3,45.0)	39.0 (37.1,41.0)	42.6 (39.0,46.3)	36.4 (31.4,41.7)
Neither agree nor disagree	21.5 (19.3,23.9)	20.8 (19.1,22.6)	22.6 (20.5,24.8)	17.8 (15.9,19.8)	18.7 (16.3,21.3)	21.1 (16.7,26.1)	18.6 (16.9,20.4)	18.7 (17.1,20.4)	18.4 (15.8,21.4)	18.2 (13.8,23.5)
Agree	17.7 (15.9,19.6)	17.2 (15.6,18.9)	16.7 (14.6,19.0)	15.3 (13.3,17.6)	16.7 (14.3,19.5)	17.2 (13.4,21.8)	14.3 (12.8,16.1)	14.9 (13.6,16.2)	13.7 (11.3,16.5)	16.3 (12.0,21.7)
Strongly Agree	9.2 (8.0,10.6)	11.1 (9.7,12.6)	8.9 (7.5,10.6)	12.2 (10.6,14.0)	11.1 (9.1,13.6)	10.7 (8.4,13.6)	6.9 (5.9,8.2)	8.0 (6.9,9.3)	5.7 (4.3,7.5)	11.9 (8.3,16.9)
Don't know	1.7 (1.2,2.5)	1.6 (1.1,2.2)	1.4 (0.9,2.1)	1.7 (1.2,2.5)	1.6 (1.0,2.7)	2.1 (1.3,3.5)	1.5 (1.1,2.1)	2.7 (2.1,3.5)	1.5 (0.8,2.7)	1.4 (0.8,2.4)

Table 38e.4***Agreement That Leaders in Workgroup Are Not Concerned With How Members Treat Each Other: By Gender Within Paygrade***

38e. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,046	988	2,558	733	171	7	930	140	686	102
Responding on Item	386,964	83,787	493,845	73,667	15,309	1,139	89,334	17,898	72,843	10,801
Strongly Disagree	12.3 (10.9,13.9)	13.1 (11.8,14.4)	14.7 (13.6,15.9)	16.4 (15.0,18.0)	22.0 (17.2,27.6)	16.0 (12.4,20.3)	19.8 (17.2,22.8)	15.3 (13.0,17.8)	25.7 (23.3,28.3)	24.3 (21.6,27.2)
Disagree	31.0 (28.8,33.3)	33.5 (31.5,35.5)	38.6 (36.9,40.4)	36.9 (34.7,39.1)	46.9 (41.1,52.8)	36.0 (30.6,41.9)	48.9 (45.4,52.4)	51.3 (48.0,54.6)	49.9 (47.1,52.6)	45.1 (41.5,48.8)
Neither agree nor disagree	22.7 (20.4,25.1)	21.2 (19.4,23.3)	21.3 (19.7,23.0)	18.7 (17.4,20.1)	14.3 (11.3,18.0)	24.6 (17.7,33.1)	15.7 (13.7,18.0)	15.6 (13.2,18.4)	12.7 (10.9,14.7)	13.7 (11.5,16.2)
Agree	19.8 (17.9,21.7)	17.9 (16.3,19.6)	16.3 (15.1,17.6)	15.9 (14.6,17.3)	9.7 (6.8,13.6)	14.8 (10.8,20.1)	10.4 (8.5,12.7)	10.2 (8.2,12.7)	7.7 (6.3,9.4)	10.3 (8.0,13.2)
Strongly Agree	12.0 (10.6,13.5)	11.6 (10.3,13.1)	8.1 (7.2,9.1)	10.5 (9.3,11.9)	6.2* (3.3,11.1)	7.9 (5.4,11.5)	3.2 (2.2,4.6)	6.2 (4.8,7.9)	3.1 (2.3,4.4)	6.1 (4.8,7.7)
Don't know	2.3 (1.8,3.1)	2.7 (2.1,3.5)	1.0 (0.7,1.4)	1.6 (1.3,2.0)	1.0* (0.3,2.8)	0.7* (0.2,2.3)	2.0 (1.2,3.2)	1.4 (0.8,2.4)	1.0 (0.5,1.7)	0.5* (0.2,1.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38f.1***Agreement That Leaders Are More Concerned With Furthering Their Careers Than Service Members' Well Being: By Service***

38f. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	13,620	13,368	3,716	3,975	3,222	2,456	253
Responding on Item	1,243,327	1,211,351	412,864	329,609	146,100	322,778	31,976
Strongly Disagree	12.2 (11.5,12.8)	12.1 (11.5,12.8)	10.9 (9.7,12.2)	12.2 (10.8,13.8)	14.6 (12.9,16.6)	12.4 (11.3,13.7)	14.4 (12.2,17.0)
Disagree	30.4 (29.4,31.3)	30.3 (29.3,31.3)	30.1 (28.3,32.0)	29.3 (27.4,31.3)	28.1 (25.8,30.4)	32.5 (30.8,34.2)	33.9 (30.5,37.4)
Neither agree nor disagree	22.7 (21.9,23.6)	22.7 (21.8,23.6)	22.7 (21.1,24.5)	22.3 (20.4,24.2)	22.7 (20.4,25.2)	23.1 (21.6,24.8)	23.9 (20.8,27.3)
Agree	17.1 (16.3,17.8)	17.1 (16.4,17.9)	18.1 (16.5,19.7)	17.3 (15.5,19.3)	16.7 (14.4,19.2)	16.0 (14.9,17.2)	14.1 (12.0,16.4)
Strongly Agree	15.4 (14.6,16.2)	15.5 (14.7,16.3)	15.9 (14.4,17.6)	17.1 (15.4,18.9)	14.8 (12.7,17.2)	13.6 (12.4,15.0)	11.6 (9.5,14.0)
Don't know	2.3 (2.0,2.6)	2.3 (2.0,2.7)	2.3 (1.7,3.2)	1.9 (1.4,2.6)	3.2 (2.2,4.6)	2.3 (1.9,2.9)	2.2 (1.4,3.4)

Table 38f.2**Agreement That Leaders Are More Concerned With Furthering Their Careers Than Service Members' Well Being: By Paygrade and Gender**

38f. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	7,022	4,524	262	1,107	704	11,007	2,614
Responding on Item	469,762	566,279	16,364	107,194	83,728	1,056,678	186,648
Strongly Disagree	10.2 (9.1,11.5)	11.4 (10.5,12.5)	18.2 (14.4,22.7)	15.7 (13.7,17.8)	22.5 (20.4,24.6)	12.0 (11.3,12.7)	13.2 (12.4,14.0)
Disagree	24.7 (22.9,26.4)	31.1 (29.7,32.5)	36.5 (31.7,41.6)	40.7 (38.0,43.3)	43.3 (41.0,45.6)	30.4 (29.4,31.6)	29.9 (28.8,31.1)
Neither agree nor disagree	24.5 (22.8,26.3)	23.0 (21.7,24.3)	19.5 (16.3,23.1)	18.8 (16.9,20.9)	16.9 (15.2,18.9)	22.9 (21.8,23.9)	22.1 (21.1,23.1)
Agree	18.8 (17.1,20.6)	17.4 (16.4,18.5)	12.8 (9.9,16.3)	14.0 (12.1,16.1)	9.5 (8.2,10.9)	17.1 (16.3,17.9)	16.8 (15.9,17.9)
Strongly Agree	18.2 (16.7,19.9)	15.7 (14.6,16.7)	11.9 (8.3,16.7)	8.8 (7.4,10.5)	7.0 (5.7,8.5)	15.4 (14.4,16.3)	15.6 (14.9,16.4)
Don't know	3.6 (3.0,4.4)	1.5 (1.2,1.8)	1.2* (0.5,2.9)	2.1 (1.3,3.2)	0.9 (0.5,1.5)	2.3 (1.9,2.7)	2.4 (2.0,2.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38f.3**Agreement That Leaders Are More Concerned With Furthering Their Careers Than Service Members' Well Being: By Gender Within Service**

38f. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,257	459	2,800	1,175	2,954	267	1,785	670	211	41
Responding on Item	348,275	64,589	283,198	46,411	136,658	9,442	260,167	62,612	28,380	3,596
Strongly Disagree	10.7 (9.3,12.2)	12.1 (10.8,13.5)	12.2 (10.6,14.0)	12.5 (11.0,14.1)	14.5 (12.7,16.6)	15.6 (13.0,18.7)	12.0 (10.6,13.5)	14.4 (13.0,15.9)	14.3 (11.8,17.1)	15.7 (12.2,19.9)
Disagree	30.3 (28.2,32.5)	29.2 (27.0,31.5)	29.2 (27.0,31.4)	29.9 (27.4,32.4)	28.2 (25.8,30.8)	25.8 (22.4,29.6)	32.8 (30.8,34.8)	31.3 (29.5,33.1)	34.2 (30.5,38.1)	31.2 (26.7,36.1)
Neither agree nor disagree	23.0 (21.0,25.1)	21.3 (19.5,23.1)	22.4 (20.2,24.6)	21.6 (19.3,24.1)	22.6 (20.2,25.2)	24.2 (20.0,29.0)	23.2 (21.3,25.2)	22.8 (21.0,24.7)	23.9 (20.4,27.7)	24.2 (19.5,29.6)
Agree	18.1 (16.3,20.0)	18.1 (16.3,20.1)	17.2 (15.2,19.5)	17.6 (15.5,20.0)	16.6 (14.2,19.2)	17.8 (13.9,22.6)	16.3 (14.9,17.8)	14.9 (13.5,16.5)	13.9 (11.6,16.5)	15.5 (11.8,20.1)
Strongly Agree	15.6 (13.8,17.6)	17.7 (16.0,19.6)	17.2 (15.3,19.3)	16.5 (14.9,18.3)	14.8 (12.7,17.3)	14.3 (11.3,17.9)	13.7 (12.2,15.5)	13.2 (11.8,14.7)	11.5 (9.2,14.2)	12.3 (9.2,16.3)
Don't know	2.4 (1.7,3.5)	1.6 (1.2,2.2)	1.9 (1.3,2.7)	1.9 (1.4,2.6)	3.3 (2.2,4.7)	2.2 (1.4,3.5)	2.0 (1.5,2.7)	3.5 (2.8,4.4)	2.3 (1.5,3.7)	1.1 (0.6,1.9)

Table 38f.4***Agreement That Leaders Are More Concerned With Furthering Their Careers Than Service Members' Well Being: By Gender Within Paygrade***

38f. To what extent do you agree or disagree with the following statements about your work group? The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,730	1,293	3,487	1,037	253	9	934	174	603	101
Responding on Item	386,280	83,482	492,916	73,363	15,227	1,137	89,330	17,864	72,926	10,802
Strongly Disagree	10.0 (8.6,11.5)	11.4 (10.2,12.8)	11.1 (10.1,12.3)	13.4 (12.3,14.6)	18.6 (14.6,23.5)	12.0 (8.7,16.3)	15.8 (13.5,18.3)	15.1 (12.9,17.5)	22.5 (20.2,24.9)	22.3 (19.8,25.0)
Disagree	24.1 (22.1,26.2)	27.2 (25.2,29.3)	31.3 (29.8,33.0)	29.2 (27.6,30.8)	36.9 (31.8,42.3)	31.1 (25.8,36.8)	40.5 (37.4,43.8)	41.2 (38.0,44.5)	44.2 (41.5,46.8)	37.4 (34.3,40.6)
Neither agree nor disagree	24.8 (22.8,26.9)	23.1 (21.5,24.9)	23.1 (21.7,24.7)	22.0 (20.3,23.8)	19.2 (15.8,23.2)	22.8 (17.4,29.2)	18.8 (16.5,21.2)	19.1 (16.4,22.1)	16.6 (14.6,18.8)	19.3 (16.4,22.5)
Agree	18.8 (16.9,20.9)	18.7 (17.0,20.5)	17.6 (16.4,18.9)	16.3 (14.9,17.7)	12.1 (9.2,15.8)	22.2 (15.8,30.2)	14.2 (12.0,16.7)	13.2 (11.2,15.5)	9.1 (7.6,10.7)	12.1 (9.6,15.0)
Strongly Agree	18.6 (16.8,20.6)	16.2 (14.7,17.9)	15.4 (14.3,16.6)	17.5 (16.1,19.1)	12.0 (8.2,17.1)	10.6 (7.2,15.4)	8.6 (6.9,10.7)	9.8 (8.0,11.9)	6.8 (5.4,8.5)	8.3 (6.7,10.2)
Don't know	3.7 (2.9,4.7)	3.4 (2.7,4.2)	1.4 (1.1,1.9)	1.7 (1.3,2.2)	1.2* (0.5,3.0)	1.4* (0.6,3.3)	2.1 (1.3,3.5)	1.7* (0.9,3.3)	0.9* (0.5,1.7)	0.7 (0.4,1.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38g.1**Agreement That Leaders in Workgroup Treat Members With Respect: By Service**

38g. To what extent do you agree or disagree with the following statements about your work group? Leaders in your work group treat Service members with respect

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	17,375	17,110	4,835	6,026	3,532	2,718	265
Responding on Item	1,239,572	1,207,609	411,745	327,558	145,790	322,516	31,963
Strongly Disagree	5.8 (5.3,6.4)	5.9 (5.3,6.5)	7.7 (6.6,9.0)	4.9 (3.9,6.1)	6.9 (5.4,8.7)	4.1 (3.4,5.0)	3.9 (2.7,5.7)
Disagree	11.1 (10.4,11.8)	11.2 (10.5,11.9)	12.0 (10.5,13.6)	11.5 (10.1,13.1)	11.8 (10.0,13.8)	9.6 (8.5,10.8)	6.8 (5.3,8.7)
Neither agree nor disagree	20.8 (19.9,21.8)	20.9 (19.9,21.9)	22.3 (20.5,24.1)	19.8 (18.0,21.7)	21.1 (18.7,23.8)	20.1 (18.7,21.6)	18.8 (16.0,21.9)
Agree	42.3 (41.3,43.4)	42.2 (41.1,43.3)	40.1 (38.0,42.1)	43.1 (40.8,45.5)	40.4 (37.3,43.6)	44.6 (43.0,46.2)	48.7 (44.9,52.5)
Strongly Agree	19.1 (18.5,19.8)	19.1 (18.4,19.8)	17.4 (16.0,18.9)	19.8 (17.8,21.9)	18.8 (16.7,21.1)	20.6 (19.4,22.0)	20.9 (17.8,24.4)
Don't know	0.8 (0.7,1.0)	0.8 (0.7,1.0)	0.6 (0.4,1.0)	1.0 (0.6,1.5)	1.0* (0.5,1.8)	0.9 (0.7,1.3)	0.9* (0.5,1.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38g.2**Agreement That Leaders in Workgroup Treat Members With Respect: By Paygrade and Gender**

38g. To what extent do you agree or disagree with the following statements about your work group? Leaders in your work group treat Service members with respect

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	7,638	7,060	272	1,351	1,052	14,076	3,299
Responding on Item	469,146	563,743	16,354	106,950	83,380	1,053,609	185,963
Strongly Disagree	9.4 (8.2,10.7)	4.4 (3.8,5.0)	1.7* (0.9,3.3)	1.5 (1.0,2.4)	2.3 (1.7,3.3)	5.5 (4.9,6.2)	7.5 (6.8,8.3)
Disagree	15.1 (13.7,16.6)	10.0 (9.2,10.9)	5.7 (3.6,8.8)	5.5 (4.3,6.9)	3.9 (3.0,5.1)	10.7 (10.0,11.6)	13.0 (12.1,14.0)
Neither agree nor disagree	25.2 (23.4,27.2)	20.9 (19.6,22.2)	13.2 (9.8,17.6)	11.2 (9.6,13.1)	9.7 (8.3,11.3)	20.6 (19.5,21.7)	22.1 (21.1,23.2)
Agree	35.5 (33.6,37.4)	45.1 (43.6,46.6)	51.6 (46.5,56.7)	53.9 (51.0,56.8)	45.4 (42.6,48.2)	42.9 (41.7,44.1)	39.1 (37.9,40.3)
Strongly Agree	13.9 (12.6,15.3)	19.0 (18.1,20.0)	27.7 (22.9,33.0)	26.9 (24.3,29.6)	37.6 (35.2,40.1)	19.4 (18.7,20.2)	17.5 (16.6,18.5)
Don't know	1.0 (0.6,1.4)	0.7 (0.5,0.9)	0.2* (0.0,1.1)	1.0* (0.5,1.8)	1.1 (0.7,1.8)	0.8 (0.7,1.1)	0.8 (0.6,1.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38g.3**Agreement That Leaders in Workgroup Treat Members With Respect: By Gender Within Service**

38g. To what extent do you agree or disagree with the following statements about your work group? Leaders in your work group treat Service members with respect

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,907	928	4,852	1,174	3,245	285	1,832	886	238	26
Responding on Item	347,625	64,120	281,146	46,412	136,367	9,424	260,120	62,396	28,353	3,611
Strongly Disagree	7.2 (6.0,8.8)	10.2 (8.7,12.0)	4.5 (3.4,6.0)	7.1 (5.8,8.7)	6.8 (5.3,8.8)	7.9 (6.1,10.1)	3.9 (3.0,4.9)	5.1 (4.2,6.3)	3.7 (2.3,5.7)	5.8 (4.4,7.6)
Disagree	11.5 (9.8,13.4)	14.7 (13.0,16.6)	11.2 (9.6,13.1)	13.1 (11.2,15.3)	11.7 (9.8,14.0)	12.6 (9.8,16.0)	9.2 (7.9,10.7)	11.3 (10.1,12.5)	6.3 (4.7,8.5)	10.2 (7.8,13.4)
Neither agree nor disagree	22.1 (20.1,24.2)	23.3 (21.7,25.1)	19.6 (17.5,21.8)	21.2 (19.2,23.4)	20.8 (18.2,23.6)	26.0 (19.9,33.1)	19.9 (18.3,21.7)	20.9 (19.3,22.6)	18.4 (15.3,22.0)	22.1 (17.4,27.6)
Agree	40.9 (38.6,43.2)	35.8 (33.7,38.0)	43.4 (40.8,46.1)	41.3 (39.0,43.5)	40.8 (37.5,44.1)	35.3 (31.0,39.8)	45.5 (43.6,47.4)	41.0 (38.8,43.2)	49.3 (45.1,53.5)	44.3 (39.7,49.1)
Strongly Agree	17.8 (16.2,19.5)	15.3 (13.7,17.0)	20.3 (18.1,22.7)	16.6 (14.7,18.7)	19.0 (16.7,21.4)	16.9 (14.2,20.0)	20.6 (19.1,22.2)	20.7 (19.1,22.4)	21.5 (18.0,25.4)	16.5 (13.1,20.5)
Don't know	0.6 (0.3,1.1)	0.7* (0.4,1.2)	1.0 (0.6,1.7)	0.7 (0.4,1.2)	1.0* (0.5,1.9)	1.4 (0.8,2.5)	0.9 (0.6,1.4)	1.0 (0.7,1.4)	0.9* (0.4,1.9)	1.1* (0.6,2.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38g.4**Agreement That Leaders in Workgroup Treat Members With Respect: By Gender Within Paygrade**

38g. To what extent do you agree or disagree with the following statements about your work group? Leaders in your work group treat Service members with respect

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	6,159	1,480	5,634	1,426	266	7	1,149	203	869	184
Responding on Item	385,851	83,295	490,769	72,974	15,214	1,139	89,115	17,835	72,660	10,719
Strongly Disagree	9.4 (8.1,11.0)	9.2 (8.0,10.4)	3.9 (3.2,4.7)	7.4 (6.4,8.6)	1.6* (0.8,3.3)	2.7* (1.3,5.4)	1.2* (0.7,2.1)	3.2 (2.1,4.7)	2.2 (1.4,3.3)	3.4 (2.4,4.7)
Disagree	15.2 (13.5,17.0)	14.7 (13.2,16.3)	9.5 (8.6,10.6)	13.1 (11.6,14.8)	5.3 (3.1,8.8)	11.3 (7.2,17.4)	4.9 (3.6,6.7)	8.4 (6.7,10.4)	3.5 (2.5,4.8)	6.7 (5.2,8.5)
Neither agree nor disagree	25.3 (23.2,27.6)	24.9 (23.1,26.7)	20.6 (19.2,22.2)	22.5 (20.9,24.1)	12.6 (9.0,17.3)	21.1 (16.4,26.6)	10.9 (9.0,13.1)	12.9 (10.8,15.4)	9.1 (7.6,10.9)	13.6 (11.6,16.0)
Agree	35.4 (33.2,37.6)	35.8 (33.7,38.0)	46.0 (44.3,47.7)	39.0 (37.1,40.8)	52.0 (46.5,57.5)	46.4 (39.7,53.3)	54.7 (51.2,58.1)	50.3 (47.2,53.3)	45.4 (42.3,48.5)	45.4 (42.3,48.6)
Strongly Agree	13.7 (12.3,15.4)	14.6 (13.3,16.0)	19.3 (18.2,20.4)	17.2 (15.9,18.6)	28.4 (23.2,34.1)	18.3 (13.9,23.7)	27.3 (24.2,30.6)	24.9 (21.9,28.2)	38.7 (36.0,41.5)	30.4 (27.8,33.1)
Don't know	1.0 (0.6,1.6)	0.9 (0.6,1.3)	0.7 (0.5,0.9)	0.9 (0.6,1.3)	0.2* (0.0,1.2)	0.2* (0.0,0.9)	1.1* (0.6,2.1)	0.4* (0.2,0.9)	1.2 (0.7,2.0)	0.5* (0.3,1.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38h.1***Agreement That Leaders in Workgroup Get Cooperation From Service Members in Workgroup: By Service***

38h. To what extent do you agree or disagree with the following statements about your work group? Leaders most often get willing and whole-hearted cooperation from the Service members in your work group

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	13,113	12,793	3,693	3,619	3,145	2,337	320
Responding on Item	1,243,834	1,211,926	412,887	329,965	146,177	322,897	31,908
Strongly Disagree	5.0 (4.5,5.4)	5.0 (4.6,5.5)	6.3 (5.3,7.6)	4.3 (3.5,5.2)	5.0 (3.9,6.5)	4.1 (3.4,4.9)	3.6 (2.4,5.4)
Disagree	13.4 (12.6,14.2)	13.5 (12.7,14.4)	14.5 (13.0,16.2)	14.1 (12.6,15.8)	13.9 (11.7,16.3)	11.5 (10.5,12.6)	9.2 (7.4,11.3)
Neither agree nor disagree	25.3 (24.4,26.3)	25.4 (24.4,26.5)	25.1 (23.3,27.0)	27.3 (25.0,29.8)	25.8 (23.3,28.5)	23.8 (22.4,25.2)	21.3 (18.5,24.3)
Agree	40.2 (39.2,41.1)	39.9 (39.0,40.9)	38.3 (36.5,40.1)	39.4 (37.3,41.6)	38.7 (35.9,41.5)	43.2 (41.5,44.9)	48.9 (45.3,52.5)
Strongly Agree	14.4 (13.8,15.1)	14.4 (13.8,15.1)	14.1 (12.8,15.5)	13.2 (11.8,14.7)	15.1 (13.4,17.0)	15.8 (14.6,17.0)	15.7 (13.2,18.7)
Don't know	1.7 (1.4,2.0)	1.7 (1.4,2.0)	1.7 (1.2,2.4)	1.8 (1.2,2.6)	1.5 (1.0,2.4)	1.7 (1.3,2.3)	1.3 (0.7,2.3)

Table 38h.2**Agreement That Leaders in Workgroup Get Cooperation From Service Members in Workgroup: By Paygrade and Gender**

38h. To what extent do you agree or disagree with the following statements about your work group? Leaders most often get willing and whole-hearted cooperation from the Service members in your work group

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,850	4,794	163	1,670	635	10,899	2,214
Responding on Item	470,934	566,009	16,463	106,631	83,797	1,056,786	187,048
Strongly Disagree	7.1 (6.1,8.2)	4.3 (3.8,5.0)	2.2* (1.2,4.0)	2.0 (1.3,3.0)	1.8 (1.2,2.7)	4.8 (4.3,5.3)	6.1 (5.4,6.8)
Disagree	16.2 (14.8,17.7)	13.1 (12.0,14.3)	8.0 (5.6,11.4)	9.0 (7.5,10.6)	7.0 (5.9,8.3)	13.0 (12.1,13.9)	15.8 (15.0,16.7)
Neither agree nor disagree	29.4 (27.5,31.3)	24.9 (23.3,26.5)	17.4 (13.8,21.6)	19.1 (16.8,21.5)	15.6 (13.7,17.6)	25.2 (24.1,26.4)	25.9 (24.8,27.0)
Agree	33.5 (31.9,35.2)	42.0 (40.2,43.8)	48.6 (43.0,54.1)	51.5 (48.5,54.5)	49.0 (46.4,51.6)	40.7 (39.6,41.9)	37.0 (35.9,38.0)
Strongly Agree	11.2 (10.0,12.5)	14.7 (13.8,15.7)	23.7 (18.9,29.2)	17.0 (15.0,19.2)	25.8 (23.7,28.0)	14.6 (13.9,15.4)	13.4 (12.7,14.2)
Don't know	2.7 (2.1,3.5)	1.0 (0.8,1.4)	0.2* (0.1,1.1)	1.6 (1.0,2.5)	0.8 (0.4,1.3)	1.7 (1.4,2.0)	1.8 (1.5,2.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38h.3**Agreement That Leaders in Workgroup Get Cooperation From Service Members in Workgroup: By Gender Within Service**

38h. To what extent do you agree or disagree with the following statements about your work group? Leaders most often get willing and whole-hearted cooperation from the Service members in your work group

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,333	360	2,606	1,013	2,876	268	1,779	558	304	16
Responding on Item	348,199	64,688	283,392	46,573	136,736	9,441	260,173	62,724	28,287	3,621
Strongly Disagree	6.1 (4.9,7.6)	7.2 (5.7,9.1)	3.9 (3.0,5.1)	6.3 (5.2,7.6)	4.9 (3.7,6.5)	6.5 (5.0,8.4)	3.9 (3.1,4.9)	4.8 (4.0,5.8)	3.6 (2.2,5.7)	3.7 (2.7,5.1)
Disagree	14.0 (12.2,16.0)	17.3 (15.9,18.9)	13.8 (12.1,15.7)	16.1 (14.1,18.2)	13.7 (11.4,16.3)	16.8 (13.7,20.5)	10.9 (9.6,12.3)	14.1 (12.6,15.8)	8.7 (6.8,11.0)	13.4 (10.0,17.7)
Neither agree nor disagree	24.6 (22.5,26.8)	27.7 (25.9,29.6)	27.4 (24.9,30.1)	26.8 (24.6,29.1)	25.8 (23.2,28.6)	26.7 (21.8,32.3)	23.9 (22.3,25.6)	23.2 (21.5,25.1)	20.8 (17.7,24.1)	25.4 (20.5,31.1)
Agree	39.2 (37.0,41.3)	33.6 (31.6,35.6)	39.8 (37.4,42.3)	36.7 (34.5,38.9)	39.0 (36.1,42.0)	33.9 (30.6,37.4)	43.8 (41.8,45.8)	40.7 (38.7,42.6)	49.3 (45.3,53.4)	45.5 (39.7,51.3)
Strongly Agree	14.4 (12.9,16.0)	12.5 (11.1,14.1)	13.3 (11.7,14.9)	12.6 (11.1,14.2)	15.2 (13.4,17.2)	13.6 (11.3,16.3)	15.9 (14.5,17.5)	15.1 (13.7,16.7)	16.4 (13.5,19.7)	10.8 (8.7,13.2)
Don't know	1.7 (1.2,2.6)	1.6 (1.2,2.3)	1.8 (1.2,2.7)	1.6 (1.1,2.3)	1.4 (0.9,2.4)	2.5 (1.6,4.0)	1.6 (1.1,2.3)	2.1 (1.5,2.9)	1.3* (0.7,2.5)	1.2 (0.7,2.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38h.4***Agreement That Leaders in Workgroup Get Cooperation From Service Members in Workgroup: By Gender Within Paygrade***

38h. To what extent do you agree or disagree with the following statements about your work group? Leaders most often get willing and whole-hearted cooperation from the Service members in your work group

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,785	1,066	3,996	799	158	5	1,424	247	537	98
Responding on Item	387,225	83,709	492,407	73,601	15,322	1,141	88,840	17,791	72,992	10,805
Strongly Disagree	7.0 (5.9,8.3)	7.3 (6.2,8.6)	4.1 (3.4,4.8)	6.0 (5.1,7.2)	2.2* (1.2,4.2)	1.4* (0.6,3.0)	1.8 (1.0,3.1)	2.7 (1.8,4.0)	1.7 (1.1,2.8)	2.6 (1.7,3.8)
Disagree	16.3 (14.7,18.0)	15.6 (14.3,17.1)	12.5 (11.3,13.9)	16.9 (15.5,18.4)	7.3 (4.8,11.0)	16.8 (10.9,25.1)	7.7 (6.1,9.8)	15.0 (13.0,17.2)	6.3 (5.2,7.8)	11.7 (9.8,13.9)
Neither agree nor disagree	29.4 (27.3,31.6)	29.0 (27.1,30.9)	24.9 (23.2,26.7)	24.7 (23.1,26.5)	17.0 (13.2,21.5)	22.7 (17.7,28.6)	18.7 (16.1,21.6)	20.9 (18.5,23.5)	15.1 (13.1,17.5)	18.5 (16.2,21.1)
Agree	33.4 (31.5,35.4)	34.0 (32.1,35.9)	42.8 (40.7,44.9)	36.9 (35.1,38.7)	48.8 (43.0,54.7)	44.6 (38.3,51.2)	52.9 (49.5,56.2)	44.5 (41.1,48.0)	49.2 (46.3,52.1)	47.4 (44.3,50.6)
Strongly Agree	11.1 (9.7,12.7)	11.6 (10.5,12.8)	14.8 (13.7,15.9)	14.1 (12.9,15.4)	24.4 (19.3,30.3)	14.0 (10.8,18.1)	17.2 (14.9,19.9)	15.7 (13.4,18.4)	26.8 (24.4,29.4)	19.0 (16.9,21.4)
Don't know	2.8 (2.1,3.7)	2.5 (2.0,3.2)	1.0 (0.7,1.4)	1.3 (1.0,1.8)	0.2* (0.0,1.2)	0.5* (0.2,1.6)	1.6 (1.0,2.7)	1.2* (0.6,2.3)	0.8* (0.4,1.4)	0.8* (0.3,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38i.1***Agreement That NCOs/Petty Officers in Chain of Command Are a Good Source of Support: By Service***

38i. To what extent do you agree or disagree with the following statements about your work group? The NCOs/petty officers in your chain of command are a good source of support for Service members

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	14,684	14,392	4,677	3,919	3,340	2,458	292
Responding on Item	1,242,263	1,210,327	411,903	329,665	145,982	322,776	31,936
Strongly Disagree	6.3	6.4	7.6	5.6	7.5	5.0	3.5
	(5.8,6.8)	(5.9,6.9)	(6.6,8.7)	(4.5,7.0)	(5.9,9.5)	(4.3,5.8)	(2.3,5.5)
Disagree	10.3	10.4	12.5	9.3	10.0	9.0	6.3
	(9.7,11.0)	(9.8,11.1)	(11.2,14.1)	(8.1,10.6)	(8.5,11.8)	(8.1,9.9)	(4.9,8.0)
Neither agree nor disagree	23.2	23.2	23.0	25.5	20.3	22.3	21.8
	(22.1,24.2)	(22.2,24.3)	(21.3,24.8)	(23.3,27.8)	(18.1,22.7)	(20.8,23.9)	(19.1,24.9)
Agree	39.4	39.3	38.0	39.5	39.6	40.6	45.8
	(38.5,40.4)	(38.3,40.3)	(36.2,39.8)	(37.7,41.3)	(36.5,42.8)	(38.7,42.5)	(42.4,49.3)
Strongly Agree	17.8	17.8	16.3	17.1	19.6	19.5	18.8
	(17.1,18.5)	(17.0,18.5)	(14.8,17.9)	(15.5,18.8)	(17.4,22.1)	(18.1,20.9)	(16.4,21.5)
Don't know	3.1	3.0	2.6	3.0	3.0	3.7	3.7
	(2.8,3.4)	(2.7,3.4)	(2.0,3.3)	(2.5,3.7)	(2.1,4.1)	(3.2,4.4)	(2.7,5.0)

Table 38i.2***Agreement That NCOs/Petty Officers in Chain of Command Are a Good Source of Support: By Paygrade and Gender***

38i. To what extent do you agree or disagree with the following statements about your work group? The NCOs/petty officers in your chain of command are a good source of support for Service members

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,196	5,022	172	2,050	1,243	12,207	2,477
Responding on Item	470,588	565,781	16,454	106,251	83,189	1,055,478	186,785
Strongly Disagree	9.9 (8.8,11.1)	4.8 (4.3,5.4)	6.0* (3.2,10.9)	1.7 (1.1,2.5)	2.0 (1.3,2.8)	5.8 (5.2,6.4)	9.2 (8.4,10.0)
Disagree	13.6 (12.4,14.9)	9.1 (8.3,10.1)	5.8 (4.0,8.2)	7.0 (5.7,8.7)	4.4 (3.4,5.6)	9.8 (9.0,10.6)	13.3 (12.6,14.0)
Neither agree nor disagree	26.5 (24.6,28.6)	22.7 (21.3,24.1)	17.7 (14.2,21.9)	17.5 (15.4,19.9)	15.7 (14.0,17.5)	22.9 (21.7,24.1)	24.8 (23.7,25.8)
Agree	34.3 (32.6,36.1)	42.8 (41.4,44.2)	46.6 (41.3,52.1)	42.6 (39.9,45.4)	40.2 (37.4,43.0)	40.3 (39.2,41.4)	34.7 (33.6,35.9)
Strongly Agree	13.2 (12.0,14.6)	19.1 (18.2,20.1)	20.4 (16.2,25.4)	23.1 (21.0,25.5)	27.2 (24.7,29.8)	18.3 (17.5,19.2)	14.8 (13.9,15.7)
Don't know	2.4 (1.8,3.2)	1.5 (1.3,1.9)	3.5 (2.0,5.9)	8.0 (6.7,9.5)	10.7 (9.0,12.6)	3.0 (2.7,3.4)	3.3 (3.0,3.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 38i.3**Agreement That NCOs/Petty Officers in Chain of Command Are a Good Source of Support: By Gender Within Service**

38i. To what extent do you agree or disagree with the following statements about your work group? The NCOs/petty officers in your chain of command are a good source of support for Service members

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,204	473	2,809	1,109	3,046	292	1,893	565	254	38
Responding on Item	347,328	64,575	283,189	46,477	136,566	9,417	260,059	62,717	28,337	3,599
Strongly Disagree	6.9 (5.7,8.2)	11.6 (10.0,13.5)	5.2 (4.0,6.8)	8.3 (6.9,10.0)	7.5 (5.8,9.6)	8.4 (6.5,10.9)	4.3 (3.6,5.2)	7.6 (6.5,9.0)	3.4 (2.1,5.7)	4.4 (3.1,6.2)
Disagree	11.9 (10.4,13.7)	15.8 (14.3,17.4)	8.7 (7.4,10.3)	12.7 (11.0,14.7)	9.9 (8.3,11.8)	11.8 (9.5,14.5)	8.3 (7.3,9.6)	11.5 (10.2,12.9)	5.8 (4.3,7.8)	10.2 (7.8,13.3)
Neither agree nor disagree	22.7 (20.7,24.9)	24.7 (23.0,26.4)	25.5 (22.9,28.2)	25.5 (23.2,28.0)	19.8 (17.4,22.4)	27.8 (22.8,33.3)	22.0 (20.1,23.9)	23.9 (22.1,25.8)	21.5 (18.4,25.0)	24.6 (20.2,29.7)
Agree	38.9 (36.8,40.9)	33.3 (31.2,35.4)	40.3 (38.3,42.3)	34.7 (32.1,37.4)	39.9 (36.6,43.3)	35.4 (32.0,38.8)	41.7 (39.4,44.0)	35.9 (33.9,37.9)	46.6 (42.8,50.4)	39.8 (35.1,44.7)
Strongly Agree	17.0 (15.3,18.8)	12.5 (11.1,14.0)	17.5 (15.7,19.4)	14.7 (12.8,16.8)	20.0 (17.7,22.7)	13.7 (11.5,16.4)	20.0 (18.3,21.9)	17.2 (15.7,18.7)	19.0 (16.4,22.0)	17.1 (12.9,22.3)
Don't know	2.6 (2.0,3.5)	2.2 (1.7,2.9)	2.9 (2.2,3.7)	4.0 (3.2,5.0)	3.0 (2.1,4.2)	2.9 (1.9,4.6)	3.7 (3.0,4.5)	4.0 (3.3,4.8)	3.7 (2.6,5.2)	3.9 (2.9,5.2)

Table 38i.4***Agreement That NCOs/Petty Officers in Chain of Command Are a Good Source of Support: By Gender Within Paygrade***

38i. To what extent do you agree or disagree with the following statements about your work group? The NCOs/petty officers in your chain of command are a good source of support for Service members

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,120	1,076	4,073	949	170	2	1,803	247	1,041	202
Responding on Item	386,890	83,699	492,330	73,451	15,310	1,144	88,461	17,791	72,488	10,701
Strongly Disagree	9.5 (8.2,11.0)	11.9 (10.6,13.3)	4.2 (3.7,4.9)	8.4 (7.3,9.6)	6.2* (3.3,11.4)	3.5 (2.1,6.0)	1.3 (0.8,2.4)	3.4 (2.4,4.8)	1.8 (1.1,2.8)	3.1 (2.2,4.4)
Disagree	13.3 (11.9,14.9)	15.1 (13.7,16.5)	8.6 (7.6,9.6)	12.9 (11.8,14.1)	5.1 (3.3,7.8)	15.0 (9.6,22.7)	6.6 (5.0,8.6)	9.4 (7.7,11.4)	3.8 (2.8,5.2)	8.0 (6.6,9.8)
Neither agree nor disagree	26.3 (24.0,28.8)	27.4 (25.7,29.3)	22.3 (20.9,23.8)	24.9 (23.2,26.6)	17.2 (13.5,21.8)	23.8 (17.9,31.0)	17.8 (15.2,20.7)	16.0 (13.8,18.4)	15.3 (13.4,17.4)	17.9 (15.2,20.9)
Agree	35.0 (33.0,37.2)	30.9 (29.0,32.8)	43.7 (42.0,45.3)	37.1 (35.2,38.9)	46.8 (41.1,52.7)	43.9 (38.0,50.0)	43.2 (39.9,46.6)	39.6 (36.3,43.0)	40.3 (37.2,43.5)	39.5 (36.4,42.6)
Strongly Agree	13.5 (12.0,15.1)	12.1 (10.7,13.6)	19.8 (18.7,20.9)	14.7 (13.4,16.0)	21.1 (16.6,26.5)	11.0 (8.2,14.5)	23.0 (20.4,25.8)	23.9 (21.3,26.8)	28.0 (25.1,31.0)	21.7 (19.1,24.5)
Don't know	2.4 (1.7,3.4)	2.7 (2.1,3.4)	1.5 (1.1,1.8)	2.1 (1.6,2.8)	3.5 (2.0,6.2)	2.8 (1.7,4.6)	8.1 (6.6,9.9)	7.7 (6.1,9.8)	10.8 (8.9,13.0)	9.9 (8.3,11.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39a.1**Agreement That There Is Little Conflict Among Coworkers: By Service**

39a. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: There is very little conflict among your coworkers

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,734	7,694	1,754	2,510	2,333	1,098	40
Responding on Item	1,249,213	1,217,025	414,826	331,074	146,989	324,136	32,188
Strongly disagree	7.5	7.6	7.5	8.4	9.3	6.0	7.0
	(7.0,8.2)	(7.0,8.2)	(6.4,8.6)	(7.0,10.0)	(7.6,11.5)	(5.2,7.0)	(5.2,9.4)
Disagree	20.8	20.8	22.0	21.9	19.8	18.8	19.8
	(20.0,21.7)	(20.0,21.7)	(20.5,23.6)	(20.0,23.8)	(17.4,22.5)	(17.5,20.1)	(17.3,22.6)
Neither agree nor disagree	17.1	17.1	16.2	16.9	19.7	17.4	17.6
	(16.4,17.9)	(16.4,17.9)	(14.7,17.8)	(15.6,18.2)	(17.5,22.2)	(16.0,18.8)	(15.2,20.3)
Agree	44.6	44.5	44.9	43.6	41.1	46.5	46.3
	(43.5,45.7)	(43.4,45.7)	(43.0,46.8)	(41.5,45.8)	(38.2,43.9)	(44.8,48.3)	(42.9,49.8)
Strongly agree	10.0	10.0	9.5	9.3	10.1	11.3	9.2
	(9.4,10.6)	(9.4,10.7)	(8.3,10.8)	(8.1,10.7)	(8.5,11.9)	(10.2,12.5)	(7.6,11.3)

Table 39a.2**Agreement That There Is Little Conflict Among Coworkers: By Paygrade and Gender**

39a. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: There is very little conflict among your coworkers

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,337	3,624	216	1,211	346	6,574	1,160
Responding on Item	474,447	567,179	16,410	107,090	84,086	1,061,111	188,102
Strongly disagree	11.6 (10.4,12.9)	5.8 (5.1,6.5)	3.3 (2.0,5.3)	3.7 (2.8,5.0)	2.5 (1.9,3.3)	7.0 (6.3,7.7)	10.7 (9.9,11.6)
Disagree	25.0 (23.3,26.7)	19.8 (18.5,21.1)	12.0 (9.0,15.8)	14.4 (12.7,16.4)	14.2 (12.5,16.0)	20.5 (19.5,21.6)	22.4 (21.4,23.5)
Neither agree nor disagree	19.3 (17.7,21.0)	16.3 (15.4,17.3)	11.7 (8.7,15.5)	15.9 (13.7,18.4)	12.8 (11.3,14.4)	17.1 (16.3,18.0)	17.2 (16.3,18.0)
Agree	36.4 (34.5,38.4)	47.1 (45.6,48.7)	56.6 (51.5,61.6)	54.4 (51.7,57.1)	58.5 (55.6,61.4)	45.4 (44.2,46.6)	40.0 (38.8,41.2)
Strongly agree	7.8 (6.7,9.0)	11.0 (10.3,11.8)	16.5 (12.4,21.5)	11.6 (10.2,13.2)	12.1 (10.2,14.2)	10.0 (9.3,10.8)	9.7 (9.0,10.5)

Table 39a.3***Agreement That There Is Little Conflict Among Coworkers: By Gender Within Service***

39a. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: There is very little conflict among your coworkers

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,518	236	2,031	479	2,182	150	807	292	37	4
Responding on Item	350,014	64,812	283,967	47,107	137,430	9,559	261,145	62,990	28,554	3,633
Strongly disagree	6.5 (5.3,7.9)	12.6 (11.1,14.3)	7.9 (6.3,9.8)	11.4 (9.8,13.2)	9.2 (7.4,11.5)	10.8 (8.5,13.7)	5.4 (4.5,6.6)	8.5 (7.3,9.8)	7.0 (5.0,9.7)	7.1 (5.5,9.1)
Disagree	21.8 (20.1,23.7)	23.0 (21.1,24.9)	21.7 (19.6,24.0)	22.5 (20.1,25.2)	19.7 (17.1,22.5)	22.1 (18.2,26.6)	18.1 (16.4,19.9)	21.7 (20.2,23.2)	19.2 (16.4,22.4)	24.5 (19.6,30.3)
Neither agree nor disagree	16.2 (14.5,18.1)	16.1 (14.5,17.8)	16.5 (15.1,18.0)	19.2 (17.3,21.2)	20.1 (17.7,22.7)	15.0 (12.6,17.7)	17.4 (15.9,19.1)	17.1 (15.6,18.7)	17.6 (14.9,20.7)	17.6 (13.8,22.3)
Agree	46.0 (43.9,48.0)	39.2 (37.0,41.4)	44.5 (42.1,47.0)	38.1 (35.8,40.4)	40.9 (38.0,43.9)	43.5 (38.1,49.1)	47.7 (45.7,49.6)	41.8 (39.7,43.9)	47.1 (43.3,50.9)	40.2 (35.9,44.6)
Strongly agree	9.5 (8.2,11.0)	9.2 (8.2,10.4)	9.4 (8.1,10.9)	8.9 (7.5,10.4)	10.2 (8.6,12.1)	8.7 (6.6,11.3)	11.4 (10.1,12.7)	11.0 (9.9,12.3)	9.1 (7.3,11.3)	10.6 (7.5,14.6)

Table 39a.4***Agreement That There Is Little Conflict Among Coworkers: By Gender Within Paygrade***

39a. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: There is very little conflict among your coworkers

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,775	563	3,211	413	212	4	1,102	110	276	70
Responding on Item	390,235	84,212	493,192	73,987	15,268	1,142	89,162	17,928	73,253	10,833
Strongly disagree	11.2 (9.8,12.7)	13.3 (11.9,14.7)	5.2 (4.4,6.0)	9.9 (8.7,11.3)	3.3 (1.9,5.5)	3.5 (2.2,5.7)	3.4 (2.3,5.0)	5.4 (4.3,6.8)	2.0 (1.4,3.0)	5.6 (4.3,7.3)
Disagree	25.1 (23.1,27.2)	24.5 (22.9,26.1)	19.6 (18.2,21.1)	20.9 (19.5,22.4)	11.5 (8.3,15.6)	18.2 (13.7,23.8)	12.9 (10.8,15.2)	22.1 (19.6,24.8)	13.7 (11.8,15.9)	17.3 (15.0,20.0)
Neither agree nor disagree	19.5 (17.5,21.6)	18.4 (16.8,20.2)	16.3 (15.2,17.4)	16.7 (15.4,18.2)	11.5 (8.3,15.6)	15.3 (10.1,22.5)	16.3 (13.8,19.3)	13.6 (11.6,16.0)	12.3 (10.7,14.1)	16.1 (13.6,18.9)
Agree	36.7 (34.5,39.1)	34.9 (33.0,36.9)	47.9 (46.1,49.6)	42.2 (40.3,44.1)	57.1 (51.7,62.4)	49.5 (41.8,57.3)	55.7 (52.6,58.8)	47.9 (44.8,51.1)	59.7 (56.3,63.0)	50.6 (47.4,53.9)
Strongly agree	7.5 (6.3,8.9)	9.0 (7.9,10.2)	11.1 (10.3,12.0)	10.2 (9.2,11.3)	16.7 (12.3,22.2)	13.5 (9.9,18.1)	11.7 (10.0,13.7)	10.9 (8.9,13.3)	12.3 (10.2,14.9)	10.3 (8.5,12.4)

Table 39b.1**Agreement That Member Likes Coworkers: By Service**

39b. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: You like your coworkers

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	15,115	14,975	3,875	4,674	3,019	3,409	140
Responding on Item	1,241,832	1,209,744	412,705	328,910	146,304	321,825	32,088
Strongly disagree	2.7	2.7	3.3	2.1	4.5	1.6	2.3
	(2.3,3.1)	(2.3,3.1)	(2.8,4.0)	(1.6,3.0)	(3.4,6.0)	(1.2,2.1)	(1.3,4.0)
Disagree	5.9	5.9	6.0	6.4	7.3	4.6	5.1
	(5.2,6.6)	(5.2,6.6)	(5.0,7.2)	(5.2,7.9)	(5.9,9.0)	(3.8,5.5)	(3.7,7.0)
Neither agree nor disagree	21.1	21.2	22.3	22.2	23.9	17.6	16.8
	(20.1,22.2)	(20.2,22.4)	(20.4,24.4)	(20.2,24.4)	(21.5,26.5)	(16.5,18.8)	(14.3,19.7)
Agree	56.0	55.9	55.5	55.2	50.1	59.6	61.4
	(54.9,57.1)	(54.7,57.0)	(53.8,57.2)	(52.8,57.6)	(47.3,52.9)	(57.9,61.3)	(57.9,64.7)
Strongly agree	14.3	14.3	12.8	14.0	14.2	16.6	14.4
	(13.7,14.9)	(13.7,15.0)	(11.5,14.1)	(12.7,15.4)	(12.6,16.0)	(15.4,17.9)	(12.2,16.9)

Table 39b.2**Agreement That Member Likes Coworkers: By Paygrade and Gender**

39b. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: You like your coworkers

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,392	6,971	363	1,599	790	13,321	1,794
Responding on Item	471,392	563,832	16,263	106,702	83,642	1,054,364	187,468
Strongly disagree	4.6 (3.9,5.5)	1.9 (1.5,2.3)	0.6* (0.2,1.9)	0.6* (0.3,1.1)	0.4* (0.1,1.1)	2.5 (2.1,3.0)	3.8 (3.2,4.3)
Disagree	9.3 (8.0,10.7)	4.4 (3.8,5.2)	1.6* (0.9,3.1)	2.8 (2.0,3.9)	1.3 (0.8,2.1)	5.7 (4.9,6.5)	6.9 (6.4,7.6)
Neither agree nor disagree	27.2 (25.2,29.2)	19.9 (18.6,21.3)	14.6 (11.0,19.2)	11.6 (10.0,13.5)	8.6 (7.2,10.3)	20.8 (19.6,22.1)	23.1 (22.0,24.1)
Agree	48.3 (46.4,50.3)	59.0 (57.7,60.4)	63.9 (58.2,69.2)	65.4 (62.7,68.0)	65.3 (62.8,67.7)	56.6 (55.3,57.8)	52.9 (51.5,54.2)
Strongly agree	10.6 (9.5,11.9)	14.7 (13.9,15.6)	19.3 (15.2,24.1)	19.6 (17.6,21.8)	24.4 (22.1,26.9)	14.5 (13.8,15.2)	13.4 (12.6,14.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39b.3**Agreement That Member Likes Coworkers: By Gender Within Service**

39b. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: You like your coworkers

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,453	422	4,020	654	2,808	209	2,925	484	115	25
Responding on Item	348,079	64,626	281,978	46,932	136,804	9,500	259,027	62,798	28,476	3,612
Strongly disagree	3.0 (2.3,3.8)	5.2 (4.0,6.8)	1.9 (1.3,2.9)	3.6 (2.7,4.9)	4.4 (3.3,6.0)	5.6 (3.7,8.4)	1.5 (1.0,2.1)	2.1 (1.7,2.8)	2.3* (1.2,4.3)	2.4 (1.6,3.8)
Disagree	5.8 (4.6,7.2)	7.3 (6.3,8.5)	6.2 (4.9,8.0)	7.5 (6.1,9.2)	7.1 (5.6,9.0)	9.8 (6.5,14.5)	4.3 (3.4,5.4)	5.9 (4.9,7.0)	5.3 (3.7,7.4)	3.7 (2.7,5.1)
Neither agree nor disagree	21.8 (19.5,24.2)	25.4 (23.5,27.4)	22.0 (19.7,24.5)	23.8 (21.4,26.3)	23.8 (21.3,26.6)	25.2 (20.1,31.0)	17.1 (15.7,18.5)	19.8 (18.3,21.5)	16.2 (13.3,19.4)	22.0 (16.9,28.0)
Agree	56.6 (54.5,58.6)	49.8 (47.5,52.2)	55.5 (52.7,58.2)	53.4 (50.6,56.1)	50.3 (47.2,53.4)	47.3 (42.4,52.3)	60.4 (58.3,62.5)	56.4 (54.1,58.6)	62.1 (58.2,65.9)	55.5 (50.6,60.3)
Strongly agree	12.9 (11.5,14.4)	12.2 (11.0,13.6)	14.4 (12.9,16.0)	11.8 (10.4,13.3)	14.3 (12.6,16.2)	12.1 (9.7,15.1)	16.9 (15.3,18.5)	15.8 (14.5,17.2)	14.2 (11.7,17.0)	16.4 (13.0,20.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39b.4**Agreement That Member Likes Coworkers: By Gender Within Paygrade**

39b. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: You like your coworkers

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,685	708	6,216	754	319	44	1,465	135	638	152
Responding on Item	387,325	84,067	490,187	73,646	15,161	1,102	88,799	17,903	72,891	10,751
Strongly disagree	4.4 (3.5,5.4)	5.7 (4.7,6.9)	1.8 (1.3,2.3)	2.7 (2.2,3.4)	0.6* (0.2,2.0)	0.5* (0.2,1.6)	0.5* (0.2,1.2)	1.0* (0.5,1.8)	0.4* (0.1,1.3)	0.3* (0.1,0.8)
Disagree	9.3 (7.7,11.1)	9.1 (8.0,10.2)	4.2 (3.5,5.0)	6.3 (5.3,7.4)	1.6* (0.8,3.2)	2.3* (1.2,4.1)	2.8 (1.9,4.2)	2.8 (1.9,4.1)	1.1* (0.6,2.0)	2.5 (1.7,3.6)
Neither agree nor disagree	27.2 (24.9,29.7)	27.0 (25.1,29.0)	19.6 (18.2,21.1)	22.2 (20.6,23.9)	14.1 (10.3,19.1)	21.4 (16.2,27.8)	10.9 (8.9,13.2)	15.4 (13.0,18.1)	8.3 (6.7,10.2)	11.0 (8.6,13.8)
Agree	48.6 (46.2,51.0)	47.3 (44.9,49.6)	59.6 (58.1,61.1)	55.3 (53.3,57.4)	64.3 (58.3,70.0)	57.7 (50.9,64.1)	66.0 (62.8,69.0)	62.6 (58.9,66.2)	65.6 (62.6,68.4)	63.4 (60.0,66.6)
Strongly agree	10.6 (9.2,12.1)	11.0 (9.7,12.4)	14.9 (14.0,15.9)	13.5 (12.4,14.7)	19.3 (15.0,24.6)	18.1 (14.2,22.8)	19.9 (17.6,22.5)	18.2 (15.5,21.2)	24.6 (22.0,27.4)	22.9 (20.4,25.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39c.1***Agreement That Coworkers Put in the Effort Required for Their Jobs: By Service***

39c. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: Your coworkers put in the effort required for their jobs

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,467	10,361	2,096	3,216	2,669	2,381	106
Responding on Item	1,246,480	1,214,358	414,484	330,368	146,653	322,853	32,122
Strongly disagree	4.1 (3.7,4.6)	4.1 (3.7,4.7)	4.8 (3.9,5.9)	3.6 (2.8,4.7)	5.3 (4.1,6.8)	3.2 (2.7,3.8)	3.0 (1.9,4.6)
Disagree	12.7 (12.0,13.5)	12.7 (12.0,13.5)	13.7 (12.4,15.1)	13.4 (12.1,14.8)	12.0 (10.2,14.1)	11.2 (10.2,12.3)	10.7 (8.7,13.2)
Neither agree nor disagree	20.2 (19.2,21.2)	20.2 (19.2,21.3)	19.9 (18.1,21.8)	20.8 (19.0,22.9)	21.4 (19.0,24.1)	19.5 (18.1,20.9)	17.8 (15.1,20.8)
Agree	51.7 (50.7,52.8)	51.5 (50.4,52.6)	51.1 (49.3,52.8)	51.8 (49.3,54.2)	49.0 (45.6,52.3)	53.0 (51.4,54.7)	58.7 (55.7,61.7)
Strongly agree	11.3 (10.7,12.0)	11.4 (10.7,12.1)	10.5 (9.3,12.0)	10.4 (9.3,11.6)	12.3 (10.7,14.2)	13.0 (11.9,14.2)	9.9 (8.1,11.9)

Table 39c.2**Agreement That Coworkers Put in the Effort Required for Their Jobs: By Paygrade and Gender**

39c. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: Your coworkers put in the effort required for their jobs

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,401	4,854	216	1,339	657	8,920	1,547
Responding on Item	473,383	565,949	16,410	106,962	83,775	1,058,765	187,715
Strongly disagree	6.3 (5.4,7.5)	3.3 (2.9,3.8)	1.9* (1.0,3.7)	1.4 (0.9,2.3)	0.6* (0.3,1.3)	3.8 (3.3,4.4)	5.8 (5.3,6.5)
Disagree	16.3 (14.8,18.0)	12.0 (10.9,13.1)	7.4 (5.0,10.9)	7.4 (6.0,8.9)	4.8 (3.9,6.0)	12.4 (11.5,13.3)	14.3 (13.5,15.2)
Neither agree nor disagree	24.8 (23.0,26.7)	19.3 (18.1,20.5)	14.8 (11.1,19.5)	12.9 (10.6,15.5)	10.6 (8.8,12.7)	20.0 (18.8,21.1)	21.3 (20.3,22.4)
Agree	44.5 (42.6,46.4)	53.7 (52.2,55.2)	59.5 (54.4,64.5)	62.4 (59.9,64.9)	63.8 (61.1,66.5)	52.5 (51.2,53.7)	47.5 (46.3,48.7)
Strongly agree	8.1 (7.0,9.3)	11.8 (10.9,12.7)	16.4 (12.7,20.9)	15.9 (14.1,17.9)	20.2 (18.2,22.3)	11.4 (10.7,12.2)	11.0 (10.3,11.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39c.3**Agreement That Coworkers Put in the Effort Required for Their Jobs: By Gender Within Service**

39c. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: Your coworkers put in the effort required for their jobs

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,631	465	2,633	583	2,507	161	2,054	327	95	11
Responding on Item	349,901	64,583	283,365	47,003	137,105	9,548	259,898	62,955	28,496	3,626
Strongly disagree	4.4 (3.4,5.7)	7.1 (5.9,8.6)	3.3 (2.4,4.6)	5.7 (4.6,7.1)	5.2 (3.9,6.8)	6.2 (4.4,8.6)	2.9 (2.3,3.5)	4.7 (3.9,5.5)	2.8 (1.6,4.7)	4.6* (2.5,8.4)
Disagree	13.6 (12.1,15.3)	14.1 (12.7,15.6)	13.1 (11.6,14.7)	15.0 (13.3,16.9)	11.9 (10.0,14.2)	13.6 (11.3,16.4)	10.5 (9.3,11.8)	14.1 (12.7,15.7)	10.3 (8.1,13.1)	13.8 (10.0,18.7)
Neither agree nor disagree	19.5 (17.4,21.8)	21.7 (20.1,23.5)	20.6 (18.5,23.0)	22.1 (20.1,24.3)	21.4 (18.8,24.2)	22.5 (19.7,25.4)	19.3 (17.7,21.1)	20.2 (18.4,22.1)	17.4 (14.4,20.8)	20.6 (16.1,25.9)
Agree	51.8 (49.7,53.8)	47.1 (44.8,49.4)	52.6 (49.8,55.3)	46.9 (44.6,49.2)	49.0 (45.5,52.6)	48.3 (44.6,52.1)	54.2 (52.3,56.2)	48.1 (46.1,50.1)	59.8 (56.4,63.1)	50.0 (44.9,55.1)
Strongly agree	10.7 (9.2,12.3)	10.0 (8.7,11.5)	10.4 (9.2,11.8)	10.2 (8.8,11.9)	12.5 (10.8,14.5)	9.4 (7.8,11.4)	13.1 (11.7,14.5)	12.9 (11.8,14.2)	9.7 (7.8,12.0)	11.0 (9.2,13.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39c.4***Agreement That Coworkers Put in the Effort Required for Their Jobs: By Gender Within Paygrade***

39c. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: Your coworkers put in the effort required for their jobs

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,687	714	4,277	577	212	4	1,202	138	543	114
Responding on Item	389,323	84,061	492,126	73,824	15,268	1,142	89,062	17,900	72,986	10,789
Strongly disagree	6.2 (5.1,7.6)	6.9 (6.0,7.9)	2.9 (2.4,3.5)	6.2 (5.2,7.3)	1.9* (0.9,3.8)	2.0* (0.9,4.4)	1.3* (0.7,2.4)	2.4 (1.6,3.6)	0.5* (0.2,1.4)	1.2* (0.6,2.1)
Disagree	16.2 (14.5,18.2)	16.8 (15.3,18.4)	11.7 (10.5,13.0)	13.6 (12.4,14.9)	7.1 (4.6,10.8)	11.9 (7.8,17.7)	6.8 (5.2,8.8)	10.2 (8.4,12.3)	4.6 (3.5,5.9)	6.7 (5.3,8.4)
Neither agree nor disagree	24.7 (22.6,26.9)	25.3 (23.1,27.6)	19.2 (17.9,20.6)	19.6 (18.1,21.2)	14.8 (10.9,19.9)	14.6 (10.2,20.4)	12.4 (9.8,15.6)	15.0 (12.5,17.9)	10.1 (8.1,12.5)	13.9 (11.8,16.3)
Agree	45.0 (42.7,47.3)	42.1 (39.7,44.6)	54.3 (52.6,56.0)	49.6 (47.8,51.4)	59.5 (54.0,64.9)	59.5 (52.8,65.8)	63.6 (60.5,66.6)	56.5 (52.9,60.1)	64.6 (61.4,67.6)	59.0 (55.8,62.1)
Strongly agree	7.9 (6.6,9.3)	8.9 (7.7,10.3)	11.9 (10.9,13.0)	11.1 (9.9,12.4)	16.7 (12.7,21.5)	12.1 (8.9,16.4)	15.9 (13.9,18.3)	15.8 (13.3,18.7)	20.3 (18.1,22.7)	19.3 (16.9,22.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39d.1**Agreement That Member Is Satisfied With Relationships With Coworkers: By Service**

39d. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: You are satisfied with the relationships you have with your coworkers

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item		8,457	8,417	2,132	2,697	2,316	1,272
Responding on Item		1,248,490	1,216,302	414,448	330,887	147,006	323,962
Strongly disagree	3.2	3.2	4.1	2.5	4.4	2.4	2.6
	(2.8,3.7)	(2.8,3.7)	(3.2,5.3)	(1.8,3.3)	(3.4,5.6)	(1.9,2.9)	(1.6,4.2)
Disagree	8.1	8.1	8.2	8.9	8.5	7.1	8.0
	(7.6,8.7)	(7.6,8.7)	(7.1,9.4)	(7.7,10.2)	(7.2,10.1)	(6.3,8.1)	(6.5,9.9)
Neither agree nor disagree	19.8	19.9	20.8	19.6	20.5	18.7	16.2
	(18.8,20.8)	(18.9,20.9)	(18.8,23.0)	(17.8,21.6)	(18.2,22.9)	(17.2,20.2)	(14.0,18.7)
Agree	56.0	55.8	55.2	57.1	53.2	56.6	60.8
	(54.7,57.2)	(54.5,57.1)	(53.1,57.2)	(54.7,59.6)	(50.0,56.3)	(54.7,58.5)	(57.5,64.1)
Strongly agree	12.9	12.9	11.7	11.9	13.5	15.2	12.3
	(12.3,13.5)	(12.3,13.5)	(10.5,13.1)	(10.6,13.4)	(11.8,15.3)	(14.1,16.5)	(10.2,14.8)

Table 39d.2**Agreement That Member Is Satisfied With Relationships With Coworkers: By Paygrade and Gender**

39d. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: You are satisfied with the relationships you have with your coworkers

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,860	3,555	246	1,422	373	7,401	1,056
Responding on Item	473,924	567,248	16,380	106,879	84,059	1,060,284	188,206
Strongly disagree	5.2 (4.3,6.3)	2.4 (2.0,2.8)	0.9* (0.3,2.3)	1.3 (0.8,2.2)	0.5* (0.2,1.1)	2.8 (2.4,3.4)	5.3 (4.7,6.1)
Disagree	10.3 (9.2,11.6)	7.3 (6.5,8.2)	5.1 (3.3,7.9)	5.8 (4.6,7.2)	4.7 (3.7,5.9)	7.8 (7.1,8.5)	10.0 (9.3,10.7)
Neither agree nor disagree	24.1 (22.3,26.0)	19.5 (18.3,20.7)	13.1 (9.5,17.9)	11.2 (9.7,13.0)	9.9 (8.3,11.8)	19.6 (18.5,20.7)	21.0 (20.1,22.0)
Agree	50.4 (48.3,52.4)	57.6 (55.9,59.2)	63.0 (57.2,68.4)	64.7 (62.1,67.1)	64.6 (61.9,67.1)	56.8 (55.3,58.2)	51.4 (50.3,52.5)
Strongly agree	10.0 (8.8,11.3)	13.3 (12.5,14.2)	17.9 (13.9,22.7)	17.0 (15.3,18.9)	20.4 (18.3,22.5)	13.0 (12.4,13.7)	12.3 (11.5,13.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39d.3**Agreement That Member Is Satisfied With Relationships With Coworkers: By Gender Within Service**

39d. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: You are satisfied with the relationships you have with your coworkers

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,796	336	2,289	409	2,161	154	1,118	153	37	4
Responding on Item	349,736	64,712	283,709	47,177	137,451	9,555	260,834	63,129	28,554	3,633
Strongly disagree	3.6 (2.7,4.9)	6.9 (5.5,8.7)	2.0 (1.3,2.9)	5.4 (4.2,7.0)	4.2 (3.1,5.6)	6.6 (4.7,9.2)	2.1 (1.5,2.8)	3.6 (2.9,4.3)	2.4 (1.4,4.3)	3.9 (2.8,5.4)
Disagree	7.9 (6.7,9.4)	9.6 (8.4,11.0)	8.7 (7.3,10.3)	10.0 (8.5,11.8)	8.4 (6.9,10.1)	11.1 (8.5,14.5)	6.4 (5.4,7.6)	10.0 (8.8,11.3)	7.5 (5.8,9.6)	12.3 (8.8,16.9)
Neither agree nor disagree	20.5 (18.2,23.0)	22.6 (20.9,24.4)	19.4 (17.3,21.7)	20.8 (18.7,23.0)	20.3 (17.9,23.0)	22.5 (19.1,26.4)	18.5 (16.7,20.3)	19.6 (18.1,21.2)	16.2 (13.8,19.0)	16.4 (12.9,20.8)
Agree	56.2 (53.7,58.6)	49.7 (47.6,51.8)	57.9 (55.1,60.7)	52.3 (49.8,54.8)	53.4 (50.0,56.8)	49.6 (44.7,54.5)	57.6 (55.4,59.8)	52.6 (50.6,54.5)	61.5 (57.8,65.1)	55.6 (50.0,61.1)
Strongly agree	11.8 (10.5,13.3)	11.2 (10.0,12.6)	12.0 (10.6,13.7)	11.5 (9.7,13.5)	13.7 (11.9,15.7)	10.2 (8.5,12.2)	15.5 (14.1,17.0)	14.3 (12.9,15.8)	12.4 (10.0,15.2)	11.8 (9.5,14.5)

Table 39d.4***Agreement That Member Is Satisfied With Relationships With Coworkers: By Gender Within Paygrade***

39d. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: You are satisfied with the relationships you have with your coworkers

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,286	575	3,244	311	242	4	1,336	87	295	78
Responding on Item	389,724	84,200	493,159	74,089	15,238	1,142	88,928	17,951	73,234	10,825
Strongly disagree	4.9 (3.9,6.1)	6.8 (5.7,8.2)	2.0 (1.6,2.4)	5.1 (4.1,6.4)	0.9* (0.3,2.5)	1.1* (0.5,2.5)	1.2* (0.6,2.3)	2.0 (1.2,3.4)	0.4* (0.1,1.2)	1.1 (0.6,1.9)
Disagree	10.1 (8.8,11.6)	11.4 (10.2,12.6)	7.0 (6.0,8.1)	9.4 (8.3,10.6)	4.8 (2.9,7.9)	8.6 (6.1,12.1)	5.3 (4.0,7.1)	7.9 (6.4,9.8)	4.4 (3.4,5.9)	6.4 (5.1,8.0)
Neither agree nor disagree	24.0 (21.8,26.3)	24.6 (22.8,26.5)	19.5 (18.1,20.9)	19.4 (18.1,20.9)	12.8 (8.9,18.0)	17.8 (12.2,25.3)	10.3 (8.5,12.4)	16.0 (13.5,18.8)	9.5 (7.7,11.6)	12.8 (10.3,15.7)
Agree	51.1 (48.6,53.5)	47.0 (44.9,49.2)	58.2 (56.3,60.1)	53.3 (51.4,55.1)	63.2 (57.0,69.0)	60.4 (53.6,66.7)	66.0 (62.9,68.9)	58.2 (54.4,61.9)	65.1 (62.1,68.0)	60.9 (57.6,64.2)
Strongly agree	10.0 (8.6,11.5)	10.2 (9.0,11.4)	13.4 (12.5,14.3)	12.8 (11.6,14.2)	18.3 (14.1,23.5)	12.1 (9.0,16.0)	17.2 (15.2,19.4)	15.9 (13.5,18.8)	20.6 (18.3,23.1)	18.8 (16.4,21.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39e.1**Agreement That People in Workgroup Tend to Get Along: By Service**

39e. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: The people in your work group tend to get along

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,065	8,024	1,748	2,598	2,290	1,389	40
Responding on Item	1,248,882	1,216,695	414,832	330,986	147,032	323,845	32,188
Strongly disagree	2.9	2.9	3.1	2.9	3.5	2.4	2.2
	(2.5,3.3)	(2.5,3.3)	(2.4,4.1)	(2.3,3.6)	(2.6,4.6)	(2.0,2.9)	(1.3,3.9)
Disagree	8.0	8.0	7.6	7.8	10.4	7.5	6.7
	(7.4,8.6)	(7.4,8.6)	(6.6,8.9)	(6.7,9.2)	(8.8,12.2)	(6.6,8.4)	(5.3,8.3)
Neither agree nor disagree	16.8	16.9	18.3	17.3	15.2	15.6	13.6
	(16.0,17.7)	(16.1,17.8)	(16.7,20.1)	(15.4,19.3)	(13.2,17.5)	(14.3,16.9)	(11.5,16.0)
Agree	59.3	59.2	59.1	59.5	57.0	60.1	64.9
	(58.3,60.4)	(58.1,60.3)	(57.3,60.7)	(57.3,61.7)	(53.7,60.2)	(58.7,61.5)	(61.2,68.4)
Strongly agree	13.0	13.0	11.9	12.6	13.9	14.5	12.6
	(12.4,13.6)	(12.4,13.6)	(10.8,13.1)	(11.2,14.0)	(12.3,15.7)	(13.5,15.6)	(10.3,15.3)

Table 39e.2**Agreement That People in Workgroup Tend to Get Along: By Paygrade and Gender**

39e. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: The people in your work group tend to get along

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,852	3,578	216	1,064	354	6,966	1,098
Responding on Item	473,932	567,225	16,410	107,237	84,078	1,060,719	188,164
Strongly disagree	4.7 (3.9,5.6)	2.1 (1.8,2.5)	0.8* (0.3,2.3)	1.1 (0.7,1.9)	0.5* (0.2,1.2)	2.5 (2.1,3.0)	5.1 (4.5,5.8)
Disagree	9.9 (8.9,11.0)	7.8 (7.0,8.7)	2.4 (1.5,4.0)	4.4 (3.4,5.6)	3.8 (2.9,4.8)	7.4 (6.7,8.1)	11.3 (10.6,12.1)
Neither agree nor disagree	23.1 (21.4,24.9)	14.4 (13.4,15.6)	9.9 (7.5,13.0)	9.4 (7.9,11.1)	8.6 (7.2,10.2)	16.6 (15.7,17.6)	18.0 (17.1,19.0)
Agree	52.2 (50.3,54.2)	62.2 (60.7,63.6)	70.8 (65.7,75.4)	68.2 (65.9,70.4)	66.8 (63.8,69.7)	60.3 (59.1,61.5)	53.9 (52.6,55.1)
Strongly agree	10.1 (9.0,11.2)	13.5 (12.7,14.4)	16.1 (12.4,20.6)	17.0 (15.2,18.9)	20.3 (18.0,22.8)	13.2 (12.6,13.9)	11.7 (11.0,12.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39e.3**Agreement That People in Workgroup Tend to Get Along: By Gender Within Service**

39e. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: The people in your work group tend to get along

	DoD									
	Army		Navy		Marine Corps		Air Force		Coast Guard	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,414	334	2,190	409	2,142	147	1,184	205	37	4
Responding on Item	350,118	64,714	283,808	47,177	137,470	9,562	260,768	63,077	28,554	3,633
Strongly disagree	2.6 (1.8,3.7)	6.0 (4.7,7.6)	2.5 (1.8,3.4)	5.3 (4.1,6.8)	3.3 (2.4,4.6)	5.7 (3.9,8.4)	2.0 (1.5,2.6)	4.1 (3.3,4.9)	2.1* (1.1,4.1)	3.1 (2.2,4.5)
Disagree	6.8 (5.5,8.2)	12.5 (11.0,14.1)	7.3 (6.0,8.9)	10.8 (9.2,12.7)	10.2 (8.5,12.1)	14.0 (10.5,18.4)	6.8 (5.8,8.0)	10.3 (9.1,11.6)	6.5 (5.0,8.3)	8.3 (6.5,10.4)
Neither agree nor disagree	18.3 (16.4,20.4)	18.3 (16.7,19.9)	17.0 (14.9,19.4)	18.7 (16.7,20.8)	15.2 (13.0,17.6)	15.9 (13.5,18.6)	15.1 (13.6,16.6)	17.7 (16.1,19.4)	13.2 (10.8,15.9)	17.0 (13.2,21.7)
Agree	60.2 (58.2,62.1)	53.0 (50.7,55.2)	60.4 (57.9,62.9)	54.1 (51.5,56.6)	57.2 (53.7,60.6)	53.9 (49.6,58.2)	61.5 (59.8,63.2)	54.4 (52.5,56.2)	65.7 (61.7,69.5)	58.4 (53.6,63.1)
Strongly agree	12.2 (10.9,13.6)	10.3 (9.1,11.7)	12.8 (11.3,14.4)	11.2 (9.5,13.1)	14.2 (12.4,16.1)	10.5 (8.6,12.8)	14.7 (13.5,16.0)	13.6 (12.5,14.8)	12.6 (10.1,15.6)	13.1 (10.0,17.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39e.4**Agreement That People in Workgroup Tend to Get Along: By Gender Within Paygrade**

39e. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: The people in your work group tend to get along

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,321	532	3,200	377	212	4	958	107	276	78
Responding on Item	389,689	84,243	493,203	74,023	15,268	1,142	89,306	17,931	73,253	10,825
Strongly disagree	4.3 (3.4,5.4)	6.7 (5.7,7.9)	1.8 (1.4,2.2)	4.6 (3.7,5.8)	0.8* (0.3,2.4)	1.0* (0.4,2.6)	0.9* (0.4,2.0)	2.0 (1.3,3.1)	0.4* (0.1,1.3)	1.2 (0.7,2.1)
Disagree	9.2 (8.0,10.5)	13.3 (12.1,14.5)	7.3 (6.5,8.4)	10.7 (9.5,12.0)	2.2* (1.2,3.9)	6.3 (4.1,9.4)	3.7 (2.6,5.3)	7.7 (6.3,9.4)	3.2 (2.4,4.4)	7.4 (5.7,9.5)
Neither agree nor disagree	23.6 (21.6,25.7)	21.0 (19.4,22.6)	14.0 (12.9,15.3)	17.0 (15.6,18.6)	9.5 (7.1,12.8)	15.4 (11.0,21.0)	8.5 (6.9,10.5)	13.6 (11.2,16.4)	8.5 (7.0,10.2)	9.7 (7.5,12.5)
Agree	52.9 (50.6,55.2)	49.1 (47.0,51.2)	63.2 (61.5,64.8)	55.5 (53.6,57.3)	71.3 (65.8,76.3)	63.6 (56.2,70.4)	69.4 (66.7,71.9)	62.3 (58.7,65.9)	67.1 (63.7,70.3)	65.2 (61.6,68.7)
Strongly agree	10.1 (8.8,11.5)	10.0 (8.9,11.3)	13.7 (12.8,14.7)	12.2 (11.1,13.5)	16.2 (12.3,21.2)	13.8 (10.3,18.2)	17.5 (15.4,19.8)	14.3 (12.2,16.7)	20.8 (18.2,23.7)	16.5 (14.3,19.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39f.1**Agreement That People in Workgroup Are Willing to Help Each Other Out: By Service**

39f. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: The people in your work group are willing to help each other

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item		9,459	9,388	2,469	2,888	2,308	1,724
Responding on Item		1,247,488	1,215,331	414,111	330,696	147,014	323,510
Strongly disagree	3.3	3.4	3.8	3.2	4.3	2.5	2.3
	(3.0,3.7)	(3.0,3.7)	(3.1,4.8)	(2.6,3.9)	(3.2,5.6)	(2.1,3.0)	(1.3,4.0)
Disagree	9.1	9.2	9.3	9.3	10.4	8.6	5.7
	(8.5,9.8)	(8.5,9.9)	(8.1,10.6)	(8.0,10.7)	(8.5,12.7)	(7.7,9.6)	(4.4,7.5)
Neither agree nor disagree	19.4	19.5	20.8	19.8	19.6	17.4	17.5
	(18.6,20.3)	(18.7,20.4)	(19.1,22.6)	(18.2,21.6)	(17.5,21.9)	(16.1,18.8)	(15.0,20.2)
Agree	53.3	53.1	51.8	54.1	49.2	55.5	60.2
	(52.3,54.3)	(52.1,54.1)	(50.0,53.7)	(51.8,56.4)	(46.2,52.3)	(53.9,57.0)	(56.9,63.4)
Strongly agree	14.8	14.8	14.3	13.6	16.5	16.0	14.4
	(14.2,15.5)	(14.2,15.5)	(13.0,15.7)	(12.3,15.0)	(14.7,18.5)	(14.8,17.3)	(12.0,17.1)

Table 39f.2**Agreement That People in Workgroup Are Willing to Help Each Other Out: By Paygrade and Gender**

39f. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: The people in your work group are willing to help each other

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,264	4,365	280	1,147	403	8,273	1,186
Responding on Item	473,520	566,438	16,346	107,154	84,029	1,059,412	188,076
Strongly disagree	5.4 (4.6,6.2)	2.5 (2.1,3.0)	0.9* (0.3,2.3)	1.3 (0.8,2.0)	0.6* (0.3,1.3)	2.9 (2.5,3.4)	5.6 (5.1,6.2)
Disagree	11.6 (10.3,13.0)	9.0 (8.1,9.9)	4.4* (2.3,8.3)	4.4 (3.4,5.6)	3.3 (2.5,4.3)	8.8 (8.0,9.6)	11.1 (10.3,11.9)
Neither agree nor disagree	25.2 (23.5,27.0)	17.8 (16.6,19.0)	12.2 (9.1,16.0)	11.6 (10.0,13.4)	9.9 (8.4,11.6)	19.1 (18.1,20.1)	21.6 (20.3,22.9)
Agree	46.2 (44.2,48.1)	55.7 (54.3,57.0)	63.2 (57.4,68.6)	63.4 (60.8,66.0)	62.5 (60.0,64.8)	54.2 (53.0,55.3)	48.3 (46.8,49.7)
Strongly agree	11.7 (10.6,13.0)	15.1 (14.2,16.0)	19.4 (15.3,24.4)	19.4 (17.5,21.4)	23.8 (21.5,26.2)	15.1 (14.3,15.8)	13.5 (12.7,14.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39f.3**Agreement That People in Workgroup Are Willing to Help Each Other Out: By Gender Within Service**

39f. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: The people in your work group are willing to help each other

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,106	363	2,444	444	2,142	165	1,513	211	67	4
Responding on Item	349,426	64,685	283,554	47,142	137,470	9,544	260,439	63,071	28,524	3,633
Strongly disagree	3.4 (2.6,4.6)	6.1 (5.1,7.3)	2.6 (2.0,3.4)	6.7 (5.3,8.5)	4.1 (3.0,5.5)	6.8 (5.1,9.2)	2.1 (1.6,2.7)	4.3 (3.6,5.2)	2.3* (1.2,4.3)	2.7 (1.9,3.9)
Disagree	8.9 (7.5,10.5)	11.4 (10.1,12.8)	9.1 (7.7,10.8)	10.3 (8.6,12.4)	10.4 (8.4,12.9)	10.0 (7.8,12.7)	7.9 (6.8,9.1)	11.6 (10.4,12.8)	5.3 (3.9,7.3)	8.8 (7.1,11.0)
Neither agree nor disagree	20.3 (18.3,22.5)	23.6 (21.6,25.7)	19.6 (17.7,21.5)	21.6 (19.1,24.2)	19.5 (17.3,22.0)	20.7 (16.4,25.7)	16.8 (15.2,18.6)	19.8 (18.1,21.6)	17.3 (14.6,20.3)	19.1 (14.3,25.0)
Agree	52.8 (50.7,54.9)	46.7 (44.3,49.0)	54.9 (52.3,57.5)	49.0 (46.4,51.6)	49.1 (46.0,52.3)	50.5 (45.3,55.8)	57.1 (55.1,58.9)	48.9 (46.7,51.0)	61.2 (57.7,64.6)	51.9 (46.1,57.7)
Strongly agree	14.6 (13.1,16.3)	12.3 (10.9,13.8)	13.8 (12.3,15.5)	12.4 (10.6,14.4)	16.8 (14.9,18.9)	12.0 (9.9,14.5)	16.2 (14.7,17.7)	15.5 (14.3,16.9)	14.0 (11.4,17.0)	17.5 (12.5,23.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39f.4**Agreement That People in Workgroup Are Willing to Help Each Other Out: By Gender Within Paygrade**

39f. To what extent do you agree or disagree with the following statements about . . . THE PEOPLE YOU WORK WITH: The people in your work group are willing to help each other

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,693	572	3,914	450	272	8	1,063	85	333	70
Responding on Item	389,317	84,203	492,489	73,950	15,208	1,138	89,201	17,953	73,196	10,833
Strongly disagree	5.0 (4.1,6.1)	7.1 (6.2,8.1)	2.1 (1.7,2.6)	5.6 (4.7,6.5)	0.8* (0.3,2.5)	1.9* (1.0,3.8)	1.1* (0.6,2.0)	2.2 (1.4,3.3)	0.6* (0.2,1.3)	1.0* (0.6,1.9)
Disagree	11.4 (9.9,13.0)	12.7 (11.4,14.1)	8.7 (7.7,9.7)	11.1 (10.0,12.3)	4.3* (2.1,8.6)	5.9* (3.2,10.7)	3.8 (2.7,5.4)	7.2 (5.9,8.8)	3.0 (2.1,4.2)	5.0 (3.7,6.7)
Neither agree nor disagree	25.2 (23.1,27.4)	25.2 (23.1,27.4)	17.4 (16.1,18.8)	20.3 (18.6,22.1)	11.7 (8.5,15.9)	18.0 (13.2,24.0)	11.0 (9.3,13.0)	14.2 (11.9,16.9)	9.1 (7.5,11.1)	14.9 (12.3,17.9)
Agree	46.7 (44.5,49.0)	43.6 (41.3,46.0)	56.6 (55.1,58.1)	49.4 (47.3,51.5)	63.5 (57.3,69.3)	58.1 (51.0,64.9)	64.3 (61.3,67.3)	58.9 (55.6,62.2)	63.1 (60.3,65.8)	58.4 (54.7,61.9)
Strongly agree	11.8 (10.4,13.3)	11.5 (10.2,12.9)	15.3 (14.3,16.4)	13.7 (12.6,14.9)	19.7 (15.3,25.0)	16.1 (12.5,20.7)	19.8 (17.6,22.1)	17.5 (15.1,20.2)	24.2 (21.7,27.0)	20.7 (18.2,23.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39g.1**Agreement That Work Provides a Sense of Pride: By Service**

39g. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your work provides you with a sense of pride

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	5,155	5,061	2,479	1,369	264	949	95
Responding on Item	1,251,792	1,219,658	414,101	332,215	149,058	324,285	32,133
Strongly disagree	4.6	4.6	5.3	4.0	5.1	4.0	4.3
	(4.1,5.2)	(4.1,5.2)	(4.2,6.6)	(3.3,5.0)	(3.7,7.1)	(3.4,4.8)	(3.0,5.9)
Disagree	9.1	9.1	9.6	8.9	8.8	8.8	6.7
	(8.4,9.7)	(8.5,9.8)	(8.5,10.9)	(7.8,10.3)	(7.4,10.5)	(7.8,9.9)	(5.2,8.5)
Neither agree nor disagree	15.9	15.8	15.6	15.8	17.4	15.4	17.5
	(15.1,16.7)	(15.0,16.7)	(14.1,17.2)	(14.4,17.4)	(15.1,20.0)	(14.0,16.9)	(15.1,20.2)
Agree	47.4	47.4	47.3	47.7	44.3	48.6	48.3
	(46.3,48.5)	(46.3,48.5)	(45.3,49.3)	(45.4,49.9)	(41.3,47.4)	(46.7,50.4)	(44.1,52.4)
Strongly agree	23.1	23.1	22.2	23.6	24.3	23.2	23.3
	(22.3,23.9)	(22.3,23.9)	(20.6,23.8)	(21.5,25.8)	(22.2,26.5)	(21.7,24.9)	(20.2,26.8)

Table 39g.2**Agreement That Work Provides a Sense of Pride: By Paygrade and Gender**

39g. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your work provides you with a sense of pride

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	1,910	1,557	217	966	505	4,192	964
Responding on Item	474,874	569,246	16,409	107,335	83,927	1,063,493	188,298
Strongly disagree	7.7 (6.6,9.0)	2.9 (2.4,3.5)	2.7* (1.2,6.2)	2.0 (1.3,3.1)	1.7 (1.1,2.6)	4.4 (3.8,5.1)	5.4 (4.8,6.1)
Disagree	11.4 (10.2,12.8)	7.9 (7.1,8.7)	3.4 (2.0,5.6)	7.8 (6.2,9.7)	6.3 (5.1,7.8)	8.9 (8.3,9.7)	9.8 (8.9,10.7)
Neither agree nor disagree	20.2 (18.6,21.9)	13.7 (12.6,14.8)	8.0 (5.9,10.8)	13.7 (11.9,15.8)	10.7 (9.1,12.6)	15.5 (14.6,16.5)	18.0 (16.9,19.1)
Agree	42.3 (40.2,44.4)	50.5 (49.1,51.8)	53.9 (48.2,59.5)	48.7 (45.9,51.5)	52.3 (49.8,54.7)	47.7 (46.5,49.0)	45.5 (44.0,47.0)
Strongly agree	18.4 (16.9,19.9)	25.0 (23.8,26.3)	32.0 (26.3,38.2)	27.8 (25.4,30.3)	29.0 (26.9,31.2)	23.4 (22.5,24.4)	21.4 (20.3,22.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39g.3***Agreement That Work Provides a Sense of Pride: By Gender Within Service***

39g. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your work provides you with a sense of pride

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,126	353	1,041	329	226	37	717	232	82	13
Responding on Item	349,406	64,695	284,957	47,257	139,386	9,672	261,235	63,050	28,509	3,624
Strongly disagree	5.3 (4.1,6.9)	5.3 (4.1,6.7)	3.8 (3.0,4.9)	5.3 (4.0,6.9)	5.1 (3.6,7.1)	6.6 (4.9,8.8)	3.7 (2.9,4.6)	5.6 (4.8,6.5)	4.3 (3.0,6.2)	4.0 (2.8,5.6)
Disagree	9.6 (8.4,11.1)	9.6 (8.4,11.0)	8.8 (7.5,10.3)	10.0 (8.3,11.9)	8.7 (7.2,10.5)	10.5 (8.6,12.8)	8.6 (7.3,10.1)	9.6 (8.2,11.2)	6.2 (4.7,8.2)	10.1 (7.6,13.3)
Neither agree nor disagree	15.0 (13.2,17.0)	18.8 (17.1,20.8)	15.5 (14.0,17.3)	17.5 (15.3,20.0)	17.4 (14.9,20.2)	18.4 (14.5,23.2)	14.9 (13.4,16.7)	17.3 (15.5,19.3)	17.4 (14.7,20.4)	18.9 (14.7,23.9)
Agree	48.0 (45.6,50.4)	43.8 (41.0,46.6)	47.7 (45.2,50.2)	47.4 (44.5,50.2)	44.5 (41.3,47.7)	41.6 (36.6,46.8)	49.1 (46.9,51.3)	46.4 (44.2,48.5)	48.6 (44.1,53.1)	45.9 (40.2,51.6)
Strongly agree	22.1 (20.4,23.9)	22.5 (20.4,24.8)	24.2 (21.8,26.7)	19.9 (18.0,21.8)	24.4 (22.2,26.8)	22.9 (19.9,26.2)	23.7 (21.9,25.7)	21.1 (19.5,22.8)	23.6 (20.1,27.5)	21.2 (17.5,25.5)

Table 39g.4***Agreement That Work Provides a Sense of Pride: By Gender Within Paygrade***

39g. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your work provides you with a sense of pride

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,495	416	1,150	407	212	5	897	69	438	66
Responding on Item	390,515	84,359	495,253	73,993	15,268	1,141	89,367	17,969	73,091	10,837
Strongly disagree	7.8 (6.4,9.5)	7.5 (6.4,8.7)	2.8 (2.2,3.4)	4.1 (3.3,5.1)	2.8* (1.2,6.6)	1.7* (0.8,3.3)	1.7 (1.0,2.9)	3.8 (2.8,5.3)	1.8 (1.1,2.8)	1.2 (0.7,2.0)
Disagree	11.5 (10.0,13.1)	11.3 (9.8,13.0)	7.8 (6.9,8.7)	8.6 (7.6,9.7)	3.1* (1.7,5.6)	7.0 (4.9,9.9)	7.4 (5.6,9.7)	9.6 (7.7,12.0)	6.2 (4.9,8.0)	6.7 (4.9,9.0)
Neither agree nor disagree	19.7 (17.7,21.8)	22.7 (20.9,24.6)	13.5 (12.3,14.8)	14.8 (13.2,16.5)	7.8 (5.6,10.7)	11.7 (6.7,19.5)	13.5 (11.3,16.1)	14.8 (12.5,17.4)	11.0 (9.1,13.1)	9.2 (7.5,11.1)
Agree	42.3 (39.8,44.9)	42.1 (39.9,44.4)	50.9 (49.4,52.5)	47.7 (45.3,50.1)	54.3 (48.3,60.3)	47.8 (41.7,54.1)	48.5 (45.2,51.9)	49.3 (46.2,52.5)	52.6 (49.9,55.4)	49.8 (46.5,53.2)
Strongly agree	18.8 (17.1,20.6)	16.5 (14.9,18.2)	25.1 (23.7,26.5)	24.8 (23.2,26.5)	32.0 (25.9,38.7)	31.9 (25.9,38.5)	28.9 (26.1,31.9)	22.4 (19.9,25.2)	28.4 (26.1,30.9)	33.2 (30.3,36.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39h.1***Agreement That Work Makes Good Use of Skills: By Service***

39h. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your work makes good use of your skills

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,091	6,946	3,022	1,378	465	2,082	145
Responding on Item	1,249,856	1,217,773	413,558	332,206	148,857	323,152	32,083
Strongly disagree	9.0	9.1	10.2	8.7	8.4	8.5	7.1
	(8.4,9.7)	(8.5,9.8)	(9.0,11.6)	(7.7,9.8)	(6.8,10.4)	(7.5,9.5)	(5.6,9.1)
Disagree	14.6	14.6	15.1	13.7	14.9	14.7	13.4
	(13.7,15.5)	(13.7,15.5)	(13.4,16.9)	(12.3,15.2)	(12.9,17.2)	(13.5,16.1)	(11.1,16.0)
Neither agree nor disagree	15.4	15.4	15.8	15.5	16.6	14.3	14.0
	(14.5,16.3)	(14.6,16.3)	(14.5,17.3)	(13.9,17.2)	(14.7,18.7)	(13.0,15.8)	(11.7,16.7)
Agree	42.3	42.2	41.0	42.5	39.8	44.6	48.3
	(41.2,43.5)	(41.1,43.3)	(39.0,43.0)	(40.3,44.6)	(37.2,42.4)	(42.9,46.3)	(44.9,51.8)
Strongly agree	18.7	18.7	18.0	19.7	20.4	17.9	17.2
	(17.9,19.5)	(18.0,19.5)	(16.7,19.3)	(17.9,21.6)	(18.2,22.7)	(16.6,19.3)	(14.7,20.0)

Table 39h.2**Agreement That Work Makes Good Use of Skills: By Paygrade and Gender**

39h. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your work makes good use of your skills

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,509	2,536	331	1,131	584	6,007	1,085
Responding on Item	474,276	568,267	16,295	107,170	83,848	1,061,678	188,177
Strongly disagree	13.7 (12.3,15.2)	6.6 (6.0,7.4)	3.5* (1.8,6.7)	6.1 (4.9,7.5)	4.1 (3.1,5.4)	8.8 (8.1,9.6)	10.4 (9.6,11.2)
Disagree	16.7 (14.9,18.6)	13.5 (12.2,14.8)	7.4 (5.6,9.8)	14.8 (12.7,17.2)	11.0 (9.5,12.8)	14.5 (13.5,15.5)	15.1 (14.1,16.1)
Neither agree nor disagree	17.8 (16.3,19.4)	14.3 (13.2,15.4)	9.6 (7.3,12.5)	14.5 (12.2,17.0)	11.6 (10.1,13.4)	15.3 (14.3,16.3)	16.1 (15.1,17.1)
Agree	37.3 (35.4,39.2)	45.2 (43.7,46.8)	51.3 (46.1,56.4)	44.2 (41.2,47.1)	47.5 (45.1,50.0)	42.6 (41.3,43.9)	41.0 (39.5,42.5)
Strongly agree	14.6 (13.2,16.1)	20.4 (19.3,21.5)	28.2 (23.1,33.9)	20.5 (18.4,22.7)	25.8 (23.8,27.8)	18.9 (18.0,19.8)	17.5 (16.5,18.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39h.3**Agreement That Work Makes Good Use of Skills: By Gender Within Service**

39h. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your work makes good use of your skills

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,687	334	1,024	354	419	45	1,745	337	131	14
Responding on Item	348,845	64,714	284,974	47,232	139,193	9,664	260,207	62,945	28,460	3,623
Strongly disagree	9.9 (8.5,11.5)	11.7 (10.2,13.4)	8.5 (7.4,9.8)	9.8 (8.0,11.8)	8.3 (6.6,10.3)	10.4 (8.2,13.1)	8.2 (7.1,9.4)	9.7 (8.6,10.9)	7.1 (5.4,9.3)	7.3 (5.8,9.2)
Disagree	15.4 (13.4,17.5)	13.6 (12.2,15.2)	13.6 (12.1,15.2)	14.5 (12.5,16.8)	14.7 (12.5,17.2)	17.7 (12.9,23.8)	14.3 (12.8,16.0)	16.5 (15.0,18.2)	13.0 (10.5,16.0)	16.6 (13.3,20.5)
Neither agree nor disagree	16.0 (14.4,17.8)	14.9 (13.5,16.4)	15.2 (13.4,17.1)	17.2 (14.9,19.9)	16.6 (14.6,18.9)	15.9 (13.3,18.8)	13.9 (12.3,15.6)	16.1 (14.5,17.9)	12.9 (10.5,15.8)	22.3 (17.2,28.2)
Agree	40.9 (38.6,43.3)	41.3 (38.8,43.8)	42.4 (40.0,44.9)	42.6 (39.7,45.5)	40.0 (37.3,42.7)	37.0 (32.4,41.8)	45.6 (43.4,47.8)	40.3 (38.3,42.4)	49.7 (45.9,53.5)	37.4 (32.7,42.3)
Strongly agree	17.8 (16.3,19.5)	18.6 (16.8,20.5)	20.4 (18.4,22.5)	15.9 (14.2,17.7)	20.5 (18.3,22.8)	19.1 (15.9,22.7)	18.1 (16.5,19.7)	17.4 (16.1,18.8)	17.3 (14.6,20.4)	16.5 (12.8,21.0)

Table 39h.4***Agreement That Work Makes Good Use of Skills: By Gender Within Paygrade***

39h. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your work makes good use of your skills

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,979	531	2,115	422	324	8	1,066	66	525	59
Responding on Item	390,031	84,244	494,288	73,978	15,156	1,138	89,198	17,972	73,004	10,844
Strongly disagree	13.8 (12.1,15.6)	13.2 (11.8,14.7)	6.4 (5.6,7.2)	8.5 (7.4,9.8)	3.4* (1.7,7.0)	4.5 (2.7,7.4)	5.5 (4.2,7.1)	9.2 (7.6,11.0)	4.1 (3.0,5.6)	3.7 (2.7,5.2)
Disagree	16.9 (14.9,19.0)	15.9 (14.2,17.6)	13.4 (11.9,14.9)	14.2 (12.8,15.8)	7.0 (5.1,9.5)	13.3 (8.3,20.6)	14.4 (12.0,17.2)	16.9 (14.7,19.4)	10.9 (9.2,12.8)	12.1 (10.2,14.4)
Neither agree nor disagree	17.5 (15.7,19.5)	19.1 (17.5,20.8)	14.3 (13.1,15.5)	14.2 (12.9,15.6)	9.7 (7.3,12.8)	8.2 (5.5,12.0)	14.7 (12.2,17.6)	13.4 (11.1,16.0)	11.8 (10.0,13.9)	10.6 (9.1,12.2)
Agree	37.1 (34.8,39.4)	38.1 (36.0,40.2)	45.6 (43.7,47.5)	42.9 (40.9,45.0)	51.4 (45.9,56.9)	49.5 (43.1,55.8)	44.1 (40.7,47.6)	44.3 (41.0,47.6)	48.0 (45.3,50.8)	43.9 (40.8,47.1)
Strongly agree	14.8 (13.2,16.6)	13.8 (12.2,15.5)	20.5 (19.2,21.7)	20.2 (18.7,21.8)	28.5 (23.0,34.6)	24.6 (19.6,30.4)	21.3 (18.9,23.9)	16.3 (14.1,18.7)	25.2 (23.0,27.4)	29.7 (26.9,32.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39i.1**Agreement That Present Assignment Is Good for Career: By Service**

39i. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your present assignment is good for your military career

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item		7,112	7,016	3,872	1,133	496	1,516
Responding on Item		1,249,835	1,217,703	412,708	332,451	148,826	323,718
Strongly disagree	11.4	11.4	12.2	11.0	10.8	11.2	9.0
	(10.7,12.1)	(10.7,12.2)	(10.9,13.6)	(9.8,12.5)	(9.1,12.7)	(10.1,12.5)	(7.1,11.3)
Disagree	12.9	12.9	13.4	12.6	12.1	12.8	12.4
	(12.2,13.6)	(12.2,13.6)	(11.9,15.2)	(11.3,14.1)	(10.5,14.0)	(11.6,14.0)	(10.3,14.9)
Neither agree nor disagree	21.7	21.8	22.4	19.9	21.5	23.1	19.8
	(20.7,22.8)	(20.7,22.9)	(20.3,24.8)	(18.0,21.9)	(19.1,24.0)	(21.8,24.4)	(17.1,22.7)
Agree	34.4	34.3	33.4	35.0	34.2	34.9	38.3
	(33.4,35.5)	(33.2,35.5)	(31.3,35.6)	(32.9,37.3)	(31.8,36.8)	(33.3,36.6)	(34.7,42.0)
Strongly agree	19.6	19.6	18.6	21.5	21.4	18.1	20.6
	(18.9,20.4)	(18.8,20.4)	(17.5,19.8)	(19.6,23.5)	(19.1,23.9)	(16.9,19.3)	(18.0,23.4)

Table 39i.2**Agreement That Present Assignment Is Good for Career: By Paygrade and Gender**

39i. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your present assignment is good for your military career

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,113	2,132	287	1,077	502	5,965	1,148
Responding on Item	473,671	568,671	16,339	107,224	83,930	1,061,720	188,114
Strongly disagree	15.8 (14.5,17.3)	9.6 (8.8,10.5)	4.8 (2.8,8.1)	5.2 (4.1,6.5)	7.4 (6.1,8.9)	11.1 (10.3,12.0)	12.7 (11.9,13.5)
Disagree	14.9 (13.5,16.4)	12.6 (11.7,13.6)	8.0 (5.8,11.1)	6.8 (5.5,8.5)	11.9 (10.1,14.1)	12.7 (11.8,13.5)	14.0 (13.1,14.9)
Neither agree nor disagree	23.7 (21.8,25.7)	20.9 (19.6,22.3)	15.9 (13.0,19.3)	19.4 (17.3,21.6)	20.4 (18.3,22.6)	21.6 (20.4,22.9)	22.6 (21.6,23.5)
Agree	30.9 (29.1,32.8)	35.8 (34.2,37.5)	41.7 (36.3,47.4)	41.1 (38.3,43.9)	34.9 (32.3,37.6)	34.6 (33.4,35.9)	33.3 (32.2,34.5)
Strongly agree	14.7 (13.3,16.3)	21.1 (20.0,22.2)	29.5 (24.3,35.4)	27.5 (25.1,30.2)	25.4 (23.2,27.8)	20.0 (19.1,20.9)	17.4 (16.6,18.3)

Table 39i.3**Agreement That Present Assignment Is Good for Career: By Gender Within Service**

39i. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your present assignment is good for your military career

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,437	436	813	320	433	62	1,201	315	82	15
Responding on Item	348,095	64,612	285,185	47,266	139,179	9,647	260,751	62,967	28,509	3,622
Strongly disagree	11.7 (10.2,13.5)	14.4 (13.0,16.0)	10.9 (9.4,12.5)	12.1 (10.4,13.9)	10.8 (9.0,12.9)	10.2 (8.2,12.6)	11.0 (9.7,12.5)	12.0 (10.7,13.4)	9.0 (6.9,11.7)	8.7 (6.9,10.9)
Disagree	13.3 (11.5,15.3)	14.3 (12.9,15.8)	12.1 (10.7,13.8)	15.3 (13.1,17.9)	12.0 (10.3,14.0)	13.6 (9.7,18.8)	12.8 (11.5,14.3)	12.5 (11.1,14.0)	11.7 (9.4,14.5)	18.1 (13.6,23.5)
Neither agree nor disagree	22.5 (20.0,25.2)	22.0 (20.2,23.9)	19.7 (17.5,22.1)	20.9 (18.5,23.6)	21.4 (18.9,24.2)	22.2 (18.9,25.9)	22.7 (21.2,24.3)	24.6 (23.1,26.2)	19.7 (16.9,23.0)	19.9 (15.8,24.7)
Agree	33.6 (31.2,36.2)	31.9 (30.0,34.0)	35.1 (32.7,37.6)	34.4 (31.8,37.1)	34.1 (31.5,36.8)	36.3 (31.3,41.5)	35.3 (33.4,37.2)	33.4 (31.5,35.4)	38.8 (34.8,42.9)	34.4 (29.9,39.2)
Strongly agree	18.9 (17.6,20.2)	17.3 (15.8,19.0)	22.2 (19.9,24.6)	17.3 (15.5,19.3)	21.7 (19.2,24.3)	17.7 (14.8,21.0)	18.2 (16.8,19.7)	17.4 (16.0,18.9)	20.7 (17.9,23.9)	19.0 (15.1,23.7)

Table 39i.4***Agreement That Present Assignment Is Good for Career: By Gender Within Paygrade***

39i. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your present assignment is good for your military career

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,499	615	1,741	391	277	10	1,013	66	436	66
Responding on Item	389,511	84,160	494,662	74,009	15,203	1,136	89,251	17,972	73,093	10,837
Strongly disagree	15.7 (14.1,17.5)	16.3 (14.9,17.8)	9.4 (8.5,10.5)	10.9 (9.7,12.2)	4.7 (2.6,8.3)	6.4 (4.2,9.5)	4.8 (3.7,6.3)	7.0 (5.6,8.7)	7.4 (6.0,9.1)	7.0 (5.6,8.6)
Disagree	14.7 (13.0,16.6)	15.6 (14.0,17.2)	12.3 (11.3,13.4)	14.3 (13.0,15.7)	8.1 (5.7,11.4)	7.4 (5.4,9.9)	6.6 (5.0,8.6)	8.0 (6.6,9.6)	12.2 (10.1,14.6)	10.4 (8.6,12.5)
Neither agree nor disagree	23.5 (21.2,26.0)	24.4 (22.9,25.9)	20.8 (19.3,22.4)	21.8 (20.3,23.5)	15.6 (12.6,19.1)	20.2 (13.7,28.8)	19.3 (17.0,21.8)	19.9 (17.3,22.8)	20.7 (18.3,23.2)	18.2 (15.9,20.8)
Agree	30.9 (28.7,33.2)	31.1 (29.1,33.0)	36.2 (34.4,38.1)	33.5 (31.7,35.4)	41.4 (35.6,47.5)	45.6 (39.3,52.1)	41.0 (37.7,44.4)	41.6 (38.1,45.1)	34.9 (32.0,38.0)	35.0 (31.9,38.1)
Strongly agree	15.2 (13.4,17.1)	12.7 (11.3,14.2)	21.3 (20.0,22.6)	19.4 (18.1,20.8)	30.2 (24.6,36.6)	20.4 (15.6,26.3)	28.3 (25.4,31.5)	23.6 (20.7,26.7)	24.8 (22.4,27.5)	29.4 (26.8,32.2)

Table 39j.1**Agreement That Member Likes Work: By Service**

39j. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: You like the kind of work you do

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,074	8,885	3,798	2,216	1,038	1,834	189
Responding on Item	1,247,873	1,215,834	412,782	331,368	148,284	323,400	32,039
Strongly disagree	9.2	9.3	10.1	7.7	9.9	9.5	7.2
	(8.5,9.9)	(8.6,10.0)	(8.7,11.7)	(6.7,8.8)	(8.3,11.8)	(8.4,10.7)	(5.4,9.5)
Disagree	10.3	10.3	11.0	9.5	10.7	10.2	8.7
	(9.6,11.0)	(9.6,11.1)	(9.6,12.5)	(8.2,10.8)	(9.2,12.3)	(9.1,11.4)	(6.9,10.7)
Neither agree nor disagree	16.7	16.8	17.5	17.9	16.5	14.8	13.4
	(15.8,17.6)	(15.9,17.7)	(16.0,19.1)	(16.2,19.8)	(14.5,18.7)	(13.5,16.3)	(11.3,15.8)
Agree	39.6	39.5	38.8	39.2	37.4	41.5	45.2
	(38.6,40.6)	(38.4,40.5)	(36.8,40.9)	(37.0,41.5)	(34.8,40.0)	(39.9,43.3)	(41.8,48.6)
Strongly agree	24.2	24.2	22.6	25.8	25.6	23.9	25.5
	(23.2,25.3)	(23.2,25.2)	(20.9,24.3)	(23.6,28.1)	(23.2,28.2)	(22.5,25.4)	(22.6,28.7)

Table 39j.2**Agreement That Member Likes Work: By Paygrade and Gender**

39j. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: You like the kind of work you do

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,511	3,574	282	1,174	533	7,492	1,582
Responding on Item	473,273	567,229	16,344	107,127	83,899	1,060,193	187,680
Strongly disagree	13.8 (12.4,15.4)	7.1 (6.3,8.0)	3.1* (1.4,6.5)	5.5 (4.4,6.8)	3.1 (2.3,4.1)	8.9 (8.2,9.8)	10.6 (9.8,11.6)
Disagree	12.4 (11.2,13.8)	9.0 (8.2,10.0)	3.8 (2.5,5.6)	9.6 (7.9,11.7)	8.6 (7.4,10.0)	10.0 (9.3,10.8)	11.7 (10.9,12.5)
Neither agree nor disagree	19.3 (17.5,21.2)	15.6 (14.4,16.8)	9.0 (6.9,11.7)	14.9 (13.0,17.0)	13.6 (11.8,15.5)	16.8 (15.8,17.9)	16.1 (15.0,17.2)
Agree	34.9 (33.0,36.8)	41.8 (40.5,43.0)	43.7 (38.9,48.7)	44.5 (41.8,47.2)	44.8 (42.3,47.4)	39.7 (38.6,40.9)	39.0 (37.9,40.2)
Strongly agree	19.5 (17.8,21.4)	26.6 (25.1,28.0)	40.5 (35.1,46.1)	25.6 (23.3,28.0)	30.0 (27.7,32.3)	24.5 (23.3,25.7)	22.6 (21.7,23.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39j.3**Agreement That Member Likes Work: By Gender Within Service**

39j. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: You like the kind of work you do

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,240	558	1,673	544	953	84	1,447	387	179	11
Responding on Item	348,292	64,490	284,325	47,042	138,659	9,625	260,505	62,895	28,412	3,626
Strongly disagree	10.1 (8.4,12.0)	10.4 (9.1,11.9)	7.3 (6.2,8.5)	10.0 (8.3,11.9)	9.8 (8.1,11.9)	11.1 (8.9,13.8)	9.0 (7.7,10.5)	11.6 (10.3,13.0)	7.3 (5.3,9.9)	6.4 (4.6,8.7)
Disagree	10.8 (9.3,12.6)	11.9 (10.6,13.2)	9.2 (7.9,10.8)	10.9 (9.5,12.4)	10.5 (9.0,12.4)	12.1 (10.0,14.7)	9.8 (8.6,11.2)	11.9 (10.5,13.4)	8.1 (6.3,10.4)	13.0 (9.7,17.0)
Neither agree nor disagree	18.0 (16.2,19.9)	15.0 (13.4,16.7)	18.1 (16.1,20.3)	16.7 (14.4,19.3)	16.5 (14.4,18.9)	16.2 (12.4,20.8)	14.4 (12.7,16.2)	16.6 (14.8,18.5)	12.9 (10.6,15.6)	17.5 (13.2,22.9)
Agree	38.7 (36.3,41.2)	39.4 (37.1,41.7)	39.0 (36.4,41.7)	40.3 (37.5,43.2)	37.3 (34.6,40.1)	39.0 (34.6,43.5)	42.5 (40.6,44.5)	37.4 (35.3,39.5)	45.5 (41.7,49.3)	43.1 (37.9,48.4)
Strongly agree	22.4 (20.6,24.4)	23.4 (21.3,25.6)	26.4 (23.8,29.1)	22.1 (20.1,24.2)	25.9 (23.4,28.6)	21.6 (18.3,25.3)	24.3 (22.5,26.1)	22.6 (21.0,24.2)	26.2 (22.9,29.9)	20.1 (16.4,24.4)

Table 39j.4**Agreement That Member Likes Work: By Gender Within Paygrade**

39j. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: You like the kind of work you do

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,829	683	2,930	643	277	5	1,014	161	443	91
Responding on Item	389,181	84,092	493,473	73,757	15,203	1,141	89,250	17,877	73,086	10,812
Strongly disagree	13.6 (11.9,15.5)	15.0 (13.4,16.8)	7.0 (6.1,8.0)	7.8 (6.8,8.9)	3.1* (1.4,6.8)	2.2* (1.2,4.0)	5.1 (3.9,6.7)	7.3 (5.7,9.3)	3.2 (2.3,4.4)	2.4 (1.6,3.6)
Disagree	12.2 (10.8,13.8)	13.6 (12.3,15.1)	9.0 (8.0,10.1)	9.6 (8.8,10.6)	3.6 (2.3,5.6)	6.2 (4.4,8.5)	9.0 (7.1,11.4)	12.4 (10.2,15.1)	8.5 (7.1,10.2)	9.2 (7.2,11.7)
Neither agree nor disagree	19.5 (17.4,21.8)	18.2 (16.5,20.1)	15.8 (14.4,17.2)	14.3 (12.9,15.8)	8.8 (6.5,11.6)	12.0 (9.2,15.5)	14.5 (12.3,17.1)	16.7 (14.3,19.4)	13.9 (12.0,16.2)	11.0 (9.2,13.1)
Agree	34.9 (32.7,37.2)	34.7 (32.9,36.6)	41.7 (40.2,43.2)	42.3 (40.3,44.3)	43.7 (38.5,49.1)	44.0 (37.8,50.3)	44.8 (41.7,47.9)	42.9 (39.6,46.2)	45.1 (42.2,48.0)	43.1 (39.9,46.4)
Strongly agree	19.8 (17.7,22.0)	18.4 (16.6,20.3)	26.6 (25.0,28.3)	26.0 (24.5,27.6)	40.8 (35.1,46.8)	35.8 (29.4,42.7)	26.5 (23.8,29.5)	20.7 (18.1,23.6)	29.3 (26.7,32.0)	34.3 (31.8,37.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39k.1**Agreement That Job Gives Chance to Acquire Valuable Skills: By Service**

39k. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your job gives you the chance to acquire valuable skills

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,982	6,815	3,160	2,254	293	1,108	168
Responding on Item	1,249,965	1,217,904	413,420	331,330	149,029	324,126	32,060
Strongly disagree	8.1 (7.4,8.7)	8.1 (7.5,8.8)	9.4 (8.1,11.0)	7.0 (6.0,8.2)	9.7 (8.1,11.7)	6.8 (6.0,7.7)	5.7 (4.2,7.7)
Disagree	10.2 (9.6,10.8)	10.2 (9.6,10.9)	11.2 (9.9,12.6)	8.9 (7.8,10.1)	10.1 (8.5,11.9)	10.4 (9.3,11.7)	9.1 (7.4,11.1)
Neither agree nor disagree	15.9 (15.1,16.8)	16.0 (15.1,16.9)	16.8 (15.3,18.4)	15.3 (13.9,16.9)	15.8 (13.8,18.1)	15.7 (14.5,17.0)	14.1 (12.2,16.3)
Agree	42.8 (41.8,43.8)	42.7 (41.7,43.8)	41.9 (39.7,44.1)	44.5 (42.3,46.8)	39.6 (37.0,42.3)	43.4 (41.7,45.1)	46.2 (42.5,49.9)
Strongly agree	23.0 (22.1,24.0)	23.0 (22.0,24.0)	20.8 (19.3,22.3)	24.2 (22.0,26.6)	24.8 (22.3,27.4)	23.7 (22.4,25.0)	24.9 (21.7,28.5)

Table 39k.2**Agreement That Job Gives Chance to Acquire Valuable Skills: By Paygrade and Gender**

39k. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your job gives you the chance to acquire valuable skills

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,939	2,184	282	1,127	449	5,818	1,165
Responding on Item	473,845	568,619	16,344	107,174	83,983	1,061,867	188,097
Strongly disagree	12.8 (11.4,14.3)	6.0 (5.5,6.6)	4.0* (2.2,7.1)	2.5 (1.9,3.4)	3.1 (2.3,4.1)	7.9 (7.2,8.6)	9.0 (8.3,9.7)
Disagree	11.7 (10.6,12.9)	9.4 (8.6,10.3)	7.4 (5.2,10.3)	7.9 (6.6,9.4)	10.5 (9.0,12.3)	10.0 (9.4,10.8)	11.1 (10.1,12.1)
Neither agree nor disagree	16.8 (15.3,18.4)	15.7 (14.6,17.0)	13.4 (10.5,16.9)	14.5 (12.5,16.8)	14.7 (13.1,16.6)	15.7 (14.7,16.7)	17.3 (16.3,18.3)
Agree	39.7 (37.9,41.6)	44.2 (42.9,45.6)	43.5 (38.5,48.6)	47.8 (45.0,50.7)	44.2 (41.6,46.8)	43.0 (41.8,44.2)	41.7 (40.3,43.2)
Strongly agree	19.0 (17.5,20.7)	24.6 (23.3,26.0)	31.8 (26.8,37.2)	27.3 (25.0,29.8)	27.5 (25.3,29.8)	23.4 (22.3,24.5)	21.0 (19.8,22.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39k.3**Agreement That Job Gives Chance to Acquire Valuable Skills: By Gender Within Service**

39k. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your job gives you the chance to acquire valuable skills

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,782	378	1,902	352	205	87	776	332	152	16
Responding on Item	348,750	64,670	284,096	47,234	139,407	9,622	261,176	62,950	28,439	3,621
Strongly disagree	9.5 (8.0,11.3)	9.0 (7.6,10.7)	6.8 (5.6,8.1)	8.6 (7.3,10.2)	9.7 (8.0,11.8)	10.2 (8.1,12.8)	6.3 (5.3,7.4)	9.1 (8.0,10.4)	5.6 (4.0,7.9)	6.2 (4.8,8.1)
Disagree	11.3 (9.8,12.9)	10.6 (9.4,11.8)	8.7 (7.5,10.1)	10.2 (8.3,12.6)	10.1 (8.4,12.0)	10.0 (8.0,12.4)	10.0 (8.7,11.6)	12.1 (10.6,13.8)	8.4 (6.6,10.6)	14.6 (10.6,19.7)
Neither agree nor disagree	16.7 (14.9,18.7)	17.2 (15.4,19.0)	15.0 (13.3,16.9)	17.3 (15.5,19.4)	15.8 (13.6,18.1)	17.1 (14.2,20.4)	15.3 (13.9,16.8)	17.5 (15.8,19.4)	14.0 (11.8,16.5)	15.3 (12.1,19.2)
Agree	41.9 (39.3,44.5)	41.7 (39.1,44.4)	44.6 (42.1,47.1)	44.2 (41.1,47.4)	39.6 (36.8,42.4)	39.9 (35.9,44.0)	44.2 (42.2,46.2)	40.1 (38.0,42.3)	46.5 (42.5,50.5)	43.9 (38.6,49.3)
Strongly agree	20.7 (18.9,22.5)	21.6 (19.6,23.7)	25.0 (22.4,27.8)	19.6 (17.5,21.9)	24.9 (22.3,27.7)	22.9 (18.7,27.7)	24.3 (22.8,25.9)	21.2 (19.6,22.8)	25.6 (21.9,29.6)	20.0 (15.9,24.7)

Table 39k.4**Agreement That Job Gives Chance to Acquire Valuable Skills: By Gender Within Paygrade**

39k. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: Your job gives you the chance to acquire valuable skills

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,374	566	1,721	463	277	5	1,065	63	382	67
Responding on Item	389,636	84,209	494,682	73,937	15,203	1,141	89,199	17,975	73,147	10,836
Strongly disagree	13.0 (11.5,14.8)	11.6 (10.4,13.0)	5.7 (5.1,6.5)	7.9 (6.9,9.0)	4.0* (2.1,7.5)	3.5 (2.1,5.7)	2.0 (1.3,3.0)	5.1 (3.9,6.6)	3.2 (2.3,4.3)	2.7 (1.8,3.9)
Disagree	11.6 (10.3,13.0)	12.1 (10.4,14.0)	9.3 (8.3,10.4)	10.2 (9.1,11.5)	7.3 (5.0,10.5)	8.2 (5.6,11.7)	7.4 (5.9,9.2)	10.0 (8.2,12.3)	10.5 (8.7,12.5)	10.8 (8.8,13.3)
Neither agree nor disagree	16.3 (14.6,18.3)	19.0 (17.3,20.9)	15.6 (14.2,17.0)	16.7 (15.2,18.4)	13.6 (10.5,17.4)	10.6 (7.8,14.2)	14.7 (12.4,17.4)	13.3 (10.8,16.3)	14.7 (12.8,16.9)	14.7 (12.8,16.8)
Agree	39.7 (37.5,42.0)	39.5 (37.4,41.7)	44.4 (42.9,46.0)	43.0 (40.9,45.1)	43.1 (37.8,48.5)	49.3 (42.9,55.6)	47.9 (44.6,51.2)	47.4 (44.2,50.7)	44.7 (41.8,47.7)	40.5 (37.7,43.4)
Strongly agree	19.3 (17.5,21.3)	17.7 (15.7,20.0)	25.0 (23.5,26.5)	22.2 (20.5,24.1)	32.0 (26.7,37.9)	28.5 (22.6,35.3)	28.0 (25.1,31.0)	24.2 (21.6,27.0)	26.9 (24.5,29.6)	31.3 (28.8,34.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 391.1**Agreement With Satisfaction With Job as a Whole: By Service**

391. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: You are satisfied with your job as a whole

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,656	6,547	3,133	1,695	552	1,168	110
Responding on Item	1,250,291	1,218,172	413,447	331,889	148,770	324,066	32,118
Strongly disagree	9.2	9.2	10.1	7.4	10.1	9.5	7.0
	(8.5,9.9)	(8.6,9.9)	(8.7,11.7)	(6.3,8.7)	(8.3,12.2)	(8.4,10.8)	(5.2,9.3)
Disagree	13.4	13.5	14.1	13.7	12.6	13.0	9.8
	(12.6,14.3)	(12.6,14.4)	(12.5,15.9)	(12.3,15.2)	(10.6,14.9)	(11.8,14.2)	(8.0,12.1)
Neither agree nor disagree	19.4	19.5	20.3	19.9	22.0	16.9	15.9
	(18.5,20.3)	(18.6,20.4)	(18.7,22.0)	(17.8,22.1)	(19.6,24.7)	(15.5,18.3)	(13.4,18.8)
Agree	40.4	40.2	39.6	40.5	36.2	42.6	47.3
	(39.3,41.5)	(39.1,41.4)	(37.3,41.8)	(38.4,42.7)	(33.4,39.0)	(40.8,44.4)	(44.0,50.7)
Strongly agree	17.7	17.6	16.0	18.5	19.1	18.1	19.9
	(16.9,18.5)	(16.8,18.4)	(14.5,17.5)	(16.7,20.5)	(16.9,21.5)	(16.8,19.4)	(17.6,22.5)

Table 39I.2**Agreement With Satisfaction With Job as a Whole: By Paygrade and Gender**

39I. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: You are satisfied with your job as a whole

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,427	2,527	286	1,001	414	5,437	1,220
Responding on Item	474,357	568,276	16,340	107,300	84,018	1,062,248	188,042
Strongly disagree	13.9 (12.4,15.5)	6.9 (6.2,7.7)	3.7* (1.8,7.3)	4.8 (3.8,6.0)	4.5 (3.6,5.7)	8.7 (8.0,9.6)	11.6 (10.8,12.5)
Disagree	16.4 (14.9,18.0)	11.9 (10.8,13.0)	8.7 (6.7,11.3)	11.7 (9.9,13.8)	10.2 (8.8,11.7)	13.1 (12.2,14.2)	14.9 (14.3,15.6)
Neither agree nor disagree	23.7 (21.9,25.5)	17.9 (16.8,19.1)	8.0 (6.0,10.5)	15.7 (13.7,17.9)	12.1 (10.6,13.7)	19.4 (18.4,20.5)	19.0 (18.0,20.1)
Agree	32.2 (30.2,34.2)	44.3 (42.8,45.8)	49.4 (44.4,54.5)	47.8 (44.5,51.0)	48.9 (46.5,51.3)	40.8 (39.5,42.1)	38.0 (36.8,39.2)
Strongly agree	13.9 (12.6,15.4)	19.0 (17.8,20.2)	30.2 (25.3,35.6)	20.1 (17.9,22.5)	24.4 (22.4,26.5)	17.9 (17.0,18.8)	16.5 (15.6,17.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 39I.3**Agreement With Satisfaction With Job as a Whole: By Gender Within Service**

39I. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: You are satisfied with your job as a whole

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,733	400	1,300	394	462	89	842	326	99	11
Responding on Item	348,799	64,648	284,698	47,192	139,150	9,620	261,110	62,956	28,492	3,626
Strongly disagree	9.8 (8.2,11.7)	11.8 (10.5,13.2)	6.9 (5.7,8.3)	10.5 (8.8,12.5)	10.0 (8.1,12.2)	11.8 (9.6,14.5)	8.8 (7.5,10.3)	12.5 (11.1,14.1)	6.9 (5.0,9.6)	7.1 (5.6,9.0)
Disagree	13.9 (12.1,16.0)	15.3 (13.8,16.8)	13.5 (11.9,15.2)	14.9 (13.0,16.9)	12.5 (10.4,15.0)	13.6 (11.2,16.5)	12.5 (11.2,14.0)	14.9 (13.5,16.6)	9.4 (7.4,11.8)	13.5 (10.5,17.1)
Neither agree nor disagree	20.5 (18.7,22.5)	19.0 (17.0,21.1)	20.0 (17.7,22.5)	19.2 (16.9,21.8)	22.2 (19.5,25.0)	20.3 (16.2,25.0)	16.4 (14.9,18.1)	18.8 (17.0,20.6)	15.5 (12.7,18.6)	19.6 (15.5,24.5)
Agree	40.0 (37.4,42.7)	37.1 (34.9,39.3)	40.7 (38.2,43.2)	39.7 (36.9,42.6)	36.1 (33.2,39.2)	37.0 (33.0,41.2)	43.8 (41.8,45.8)	37.6 (35.3,39.9)	48.0 (44.3,51.8)	42.0 (36.4,47.8)
Strongly agree	15.8 (14.1,17.6)	17.0 (15.3,18.8)	19.0 (16.9,21.3)	15.8 (13.9,17.8)	19.2 (16.9,21.7)	17.3 (14.5,20.6)	18.5 (17.0,20.1)	16.3 (15.1,17.5)	20.2 (17.7,23.0)	17.8 (14.1,22.3)

Table 39I.4**Agreement With Satisfaction With Job as a Whole: By Gender Within Paygrade**

39I. To what extent do you agree or disagree with the following statements about . . . THE WORK YOU DO: You are satisfied with your job as a whole

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,854	575	2,037	490	277	9	915	87	356	59
Responding on Item	390,156	84,200	494,366	73,910	15,203	1,137	89,349	17,951	73,173	10,844
Strongly disagree	13.5 (11.8,15.4)	15.7 (14.0,17.5)	6.6 (5.8,7.5)	9.1 (8.0,10.2)	3.6* (1.7,7.6)	4.6 (3.0,6.9)	4.1 (3.0,5.5)	8.3 (6.7,10.1)	4.7 (3.6,6.1)	3.5 (2.7,4.7)
Disagree	16.4 (14.6,18.3)	16.4 (15.0,18.0)	11.6 (10.4,13.0)	13.4 (12.3,14.7)	8.6 (6.5,11.4)	10.1 (7.3,13.7)	10.9 (8.9,13.3)	15.6 (13.2,18.3)	9.8 (8.3,11.5)	12.9 (10.8,15.4)
Neither agree nor disagree	24.0 (21.9,26.2)	22.1 (20.2,24.1)	18.0 (16.7,19.3)	17.6 (16.1,19.2)	7.6 (5.5,10.4)	12.8 (9.6,16.7)	15.6 (13.2,18.3)	16.0 (13.7,18.7)	12.2 (10.6,14.0)	11.1 (9.2,13.4)
Agree	32.0 (29.7,34.4)	33.1 (31.2,35.0)	44.8 (43.1,46.6)	41.0 (39.1,42.9)	49.4 (44.0,54.8)	49.6 (43.0,56.1)	48.8 (45.1,52.6)	42.7 (39.3,46.2)	49.2 (46.5,51.9)	46.8 (43.7,49.9)
Strongly agree	14.1 (12.5,15.9)	12.8 (11.3,14.4)	19.0 (17.7,20.4)	19.0 (17.5,20.5)	30.7 (25.5,36.5)	23.1 (17.7,29.5)	20.6 (18.0,23.5)	17.5 (15.2,20.0)	24.2 (21.9,26.6)	25.6 (23.1,28.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40a.1***In the Past 12 Months, Frequency of Being Targeted With an Angry Tone of Voice in the Workplace: By Service***

40a. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Using an angry tone of voice

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,210	7,064	4,002	1,253	550	1,259	146
Responding on Item	1,249,737	1,217,655	412,578	332,331	148,772	323,975	32,082
Never	38.1 (37.0,39.3)	38.1 (36.9,39.3)	35.1 (33.0,37.2)	37.8 (36.0,39.6)	30.9 (28.5,33.4)	45.6 (43.6,47.6)	39.9 (36.5,43.4)
Once or twice	27.4 (26.4,28.4)	27.3 (26.4,28.3)	25.4 (23.5,27.4)	27.2 (25.3,29.2)	28.9 (26.0,32.0)	29.1 (27.3,31.0)	29.9 (27.3,32.6)
Sometimes	21.5 (20.5,22.5)	21.5 (20.5,22.5)	23.9 (22.1,25.9)	22.0 (20.0,24.0)	23.6 (21.4,25.9)	16.9 (15.5,18.4)	22.0 (19.5,24.7)
Often	8.2 (7.5,8.9)	8.2 (7.6,9.0)	9.4 (7.9,11.1)	8.8 (7.5,10.3)	8.4 (7.0,10.1)	6.1 (5.2,7.2)	5.2 (4.0,6.8)
Very often	4.9 (4.4,5.4)	4.9 (4.4,5.4)	6.3 (5.4,7.3)	4.2 (3.3,5.4)	8.2 (6.4,10.5)	2.3 (1.9,2.9)	3.1 (1.9,4.8)

Table 40a.2***In the Past 12 Months, Frequency of Being Targeted With an Angry Tone of Voice in the Workplace: By Paygrade and Gender***

40a. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Using an angry tone of voice

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,248	2,969	312	1,126	554	6,028	1,183
Responding on Item	474,536	567,834	16,314	107,175	83,878	1,061,657	188,079
Never	33.2 (31.3,35.2)	39.5 (37.8,41.3)	52.2 (46.8,57.6)	45.1 (42.5,47.8)	45.1 (42.5,47.7)	38.0 (36.7,39.4)	38.9 (37.7,40.1)
Once or twice	25.8 (24.1,27.7)	27.8 (26.3,29.3)	26.9 (22.2,32.3)	28.6 (26.6,30.7)	32.0 (29.5,34.5)	27.4 (26.3,28.5)	27.3 (26.3,28.3)
Sometimes	23.2 (21.6,24.9)	21.3 (20.1,22.6)	16.4 (12.7,20.8)	18.7 (16.6,21.0)	17.5 (15.7,19.4)	21.6 (20.5,22.7)	20.8 (19.8,21.8)
Often	10.8 (9.5,12.1)	7.3 (6.4,8.3)	3.3 (2.1,5.2)	5.3 (4.2,6.7)	3.7 (2.8,5.0)	8.2 (7.4,9.0)	8.1 (7.4,8.8)
Very often	7.1 (6.1,8.2)	4.1 (3.6,4.7)	1.2* (0.5,3.0)	2.3 (1.5,3.4)	1.8 (1.1,2.9)	4.8 (4.3,5.4)	4.9 (4.3,5.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40a.3***In the Past 12 Months, Frequency of Being Targeted With an Angry Tone of Voice in the Workplace: By Gender Within Service***

40a. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Using an angry tone of voice

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,606	396	932	322	487	62	922	337	81	66
Responding on Item	347,926	64,652	285,066	47,264	139,125	9,647	261,030	62,945	28,510	3,571
Never	34.9 (32.5,37.3)	36.2 (33.9,38.5)	38.0 (35.9,40.1)	36.6 (34.0,39.3)	30.8 (28.3,33.5)	31.5 (28.1,35.2)	45.8 (43.5,48.1)	44.7 (42.3,47.2)	40.4 (36.6,44.4)	35.6 (30.6,40.9)
Once or twice	25.3 (23.2,27.6)	25.8 (23.8,27.9)	27.2 (25.0,29.4)	27.6 (25.0,30.3)	28.9 (25.8,32.3)	29.2 (26.1,32.6)	29.3 (27.2,31.5)	28.4 (26.4,30.5)	30.1 (27.2,33.3)	28.0 (23.6,32.8)
Sometimes	24.2 (22.0,26.5)	22.7 (20.9,24.6)	22.0 (19.8,24.2)	21.9 (19.5,24.6)	23.6 (21.3,26.1)	22.7 (18.6,27.4)	16.7 (15.2,18.4)	17.4 (15.8,19.3)	21.7 (18.9,24.7)	24.5 (18.5,31.6)
Often	9.5 (7.8,11.5)	8.8 (7.7,9.9)	8.8 (7.3,10.5)	9.2 (7.9,10.8)	8.3 (6.8,10.1)	9.5 (7.6,11.8)	6.0 (4.9,7.4)	6.3 (5.4,7.3)	4.8 (3.5,6.6)	8.3 (6.0,11.6)
Very often	6.2 (5.2,7.4)	6.6 (5.3,8.1)	4.2 (3.2,5.5)	4.7 (3.6,6.1)	8.3 (6.4,10.7)	7.1 (5.0,9.9)	2.1 (1.6,2.9)	3.1 (2.5,4.0)	3.0 (1.8,5.0)	3.7 (2.6,5.2)

Table 40a.4***In the Past 12 Months, Frequency of Being Targeted With an Angry Tone of Voice in the Workplace: By Gender Within Paygrade***

40a. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Using an angry tone of voice

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	1,796	453	2,489	481	301	11	1,004	123	439	115
Responding on Item	390,214	84,322	493,914	73,919	15,179	1,135	89,260	17,915	73,090	10,788
Never	32.4 (30.1,34.7)	37.0 (35.0,38.9)	39.7 (37.7,41.7)	38.7 (37.0,40.5)	53.0 (47.2,58.7)	41.7 (35.4,48.2)	45.0 (41.9,48.1)	45.7 (42.6,48.9)	45.3 (42.4,48.2)	43.4 (40.3,46.6)
Once or twice	25.8 (23.8,27.9)	26.1 (24.4,27.8)	27.7 (26.0,29.5)	28.2 (26.7,29.7)	26.8 (21.7,32.5)	28.9 (22.3,36.5)	28.9 (26.6,31.3)	27.2 (24.1,30.4)	32.1 (29.4,34.9)	31.2 (28.5,34.1)
Sometimes	23.6 (21.7,25.6)	21.5 (19.8,23.2)	21.4 (20.0,22.9)	20.6 (19.3,22.1)	16.0 (12.1,20.8)	21.9 (17.1,27.7)	18.7 (16.2,21.5)	19.0 (16.8,21.5)	17.2 (15.3,19.4)	19.3 (17.1,21.6)
Often	11.0 (9.5,12.7)	9.4 (8.3,10.6)	7.2 (6.2,8.4)	7.7 (6.9,8.6)	3.1 (1.9,5.1)	6.3 (3.9,9.8)	5.1 (3.9,6.8)	6.1 (4.7,8.0)	3.7 (2.7,5.1)	3.9 (2.9,5.2)
Very often	7.3 (6.1,8.6)	6.1 (5.0,7.4)	4.0 (3.4,4.6)	4.7 (3.9,5.7)	1.2* (0.4,3.2)	1.3* (0.6,2.6)	2.3 (1.4,3.7)	2.0 (1.3,3.1)	1.7* (0.9,3.1)	2.3 (1.5,3.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40b.1***In the Past 12 Months, Frequency of Being Avoided in the Workplace: By Service***

40b. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Avoiding you

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,085	8,906	4,464	1,735	808	1,900	180
Responding on Item	1,247,862	1,215,813	412,116	331,849	148,514	323,334	32,048
Never	54.2	54.2	52.5	53.4	53.6	57.3	54.3
	(53.0,55.3)	(53.0,55.4)	(50.7,54.4)	(51.4,55.4)	(50.4,56.8)	(55.5,59.1)	(51.0,57.6)
Once or twice	19.2	19.1	19.7	18.9	18.4	19.0	23.8
	(18.4,20.1)	(18.3,20.0)	(18.4,21.0)	(17.3,20.5)	(16.0,21.0)	(17.6,20.4)	(21.0,26.9)
Sometimes	17.6	17.6	18.0	18.6	18.1	15.9	16.0
	(16.8,18.4)	(16.8,18.5)	(16.4,19.8)	(17.1,20.2)	(16.1,20.3)	(14.6,17.2)	(13.8,18.5)
Often	5.8	5.8	5.8	6.3	6.4	5.0	3.9
	(5.3,6.2)	(5.4,6.3)	(4.9,6.8)	(5.4,7.4)	(5.0,8.2)	(4.4,5.8)	(2.9,5.4)
Very often	3.3	3.3	4.0	2.9	3.5	2.8	2.0*
	(2.9,3.7)	(2.9,3.7)	(3.2,5.0)	(2.1,3.9)	(2.4,5.1)	(2.3,3.5)	(1.1,3.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40b.2***In the Past 12 Months, Frequency of Being Avoided in the Workplace: By Paygrade and Gender***

40b. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Avoiding you

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,376	3,345	208	1,449	706	7,627	1,458
Responding on Item	473,408	567,458	16,418	106,852	83,726	1,060,058	187,804
Never	53.4 (51.2,55.5)	54.1 (52.5,55.6)	57.6 (52.4,62.6)	57.5 (54.1,60.8)	54.6 (51.6,57.7)	54.2 (52.9,55.6)	53.8 (52.5,55.1)
Once or twice	17.1 (15.8,18.6)	19.9 (18.7,21.1)	21.3 (17.0,26.5)	21.2 (19.0,23.6)	23.7 (21.6,26.0)	19.4 (18.5,20.4)	18.4 (17.4,19.4)
Sometimes	17.8 (16.3,19.4)	17.8 (16.7,18.9)	17.4 (13.6,22.0)	16.0 (13.8,18.4)	17.1 (15.0,19.6)	17.6 (16.7,18.6)	17.2 (16.4,18.2)
Often	7.0 (6.2,7.9)	5.5 (4.9,6.3)	2.9 (1.8,4.5)	3.9 (2.9,5.0)	3.5 (2.7,4.5)	5.6 (5.0,6.1)	6.9 (6.2,7.6)
Very often	4.7 (4.0,5.6)	2.8 (2.4,3.3)	0.8* (0.3,1.8)	1.5 (0.9,2.6)	1.1 (0.6,1.8)	3.2 (2.8,3.7)	3.7 (3.2,4.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40b.3***In the Past 12 Months, Frequency of Being Avoided in the Workplace: By Gender Within Service***

40b. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Avoiding you

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,013	451	1,296	439	721	85	1,490	411	108	72
Responding on Item	347,519	64,597	284,702	47,147	138,891	9,624	260,462	62,871	28,483	3,565
Never	52.5 (50.3,54.8)	52.5 (50.0,55.0)	53.5 (51.2,55.8)	52.8 (49.9,55.8)	53.8 (50.4,57.2)	50.1 (46.3,53.9)	57.5 (55.3,59.7)	56.7 (54.7,58.6)	54.9 (51.3,58.5)	49.1 (43.0,55.2)
Once or twice	20.0 (18.4,21.6)	18.0 (16.1,20.1)	19.0 (17.3,20.9)	18.0 (15.8,20.3)	18.5 (16.0,21.2)	17.0 (14.3,20.0)	19.0 (17.3,20.8)	19.0 (17.4,20.7)	23.9 (20.7,27.4)	23.2 (18.4,28.8)
Sometimes	18.0 (16.1,20.1)	18.2 (16.6,19.9)	18.6 (16.9,20.4)	18.4 (16.1,21.0)	18.0 (15.9,20.3)	20.6 (16.1,25.9)	16.1 (14.6,17.8)	14.9 (13.6,16.2)	15.9 (13.4,18.7)	17.2 (13.0,22.5)
Often	5.5 (4.5,6.7)	7.2 (6.1,8.5)	6.2 (5.1,7.4)	7.2 (6.0,8.5)	6.3 (4.8,8.3)	7.7 (5.6,10.5)	4.8 (4.0,5.7)	6.1 (5.1,7.3)	3.5 (2.4,5.2)	7.3 (5.6,9.6)
Very often	4.0 (3.1,5.1)	4.1 (3.3,5.1)	2.7 (1.9,3.9)	3.6 (2.7,4.7)	3.4 (2.2,5.2)	4.7 (3.0,7.3)	2.7 (2.1,3.4)	3.4 (2.7,4.3)	1.8* (0.9,3.7)	3.2 (2.2,4.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40b.4***In the Past 12 Months, Frequency of Being Avoided in the Workplace: By Gender Within Paygrade***

40b. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Avoiding you

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,814	563	2,752	594	200	8	1,325	125	538	169
Responding on Item	389,196	84,212	493,651	73,806	15,280	1,138	88,939	17,913	72,991	10,734
Never	53.3 (50.8,55.8)	53.6 (51.5,55.7)	54.1 (52.3,55.8)	54.2 (52.2,56.1)	58.3 (52.6,63.7)	48.7 (42.6,54.8)	57.9 (53.8,61.8)	55.5 (52.2,58.8)	55.2 (51.8,58.6)	50.7 (47.3,54.1)
Once or twice	17.1 (15.4,18.9)	17.4 (15.9,19.1)	20.2 (18.9,21.7)	17.5 (16.2,19.0)	21.3 (16.7,26.8)	21.7 (16.8,27.7)	21.0 (18.4,23.9)	22.3 (19.5,25.4)	23.6 (21.2,26.1)	24.7 (21.8,27.8)
Sometimes	18.0 (16.2,19.9)	17.0 (15.5,18.6)	17.7 (16.5,19.1)	17.8 (16.4,19.4)	17.1 (13.1,22.1)	22.0 (16.3,29.0)	16.0 (13.5,18.9)	15.8 (13.3,18.8)	17.2 (14.7,20.0)	16.9 (14.8,19.2)
Often	6.8 (5.8,8.0)	7.7 (6.7,8.9)	5.3 (4.6,6.2)	6.7 (5.8,7.7)	2.7 (1.6,4.6)	4.6 (3.1,6.7)	3.7 (2.6,5.1)	4.7 (3.6,6.0)	3.2 (2.3,4.4)	5.3 (4.2,6.8)
Very often	4.8 (4.0,5.9)	4.3 (3.5,5.2)	2.6 (2.2,3.2)	3.8 (3.0,4.8)	0.6* (0.2,1.8)	3.0 (1.7,5.0)	1.4* (0.7,2.8)	1.7 (1.0,2.9)	0.9* (0.4,1.7)	2.5 (1.7,3.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40c.1***In the Past 12 Months, Frequency of Being Made to Look Bad in the Workplace: By Service***

40c. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Making you look bad

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,019	9,765	4,209	2,604	982	1,971	254
Responding on Item	1,246,928	1,214,954	412,371	330,980	148,340	323,263	31,974
Never	50.1	49.9	48.0	49.6	47.4	54.0	56.4
	(49.1,51.1)	(48.9,50.9)	(46.0,50.0)	(47.5,51.6)	(44.6,50.1)	(52.2,55.7)	(53.2,59.5)
Once or twice	23.5	23.5	23.6	22.4	21.7	25.3	22.5
	(22.7,24.3)	(22.7,24.3)	(21.9,25.4)	(20.7,24.2)	(19.2,24.4)	(23.7,26.9)	(20.1,25.0)
Sometimes	16.0	16.1	16.7	18.0	17.8	12.5	15.1
	(15.3,16.8)	(15.3,16.8)	(15.1,18.4)	(16.4,19.7)	(15.6,20.3)	(11.3,13.8)	(13.0,17.4)
Often	6.2	6.3	6.5	6.4	7.4	5.4	3.8
	(5.7,6.8)	(5.8,6.9)	(5.5,7.8)	(5.4,7.5)	(6.0,9.1)	(4.6,6.3)	(2.7,5.2)
Very often	4.2	4.2	5.2	3.7	5.8	2.8	2.4*
	(3.7,4.7)	(3.7,4.7)	(4.3,6.3)	(2.9,4.6)	(4.5,7.3)	(2.3,3.5)	(1.3,4.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40c.2***In the Past 12 Months, Frequency of Being Made to Look Bad in the Workplace: By Paygrade and Gender***

40c. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Making you look bad

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,937	3,830	248	1,336	667	8,702	1,317
Responding on Item	472,847	566,973	16,378	106,965	83,765	1,058,983	187,945
Never	42.1 (40.2,44.0)	52.2 (50.8,53.6)	68.4 (63.2,73.2)	59.2 (56.4,61.9)	66.0 (63.4,68.5)	50.4 (49.3,51.6)	48.2 (46.9,49.5)
Once or twice	22.7 (21.2,24.2)	24.2 (23.0,25.4)	20.9 (16.5,26.2)	23.6 (21.4,26.0)	23.5 (21.3,25.8)	23.3 (22.4,24.3)	24.2 (23.2,25.1)
Sometimes	19.4 (17.9,21.0)	15.4 (14.3,16.6)	8.2 (6.3,10.5)	12.8 (11.0,14.8)	7.2 (5.8,8.8)	16.1 (15.3,17.0)	15.6 (14.6,16.7)
Often	8.9 (7.8,10.2)	5.3 (4.7,6.0)	2.0 (1.2,3.5)	2.9 (2.2,3.9)	2.4 (1.8,3.3)	6.0 (5.4,6.7)	7.4 (6.8,8.2)
Very often	6.9 (5.9,8.1)	2.9 (2.5,3.4)	0.5* (0.2,1.6)	1.5 (0.9,2.4)	1.0 (0.6,1.7)	4.1 (3.6,4.7)	4.6 (4.0,5.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40c.3***In the Past 12 Months, Frequency of Being Made to Look Bad in the Workplace: By Gender Within Service***

40c. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Making you look bad

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,781	428	2,241	363	885	96	1,612	359	183	71
Responding on Item	347,751	64,620	283,757	47,223	138,727	9,613	260,340	62,923	28,408	3,566
Never	48.5 (46.1,50.9)	45.4 (42.9,47.8)	49.7 (47.3,52.1)	48.6 (45.8,51.4)	47.9 (45.0,50.8)	40.0 (36.6,43.5)	54.4 (52.3,56.4)	52.3 (50.3,54.3)	57.9 (54.3,61.4)	44.6 (40.1,49.3)
Once or twice	23.4 (21.4,25.5)	24.7 (22.8,26.6)	22.4 (20.5,24.4)	22.3 (20.0,24.7)	21.7 (19.0,24.6)	21.8 (18.7,25.2)	25.3 (23.3,27.4)	25.3 (23.8,26.9)	21.8 (19.2,24.7)	27.7 (23.3,32.6)
Sometimes	16.7 (14.9,18.7)	16.4 (14.6,18.3)	18.5 (16.7,20.4)	15.1 (13.3,17.2)	17.4 (15.1,19.9)	23.8 (18.6,30.0)	12.2 (10.8,13.8)	13.8 (12.4,15.3)	14.7 (12.3,17.5)	17.7 (13.2,23.3)
Often	6.3 (5.1,7.7)	8.1 (7.1,9.2)	6.0 (4.9,7.3)	8.7 (7.4,10.3)	7.3 (5.9,9.1)	8.4 (6.6,10.7)	5.3 (4.4,6.5)	5.7 (4.7,7.0)	3.5 (2.4,5.2)	5.8 (4.3,7.8)
Very often	5.2 (4.1,6.4)	5.5 (4.5,6.7)	3.4 (2.6,4.5)	5.2 (4.0,6.9)	5.8 (4.4,7.5)	6.0 (4.1,8.6)	2.8 (2.2,3.6)	2.9 (2.4,3.6)	2.1* (1.0,4.3)	4.2 (3.0,5.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40c.4***In the Past 12 Months, Frequency of Being Made to Look Bad in the Workplace: By Gender Within Paygrade***

40c. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Making you look bad

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,357	581	3,350	480	240	8	1,209	127	546	120
Responding on Item	388,653	84,194	493,053	73,920	15,240	1,138	89,055	17,911	72,983	10,783
Never	41.0 (38.8,43.2)	47.1 (44.9,49.2)	52.9 (51.2,54.5)	47.7 (45.7,49.6)	69.6 (64.0,74.6)	52.7 (46.4,58.9)	60.8 (57.6,63.9)	51.2 (48.1,54.2)	67.5 (64.5,70.4)	55.5 (52.5,58.5)
Once or twice	22.7 (20.9,24.6)	22.4 (20.9,24.0)	24.1 (22.8,25.5)	24.7 (23.2,26.3)	20.7 (16.0,26.4)	23.8 (19.4,28.8)	22.7 (20.1,25.4)	28.2 (25.1,31.5)	22.9 (20.4,25.5)	27.5 (24.7,30.4)
Sometimes	20.1 (18.3,22.0)	16.2 (14.8,17.9)	15.3 (14.0,16.6)	16.0 (14.3,17.8)	7.4 (5.4,9.9)	18.6 (13.0,26.0)	12.6 (10.6,15.0)	13.7 (11.5,16.3)	6.6 (5.1,8.5)	11.0 (9.3,13.0)
Often	9.0 (7.7,10.4)	8.6 (7.4,10.0)	5.0 (4.3,5.8)	7.3 (6.4,8.3)	1.9* (1.0,3.5)	3.9 (2.6,5.9)	2.6 (1.8,3.7)	4.8 (3.4,6.6)	2.2 (1.5,3.1)	3.9 (2.9,5.2)
Very often	7.2 (6.0,8.6)	5.6 (4.7,6.7)	2.7 (2.3,3.3)	4.4 (3.5,5.5)	0.5* (0.1,1.8)	1.0* (0.4,2.5)	1.4* (0.7,2.5)	2.2 (1.4,3.5)	0.8* (0.4,1.7)	2.2 (1.4,3.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40d.1***In the Past 12 Months, Frequency of Being Targeted by Yelling or Raising One's Voice: By Service***

40d. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Yelling or raising one's voice

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,211	9,015	4,549	1,728	861	1,878	196
Responding on Item	1,247,736	1,215,704	412,031	331,856	148,461	323,356	32,032
Never	45.8	45.6	41.4	44.7	33.8	57.3	52.1
	(44.8,46.8)	(44.6,46.6)	(39.5,43.4)	(42.8,46.6)	(31.5,36.1)	(55.4,59.2)	(49.0,55.2)
Once or twice	25.7	25.6	25.5	25.9	28.0	24.4	26.6
	(24.8,26.5)	(24.8,26.5)	(23.5,27.6)	(24.0,28.0)	(25.7,30.5)	(22.9,25.9)	(23.6,29.8)
Sometimes	16.1	16.2	18.2	16.3	19.8	11.7	14.9
	(15.4,16.9)	(15.4,16.9)	(16.7,19.8)	(14.7,18.0)	(17.7,22.0)	(10.8,12.7)	(12.7,17.4)
Often	7.2	7.3	8.1	7.7	10.0	4.8	3.7
	(6.6,7.9)	(6.7,8.0)	(6.9,9.5)	(6.5,9.0)	(8.2,12.2)	(4.0,5.6)	(2.6,5.3)
Very often	5.2	5.3	6.8	5.4	8.4	1.8	2.7
	(4.7,5.8)	(4.7,5.9)	(5.7,8.0)	(4.2,6.8)	(6.7,10.5)	(1.4,2.3)	(1.6,4.6)

Table 40d.2***In the Past 12 Months, Frequency of Being Targeted by Yelling or Raising One's Voice: By Paygrade and Gender***

40d. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Yelling or raising one's voice

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,008	4,398	218	1,018	569	7,742	1,469
Responding on Item	473,776	566,405	16,408	107,284	83,863	1,059,943	187,793
Never	37.8 (36.0,39.6)	48.5 (47.1,49.9)	59.0 (53.4,64.4)	55.8 (53.3,58.3)	57.4 (54.9,59.9)	44.9 (43.8,46.0)	50.9 (49.6,52.2)
Once or twice	25.7 (24.0,27.4)	25.8 (24.6,27.0)	24.8 (20.0,30.3)	24.3 (22.2,26.5)	26.8 (24.5,29.3)	26.1 (25.2,27.2)	22.9 (21.8,24.1)
Sometimes	17.8 (16.5,19.2)	16.1 (15.0,17.3)	12.6 (9.1,17.2)	13.5 (11.5,15.7)	11.0 (9.4,12.8)	16.3 (15.4,17.1)	15.3 (14.3,16.4)
Often	10.8 (9.5,12.1)	5.6 (4.9,6.4)	2.5 (1.4,4.4)	4.1 (3.1,5.4)	3.5 (2.5,4.8)	7.4 (6.7,8.1)	6.4 (5.8,7.1)
Very often	8.0 (6.9,9.4)	4.1 (3.5,4.7)	1.1* (0.5,2.4)	2.3 (1.6,3.5)	1.4 (0.8,2.3)	5.3 (4.7,6.0)	4.5 (4.0,5.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40d.3***In the Past 12 Months, Frequency of Being Targeted by Yelling or Raising One's Voice: By Gender Within Service***

40d. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Yelling or raising one's voice

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,040	508	1,307	421	787	73	1,489	390	119	77
Responding on Item	347,492	64,540	284,691	47,165	138,825	9,636	260,463	62,892	28,472	3,561
Never	40.7 (38.4,42.9)	45.6 (43.2,48.1)	44.1 (41.9,46.3)	48.6 (46.0,51.2)	33.2 (30.8,35.8)	41.4 (38.1,44.7)	56.8 (54.5,59.0)	59.6 (57.4,61.7)	52.4 (49.0,55.9)	49.5 (43.7,55.3)
Once or twice	25.9 (23.6,28.3)	23.5 (21.5,25.6)	26.4 (24.2,28.7)	23.2 (21.0,25.5)	28.4 (25.8,31.0)	23.3 (19.9,27.1)	25.0 (23.2,27.0)	21.7 (20.1,23.4)	26.3 (23.1,29.7)	28.9 (22.9,35.7)
Sometimes	18.3 (16.6,20.1)	17.6 (15.4,20.1)	16.3 (14.6,18.2)	16.2 (14.4,18.2)	19.8 (17.6,22.1)	19.6 (15.3,24.8)	11.7 (10.6,12.9)	11.6 (10.3,13.2)	15.1 (12.7,17.8)	13.2 (10.0,17.3)
Often	8.2 (6.8,9.9)	7.4 (6.4,8.5)	7.8 (6.5,9.3)	7.2 (5.8,8.8)	10.1 (8.2,12.4)	9.2 (7.1,11.8)	4.8 (4.0,5.9)	4.5 (3.6,5.7)	3.6 (2.4,5.4)	4.4 (3.3,6.0)
Very often	6.9 (5.7,8.4)	5.9 (4.6,7.4)	5.4 (4.2,7.1)	4.9 (3.9,6.2)	8.5 (6.7,10.8)	6.5 (4.5,9.5)	1.6 (1.2,2.2)	2.5 (2.0,3.3)	2.6* (1.4,4.7)	4.0 (2.9,5.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40d.4***In the Past 12 Months, Frequency of Being Targeted by Yelling or Raising One's Voice: By Gender Within Paygrade***

40d. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Yelling or raising one's voice

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,308	701	3,811	587	214	4	953	66	458	111
Responding on Item	389,702	84,074	492,592	73,813	15,266	1,142	89,311	17,972	73,071	10,792
Never	35.4 (33.4,37.5)	48.7 (46.6,50.7)	48.2 (46.6,49.9)	50.5 (48.3,52.6)	59.2 (53.2,65.0)	56.2 (49.8,62.5)	55.4 (52.4,58.3)	57.9 (55.1,60.6)	57.1 (54.3,59.9)	59.2 (56.1,62.3)
Once or twice	26.5 (24.6,28.5)	21.9 (20.0,23.8)	26.1 (24.8,27.5)	23.3 (21.6,25.1)	24.6 (19.4,30.5)	28.1 (22.6,34.4)	24.2 (21.8,26.8)	24.8 (22.3,27.6)	27.1 (24.5,29.9)	24.6 (21.9,27.5)
Sometimes	18.3 (16.7,19.9)	15.6 (14.1,17.3)	16.0 (14.8,17.3)	16.6 (15.1,18.3)	12.7 (9.0,17.7)	11.0 (8.2,14.7)	14.0 (11.7,16.7)	10.7 (8.8,13.0)	10.9 (9.1,13.0)	11.4 (9.7,13.4)
Often	11.4 (10.0,12.9)	7.9 (6.8,9.2)	5.6 (4.9,6.4)	5.6 (4.9,6.5)	2.4* (1.3,4.5)	3.6 (2.3,5.7)	3.9 (2.8,5.5)	4.9 (3.6,6.6)	3.5 (2.5,5.1)	2.8 (1.9,4.2)
Very often	8.5 (7.1,10.1)	5.9 (4.9,7.1)	4.1 (3.4,4.8)	4.0 (3.2,4.9)	1.1* (0.4,2.5)	1.0* (0.5,2.3)	2.5 (1.5,3.9)	1.7 (1.1,2.8)	1.3* (0.7,2.5)	1.9 (1.3,3.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40e.1***In the Past 12 Months, Frequency of Information Being Withheld From Member in the Workplace: By Service***

40e. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Withholding information from you

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,526	10,196	5,073	2,509	579	2,036	330
Responding on Item	1,246,421	1,214,523	411,507	331,075	148,743	323,198	31,898
Never	40.1	40.0	37.5	40.6	40.4	42.2	44.8
	(39.0,41.2)	(38.9,41.1)	(35.6,39.4)	(38.7,42.5)	(37.7,43.1)	(40.3,44.1)	(41.6,48.0)
Once or twice	21.2	21.1	21.3	19.7	20.3	22.8	23.1
	(20.4,22.0)	(20.3,22.0)	(19.7,22.9)	(18.3,21.1)	(18.3,22.5)	(21.2,24.5)	(20.3,26.2)
Sometimes	20.3	20.3	20.6	20.7	19.7	19.8	18.6
	(19.5,21.1)	(19.5,21.1)	(18.9,22.4)	(19.0,22.6)	(17.5,22.2)	(18.5,21.1)	(16.3,21.0)
Often	10.8	10.8	11.3	12.1	11.0	8.9	8.1
	(10.1,11.5)	(10.2,11.5)	(10.0,12.8)	(10.7,13.6)	(9.4,12.8)	(8.0,9.9)	(6.4,10.2)
Very often	7.7	7.8	9.4	6.9	8.6	6.4	5.5
	(7.2,8.3)	(7.2,8.4)	(8.1,10.7)	(5.9,8.1)	(7.0,10.5)	(5.5,7.4)	(4.1,7.3)

Table 40e.2***In the Past 12 Months, Frequency of Information Being Withheld From Member in the Workplace: By Paygrade and Gender***

40e. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Withholding information from you

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,293	4,767	273	1,421	771	8,696	1,830
Responding on Item	473,491	566,036	16,353	106,880	83,661	1,058,989	187,432
Never	39.4 (37.3,41.5)	38.9 (37.5,40.4)	46.3 (40.6,52.1)	46.0 (43.2,48.8)	43.2 (40.7,45.8)	40.4 (39.2,41.7)	38.0 (36.9,39.1)
Once or twice	18.6 (17.1,20.2)	21.0 (19.9,22.2)	24.4 (20.3,29.0)	26.3 (23.9,28.9)	29.6 (27.3,32.0)	21.0 (20.1,22.0)	22.0 (21.0,22.9)
Sometimes	19.3 (17.7,21.0)	21.7 (20.6,22.9)	19.4 (15.0,24.6)	17.9 (15.9,20.2)	18.8 (16.6,21.1)	20.4 (19.4,21.3)	19.7 (18.8,20.7)
Often	12.8 (11.5,14.3)	10.8 (9.9,11.8)	7.4 (5.0,10.8)	6.2 (4.9,7.8)	5.3 (4.3,6.5)	10.6 (9.9,11.4)	11.5 (10.8,12.3)
Very often	9.9 (8.8,11.1)	7.5 (6.8,8.4)	2.6 (1.6,4.2)	3.6 (2.7,4.6)	3.1 (2.4,4.1)	7.5 (6.9,8.2)	8.8 (8.1,9.7)

Table 40e.3***In the Past 12 Months, Frequency of Information Being Withheld From Member in the Workplace: By Gender Within Service***

40e. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Withholding information from you

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,429	644	1,932	577	520	59	1,583	453	232	98
Responding on Item	347,103	64,404	284,066	47,009	139,092	9,650	260,369	62,829	28,359	3,539
Never	38.0 (35.8,40.2)	35.1 (32.8,37.4)	40.9 (38.7,43.1)	38.8 (36.2,41.4)	40.6 (37.8,43.5)	36.7 (33.2,40.3)	42.6 (40.4,44.8)	40.8 (38.6,43.0)	45.9 (42.4,49.6)	35.4 (31.7,39.2)
Once or twice	21.3 (19.5,23.2)	21.1 (19.2,23.2)	19.4 (17.8,21.1)	21.5 (19.4,23.8)	20.2 (18.1,22.5)	21.9 (18.6,25.5)	22.7 (20.8,24.8)	23.0 (21.3,24.9)	23.0 (19.8,26.6)	23.8 (19.8,28.4)
Sometimes	20.6 (18.5,22.8)	20.6 (18.8,22.5)	21.0 (19.1,23.1)	19.1 (17.2,21.1)	19.8 (17.4,22.4)	19.2 (15.5,23.6)	19.9 (18.4,21.5)	19.2 (17.8,20.7)	18.0 (15.5,20.8)	22.9 (17.8,28.9)
Often	11.1 (9.6,12.8)	12.3 (10.7,14.1)	12.0 (10.5,13.8)	12.4 (10.7,14.4)	11.0 (9.3,13.0)	10.6 (8.2,13.6)	8.6 (7.5,9.8)	10.3 (9.0,11.8)	7.9 (6.1,10.2)	9.5 (7.1,12.6)
Very often	9.1 (7.7,10.6)	10.9 (9.3,12.8)	6.7 (5.5,8.2)	8.2 (6.9,9.8)	8.4 (6.7,10.4)	11.6 (8.9,15.0)	6.3 (5.3,7.5)	6.7 (5.6,8.1)	5.1 (3.6,7.2)	8.5 (6.0,11.9)

Table 40e.4***In the Past 12 Months, Frequency of Information Being Withheld From Member in the Workplace: By Gender Within Paygrade***

40e. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Withholding information from you

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,458	836	4,125	642	262	11	1,286	136	566	205
Responding on Item	389,552	83,939	492,278	73,758	15,218	1,135	88,978	17,902	72,963	10,698
Never	39.2 (36.7,41.7)	40.3 (38.1,42.5)	39.5 (37.8,41.1)	35.2 (33.5,36.9)	47.3 (41.2,53.5)	32.6 (27.3,38.4)	47.2 (44.1,50.4)	39.9 (36.7,43.3)	44.2 (41.3,47.1)	36.6 (33.4,40.0)
Once or twice	18.3 (16.5,20.3)	19.9 (18.3,21.6)	20.8 (19.6,22.1)	22.6 (21.0,24.3)	24.4 (20.1,29.2)	24.8 (20.3,29.9)	26.6 (23.9,29.4)	25.2 (21.8,28.8)	29.9 (27.3,32.6)	27.8 (24.7,31.0)
Sometimes	19.7 (17.7,21.7)	17.7 (16.2,19.3)	21.8 (20.5,23.1)	21.3 (19.8,22.7)	18.9 (14.3,24.5)	25.7 (19.6,33.0)	17.3 (14.9,20.0)	21.1 (18.3,24.2)	18.3 (15.9,21.1)	21.9 (19.6,24.5)
Often	12.9 (11.3,14.6)	12.4 (11.0,14.0)	10.7 (9.7,11.8)	11.7 (10.6,13.0)	7.1 (4.6,10.8)	11.0 (7.8,15.2)	5.7 (4.3,7.6)	8.5 (6.6,10.8)	4.9 (3.8,6.4)	7.9 (6.4,9.6)
Very often	10.0 (8.7,11.4)	9.7 (8.4,11.1)	7.3 (6.4,8.2)	9.2 (8.0,10.6)	2.4 (1.3,4.1)	5.9 (4.0,8.6)	3.2 (2.3,4.5)	5.4 (4.1,7.0)	2.8 (1.9,3.9)	5.9 (4.5,7.6)

Table 40f.1***In the Past 12 Months, Frequency of Being Targeted With Swearing in the Workplace: By Service***

40f. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Swearing directed at you

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,660	9,512	4,954	1,993	1,331	1,235	148
Responding on Item	1,247,287	1,215,207	411,626	331,591	147,991	323,999	32,080
Never	64.1 (63.0,65.1)	63.9 (62.8,64.9)	60.5 (58.6,62.4)	60.7 (58.4,62.9)	53.4 (50.5,56.2)	76.1 (74.4,77.7)	71.6 (68.6,74.3)
Once or twice	16.1 (15.2,17.1)	16.2 (15.2,17.1)	17.0 (15.5,18.6)	16.9 (15.0,19.0)	19.1 (16.6,21.9)	13.0 (11.9,14.2)	15.2 (12.8,17.9)
Sometimes	10.7 (10.0,11.5)	10.8 (10.0,11.6)	11.2 (9.7,12.8)	13.1 (11.4,15.0)	12.8 (10.8,15.1)	6.9 (5.8,8.1)	8.2 (6.5,10.4)
Often	4.9 (4.4,5.5)	5.0 (4.4,5.5)	5.5 (4.6,6.7)	5.7 (4.7,6.9)	7.4 (6.0,9.2)	2.3 (1.8,2.9)	2.6 (1.7,3.9)
Very often	4.3 (3.8,4.8)	4.3 (3.8,4.8)	5.8 (4.9,6.9)	3.6 (2.8,4.7)	7.3 (6.0,9.0)	1.7 (1.2,2.3)	2.5 (1.5,4.1)

Table 40f.2***In the Past 12 Months, Frequency of Being Targeted With Swearing in the Workplace: By Paygrade and Gender***

40f. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Swearing directed at you

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,728	4,029	333	1,058	510	8,028	1,631
Responding on Item	473,056	566,774	16,293	107,243	83,922	1,059,657	187,631
Never	51.8 (49.6,54.0)	67.9 (66.6,69.3)	82.2 (78.0,85.7)	78.0 (75.7,80.0)	85.7 (83.4,87.8)	62.3 (61.1,63.5)	74.0 (72.7,75.2)
Once or twice	18.6 (16.6,20.7)	15.8 (14.6,17.0)	11.2 (8.5,14.6)	13.3 (11.4,15.4)	9.3 (7.9,11.0)	16.8 (15.8,17.9)	12.2 (11.4,13.1)
Sometimes	14.4 (12.9,16.1)	9.7 (8.9,10.5)	5.0 (3.2,7.8)	6.3 (5.0,8.0)	3.4 (2.5,4.7)	11.3 (10.5,12.2)	7.3 (6.7,8.0)
Often	7.8 (6.6,9.1)	3.8 (3.2,4.4)	0.8* (0.3,2.0)	1.8 (1.1,2.8)	1.0 (0.6,1.6)	5.2 (4.6,5.8)	3.2 (2.7,3.8)
Very often	7.5 (6.5,8.7)	2.9 (2.4,3.5)	0.8* (0.3,2.3)	0.7* (0.4,1.3)	0.5* (0.2,1.2)	4.4 (3.9,5.0)	3.3 (2.7,4.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40f.3***In the Past 12 Months, Frequency of Being Targeted With Swearing in the Workplace: By Gender Within Service***

40f. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Swearing directed at you

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,323	631	1,534	460	1,246	84	862	374	64	83
Responding on Item	347,209	64,417	284,464	47,126	138,366	9,625	261,090	62,908	28,527	3,554
Never	58.9 (56.6,61.1)	69.5 (66.8,72.0)	59.1 (56.6,61.6)	70.2 (67.4,72.9)	52.8 (49.7,55.9)	61.0 (56.8,65.0)	74.3 (72.3,76.2)	83.5 (81.9,85.0)	71.5 (68.1,74.7)	71.8 (66.2,76.9)
Once or twice	17.4 (15.7,19.3)	14.4 (12.8,16.3)	17.5 (15.4,19.9)	13.2 (11.6,14.9)	19.3 (16.6,22.3)	16.3 (13.5,19.5)	14.1 (12.7,15.6)	8.7 (7.6,9.8)	15.4 (12.8,18.4)	13.3 (9.3,18.6)
Sometimes	11.7 (10.1,13.7)	8.2 (6.9,9.8)	13.8 (11.9,15.9)	9.0 (7.6,10.7)	12.8 (10.8,15.2)	12.3 (8.7,17.1)	7.5 (6.2,9.0)	4.3 (3.4,5.3)	8.1 (6.2,10.5)	9.2 (5.4,15.4)
Often	6.0 (4.9,7.3)	3.1 (2.3,4.1)	5.9 (4.8,7.4)	4.3 (3.1,6.0)	7.5 (6.0,9.4)	6.6 (4.8,9.1)	2.4 (1.8,3.2)	1.9 (1.4,2.7)	2.6 (1.7,4.1)	2.6 (1.8,3.9)
Very often	6.0 (4.9,7.3)	4.8 (3.5,6.6)	3.7 (2.8,4.9)	3.3 (2.4,4.6)	7.6 (6.1,9.3)	3.9 (2.8,5.3)	1.7 (1.2,2.4)	1.6 (1.2,2.4)	2.4* (1.3,4.3)	3.1 (2.1,4.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40f.4***In the Past 12 Months, Frequency of Being Targeted With Swearing in the Workplace: By Gender Within Paygrade***

40f. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Swearing directed at you

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,024	704	3,309	720	329	4	963	96	404	106
Responding on Item	388,986	84,071	493,094	73,680	15,151	1,142	89,301	17,942	73,125	10,797
Never	48.4 (45.8,50.9)	67.5 (65.3,69.6)	66.7 (65.1,68.2)	76.5 (74.5,78.4)	82.2 (77.6,85.9)	82.4 (75.0,87.9)	76.8 (74.1,79.3)	83.6 (81.4,85.6)	85.1 (82.4,87.4)	90.1 (87.4,92.2)
Once or twice	19.4 (17.2,21.9)	14.6 (13.2,16.1)	16.5 (15.2,17.9)	11.0 (9.8,12.4)	11.4 (8.5,15.1)	8.5 (5.5,12.8)	13.9 (11.8,16.4)	10.2 (8.6,12.1)	9.8 (8.2,11.8)	6.1 (4.3,8.5)
Sometimes	15.6 (13.8,17.6)	9.0 (7.7,10.4)	10.0 (9.2,11.0)	7.1 (6.2,8.2)	4.9 (3.0,7.9)	6.6* (2.7,15.3)	6.9 (5.3,8.8)	3.7 (2.7,5.0)	3.6 (2.6,5.1)	2.1 (1.4,3.1)
Often	8.5 (7.2,10.0)	4.4 (3.4,5.7)	4.0 (3.4,4.7)	2.4 (2.0,3.0)	0.7* (0.2,2.1)	1.7* (0.8,3.3)	1.8 (1.0,3.1)	1.8* (1.0,3.2)	1.0 (0.6,1.7)	1.1 (0.7,2.0)
Very often	8.2 (7.0,9.6)	4.5 (3.6,5.8)	2.9 (2.3,3.5)	2.9 (2.1,4.0)	0.8* (0.3,2.5)	0.9* (0.4,2.3)	0.7* (0.3,1.4)	0.8* (0.4,1.5)	0.5* (0.2,1.4)	0.6* (0.3,1.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40g.1***In the Past 12 Months, Frequency of Being Talked About Behind One's Back in the Workplace: By Service***

40g. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Talking about you behind your back

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	18,510	17,887	6,778	4,387	1,058	5,665	623
Responding on Item	1,238,437	1,206,832	409,802	329,197	148,264	319,569	31,605
Never	41.4 (40.3,42.4)	41.3 (40.2,42.4)	39.5 (37.4,41.6)	41.0 (39.0,43.0)	40.9 (38.2,43.6)	44.2 (42.4,46.0)	43.6 (40.2,47.1)
Once or twice	21.1 (20.1,22.1)	21.0 (20.0,22.1)	21.0 (19.2,23.0)	20.7 (18.9,22.6)	19.3 (17.4,21.4)	22.1 (20.8,23.6)	23.1 (20.3,26.3)
Sometimes	19.2 (18.4,20.1)	19.2 (18.4,20.1)	19.6 (18.0,21.4)	19.7 (18.0,21.5)	18.2 (16.1,20.5)	18.6 (17.3,20.0)	19.0 (16.4,21.8)
Often	9.3 (8.5,10.1)	9.3 (8.6,10.1)	9.1 (7.9,10.3)	10.4 (9.0,12.0)	11.0 (8.9,13.5)	7.8 (6.8,8.9)	7.2 (5.6,9.2)
Very often	9.1 (8.4,9.9)	9.2 (8.5,9.9)	10.8 (9.4,12.4)	8.3 (7.0,9.9)	10.6 (8.8,12.7)	7.3 (6.5,8.2)	7.1 (5.3,9.6)

Table 40g.2***In the Past 12 Months, Frequency of Being Talked About Behind One's Back in the Workplace: By Paygrade and Gender***

40g. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Talking about you behind your back

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,740	7,971	676	2,491	1,630	15,507	3,003
Responding on Item	471,044	562,832	15,950	105,810	82,802	1,052,178	186,259
Never	38.3 (36.3,40.3)	40.3 (39.0,41.7)	53.8 (48.2,59.3)	51.2 (48.4,53.9)	50.8 (48.1,53.5)	42.7 (41.5,43.9)	34.0 (32.8,35.2)
Once or twice	17.9 (16.5,19.5)	22.2 (20.8,23.7)	25.7 (21.2,30.8)	23.8 (21.2,26.5)	26.9 (24.2,29.8)	20.9 (19.8,22.1)	21.8 (20.8,22.7)
Sometimes	18.7 (17.1,20.4)	20.6 (19.4,21.9)	15.3 (12.1,19.1)	16.6 (14.5,18.9)	16.4 (14.8,18.2)	18.7 (17.7,19.8)	21.8 (20.7,23.0)
Often	11.5 (10.2,13.0)	9.0 (8.1,9.9)	3.4 (2.0,5.6)	5.8 (4.5,7.4)	4.1 (3.2,5.3)	9.0 (8.2,9.9)	10.8 (10.0,11.7)
Very often	13.6 (12.2,15.1)	7.9 (7.0,8.8)	1.9* (1.1,3.4)	2.7 (2.1,3.5)	1.7 (1.2,2.5)	8.7 (7.9,9.6)	11.6 (10.7,12.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40g.3***In the Past 12 Months, Frequency of Being Talked About Behind One's Back in the Workplace: By Gender Within Service***

40g. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Talking about you behind your back

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	5,763	1,015	3,693	694	942	115	4,588	1,077	521	102
Responding on Item	345,769	64,033	282,305	46,892	138,670	9,594	257,364	62,205	28,070	3,535
Never	40.7 (38.2,43.2)	32.8 (30.5,35.1)	42.5 (40.2,44.8)	31.7 (29.2,34.2)	41.5 (38.6,44.5)	32.1 (28.8,35.6)	45.8 (43.7,47.9)	37.5 (35.6,39.3)	45.0 (41.2,48.9)	32.2 (28.0,36.7)
Once or twice	21.2 (19.1,23.5)	20.2 (18.5,21.9)	20.4 (18.4,22.6)	22.0 (19.8,24.3)	19.2 (17.1,21.4)	21.7 (18.8,24.8)	21.9 (20.2,23.6)	23.1 (21.5,24.9)	23.0 (19.9,26.6)	24.0 (18.3,30.7)
Sometimes	19.3 (17.3,21.4)	21.7 (20.0,23.5)	19.3 (17.3,21.4)	22.3 (20.0,24.8)	18.1 (15.8,20.6)	20.1 (15.9,25.1)	17.8 (16.2,19.6)	21.9 (20.2,23.7)	18.6 (15.7,21.8)	22.1 (18.0,26.9)
Often	8.8 (7.5,10.3)	10.6 (9.3,12.0)	10.0 (8.4,11.9)	12.5 (10.7,14.5)	10.9 (8.7,13.6)	12.4 (9.9,15.6)	7.4 (6.1,8.8)	9.6 (8.4,11.0)	6.7 (5.0,9.0)	10.8 (7.2,16.0)
Very often	10.1 (8.5,11.9)	14.8 (13.0,16.7)	7.8 (6.3,9.6)	11.6 (10.1,13.4)	10.4 (8.6,12.6)	13.7 (11.0,17.0)	7.1 (6.1,8.3)	7.9 (6.9,9.2)	6.7 (4.6,9.5)	11.0 (8.5,14.1)

Table 40g.4***In the Past 12 Months, Frequency of Being Talked About Behind One's Back in the Workplace: By Gender Within Paygrade***

40g. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Talking about you behind your back

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,729	1,012	6,764	1,207	656	19	2,078	414	1,280	350
Responding on Item	387,281	83,763	489,639	73,193	14,824	1,127	88,186	17,624	72,249	10,553
Never	39.6 (37.3,42.0)	32.0 (30.3,33.8)	41.5 (39.9,43.0)	32.8 (31.1,34.6)	54.9 (49.0,60.8)	38.5 (32.6,44.9)	53.0 (49.7,56.2)	42.1 (38.9,45.4)	51.8 (48.8,54.8)	44.1 (40.9,47.4)
Once or twice	17.3 (15.7,19.1)	20.6 (19.0,22.3)	22.3 (20.7,23.9)	21.7 (20.2,23.3)	25.8 (21.0,31.3)	23.9 (19.8,28.6)	23.5 (20.6,26.8)	25.0 (22.4,27.9)	27.1 (24.1,30.3)	25.7 (22.8,28.9)
Sometimes	18.2 (16.3,20.3)	20.9 (18.9,22.9)	20.2 (18.9,21.6)	23.6 (22.1,25.2)	14.8 (11.4,18.9)	21.9 (16.8,28.0)	15.8 (13.4,18.6)	20.4 (18.1,23.0)	16.0 (14.2,17.9)	19.6 (17.6,21.7)
Often	11.4 (9.9,13.1)	12.0 (10.6,13.5)	8.6 (7.7,9.7)	11.1 (10.0,12.4)	2.9* (1.5,5.3)	10.3* (5.5,18.2)	5.6 (4.1,7.5)	6.9 (5.5,8.6)	3.8 (2.8,5.1)	6.7 (5.2,8.6)
Very often	13.4 (11.8,15.2)	14.6 (13.2,16.1)	7.5 (6.5,8.6)	10.8 (9.5,12.3)	1.6* (0.8,3.4)	5.4 (3.8,7.7)	2.1 (1.4,3.1)	5.6 (4.1,7.5)	1.4 (0.9,2.3)	3.9 (2.8,5.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40h.1***In the Past 12 Months, Frequency of Being Insulted or Criticized in the Workplace: By Service***

40h. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Insulting, criticizing you (including sarcasm)

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	13,548	13,162	6,464	2,573	1,020	3,106	387
Responding on Item	1,243,399	1,211,557	410,116	331,011	148,302	322,128	31,841
Never	46.7	46.7	46.3	46.1	41.7	50.2	46.2
	(45.8,47.7)	(45.7,47.8)	(44.6,48.2)	(44.1,48.1)	(38.7,44.8)	(48.5,52.0)	(42.9,49.5)
Once or twice	21.9	21.8	21.7	21.6	20.8	22.6	25.0
	(21.0,22.8)	(20.9,22.7)	(20.1,23.3)	(19.9,23.5)	(18.6,23.3)	(21.1,24.2)	(22.5,27.8)
Sometimes	16.5	16.5	15.8	17.3	17.9	15.9	17.3
	(15.6,17.5)	(15.6,17.4)	(14.3,17.4)	(15.6,19.1)	(15.7,20.3)	(14.5,17.3)	(14.7,20.2)
Often	7.7	7.7	7.8	8.5	9.5	6.2	5.8
	(7.0,8.5)	(7.0,8.5)	(6.6,9.2)	(7.1,10.1)	(7.7,11.6)	(5.3,7.1)	(4.2,7.9)
Very often	7.2	7.2	8.4	6.5	10.1	5.1	5.8
	(6.6,7.9)	(6.6,7.9)	(7.3,9.7)	(5.4,7.9)	(8.6,11.9)	(4.3,6.1)	(4.2,7.8)

Table 40h.2***In the Past 12 Months, Frequency of Being Insulted or Criticized in the Workplace: By Paygrade and Gender***

40h. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Insulting, criticizing you (including sarcasm)

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,916	5,391	383	1,829	1,029	11,479	2,069
Responding on Item	471,868	565,412	16,243	106,472	83,403	1,056,206	187,193
Never	37.0 (35.1,38.9)	49.9 (48.6,51.3)	68.5 (63.7,72.9)	54.0 (51.0,57.0)	66.3 (63.8,68.7)	46.9 (45.8,48.0)	45.7 (44.5,47.0)
Once or twice	20.7 (19.1,22.4)	22.7 (21.6,24.0)	18.7 (15.3,22.8)	25.0 (22.5,27.8)	19.6 (17.7,21.6)	21.8 (20.9,22.8)	22.3 (21.3,23.3)
Sometimes	19.3 (17.6,21.0)	15.6 (14.6,16.7)	9.5 (6.6,13.4)	15.0 (12.8,17.4)	10.1 (8.6,11.9)	16.5 (15.5,17.6)	16.5 (15.5,17.5)
Often	10.9 (9.5,12.5)	6.6 (6.0,7.4)	2.6* (1.4,4.8)	3.9 (3.0,5.1)	2.6 (1.8,3.5)	7.7 (6.9,8.6)	7.8 (7.1,8.6)
Very often	12.2 (10.8,13.7)	5.1 (4.4,5.8)	0.8* (0.3,1.6)	2.1 (1.5,3.0)	1.4 (1.0,2.1)	7.1 (6.4,7.9)	7.7 (7.0,8.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40h.3***In the Past 12 Months, Frequency of Being Insulted or Criticized in the Workplace: By Gender Within Service***

40h. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Insulting, criticizing you (including sarcasm)

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	5,777	687	2,013	560	938	81	2,440	666	310	76
Responding on Item	345,755	64,361	283,985	47,026	138,674	9,628	259,512	62,616	28,281	3,561
Never	46.6 (44.5,48.8)	44.9 (42.4,47.3)	46.7 (44.5,48.9)	42.3 (39.8,44.9)	41.9 (38.7,45.2)	39.1 (36.0,42.3)	50.2 (48.2,52.2)	50.3 (48.1,52.6)	46.6 (43.0,50.3)	42.8 (38.0,47.7)
Once or twice	21.8 (20.0,23.7)	20.9 (19.1,22.8)	21.4 (19.5,23.5)	22.9 (20.6,25.4)	20.7 (18.3,23.3)	23.1 (19.3,27.5)	22.5 (20.7,24.4)	23.1 (21.5,24.9)	25.4 (22.6,28.5)	22.1 (17.8,27.0)
Sometimes	15.6 (13.9,17.5)	17.0 (15.3,18.8)	17.3 (15.4,19.4)	17.1 (15.5,18.9)	17.8 (15.5,20.4)	18.9 (14.9,23.7)	16.1 (14.4,18.0)	15.0 (13.6,16.5)	17.1 (14.2,20.5)	18.4 (14.0,23.9)
Often	7.7 (6.4,9.3)	8.2 (6.8,9.8)	8.4 (6.9,10.2)	8.8 (7.3,10.6)	9.4 (7.5,11.7)	9.9 (7.5,13.0)	6.1 (5.1,7.3)	6.3 (5.3,7.4)	5.3 (3.6,7.8)	9.4 (7.0,12.6)
Very often	8.3 (7.0,9.8)	9.1 (7.9,10.6)	6.1 (4.9,7.7)	8.8 (7.2,10.7)	10.2 (8.6,12.1)	9.0 (6.9,11.5)	5.1 (4.1,6.3)	5.3 (4.3,6.5)	5.6 (3.9,7.9)	7.3 (5.5,9.5)

Table 40h.4***In the Past 12 Months, Frequency of Being Insulted or Criticized in the Workplace: By Gender Within Paygrade***

40h. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Insulting, criticizing you (including sarcasm)

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,183	733	4,450	942	370	13	1,635	194	842	187
Responding on Item	387,827	84,042	491,953	73,458	15,110	1,133	88,629	17,844	72,687	10,716
Never	36.4 (34.2,38.7)	39.9 (37.8,42.0)	50.1 (48.7,51.6)	48.6 (46.6,50.6)	69.4 (64.4,74.0)	55.9 (49.1,62.4)	54.5 (51.0,57.9)	51.8 (48.6,55.0)	67.2 (64.3,69.9)	60.5 (57.3,63.6)
Once or twice	20.3 (18.4,22.4)	22.3 (20.6,24.2)	22.9 (21.6,24.3)	21.9 (20.3,23.6)	18.6 (14.9,22.9)	21.1 (16.7,26.3)	25.2 (22.1,28.6)	24.3 (21.6,27.3)	19.4 (17.2,21.7)	21.3 (18.7,24.1)
Sometimes	19.5 (17.5,21.6)	18.2 (16.5,20.1)	15.6 (14.4,16.8)	15.9 (14.4,17.4)	9.1 (6.1,13.3)	15.0 (9.9,22.2)	15.1 (12.6,18.0)	14.4 (12.0,17.2)	10.0 (8.3,12.0)	10.7 (9.1,12.6)
Often	11.2 (9.5,13.2)	9.5 (8.2,10.9)	6.6 (5.8,7.5)	7.0 (6.0,8.2)	2.4* (1.2,4.9)	4.4 (2.9,6.4)	3.5 (2.5,4.9)	5.7 (4.3,7.6)	2.3 (1.6,3.5)	4.1 (3.0,5.5)
Very often	12.6 (11.0,14.4)	10.1 (9.0,11.4)	4.8 (4.1,5.6)	6.6 (5.5,7.9)	0.5* (0.2,1.6)	3.7 (2.3,5.7)	1.8 (1.1,2.8)	3.7 (2.6,5.2)	1.1 (0.6,2.0)	3.5 (2.4,5.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40i.1***In the Past 12 Months, Frequency of Being Targeted by Offensive or Crude Remarks in the Workplace: By Service***

40i. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Saying offensive or crude things about you

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	12,559	12,152	5,246	2,988	1,191	2,728	407
Responding on Item	1,244,388	1,212,567	411,334	330,596	148,131	322,506	31,821
Never	65.3	65.2	62.3	64.4	58.2	73.0	68.7
	(64.2,66.3)	(64.1,66.3)	(60.4,64.2)	(62.3,66.3)	(55.0,61.4)	(71.3,74.6)	(65.4,71.9)
Once or twice	15.7	15.7	16.8	15.3	17.3	13.8	17.3
	(14.9,16.6)	(14.8,16.5)	(15.4,18.4)	(13.7,17.1)	(14.9,20.0)	(12.5,15.2)	(14.7,20.2)
Sometimes	10.1	10.1	10.5	11.4	11.5	7.7	8.2
	(9.4,10.8)	(9.5,10.8)	(9.2,12.0)	(10.1,12.8)	(9.8,13.5)	(6.8,8.7)	(6.6,10.1)
Often	4.2	4.3	4.5	4.2	6.8	2.8	2.6
	(3.8,4.7)	(3.9,4.7)	(3.7,5.6)	(3.3,5.3)	(5.5,8.4)	(2.3,3.4)	(1.6,4.1)
Very often	4.8	4.8	5.9	4.7	6.2	2.8	3.3
	(4.3,5.3)	(4.3,5.3)	(4.9,7.0)	(3.8,5.9)	(4.8,7.9)	(2.2,3.6)	(2.1,4.9)

Table 40i.2***In the Past 12 Months, Frequency of Being Targeted by Offensive or Crude Remarks in the Workplace: By Paygrade and Gender***

40i. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Saying offensive or crude things about you

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,029	5,043	293	1,495	698	10,335	2,224
Responding on Item	471,755	565,760	16,333	106,806	83,734	1,057,350	187,038
Never	53.6 (51.5,55.7)	68.4 (67.0,69.7)	85.1 (81.8,87.8)	80.4 (78.4,82.2)	87.1 (85.2,88.7)	65.4 (64.1,66.6)	64.9 (63.5,66.3)
Once or twice	18.1 (16.4,19.8)	15.8 (14.7,16.9)	9.9 (7.6,12.9)	11.8 (10.4,13.4)	8.0 (6.8,9.4)	15.7 (14.7,16.7)	15.9 (15.0,16.9)
Sometimes	13.4 (12.1,14.9)	9.4 (8.6,10.3)	3.9 (2.6,5.9)	5.3 (4.2,6.7)	3.1 (2.2,4.4)	10.1 (9.4,10.9)	9.8 (9.0,10.8)
Often	6.5 (5.6,7.5)	3.4 (2.9,4.0)	0.6* (0.2,1.6)	1.5 (1.0,2.4)	0.8 (0.5,1.4)	4.2 (3.7,4.7)	4.5 (3.9,5.1)
Very often	8.5 (7.4,9.7)	3.0 (2.6,3.6)	0.5* (0.2,1.4)	1.0 (0.6,1.6)	1.0 (0.6,1.8)	4.7 (4.2,5.3)	4.9 (4.3,5.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40i.3***In the Past 12 Months, Frequency of Being Targeted by Offensive or Crude Remarks in the Workplace: By Gender Within Service***

40i. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Saying offensive or crude things about you

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	4,598	648	2,115	874	1,111	79	2,185	543	327	80
Responding on Item	346,934	64,400	283,883	46,712	138,501	9,630	259,767	62,739	28,264	3,557
Never	62.3 (60.1,64.5)	62.2 (59.3,65.0)	64.8 (62.6,67.0)	61.5 (58.5,64.3)	58.5 (55.0,61.9)	54.2 (50.3,58.1)	73.2 (71.2,75.1)	71.9 (70.0,73.7)	69.2 (65.4,72.7)	65.0 (59.9,69.8)
Once or twice	17.0 (15.3,18.7)	16.0 (14.3,17.9)	15.0 (13.2,17.1)	17.0 (15.0,19.2)	17.3 (14.7,20.2)	17.3 (14.6,20.3)	13.6 (12.0,15.2)	14.6 (13.1,16.2)	17.1 (14.2,20.5)	18.2 (14.2,23.1)
Sometimes	10.3 (8.9,12.0)	11.4 (9.6,13.5)	11.6 (10.2,13.3)	10.1 (8.7,11.7)	11.2 (9.4,13.4)	15.6 (11.0,21.5)	7.8 (6.7,9.0)	7.3 (6.3,8.4)	8.3 (6.6,10.5)	7.2 (5.6,9.2)
Often	4.5 (3.5,5.8)	4.6 (3.7,5.7)	3.9 (3.0,5.2)	6.0 (4.6,7.7)	6.8 (5.5,8.5)	6.0 (4.5,8.0)	2.7 (2.1,3.5)	3.1 (2.4,4.0)	2.3 (1.3,4.1)	4.7 (3.4,6.5)
Very often	5.9 (4.8,7.2)	5.8 (4.7,7.2)	4.6 (3.6,5.9)	5.5 (4.4,6.8)	6.1 (4.7,8.0)	6.9 (5.0,9.4)	2.8 (2.0,3.8)	3.2 (2.3,4.3)	3.0 (1.8,5.0)	4.9 (3.0,7.8)

Table 40i.4***In the Past 12 Months, Frequency of Being Targeted by Offensive or Crude Remarks in the Workplace: By Gender Within Paygrade***

40i. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Saying offensive or crude things about you

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,077	953	4,166	876	289	4	1,315	181	489	210
Responding on Item	387,933	83,822	492,237	73,524	15,191	1,142	88,949	17,857	73,040	10,693
Never	52.8 (50.3,55.2)	57.3 (55.1,59.6)	68.5 (67.0,70.0)	67.5 (65.4,69.6)	86.2 (82.7,89.1)	69.8 (62.7,76.0)	80.6 (78.4,82.7)	79.0 (76.7,81.1)	87.8 (85.7,89.6)	82.2 (79.5,84.6)
Once or twice	18.0 (16.0,20.2)	18.4 (16.8,20.0)	15.9 (14.7,17.2)	15.0 (13.6,16.5)	9.7 (7.2,12.8)	13.1 (8.9,18.8)	11.8 (10.1,13.7)	12.0 (10.2,14.0)	7.7 (6.4,9.4)	9.9 (7.8,12.6)
Sometimes	13.8 (12.3,15.6)	11.5 (10.1,13.0)	9.3 (8.4,10.3)	9.9 (8.6,11.3)	3.3 (2.0,5.3)	13.0 (7.9,20.7)	5.4 (4.1,7.1)	4.7 (3.4,6.4)	2.9 (1.9,4.4)	4.6 (3.4,6.0)
Often	6.6 (5.5,7.8)	6.1 (5.1,7.4)	3.4 (2.9,4.0)	3.6 (2.9,4.3)	0.5* (0.1,1.7)	2.7 (1.6,4.6)	1.3 (0.8,2.4)	2.6 (1.7,4.0)	0.7* (0.3,1.4)	1.6 (0.9,2.8)
Very often	8.8 (7.6,10.3)	6.7 (5.7,7.8)	2.9 (2.4,3.5)	4.1 (3.3,5.0)	0.4* (0.1,1.5)	1.4* (0.6,3.5)	0.9* (0.4,1.6)	1.7 (1.1,2.7)	0.9* (0.5,1.8)	1.7 (1.1,2.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40j.1***In the Past 12 Months, Frequency of Being Targeted by Flaunting of Status or Power in the Workplace: By Service***

40j. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Flaunting status or power over you

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,540	9,395	4,198	2,057	989	2,152	145
Responding on Item	1,247,407	1,215,324	412,382	331,527	148,333	323,082	32,083
Never	51.4 (50.3,52.6)	51.3 (50.1,52.5)	49.1 (47.1,51.0)	50.5 (48.2,52.8)	46.5 (43.7,49.4)	57.2 (55.4,59.0)	56.4 (53.0,59.7)
Once or twice	17.2 (16.3,18.1)	17.2 (16.3,18.2)	17.0 (15.4,18.7)	16.6 (15.0,18.4)	19.1 (17.2,21.2)	17.3 (16.0,18.7)	15.5 (13.1,18.2)
Sometimes	13.7 (12.9,14.5)	13.7 (12.8,14.5)	14.5 (12.8,16.2)	14.6 (12.9,16.5)	13.1 (11.1,15.3)	11.9 (10.7,13.3)	14.3 (11.9,17.2)
Often	8.8 (8.2,9.5)	8.9 (8.2,9.6)	9.1 (7.9,10.4)	10.3 (8.9,11.8)	8.9 (7.5,10.5)	7.2 (6.3,8.3)	6.5 (5.1,8.3)
Very often	8.9 (8.3,9.6)	8.9 (8.3,9.6)	10.4 (9.1,12.0)	8.0 (6.9,9.3)	12.5 (10.3,15.0)	6.4 (5.5,7.4)	7.3 (5.5,9.6)

Table 40j.2***In the Past 12 Months, Frequency of Being Targeted by Flaunting of Status or Power in the Workplace: By Paygrade and Gender***

40j. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Flaunting status or power over you

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,480	4,046	274	1,086	654	7,885	1,655
Responding on Item	473,304	566,757	16,352	107,215	83,778	1,059,800	187,607
Never	36.3 (34.3,38.3)	56.7 (55.1,58.3)	74.0 (69.4,78.1)	70.3 (67.6,72.9)	73.3 (71.1,75.4)	52.0 (50.7,53.4)	48.1 (46.9,49.2)
Once or twice	18.3 (16.8,19.9)	17.3 (16.2,18.6)	11.8 (9.0,15.3)	14.3 (12.4,16.5)	14.7 (13.1,16.3)	16.9 (15.9,18.0)	18.6 (17.8,19.5)
Sometimes	17.4 (15.9,19.1)	12.7 (11.6,13.8)	9.5 (6.8,13.2)	8.3 (7.0,9.7)	6.8 (5.5,8.3)	13.7 (12.8,14.7)	13.4 (12.5,14.3)
Often	13.1 (11.8,14.6)	7.1 (6.3,7.9)	2.9 (1.9,4.6)	4.7 (3.6,6.1)	2.8 (2.0,3.8)	8.8 (8.0,9.5)	9.2 (8.5,10.0)
Very often	14.9 (13.5,16.4)	6.3 (5.6,7.0)	1.7* (1.0,3.2)	2.4 (1.7,3.4)	2.5 (1.7,3.5)	8.6 (7.9,9.4)	10.7 (9.9,11.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 40j.3***In the Past 12 Months, Frequency of Being Targeted by Flaunting of Status or Power in the Workplace: By Gender Within Service***

40j. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Flaunting status or power over you

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,648	550	1,524	533	879	109	1,755	398	80	65
Responding on Item	347,884	64,498	284,474	47,053	138,733	9,600	260,197	62,884	28,511	3,572
Never	49.5 (47.1,51.9)	46.7 (44.4,48.9)	51.4 (48.8,54.0)	45.0 (42.3,47.8)	46.7 (43.7,49.7)	43.9 (39.2,48.7)	58.4 (56.1,60.6)	52.4 (50.5,54.4)	57.5 (53.7,61.2)	47.7 (43.1,52.4)
Once or twice	16.8 (15.1,18.8)	17.8 (16.2,19.7)	16.2 (14.4,18.2)	19.1 (17.1,21.4)	19.2 (17.1,21.4)	18.0 (15.5,20.9)	16.8 (15.3,18.5)	19.1 (17.6,20.7)	15.1 (12.6,18.1)	18.2 (14.6,22.4)
Sometimes	14.7 (12.8,16.8)	13.1 (11.5,14.9)	14.9 (13.0,17.1)	12.6 (11.1,14.4)	12.8 (10.8,15.2)	16.5 (12.8,20.9)	11.5 (10.0,13.1)	13.9 (12.5,15.3)	14.6 (11.9,17.7)	12.4 (9.8,15.4)
Often	9.0 (7.6,10.6)	9.5 (8.2,11.0)	10.1 (8.6,11.9)	11.3 (9.5,13.3)	8.9 (7.4,10.6)	9.1 (7.2,11.5)	7.2 (6.1,8.5)	7.3 (6.3,8.5)	6.0 (4.5,8.0)	10.6 (7.2,15.2)
Very often	10.0 (8.4,11.8)	12.9 (11.2,14.7)	7.3 (6.1,8.8)	12.0 (10.4,13.7)	12.5 (10.2,15.1)	12.5 (9.7,16.0)	6.2 (5.2,7.3)	7.3 (6.1,8.7)	6.8 (4.8,9.4)	11.2 (7.6,16.1)

Table 40j.4***In the Past 12 Months, Frequency of Being Targeted by Flaunting of Status or Power in the Workplace: By Gender Within Paygrade***

40j. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors? Flaunting status or power over you

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,718	763	3,378	668	270	4	963	124	558	96
Responding on Item	389,292	84,012	493,025	73,732	15,210	1,142	89,301	17,914	72,971	10,807
Never	35.6 (33.3,37.9)	39.4 (37.4,41.4)	57.4 (55.6,59.2)	51.8 (49.7,53.9)	75.0 (70.2,79.2)	60.6 (53.4,67.4)	72.1 (69.1,75.0)	61.4 (57.9,64.7)	74.3 (71.8,76.7)	66.6 (63.7,69.5)
Once or twice	18.3 (16.5,20.2)	18.5 (17.0,19.9)	17.1 (15.8,18.5)	18.8 (17.4,20.2)	11.9 (8.9,15.6)	11.6 (8.6,15.4)	13.2 (11.0,15.7)	20.0 (17.2,23.0)	14.3 (12.6,16.2)	17.1 (14.7,19.8)
Sometimes	17.9 (16.0,19.9)	15.4 (13.9,17.1)	12.7 (11.5,13.9)	12.8 (11.4,14.4)	9.0 (6.2,12.9)	16.6 (10.7,24.9)	8.0 (6.5,9.8)	9.5 (7.8,11.5)	6.6 (5.2,8.4)	7.8 (6.3,9.7)
Often	13.4 (11.8,15.2)	11.7 (10.4,13.1)	7.0 (6.1,7.9)	7.9 (7.0,8.9)	2.6 (1.6,4.4)	7.3 (4.8,10.9)	4.6 (3.4,6.2)	5.5 (4.1,7.3)	2.4 (1.6,3.6)	5.5 (4.1,7.2)
Very often	14.9 (13.3,16.6)	15.1 (13.4,17.0)	5.9 (5.2,6.7)	8.7 (7.6,10.0)	1.6* (0.8,3.2)	4.0 (2.5,6.4)	2.2 (1.4,3.5)	3.7 (2.7,5.0)	2.4 (1.6,3.6)	3.0 (2.2,4.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 41.1***Members Who Had a Mentor While in Service: By Service***

41. In your opinion, have you ever had a mentor while in the military?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	32,461	31,640	10,081	9,094	6,692	5,775	821
Responding on Item	1,224,486	1,193,079	406,499	324,490	142,630	319,459	31,407
Yes, you have one now.	28.5	28.7	30.5	25.1	31.2	28.7	23.8
	(27.6,29.5)	(27.7,29.7)	(28.6,32.5)	(23.1,27.2)	(28.8,33.8)	(27.3,30.2)	(21.4,26.4)
Yes, you had one, but you don’t have one now.	33.0	33.0	34.6	32.7	32.7	31.3	33.6
	(32.0,33.9)	(32.0,33.9)	(32.7,36.5)	(30.7,34.7)	(30.0,35.6)	(29.7,32.8)	(30.6,36.6)
No, but you would have liked one.	22.0	22.0	21.9	23.4	16.6	23.2	21.4
	(21.1,22.9)	(21.1,23.0)	(20.3,23.7)	(21.4,25.5)	(14.7,18.6)	(21.6,24.8)	(19.0,24.0)
No, and you never wanted one.	13.1	13.0	9.7	15.3	15.4	13.7	18.2
	(12.3,13.9)	(12.2,13.8)	(8.3,11.2)	(13.5,17.2)	(13.0,18.1)	(12.5,15.0)	(15.8,21.0)
No, you do not know what a mentor is.	3.4	3.4	3.3	3.6	4.1	3.1	3.1
	(3.0,3.9)	(3.0,3.9)	(2.5,4.4)	(2.8,4.5)	(2.9,5.7)	(2.5,3.9)	(2.1,4.5)

Table 41.2**Members Who Had a Mentor While in Service: By Paygrade and Gender**

41. In your opinion, have you ever had a mentor while in the military?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	15,225	12,621	294	2,250	2,071	27,547	4,915
Responding on Item	461,559	558,182	16,332	106,051	82,361	1,040,138	184,347
Yes, you have one now.	26.3 (24.7,28.0)	28.3 (27.1,29.5)	31.9 (27.7,36.4)	36.2 (33.5,39.1)	32.0 (29.6,34.5)	28.1 (27.0,29.3)	30.7 (29.6,31.9)
Yes, you had one, but you don't have one now.	23.1 (21.6,24.8)	40.6 (39.2,41.9)	47.9 (42.7,53.2)	30.3 (27.6,33.1)	37.2 (34.9,39.5)	33.4 (32.3,34.6)	30.3 (29.1,31.6)
No, but you would have liked one.	25.7 (24.0,27.4)	18.7 (17.6,19.8)	13.6 (10.9,17.0)	24.4 (21.8,27.2)	22.6 (20.5,24.8)	21.5 (20.5,22.6)	24.7 (23.5,26.0)
No, and you never wanted one.	17.6 (16.0,19.4)	11.4 (10.5,12.3)	6.1 (3.9,9.5)	8.3 (6.8,10.1)	7.2 (5.9,8.7)	13.6 (12.7,14.6)	10.1 (9.2,11.0)
No, you do not know what a mentor is.	7.3 (6.3,8.4)	1.1 (0.8,1.6)	0.5* (0.1,1.7)	0.8 (0.5,1.3)	1.1* (0.6,2.1)	3.3 (2.9,3.8)	4.2 (3.5,4.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 41.3**Members Who Had a Mentor While in Service: By Gender Within Service**

41. In your opinion, have you ever had a mentor while in the military?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	8,541	1,540	7,372	1,722	6,231	460	4,643	1,132	761	60
Responding on Item	342,991	63,508	278,626	45,864	133,381	9,249	257,309	62,150	27,830	3,577
Yes, you have one now.	30.2 (28.0,32.4)	32.2 (30.1,34.4)	24.8 (22.5,27.3)	27.2 (24.9,29.6)	30.8 (28.3,33.5)	37.1 (31.9,42.6)	28.2 (26.5,30.0)	31.0 (29.0,33.0)	23.1 (20.4,26.0)	29.0 (24.4,34.1)
Yes, you had one, but you don't have one now.	34.9 (32.8,37.1)	32.8 (30.8,35.0)	33.4 (31.2,35.8)	28.0 (25.4,30.7)	33.3 (30.3,36.4)	25.0 (21.9,28.4)	31.5 (29.7,33.4)	30.2 (28.2,32.2)	33.7 (30.4,37.1)	32.8 (27.5,38.4)
No, but you would have liked one.	21.8 (19.9,23.9)	22.5 (20.5,24.7)	22.7 (20.4,25.1)	27.8 (25.1,30.6)	16.1 (14.2,18.3)	22.6 (19.3,26.3)	22.7 (20.9,24.7)	24.9 (23.1,26.9)	21.0 (18.4,23.8)	24.7 (20.6,29.4)
No, and you never wanted one.	10.1 (8.5,11.9)	7.6 (6.3,9.2)	15.7 (13.7,17.9)	12.7 (10.8,14.9)	15.7 (13.2,18.6)	10.9 (8.9,13.2)	14.5 (13.1,16.0)	10.5 (9.1,12.0)	19.1 (16.4,22.2)	11.4 (9.0,14.3)
No, you do not know what a mentor is.	3.1 (2.1,4.3)	4.8 (3.8,6.0)	3.4 (2.6,4.5)	4.3 (3.1,5.9)	4.1 (2.8,5.8)	4.5 (2.9,7.0)	3.1 (2.3,4.1)	3.5 (2.5,4.9)	3.2 (2.1,4.9)	2.1 (1.4,3.2)

Table 41.4***Members Who Had a Mentor While in Service: By Gender Within Paygrade***

41. In your opinion, have you ever had a mentor while in the military?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	12,475	2,751	10,967	1,654	286	8	1,994	257	1,826	245
Responding on Item	379,535	82,024	485,436	72,746	15,194	1,138	88,270	17,781	71,703	10,658
Yes, you have one now.	25.9 (24.0,27.9)	28.4 (26.5,30.3)	27.8 (26.5,29.2)	31.4 (29.7,33.1)	31.4 (26.9,36.2)	39.0 (32.9,45.3)	36.3 (33.2,39.5)	35.8 (32.4,39.3)	31.5 (28.7,34.4)	35.4 (32.1,38.9)
Yes, you had one, but you don't have one now.	23.6 (21.8,25.5)	21.1 (19.3,22.9)	40.8 (39.1,42.4)	39.2 (37.1,41.4)	48.6 (43.0,54.2)	39.4 (32.8,46.3)	30.1 (26.9,33.4)	31.5 (28.1,35.0)	37.1 (34.5,39.8)	38.1 (34.7,41.6)
No, but you would have liked one.	25.2 (23.2,27.2)	28.0 (26.0,30.2)	18.4 (17.2,19.6)	20.8 (19.3,22.5)	13.4 (10.4,17.0)	17.2 (13.2,22.2)	23.9 (21.0,27.0)	27.0 (24.3,29.9)	22.6 (20.2,25.2)	22.6 (20.0,25.3)
No, and you never wanted one.	18.3 (16.3,20.4)	14.4 (13.0,16.0)	11.9 (10.9,13.1)	7.5 (6.3,9.0)	6.3 (3.9,9.9)	4.2 (2.6,6.8)	9.0 (7.3,11.0)	4.8 (3.6,6.6)	7.7 (6.3,9.4)	3.6 (2.8,4.7)
No, you do not know what a mentor is.	7.1 (6.0,8.4)	8.2 (6.8,9.8)	1.1 (0.8,1.6)	1.1 (0.8,1.5)	0.5* (0.1,1.8)	0.3* (0.1,1.3)	0.8* (0.4,1.4)	0.9* (0.5,1.7)	1.2* (0.6,2.4)	0.3* (0.1,0.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 42.1**Type of Current Mentor: By Service**

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)?

Mark One.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	25,722	25,072	7,899	6,180	5,680	5,315	650
Responding on Item	759,631	741,460	266,649	190,444	92,251	192,117	18,171
A commissioned officer	22.1 (21.3,22.9)	22.2 (21.4,23.0)	19.9 (18.4,21.4)	22.7 (21.1,24.5)	19.2 (17.3,21.2)	26.2 (24.8,27.6)	20.5 (17.9,23.4)
A warrant officer	3.6 (3.2,4.1)	3.5 (3.0,3.9)	5.6 (4.7,6.6)	2.8 (2.1,3.9)	5.6 (4.2,7.4)	0.0* (0.0,0.1)	10.6 (8.2,13.4)
An NCO/petty officer	61.9 (60.8,63.1)	62.1 (60.9,63.2)	67.5 (65.2,69.6)	59.0 (56.6,61.5)	50.7 (47.4,54.0)	63.1 (61.2,64.9)	55.9 (52.2,59.5)
A junior enlisted Service member	3.6 (3.1,4.1)	3.5 (3.0,4.1)	2.5 (1.7,3.6)	5.8 (4.5,7.5)	1.4* (0.8,2.8)	3.5 (2.9,4.4)	7.1 (5.1,9.8)
A DoD civilian	1.9 (1.6,2.2)	1.9 (1.6,2.2)	1.3 (0.9,2.0)	1.6 (1.1,2.5)	1.1 (0.6,2.0)	3.4 (2.7,4.2)	0.1* (0.0,0.5)
Other	6.9 (6.3,7.6)	6.9 (6.3,7.6)	3.3 (2.6,4.2)	7.9 (6.5,9.6)	21.9 (19.2,24.9)	3.8 (3.1,4.8)	5.9 (4.3,8.0)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 42.2**Type of Current Mentor: By Paygrade and Gender**

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)?

Mark One.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	11,757	11,437	105	1,667	755	21,416	4,306
Responding on Item	231,678	385,315	13,221	71,127	58,289	646,447	113,183
A commissioned officer	6.5 (5.3,7.8)	8.8 (7.8,9.9)	18.3 (14.6,22.7)	87.3 (84.7,89.5)	93.7 (91.0,95.6)	21.7 (20.8,22.6)	24.5 (23.4,25.7)
A warrant officer	1.9 (1.3,2.8)	3.5 (2.8,4.3)	66.1 (61.0,70.8)	1.3 (0.7,2.2)	0.3* (0.2,0.7)	3.7 (3.2,4.3)	3.2 (2.7,3.7)
An NCO/petty officer	73.6 (71.3,75.7)	76.0 (74.4,77.6)	10.5 (7.2,15.0)	6.9 (5.3,9.0)	1.3* (0.4,4.1)	62.5 (61.2,63.9)	58.4 (56.9,59.8)
A junior enlisted Service member	8.5 (7.2,10.1)	1.9 (1.4,2.5)	0.0 (N/A,N/A)	0.2* (0.0,1.1)	0.0 (N/A,N/A)	3.4 (2.9,4.0)	4.6 (3.9,5.3)
A DoD civilian	1.3 (0.8,2.0)	2.2 (1.7,2.7)	1.9* (1.0,3.6)	1.5* (0.8,2.7)	2.6 (1.8,3.7)	1.8 (1.5,2.2)	2.2 (1.9,2.7)
Other	8.3 (7.0,9.8)	7.7 (6.8,8.7)	3.2 (1.9,5.4)	2.9 (1.9,4.3)	2.1 (1.4,3.2)	6.9 (6.1,7.7)	7.2 (6.4,8.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 42.3**Type of Current Mentor: By Gender Within Service**

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)?

Mark One.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	6,404	1,495	5,040	1,140	5,257	422	4,182	1,133	533	116
Responding on Item	225,275	41,373	164,548	25,896	86,473	5,778	154,135	37,982	16,017	2,153
A commissioned officer	19.6 (17.9,21.3)	21.5 (19.7,23.3)	21.9 (20.1,23.9)	27.9 (25.2,30.7)	19.2 (17.3,21.3)	19.0 (13.9,25.3)	26.1 (24.4,28.0)	26.3 (24.5,28.1)	19.5 (16.7,22.8)	27.8 (22.0,34.3)
A warrant officer	5.7 (4.7,6.8)	5.2 (4.3,6.4)	2.9 (2.0,4.1)	2.5 (1.7,3.7)	5.5 (4.0,7.4)	8.4 (5.4,12.8)	0.0 (N/A,N/A)	0.2* (0.1,0.6)	10.8 (8.2,14.1)	8.6 (5.9,12.3)
An NCO/petty officer	68.0 (65.4,70.5)	64.3 (62.3,66.4)	60.3 (57.5,63.1)	50.8 (47.4,54.2)	51.3 (47.8,54.8)	40.9 (33.9,48.3)	63.8 (61.4,66.1)	60.2 (57.9,62.4)	56.7 (52.5,60.8)	50.2 (43.7,56.6)
A junior enlisted Service member	2.3 (1.5,3.6)	3.6 (2.4,5.4)	5.7 (4.2,7.8)	6.5 (5.1,8.4)	1.4* (0.7,2.8)	2.1* (1.0,4.5)	3.3 (2.5,4.3)	4.6 (3.7,5.8)	7.4 (5.2,10.5)	4.7 (3.1,6.9)
A DoD civilian	1.3 (0.8,2.1)	1.4 (1.0,2.1)	1.6 (0.9,2.6)	2.2 (1.5,3.1)	1.0* (0.5,2.0)	2.9 (1.7,4.9)	3.4 (2.6,4.4)	3.2 (2.5,4.1)	0.1* (0.0,0.6)	0.0 (N/A,N/A)
Other	3.2 (2.3,4.3)	4.0 (3.1,5.0)	7.6 (6.0,9.5)	10.1 (8.3,12.2)	21.6 (18.8,24.7)	26.8 (21.4,33.0)	3.4 (2.5,4.6)	5.5 (4.3,7.1)	5.5 (3.9,7.7)	8.9* (4.7,16.2)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 42.4**Type of Current Mentor: By Gender Within Paygrade**

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)?

Mark One.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	9,376	2,382	9,935	1,502	94	11	1,400	268	612	143
Responding on Item	190,775	40,903	333,806	51,509	12,333	888	59,179	11,949	50,354	7,935
A commissioned officer	5.8 (4.5,7.5)	9.7 (8.0,11.6)	8.4 (7.3,9.7)	11.3 (10.1,12.6)	17.9 (14.0,22.7)	23.6 (17.5,31.1)	87.4 (84.4,90.0)	86.6 (83.5,89.1)	93.7 (90.5,95.9)	93.8 (91.9,95.3)
A warrant officer	1.8 (1.1,3.0)	2.0 (1.4,2.9)	3.4 (2.6,4.4)	4.0 (3.2,4.9)	66.4 (61.0,71.5)	61.0 (52.8,68.7)	1.3* (0.6,2.4)	1.2* (0.7,2.3)	0.4* (0.2,0.8)	0.1* (0.0,0.2)
An NCO/petty officer	74.8 (71.9,77.5)	67.7 (64.8,70.6)	76.5 (74.6,78.3)	72.7 (70.8,74.5)	10.5 (7.1,15.4)	9.8 (6.0,15.8)	7.0 (5.1,9.5)	6.6 (4.6,9.4)	1.4* (0.4,4.8)	0.6* (0.3,1.4)
A junior enlisted Service member	8.1 (6.6,10.0)	10.4 (8.6,12.6)	1.9 (1.4,2.7)	1.8 (1.3,2.4)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.2* (0.0,1.3)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.0 (N/A,N/A)
A DoD civilian	1.1* (0.6,2.0)	2.1 (1.4,3.2)	2.2 (1.7,2.8)	2.3 (1.8,2.9)	1.9* (0.9,3.8)	2.1* (1.0,4.6)	1.4* (0.7,3.0)	1.8 (1.0,3.1)	2.5 (1.6,3.7)	3.3 (2.2,5.0)
Other	8.4 (6.8,10.3)	8.0 (6.6,9.8)	7.6 (6.6,8.8)	8.1 (7.0,9.3)	3.2 (1.8,5.6)	3.4 (2.0,5.8)	2.7 (1.6,4.4)	3.9 (2.5,5.8)	2.1 (1.3,3.4)	2.2 (1.4,3.6)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 43.1**Relative Rank of Current Mentor: By Service**

43. Is your current mentor (or was your most recent mentor) . . . ?

Mark One.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	21,019	20,388	7,564	5,146	3,306	4,373	631
Responding on Item	764,333	746,144	266,983	191,478	94,624	193,059	18,189
Your rater	27.8 (26.7,28.9)	28.1 (27.0,29.2)	32.4 (30.0,34.8)	16.2 (14.6,17.8)	17.5 (15.0,20.3)	39.1 (37.0,41.3)	17.1 (13.9,20.8)
Your senior rater	17.6 (16.7,18.7)	17.3 (16.3,18.4)	10.7 (9.2,12.5)	28.2 (25.9,30.6)	28.0 (24.5,31.7)	10.4 (9.0,12.0)	31.1 (27.0,35.5)
A person who is/was higher in rank than you, but not your rater or your senior rater	47.1 (45.8,48.4)	47.2 (45.9,48.5)	50.1 (47.4,52.8)	45.9 (43.3,48.6)	47.1 (43.6,50.5)	44.6 (42.5,46.6)	40.5 (36.1,45.1)
A person who is/was at your same rank	4.6 (4.0,5.1)	4.5 (4.0,5.1)	3.5 (2.8,4.5)	6.5 (5.2,8.2)	4.8 (3.6,6.3)	3.7 (2.9,4.7)	6.9 (4.9,9.7)
A person who is/was lower in rank than you	0.8 (0.6,1.0)	0.7 (0.6,1.0)	0.9 (0.6,1.4)	0.9 (0.5,1.4)	0.5* (0.2,1.3)	0.5 (0.3,0.9)	2.1 (1.4,3.3)
A person who is not or was not in the military at the time the mentoring was provided	2.2 (1.8,2.6)	2.2 (1.8,2.6)	2.3 (1.7,3.3)	2.4 (1.7,3.3)	2.3 (1.5,3.5)	1.8 (1.3,2.4)	2.4 (1.3,4.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 43.2**Relative Rank of Current Mentor: By Paygrade and Gender**

43. Is your current mentor (or was your most recent mentor) . . . ?

Mark One.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	10,329	7,976	186	1,889	638	17,403	3,615
Responding on Item	233,106	388,776	13,140	70,905	58,406	650,460	113,874
Your rater	22.1 (19.8,24.6)	28.8 (27.2,30.4)	19.0 (14.4,24.7)	36.2 (32.8,39.9)	35.9 (32.9,39.0)	28.3 (27.1,29.6)	24.8 (23.2,26.3)
Your senior rater	23.8 (21.2,26.6)	15.3 (14.2,16.5)	9.0 (6.5,12.3)	12.5 (10.1,15.2)	16.6 (14.4,19.1)	18.4 (17.3,19.6)	13.2 (12.1,14.4)
A person who is/was higher in rank than you, but not your rater or your senior rater	46.7 (43.8,49.6)	48.3 (46.6,50.0)	66.1 (60.5,71.2)	42.0 (38.7,45.4)	42.1 (38.9,45.3)	45.9 (44.4,47.3)	53.9 (52.2,55.5)
A person who is/was at your same rank	4.5 (3.6,5.6)	5.1 (4.3,5.9)	5.0 (3.1,8.2)	3.5 (2.5,4.9)	2.6 (1.9,3.7)	4.6 (4.0,5.2)	4.5 (3.8,5.3)
A person who is/was lower in rank than you	0.4* (0.2,0.9)	0.4* (0.2,0.8)	0.4* (0.1,1.2)	3.9 (2.7,5.5)	0.9 (0.6,1.5)	0.7 (0.5,1.0)	1.1 (0.9,1.4)
A person who is not or was not in the military at the time the mentoring was provided	2.5 (1.7,3.8)	2.1 (1.7,2.7)	0.6* (0.2,1.9)	2.0 (1.2,3.2)	1.9 (1.3,3.0)	2.1 (1.7,2.6)	2.6 (2.2,3.1)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 43.3**Relative Rank of Current Mentor: By Gender Within Service**

43. Is your current mentor (or was your most recent mentor) . . . ?

Mark One.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	6,308	1,255	4,048	1,098	3,051	254	3,518	855	477	154
Responding on Item	225,371	41,613	165,539	25,938	88,678	5,946	154,798	38,261	16,074	2,116
Your rater	33.9	24.1	17.0	10.8	17.5	16.8	39.8	36.5	17.0	17.5
	(31.2,36.7)	(21.5,27.0)	(15.2,18.9)	(9.2,12.6)	(14.9,20.5)	(11.3,24.3)	(37.2,42.4)	(33.9,39.3)	(13.6,21.1)	(12.6,23.6)
Your senior rater	11.1	8.6	28.9	23.5	28.3	23.3	10.7	9.1	31.8	25.9
	(9.4,13.1)	(7.4,9.9)	(26.4,31.6)	(20.5,26.8)	(24.7,32.2)	(19.0,28.3)	(9.1,12.6)	(7.5,10.9)	(27.1,36.8)	(20.7,31.8)
A person who is/was higher in rank than you, but not your rater or your senior rater	48.3	60.0	44.4	55.3	46.9	50.0	43.9	47.3	39.8	45.9
	(45.2,51.4)	(57.4,62.5)	(41.5,47.4)	(52.3,58.3)	(43.2,50.6)	(42.7,57.4)	(41.4,46.3)	(44.8,49.9)	(35.0,44.7)	(37.9,54.1)
A person who is/was at your same rank	3.3	4.8	6.7	5.6	4.8	4.2	3.7	3.4	7.2	4.7
	(2.5,4.5)	(3.5,6.5)	(5.2,8.6)	(3.9,8.1)	(3.6,6.5)	(2.7,6.5)	(2.7,5.0)	(2.6,4.3)	(5.0,10.3)	(3.2,6.8)
A person who is/was lower in rank than you	0.9	0.7	0.8*	1.6	0.4*	0.7	0.4*	1.0	1.7	5.2*
	(0.6,1.6)	(0.4,1.2)	(0.4,1.4)	(1.0,2.5)	(0.1,1.4)	(0.5,1.1)	(0.2,0.9)	(0.6,1.7)	(1.0,2.9)	(1.8,14.5)
A person who is not or was not in the military at the time the mentoring was provided	2.4	1.9	2.2	3.2	2.1	4.9*	1.6	2.7	2.5*	0.9*
	(1.7,3.6)	(1.3,2.6)	(1.5,3.3)	(2.3,4.5)	(1.3,3.4)	(2.6,9.3)	(1.1,2.3)	(1.8,3.8)	(1.4,4.6)	(0.4,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 43.4**Relative Rank of Current Mentor: By Gender Within Paygrade**

43. Is your current mentor (or was your most recent mentor) . . . ?

Mark One.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	8,349	1,981	6,606	1,370	175	11	1,747	143	527	111
Responding on Item	191,802	41,305	337,135	51,641	12,252	888	58,832	12,073	50,439	7,967
Your rater	22.4 (19.6,25.5)	20.7 (18.2,23.5)	29.2 (27.4,31.0)	26.1 (23.9,28.3)	19.0 (14.1,25.2)	18.0 (13.9,23.0)	37.7 (33.5,42.2)	28.9 (25.7,32.2)	36.5 (33.1,40.1)	31.8 (28.6,35.3)
Your senior rater	25.7 (22.6,29.0)	15.0 (12.9,17.4)	15.8 (14.6,17.1)	12.3 (10.9,13.9)	8.9 (6.4,12.3)	10.2* (4.9,19.9)	12.8 (10.1,16.0)	10.9 (8.2,14.3)	17.1 (14.6,19.9)	13.6 (11.6,15.9)
A person who is/was higher in rank than you, but not your rater or your senior rater	45.0 (41.6,48.4)	54.7 (51.7,57.7)	47.3 (45.4,49.1)	55.1 (52.9,57.2)	66.1 (60.1,71.6)	66.5 (58.5,73.6)	40.5 (36.6,44.5)	49.4 (45.4,53.3)	41.2 (37.6,45.0)	47.3 (43.6,51.0)
A person who is/was at your same rank	4.2 (3.1,5.6)	5.8 (4.2,8.0)	5.2 (4.4,6.2)	4.1 (3.4,5.1)	5.2 (3.1,8.6)	2.3* (1.2,4.3)	3.7 (2.5,5.3)	2.4 (1.5,3.9)	2.5 (1.7,3.8)	3.1 (2.2,4.5)
A person who is/was lower in rank than you	0.4* (0.1,1.0)	0.5* (0.2,1.2)	0.5* (0.3,0.9)	0.2* (0.1,0.5)	0.2* (0.0,1.3)	2.4* (1.2,4.8)	3.3 (2.0,5.4)	6.8 (4.9,9.5)	0.8 (0.5,1.5)	1.4 (0.8,2.3)
A person who is not or was not in the military at the time the mentoring was provided	2.4 (1.4,3.9)	3.2 (2.4,4.4)	2.1 (1.6,2.8)	2.3 (1.7,3.1)	0.6* (0.2,2.1)	0.7* (0.2,2.1)	2.1 (1.2,3.6)	1.7* (0.9,3.1)	1.8 (1.1,2.9)	2.8 (1.7,4.5)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44a.1***Helpfulness of Current Mentor's Teaching of Job Skills: By Service***

44a. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Teaches job skills

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	18,226	17,700	6,037	4,562	3,296	3,807	526
Responding on Item	767,126	748,831	268,510	192,062	94,634	193,625	18,294
Not provided	9.0 (8.3,9.7)	9.0 (8.3,9.7)	7.2 (6.2,8.3)	9.1 (7.6,10.7)	9.5 (7.6,11.7)	11.3 (10.1,12.6)	8.2 (5.9,11.1)
Not at all helpful	1.2 (1.0,1.5)	1.2 (1.0,1.5)	1.5 (1.0,2.1)	1.2 (0.7,1.9)	1.1* (0.6,2.1)	0.9 (0.6,1.3)	1.5* (0.6,3.6)
Slightly helpful	6.9 (6.3,7.5)	6.9 (6.2,7.5)	7.1 (6.0,8.5)	5.8 (4.6,7.3)	7.0 (5.6,8.7)	7.5 (6.4,8.7)	6.6 (5.0,8.7)
Moderately helpful	15.1 (14.1,16.1)	15.0 (14.1,16.0)	15.9 (14.3,17.8)	15.3 (13.4,17.4)	13.7 (11.5,16.3)	14.2 (12.6,15.9)	16.6 (13.5,20.1)
Very helpful	39.2 (37.9,40.4)	39.1 (37.8,40.4)	39.4 (37.2,41.7)	41.2 (38.3,44.1)	36.4 (33.4,39.6)	37.9 (35.6,40.3)	41.0 (36.1,46.0)
Extremely helpful	28.7 (27.5,30.0)	28.8 (27.5,30.1)	28.8 (26.6,31.2)	27.5 (25.2,30.0)	32.3 (28.9,35.9)	28.3 (26.1,30.7)	26.2 (22.0,30.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44a.2***Helpfulness of Current Mentor's Teaching of Job Skills: By Paygrade and Gender***

44a. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Teaches job skills

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	8,764	6,407	216	1,998	841	14,617	3,610
Responding on Item	234,671	390,345	13,110	70,797	58,202	653,246	113,879
Not provided	8.4 (7.1,10.0)	8.5 (7.7,9.4)	8.9 (6.4,12.3)	10.0 (8.1,12.3)	13.4 (11.5,15.6)	8.2 (7.5,9.0)	13.5 (12.5,14.5)
Not at all helpful	0.7 (0.4,1.2)	1.5 (1.1,2.0)	1.3* (0.6,3.3)	1.5 (0.8,2.6)	1.0* (0.5,1.8)	1.2 (1.0,1.5)	1.2 (0.9,1.7)
Slightly helpful	6.9 (5.6,8.4)	6.0 (5.1,7.1)	11.1 (7.2,16.8)	7.9 (6.2,9.9)	10.1 (8.4,12.0)	6.7 (6.0,7.5)	7.6 (6.7,8.5)
Moderately helpful	15.0 (13.1,17.1)	13.8 (12.6,15.1)	18.0 (13.8,23.1)	17.4 (14.8,20.3)	20.4 (18.1,22.8)	15.5 (14.4,16.6)	12.8 (11.8,13.9)
Very helpful	37.9 (35.2,40.7)	40.5 (38.7,42.4)	31.3 (26.6,36.4)	39.3 (35.7,43.2)	36.4 (33.4,39.6)	39.7 (38.3,41.2)	35.8 (34.5,37.1)
Extremely helpful	31.1 (28.6,33.7)	29.6 (27.9,31.5)	29.4 (23.6,35.9)	23.9 (20.8,27.3)	18.8 (16.6,21.2)	28.7 (27.2,30.1)	29.2 (27.8,30.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44a.3***Helpfulness of Current Mentor's Teaching of Job Skills: By Gender Within Service***

44a. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Teaches job skills

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	4,837	1,200	3,467	1,095	3,045	250	2,932	874	336	190
Responding on Item	226,843	41,668	166,120	25,941	88,684	5,950	155,384	38,241	16,215	2,079
Not provided	6.5 (5.3,7.8)	11.1 (9.6,12.8)	8.5 (6.9,10.4)	12.7 (10.8,14.9)	8.9 (6.9,11.3)	18.3 (13.1,25.0)	10.2 (8.8,11.7)	15.8 (14.0,17.9)	7.6 (5.2,10.9)	12.4 (8.0,18.8)
Not at all helpful	1.4 (1.0,2.1)	1.7* (0.9,3.1)	1.2 (0.7,2.1)	0.9* (0.5,1.8)	1.1* (0.5,2.2)	1.2* (0.6,2.4)	0.9 (0.5,1.5)	1.0 (0.6,1.6)	1.6* (0.6,4.0)	1.1* (0.5,2.3)
Slightly helpful	7.2 (5.8,8.8)	7.0 (5.7,8.6)	5.6 (4.3,7.2)	7.3 (5.4,9.8)	7.1 (5.7,8.9)	5.3 (3.8,7.3)	7.2 (5.9,8.8)	8.6 (7.0,10.4)	6.1 (4.4,8.4)	10.4 (6.4,16.3)
Moderately helpful	16.5 (14.6,18.7)	12.7 (11.1,14.5)	15.4 (13.3,17.8)	14.7 (12.3,17.4)	13.7 (11.3,16.5)	14.1 (11.1,17.8)	14.8 (12.9,17.0)	11.4 (9.8,13.2)	16.9 (13.5,20.9)	14.3 (9.3,21.4)
Very helpful	39.6 (37.1,42.2)	38.5 (35.9,41.3)	41.7 (38.4,45.0)	37.9 (34.9,41.1)	36.6 (33.4,40.0)	33.1 (29.0,37.5)	39.5 (36.7,42.3)	31.7 (29.4,34.0)	41.5 (36.2,46.9)	37.4 (31.3,43.9)
Extremely helpful	28.8 (26.2,31.6)	29.0 (26.5,31.7)	27.7 (25.0,30.5)	26.5 (23.8,29.5)	32.6 (29.1,36.3)	28.0 (21.8,35.2)	27.5 (24.8,30.3)	31.6 (29.2,34.1)	26.4 (21.7,31.6)	24.4 (19.2,30.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44a.4***Helpfulness of Current Mentor's Teaching of Job Skills: By Gender Within Paygrade***

44a. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Teaches job skills

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	6,946	1,819	5,101	1,306	213	2	1,674	325	683	158
Responding on Item	193,204	41,467	338,640	51,705	12,214	897	58,905	11,891	50,283	7,920
Not provided	7.6 (6.1,9.5)	12.2 (10.3,14.4)	7.7 (6.8,8.7)	13.7 (12.4,15.2)	8.5 (5.8,12.1)	15.1 (11.8,19.2)	9.1 (7.0,11.8)	14.5 (11.4,18.3)	12.9 (10.7,15.4)	16.7 (14.0,19.7)
Not at all helpful	0.7* (0.3,1.4)	0.9 (0.6,1.5)	1.5 (1.1,2.1)	1.5* (0.8,2.6)	1.3* (0.5,3.4)	1.7* (0.9,3.3)	1.5* (0.8,2.8)	1.6* (0.8,3.1)	1.0* (0.5,2.0)	0.8* (0.4,1.4)
Slightly helpful	6.7 (5.2,8.5)	7.9 (6.3,9.8)	6.0 (4.9,7.2)	6.6 (5.6,7.7)	11.1 (7.0,17.3)	10.5 (6.0,17.7)	7.4 (5.5,9.9)	10.1 (7.9,12.8)	10.3 (8.5,12.6)	8.3 (6.6,10.5)
Moderately helpful	15.3 (13.0,17.8)	13.6 (11.7,15.8)	14.2 (12.8,15.7)	11.4 (10.1,12.9)	18.3 (13.8,23.8)	14.0 (8.5,22.1)	18.2 (15.2,21.7)	13.3 (10.8,16.2)	20.9 (18.4,23.7)	16.9 (14.1,20.0)
Very helpful	38.5 (35.2,41.8)	35.4 (32.8,38.1)	41.3 (39.3,43.3)	35.9 (33.8,37.9)	30.9 (26.0,36.4)	36.5 (29.3,44.4)	39.5 (35.2,44.1)	38.3 (34.6,42.2)	36.9 (33.4,40.6)	33.4 (30.0,37.1)
Extremely helpful	31.3 (28.4,34.5)	30.1 (27.3,33.0)	29.4 (27.4,31.5)	31.0 (28.8,33.3)	29.9 (23.7,36.9)	22.2 (17.7,27.5)	24.2 (20.6,28.4)	22.2 (19.1,25.6)	18.0 (15.6,20.6)	23.9 (20.5,27.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44b.1***Helpfulness of Current Mentor's Feedback on Performance: By Service***

44b. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Gives feedback on your job performance

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,071	18,405	6,348	4,868	3,320	3,870	666
Responding on Item	766,281	748,127	268,199	191,755	94,611	193,562	18,155
Not provided	6.2 (5.7,6.7)	6.2 (5.7,6.8)	4.2 (3.4,5.1)	5.8 (4.7,7.2)	6.9 (5.3,8.9)	9.0 (8.0,10.2)	6.2 (4.1,9.2)
Not at all helpful	1.0 (0.7,1.2)	0.9 (0.7,1.2)	1.0 (0.7,1.5)	1.3 (0.8,2.1)	0.7* (0.3,1.5)	0.7 (0.4,1.1)	2.2* (1.1,4.3)
Slightly helpful	5.1 (4.5,5.6)	5.1 (4.5,5.7)	4.8 (3.8,6.1)	5.1 (4.1,6.4)	5.0 (3.8,6.5)	5.3 (4.6,6.2)	5.2 (3.6,7.6)
Moderately helpful	14.0 (13.1,15.0)	13.9 (13.0,15.0)	13.4 (11.7,15.4)	15.4 (13.3,17.8)	14.4 (12.2,16.9)	13.0 (11.7,14.4)	17.6 (14.2,21.7)
Very helpful	43.1 (41.9,44.4)	43.1 (41.8,44.4)	43.3 (40.8,45.7)	44.2 (41.7,46.7)	42.9 (40.2,45.5)	41.9 (40.0,43.8)	43.8 (39.0,48.7)
Extremely helpful	30.7 (29.4,32.1)	30.8 (29.5,32.2)	33.4 (30.8,36.1)	28.2 (26.2,30.3)	30.2 (27.2,33.5)	30.2 (28.5,32.0)	25.0 (20.9,29.5)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44b.2***Helpfulness of Current Mentor's Feedback on Performance: By Paygrade and Gender***

44b. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Gives feedback on your job performance

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,139	7,004	356	1,811	759	15,256	3,814
Responding on Item	234,296	389,748	12,970	70,983	58,284	652,607	113,675
Not provided	6.6 (5.5,7.9)	5.0 (4.3,5.8)	8.3 (4.8,13.8)	8.8 (7.2,10.8)	8.7 (7.0,10.7)	5.5 (4.9,6.2)	10.0 (9.1,10.9)
Not at all helpful	0.8 (0.5,1.4)	1.0 (0.7,1.5)	0.8* (0.3,2.3)	1.3* (0.7,2.4)	0.8* (0.4,1.7)	1.0 (0.7,1.3)	1.0 (0.7,1.3)
Slightly helpful	5.8 (4.6,7.3)	4.4 (3.7,5.2)	7.1 (4.9,10.2)	6.0 (4.4,8.0)	5.0 (4.0,6.2)	5.1 (4.5,5.8)	4.8 (4.0,5.6)
Moderately helpful	15.0 (13.1,17.2)	12.1 (10.8,13.5)	19.2 (14.2,25.5)	17.5 (14.9,20.4)	17.4 (15.1,20.0)	14.4 (13.3,15.6)	12.0 (10.9,13.1)
Very helpful	41.5 (39.1,44.0)	44.4 (42.5,46.2)	38.2 (33.5,43.1)	40.9 (37.8,44.1)	44.9 (42.1,47.7)	44.0 (42.5,45.4)	38.1 (36.5,39.8)
Extremely helpful	30.3 (28.0,32.7)	33.1 (31.4,35.0)	26.4 (20.5,33.3)	25.6 (22.6,28.8)	23.2 (21.0,25.7)	30.1 (28.5,31.7)	34.3 (32.6,35.9)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44b.3***Helpfulness of Current Mentor's Feedback on Performance: By Gender Within Service***

44b. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Gives feedback on your job performance

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	4,949	1,399	3,770	1,098	3,048	271	3,019	851	470	195
Responding on Item	226,730	41,469	165,817	25,938	88,682	5,929	155,297	38,265	16,081	2,074
Not provided	3.8	6.3	5.2	9.2	6.3	15.3	7.9	13.5	5.5	11.6
	(2.9,4.9)	(5.1,7.7)	(4.0,6.8)	(7.4,11.3)	(4.7,8.4)	(10.2,22.5)	(6.7,9.3)	(11.9,15.4)	(3.4,8.8)	(7.4,17.7)
Not at all helpful	1.0	1.1	1.3	0.7*	0.6*	1.1*	0.6*	1.0	2.3*	1.1*
	(0.6,1.6)	(0.7,1.7)	(0.8,2.3)	(0.3,1.5)	(0.3,1.5)	(0.5,2.4)	(0.3,1.1)	(0.6,1.5)	(1.2,4.7)	(0.6,2.4)
Slightly helpful	4.9	4.6	5.1	5.3	4.9	6.4	5.6	4.1	4.7	9.1
	(3.7,6.4)	(3.3,6.3)	(3.9,6.6)	(4.0,7.1)	(3.6,6.6)	(3.7,10.9)	(4.7,6.7)	(3.0,5.5)	(3.0,7.4)	(5.3,15.2)
Moderately helpful	13.7	11.8	15.6	14.3	14.7	10.1	13.5	10.9	18.5	10.6
	(11.7,16.0)	(10.2,13.7)	(13.2,18.3)	(11.8,17.3)	(12.4,17.4)	(7.6,13.3)	(11.9,15.3)	(9.3,12.7)	(14.7,23.1)	(8.4,13.4)
Very helpful	43.5	42.2	45.1	38.2	43.4	34.8	43.8	34.0	44.0	42.6
	(40.6,46.4)	(39.3,45.0)	(42.3,48.0)	(35.2,41.3)	(40.6,46.2)	(29.3,40.8)	(41.4,46.3)	(31.3,36.8)	(38.7,49.4)	(36.1,49.4)
Extremely helpful	33.2	34.1	27.6	32.3	30.1	32.3	28.6	36.6	25.0	24.9
	(30.1,36.5)	(31.5,36.8)	(25.3,30.0)	(29.2,35.7)	(26.9,33.5)	(25.9,39.4)	(26.5,30.8)	(33.9,39.3)	(20.5,30.1)	(19.2,31.7)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44b.4***Helpfulness of Current Mentor's Feedback on Performance: By Gender Within Paygrade***

44b. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Gives feedback on your job performance

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,194	1,946	5,550	1,454	347	9	1,557	255	609	150
Responding on Item	192,957	41,340	338,191	51,557	12,080	890	59,022	11,961	50,357	7,928
Not provided	6.0 (4.8,7.4)	9.6 (7.9,11.6)	4.4 (3.6,5.3)	9.2 (8.1,10.5)	8.3 (4.7,14.3)	7.8 (5.1,11.8)	7.8 (6.0,10.2)	13.5 (10.6,17.1)	8.3 (6.4,10.6)	11.3 (9.0,14.1)
Not at all helpful	0.7* (0.3,1.5)	1.2 (0.7,1.8)	1.1 (0.7,1.6)	0.8 (0.5,1.3)	0.8* (0.3,2.4)	0.3* (0.1,1.5)	1.2* (0.6,2.7)	1.4* (0.8,2.6)	0.9* (0.4,1.9)	0.5* (0.2,1.1)
Slightly helpful	5.7 (4.3,7.5)	6.3 (4.9,8.1)	4.5 (3.7,5.4)	3.5 (2.6,4.7)	6.9 (4.6,10.3)	9.5* (5.2,16.8)	6.4 (4.5,8.9)	3.9 (2.6,5.9)	4.9 (3.8,6.4)	5.4 (4.2,7.1)
Moderately helpful	15.4 (13.1,18.0)	13.5 (11.5,15.8)	12.4 (11.0,14.1)	9.8 (8.5,11.4)	19.6 (14.2,26.4)	13.5 (9.6,18.6)	18.2 (15.2,21.7)	13.8 (11.4,16.6)	17.8 (15.2,20.8)	14.9 (12.3,17.9)
Very helpful	42.9 (39.9,45.9)	35.2 (32.0,38.4)	45.1 (43.0,47.2)	39.7 (37.2,42.1)	37.4 (32.5,42.5)	49.8 (41.9,57.6)	41.0 (37.4,44.8)	40.3 (37.2,43.5)	45.8 (42.6,49.0)	38.9 (35.5,42.5)
Extremely helpful	29.4 (26.7,32.3)	34.3 (31.1,37.5)	32.6 (30.5,34.7)	37.0 (34.8,39.3)	27.0 (20.7,34.4)	19.2 (14.6,24.8)	25.3 (21.9,29.0)	27.0 (23.7,30.6)	22.3 (19.7,25.2)	29.0 (25.7,32.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44c.1***Helpfulness of Current Mentor's Assigning Challenging Tasks: By Service***

44c. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Assigns challenging tasks

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	20,781	20,209	7,148	5,294	3,595	4,174	572
Responding on Item	764,571	746,323	267,400	191,330	94,335	193,258	18,248
Not provided	12.2 (11.3,13.1)	12.2 (11.3,13.1)	10.7 (9.3,12.3)	12.4 (10.6,14.4)	11.8 (9.8,14.0)	14.1 (12.7,15.6)	13.1 (10.5,16.3)
Not at all helpful	1.3 (1.0,1.6)	1.2 (1.0,1.5)	1.0 (0.6,1.5)	1.1 (0.7,1.9)	2.2 (1.3,3.5)	1.2 (0.8,1.7)	3.2 (1.9,5.2)
Slightly helpful	5.5 (5.0,6.2)	5.5 (4.9,6.1)	5.4 (4.4,6.8)	6.0 (4.8,7.5)	3.5 (2.4,5.1)	6.0 (5.1,7.2)	7.3 (5.4,9.9)
Moderately helpful	14.6 (13.6,15.6)	14.6 (13.6,15.7)	13.9 (12.3,15.8)	15.8 (13.7,18.1)	17.4 (14.5,20.7)	13.0 (11.5,14.7)	12.5 (9.6,16.1)
Very helpful	38.2 (36.9,39.6)	38.2 (36.8,39.5)	40.1 (37.5,42.7)	38.3 (35.5,41.2)	34.5 (31.9,37.2)	37.2 (35.1,39.4)	41.4 (37.2,45.6)
Extremely helpful	28.2 (26.9,29.6)	28.4 (27.0,29.8)	28.9 (26.5,31.4)	26.4 (24.1,28.9)	30.7 (27.7,33.9)	28.5 (26.3,30.8)	22.5 (18.8,26.8)

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44c.2***Helpfulness of Current Mentor's Assigning Challenging Tasks: By Paygrade and Gender***

44c. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Assigns challenging tasks

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	10,172	7,294	322	2,023	968	16,860	3,922
Responding on Item	233,263	389,457	13,004	70,771	58,075	651,003	113,568
Not provided	11.0 (9.4,12.8)	11.0 (9.8,12.3)	23.1 (18.1,29.0)	16.1 (13.8,18.8)	17.7 (15.3,20.4)	11.1 (10.1,12.1)	18.5 (17.3,19.7)
Not at all helpful	1.4 (0.9,2.1)	1.2 (0.8,1.7)	0.8* (0.3,2.2)	1.3 (0.7,2.2)	1.4 (0.8,2.3)	1.3 (1.0,1.6)	1.3 (1.0,1.8)
Slightly helpful	6.8 (5.5,8.3)	4.8 (4.1,5.7)	8.6 (5.2,14.0)	5.5 (4.1,7.3)	4.6 (3.5,6.2)	5.5 (4.9,6.3)	5.6 (4.9,6.4)
Moderately helpful	18.7 (16.4,21.2)	12.1 (11.0,13.3)	13.2 (10.3,16.9)	16.4 (13.8,19.4)	12.5 (10.4,15.0)	14.9 (13.7,16.1)	12.7 (11.8,13.7)
Very helpful	35.8 (33.0,38.7)	40.0 (38.1,41.9)	29.5 (25.5,33.9)	36.4 (33.2,39.7)	40.6 (37.6,43.6)	39.1 (37.5,40.6)	33.5 (32.0,35.1)
Extremely helpful	26.4 (24.2,28.6)	30.9 (29.0,32.9)	24.8 (19.4,31.1)	24.4 (21.4,27.7)	23.2 (20.5,26.1)	28.2 (26.7,29.8)	28.3 (26.9,29.7)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44c.3**Helpfulness of Current Mentor's Assigning Challenging Tasks: By Gender Within Service**

44c. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Assigns challenging tasks

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,779	1,369	4,077	1,217	3,321	273	3,315	859	368	205
Responding on Item	225,900	41,499	165,510	25,819	88,408	5,927	155,001	38,257	16,183	2,065
Not provided	9.7	16.3	11.2	19.9	11.0	23.6	13.0	18.9	11.7	24.3
	(8.0,11.6)	(14.6,18.1)	(9.3,13.5)	(17.2,22.9)	(8.9,13.4)	(18.3,29.9)	(11.3,14.8)	(17.1,20.9)	(9.0,15.2)	(17.8,32.1)
Not at all helpful	0.9	1.4	1.2	0.9*	2.2	1.2*	1.1	1.5*	3.3	2.2
	(0.5,1.6)	(1.0,2.1)	(0.7,2.0)	(0.5,1.6)	(1.3,3.6)	(0.5,2.5)	(0.7,1.8)	(0.7,2.9)	(1.9,5.7)	(1.4,3.7)
Slightly helpful	5.4	5.4	5.9	6.6	3.4	4.4	6.3	5.2	7.1	9.2
	(4.2,7.1)	(4.2,7.0)	(4.6,7.5)	(4.7,9.1)	(2.2,5.1)	(2.9,6.7)	(5.1,7.7)	(4.2,6.4)	(5.0,10.0)	(5.3,15.5)
Moderately helpful	14.3	11.8	15.9	14.7	17.8	12.2	13.1	12.6	12.7	11.4
	(12.4,16.5)	(10.2,13.7)	(13.5,18.7)	(12.4,17.3)	(14.7,21.3)	(9.1,16.1)	(11.3,15.2)	(11.2,14.1)	(9.5,16.7)	(8.5,15.2)
Very helpful	40.6	37.2	39.4	31.3	34.8	30.2	38.5	31.7	42.6	31.5
	(37.6,43.6)	(34.4,40.0)	(36.2,42.7)	(28.0,34.8)	(32.0,37.7)	(26.0,34.7)	(35.8,41.3)	(29.4,34.2)	(38.1,47.2)	(25.4,38.4)
Extremely helpful	29.1	27.9	26.4	26.7	30.9	28.5	28.1	30.2	22.7	21.3
	(26.2,32.1)	(25.5,30.4)	(23.8,29.2)	(23.9,29.8)	(27.7,34.2)	(22.3,35.6)	(25.4,30.8)	(27.9,32.6)	(18.5,27.5)	(17.1,26.3)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44c.4***Helpfulness of Current Mentor's Assigning Challenging Tasks: By Gender Within Paygrade***

44c. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Assigns challenging tasks

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	8,198	1,976	5,871	1,423	316	7	1,732	292	745	224
Responding on Item	191,953	41,310	337,870	51,587	12,111	892	58,847	11,924	50,221	7,854
Not provided	9.7 (7.9,11.9)	16.8 (14.6,19.3)	10.0 (8.7,11.4)	17.6 (16.0,19.3)	22.4 (17.2,28.8)	32.1 (25.1,39.9)	14.6 (11.9,17.7)	23.8 (20.0,28.0)	16.7 (14.0,19.8)	23.9 (20.8,27.2)
Not at all helpful	1.3 (0.8,2.1)	2.0 (1.2,3.3)	1.2 (0.9,1.8)	0.8 (0.5,1.2)	0.8* (0.3,2.3)	0.3* (0.1,1.2)	1.2* (0.6,2.3)	1.7* (0.9,3.1)	1.5 (0.9,2.6)	0.6* (0.3,1.3)
Slightly helpful	6.6 (5.2,8.3)	7.7 (6.2,9.5)	4.9 (4.1,5.9)	4.2 (3.3,5.3)	8.6 (5.0,14.4)	9.2* (4.9,16.7)	5.4 (3.9,7.6)	5.8 (4.1,8.2)	4.8 (3.5,6.6)	3.4 (2.4,4.9)
Moderately helpful	19.5 (16.8,22.6)	14.7 (12.8,16.9)	12.2 (10.9,13.6)	11.3 (10.1,12.7)	13.4 (10.2,17.3)	11.2 (7.6,16.3)	17.2 (14.1,20.7)	12.4 (10.0,15.3)	12.7 (10.3,15.4)	11.8 (9.7,14.3)
Very helpful	36.7 (33.3,40.2)	31.7 (28.8,34.8)	40.8 (38.7,42.8)	35.0 (32.8,37.2)	29.3 (25.0,34.0)	32.2 (25.4,39.9)	36.7 (33.0,40.6)	34.5 (31.0,38.1)	41.8 (38.5,45.3)	32.6 (29.5,35.9)
Extremely helpful	26.2 (23.7,29.0)	27.1 (24.3,30.1)	30.9 (28.7,33.1)	31.2 (29.0,33.4)	25.5 (19.8,32.3)	15.1 (10.9,20.4)	24.9 (21.4,28.8)	21.8 (18.8,25.2)	22.5 (19.5,25.8)	27.6 (24.1,31.5)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44d.1***Helpfulness of Current Mentor in Developing Your Skills/Competencies: By Service***

44d. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Helps develop your skills/competencies for future assignments

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,624	19,087	6,469	5,175	3,387	4,056	538
Responding on Item	765,728	747,445	268,078	191,448	94,544	193,375	18,283
Not provided	4.7 (4.2,5.3)	4.7 (4.2,5.3)	3.6 (2.9,4.6)	4.9 (3.8,6.3)	4.7 (3.4,6.3)	6.0 (5.1,7.1)	5.6 (3.6,8.4)
Not at all helpful	1.3 (1.1,1.5)	1.3 (1.0,1.5)	1.2 (0.8,1.6)	1.4 (0.9,2.2)	1.6 (1.0,2.8)	1.1 (0.7,1.8)	1.7* (0.8,3.7)
Slightly helpful	4.9 (4.3,5.5)	4.9 (4.3,5.5)	4.8 (3.8,6.0)	5.5 (4.5,6.6)	3.6 (2.6,5.0)	5.1 (4.2,6.1)	5.8 (4.1,8.1)
Moderately helpful	12.9 (12.1,13.8)	12.8 (12.0,13.7)	13.4 (11.9,15.1)	12.5 (10.7,14.5)	12.9 (10.5,15.8)	12.2 (10.7,13.8)	16.8 (13.6,20.7)
Very helpful	41.0 (39.6,42.4)	41.0 (39.6,42.4)	42.0 (39.7,44.4)	41.0 (38.4,43.7)	37.7 (34.5,40.9)	41.2 (39.1,43.3)	40.8 (36.7,45.0)
Extremely helpful	35.3 (33.9,36.6)	35.4 (34.0,36.8)	35.0 (32.8,37.4)	34.8 (32.7,37.0)	39.5 (36.6,42.6)	34.5 (32.3,36.7)	29.3 (25.1,33.9)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44d.2**Helpfulness of Current Mentor in Developing Your Skills/Competencies: By Paygrade and Gender**

44d. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Helps develop your skills/competencies for future assignments

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,305	7,315	245	1,838	920	15,985	3,640
Responding on Item	234,130	389,437	13,081	70,957	58,123	651,878	113,850
Not provided	5.2 (4.2,6.3)	4.0 (3.4,4.8)	7.6 (4.3,13.1)	5.2 (3.9,6.9)	6.2 (4.9,7.7)	4.3 (3.8,4.9)	7.0 (6.2,7.9)
Not at all helpful	1.3 (0.8,1.9)	1.2 (0.9,1.7)	0.2* (0.0,1.3)	1.9 (1.1,3.2)	1.2* (0.6,2.2)	1.2 (1.0,1.5)	1.5 (1.1,2.2)
Slightly helpful	5.1 (4.2,6.1)	4.6 (3.8,5.4)	6.7 (4.0,10.9)	5.9 (4.5,7.8)	4.8 (3.6,6.2)	4.9 (4.3,5.7)	4.7 (4.2,5.3)
Moderately helpful	14.0 (12.2,16.1)	11.5 (10.3,12.8)	18.3 (14.0,23.6)	13.2 (11.0,15.6)	16.4 (13.8,19.2)	13.1 (12.1,14.1)	12.0 (11.0,13.1)
Very helpful	39.4 (36.7,42.2)	41.4 (39.5,43.4)	36.7 (31.1,42.6)	43.5 (40.0,47.1)	42.4 (39.4,45.5)	41.4 (39.8,43.1)	38.4 (36.9,40.0)
Extremely helpful	35.1 (32.6,37.7)	37.3 (35.4,39.3)	30.6 (24.5,37.5)	30.4 (27.3,33.6)	29.2 (26.7,31.7)	35.1 (33.5,36.6)	36.4 (35.0,37.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44d.3***Helpfulness of Current Mentor in Developing Your Skills/Competencies: By Gender Within Service***

44d. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Helps develop your skills/competencies for future assignments

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,242	1,228	4,041	1,134	3,121	264	3,245	811	336	202
Responding on Item	226,437	41,640	165,547	25,901	88,608	5,935	155,071	38,304	16,215	2,068
Not provided	3.3	5.4	4.5	7.4	4.4	8.8	5.5	8.2	5.3	7.7
	(2.4,4.4)	(4.4,6.7)	(3.3,6.1)	(5.9,9.3)	(3.1,6.2)	(5.9,13.1)	(4.4,6.8)	(6.7,10.0)	(3.2,8.6)	(5.1,11.4)
Not at all helpful	1.0	2.1	1.5	1.0*	1.7	1.1*	1.1	1.4*	1.8*	1.3*
	(0.6,1.6)	(1.2,3.4)	(0.9,2.5)	(0.5,2.0)	(1.0,2.9)	(0.6,2.3)	(0.6,1.8)	(0.6,2.8)	(0.8,4.1)	(0.7,2.6)
Slightly helpful	4.9	4.2	5.4	5.5	3.6	3.5	5.1	4.8	5.8	5.5
	(3.7,6.3)	(3.5,5.2)	(4.4,6.7)	(4.1,7.2)	(2.5,5.1)	(2.3,5.5)	(4.1,6.4)	(3.8,6.2)	(3.9,8.4)	(3.8,7.9)
Moderately helpful	13.9	10.9	12.1	15.0	13.0	12.1	12.5	10.9	16.7	17.7
	(12.2,15.8)	(9.2,12.7)	(10.2,14.4)	(12.7,17.6)	(10.5,16.0)	(9.1,15.8)	(10.8,14.4)	(9.2,12.9)	(13.2,20.9)	(12.3,24.7)
Very helpful	42.2	40.9	41.6	37.3	37.8	36.1	42.2	36.8	41.1	38.1
	(39.4,45.1)	(38.5,43.4)	(38.6,44.6)	(34.3,40.5)	(34.4,41.2)	(31.5,40.9)	(39.6,44.9)	(34.6,39.1)	(36.6,45.8)	(31.2,45.5)
Extremely helpful	34.8	36.6	34.9	33.9	39.6	38.4	33.6	37.9	29.3	29.7
	(32.1,37.5)	(34.2,39.0)	(32.5,37.5)	(31.0,36.8)	(36.5,42.8)	(32.1,45.1)	(30.9,36.5)	(35.3,40.6)	(24.6,34.4)	(23.9,36.3)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44d.4***Helpfulness of Current Mentor in Developing Your Skills/Competencies: By Gender Within Paygrade***

44d. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Helps develop your skills/competencies for future assignments

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,393	1,914	5,982	1,333	242	2	1,607	232	761	159
Responding on Item	192,758	41,372	337,759	51,678	12,185	897	58,972	11,985	50,204	7,919
Not provided	4.7 (3.7,6.1)	7.2 (5.6,9.0)	3.7 (3.0,4.5)	6.4 (5.5,7.4)	7.6* (4.1,13.6)	7.1 (4.9,10.1)	4.5 (3.1,6.6)	8.5 (6.3,11.3)	5.8 (4.4,7.6)	8.6 (6.7,10.9)
Not at all helpful	1.1 (0.6,1.9)	2.1 (1.2,3.6)	1.3 (0.9,1.7)	1.1* (0.6,2.3)	0.2* (0.0,1.3)	0.0 (N/A,N/A)	1.9* (1.0,3.4)	1.9* (1.0,3.4)	1.3* (0.6,2.5)	0.5* (0.2,1.1)
Slightly helpful	5.0 (4.0,6.3)	5.5 (4.5,6.8)	4.7 (3.8,5.7)	3.9 (3.2,4.7)	6.4 (3.7,11.0)	10.1* (4.5,21.2)	6.1 (4.4,8.3)	5.2 (3.6,7.3)	4.8 (3.5,6.5)	4.5 (3.2,6.3)
Moderately helpful	14.3 (12.1,16.7)	12.8 (10.9,15.0)	11.6 (10.2,13.1)	10.9 (9.5,12.4)	18.6 (14.0,24.2)	14.8 (11.5,18.7)	13.2 (10.8,16.0)	12.9 (10.5,15.8)	16.8 (14.0,20.1)	13.6 (11.4,16.1)
Very helpful	39.9 (36.5,43.3)	37.3 (34.6,40.1)	41.9 (39.7,44.1)	38.4 (36.0,40.9)	36.1 (30.3,42.3)	44.4 (37.0,52.1)	43.9 (39.8,48.1)	41.7 (37.8,45.6)	43.0 (39.5,46.7)	38.6 (35.0,42.3)
Extremely helpful	35.1 (32.1,38.3)	35.1 (32.3,38.0)	37.0 (34.8,39.3)	39.4 (37.2,41.7)	31.1 (24.6,38.5)	23.7 (18.8,29.3)	30.4 (27.0,34.2)	29.9 (26.3,33.7)	28.3 (25.5,31.4)	34.3 (30.5,38.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44e.1***Helpfulness of Current Mentor's Support and Encouragement: By Service***

44e. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides support and encouragement

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,250	18,724	6,518	4,856	3,613	3,738	526
Responding on Item	766,102	747,808	268,029	191,767	94,318	193,694	18,294
Not provided	1.5 (1.2,1.9)	1.4 (1.1,1.8)	1.1 (0.6,1.8)	1.6 (1.0,2.7)	2.6 (1.7,4.0)	1.2 (0.8,1.8)	2.2* (0.9,5.3)
Not at all helpful	0.7 (0.6,1.0)	0.7 (0.5,1.0)	0.7 (0.4,1.2)	1.0 (0.6,1.8)	1.0* (0.5,1.9)	0.3* (0.1,0.7)	1.6* (0.7,3.7)
Slightly helpful	3.6 (3.1,4.2)	3.6 (3.0,4.2)	3.5 (2.8,4.4)	4.2 (3.1,5.7)	4.0 (2.8,5.5)	2.8 (2.2,3.5)	6.1 (4.5,8.4)
Moderately helpful	11.1 (10.3,12.0)	11.1 (10.2,12.0)	10.6 (9.2,12.2)	12.3 (10.4,14.5)	11.6 (9.7,13.8)	10.2 (8.9,11.8)	14.2 (11.4,17.6)
Very helpful	40.2 (39.0,41.5)	40.2 (38.9,41.5)	41.0 (38.5,43.6)	40.0 (37.4,42.6)	38.9 (35.9,42.1)	39.8 (37.6,42.0)	42.7 (38.8,46.7)
Extremely helpful	42.8 (41.6,44.1)	43.1 (41.8,44.3)	43.1 (40.6,45.7)	40.9 (38.6,43.1)	42.0 (38.8,45.2)	45.7 (43.4,48.0)	33.2 (29.1,37.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44e.2***Helpfulness of Current Mentor's Support and Encouragement: By Paygrade and Gender***

44e. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides support and encouragement

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,412	7,177	216	1,742	703	15,571	3,679
Responding on Item	234,023	389,575	13,110	71,053	58,341	652,292	113,810
Not provided	1.9 (1.3,2.9)	1.2 (0.9,1.7)	2.3* (0.5,9.4)	1.2* (0.7,2.2)	1.2* (0.6,2.5)	1.5 (1.1,1.9)	1.4 (1.1,1.8)
Not at all helpful	1.1 (0.7,1.8)	0.6 (0.4,0.9)	0.5* (0.1,1.6)	1.1* (0.5,2.3)	0.3* (0.1,0.7)	0.7 (0.5,1.0)	0.8 (0.5,1.5)
Slightly helpful	4.2 (3.3,5.4)	3.3 (2.6,4.2)	2.8 (1.6,4.8)	3.9 (2.6,5.7)	2.9 (2.2,3.9)	3.8 (3.2,4.5)	2.7 (2.2,3.3)
Moderately helpful	12.2 (10.4,14.2)	9.8 (8.6,11.1)	12.5 (9.7,16.1)	14.3 (12.1,16.7)	11.8 (9.8,14.3)	11.8 (10.8,12.8)	7.6 (6.8,8.6)
Very helpful	38.2 (35.5,41.1)	41.2 (39.3,43.2)	42.3 (35.9,49.0)	40.1 (36.5,43.8)	41.5 (38.5,44.5)	41.1 (39.7,42.6)	35.2 (33.8,36.6)
Extremely helpful	42.4 (39.7,45.1)	43.9 (42.1,45.7)	39.6 (33.0,46.7)	39.5 (35.7,43.5)	42.3 (39.4,45.3)	41.2 (39.8,42.6)	52.3 (50.9,53.7)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44e.3***Helpfulness of Current Mentor's Support and Encouragement: By Gender Within Service***

44e. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides support and encouragement

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,222	1,296	3,743	1,114	3,366	245	2,904	834	336	190
Responding on Item	226,457	41,572	165,845	25,922	88,363	5,954	155,413	38,282	16,215	2,079
Not provided	1.0*	1.2	1.6	2.0	2.6	2.7*	1.3	1.1	2.3*	1.6*
	(0.6,1.9)	(0.7,1.9)	(0.9,2.8)	(1.2,3.3)	(1.6,4.1)	(0.9,7.7)	(0.8,2.0)	(0.6,1.9)	(0.8,5.9)	(0.9,2.9)
Not at all helpful	0.7	0.8*	1.0*	0.8*	1.0*	0.9*	0.2*	0.9*	1.7*	0.6*
	(0.4,1.3)	(0.3,2.4)	(0.5,1.9)	(0.4,1.8)	(0.5,2.0)	(0.4,2.3)	(0.1,0.6)	(0.3,2.5)	(0.7,4.1)	(0.2,1.6)
Slightly helpful	3.8	1.8	4.2	4.2	4.0	3.9*	2.9	2.3	6.3	4.5
	(3.0,4.8)	(1.3,2.7)	(3.0,6.0)	(3.0,6.0)	(2.8,5.6)	(1.8,8.6)	(2.2,3.8)	(1.5,3.4)	(4.5,8.8)	(3.2,6.4)
Moderately helpful	11.1	7.6	12.8	9.3	11.9	7.6	11.2	6.3	14.6	11.2
	(9.5,13.0)	(6.2,9.3)	(10.7,15.3)	(7.5,11.5)	(9.9,14.2)	(5.6,10.3)	(9.6,13.0)	(5.1,7.9)	(11.5,18.3)	(6.6,18.4)
Very helpful	41.8	36.8	40.6	35.8	39.3	32.7	41.4	33.2	43.6	35.8
	(38.9,44.8)	(34.1,39.6)	(37.7,43.6)	(32.9,38.9)	(36.0,42.8)	(28.2,37.6)	(38.7,44.1)	(31.1,35.4)	(39.2,48.1)	(30.3,41.7)
Extremely helpful	41.6	51.8	39.8	47.8	41.3	52.2	43.1	56.2	31.5	46.3
	(38.7,44.5)	(49.0,54.6)	(37.2,42.4)	(44.2,51.4)	(37.9,44.7)	(46.7,57.6)	(40.3,45.9)	(53.6,58.8)	(27.0,36.4)	(39.8,53.0)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44e.4***Helpfulness of Current Mentor's Support and Encouragement: By Gender Within Paygrade***

44e. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides support and encouragement

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,489	1,924	5,830	1,347	213	2	1,505	238	535	168
Responding on Item	192,662	41,361	337,911	51,664	12,214	897	59,075	11,978	50,431	7,910
Not provided	1.9 (1.2,3.0)	2.0 (1.4,2.9)	1.3 (0.9,1.8)	1.1 (0.7,1.7)	2.5* (0.6,10.1)	0.6* (0.1,2.6)	1.1* (0.5,2.4)	1.5* (0.7,3.3)	1.3* (0.6,2.8)	0.6* (0.2,1.7)
Not at all helpful	1.1 (0.6,1.9)	1.1* (0.5,2.5)	0.5 (0.3,0.9)	0.8* (0.3,2.0)	0.5* (0.1,1.8)	0.0 (N/A,N/A)	1.2* (0.5,2.8)	0.5* (0.2,1.6)	0.2* (0.1,0.8)	0.4* (0.2,1.2)
Slightly helpful	4.5 (3.4,5.9)	3.2 (2.3,4.3)	3.5 (2.7,4.5)	2.1 (1.5,2.9)	2.8* (1.6,5.1)	1.8* (0.9,3.6)	4.0 (2.5,6.3)	3.2 (2.1,4.8)	2.9 (2.1,4.1)	3.0 (2.0,4.7)
Moderately helpful	13.0 (10.9,15.5)	8.2 (6.8,10.0)	10.3 (9.0,11.8)	6.6 (5.5,7.9)	12.5 (9.5,16.3)	13.1* (7.1,22.9)	15.2 (12.7,18.0)	9.8 (7.7,12.4)	12.5 (10.2,15.3)	7.4 (5.7,9.5)
Very helpful	39.2 (35.9,42.6)	33.8 (30.9,36.8)	42.0 (39.8,44.2)	36.1 (34.0,38.1)	42.3 (35.5,49.5)	42.7 (35.9,49.8)	41.0 (36.7,45.4)	35.6 (31.7,39.8)	42.5 (39.1,46.0)	34.7 (30.5,39.1)
Extremely helpful	40.4 (37.2,43.6)	51.8 (48.5,55.0)	42.5 (40.4,44.5)	53.4 (51.4,55.3)	39.5 (32.4,47.0)	41.8 (35.0,49.0)	37.5 (33.1,42.2)	49.3 (45.5,53.1)	40.5 (37.3,43.9)	53.8 (49.6,58.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44f.1***Helpfulness of Current Mentor's Personal and Social Guidance: By Service***

44f. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides personal and social guidance

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,080	18,511	6,271	4,677	3,448	4,116	569
Responding on Item	766,272	748,021	268,276	191,946	94,482	193,316	18,251
Not provided	7.6 (7.0,8.3)	7.5 (6.8,8.2)	6.5 (5.5,7.7)	8.0 (6.8,9.4)	6.9 (5.6,8.6)	8.6 (7.4,9.9)	11.9 (9.3,15.0)
Not at all helpful	2.3 (1.9,2.8)	2.3 (1.9,2.8)	2.2 (1.5,3.0)	3.5 (2.5,4.8)	2.3 (1.4,3.9)	1.4 (1.0,2.0)	2.7* (1.5,4.8)
Slightly helpful	8.0 (7.3,8.8)	7.9 (7.2,8.7)	7.8 (6.7,9.1)	7.6 (6.2,9.2)	7.6 (5.8,9.9)	8.7 (7.6,9.9)	12.5 (10.0,15.5)
Moderately helpful	17.3 (16.3,18.3)	17.2 (16.2,18.3)	16.2 (14.3,18.1)	18.4 (16.4,20.6)	19.4 (16.8,22.2)	16.4 (14.7,18.2)	20.1 (16.8,23.8)
Very helpful	35.3 (34.1,36.5)	35.3 (34.1,36.6)	35.6 (33.6,37.7)	36.4 (33.7,39.2)	32.9 (29.7,36.2)	35.1 (32.7,37.6)	32.7 (28.7,36.9)
Extremely helpful	29.5 (28.4,30.6)	29.7 (28.6,30.9)	31.8 (29.5,34.2)	26.2 (24.1,28.3)	30.9 (27.7,34.3)	29.9 (27.9,31.9)	20.3 (17.1,23.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44f.2***Helpfulness of Current Mentor's Personal and Social Guidance: By Paygrade and Gender***

44f. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides personal and social guidance

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,552	6,785	229	1,696	817	15,317	3,764
Responding on Item	233,883	389,966	13,097	71,099	58,227	652,546	113,725
Not provided	6.0 (4.8,7.4)	7.2 (6.3,8.2)	10.7 (7.8,14.4)	12.3 (10.4,14.6)	10.2 (8.6,12.0)	7.6 (6.9,8.4)	7.6 (6.8,8.5)
Not at all helpful	1.8 (1.2,2.8)	2.2 (1.7,2.9)	0.6* (0.2,2.0)	4.2 (2.8,6.2)	3.2 (2.1,4.9)	2.5 (2.0,3.0)	1.6 (1.2,2.2)
Slightly helpful	7.3 (5.8,9.1)	7.8 (6.8,8.9)	12.2 (8.6,17.1)	8.2 (6.6,10.2)	11.5 (9.4,14.0)	8.5 (7.6,9.4)	5.7 (5.0,6.4)
Moderately helpful	16.6 (14.7,18.6)	17.2 (15.7,18.9)	21.0 (16.9,25.9)	17.9 (15.5,20.5)	18.5 (16.3,20.9)	18.1 (17.0,19.4)	12.2 (11.2,13.2)
Very helpful	35.2 (32.5,37.9)	36.0 (34.3,37.6)	33.0 (27.0,39.7)	33.5 (30.1,37.1)	33.8 (30.7,37.0)	35.7 (34.2,37.1)	33.1 (31.6,34.6)
Extremely helpful	33.1 (30.6,35.8)	29.6 (28.0,31.3)	22.4 (17.0,29.0)	23.9 (21.0,27.1)	22.9 (20.5,25.4)	27.7 (26.4,29.0)	39.9 (38.4,41.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44f.3***Helpfulness of Current Mentor's Personal and Social Guidance: By Gender Within Service***

44f. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides personal and social guidance

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,031	1,239	3,463	1,214	3,209	238	3,248	868	366	204
Responding on Item	226,648	41,629	166,125	25,821	88,521	5,962	155,069	38,248	16,185	2,066
Not provided	6.5	6.4	7.9	8.4	7.0	5.7	8.6	8.4	12.1	9.9
	(5.3,8.0)	(5.4,7.6)	(6.5,9.6)	(6.8,10.3)	(5.6,8.7)	(3.9,8.3)	(7.2,10.3)	(7.1,10.0)	(9.4,15.6)	(6.3,15.2)
Not at all helpful	2.2	1.8*	3.7	1.8	2.3	2.8*	1.5	1.1	2.5*	4.0*
	(1.5,3.2)	(0.9,3.3)	(2.6,5.3)	(1.1,3.0)	(1.4,3.8)	(0.9,8.0)	(1.0,2.3)	(0.7,1.7)	(1.2,4.9)	(1.5,10.5)
Slightly helpful	8.5	4.3	7.5	8.2	7.5	9.0	9.5	5.0	13.4	5.4
	(7.1,10.0)	(3.4,5.4)	(5.9,9.3)	(6.5,10.2)	(5.6,9.9)	(6.0,13.4)	(8.2,11.1)	(3.9,6.5)	(10.6,16.7)	(3.7,7.9)
Moderately helpful	16.8	12.5	19.2	13.2	19.7	14.6	17.9	10.3	20.0	20.9
	(14.7,19.2)	(10.8,14.4)	(16.9,21.8)	(11.3,15.3)	(16.9,22.8)	(11.4,18.6)	(15.9,20.1)	(8.8,12.0)	(16.4,24.1)	(14.5,29.0)
Very helpful	35.7	35.2	36.9	33.5	33.2	27.6	36.0	31.6	33.0	29.9
	(33.3,38.2)	(32.7,37.7)	(33.7,40.1)	(30.3,36.8)	(29.8,36.8)	(21.7,34.4)	(33.0,39.1)	(29.5,33.7)	(28.6,37.7)	(24.4,36.1)
Extremely helpful	30.3	39.9	24.8	35.0	30.3	40.3	26.5	43.6	19.0	30.0
	(27.5,33.2)	(37.4,42.5)	(22.5,27.3)	(31.6,38.5)	(26.9,33.9)	(34.9,45.9)	(24.0,29.2)	(40.9,46.3)	(15.6,22.9)	(25.3,35.1)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44f.4***Helpfulness of Current Mentor's Personal and Social Guidance: By Gender Within Paygrade***

44f. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides personal and social guidance

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,615	1,938	5,457	1,328	227	2	1,409	288	610	207
Responding on Item	192,535	41,348	338,284	51,682	12,200	897	59,170	11,929	50,356	7,870
Not provided	6.3 (4.9,8.0)	4.6 (3.5,6.0)	7.2 (6.2,8.3)	7.3 (6.3,8.6)	10.3 (7.4,14.3)	15.3 (8.7,25.5)	12.4 (10.2,15.0)	12.3 (9.8,15.2)	9.2 (7.4,11.3)	16.6 (13.7,20.0)
Not at all helpful	1.9 (1.2,3.0)	1.5 (0.9,2.4)	2.3 (1.8,3.1)	1.5 (0.9,2.6)	0.6* (0.2,2.2)	0.6* (0.1,2.7)	4.5 (2.8,6.9)	2.7 (1.7,4.3)	3.4 (2.1,5.4)	1.8 (1.1,2.7)
Slightly helpful	7.6 (5.8,9.7)	6.2 (4.8,8.0)	8.3 (7.1,9.6)	4.7 (3.9,5.6)	12.6 (8.7,17.8)	7.3 (4.7,11.1)	8.7 (6.8,11.0)	6.1 (4.5,8.2)	11.9 (9.5,14.8)	9.0 (7.3,11.0)
Moderately helpful	17.6 (15.4,20.1)	11.7 (9.9,13.6)	18.1 (16.3,20.0)	11.7 (10.4,13.2)	21.5 (17.1,26.7)	14.3 (10.3,19.5)	18.5 (15.6,21.7)	14.9 (12.4,17.8)	19.2 (16.8,22.0)	13.5 (11.1,16.3)
Very helpful	35.9 (32.7,39.1)	32.1 (29.3,34.9)	36.2 (34.2,38.1)	34.6 (32.4,37.0)	32.9 (26.4,40.0)	35.3 (28.7,42.5)	33.6 (29.7,37.8)	32.6 (29.0,36.5)	34.6 (31.1,38.2)	28.6 (25.3,32.2)
Extremely helpful	30.8 (27.8,34.0)	44.0 (41.0,47.1)	28.0 (26.1,29.9)	40.1 (38.1,42.2)	22.1 (16.3,29.2)	27.4 (20.9,35.0)	22.4 (19.1,26.1)	31.5 (27.7,35.5)	21.7 (19.0,24.6)	30.5 (26.9,34.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44g.1***Helpfulness of Current Mentor's Career Guidance: By Service***

44g. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides career guidance

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	20,667	20,043	7,061	4,875	3,743	4,364	624
Responding on Item	764,685	746,489	267,486	191,748	94,187	193,068	18,196
Not provided	3.9 (3.3,4.5)	3.9 (3.3,4.5)	3.2 (2.4,4.4)	4.5 (3.4,6.0)	5.1 (3.8,6.8)	3.5 (2.8,4.5)	4.5 (2.7,7.4)
Not at all helpful	1.5 (1.2,1.9)	1.5 (1.2,1.9)	1.7 (1.2,2.5)	1.6 (1.0,2.5)	2.2 (1.4,3.4)	0.7 (0.4,1.1)	2.2* (1.0,4.7)
Slightly helpful	5.4 (4.7,6.1)	5.3 (4.6,6.1)	4.9 (3.8,6.2)	5.6 (4.5,6.9)	6.5 (5.0,8.4)	5.1 (4.1,6.2)	9.0 (6.8,11.9)
Moderately helpful	14.8 (13.8,16.0)	14.7 (13.6,15.8)	13.7 (11.9,15.6)	16.3 (14.4,18.3)	16.3 (13.5,19.4)	13.8 (12.2,15.6)	20.9 (17.7,24.6)
Very helpful	39.2 (37.7,40.6)	39.2 (37.8,40.7)	39.9 (37.5,42.3)	38.7 (35.8,41.6)	35.7 (32.4,39.2)	40.6 (38.4,42.9)	36.7 (33.1,40.4)
Extremely helpful	35.2 (34.0,36.4)	35.4 (34.2,36.7)	36.7 (34.3,39.1)	33.4 (31.2,35.7)	34.3 (30.9,37.8)	36.3 (34.1,38.5)	26.7 (22.8,30.9)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44g.2**Helpfulness of Current Mentor's Career Guidance: By Paygrade and Gender**

44g. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides career guidance

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	10,319	7,459	224	1,861	803	16,818	3,849
Responding on Item	233,117	389,293	13,102	70,933	58,240	651,045	113,640
Not provided	4.9 (3.7,6.6)	3.5 (2.9,4.3)	2.3* (1.2,4.3)	3.4 (2.5,4.6)	3.1 (2.1,4.4)	3.8 (3.1,4.6)	4.5 (3.9,5.2)
Not at all helpful	2.2 (1.4,3.3)	1.4 (1.0,1.9)	0.5* (0.2,1.6)	1.2* (0.6,2.2)	0.3* (0.2,0.7)	1.6 (1.2,2.0)	1.2 (0.8,1.7)
Slightly helpful	6.7 (5.4,8.3)	4.3 (3.6,5.2)	6.3 (4.1,9.5)	7.1 (5.4,9.4)	4.8 (3.6,6.3)	5.5 (4.8,6.4)	4.5 (3.9,5.3)
Moderately helpful	16.2 (14.0,18.6)	13.5 (12.1,15.0)	17.6 (13.2,23.1)	16.1 (13.4,19.3)	16.3 (13.9,19.0)	15.5 (14.3,16.7)	11.3 (10.4,12.4)
Very helpful	36.5 (33.8,39.2)	40.6 (38.9,42.4)	40.3 (33.9,47.1)	38.7 (35.1,42.5)	40.6 (37.4,43.8)	39.8 (38.1,41.5)	35.5 (33.9,37.1)
Extremely helpful	33.6 (31.1,36.1)	36.6 (34.8,38.5)	33.1 (27.1,39.8)	33.5 (30.1,37.1)	35.0 (32.0,38.1)	33.9 (32.5,35.3)	43.0 (41.6,44.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44g.3**Helpfulness of Current Mentor's Career Guidance: By Gender Within Service**

44g. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides career guidance

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,734	1,327	3,660	1,216	3,496	246	3,501	863	426	198
Responding on Item	225,945	41,541	165,928	25,820	88,233	5,954	154,815	38,253	16,124	2,072
Not provided	3.2	3.6	4.4	5.5	4.9	8.8*	3.3	4.2	4.6	4.0
	(2.2,4.6)	(2.8,4.6)	(3.1,6.1)	(4.2,7.3)	(3.5,6.6)	(4.4,16.7)	(2.5,4.5)	(3.3,5.5)	(2.6,7.9)	(2.6,6.1)
Not at all helpful	1.9	1.1*	1.5	2.0	2.2	1.8*	0.8	0.6*	2.4*	0.9*
	(1.3,2.7)	(0.5,2.5)	(0.9,2.6)	(1.2,3.3)	(1.3,3.5)	(0.4,7.7)	(0.4,1.3)	(0.3,1.1)	(1.1,5.2)	(0.4,1.9)
Slightly helpful	5.1	3.5	5.5	5.7	6.6	5.0	5.2	4.6	9.1	8.4*
	(3.9,6.8)	(2.7,4.5)	(4.3,7.1)	(4.3,7.5)	(5.0,8.7)	(3.5,7.2)	(4.1,6.6)	(3.4,6.2)	(6.7,12.2)	(4.5,14.9)
Moderately helpful	14.3	9.9	16.9	12.5	16.3	15.0	14.4	11.3	21.7	14.8
	(12.3,16.6)	(8.3,11.8)	(14.8,19.1)	(10.2,15.2)	(13.4,19.7)	(11.5,19.2)	(12.5,16.5)	(9.9,13.0)	(18.0,25.9)	(11.3,19.1)
Very helpful	40.4	37.1	39.4	34.1	36.0	32.3	42.1	34.8	36.3	39.6
	(37.5,43.3)	(34.7,39.7)	(36.1,42.8)	(30.4,37.9)	(32.4,39.6)	(26.1,39.3)	(39.2,45.0)	(32.5,37.2)	(32.3,40.5)	(32.5,47.1)
Extremely helpful	35.2	44.8	32.4	40.2	34.1	37.1	34.3	44.5	25.9	32.4
	(32.5,38.0)	(42.1,47.5)	(29.8,35.0)	(36.5,44.0)	(30.6,37.8)	(31.6,42.9)	(31.6,37.0)	(41.9,47.1)	(21.8,30.6)	(26.7,38.7)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44g.4***Helpfulness of Current Mentor's Career Guidance: By Gender Within Paygrade***

44g. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Provides career guidance

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	8,325	1,995	6,071	1,388	213	11	1,582	280	627	176
Responding on Item	191,826	41,291	337,670	51,623	12,214	888	58,997	11,936	50,339	7,901
Not provided	4.7 (3.3,6.7)	6.1 (4.8,7.8)	3.6 (2.8,4.5)	3.3 (2.6,4.2)	2.2 (1.1,4.4)	3.1 (1.7,5.7)	2.9 (1.9,4.5)	5.6 (4.1,7.5)	3.1 (2.1,4.7)	2.7 (1.8,4.0)
Not at all helpful	2.4 (1.6,3.7)	1.1 (0.6,1.9)	1.4 (0.9,2.0)	1.5 (0.8,2.7)	0.5 (0.1,1.8)	0.6 (0.2,1.8)	1.2 (0.6,2.4)	0.8 (0.4,1.9)	0.4 (0.2,0.8)	0.3 (0.1,0.9)
Slightly helpful	6.8 (5.3,8.7)	6.3 (4.8,8.2)	4.6 (3.8,5.5)	2.9 (2.2,3.7)	6.6 (4.2,10.0)	2.6 (1.2,5.6)	7.2 (5.2,10.0)	6.5 (4.7,8.9)	5.0 (3.6,6.8)	3.4 (2.5,4.8)
Moderately helpful	17.3 (14.7,20.2)	10.9 (9.3,12.9)	14.0 (12.4,15.7)	10.5 (9.2,11.9)	17.7 (13.0,23.6)	15.9 (9.7,24.9)	16.6 (13.4,20.4)	13.8 (11.1,17.1)	16.5 (13.9,19.5)	14.8 (11.9,18.3)
Very helpful	37.1 (34.0,40.3)	33.4 (30.4,36.6)	41.3 (39.3,43.3)	36.5 (34.3,38.8)	40.2 (33.4,47.5)	41.4 (34.2,49.0)	39.1 (34.8,43.4)	37.1 (33.7,40.7)	41.3 (37.7,45.0)	35.9 (31.8,40.2)
Extremely helpful	31.7 (28.8,34.7)	42.2 (39.3,45.0)	35.3 (33.2,37.4)	45.4 (43.2,47.5)	32.9 (26.4,40.1)	36.4 (29.3,44.2)	33.0 (29.0,37.3)	36.2 (32.7,39.8)	33.7 (30.4,37.3)	43.0 (38.9,47.1)

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44h.1***Helpfulness of Current Mentor's Demonstrated Trust: By Service***

44h. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Demonstrates trust

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,580	19,046	6,554	4,907	3,698	3,887	534
Responding on Item	765,772	747,486	267,993	191,716	94,232	193,545	18,286
Not provided	1.4 (1.1,1.7)	1.3 (1.1,1.7)	1.0 (0.6,1.6)	1.6 (1.0,2.5)	2.7 (1.7,4.2)	0.9 (0.6,1.3)	2.5* (1.1,5.6)
Not at all helpful	0.8 (0.6,1.1)	0.8 (0.6,1.1)	0.4* (0.2,0.9)	1.3 (0.8,2.2)	1.5* (0.8,2.8)	0.4* (0.2,0.8)	1.4* (0.5,3.4)
Slightly helpful	3.1 (2.7,3.6)	3.1 (2.6,3.6)	3.1 (2.3,4.2)	3.7 (2.9,4.8)	2.8 (1.9,4.2)	2.5 (1.9,3.3)	5.2 (3.6,7.5)
Moderately helpful	8.5 (7.9,9.3)	8.5 (7.8,9.2)	7.8 (6.7,9.0)	9.5 (8.0,11.2)	8.9 (7.2,10.9)	8.3 (7.0,9.8)	11.2 (8.5,14.6)
Very helpful	39.2 (37.9,40.6)	39.1 (37.7,40.5)	38.6 (36.4,40.9)	40.2 (37.1,43.3)	35.9 (32.4,39.4)	40.4 (38.2,42.7)	42.7 (38.5,46.9)
Extremely helpful	47.0 (45.6,48.3)	47.2 (45.8,48.6)	49.2 (46.7,51.6)	43.7 (41.1,46.4)	48.3 (44.7,51.9)	47.5 (45.2,49.8)	37.0 (33.0,41.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44h.2**Helpfulness of Current Mentor's Demonstrated Trust: By Paygrade and Gender**

44h. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Demonstrates trust

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,937	6,856	216	1,744	826	15,898	3,682
Responding on Item	233,498	389,896	13,110	71,050	58,218	651,965	113,807
Not provided	1.9 (1.3,2.7)	1.2 (0.9,1.6)	0.6* (0.2,2.0)	1.3* (0.7,2.3)	0.8* (0.3,1.7)	1.3 (1.0,1.7)	1.7 (1.4,2.1)
Not at all helpful	1.5 (1.0,2.3)	0.5 (0.3,0.8)	0.2* (0.0,1.3)	0.6* (0.3,1.2)	0.4* (0.1,1.1)	0.8 (0.5,1.1)	1.0 (0.6,1.7)
Slightly helpful	3.6 (2.8,4.7)	2.9 (2.3,3.6)	4.6* (2.0,10.0)	3.6 (2.5,5.0)	1.6 (1.0,2.4)	3.1 (2.6,3.7)	3.0 (2.5,3.6)
Moderately helpful	9.9 (8.5,11.5)	7.4 (6.3,8.5)	12.3 (8.7,17.2)	9.4 (7.5,11.6)	9.0 (7.3,11.0)	8.8 (8.0,9.6)	7.2 (6.4,8.1)
Very helpful	38.8 (36.1,41.5)	39.5 (37.8,41.1)	40.7 (34.7,47.0)	39.2 (35.2,43.4)	38.9 (35.9,42.0)	40.0 (38.5,41.6)	34.5 (32.9,36.1)
Extremely helpful	44.2 (41.5,47.1)	48.6 (46.8,50.4)	41.7 (35.1,48.5)	46.1 (42.0,50.2)	49.4 (46.1,52.7)	46.0 (44.4,47.5)	52.6 (51.1,54.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44h.3***Helpfulness of Current Mentor's Demonstrated Trust: By Gender Within Service***

44h. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Demonstrates trust

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,339	1,216	3,714	1,193	3,457	241	3,052	835	336	198
Responding on Item	226,341	41,652	165,873	25,843	88,273	5,959	155,264	38,281	16,215	2,072
Not provided	0.9	1.6	1.5	2.5	2.7	2.1*	0.8	1.2	2.6*	1.7
	(0.5,1.6)	(1.0,2.3)	(0.9,2.5)	(1.7,3.9)	(1.7,4.4)	(1.1,3.9)	(0.5,1.3)	(0.7,2.0)	(1.1,6.2)	(1.0,3.0)
Not at all helpful	0.3*	0.9*	1.3*	1.4*	1.5*	1.9*	0.3*	0.7*	1.5*	0.8*
	(0.1,1.0)	(0.3,2.4)	(0.7,2.4)	(0.8,2.6)	(0.8,2.9)	(0.5,7.6)	(0.1,0.7)	(0.2,2.5)	(0.5,3.8)	(0.3,1.8)
Slightly helpful	3.2	2.4	3.6	4.7	2.8	2.3*	2.5	2.5	5.0	6.8*
	(2.3,4.5)	(1.7,3.3)	(2.6,4.9)	(3.4,6.5)	(1.8,4.3)	(1.2,4.1)	(1.8,3.4)	(1.7,3.5)	(3.3,7.6)	(3.3,13.3)
Moderately helpful	8.0	6.3	9.5	9.1	8.7	10.9	8.8	6.3	11.6	8.3
	(6.7,9.6)	(5.0,7.8)	(7.8,11.5)	(7.1,11.6)	(6.9,10.9)	(7.8,15.0)	(7.2,10.7)	(5.1,7.7)	(8.5,15.5)	(6.3,10.8)
Very helpful	39.1	36.1	41.0	35.0	36.2	30.6	42.3	32.9	43.4	37.1
	(36.5,41.7)	(33.2,39.0)	(37.5,44.6)	(31.5,38.5)	(32.6,40.0)	(24.4,37.6)	(39.4,45.2)	(30.2,35.8)	(38.9,48.0)	(30.4,44.3)
Extremely helpful	48.5	52.8	43.2	47.3	48.0	52.3	45.3	56.5	36.0	45.4
	(45.6,51.3)	(50.1,55.6)	(40.1,46.2)	(43.5,51.1)	(44.3,51.8)	(46.6,57.9)	(42.5,48.1)	(53.6,59.4)	(31.5,40.6)	(38.8,52.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44h.4***Helpfulness of Current Mentor's Demonstrated Trust: By Gender Within Paygrade***

44h. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Demonstrates trust

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,981	1,958	5,576	1,280	213	2	1,487	258	642	184
Responding on Item	192,170	41,328	338,165	51,731	12,214	897	59,092	11,958	50,324	7,894
Not provided	1.8 (1.1,2.8)	2.5 (1.8,3.5)	1.2 (0.9,1.6)	1.3 (0.9,1.9)	0.6* (0.1,2.1)	0.8* (0.2,2.7)	1.3* (0.6,2.6)	1.4* (0.8,2.6)	0.8* (0.3,1.9)	0.5* (0.2,1.6)
Not at all helpful	1.6 (1.0,2.5)	1.2* (0.5,2.7)	0.4 (0.2,0.7)	1.0* (0.5,2.3)	0.3* (0.0,1.4)	0.0 (N/A,N/A)	0.5* (0.2,1.4)	0.6* (0.2,1.9)	0.4* (0.1,1.3)	0.2* (0.1,0.7)
Slightly helpful	3.5 (2.6,4.8)	4.2 (3.3,5.5)	3.0 (2.4,3.8)	2.1 (1.6,2.9)	4.7* (2.0,10.7)	2.1* (1.2,3.8)	3.6 (2.4,5.4)	3.5 (2.3,5.3)	1.5 (0.9,2.5)	1.8 (1.1,3.0)
Moderately helpful	10.4 (8.8,12.3)	7.6 (6.2,9.2)	7.4 (6.3,8.8)	6.8 (5.6,8.3)	12.7 (8.9,17.9)	6.9 (4.5,10.2)	9.7 (7.6,12.2)	8.0 (6.0,10.4)	9.4 (7.5,11.8)	6.1 (4.6,8.1)
Very helpful	40.0 (36.8,43.3)	33.0 (30.2,35.9)	40.2 (38.4,42.1)	34.5 (32.3,36.8)	40.2 (33.7,47.0)	47.4 (39.8,55.1)	39.5 (34.9,44.3)	37.7 (33.9,41.7)	39.5 (36.0,43.0)	35.7 (31.9,39.6)
Extremely helpful	42.7 (39.4,46.1)	51.5 (48.4,54.5)	47.7 (45.7,49.8)	54.2 (52.0,56.3)	41.6 (34.5,49.0)	42.9 (35.6,50.4)	45.5 (40.7,50.4)	48.8 (44.4,53.2)	48.4 (44.6,52.2)	55.7 (51.5,59.8)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44i.1***Helpfulness of Current Mentor's Role Modeling: By Service***

44i. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Acts as a role model

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	20,003	19,469	6,623	5,337	3,476	4,034	534
Responding on Item	765,349	747,063	267,925	191,286	94,455	193,398	18,286
Not provided	2.1 (1.7,2.6)	2.1 (1.6,2.6)	1.8 (1.2,2.7)	2.5 (1.7,3.7)	2.6 (1.6,4.0)	1.7 (1.3,2.4)	3.5* (1.9,6.5)
Not at all helpful	1.5 (1.2,1.9)	1.5 (1.1,1.9)	1.5 (1.0,2.3)	2.0 (1.3,3.0)	1.0* (0.6,2.0)	1.1 (0.7,1.8)	2.0* (1.0,4.1)
Slightly helpful	4.1 (3.5,4.7)	4.0 (3.5,4.7)	3.4 (2.5,4.5)	5.0 (3.9,6.3)	5.4 (3.8,7.7)	3.3 (2.6,4.3)	6.3 (4.5,8.7)
Moderately helpful	11.0 (10.2,11.8)	10.9 (10.1,11.8)	10.4 (9.1,11.8)	12.0 (10.2,14.1)	12.3 (9.9,15.3)	9.9 (8.7,11.3)	13.2 (10.2,17.0)
Very helpful	37.0 (35.7,38.4)	36.9 (35.6,38.3)	36.7 (34.6,39.0)	38.5 (35.6,41.5)	32.6 (29.7,35.7)	37.8 (35.6,40.0)	39.6 (35.4,44.0)
Extremely helpful	44.4 (43.1,45.7)	44.6 (43.2,46.0)	46.3 (43.7,48.8)	40.1 (37.4,42.8)	46.1 (42.4,49.8)	46.1 (43.9,48.4)	35.3 (31.0,40.0)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44i.2**Helpfulness of Current Mentor's Role Modeling: By Paygrade and Gender**

44i. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Acts as a role model

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,650	7,560	216	1,724	852	16,303	3,700
Responding on Item	233,786	389,192	13,110	71,070	58,191	651,560	113,789
Not provided	3.0 (2.1,4.3)	1.9 (1.5,2.5)	0.5* (0.2,1.5)	1.1* (0.6,2.0)	1.1* (0.6,2.2)	2.1 (1.6,2.7)	2.0 (1.7,2.4)
Not at all helpful	2.3 (1.5,3.5)	1.2 (0.8,1.7)	0.3* (0.1,1.7)	1.7 (0.9,2.9)	0.3* (0.1,0.8)	1.5 (1.1,2.0)	1.4 (1.0,1.9)
Slightly helpful	5.1 (4.0,6.6)	3.6 (2.9,4.4)	3.0 (1.7,5.3)	4.9 (3.7,6.5)	2.5 (1.8,3.4)	4.3 (3.7,5.0)	3.0 (2.4,3.7)
Moderately helpful	13.9 (12.1,16.0)	9.3 (8.2,10.5)	13.1 (10.0,16.9)	11.0 (9.1,13.2)	9.9 (7.9,12.2)	11.4 (10.5,12.4)	8.6 (7.7,9.5)
Very helpful	35.0 (32.5,37.5)	37.8 (36.2,39.5)	42.6 (36.4,49.1)	38.1 (34.4,41.9)	37.0 (34.3,39.8)	37.7 (36.1,39.3)	33.2 (31.6,34.7)
Extremely helpful	40.7 (38.1,43.4)	46.2 (44.3,48.1)	40.5 (34.1,47.3)	43.3 (39.5,47.2)	49.3 (46.3,52.2)	43.1 (41.5,44.6)	51.9 (50.3,53.5)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44i.3***Helpfulness of Current Mentor's Role Modeling: By Gender Within Service***

44i. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Acts as a role model

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,343	1,279	4,199	1,139	3,221	253	3,204	830	336	198
Responding on Item	226,336	41,589	165,389	25,897	88,508	5,946	155,112	38,285	16,215	2,071
Not provided	1.8	1.5	2.4	3.1	2.6	1.5*	1.7	1.9	3.7*	2.2
	(1.1,3.0)	(1.1,2.2)	(1.6,3.8)	(2.0,4.8)	(1.7,4.2)	(0.7,2.9)	(1.1,2.6)	(1.2,2.9)	(1.9,7.2)	(1.3,3.7)
Not at all helpful	1.5	1.3*	2.0	1.7	0.9*	3.1*	1.2	0.9	2.1*	0.9*
	(0.9,2.5)	(0.6,2.8)	(1.2,3.3)	(1.1,2.7)	(0.4,1.9)	(1.1,8.2)	(0.7,2.0)	(0.5,1.5)	(1.0,4.5)	(0.4,2.0)
Slightly helpful	3.6	2.1	5.1	4.6	5.6	2.6	3.5	2.6	5.9	9.2*
	(2.6,4.9)	(1.6,2.8)	(3.9,6.6)	(3.3,6.2)	(3.9,8.0)	(1.6,4.4)	(2.6,4.6)	(1.7,4.0)	(4.1,8.6)	(4.7,17.2)
Moderately helpful	10.7	8.7	12.4	9.6	12.5	9.8	10.6	7.3	13.3	12.6
	(9.1,12.4)	(7.4,10.4)	(10.3,14.8)	(7.7,11.9)	(10.0,15.5)	(6.7,14.1)	(9.1,12.3)	(5.9,8.9)	(10.0,17.4)	(7.5,20.4)
Very helpful	37.1	35.0	39.3	33.3	32.9	28.8	39.3	31.7	40.3	34.0
	(34.5,39.7)	(32.4,37.6)	(36.0,42.8)	(30.2,36.6)	(29.8,36.1)	(22.6,35.9)	(36.6,42.1)	(29.3,34.4)	(35.7,45.2)	(27.6,41.1)
Extremely helpful	45.3	51.3	38.8	47.8	45.5	54.2	43.8	55.6	34.6	41.1
	(42.3,48.4)	(48.7,53.9)	(35.7,42.0)	(44.3,51.2)	(41.6,49.4)	(48.4,59.9)	(41.1,46.4)	(52.6,58.6)	(29.8,39.7)	(35.0,47.5)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44i.4***Helpfulness of Current Mentor's Role Modeling: By Gender Within Paygrade***

44i. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Acts as a role model

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,742	1,908	6,185	1,375	213	2	1,487	238	676	176
Responding on Item	192,408	41,377	337,556	51,636	12,214	897	59,092	11,978	50,290	7,901
Not provided	2.9 (1.9,4.6)	3.2 (2.4,4.3)	2.0 (1.5,2.7)	1.5 (1.1,2.1)	0.4* (0.1,1.6)	1.2* (0.4,3.1)	1.1* (0.5,2.2)	1.0* (0.5,1.9)	1.2* (0.6,2.5)	0.5* (0.2,1.3)
Not at all helpful	2.5 (1.5,4.0)	1.5 (1.0,2.3)	1.2 (0.8,1.7)	1.3* (0.7,2.5)	0.3* (0.1,1.9)	0.0 (N/A,N/A)	1.7* (0.8,3.3)	1.6* (0.8,3.2)	0.2* (0.1,0.9)	0.4* (0.2,0.9)
Slightly helpful	5.4 (4.0,7.1)	4.0 (2.8,5.8)	3.8 (3.0,4.7)	2.3 (1.8,3.0)	3.1* (1.7,5.6)	2.1* (1.1,3.7)	5.2 (3.8,7.1)	3.4 (2.4,4.8)	2.6 (1.8,3.7)	1.7 (1.0,2.8)
Moderately helpful	15.0 (12.8,17.6)	8.7 (7.4,10.3)	9.5 (8.3,10.9)	8.0 (6.8,9.6)	13.3 (10.0,17.4)	9.9 (6.2,15.4)	11.1 (8.9,13.8)	10.4 (8.0,13.3)	10.1 (7.9,12.8)	8.2 (6.4,10.5)
Very helpful	35.6 (32.7,38.6)	32.0 (29.0,35.1)	38.5 (36.6,40.5)	33.2 (31.0,35.4)	42.4 (35.7,49.4)	45.3 (37.5,53.4)	38.3 (33.9,42.9)	36.9 (32.8,41.3)	37.8 (34.7,41.0)	32.1 (28.4,36.0)
Extremely helpful	38.6 (35.4,41.9)	50.5 (47.4,53.6)	45.0 (42.9,47.2)	53.7 (51.3,56.0)	40.5 (33.5,47.8)	41.6 (34.5,49.0)	42.6 (38.2,47.2)	46.7 (42.2,51.3)	48.0 (44.7,51.4)	57.1 (53.2,60.9)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44j.1**Helpfulness of Current Mentor's Protection: By Service**

44j. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Protects you

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	20,744	20,179	7,695	4,765	3,620	4,099	565
Responding on Item	764,608	746,353	266,852	191,858	94,310	193,333	18,255
Not provided	11.7 (10.9,12.6)	11.6 (10.8,12.5)	10.9 (9.5,12.6)	13.0 (11.3,14.9)	11.4 (9.5,13.5)	11.4 (10.1,12.8)	13.7 (10.8,17.2)
Not at all helpful	2.2 (1.8,2.7)	2.2 (1.8,2.7)	2.0 (1.3,3.0)	3.0 (2.1,4.1)	2.3 (1.4,3.9)	1.5 (1.1,2.1)	5.1 (3.4,7.5)
Slightly helpful	7.6 (7.0,8.3)	7.5 (6.9,8.3)	7.1 (6.0,8.3)	9.3 (7.9,10.9)	7.3 (5.7,9.3)	6.6 (5.7,7.7)	11.0 (8.3,14.4)
Moderately helpful	15.8 (14.8,16.8)	15.7 (14.7,16.8)	15.2 (13.4,17.1)	16.6 (14.7,18.7)	17.6 (14.7,20.9)	14.8 (13.3,16.5)	17.4 (14.0,21.5)
Very helpful	31.3 (30.1,32.5)	31.3 (30.1,32.6)	31.2 (29.1,33.4)	32.3 (29.3,35.5)	27.5 (24.6,30.6)	32.4 (30.1,34.8)	30.9 (25.8,36.4)
Extremely helpful	31.4 (30.2,32.5)	31.6 (30.4,32.8)	33.7 (31.5,35.9)	25.8 (23.6,28.3)	33.9 (30.4,37.6)	33.2 (31.1,35.4)	22.0 (18.6,25.7)

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44j.2**Helpfulness of Current Mentor's Protection: By Paygrade and Gender**

44j. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Protects you

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	10,021	7,894	227	1,765	836	16,744	4,000
Responding on Item	233,414	388,857	13,099	71,030	58,207	651,119	113,489
Not provided	8.9 (7.4,10.7)	11.7 (10.5,13.0)	22.4 (17.2,28.7)	15.7 (13.4,18.3)	15.8 (13.7,18.1)	11.9 (11.0,12.9)	10.6 (9.7,11.5)
Not at all helpful	2.8 (1.8,4.2)	2.1 (1.6,2.6)	0.7* (0.2,2.1)	2.0 (1.2,3.2)	2.1 (1.4,3.1)	2.4 (1.9,3.0)	1.4 (1.0,1.9)
Slightly helpful	6.9 (5.6,8.4)	7.5 (6.5,8.6)	11.1 (7.5,16.1)	8.8 (7.0,11.1)	9.3 (7.6,11.4)	7.9 (7.1,8.7)	6.1 (5.3,7.0)
Moderately helpful	16.1 (13.9,18.6)	15.2 (13.9,16.6)	16.5 (13.0,20.6)	16.8 (14.4,19.6)	17.0 (15.1,19.2)	16.4 (15.3,17.7)	12.0 (11.0,13.1)
Very helpful	30.7 (28.1,33.3)	32.0 (30.4,33.6)	25.7 (21.5,30.5)	31.8 (28.7,35.0)	30.2 (27.3,33.4)	31.5 (30.1,32.8)	30.6 (28.8,32.4)
Extremely helpful	34.7 (32.3,37.3)	31.6 (30.1,33.2)	23.6 (17.7,30.6)	24.9 (21.7,28.4)	25.6 (23.1,28.2)	30.0 (28.6,31.3)	39.4 (37.6,41.1)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44j.3**Helpfulness of Current Mentor's Protection: By Gender Within Service**

44j. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Protects you

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	6,229	1,467	3,588	1,178	3,361	259	3,213	886	354	212
Responding on Item	225,450	41,402	166,000	25,858	88,369	5,941	155,103	38,230	16,197	2,058
Not provided	11.3	9.3	13.0	13.5	11.5	9.4	11.7	10.1	13.7	13.8
	(9.5,13.2)	(8.0,10.7)	(11.0,15.2)	(11.6,15.7)	(9.6,13.7)	(7.0,12.5)	(10.2,13.4)	(8.4,12.0)	(10.6,17.6)	(9.4,19.8)
Not at all helpful	2.1	1.6*	3.1	1.8	2.3	2.3*	1.7	0.7*	5.5	1.4*
	(1.3,3.3)	(0.9,2.9)	(2.2,4.5)	(1.1,3.0)	(1.3,4.0)	(0.7,7.6)	(1.2,2.5)	(0.4,1.4)	(3.7,8.3)	(0.7,2.8)
Slightly helpful	7.4	5.2	9.5	7.9	7.4	5.4	6.8	5.7	11.1	10.0
	(6.1,8.9)	(4.3,6.4)	(7.9,11.4)	(6.2,10.0)	(5.7,9.5)	(3.9,7.6)	(5.7,8.2)	(4.3,7.5)	(8.2,14.9)	(6.0,16.2)
Moderately helpful	15.4	13.6	17.2	12.9	17.8	14.7	16.2	9.2	17.9	13.7
	(13.5,17.7)	(11.9,15.7)	(15.0,19.6)	(10.9,15.2)	(14.7,21.3)	(11.5,18.5)	(14.3,18.3)	(7.9,10.8)	(14.1,22.5)	(10.9,17.1)
Very helpful	31.0	32.1	32.8	29.4	27.6	26.9	33.0	30.3	31.0	29.8
	(28.7,33.4)	(28.9,35.5)	(29.4,36.4)	(26.7,32.2)	(24.6,30.7)	(20.7,34.1)	(30.2,35.9)	(27.6,33.1)	(25.4,37.1)	(23.7,36.6)
Extremely helpful	32.9	38.1	24.5	34.6	33.4	41.4	30.6	44.0	20.8	31.4
	(30.2,35.6)	(35.1,41.2)	(21.9,27.3)	(31.2,38.1)	(29.8,37.3)	(35.9,47.1)	(28.2,33.1)	(41.1,47.0)	(17.1,25.0)	(25.2,38.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44j.4***Helpfulness of Current Mentor's Protection: By Gender Within Paygrade***

44j. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Protects you

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	8,049	1,973	6,366	1,528	216	11	1,505	261	608	228
Responding on Item	192,101	41,313	337,375	51,482	12,211	888	59,074	11,956	50,357	7,850
Not provided	9.1 (7.3,11.3)	8.0 (6.5,9.8)	11.9 (10.7,13.4)	10.0 (8.8,11.2)	23.0 (17.4,29.6)	15.2 (11.2,20.4)	15.5 (12.8,18.6)	16.8 (13.7,20.5)	15.4 (13.0,18.1)	18.2 (15.8,20.9)
Not at all helpful	3.1 (2.0,4.8)	1.1 (0.6,1.8)	2.1 (1.6,2.7)	1.8 (1.1,2.9)	0.7* (0.2,2.2)	0.5* (0.2,1.7)	2.2 (1.3,3.6)	0.9* (0.5,2.0)	2.2 (1.5,3.3)	1.4* (0.7,2.6)
Slightly helpful	7.0 (5.6,8.8)	6.2 (4.7,8.1)	7.8 (6.7,9.0)	5.6 (4.7,6.7)	10.8 (7.0,16.2)	15.8* (8.5,27.3)	9.3 (7.1,12.0)	6.6 (4.7,9.2)	9.7 (7.6,12.1)	7.0 (5.5,8.9)
Moderately helpful	17.0 (14.4,20.0)	11.8 (10.0,13.9)	15.7 (14.3,17.3)	11.6 (10.1,13.2)	16.7 (13.1,21.1)	13.1 (9.3,18.3)	17.5 (14.5,20.9)	13.8 (11.2,16.8)	17.6 (15.4,20.0)	13.5 (11.2,16.2)
Very helpful	30.9 (28.0,34.0)	29.5 (26.4,32.8)	32.0 (30.3,33.8)	31.8 (29.5,34.1)	25.6 (21.1,30.6)	28.2 (22.1,35.2)	32.0 (28.3,36.0)	30.6 (26.8,34.6)	30.5 (27.0,34.2)	28.6 (25.2,32.2)
Extremely helpful	32.8 (30.0,35.8)	43.5 (40.4,46.6)	30.5 (28.7,32.3)	39.3 (37.1,41.6)	23.3 (17.1,30.9)	27.2 (22.1,32.9)	23.6 (19.9,27.7)	31.3 (27.3,35.5)	24.7 (21.8,27.8)	31.3 (28.1,34.7)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44k.1***Helpfulness of Current Mentor's Invitations to Observe: By Service***

44k. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Invites you to observe activities at his/her level

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,494	18,915	6,572	4,816	3,495	4,033	579
Responding on Item	765,858	747,617	267,975	191,808	94,435	193,398	18,241
Not provided	14.0 (13.1,15.1)	14.0 (13.0,15.0)	11.9 (10.4,13.6)	16.4 (14.2,18.7)	15.6 (13.2,18.4)	13.8 (12.3,15.3)	16.1 (13.2,19.6)
Not at all helpful	2.3 (1.9,2.8)	2.3 (1.9,2.8)	2.4 (1.7,3.3)	2.1 (1.4,3.1)	3.3 (2.2,5.0)	1.8 (1.4,2.5)	3.2 (1.9,5.5)
Slightly helpful	8.7 (7.9,9.6)	8.7 (7.9,9.6)	8.9 (7.5,10.6)	10.1 (8.3,12.2)	8.9 (6.9,11.4)	7.0 (5.8,8.5)	9.8 (7.5,12.8)
Moderately helpful	17.0 (15.9,18.1)	17.0 (15.9,18.1)	16.0 (14.4,17.7)	17.6 (15.5,19.9)	18.7 (15.7,22.1)	16.8 (15.0,18.7)	18.8 (15.7,22.3)
Very helpful	32.2 (31.0,33.4)	32.2 (31.0,33.5)	33.4 (31.1,35.7)	32.3 (29.7,35.1)	26.7 (24.0,29.6)	33.1 (31.1,35.2)	32.3 (28.3,36.6)
Extremely helpful	25.7 (24.6,26.9)	25.9 (24.7,27.1)	27.4 (25.2,29.8)	21.6 (19.5,23.8)	26.8 (24.0,29.9)	27.5 (25.6,29.5)	19.7 (16.2,23.7)

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44k.2***Helpfulness of Current Mentor's Invitations to Observe: By Paygrade and Gender***

44k. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Invites you to observe activities at his/her level

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,716	6,875	216	1,803	883	15,652	3,842
Responding on Item	233,719	389,877	13,110	70,992	58,161	652,211	113,647
Not provided	15.0 (13.2,17.0)	12.8 (11.7,14.0)	14.8 (10.7,20.0)	16.1 (14.0,18.5)	15.6 (13.6,18.0)	13.2 (12.1,14.3)	18.8 (17.6,20.0)
Not at all helpful	2.7 (1.8,4.0)	2.2 (1.7,2.7)	1.3* (0.5,3.1)	2.2 (1.5,3.5)	2.0 (1.3,3.2)	2.3 (1.9,2.9)	2.2 (1.7,2.9)
Slightly helpful	9.8 (8.3,11.5)	8.1 (7.1,9.4)	8.8 (5.4,14.0)	9.0 (7.1,11.4)	8.4 (6.6,10.5)	9.0 (8.1,10.1)	7.2 (6.2,8.3)
Moderately helpful	16.2 (14.2,18.4)	16.6 (15.2,18.2)	16.9 (13.8,20.7)	20.0 (17.4,22.9)	19.1 (16.7,21.7)	17.7 (16.5,19.0)	13.0 (11.9,14.2)
Very helpful	30.4 (28.0,32.9)	33.7 (32.1,35.3)	33.3 (27.3,39.9)	30.0 (26.8,33.5)	32.0 (29.1,35.1)	32.7 (31.3,34.1)	29.4 (27.8,30.9)
Extremely helpful	25.9 (23.5,28.5)	26.6 (25.1,28.2)	25.0 (18.7,32.5)	22.7 (19.9,25.7)	22.9 (20.5,25.4)	25.1 (23.7,26.5)	29.5 (27.8,31.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44k.3**Helpfulness of Current Mentor's Invitations to Observe: By Gender Within Service**

44k. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Invites you to observe activities at his/her level

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,225	1,347	3,642	1,174	3,237	257	3,167	866	381	198
Responding on Item	226,454	41,521	165,946	25,862	88,492	5,943	155,149	38,249	16,170	2,071
Not provided	10.9	17.4	15.5	21.8	15.0	24.5	12.8	17.5	15.9	18.1
	(9.2,12.8)	(15.5,19.4)	(13.1,18.2)	(19.1,24.8)	(12.5,17.8)	(19.0,30.9)	(11.2,14.7)	(15.4,19.8)	(12.6,19.9)	(14.5,22.3)
Not at all helpful	2.5	2.1	2.1	1.9	3.4	3.2*	1.7	2.4	3.4	2.2
	(1.7,3.6)	(1.2,3.6)	(1.4,3.3)	(1.2,3.1)	(2.2,5.2)	(1.3,7.9)	(1.2,2.5)	(1.4,4.0)	(1.9,5.9)	(1.2,3.7)
Slightly helpful	9.2	7.3	10.1	9.9	9.1	5.8	7.5	5.3	10.0	8.9
	(7.5,11.3)	(5.7,9.4)	(8.1,12.6)	(7.6,12.9)	(7.0,11.8)	(4.1,8.1)	(6.0,9.2)	(4.3,6.5)	(7.4,13.3)	(5.1,15.0)
Moderately helpful	16.5	13.2	18.1	14.5	18.8	17.0	18.2	11.1	19.3	14.9
	(14.7,18.5)	(11.5,15.1)	(15.7,20.8)	(12.3,17.0)	(15.7,22.4)	(11.5,24.4)	(16.1,20.5)	(9.4,13.0)	(15.9,23.3)	(11.8,18.6)
Very helpful	33.7	31.9	33.3	26.0	26.8	24.5	34.1	29.4	32.1	34.0
	(31.0,36.5)	(29.4,34.4)	(30.4,36.4)	(23.1,29.2)	(24.0,29.9)	(20.1,29.5)	(31.5,36.7)	(27.3,31.6)	(27.7,36.9)	(27.0,41.9)
Extremely helpful	27.3	28.2	20.9	25.9	27.0	25.1	25.8	34.4	19.4	22.0
	(24.6,30.2)	(25.7,30.8)	(18.5,23.5)	(23.1,28.8)	(23.9,30.2)	(20.9,29.8)	(23.5,28.2)	(31.6,37.4)	(15.6,23.9)	(18.0,26.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44k.4***Helpfulness of Current Mentor's Invitations to Observe: By Gender Within Paygrade***

44k. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Invites you to observe activities at his/her level

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,822	1,896	5,403	1,472	213	2	1,510	293	704	179
Responding on Item	192,329	41,390	338,338	51,539	12,214	897	59,069	11,923	50,262	7,899
Not provided	14.2 (12.2,16.6)	18.5 (16.5,20.8)	12.0 (10.8,13.4)	18.0 (16.6,19.5)	14.6 (10.3,20.2)	17.6 (13.3,23.0)	15.0 (12.6,17.8)	21.6 (18.2,25.4)	14.7 (12.3,17.4)	21.6 (18.8,24.6)
Not at all helpful	2.8 (1.8,4.4)	2.3 (1.4,3.8)	2.2 (1.7,2.8)	2.3 (1.5,3.6)	1.2* (0.5,3.2)	1.9* (0.8,4.7)	2.4 (1.4,3.8)	1.7* (0.9,3.2)	2.1 (1.2,3.5)	1.8 (1.1,2.9)
Slightly helpful	10.2 (8.3,12.4)	8.0 (6.2,10.1)	8.3 (7.1,9.7)	6.9 (5.7,8.5)	8.6 (5.1,14.3)	10.8* (5.3,20.5)	9.6 (7.3,12.6)	6.0 (4.4,8.0)	8.7 (6.8,11.2)	5.9 (4.7,7.5)
Moderately helpful	16.7 (14.3,19.3)	13.9 (11.9,16.2)	17.4 (15.7,19.1)	11.8 (10.6,13.2)	17.2 (13.8,21.2)	13.8 (8.9,20.8)	21.1 (18.1,24.5)	14.4 (11.7,17.7)	20.0 (17.2,23.0)	13.5 (11.2,16.2)
Very helpful	30.9 (28.0,34.0)	27.9 (24.8,31.2)	34.3 (32.5,36.1)	29.9 (27.7,32.2)	33.0 (26.6,40.0)	37.7 (30.9,45.0)	29.5 (25.8,33.5)	32.6 (28.8,36.7)	32.8 (29.5,36.3)	27.4 (24.0,31.1)
Extremely helpful	25.2 (22.3,28.3)	29.4 (26.3,32.7)	25.9 (24.2,27.7)	31.0 (28.9,33.2)	25.5 (18.8,33.6)	18.2 (13.7,23.8)	22.4 (19.3,25.9)	23.7 (20.4,27.5)	21.8 (19.1,24.7)	29.8 (26.1,33.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44l.1***Helpfulness of Current Mentor's Instilling Service Core Values: By Service***

44l. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Instills Service core values

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	21,124	20,542	7,326	5,622	3,183	4,411	583
Responding on Item	764,228	745,990	267,221	191,001	94,747	193,021	18,238
Not provided	5.1 (4.5,5.8)	5.1 (4.4,5.8)	4.2 (3.3,5.4)	6.5 (5.2,8.1)	4.7 (3.3,6.6)	5.0 (4.2,6.0)	6.1 (4.1,9.1)
Not at all helpful	1.6 (1.3,2.1)	1.6 (1.3,2.0)	1.4 (0.9,2.2)	2.2 (1.5,3.1)	1.8* (1.0,3.3)	1.2 (0.8,1.8)	3.1 (1.8,5.3)
Slightly helpful	6.3 (5.6,7.0)	6.1 (5.5,6.9)	5.0 (4.1,6.2)	8.2 (6.6,10.2)	5.7 (4.2,7.7)	5.9 (4.8,7.2)	10.7 (8.1,14.0)
Moderately helpful	15.1 (14.1,16.2)	15.0 (14.0,16.1)	14.7 (13.0,16.6)	16.1 (14.2,18.2)	12.9 (10.5,15.7)	15.3 (13.7,17.1)	20.0 (16.8,23.6)
Very helpful	36.5 (35.1,37.9)	36.5 (35.1,37.9)	37.8 (35.4,40.2)	36.7 (33.7,39.8)	34.3 (31.7,37.0)	35.7 (33.4,38.0)	34.8 (30.9,38.8)
Extremely helpful	35.5 (34.1,36.8)	35.7 (34.3,37.1)	36.9 (34.4,39.4)	30.4 (27.8,33.1)	40.7 (37.6,43.9)	36.9 (34.8,39.1)	25.4 (21.8,29.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44I.2***Helpfulness of Current Mentor's Instilling Service Core Values: By Paygrade and Gender***

44I. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Instills Service core values

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,800	8,372	218	1,909	824	17,200	3,925
Responding on Item	233,635	388,380	13,108	70,885	58,220	650,663	113,564
Not provided	5.7 (4.3,7.5)	4.7 (4.0,5.6)	5.5 (3.5,8.4)	4.7 (3.3,6.5)	5.5 (4.2,7.2)	5.0 (4.3,5.9)	5.5 (4.9,6.1)
Not at all helpful	2.5 (1.7,3.5)	1.2 (0.8,1.8)	0.7* (0.2,1.9)	1.8 (1.1,3.0)	1.1 (0.6,1.8)	1.6 (1.3,2.1)	1.6 (1.2,2.3)
Slightly helpful	8.0 (6.6,9.6)	5.3 (4.5,6.2)	4.7 (3.1,7.1)	6.6 (5.1,8.6)	5.9 (4.6,7.6)	6.4 (5.6,7.2)	5.6 (4.7,6.5)
Moderately helpful	17.4 (15.1,19.8)	13.0 (11.8,14.2)	23.8 (18.4,30.1)	17.7 (15.3,20.4)	15.3 (13.0,17.9)	15.8 (14.6,17.1)	11.1 (10.2,11.9)
Very helpful	33.5 (30.7,36.5)	38.3 (36.4,40.3)	35.8 (30.1,41.9)	36.5 (32.9,40.3)	35.9 (33.1,38.9)	36.8 (35.2,38.4)	34.5 (32.7,36.3)
Extremely helpful	33.0 (30.3,35.7)	37.6 (35.6,39.5)	29.6 (23.4,36.7)	32.7 (29.1,36.4)	36.3 (33.3,39.4)	34.4 (32.9,35.9)	41.8 (40.3,43.3)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 441.3**Helpfulness of Current Mentor's Instilling Service Core Values: By Gender Within Service**

441. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Instills Service core values

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	6,002	1,324	4,365	1,257	2,944	238	3,509	902	380	203
Responding on Item	225,677	41,544	165,223	25,779	88,786	5,962	154,807	38,214	16,171	2,066
Not provided	4.3	4.1	6.3	7.6	4.7	4.4	4.8	5.8	6.1	5.9
	(3.2,5.7)	(3.2,5.1)	(4.8,8.3)	(6.0,9.4)	(3.3,6.7)	(3.0,6.3)	(3.8,6.1)	(4.7,7.1)	(3.9,9.6)	(4.3,8.0)
Not at all helpful	1.5	0.8	2.3	1.6	1.8*	2.8*	0.9	2.3*	3.4	1.0*
	(0.9,2.5)	(0.5,1.4)	(1.5,3.4)	(1.0,2.7)	(0.9,3.4)	(1.0,7.7)	(0.6,1.6)	(1.3,4.3)	(1.9,5.9)	(0.4,2.7)
Slightly helpful	5.1	4.5	8.0	9.5	5.8	3.6	6.4	4.0	10.5	12.2
	(4.0,6.5)	(3.3,6.2)	(6.2,10.3)	(7.2,12.5)	(4.2,7.9)	(2.4,5.6)	(5.1,7.9)	(3.1,5.1)	(7.7,14.1)	(7.2,19.8)
Moderately helpful	15.4	11.2	16.6	12.8	13.1	9.7	16.7	9.7	20.6	15.1
	(13.4,17.7)	(9.6,13.0)	(14.5,19.0)	(10.6,15.4)	(10.6,16.1)	(7.5,12.5)	(14.7,18.9)	(8.4,11.2)	(17.0,24.7)	(12.1,18.7)
Very helpful	37.9	37.3	37.2	32.9	34.5	30.0	36.3	33.3	34.8	34.4
	(35.0,40.9)	(34.4,40.2)	(33.9,40.7)	(29.4,36.7)	(31.8,37.4)	(24.1,36.7)	(33.6,39.0)	(30.8,35.9)	(30.6,39.3)	(28.1,41.3)
Extremely helpful	35.9	42.1	29.6	35.6	40.1	49.4	35.0	44.9	24.6	31.5
	(33.1,38.8)	(39.5,44.9)	(26.7,32.6)	(32.2,39.2)	(36.8,43.5)	(42.2,56.6)	(32.5,37.5)	(42.1,47.8)	(20.6,29.2)	(25.4,38.2)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44I.4***Helpfulness of Current Mentor's Instilling Service Core Values: By Gender Within Paygrade***

44I. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Instills Service core values

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,838	1,964	6,884	1,488	213	5	1,616	294	650	174
Responding on Item	192,313	41,322	336,857	51,522	12,214	894	58,963	11,922	50,316	7,904
Not provided	5.6 (4.0,7.9)	6.2 (5.0,7.5)	4.7 (3.9,5.7)	4.4 (3.6,5.4)	5.3 (3.3,8.5)	7.6 (4.5,12.4)	4.3 (2.8,6.7)	6.4 (4.6,8.8)	5.2 (3.7,7.3)	7.2 (5.6,9.3)
Not at all helpful	2.5 (1.6,3.8)	2.4 (1.3,4.1)	1.2 (0.8,1.9)	1.2 (0.8,2.0)	0.7* (0.2,2.1)	0.7* (0.1,3.2)	1.9* (1.0,3.3)	1.6* (0.9,3.0)	1.1 (0.6,2.0)	0.6* (0.3,1.2)
Slightly helpful	8.0 (6.4,9.9)	7.9 (6.1,10.1)	5.5 (4.6,6.6)	3.6 (2.8,4.8)	4.7 (3.0,7.3)	4.5* (2.4,8.4)	6.7 (4.9,9.1)	6.3 (4.7,8.4)	6.0 (4.6,8.0)	5.1 (3.9,6.7)
Moderately helpful	18.4 (15.7,21.4)	12.4 (10.7,14.4)	13.6 (12.2,15.0)	9.0 (7.9,10.3)	24.2 (18.5,31.0)	17.7 (11.3,26.8)	18.4 (15.6,21.6)	14.2 (11.4,17.5)	15.9 (13.3,18.8)	11.6 (9.5,14.1)
Very helpful	33.8 (30.5,37.2)	32.3 (28.9,35.8)	38.6 (36.4,40.8)	36.5 (34.2,38.8)	35.5 (29.5,42.0)	39.6 (32.4,47.3)	36.9 (32.7,41.3)	34.9 (31.3,38.8)	36.6 (33.3,40.0)	31.9 (28.2,35.8)
Extremely helpful	31.7 (28.6,35.0)	38.9 (36.1,41.8)	36.4 (34.2,38.6)	45.2 (42.9,47.5)	29.6 (23.0,37.2)	29.9 (24.1,36.4)	31.9 (27.7,36.3)	36.6 (32.7,40.7)	35.2 (31.7,38.8)	43.6 (39.9,47.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44m.1***Helpfulness of Current Mentor's Moral/Ethical Guidance: By Service***

44m. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Provides moral/ethical guidance

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	20,614	20,012	7,025	5,220	3,490	4,278	602
Responding on Item	764,738	746,519	267,522	191,403	94,441	193,154	18,219
Not provided	6.1 (5.5,6.7)	5.9 (5.4,6.5)	4.2 (3.3,5.4)	7.9 (6.6,9.3)	5.8 (4.5,7.5)	6.4 (5.4,7.4)	11.9 (9.3,15.0)
Not at all helpful	1.7 (1.4,2.1)	1.7 (1.3,2.1)	1.4 (0.9,2.1)	2.5 (1.7,3.7)	2.3 (1.4,3.6)	0.9 (0.6,1.5)	3.2 (1.9,5.2)
Slightly helpful	7.4 (6.6,8.2)	7.3 (6.5,8.1)	6.3 (5.2,7.5)	8.2 (6.8,10.0)	7.3 (5.6,9.5)	7.6 (6.4,9.0)	12.2 (9.2,16.1)
Moderately helpful	15.6 (14.7,16.7)	15.6 (14.5,16.6)	13.8 (12.3,15.5)	17.3 (15.4,19.5)	15.9 (13.5,18.6)	16.1 (14.4,17.9)	19.3 (16.0,23.0)
Very helpful	35.4 (34.1,36.8)	35.5 (34.2,36.9)	37.3 (35.0,39.7)	35.1 (32.4,37.8)	33.8 (30.7,37.0)	34.3 (32.4,36.2)	32.7 (28.9,36.6)
Extremely helpful	33.8 (32.5,35.1)	34.1 (32.8,35.4)	37.0 (34.8,39.3)	28.9 (26.6,31.4)	35.0 (31.9,38.2)	34.8 (33.0,36.7)	20.8 (17.3,24.8)

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44m.2***Helpfulness of Current Mentor's Moral/Ethical Guidance: By Paygrade and Gender***

44m. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Provides moral/ethical guidance

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,544	7,800	235	2,160	873	16,670	3,944
Responding on Item	233,891	388,951	13,091	70,634	58,171	651,193	113,545
Not provided	5.7 (4.5,7.1)	5.4 (4.7,6.2)	9.5 (6.5,13.7)	9.2 (7.5,11.3)	7.3 (5.9,9.1)	6.0 (5.4,6.7)	6.4 (5.7,7.1)
Not at all helpful	2.5 (1.7,3.5)	1.3 (1.0,1.8)	1.4* (0.6,3.2)	1.6* (0.9,2.9)	1.4 (0.8,2.3)	1.7 (1.3,2.1)	1.8 (1.3,2.4)
Slightly helpful	8.4 (7.0,10.1)	6.6 (5.7,7.6)	5.7 (3.7,8.9)	8.8 (7.0,11.0)	7.3 (5.7,9.3)	7.9 (7.0,8.8)	4.5 (3.9,5.4)
Moderately helpful	16.6 (14.6,18.8)	14.6 (13.4,16.0)	17.2 (13.4,21.9)	16.2 (13.8,18.9)	17.5 (15.2,20.1)	16.5 (15.4,17.7)	10.7 (9.7,11.7)
Very helpful	34.2 (31.5,36.9)	36.6 (34.8,38.4)	35.9 (30.2,42.1)	33.6 (30.2,37.1)	35.1 (31.9,38.5)	35.6 (34.0,37.2)	34.7 (33.0,36.5)
Extremely helpful	32.8 (30.3,35.3)	35.5 (33.6,37.4)	30.2 (23.8,37.5)	30.7 (27.6,34.0)	31.4 (28.6,34.3)	32.4 (30.9,33.8)	42.0 (40.3,43.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44m.3**Helpfulness of Current Mentor's Moral/Ethical Guidance: By Gender Within Service**

44m. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Provides moral/ethical guidance

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,695	1,331	4,005	1,215	3,227	262	3,344	934	400	202
Responding on Item	225,985	41,537	165,583	25,821	88,503	5,938	154,972	38,181	16,151	2,067
Not provided	4.2	4.3	7.7	9.0	5.9	4.9	6.2	6.9	12.3	8.3
	(3.1,5.5)	(3.4,5.5)	(6.3,9.4)	(7.4,10.8)	(4.5,7.7)	(3.2,7.3)	(5.1,7.5)	(5.7,8.4)	(9.5,15.8)	(6.3,10.9)
Not at all helpful	1.3	1.5*	2.6	2.2*	2.2	3.4*	0.9*	1.2	2.8*	6.3*
	(0.8,2.2)	(0.8,2.9)	(1.7,3.9)	(1.0,4.8)	(1.3,3.6)	(1.4,8.3)	(0.5,1.5)	(0.7,2.0)	(1.5,5.0)	(2.5,15.3)
Slightly helpful	6.7	4.0	8.6	6.1	7.6	3.3	8.5	4.2	12.9	6.6
	(5.5,8.2)	(3.1,5.1)	(6.9,10.6)	(4.5,8.3)	(5.8,9.9)	(2.1,5.4)	(7.0,10.2)	(3.0,5.8)	(9.5,17.3)	(4.8,9.1)
Moderately helpful	14.6	9.6	18.0	13.2	16.1	12.8	17.7	9.5	19.5	17.3
	(12.8,16.6)	(8.3,11.0)	(15.8,20.4)	(11.1,15.7)	(13.5,19.0)	(7.8,20.3)	(15.7,19.9)	(8.2,10.9)	(16.1,23.5)	(11.9,24.5)
Very helpful	37.4	37.1	35.2	34.0	34.1	29.4	34.5	33.5	32.5	33.5
	(34.5,40.3)	(34.5,39.7)	(32.3,38.3)	(30.4,37.7)	(30.8,37.5)	(25.5,33.6)	(32.1,37.0)	(30.9,36.2)	(28.4,36.9)	(27.3,40.3)
Extremely helpful	35.8	43.5	27.9	35.5	34.2	46.2	32.3	44.7	19.9	27.9
	(33.1,38.6)	(41.1,45.9)	(25.4,30.6)	(32.3,39.0)	(30.9,37.7)	(40.7,51.9)	(30.1,34.6)	(41.7,47.7)	(16.1,24.5)	(23.4,33.0)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44m.4***Helpfulness of Current Mentor's Moral/Ethical Guidance: By Gender Within Paygrade***

44m. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Provides moral/ethical guidance

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,468	2,078	6,442	1,358	230	6	1,857	305	674	199
Responding on Item	192,683	41,208	337,299	51,653	12,197	893	58,722	11,912	50,292	7,879
Not provided	5.6 (4.3,7.4)	5.9 (4.7,7.3)	5.4 (4.6,6.3)	5.4 (4.5,6.4)	9.6 (6.4,14.1)	8.9 (5.5,14.1)	9.1 (7.1,11.5)	9.9 (7.8,12.6)	6.9 (5.3,9.1)	9.7 (7.8,12.1)
Not at all helpful	2.5 (1.7,3.7)	2.3 (1.4,3.9)	1.3 (0.9,1.9)	1.5* (0.8,2.6)	1.4* (0.6,3.4)	1.2* (0.4,3.3)	1.6* (0.8,3.1)	1.6* (0.9,3.0)	1.4 (0.8,2.5)	1.1 (0.6,1.8)
Slightly helpful	8.9 (7.2,10.9)	6.1 (4.6,8.1)	7.1 (6.0,8.3)	3.4 (2.7,4.2)	5.8 (3.6,9.2)	4.2 (2.6,6.8)	9.7 (7.6,12.3)	4.3 (2.9,6.4)	7.8 (6.0,10.1)	4.1 (3.0,5.4)
Moderately helpful	17.7 (15.4,20.3)	11.4 (9.6,13.4)	15.5 (14.0,17.1)	9.2 (8.1,10.5)	17.2 (13.1,22.4)	17.0 (10.7,25.9)	16.8 (14.0,20.1)	13.0 (10.7,15.7)	18.3 (15.7,21.3)	12.3 (9.7,15.4)
Very helpful	34.5 (31.4,37.8)	32.4 (29.4,35.6)	36.7 (34.7,38.7)	36.1 (33.7,38.6)	36.1 (29.9,42.7)	34.3 (27.4,41.8)	32.8 (28.9,36.9)	37.5 (33.5,41.7)	35.3 (31.6,39.2)	33.8 (30.2,37.6)
Extremely helpful	30.8 (28.0,33.8)	41.9 (38.9,45.0)	34.1 (32.0,36.2)	44.5 (42.0,47.0)	29.9 (23.0,37.8)	34.4 (27.3,42.4)	30.1 (26.4,34.0)	33.7 (29.9,37.7)	30.2 (27.0,33.6)	39.1 (35.2,43.1)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44n.1***Helpfulness of Current Mentor's Teaching/Advice on Organizational Politics: By Service***

44n. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Teaches/advises on organizational politics

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,897	19,334	7,239	4,801	3,406	3,890	563
Responding on Item	765,455	747,198	267,309	191,823	94,524	193,542	18,257
Not provided	10.3 (9.5,11.2)	10.3 (9.5,11.2)	9.6 (8.3,10.9)	11.7 (9.9,13.8)	12.8 (10.9,15.1)	8.9 (7.7,10.2)	10.0 (7.3,13.6)
Not at all helpful	2.4 (2.0,2.9)	2.3 (1.9,2.8)	2.7 (2.0,3.5)	1.7 (1.0,2.7)	3.6 (2.4,5.3)	1.8 (1.3,2.5)	5.5 (3.8,8.0)
Slightly helpful	8.9 (8.1,9.8)	8.9 (8.1,9.8)	9.0 (7.4,10.9)	9.1 (7.5,10.9)	10.0 (7.9,12.6)	7.9 (6.6,9.6)	10.1 (7.8,13.0)
Moderately helpful	17.4 (16.4,18.4)	17.4 (16.4,18.4)	17.5 (15.8,19.5)	18.5 (16.5,20.6)	17.7 (15.4,20.2)	16.0 (14.4,17.7)	18.9 (15.5,22.9)
Very helpful	33.5 (32.1,34.9)	33.4 (32.0,34.9)	33.3 (31.0,35.8)	34.9 (32.0,37.9)	27.1 (24.3,30.2)	35.1 (32.9,37.5)	36.8 (32.9,40.8)
Extremely helpful	27.5 (26.3,28.7)	27.7 (26.5,28.9)	27.9 (25.8,30.2)	24.2 (22.1,26.4)	28.8 (25.6,32.2)	30.3 (28.3,32.4)	18.7 (15.7,22.1)

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44n.2***Helpfulness of Current Mentor's Teaching/Advice on Organizational Politics: By Paygrade and Gender***

44n. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Teaches/advises on organizational politics

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,199	7,607	292	1,769	1,029	16,172	3,725
Responding on Item	234,236	389,145	13,034	71,026	58,014	651,691	113,764
Not provided	11.0 (9.4,12.8)	9.9 (8.9,11.0)	10.7 (7.7,14.7)	11.8 (9.6,14.5)	9.0 (7.4,10.8)	10.1 (9.1,11.1)	12.0 (11.2,12.8)
Not at all helpful	3.5 (2.6,4.6)	1.9 (1.5,2.5)	1.2* (0.5,2.8)	1.8 (1.1,3.2)	1.8 (1.1,2.9)	2.4 (2.0,2.9)	2.3 (1.7,3.0)
Slightly helpful	11.0 (9.3,12.9)	8.3 (7.3,9.4)	6.9 (4.8,9.9)	7.2 (5.6,9.3)	7.1 (5.7,9.0)	9.3 (8.3,10.3)	6.9 (6.2,7.6)
Moderately helpful	18.4 (16.2,20.7)	16.2 (15.0,17.5)	18.5 (14.8,23.0)	18.7 (16.3,21.4)	20.0 (17.3,22.9)	18.0 (16.9,19.2)	14.0 (12.8,15.4)
Very helpful	30.0 (27.3,32.8)	35.3 (33.4,37.3)	36.2 (30.8,42.0)	33.7 (30.4,37.2)	34.6 (31.6,37.7)	33.8 (32.2,35.4)	32.0 (30.4,33.6)
Extremely helpful	26.2 (24.1,28.5)	28.4 (26.8,30.1)	26.5 (20.4,33.6)	26.7 (23.6,30.0)	27.5 (24.8,30.5)	26.5 (25.2,27.9)	32.9 (31.5,34.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44n.3**Helpfulness of Current Mentor's Teaching/Advice on Organizational Politics: By Gender Within Service**

44n. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Teaches/advises on organizational politics

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,976	1,262	3,599	1,202	3,160	245	3,067	822	369	194
Responding on Item	225,703	41,606	165,989	25,834	88,569	5,955	155,249	38,293	16,182	2,075
Not provided	9.5	9.8	11.5	13.2	12.5	18.1	7.9	12.7	9.9	11.0
	(8.1,11.2)	(8.4,11.3)	(9.4,14.0)	(11.1,15.6)	(10.5,14.8)	(13.0,24.5)	(6.6,9.6)	(11.0,14.5)	(6.9,14.0)	(7.9,15.1)
Not at all helpful	2.7	2.6	1.6	1.7	3.6	4.1*	1.8	1.9*	5.7	4.2*
	(1.9,3.7)	(1.6,4.1)	(0.9,2.9)	(1.0,2.9)	(2.3,5.4)	(1.9,8.6)	(1.2,2.7)	(1.0,3.4)	(3.8,8.5)	(1.6,10.5)
Slightly helpful	9.4	6.9	9.3	7.9	10.2	7.3	8.5	5.8	10.0	11.0
	(7.5,11.6)	(5.8,8.3)	(7.5,11.3)	(6.2,10.0)	(7.9,13.0)	(4.5,11.7)	(6.8,10.5)	(4.7,7.2)	(7.5,13.1)	(6.9,17.0)
Moderately helpful	18.3	13.3	18.9	16.0	17.7	18.1	16.7	12.8	19.3	16.3
	(16.3,20.5)	(11.6,15.2)	(16.6,21.3)	(13.2,19.2)	(15.3,20.3)	(12.4,25.5)	(14.9,18.8)	(11.0,14.8)	(15.4,23.8)	(13.1,20.1)
Very helpful	33.0	35.2	35.6	30.5	27.3	25.4	36.3	30.3	37.0	35.2
	(30.3,35.9)	(32.3,38.1)	(32.4,38.9)	(27.4,33.9)	(24.2,30.6)	(21.0,30.4)	(33.6,39.1)	(28.0,32.7)	(32.8,41.4)	(28.5,42.5)
Extremely helpful	27.1	32.2	23.2	30.7	28.9	27.0	28.8	36.6	18.2	22.4
	(24.5,29.9)	(29.8,34.8)	(20.9,25.6)	(27.7,33.9)	(25.5,32.5)	(22.4,32.1)	(26.4,31.3)	(34.1,39.1)	(15.0,22.0)	(18.3,27.1)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44n.4***Helpfulness of Current Mentor's Teaching/Advice on Organizational Politics: By Gender Within Paygrade***

44n. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Teaches/advises on organizational politics

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,303	1,897	6,254	1,353	289	2	1,499	270	827	202
Responding on Item	192,848	41,388	337,487	51,658	12,138	897	59,080	11,946	50,139	7,875
Not provided	10.6	13.0	9.7	10.9	10.7	10.6	11.1	15.4	9.0	8.7
	(8.7,12.7)	(11.3,14.8)	(8.6,11.0)	(9.8,12.2)	(7.5,15.0)	(6.5,17.0)	(8.6,14.2)	(12.5,18.8)	(7.3,11.2)	(6.9,10.9)
Not at all helpful	3.6	3.2	1.9	1.9	1.1*	2.2*	2.0*	1.1*	1.8	1.3
	(2.6,4.9)	(2.1,4.9)	(1.4,2.6)	(1.2,3.1)	(0.4,2.9)	(1.1,4.6)	(1.1,3.6)	(0.6,2.2)	(1.1,3.1)	(0.7,2.2)
Slightly helpful	11.7	7.4	8.6	6.1	6.9	7.0	6.8	9.2	7.4	5.5
	(9.7,14.1)	(6.2,8.9)	(7.5,9.9)	(5.1,7.2)	(4.7,10.1)	(4.4,10.9)	(5.0,9.4)	(6.7,12.4)	(5.7,9.5)	(4.1,7.3)
Moderately helpful	19.0	15.3	16.8	12.6	18.7	16.0	19.3	16.0	21.0	13.6
	(16.4,22.0)	(13.4,17.6)	(15.4,18.3)	(10.9,14.5)	(14.8,23.4)	(10.2,24.1)	(16.5,22.4)	(13.2,19.2)	(18.0,24.2)	(11.2,16.4)
Very helpful	30.3	28.5	35.5	34.1	36.2	37.1	34.0	32.6	34.7	34.4
	(27.2,33.7)	(25.6,31.6)	(33.3,37.7)	(32.1,36.3)	(30.5,42.3)	(29.6,45.2)	(30.0,38.1)	(29.2,36.2)	(31.3,38.2)	(30.5,38.5)
Extremely helpful	24.8	32.6	27.5	34.3	26.4	27.1	26.9	25.8	26.1	36.6
	(22.3,27.6)	(29.9,35.4)	(25.7,29.4)	(32.2,36.6)	(19.9,34.1)	(21.5,33.6)	(23.3,30.8)	(22.3,29.6)	(22.9,29.6)	(32.5,41.0)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44o.1***Helpfulness of Current Mentor's Sponsorship/Contacts to Advance Your Career: By Service***

44o. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Provides sponsorship/contacts to advance your career

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,156	18,622	6,223	4,789	3,349	4,262	534
Responding on Item	766,196	747,910	268,324	191,835	94,581	193,169	18,286
Not provided	16.0 (15.0,16.9)	15.9 (15.0,16.9)	14.7 (13.1,16.4)	16.0 (14.2,17.9)	17.9 (15.2,20.9)	16.6 (15.1,18.2)	17.3 (14.0,21.1)
Not at all helpful	3.8 (3.4,4.4)	3.8 (3.3,4.4)	3.8 (3.0,5.0)	4.0 (3.1,5.3)	4.8 (3.5,6.6)	3.1 (2.4,4.0)	4.3 (2.8,6.5)
Slightly helpful	9.8 (9.0,10.7)	9.8 (8.9,10.6)	9.9 (8.5,11.5)	11.2 (9.6,13.1)	8.3 (6.6,10.4)	8.9 (7.6,10.3)	11.4 (8.9,14.4)
Moderately helpful	16.9 (15.9,18.0)	16.8 (15.8,17.9)	15.8 (14.1,17.6)	18.1 (15.8,20.5)	18.1 (15.6,21.0)	16.5 (14.8,18.4)	21.2 (17.7,25.1)
Very helpful	29.9 (28.7,31.1)	29.9 (28.7,31.2)	32.0 (29.8,34.3)	29.4 (26.8,32.2)	25.0 (22.3,27.8)	29.8 (28.0,31.7)	29.1 (25.0,33.5)
Extremely helpful	23.6 (22.4,24.9)	23.8 (22.6,25.1)	23.8 (21.7,26.0)	21.3 (19.3,23.6)	26.0 (23.1,29.0)	25.1 (23.1,27.2)	16.9 (13.8,20.5)

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44o.2***Helpfulness of Current Mentor's Sponsorship/Contacts to Advance Your Career: By Paygrade and Gender***

44o. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Provides sponsorship/contacts to advance your career

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,234	6,918	216	1,842	945	15,297	3,858
Responding on Item	234,201	389,834	13,110	70,953	58,098	652,566	113,631
Not provided	15.4 (13.5,17.6)	15.3 (14.1,16.5)	17.0 (13.5,21.2)	20.0 (17.3,23.0)	17.6 (15.3,20.1)	15.6 (14.5,16.7)	18.1 (17.1,19.2)
Not at all helpful	4.6 (3.5,5.9)	3.5 (2.9,4.2)	2.3* (1.2,4.2)	3.3 (2.3,4.9)	3.9 (2.8,5.4)	4.0 (3.5,4.6)	2.7 (2.2,3.5)
Slightly helpful	10.4 (8.8,12.2)	9.1 (8.1,10.3)	9.3 (6.7,12.6)	10.7 (8.7,12.9)	10.9 (9.2,12.9)	10.1 (9.2,11.1)	8.0 (7.2,8.9)
Moderately helpful	17.5 (15.3,19.8)	15.7 (14.3,17.3)	17.1 (12.7,22.6)	19.6 (17.2,22.2)	19.8 (17.4,22.3)	17.5 (16.3,18.7)	13.7 (12.7,14.8)
Very helpful	29.5 (26.9,32.1)	30.9 (29.3,32.6)	32.9 (27.6,38.7)	26.7 (23.4,30.2)	28.0 (25.4,30.9)	30.2 (28.8,31.7)	27.9 (26.3,29.6)
Extremely helpful	22.8 (20.4,25.3)	25.5 (23.9,27.2)	21.5 (16.0,28.2)	19.7 (17.1,22.7)	19.9 (17.6,22.3)	22.6 (21.2,24.0)	29.5 (28.3,30.8)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44o.3***Helpfulness of Current Mentor's Sponsorship/Contacts to Advance Your Career: By Gender Within Service***

44o. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Provides sponsorship/contacts to advance your career

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	4,947	1,276	3,643	1,145	3,098	250	3,273	989	336	198
Responding on Item	226,732	41,592	165,944	25,891	88,631	5,950	155,043	38,126	16,215	2,071
Not provided	14.7 (12.9,16.7)	14.8 (13.2,16.5)	15.3 (13.3,17.6)	19.9 (17.5,22.6)	17.5 (14.7,20.8)	23.6 (18.6,29.5)	15.9 (14.0,17.9)	19.7 (17.8,21.8)	17.3 (13.7,21.7)	16.8 (13.3,21.0)
Not at all helpful	4.0 (3.0,5.3)	3.1 (2.1,4.6)	4.3 (3.2,5.8)	2.4 (1.6,3.7)	4.8 (3.4,6.8)	4.2* (2.0,8.5)	3.3 (2.5,4.3)	2.4 (1.4,4.0)	4.5 (2.9,7.0)	2.3 (1.3,4.1)
Slightly helpful	10.3 (8.6,12.1)	7.8 (6.5,9.2)	11.4 (9.6,13.5)	9.7 (7.4,12.5)	8.4 (6.6,10.7)	6.2 (4.5,8.5)	9.3 (7.8,11.0)	7.2 (5.9,8.8)	11.1 (8.4,14.6)	13.3 (8.2,20.8)
Moderately helpful	16.2 (14.4,18.3)	13.2 (11.3,15.4)	18.6 (16.1,21.5)	14.4 (11.8,17.4)	18.5 (15.8,21.5)	12.9 (10.0,16.5)	17.2 (15.2,19.5)	13.5 (11.8,15.4)	21.2 (17.2,25.7)	21.1 (15.3,28.5)
Very helpful	32.5 (29.8,35.3)	29.4 (26.6,32.4)	29.7 (26.6,32.9)	27.9 (24.9,31.2)	24.9 (22.1,27.9)	25.9 (20.1,32.7)	30.6 (28.4,33.0)	26.7 (24.5,28.9)	29.3 (24.8,34.2)	27.3 (21.6,33.9)
Extremely helpful	22.4 (19.8,25.1)	31.7 (29.0,34.6)	20.7 (18.3,23.2)	25.7 (23.0,28.6)	25.9 (22.9,29.1)	27.3 (23.1,31.8)	23.8 (21.4,26.3)	30.6 (28.1,33.3)	16.6 (13.2,20.7)	19.2 (15.4,23.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44o.4***Helpfulness of Current Mentor's Sponsorship/Contacts to Advance Your Career: By Gender Within Paygrade***

44o. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Provides sponsorship/contacts to advance your career

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	7,215	2,020	5,564	1,354	213	2	1,586	256	720	226
Responding on Item	192,935	41,266	338,177	51,657	12,214	897	58,993	11,960	50,246	7,852
Not provided	15.2 (12.9,17.9)	16.3 (14.1,18.8)	14.9 (13.6,16.3)	17.6 (16.1,19.2)	16.5 (12.9,21.0)	23.3 (16.0,32.6)	19.2 (16.2,22.6)	24.0 (20.4,27.9)	16.9 (14.3,19.9)	21.7 (18.9,24.7)
Not at all helpful	4.9 (3.6,6.5)	3.2 (2.1,4.9)	3.6 (3.0,4.4)	2.6 (1.8,3.8)	2.3* (1.2,4.4)	1.4* (0.7,2.9)	3.6 (2.4,5.4)	2.2 (1.3,3.5)	4.2 (3.0,5.9)	2.0 (1.2,3.2)
Slightly helpful	10.6 (8.8,12.8)	9.2 (7.4,11.3)	9.5 (8.3,10.9)	6.7 (5.7,7.8)	9.2 (6.6,12.9)	9.5 (7.1,12.7)	10.8 (8.6,13.5)	9.9 (8.1,12.1)	11.4 (9.4,13.7)	7.7 (5.9,10.2)
Moderately helpful	18.1 (15.5,21.0)	14.4 (12.7,16.4)	16.2 (14.6,18.0)	12.6 (11.0,14.2)	17.2 (12.5,23.2)	14.9 (9.7,22.3)	20.6 (17.8,23.8)	14.6 (11.5,18.2)	20.4 (17.8,23.2)	15.9 (13.3,18.8)
Very helpful	29.9 (26.9,33.2)	27.2 (24.4,30.3)	31.2 (29.3,33.1)	29.2 (27.1,31.5)	33.1 (27.4,39.2)	30.6 (24.6,37.2)	26.9 (23.2,31.1)	25.4 (21.8,29.4)	28.3 (25.2,31.6)	26.4 (23.2,29.8)
Extremely helpful	21.3 (18.5,24.4)	29.7 (27.4,32.1)	24.6 (22.8,26.5)	31.3 (29.5,33.3)	21.6 (15.8,28.9)	20.3 (16.2,25.2)	18.9 (15.8,22.4)	24.0 (20.7,27.6)	18.9 (16.3,21.7)	26.3 (23.5,29.4)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44p.1**Helpfulness of Current Mentor in Obtaining Future Assignments: By Service**

44p. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Assists in obtaining future assignments

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable†	471,595	458,187	142,033	136,961	51,392	127,802	13,408
Not Responding on Item	19,842	19,300	6,738	4,983	3,547	4,034	542
Responding on Item	765,511	747,232	267,809	191,641	94,384	193,398	18,278
Not provided	22.5 (21.4,23.7)	22.6 (21.4,23.7)	21.5 (19.8,23.2)	20.0 (18.0,22.2)	20.9 (18.0,24.2)	27.3 (25.2,29.6)	21.1 (17.6,25.1)
Not at all helpful	4.7 (4.0,5.4)	4.6 (4.0,5.4)	5.3 (4.2,6.7)	4.2 (3.2,5.5)	3.8 (2.7,5.4)	4.5 (3.6,5.7)	6.0 (4.1,8.6)
Slightly helpful	9.4 (8.7,10.2)	9.4 (8.6,10.2)	10.7 (9.4,12.3)	9.0 (7.4,11.0)	7.6 (6.0,9.5)	8.6 (7.4,10.0)	12.8 (10.1,16.0)
Moderately helpful	15.6 (14.5,16.7)	15.5 (14.5,16.7)	15.5 (13.6,17.5)	16.7 (14.2,19.5)	16.5 (14.0,19.3)	14.1 (12.7,15.7)	16.6 (13.4,20.4)
Very helpful	26.1 (24.8,27.4)	26.1 (24.8,27.4)	26.1 (24.1,28.3)	27.4 (24.7,30.3)	26.0 (23.5,28.7)	24.7 (22.7,26.8)	26.2 (22.1,30.7)
Extremely helpful	21.8 (20.7,22.9)	21.9 (20.7,23.0)	20.9 (18.9,23.0)	22.7 (20.5,25.0)	25.2 (22.4,28.2)	20.8 (19.0,22.7)	17.3 (14.3,20.8)

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44p.2**Helpfulness of Current Mentor in Obtaining Future Assignments: By Paygrade and Gender**

44p. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you?

Assists in obtaining future assignments

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable†	233,349	174,051	3,300	35,506	25,388	399,822	71,773
Not Responding on Item	9,992	6,928	221	1,857	843	16,081	3,760
Responding on Item	233,443	389,824	13,105	70,937	58,201	651,782	113,729
Not provided	20.9 (18.7,23.4)	23.4 (22.0,24.9)	28.7 (23.1,35.1)	25.0 (22.1,28.1)	18.5 (15.9,21.4)	21.8 (20.6,23.1)	26.6 (25.2,28.1)
Not at all helpful	4.2 (3.0,5.9)	5.1 (4.3,6.0)	4.5* (2.3,8.4)	5.3 (3.9,7.2)	2.9 (2.0,4.3)	4.8 (4.1,5.7)	3.7 (3.1,4.5)
Slightly helpful	8.5 (7.0,10.2)	9.5 (8.4,10.6)	9.3 (6.6,13.0)	10.1 (7.8,12.9)	12.3 (10.3,14.7)	9.9 (9.0,10.8)	7.1 (6.4,7.8)
Moderately helpful	17.2 (14.9,19.8)	14.6 (13.2,16.2)	17.2 (12.4,23.4)	15.5 (13.2,18.0)	14.9 (12.8,17.3)	16.2 (15.0,17.5)	12.1 (11.0,13.1)
Very helpful	27.7 (25.1,30.5)	25.6 (23.8,27.4)	20.6 (16.0,26.1)	22.3 (19.2,25.8)	28.7 (25.9,31.8)	26.4 (24.9,28.0)	24.3 (22.8,25.9)
Extremely helpful	21.4 (19.2,23.8)	21.9 (20.3,23.5)	19.6 (14.3,26.3)	21.9 (18.9,25.2)	22.6 (20.4,25.0)	21.0 (19.7,22.3)	26.3 (25.0,27.7)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44p.3**Helpfulness of Current Mentor in Obtaining Future Assignments: By Gender Within Service**

44p. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Assists in obtaining future assignments

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable†	119,853	22,180	116,410	20,550	47,882	3,509	103,636	24,166	12,040	1,367
Not Responding on Item	5,518	1,219	3,883	1,099	3,290	256	3,054	980	336	206
Responding on Item	226,161	41,649	165,704	25,937	88,440	5,944	155,262	38,136	16,215	2,063
Not provided	20.8	25.2	19.4	24.2	20.5	27.0	26.8	29.7	20.2	28.1
	(18.9,22.8)	(22.9,27.5)	(17.1,21.9)	(21.4,27.2)	(17.5,24.0)	(21.9,32.9)	(24.3,29.4)	(27.4,32.1)	(16.4,24.6)	(21.9,35.2)
Not at all helpful	5.5	4.6	4.4	2.8	3.7	4.7*	4.8	3.2	6.4	2.7
	(4.1,7.1)	(3.4,6.2)	(3.3,5.9)	(1.9,4.1)	(2.6,5.4)	(2.4,8.9)	(3.7,6.2)	(2.1,4.8)	(4.3,9.4)	(1.7,4.3)
Slightly helpful	11.4	7.2	9.2	7.9	7.7	5.6	9.2	6.3	12.8	12.3
	(9.8,13.2)	(5.9,8.7)	(7.4,11.4)	(6.4,9.8)	(6.1,9.8)	(3.9,7.9)	(7.8,10.8)	(5.1,7.6)	(9.9,16.5)	(7.4,19.7)
Moderately helpful	16.1	12.0	17.3	12.8	16.8	12.2	14.8	11.4	16.9	14.5
	(13.9,18.5)	(10.0,14.2)	(14.5,20.4)	(10.4,15.7)	(14.1,19.8)	(9.3,15.9)	(13.0,16.6)	(9.8,13.3)	(13.3,21.2)	(11.2,18.7)
Very helpful	26.4	24.7	27.6	26.3	26.1	24.6	25.3	22.4	26.4	24.7
	(24.0,29.0)	(22.3,27.2)	(24.5,30.9)	(22.9,30.0)	(23.5,29.0)	(19.0,31.3)	(22.8,27.8)	(20.1,24.9)	(21.9,31.5)	(18.7,31.9)
Extremely helpful	19.9	26.4	22.2	26.0	25.2	25.9	19.2	27.0	17.3	17.7
	(17.5,22.4)	(24.0,28.9)	(19.7,24.8)	(23.3,28.8)	(22.2,28.4)	(21.7,30.6)	(17.2,21.5)	(24.7,29.5)	(14.0,21.2)	(13.6,22.6)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 44p.4**Helpfulness of Current Mentor in Obtaining Future Assignments: By Gender Within Paygrade**

44p. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? Assists in obtaining future assignments

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable†	191,859	41,489	152,662	21,389	3,053	247	29,685	5,822	22,563	2,825
Not Responding on Item	8,102	1,891	5,562	1,366	213	8	1,566	293	639	203
Responding on Item	192,049	41,395	338,179	51,645	12,214	891	59,014	11,924	50,327	7,874
Not provided	20.3 (17.7,23.2)	24.0 (21.4,26.8)	22.8 (21.2,24.5)	27.6 (25.6,29.8)	27.9 (22.0,34.7)	39.7 (32.2,47.7)	23.6 (20.3,27.2)	31.9 (27.9,36.1)	17.6 (14.7,20.9)	24.4 (21.2,27.8)
Not at all helpful	4.3 (2.9,6.3)	4.1 (2.8,5.9)	5.3 (4.4,6.3)	3.8 (2.9,5.0)	4.6* (2.3,8.9)	2.9 (1.7,4.9)	5.7 (4.1,7.9)	3.4 (2.2,5.2)	3.1 (2.1,4.7)	1.7 (1.0,2.8)
Slightly helpful	8.6 (6.9,10.7)	7.7 (6.2,9.4)	10.0 (8.8,11.3)	6.3 (5.4,7.3)	9.6 (6.7,13.5)	6.1 (4.1,9.0)	10.6 (7.9,14.0)	7.6 (5.8,10.0)	13.0 (10.7,15.7)	7.9 (6.2,10.2)
Moderately helpful	18.4 (15.6,21.5)	11.9 (10.2,13.8)	15.1 (13.5,16.9)	11.5 (9.9,13.3)	17.3 (12.2,24.0)	16.8 (10.4,25.8)	15.7 (13.0,18.8)	14.4 (11.5,17.8)	15.3 (12.9,18.1)	12.2 (10.4,14.4)
Very helpful	28.4 (25.2,31.7)	24.8 (21.9,28.0)	25.7 (23.7,27.8)	24.5 (22.4,26.7)	20.7 (15.8,26.6)	19.6 (15.1,25.1)	22.5 (18.8,26.7)	21.2 (18.4,24.3)	29.3 (26.1,32.8)	25.0 (21.6,28.8)
Extremely helpful	20.1 (17.5,23.1)	27.6 (25.3,30.1)	21.2 (19.5,23.0)	26.2 (24.3,28.2)	20.0 (14.3,27.2)	15.0 (11.4,19.4)	22.0 (18.5,25.9)	21.6 (18.6,24.9)	21.7 (19.1,24.6)	28.8 (25.7,32.1)

* Low precision and/or unweighted denominator size between 30 and 59.

† Members who do not currently have a mentor (Q41 = 3 or 4 or 5).

Table 45.1***Preparedness to Perform Wartime Job: By Service***

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,544	6,430	950	1,951	2,769	761	114
Responding on Item	1,250,403	1,218,289	415,630	331,633	146,553	324,473	32,114
Very well prepared	34.0	34.3	30.8	37.8	34.7	35.1	21.2
	(32.9,35.0)	(33.3,35.4)	(29.0,32.6)	(35.8,39.8)	(32.1,37.3)	(33.4,36.9)	(18.6,24.0)
Well prepared	42.7	42.7	43.5	42.6	42.9	41.6	43.8
	(41.7,43.7)	(41.7,43.6)	(41.4,45.6)	(40.6,44.6)	(39.8,46.0)	(39.7,43.4)	(40.1,47.5)
Neither well nor poorly prepared	16.6	16.3	17.3	14.3	15.6	17.5	25.0
	(15.8,17.4)	(15.5,17.2)	(15.9,18.9)	(12.8,15.9)	(13.3,18.1)	(16.2,18.9)	(22.3,27.9)
Poorly prepared	4.7	4.6	5.6	4.0	4.5	4.0	6.7
	(4.2,5.1)	(4.2,5.1)	(4.7,6.6)	(3.2,4.9)	(3.4,6.0)	(3.4,4.8)	(5.3,8.5)
Very poorly prepared	2.2	2.1	2.9	1.4	2.4	1.8	3.4
	(1.9,2.5)	(1.8,2.5)	(2.1,3.8)	(1.0,2.0)	(1.6,3.7)	(1.4,2.3)	(2.2,5.1)

Table 45.2***Preparedness to Perform Wartime Job: By Paygrade and Gender***

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,997	2,486	37	619	403	5,554	990
Responding on Item	473,787	568,317	16,589	107,682	84,029	1,062,131	188,272
Very well prepared	24.2 (22.4,26.1)	42.1 (40.5,43.6)	43.9 (38.5,49.4)	25.5 (22.9,28.3)	43.2 (40.6,45.8)	36.6 (35.4,37.8)	19.3 (18.3,20.3)
Well prepared	42.5 (40.8,44.2)	42.0 (40.4,43.7)	44.1 (39.1,49.2)	46.8 (43.8,49.8)	42.5 (39.7,45.4)	42.8 (41.6,43.9)	42.3 (41.1,43.5)
Neither well nor poorly prepared	22.6 (20.9,24.4)	11.8 (10.9,12.8)	8.7 (6.5,11.6)	20.0 (18.0,22.1)	11.6 (10.0,13.3)	14.8 (13.9,15.8)	26.3 (25.1,27.5)
Poorly prepared	6.7 (5.7,7.9)	3.1 (2.7,3.6)	2.9 (1.7,4.8)	5.9 (4.8,7.2)	2.2 (1.6,3.2)	4.0 (3.5,4.6)	8.2 (7.6,8.8)
Very poorly prepared	4.0 (3.3,4.9)	1.0 (0.7,1.3)	0.5* (0.1,1.7)	1.9 (1.4,2.7)	0.5* (0.2,1.2)	1.8 (1.5,2.3)	4.0 (3.5,4.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 45.3***Preparedness to Perform Wartime Job: By Gender Within Service***

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	749	201	1,553	399	2,624	144	534	227	94	19
Responding on Item	350,783	64,847	284,445	47,187	136,988	9,565	261,418	63,055	28,497	3,618
Very well prepared	33.1 (31.0,35.3)	18.3 (16.5,20.2)	40.9 (38.6,43.2)	19.1 (17.0,21.3)	35.7 (32.9,38.5)	20.4 (16.2,25.5)	38.6 (36.6,40.7)	20.6 (19.0,22.2)	21.9 (19.1,25.1)	15.3 (11.6,20.0)
Well prepared	44.0 (41.4,46.6)	40.5 (38.3,42.7)	42.3 (40.1,44.6)	44.2 (41.8,46.5)	43.1 (39.8,46.5)	39.3 (34.5,44.3)	41.1 (39.0,43.3)	43.3 (41.1,45.5)	44.1 (40.1,48.3)	40.9 (35.2,46.8)
Neither well nor poorly prepared	15.7 (14.0,17.6)	26.1 (24.1,28.2)	12.3 (10.7,14.2)	25.9 (23.8,28.2)	14.7 (12.4,17.4)	27.4 (23.2,31.9)	15.4 (13.9,17.0)	26.3 (24.6,28.1)	24.2 (21.3,27.4)	31.3 (26.5,36.6)
Poorly prepared	4.8 (3.7,6.1)	10.0 (8.8,11.3)	3.5 (2.6,4.6)	7.2 (6.0,8.6)	4.3 (3.1,5.8)	8.5 (6.7,10.7)	3.3 (2.6,4.2)	7.0 (6.0,8.0)	6.4 (4.8,8.4)	9.4 (7.0,12.6)
Very poorly prepared	2.4 (1.6,3.7)	5.2 (4.3,6.4)	1.0 (0.6,1.8)	3.6 (2.8,4.8)	2.3 (1.4,3.7)	4.4 (2.8,6.8)	1.6 (1.1,2.1)	2.9 (2.4,3.5)	3.4 (2.1,5.4)	3.1 (2.1,4.5)

Table 45.4***Preparedness to Perform Wartime Job: By Gender Within Paygrade***

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,433	566	2,185	301	31	6	597	24	309	94
Responding on Item	389,577	84,209	494,218	74,099	15,449	1,140	89,667	18,014	73,220	10,809
Very well prepared	26.6 (24.6,28.8)	12.8 (11.4,14.3)	44.5 (42.7,46.4)	25.7 (23.7,27.8)	44.4 (38.7,50.3)	36.3 (30.3,42.7)	27.7 (24.6,30.9)	14.6 (12.3,17.3)	44.8 (41.9,47.8)	32.2 (29.0,35.6)
Well prepared	43.0 (41.0,45.0)	40.1 (38.0,42.2)	41.7 (39.9,43.6)	44.2 (42.0,46.4)	44.0 (38.7,49.4)	45.6 (39.0,52.3)	47.4 (44.1,50.7)	43.8 (40.1,47.6)	42.4 (39.1,45.7)	43.5 (40.3,46.7)
Neither well nor poorly prepared	20.7 (18.8,22.8)	31.3 (29.2,33.5)	10.4 (9.4,11.6)	21.2 (19.8,22.7)	8.4 (6.0,11.5)	13.8 (10.3,18.1)	18.2 (16.0,20.7)	28.7 (25.3,32.4)	10.4 (8.7,12.4)	19.5 (17.1,22.1)
Poorly prepared	6.0 (4.8,7.5)	10.0 (8.8,11.2)	2.6 (2.1,3.2)	6.5 (5.7,7.4)	2.8 (1.6,4.9)	3.8 (2.2,6.4)	5.1 (3.8,6.7)	9.8 (8.0,12.0)	2.0 (1.2,3.1)	4.0 (3.1,5.3)
Very poorly prepared	3.6 (2.7,4.7)	5.9 (5.0,6.9)	0.7 (0.5,1.1)	2.5 (1.9,3.2)	0.5* (0.1,1.8)	0.6* (0.2,2.0)	1.7 (1.1,2.7)	3.1 (2.2,4.5)	0.5* (0.2,1.3)	0.8 (0.5,1.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 46.1***Physical Preparedness to Perform Wartime Job: By Service***

46. How well prepared are you physically to perform your wartime job?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,368	7,317	1,214	2,498	2,660	947	51
Responding on Item	1,249,579	1,217,402	415,366	331,087	146,662	324,287	32,177
Very well prepared	36.7	37.0	34.4	39.6	41.4	35.7	25.4
	(35.6,37.8)	(35.9,38.1)	(32.5,36.3)	(37.3,41.9)	(38.6,44.3)	(33.9,37.7)	(22.9,28.0)
Well prepared	44.1	44.1	45.9	42.5	41.7	44.7	43.2
	(43.1,45.2)	(43.0,45.2)	(43.8,48.0)	(40.3,44.7)	(38.9,44.5)	(43.1,46.4)	(40.0,46.5)
Neither well nor poorly prepared	14.4	14.2	14.3	13.6	11.7	15.7	23.4
	(13.7,15.2)	(13.4,14.9)	(13.2,15.5)	(11.9,15.5)	(9.9,13.9)	(14.6,16.9)	(20.8,26.2)
Poorly prepared	3.4	3.4	3.7	3.4	3.6	2.8	5.7
	(3.1,3.8)	(3.1,3.7)	(3.2,4.4)	(2.9,4.1)	(2.5,5.0)	(2.4,3.4)	(4.4,7.3)
Very poorly prepared	1.4	1.3	1.8	0.9	1.6	1.0	2.3
	(1.1,1.7)	(1.1,1.7)	(1.2,2.6)	(0.6,1.4)	(1.0,2.6)	(0.7,1.5)	(1.3,4.0)

Table 46.2***Physical Preparedness to Perform Wartime Job: By Paygrade and Gender***

46. How well prepared are you physically to perform your wartime job?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,248	2,828	35	970	286	5,865	1,503
Responding on Item	473,536	567,975	16,591	107,331	84,146	1,061,820	187,759
Very well prepared	33.5 (31.6,35.5)	37.7 (36.2,39.3)	42.9 (37.1,48.9)	40.4 (37.8,43.1)	42.0 (39.3,44.9)	39.2 (37.9,40.5)	22.7 (21.8,23.7)
Well prepared	44.8 (42.7,47.0)	43.6 (42.1,45.2)	41.4 (35.8,47.3)	44.7 (42.0,47.4)	43.2 (40.4,46.0)	44.2 (42.9,45.5)	43.9 (42.6,45.2)
Neither well nor poorly prepared	15.3 (14.0,16.8)	14.4 (13.5,15.4)	13.6 (10.4,17.5)	12.0 (10.4,13.8)	12.2 (10.5,14.2)	12.7 (11.9,13.6)	24.0 (22.9,25.1)
Poorly prepared	4.2 (3.6,4.8)	3.3 (2.8,3.9)	1.8* (1.0,3.2)	2.1 (1.5,3.0)	2.2 (1.6,3.1)	2.8 (2.4,3.2)	7.2 (6.6,7.9)
Very poorly prepared	2.2 (1.7,3.0)	1.0 (0.7,1.3)	0.3* (0.1,1.2)	0.8* (0.3,1.7)	0.4* (0.1,1.0)	1.2 (0.9,1.6)	2.3 (1.9,2.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 46.3***Physical Preparedness to Perform Wartime Job: By Gender Within Service***

46. How well prepared are you physically to perform your wartime job?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	960	254	1,699	798	2,455	203	712	234	38	13
Responding on Item	350,572	64,794	284,299	46,788	137,157	9,506	261,240	63,048	28,553	3,624
Very well prepared	36.7	21.6	42.4	22.3	42.8	21.9	38.5	24.4	25.8	21.8
	(34.5,39.0)	(19.8,23.5)	(39.8,45.1)	(20.3,24.5)	(39.8,45.8)	(18.9,25.4)	(36.2,40.8)	(22.5,26.4)	(23.1,28.8)	(16.8,27.9)
Well prepared	46.7	41.8	42.0	45.2	41.7	41.5	44.5	45.5	43.5	40.9
	(44.2,49.2)	(39.6,44.0)	(39.5,44.6)	(42.6,47.8)	(38.7,44.7)	(37.1,46.1)	(42.4,46.7)	(43.4,47.6)	(39.9,47.2)	(36.2,45.8)
Neither well nor poorly prepared	12.2	25.5	12.0	23.4	10.8	24.8	14.1	22.5	22.7	28.7
	(10.9,13.6)	(23.8,27.2)	(10.1,14.1)	(21.2,25.8)	(8.9,13.1)	(21.1,28.9)	(12.7,15.5)	(20.8,24.2)	(19.8,25.9)	(24.8,32.9)
Poorly prepared	2.9	8.2	2.9	7.0	3.2	8.5	2.0	6.1	5.6	6.4
	(2.3,3.7)	(7.0,9.6)	(2.2,3.7)	(5.9,8.3)	(2.2,4.8)	(6.6,10.8)	(1.5,2.7)	(5.3,7.1)	(4.2,7.4)	(5.1,8.0)
Very poorly prepared	1.6	3.0	0.8	2.1	1.5	3.3	0.9	1.5	2.3*	2.2
	(1.0,2.5)	(2.2,4.1)	(0.4,1.3)	(1.4,3.1)	(0.9,2.5)	(2.2,4.9)	(0.6,1.5)	(1.1,2.1)	(1.3,4.3)	(1.4,3.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 46.4***Physical Preparedness to Perform Wartime Job: By Gender Within Paygrade***

46. How well prepared are you physically to perform your wartime job?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,489	760	2,186	642	31	4	925	47	236	50
Responding on Item	389,521	84,015	494,217	73,758	15,449	1,142	89,340	17,991	73,293	10,853
Very well prepared	36.8 (34.6,39.1)	18.0 (16.4,19.7)	39.5 (37.7,41.4)	25.4 (23.7,27.2)	43.5 (37.3,49.9)	34.5 (28.6,40.8)	42.8 (39.8,45.9)	28.6 (25.7,31.8)	43.8 (40.7,47.1)	29.9 (27.2,32.7)
Well prepared	45.6 (43.1,48.1)	41.4 (39.3,43.5)	43.4 (41.6,45.2)	45.2 (43.4,47.1)	41.0 (35.0,47.4)	46.9 (40.4,53.5)	43.8 (40.7,47.1)	48.8 (45.7,52.0)	42.9 (39.6,46.2)	45.2 (42.0,48.4)
Neither well nor poorly prepared	12.6 (11.1,14.2)	28.1 (26.2,30.0)	13.3 (12.2,14.4)	21.9 (20.5,23.4)	13.6 (10.2,17.8)	14.0 (11.1,17.5)	10.9 (9.1,13.1)	17.3 (15.0,19.9)	11.2 (9.3,13.4)	18.8 (16.5,21.3)
Poorly prepared	3.1 (2.5,3.9)	9.1 (7.9,10.5)	2.9 (2.4,3.6)	5.9 (5.2,6.8)	1.7* (0.9,3.3)	3.3* (1.7,6.0)	1.6 (1.0,2.6)	4.6 (3.4,6.4)	1.8 (1.1,2.8)	5.5 (4.3,7.0)
Very poorly prepared	1.9 (1.3,2.9)	3.5 (2.8,4.3)	0.9 (0.6,1.3)	1.5 (1.2,2.0)	0.2* (0.0,1.4)	1.4* (0.7,3.0)	0.8* (0.3,2.0)	0.7* (0.3,1.3)	0.3* (0.1,1.2)	0.7* (0.3,1.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 47.1***Number of Days in Past 12 Months Member Too Sick to Perform Job: By Service***

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,107	7,965	1,532	3,106	2,758	570	142
Responding on Item	1,248,840	1,216,754	415,048	330,478	146,564	324,664	32,086
0	63.8	63.9	62.6	67.1	66.6	61.0	62.5
	(62.7,65.0)	(62.7,65.0)	(60.3,64.8)	(64.9,69.2)	(63.3,69.7)	(59.3,62.6)	(59.0,66.0)
1 - 5 days	29.9	29.8	29.5	27.6	28.4	33.1	31.1
	(28.7,31.0)	(28.7,31.0)	(27.5,31.6)	(25.7,29.6)	(25.5,31.5)	(31.5,34.7)	(27.8,34.6)
6 - 10 days	3.2	3.2	3.9	3.0	1.7	3.3	3.5
	(2.9,3.6)	(2.9,3.6)	(3.2,4.8)	(2.3,4.0)	(1.1,2.5)	(2.7,3.9)	(2.4,5.0)
11 - 15 days	1.2	1.2	1.5	0.7	1.3	1.4	1.0*
	(1.0,1.5)	(1.0,1.5)	(1.1,2.1)	(0.4,1.0)	(0.8,2.1)	(1.0,1.8)	(0.5,1.8)
16 - 20 days	0.5	0.5	0.6	0.3	0.8*	0.3	0.4*
	(0.4,0.6)	(0.4,0.6)	(0.3,1.0)	(0.2,0.6)	(0.4,1.6)	(0.2,0.5)	(0.2,0.9)
21 or more days	1.4	1.4	1.9	1.2	1.3	1.1	1.5*
	(1.2,1.7)	(1.2,1.7)	(1.5,2.6)	(0.9,1.7)	(0.7,2.2)	(0.8,1.4)	(0.7,3.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 47.2***Number of Days in Past 12 Months Member Too Sick to Perform Job: By Paygrade and Gender***

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,151	2,964	50	713	229	6,950	1,157
Responding on Item	472,633	567,839	16,576	107,588	84,204	1,060,735	188,105
0	61.9 (59.6,64.1)	65.2 (63.7,66.7)	69.3 (64.3,73.9)	66.0 (63.5,68.3)	61.5 (58.7,64.3)	66.4 (65.1,67.7)	49.1 (47.9,50.3)
1 - 5 days	31.1 (29.0,33.3)	28.4 (27.0,29.8)	27.0 (22.8,31.7)	29.4 (27.1,31.8)	33.7 (30.8,36.6)	28.1 (26.7,29.4)	40.0 (38.9,41.2)
6 - 10 days	3.6 (2.9,4.4)	3.2 (2.7,3.8)	1.9* (0.9,3.9)	2.9 (2.0,4.0)	2.3 (1.6,3.3)	3.0 (2.6,3.4)	4.7 (4.2,5.2)
11 - 15 days	1.3 (0.9,1.9)	1.3 (1.0,1.6)	0.5* (0.2,1.3)	0.8* (0.4,1.6)	0.9* (0.5,1.8)	1.0 (0.8,1.3)	2.2 (1.9,2.6)
16 - 20 days	0.7 (0.4,1.0)	0.4 (0.3,0.6)	0.5* (0.2,1.4)	0.2* (0.1,0.5)	0.4* (0.2,0.9)	0.4 (0.3,0.6)	0.8 (0.6,1.0)
21 or more days	1.5 (1.1,2.0)	1.6 (1.2,2.0)	0.9* (0.4,2.4)	0.8* (0.4,1.5)	1.2 (0.8,1.9)	1.1 (0.9,1.4)	3.2 (2.7,3.7)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 47.3**Number of Days in Past 12 Months Member Too Sick to Perform Job: By Gender Within Service**

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,286	245	2,564	542	2,592	165	401	169	106	35
Responding on Item	350,246	64,803	283,434	47,044	137,020	9,544	261,551	63,113	28,485	3,602
0	65.2 (62.6,67.8)	48.2 (45.9,50.5)	69.8 (67.3,72.3)	50.8 (47.9,53.6)	67.6 (64.1,71.0)	51.5 (47.5,55.5)	63.9 (61.9,65.9)	48.7 (46.6,50.7)	64.6 (60.7,68.4)	45.9 (40.8,51.0)
1 - 5 days	27.6 (25.2,30.2)	39.8 (37.7,42.0)	25.8 (23.6,28.1)	38.9 (36.5,41.5)	27.8 (24.7,31.2)	37.2 (33.9,40.6)	31.0 (29.2,33.0)	41.4 (39.4,43.5)	29.7 (26.2,33.6)	41.9 (37.3,46.7)
6 - 10 days	3.6 (2.7,4.6)	5.6 (4.6,6.9)	2.9 (2.1,3.9)	4.1 (3.3,5.2)	1.5 (0.9,2.4)	4.5 (2.6,7.5)	3.1 (2.5,3.8)	4.1 (3.3,5.1)	3.1 (2.0,4.9)	6.3 (4.8,8.2)
11 - 15 days	1.4 (0.9,2.1)	2.5 (1.9,3.2)	0.5 (0.3,0.9)	1.6 (1.1,2.4)	1.2 (0.7,2.0)	2.6 (1.6,4.2)	1.1 (0.7,1.7)	2.4 (1.8,3.1)	0.9* (0.4,1.9)	1.9 (1.2,2.9)
16 - 20 days	0.5* (0.3,1.1)	0.8 (0.5,1.2)	0.2* (0.1,0.6)	1.0 (0.6,1.7)	0.8* (0.4,1.7)	1.2* (0.6,2.3)	0.3* (0.1,0.5)	0.5 (0.3,0.9)	0.3* (0.1,1.0)	1.0* (0.5,2.1)
21 or more days	1.7 (1.2,2.4)	3.2 (2.6,3.9)	0.8 (0.5,1.5)	3.6 (2.5,5.1)	1.1* (0.6,2.2)	3.0 (1.7,5.3)	0.6 (0.4,1.0)	3.0 (2.4,3.7)	1.4* (0.5,3.4)	3.0 (2.1,4.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 47.4***Number of Days in Past 12 Months Member Too Sick to Perform Job: By Gender Within Paygrade***

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,485	666	2,654	309	31	19	634	80	147	82
Responding on Item	388,525	84,109	493,749	74,091	15,449	1,127	89,630	17,958	73,382	10,821
0	65.3 (62.6,67.8)	46.4 (44.1,48.8)	67.4 (65.7,69.0)	50.6 (48.7,52.5)	70.8 (65.4,75.7)	48.9 (42.2,55.7)	68.6 (65.8,71.2)	52.9 (49.8,55.9)	62.7 (59.5,65.8)	53.5 (50.4,56.6)
1 - 5 days	28.9 (26.5,31.5)	41.3 (39.1,43.5)	26.9 (25.4,28.5)	38.5 (36.7,40.3)	25.9 (21.5,30.9)	42.7 (35.8,49.9)	27.1 (24.5,29.8)	41.0 (37.8,44.4)	32.9 (29.6,36.3)	39.1 (36.2,42.2)
6 - 10 days	3.1 (2.4,4.1)	5.7 (4.9,6.7)	3.0 (2.5,3.7)	4.3 (3.7,5.0)	1.9* (0.8,4.0)	2.1 (1.2,3.5)	2.9 (2.0,4.3)	2.6 (1.8,3.7)	2.2 (1.4,3.3)	3.1 (2.2,4.4)
11 - 15 days	1.0* (0.5,1.8)	2.7 (2.2,3.3)	1.2 (0.9,1.6)	1.9 (1.5,2.5)	0.4* (0.1,1.4)	1.9* (1.0,3.6)	0.7* (0.3,1.5)	1.5 (0.9,2.8)	0.9* (0.4,1.9)	1.5 (0.9,2.5)
16 - 20 days	0.6 (0.4,1.1)	0.9 (0.6,1.4)	0.3 (0.2,0.5)	0.7 (0.4,1.1)	0.4* (0.1,1.5)	1.1* (0.4,2.8)	0.1* (0.0,0.6)	0.6* (0.2,1.9)	0.4* (0.1,1.0)	0.4* (0.2,1.0)
21 or more days	1.1 (0.7,1.8)	3.0 (2.4,3.8)	1.2 (0.9,1.7)	4.0 (3.1,5.1)	0.7* (0.2,2.5)	3.3 (2.0,5.3)	0.7* (0.3,1.5)	1.4 (0.8,2.3)	1.1* (0.6,1.9)	2.4 (1.6,3.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 48.1***Number of Days in Past 12 Months Member Unable to Work Because of Injury Suffered at Work: By Service***

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,458	6,409	1,107	2,195	2,576	532	48
Responding on Item	1,250,489	1,218,310	415,473	331,389	146,746	324,702	32,180
0	82.6 (81.6,83.5)	82.5 (81.5,83.5)	72.6 (70.7,74.5)	86.7 (85.0,88.1)	79.4 (76.2,82.2)	92.4 (91.2,93.4)	86.3 (84.0,88.3)
1 - 5 days	9.7 (8.9,10.5)	9.7 (9.0,10.6)	14.4 (12.9,15.9)	8.0 (6.7,9.6)	10.8 (8.7,13.3)	5.1 (4.3,6.1)	7.2 (5.7,9.0)
6 - 10 days	2.0 (1.7,2.4)	2.1 (1.7,2.4)	3.4 (2.8,4.1)	1.5 (1.0,2.1)	2.5 (1.6,3.9)	0.8 (0.5,1.2)	1.3* (0.7,2.5)
11 - 15 days	1.2 (1.0,1.5)	1.2 (1.0,1.5)	1.8 (1.3,2.5)	0.9 (0.6,1.5)	2.0 (1.3,3.2)	0.4 (0.3,0.7)	1.1* (0.6,2.0)
16 - 20 days	0.7 (0.6,1.0)	0.7 (0.6,1.0)	1.0 (0.7,1.5)	0.6 (0.4,1.1)	1.3* (0.7,2.5)	0.2* (0.1,0.5)	0.6* (0.3,1.4)
21 or more days	3.7 (3.3,4.2)	3.7 (3.3,4.2)	6.8 (5.9,7.9)	2.3 (1.7,3.1)	4.1 (3.0,5.6)	1.1 (0.8,1.5)	3.5 (2.2,5.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 48.2***Number of Days in Past 12 Months Member Unable to Work Because of Injury Suffered at Work: By Paygrade and Gender***

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,341	2,209	30	551	326	5,227	1,230
Responding on Item	473,443	568,594	16,596	107,750	84,106	1,062,458	188,032
0	75.9 (74.0,77.8)	84.4 (83.4,85.4)	87.2 (83.9,89.9)	93.4 (91.8,94.8)	93.0 (91.6,94.2)	82.3 (81.1,83.3)	84.6 (83.5,85.6)
1 - 5 days	13.1 (11.8,14.5)	8.7 (7.8,9.6)	6.7 (4.8,9.2)	4.0 (3.0,5.3)	5.0 (4.0,6.3)	9.8 (9.0,10.8)	8.8 (8.0,9.7)
6 - 10 days	2.8 (2.2,3.6)	1.9 (1.5,2.4)	0.8* (0.3,2.3)	0.8* (0.4,1.7)	0.3* (0.1,0.6)	2.1 (1.7,2.5)	1.9 (1.6,2.2)
11 - 15 days	1.5 (1.1,2.0)	1.3 (1.0,1.7)	1.2* (0.5,2.7)	0.3* (0.1,0.6)	0.6* (0.3,1.2)	1.3 (1.0,1.6)	0.9 (0.6,1.2)
16 - 20 days	1.0 (0.6,1.4)	0.7 (0.5,1.1)	0.7* (0.3,2.0)	0.2* (0.1,0.6)	0.1* (0.0,0.4)	0.7 (0.5,1.0)	0.9 (0.6,1.5)
21 or more days	5.7 (4.7,6.9)	3.0 (2.5,3.6)	3.4 (1.9,5.9)	1.3 (0.7,2.1)	1.0 (0.6,1.7)	3.9 (3.4,4.4)	3.0 (2.5,3.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 48.3***Number of Days in Past 12 Months Member Unable to Work Because of Injury Suffered at Work: By Gender Within Service***

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	889	218	1,642	553	2,378	197	300	232	19	30
Responding on Item	350,643	64,830	284,356	47,033	137,234	9,512	261,652	63,050	28,572	3,607
0	71.9 (69.5,74.1)	76.7 (74.9,78.4)	86.9 (85.0,88.6)	85.1 (82.8,87.2)	79.2 (75.8,82.2)	81.8 (78.4,84.8)	92.3 (90.9,93.5)	92.7 (91.0,94.1)	86.5 (83.8,88.8)	84.8 (79.4,88.9)
1 - 5 days	14.6 (12.9,16.4)	13.2 (11.7,14.9)	8.0 (6.6,9.8)	7.9 (6.4,9.8)	10.9 (8.7,13.5)	9.9 (7.7,12.6)	5.2 (4.2,6.4)	4.7 (3.7,5.9)	6.8 (5.2,8.9)	10.2 (6.5,15.7)
6 - 10 days	3.4 (2.7,4.3)	3.1 (2.5,3.8)	1.4 (0.9,2.2)	1.9 (1.3,2.7)	2.5 (1.5,4.0)	1.9 (1.1,3.0)	0.8 (0.5,1.4)	0.7 (0.5,1.1)	1.3* (0.6,2.7)	1.5 (0.9,2.6)
11 - 15 days	2.0 (1.4,2.8)	1.0 (0.6,1.5)	0.9 (0.5,1.6)	0.9 (0.6,1.5)	2.1 (1.3,3.3)	1.2* (0.6,2.2)	0.4 (0.2,0.7)	0.7* (0.3,1.6)	1.1* (0.5,2.2)	0.8* (0.5,1.5)
16 - 20 days	1.0 (0.7,1.6)	1.0 (0.7,1.4)	0.4* (0.2,0.9)	1.8* (0.8,4.1)	1.3* (0.7,2.6)	1.4* (0.6,2.8)	0.2* (0.1,0.5)	0.2* (0.1,0.5)	0.6* (0.2,1.6)	0.6* (0.3,1.4)
21 or more days	7.1 (6.1,8.4)	5.1 (4.1,6.4)	2.3 (1.6,3.2)	2.4 (1.7,3.4)	4.1 (2.9,5.7)	3.9 (2.8,5.5)	1.1 (0.8,1.6)	1.1 (0.8,1.7)	3.7 (2.3,6.0)	2.1 (1.3,3.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 48.4***Number of Days in Past 12 Months Member Unable to Work Because of Injury Suffered at Work: By Gender Within Paygrade***

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,536	806	1,893	316	31	0	513	39	256	70
Responding on Item	389,475	83,969	494,510	74,084	15,449	1,146	89,751	17,999	73,273	10,833
0	75.0 (72.6,77.2)	80.4 (78.5,82.2)	84.2 (83.0,85.4)	85.9 (84.4,87.3)	87.6 (84.1,90.4)	82.0 (74.8,87.5)	93.5 (91.6,94.9)	93.3 (91.3,94.9)	92.9 (91.3,94.2)	93.6 (92.1,94.9)
1 - 5 days	13.6 (12.0,15.3)	10.9 (9.4,12.7)	8.7 (7.8,9.8)	8.2 (7.1,9.4)	6.2 (4.3,8.9)	13.0 (7.9,20.7)	4.1 (2.9,5.6)	3.8 (2.5,5.6)	5.1 (4.0,6.5)	4.4 (3.2,5.8)
6 - 10 days	2.9 (2.2,3.9)	2.4 (1.8,3.0)	1.9 (1.5,2.5)	1.7 (1.3,2.2)	0.8* (0.3,2.4)	1.2* (0.6,2.7)	0.8* (0.3,1.9)	1.1 (0.6,2.0)	0.2* (0.1,0.6)	0.7* (0.4,1.4)
11 - 15 days	1.6 (1.1,2.2)	1.2 (0.7,1.9)	1.4 (1.0,1.9)	0.7 (0.4,1.0)	1.2* (0.5,2.9)	1.0* (0.4,2.2)	0.2* (0.1,0.6)	0.6* (0.3,1.2)	0.6* (0.3,1.3)	0.4* (0.2,1.0)
16 - 20 days	1.0 (0.6,1.5)	0.9 (0.6,1.4)	0.7 (0.5,1.0)	1.2* (0.6,2.6)	0.7* (0.2,2.2)	0.4* (0.1,2.1)	0.2* (0.1,0.7)	0.3* (0.1,0.8)	0.1* (0.0,0.5)	0.4* (0.2,1.0)
21 or more days	6.0 (4.9,7.4)	4.3 (3.5,5.2)	3.1 (2.5,3.7)	2.4 (1.9,3.0)	3.4* (1.9,6.2)	2.4 (1.4,4.1)	1.3 (0.8,2.4)	0.9* (0.5,1.7)	1.0 (0.6,1.9)	0.4* (0.2,0.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 49.1***Number of Days in Past 12 Months Member Unable to Work Because of Injury Suffered Outside of Work: By Service***

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	7,053	6,992	1,278	1,850	3,038	828	61
Responding on Item	1,249,894	1,217,727	415,302	331,734	146,284	324,406	32,167
0	89.3 (88.5,90.0)	89.3 (88.6,90.0)	89.5 (88.1,90.7)	90.3 (88.8,91.6)	86.5 (84.3,88.4)	89.5 (88.4,90.5)	86.3 (83.7,88.6)
1 - 5 days	7.1 (6.5,7.8)	7.1 (6.5,7.7)	6.8 (5.7,8.1)	6.8 (5.7,8.2)	8.7 (7.1,10.6)	7.0 (6.1,8.0)	9.2 (7.4,11.5)
6 - 10 days	0.9 (0.7,1.2)	0.9 (0.7,1.2)	1.1 (0.7,1.7)	0.7 (0.4,1.2)	1.0 (0.6,1.6)	0.9 (0.6,1.3)	1.2* (0.7,2.3)
11 - 15 days	0.7 (0.6,0.9)	0.7 (0.5,0.9)	0.8 (0.5,1.3)	0.6* (0.3,1.0)	0.7* (0.4,1.4)	0.8 (0.5,1.1)	0.7* (0.3,1.6)
16 - 20 days	0.3 (0.2,0.4)	0.3 (0.2,0.4)	0.1* (0.1,0.3)	0.2* (0.1,0.5)	0.5* (0.2,1.1)	0.5 (0.3,0.9)	0.1* (0.0,0.3)
21 or more days	1.7 (1.4,2.0)	1.7 (1.4,2.0)	1.7 (1.2,2.5)	1.4 (1.0,2.0)	2.7 (1.8,4.0)	1.4 (1.0,1.9)	2.4* (1.4,4.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 49.2***Number of Days in Past 12 Months Member Unable to Work Because of Injury Suffered Outside of Work: By Paygrade and Gender***

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,450	2,705	30	671	196	5,911	1,142
Responding on Item	473,334	568,098	16,596	107,630	84,236	1,061,774	188,120
0	86.5 (84.9,87.9)	90.3 (89.4,91.0)	94.4 (91.5,96.3)	93.5 (92.1,94.7)	91.8 (90.2,93.2)	89.6 (88.7,90.3)	87.6 (86.7,88.4)
1 - 5 days	8.8 (7.6,10.2)	6.6 (5.9,7.2)	4.3 (2.6,7.2)	4.1 (3.2,5.2)	6.1 (4.9,7.7)	6.9 (6.2,7.7)	8.3 (7.6,9.1)
6 - 10 days	1.4 (1.0,1.9)	0.7 (0.5,1.0)	0.3* (0.1,1.2)	0.3* (0.1,0.6)	0.7* (0.4,1.3)	0.9 (0.7,1.2)	1.0 (0.8,1.3)
11 - 15 days	1.0 (0.7,1.5)	0.6 (0.4,0.8)	0.6* (0.2,1.8)	0.7* (0.4,1.4)	0.2* (0.1,0.5)	0.7 (0.5,0.9)	0.8 (0.6,1.0)
16 - 20 days	0.3* (0.2,0.6)	0.3 (0.2,0.5)	0.0 (N/A,N/A)	0.4* (0.1,0.9)	0.2* (0.1,0.6)	0.3 (0.2,0.4)	0.4 (0.3,0.6)
21 or more days	2.1 (1.6,2.7)	1.6 (1.3,2.0)	0.4* (0.2,1.1)	1.1* (0.6,1.9)	0.9* (0.5,1.7)	1.7 (1.4,2.0)	1.9 (1.6,2.2)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 49.3***Number of Days in Past 12 Months Member Unable to Work Because of Injury Suffered Outside of Work: By Gender Within Service***

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	981	297	1,411	440	2,827	210	650	177	42	19
Responding on Item	350,551	64,751	284,587	47,146	136,785	9,499	261,302	63,105	28,549	3,618
0	90.1 (88.5,91.5)	86.0 (84.4,87.5)	90.5 (88.7,92.1)	88.9 (87.3,90.3)	86.7 (84.3,88.7)	84.5 (81.5,87.0)	89.7 (88.4,90.8)	88.7 (87.4,90.0)	86.3 (83.3,88.8)	86.4 (82.3,89.8)
1 - 5 days	6.3 (5.0,7.8)	9.5 (8.2,11.0)	6.8 (5.5,8.4)	6.9 (5.8,8.2)	8.6 (6.9,10.6)	10.5 (8.2,13.3)	6.8 (5.8,8.0)	7.7 (6.6,8.9)	9.2 (7.1,11.7)	9.8 (6.7,14.2)
6 - 10 days	1.1 (0.7,1.8)	1.3 (0.9,1.8)	0.6* (0.3,1.2)	1.3 (0.8,2.1)	1.0 (0.6,1.6)	1.3* (0.7,2.4)	0.9 (0.6,1.5)	0.6 (0.4,1.1)	1.2* (0.6,2.4)	1.1* (0.5,2.3)
11 - 15 days	0.8* (0.4,1.4)	0.8 (0.6,1.3)	0.5* (0.3,1.1)	0.8 (0.5,1.3)	0.7* (0.3,1.4)	0.5* (0.2,1.3)	0.8 (0.5,1.2)	0.8 (0.5,1.2)	0.7* (0.3,1.7)	0.7* (0.3,1.5)
16 - 20 days	0.1* (0.0,0.4)	0.4* (0.2,0.8)	0.2* (0.1,0.5)	0.5* (0.2,1.1)	0.4* (0.2,1.2)	0.7* (0.4,1.2)	0.6 (0.3,1.0)	0.4* (0.2,0.7)	0.1* (0.0,0.4)	0.1* (0.0,0.6)
21 or more days	1.7 (1.2,2.5)	1.9 (1.3,2.8)	1.4 (0.9,2.1)	1.7 (1.2,2.5)	2.7 (1.8,4.1)	2.6 (1.7,4.0)	1.3 (0.9,1.8)	1.8 (1.4,2.4)	2.5* (1.3,4.7)	1.8 (1.1,2.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 49.4***Number of Days in Past 12 Months Member Unable to Work Because of Injury Suffered Outside of Work: By Gender Within Paygrade***

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,878	573	2,300	405	31	0	610	62	94	102
Responding on Item	389,132	84,202	494,103	73,995	15,449	1,146	89,654	17,976	73,435	10,801
0	86.8 (84.9,88.4)	85.2 (83.8,86.6)	90.6 (89.6,91.5)	87.9 (86.5,89.1)	94.8 (91.7,96.8)	88.1 (80.9,92.9)	93.3 (91.6,94.7)	94.4 (92.5,95.8)	91.8 (89.9,93.3)	92.3 (90.6,93.7)
1 - 5 days	8.6 (7.2,10.2)	9.7 (8.5,11.1)	6.3 (5.6,7.1)	8.2 (7.1,9.4)	4.0 (2.2,7.1)	8.6* (4.3,16.5)	4.1 (3.1,5.5)	4.1 (2.9,5.7)	6.3 (4.9,8.1)	5.1 (3.9,6.6)
6 - 10 days	1.4 (1.0,2.0)	1.3 (0.9,1.8)	0.7 (0.4,1.0)	1.0 (0.7,1.4)	0.2* (0.0,1.3)	0.9* (0.3,2.3)	0.2* (0.1,0.7)	0.4* (0.2,1.0)	0.6* (0.3,1.4)	1.0 (0.6,1.5)
11 - 15 days	0.9 (0.6,1.5)	1.1 (0.8,1.6)	0.5 (0.3,0.9)	0.6 (0.4,0.9)	0.6* (0.2,1.9)	0.3* (0.1,1.3)	0.8* (0.4,1.6)	0.5* (0.2,1.1)	0.2* (0.1,0.6)	0.5* (0.3,1.1)
16 - 20 days	0.3* (0.1,0.6)	0.4 (0.3,0.7)	0.3 (0.2,0.5)	0.5 (0.3,0.9)	0.0 (N/A,N/A)	0.0 (N/A,N/A)	0.4* (0.2,1.1)	0.0* (0.0,0.1)	0.2* (0.0,0.7)	0.4* (0.2,1.0)
21 or more days	2.0 (1.4,2.9)	2.2 (1.7,2.9)	1.6 (1.2,2.1)	1.9 (1.5,2.5)	0.3* (0.1,1.1)	2.1* (1.2,3.9)	1.1* (0.6,2.2)	0.7* (0.4,1.4)	1.0* (0.5,1.9)	0.7* (0.3,1.3)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 50a.1***Health and Well Being -- Healthy as Anybody I Know: By Service***

50a. How true or false is each of the following statements for you? I am as healthy as anybody I know

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,186	8,065	1,747	2,213	3,037	1,068	121
Responding on Item	1,248,761	1,216,654	414,833	331,371	146,285	324,166	32,107
Definitely false	3.3	3.3	3.6	3.2	3.7	2.7	2.9
	(2.9,3.7)	(2.9,3.7)	(2.9,4.5)	(2.6,4.1)	(2.8,5.0)	(2.2,3.3)	(1.8,4.8)
Mostly false	7.0	7.0	6.9	6.0	6.4	8.2	8.5
	(6.5,7.6)	(6.4,7.5)	(5.8,8.3)	(5.0,7.1)	(5.1,8.0)	(7.3,9.2)	(6.8,10.6)
Mostly true	50.1	50.0	49.8	49.8	44.6	53.0	51.5
	(48.9,51.2)	(48.9,51.2)	(47.5,52.2)	(47.5,52.1)	(41.8,47.4)	(51.4,54.6)	(48.3,54.6)
Definitely true	39.7	39.7	39.6	41.0	45.3	36.1	37.1
	(38.6,40.7)	(38.7,40.8)	(37.5,41.8)	(38.7,43.4)	(42.5,48.1)	(34.4,37.9)	(34.3,39.9)

Table 50a.2**Health and Well Being -- Healthy as Anybody I Know: By Paygrade and Gender**

50a. How true or false is each of the following statements for you? I am as healthy as anybody I know

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,075	2,621	149	656	683	6,766	1,420
Responding on Item	472,709	568,182	16,477	107,645	83,749	1,060,919	187,842
Definitely false	3.4 (2.7,4.3)	3.9 (3.3,4.5)	1.3* (0.6,2.6)	1.1* (0.6,2.0)	2.0 (1.4,2.8)	3.2 (2.8,3.7)	3.7 (3.2,4.2)
Mostly false	8.0 (6.9,9.2)	7.5 (6.7,8.3)	4.8 (3.4,6.8)	2.7 (1.9,3.8)	4.3 (3.3,5.6)	6.8 (6.3,7.5)	7.8 (7.2,8.5)
Mostly true	48.6 (46.4,50.7)	52.4 (50.7,54.0)	47.5 (42.3,52.7)	45.9 (43.3,48.5)	49.0 (46.7,51.3)	49.6 (48.3,51.0)	52.7 (51.4,53.9)
Definitely true	40.1 (38.0,42.2)	36.3 (34.9,37.8)	46.4 (41.0,51.9)	50.4 (47.9,52.9)	44.8 (42.4,47.1)	40.4 (39.1,41.6)	35.8 (34.6,37.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50a.3**Health and Well Being -- Healthy as Anybody I Know: By Gender Within Service**

50a. How true or false is each of the following statements for you? I am as healthy as anybody I know

Please mark one answer for each statement.

	DoD								Coast Guard			
	Army		Navy		Marine Corps		Air Force		Male	Female		
	Male	Female	Male	Female	Male	Female	Male	Female				
Estimated Population												
Not Applicable												
Not Responding on Item			1,359	388	1,702	511	2,853	184	760	308	93	28
Responding on Item			350,173	64,660	284,296	47,075	136,759	9,525	261,192	62,974	28,498	3,609
Definitely false	3.5	4.6	3.2	3.2	3.6	5.7	2.6	2.9	3.1	1.7*		
	(2.7,4.5)	(3.7,5.6)	(2.5,4.2)	(2.4,4.3)	(2.6,5.0)	(3.8,8.6)	(2.0,3.4)	(2.3,3.6)	(1.8,5.3)	(0.9,3.2)		
Mostly false	6.7	8.4	5.7	7.9	6.3	8.0	8.4	7.3	8.9	5.4		
	(5.3,8.3)	(7.2,9.9)	(4.6,7.0)	(6.7,9.2)	(5.0,8.0)	(6.3,10.1)	(7.4,9.6)	(6.4,8.4)	(7.0,11.3)	(4.1,6.9)		
Mostly true	49.3	52.7	49.3	53.1	44.1	51.8	53.1	52.6	51.7	49.8		
	(46.5,52.1)	(50.5,54.9)	(46.6,51.9)	(50.4,55.8)	(41.2,47.0)	(48.1,55.5)	(51.1,55.1)	(50.6,54.6)	(48.1,55.3)	(44.3,55.4)		
Definitely true	40.6	34.3	41.9	35.9	46.0	34.4	35.9	37.2	36.3	43.2		
	(38.0,43.2)	(32.3,36.4)	(39.3,44.5)	(33.1,38.8)	(43.0,49.1)	(30.9,38.1)	(33.7,38.1)	(35.3,39.2)	(33.1,39.6)	(37.4,49.1)		

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50a.4**Health and Well Being -- Healthy as Anybody I Know: By Gender Within Paygrade**

50a. How true or false is each of the following statements for you? I am as healthy as anybody I know

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,381	695	2,143	479	149	0	575	82	519	165
Responding on Item	388,629	84,080	494,260	73,921	15,331	1,146	89,689	17,956	73,010	10,738
Definitely false	3.1	4.8	3.9	3.2	1.2*	3.0*	1.1*	1.0*	2.0	1.9
	(2.3,4.1)	(4.1,5.8)	(3.3,4.7)	(2.7,3.9)	(0.5,2.6)	(1.6,5.4)	(0.6,2.1)	(0.5,1.8)	(1.3,3.0)	(1.3,3.0)
Mostly false	7.6	9.6	7.4	7.6	4.8	5.5	2.8	2.3	4.1	5.5
	(6.4,9.0)	(8.5,10.8)	(6.6,8.4)	(6.7,8.5)	(3.3,6.9)	(3.7,8.1)	(1.8,4.1)	(1.5,3.5)	(3.0,5.6)	(4.2,7.1)
Mostly true	47.2	54.9	52.2	53.4	47.6	45.5	46.2	44.2	49.5	45.4
	(44.7,49.7)	(53.0,56.7)	(50.4,54.1)	(51.7,55.2)	(42.0,53.3)	(39.2,51.9)	(43.0,49.4)	(40.9,47.6)	(46.9,52.2)	(42.0,48.7)
Definitely true	42.1	30.7	36.4	35.8	46.5	46.1	49.9	52.5	44.4	47.3
	(39.7,44.6)	(28.9,32.6)	(34.8,38.1)	(34.1,37.6)	(40.6,52.4)	(39.2,53.1)	(46.9,52.9)	(49.2,55.8)	(41.7,47.1)	(44.1,50.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50b.1**Health and Well Being -- Seem to Get Sick a Little Easier Than Other People: By Service**

50b. How true or false is each of the following statements for you? I seem to get sick a little easier than other people

Please mark one answer for each statement.

		Total	DoD				Coast Guard	
			Total DoD	Army	Navy	Marine Corps		Air Force
Estimated Population								
Not Applicable								
Not Responding on Item		14,763	14,486	3,636	4,891	4,028	1,933	277
Responding on Item		1,242,184	1,210,233	412,944	328,693	145,294	323,301	31,951
Definitely false		66.4	66.4	67.6	65.1	67.3	65.6	67.5
		(65.3,67.5)	(65.2,67.5)	(65.7,69.5)	(62.9,67.2)	(64.4,70.0)	(63.8,67.5)	(64.0,70.9)
Mostly false		27.0	27.0	25.1	28.4	25.7	28.6	27.2
		(26.0,28.1)	(25.9,28.1)	(23.4,26.9)	(26.5,30.4)	(23.1,28.5)	(26.9,30.3)	(24.0,30.7)
Mostly true		5.0	5.0	5.3	5.1	5.1	4.6	4.3
		(4.6,5.5)	(4.6,5.5)	(4.4,6.4)	(4.2,6.1)	(3.8,6.7)	(3.9,5.4)	(3.2,5.8)
Definitely true		1.6	1.6	1.9	1.4	2.0	1.2	1.0*
		(1.4,1.9)	(1.4,1.9)	(1.5,2.5)	(1.0,2.0)	(1.4,2.9)	(0.9,1.6)	(0.5,1.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50b.2**Health and Well Being -- Seem to Get Sick a Little Easier Than Other People: By Paygrade and Gender**

50b. How true or false is each of the following statements for you? I seem to get sick a little easier than other people

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,894	5,569	220	921	1,158	12,561	2,202
Responding on Item	469,890	565,234	16,406	107,380	83,274	1,055,124	187,060
Definitely false	62.7 (60.6,64.7)	67.4 (66.1,68.7)	74.4 (69.2,79.0)	72.0 (69.6,74.2)	71.6 (69.4,73.7)	68.5 (67.3,69.8)	54.2 (53.0,55.5)
Mostly false	28.7 (27.0,30.5)	26.8 (25.5,28.1)	22.2 (17.9,27.2)	23.2 (21.2,25.4)	24.9 (23.0,27.0)	26.1 (24.9,27.3)	32.3 (31.1,33.6)
Mostly true	6.4 (5.6,7.5)	4.4 (3.8,5.0)	2.9 (1.8,4.7)	4.3 (3.3,5.5)	2.8 (2.1,3.7)	4.0 (3.5,4.6)	10.6 (9.9,11.4)
Definitely true	2.2 (1.7,2.8)	1.5 (1.2,1.9)	0.5* (0.2,1.2)	0.6* (0.3,1.1)	0.7* (0.3,1.2)	1.4 (1.1,1.7)	2.8 (2.4,3.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50b.3**Health and Well Being -- Seem to Get Sick a Little Easier Than Other People: By Gender Within Service**

50b. How true or false is each of the following statements for you? I seem to get sick a little easier than other people

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,896	740	4,298	592	3,767	260	1,375	559	225	52
Responding on Item	348,636	64,308	281,700	46,994	135,845	9,449	260,577	62,723	28,366	3,585
Definitely false	70.0	55.0	67.3	52.0	68.4	51.3	68.1	55.5	68.8	57.6
	(67.8,72.1)	(52.8,57.1)	(64.8,69.7)	(49.4,54.5)	(65.3,71.3)	(47.4,55.1)	(65.9,70.2)	(53.3,57.6)	(64.7,72.6)	(52.0,63.0)
Mostly false	23.9	31.9	27.6	33.6	25.4	29.6	27.7	32.3	26.8	30.8
	(21.9,25.9)	(29.8,34.1)	(25.4,29.9)	(31.0,36.2)	(22.7,28.4)	(25.7,33.8)	(25.7,29.7)	(30.2,34.4)	(23.2,30.7)	(26.1,36.0)
Mostly true	4.4	10.5	4.0	11.3	4.4	14.7	3.4	9.6	3.6	9.8
	(3.4,5.6)	(9.1,12.2)	(3.1,5.2)	(9.9,13.0)	(3.1,6.1)	(12.4,17.4)	(2.6,4.4)	(8.6,10.8)	(2.5,5.2)	(6.9,13.7)
Definitely true	1.8	2.6	1.1	3.2	1.8	4.4	0.9	2.6	0.9*	1.8
	(1.3,2.5)	(2.0,3.4)	(0.7,1.9)	(2.4,4.3)	(1.2,2.8)	(3.1,6.2)	(0.6,1.3)	(2.0,3.3)	(0.4,1.8)	(1.1,2.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50b.4**Health and Well Being -- Seem to Get Sick a Little Easier Than Other People: By Gender Within Paygrade**

50b. How true or false is each of the following statements for you? I seem to get sick a little easier than other people

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,808	1,087	4,863	707	209	11	781	141	901	257
Responding on Item	386,202	83,688	491,540	73,693	15,271	1,135	89,483	17,897	72,628	10,646
Definitely false	66.0 (63.6,68.4)	47.3 (45.1,49.5)	68.8 (67.3,70.3)	58.3 (56.5,60.1)	75.3 (69.7,80.2)	62.6 (56.0,68.7)	74.1 (71.3,76.7)	61.4 (58.2,64.5)	72.2 (69.7,74.6)	67.8 (65.0,70.4)
Mostly false	27.4 (25.3,29.6)	34.8 (32.7,37.0)	26.2 (24.8,27.7)	30.7 (28.9,32.5)	21.5 (16.9,26.9)	31.6 (25.8,38.2)	21.7 (19.4,24.3)	30.8 (27.5,34.3)	24.7 (22.5,27.0)	26.7 (24.0,29.6)
Mostly true	4.8 (3.8,6.1)	14.1 (12.8,15.5)	3.7 (3.2,4.4)	8.6 (7.5,9.7)	2.8 (1.6,4.8)	4.8 (3.3,7.1)	3.7 (2.7,5.3)	6.9 (5.4,8.7)	2.5 (1.8,3.6)	4.6 (3.5,5.9)
Definitely true	1.8 (1.3,2.6)	3.8 (3.1,4.7)	1.3 (1.0,1.8)	2.4 (2.0,3.1)	0.4* (0.1,1.3)	1.0* (0.4,2.3)	0.5* (0.2,1.2)	1.0 (0.5,1.7)	0.6* (0.3,1.3)	1.0* (0.5,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50c.1***Health and Well Being -- Expect My Health to Get Worse: By Service***

50c. How true or false is each of the following statements for you? I expect my health to get worse

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	16,003	15,758	4,345	4,680	4,167	2,567	246
Responding on Item	1,240,944	1,208,961	412,235	328,904	145,155	322,667	31,982
Definitely false	61.8 (60.8,62.8)	61.8 (60.8,62.8)	60.5 (58.7,62.2)	62.8 (60.8,64.8)	62.1 (58.7,65.3)	62.4 (60.6,64.2)	61.8 (58.4,65.0)
Mostly false	26.0 (25.1,27.0)	26.0 (25.0,27.0)	25.0 (23.6,26.5)	25.5 (23.8,27.3)	26.2 (23.0,29.6)	27.7 (26.1,29.4)	28.1 (25.2,31.2)
Mostly true	9.6 (9.0,10.2)	9.6 (9.0,10.3)	10.6 (9.5,11.9)	9.7 (8.5,11.1)	9.5 (8.1,11.1)	8.4 (7.4,9.5)	8.1 (6.8,9.5)
Definitely true	2.6 (2.2,3.0)	2.6 (2.2,3.0)	4.0 (3.1,5.0)	1.9 (1.4,2.7)	2.3 (1.6,3.3)	1.6 (1.2,2.0)	2.1 (1.2,3.6)

Table 50c.2***Health and Well Being -- Expect My Health to Get Worse: By Paygrade and Gender***

50c. How true or false is each of the following statements for you? I expect my health to get worse

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	7,726	6,171	296	868	942	13,554	2,449
Responding on Item	469,058	564,632	16,330	107,433	83,490	1,054,131	186,813
Definitely false	65.5 (63.6,67.3)	59.3 (58.0,60.5)	58.9 (54.2,63.4)	67.3 (64.7,69.8)	51.8 (49.2,54.4)	61.2 (60.0,62.4)	65.1 (63.8,66.3)
Mostly false	24.9 (23.2,26.7)	26.7 (25.6,27.9)	25.6 (21.3,30.6)	22.4 (20.3,24.7)	32.9 (30.4,35.4)	26.1 (25.0,27.2)	25.7 (24.6,26.8)
Mostly true	7.0 (5.9,8.4)	11.3 (10.5,12.1)	12.2 (9.4,15.6)	8.4 (7.0,10.1)	13.6 (12.0,15.3)	9.9 (9.2,10.7)	7.8 (7.2,8.5)
Definitely true	2.6 (1.9,3.4)	2.8 (2.3,3.3)	3.3 (2.1,5.2)	1.9 (1.2,2.8)	1.8 (1.3,2.5)	2.8 (2.3,3.2)	1.5 (1.2,1.8)

Table 50c.3**Health and Well Being -- Expect My Health to Get Worse: By Gender Within Service**

50c. How true or false is each of the following statements for you? I expect my health to get worse

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,470	875	4,032	648	3,921	244	1,934	633	197	49
Responding on Item	348,062	64,173	281,966	46,938	135,691	9,465	260,018	62,649	28,394	3,588
Definitely false	59.9	63.3	62.7	63.7	62.0	62.9	61.1	67.8	60.7	70.3
	(57.8,62.0)	(61.4,65.2)	(60.3,65.0)	(61.0,66.4)	(58.5,65.4)	(57.6,67.8)	(58.9,63.2)	(65.7,69.8)	(56.9,64.3)	(65.0,75.1)
Mostly false	25.1	24.3	25.2	27.6	26.2	25.9	28.1	25.8	28.8	22.5
	(23.4,26.9)	(22.6,26.1)	(23.2,27.3)	(25.2,30.1)	(22.8,29.9)	(21.3,31.0)	(26.2,30.2)	(24.0,27.7)	(25.5,32.4)	(18.1,27.5)
Mostly true	10.7	10.0	10.1	7.7	9.5	9.1	9.1	5.5	8.2	6.7
	(9.3,12.3)	(8.9,11.3)	(8.7,11.6)	(6.6,9.0)	(8.0,11.3)	(7.3,11.3)	(7.9,10.4)	(4.6,6.5)	(6.8,9.9)	(5.3,8.5)
Definitely true	4.3	2.3	2.1	1.0	2.3	2.2	1.7	0.9	2.3	0.5*
	(3.3,5.5)	(1.7,3.2)	(1.5,2.9)	(0.6,1.5)	(1.6,3.4)	(1.4,3.4)	(1.3,2.3)	(0.6,1.3)	(1.3,4.0)	(0.2,1.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50c.4***Health and Well Being -- Expect My Health to Get Worse: By Gender Within Paygrade***

50c. How true or false is each of the following statements for you? I expect my health to get worse

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	6,619	1,109	5,226	945	275	20	749	120	687	255
Responding on Item	385,391	83,666	491,177	73,455	15,205	1,126	89,515	17,918	72,842	10,648
Definitely false	65.5 (63.2,67.7)	65.5 (63.3,67.6)	58.5 (57.1,59.9)	64.4 (62.5,66.2)	59.2 (54.1,64.0)	55.0 (48.1,61.8)	66.5 (63.4,69.6)	71.0 (68.2,73.6)	51.0 (48.0,53.9)	57.4 (54.3,60.6)
Mostly false	24.6 (22.6,26.7)	26.3 (24.6,28.1)	26.9 (25.6,28.2)	25.1 (23.4,26.9)	25.6 (20.9,30.9)	26.6 (20.5,33.9)	22.4 (19.8,25.2)	22.9 (20.4,25.5)	33.3 (30.5,36.2)	29.6 (26.7,32.6)
Mostly true	7.0 (5.7,8.7)	7.0 (6.0,8.1)	11.7 (10.8,12.6)	8.8 (7.9,9.8)	11.9 (9.0,15.7)	15.4 (9.9,23.0)	9.1 (7.4,11.1)	5.2 (3.8,7.0)	13.9 (12.1,15.9)	11.4 (9.6,13.5)
Definitely true	2.8 (2.1,3.9)	1.3 (0.9,1.8)	2.9 (2.4,3.6)	1.7 (1.2,2.5)	3.4 (2.1,5.4)	3.0 (1.7,5.3)	2.0 (1.3,3.2)	1.0* (0.5,1.8)	1.8 (1.3,2.7)	1.6 (1.0,2.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 50d.1***Health and Well Being -- Health Is Excellent: By Service***

50d. How true or false is each of the following statements for you? My health is excellent

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	13,827	13,635	3,863	4,011	3,886	1,876	192
Responding on Item	1,243,120	1,211,084	412,717	329,573	145,436	323,358	32,036
Definitely false	3.6	3.6	4.6	3.4	3.7	2.5	2.6
	(3.2,4.0)	(3.2,4.1)	(3.8,5.6)	(2.6,4.3)	(2.6,5.2)	(2.1,3.1)	(1.5,4.3)
Mostly false	7.2	7.1	7.6	7.1	5.6	7.2	8.8
	(6.6,7.8)	(6.5,7.7)	(6.5,8.8)	(6.1,8.3)	(4.3,7.2)	(6.4,8.1)	(7.1,10.8)
Mostly true	52.1	52.0	50.5	51.2	45.8	57.6	54.7
	(51.1,53.1)	(51.0,53.0)	(48.5,52.4)	(48.9,53.5)	(43.2,48.5)	(55.9,59.3)	(51.1,58.2)
Definitely true	37.2	37.3	37.3	38.3	44.9	32.7	34.0
	(36.2,38.2)	(36.2,38.3)	(35.5,39.2)	(36.2,40.5)	(42.2,47.7)	(30.9,34.5)	(31.0,37.1)

Table 50d.2***Health and Well Being -- Health Is Excellent: By Paygrade and Gender***

50d. How true or false is each of the following statements for you? My health is excellent

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	6,667	5,484	203	595	877	11,907	1,921
Responding on Item	470,117	565,319	16,423	107,706	83,555	1,055,778	187,341
Definitely false	4.1 (3.4,5.1)	3.9 (3.3,4.5)	3.0 (1.7,5.1)	1.1 (0.6,1.9)	1.8 (1.2,2.9)	3.3 (2.9,3.9)	4.9 (4.4,5.5)
Mostly false	7.7 (6.7,8.8)	8.2 (7.4,9.0)	6.6 (4.7,9.1)	2.7 (1.9,3.7)	3.3 (2.5,4.5)	6.8 (6.2,7.5)	9.2 (8.4,10.0)
Mostly true	50.7 (48.7,52.7)	55.6 (54.0,57.2)	43.9 (38.5,49.5)	44.6 (42.2,47.1)	47.7 (44.8,50.6)	51.6 (50.5,52.7)	55.0 (53.6,56.4)
Definitely true	37.5 (35.5,39.6)	32.4 (30.9,33.9)	46.6 (41.2,52.2)	51.7 (49.4,53.9)	47.1 (44.4,49.9)	38.3 (37.1,39.5)	30.9 (29.7,32.0)

Table 50d.3**Health and Well Being -- Health Is Excellent: By Gender Within Service**

50d. How true or false is each of the following statements for you? My health is excellent

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,179	684	3,434	577	3,669	216	1,475	401	149	43
Responding on Item	348,353	64,364	282,564	47,009	135,943	9,493	260,477	62,881	28,442	3,594
Definitely false	4.4	6.0	3.1	4.8	3.4	7.4	2.2	3.8	2.6	2.6
	(3.4,5.6)	(5.1,7.0)	(2.3,4.2)	(3.8,6.1)	(2.2,5.1)	(5.1,10.4)	(1.7,2.9)	(3.1,4.5)	(1.4,4.5)	(1.7,3.9)
Mostly false	6.9	11.0	6.7	9.5	5.5	7.3	7.1	7.5	9.1	6.6
	(5.8,8.3)	(9.5,12.7)	(5.6,8.1)	(7.9,11.4)	(4.1,7.2)	(5.7,9.3)	(6.2,8.2)	(6.4,8.9)	(7.2,11.3)	(5.2,8.4)
Mostly true	49.7	54.8	51.0	52.6	45.4	52.5	57.6	57.6	54.7	54.4
	(47.4,52.0)	(52.6,56.9)	(48.4,53.6)	(49.7,55.4)	(42.6,48.2)	(48.4,56.6)	(55.5,59.7)	(55.4,59.8)	(50.6,58.7)	(49.4,59.4)
Definitely true	39.0	28.3	39.2	33.1	45.8	32.8	33.0	31.1	33.7	36.4
	(36.7,41.3)	(26.5,30.2)	(36.7,41.7)	(30.4,36.0)	(42.9,48.7)	(29.3,36.5)	(30.8,35.3)	(29.4,32.9)	(30.3,37.3)	(31.4,41.7)

Table 50d.4**Health and Well Being -- Health Is Excellent: By Gender Within Paygrade**

50d. How true or false is each of the following statements for you? My health is excellent

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	5,704	965	4,756	728	190	13	530	67	728	149
Responding on Item	386,306	83,810	491,647	73,672	15,290	1,133	89,734	17,972	72,801	10,754
Definitely false	3.6 (2.7,4.8)	6.6 (5.7,7.6)	3.8 (3.2,4.5)	4.6 (4.0,5.2)	2.9* (1.6,5.2)	4.3 (2.9,6.4)	1.1* (0.6,2.1)	1.0* (0.5,1.8)	1.9 (1.1,3.1)	1.7 (1.2,2.5)
Mostly false	6.9 (5.7,8.3)	11.2 (10.0,12.6)	8.0 (7.2,9.0)	9.1 (8.0,10.3)	6.5 (4.5,9.3)	7.6 (5.6,10.2)	2.6 (1.7,3.8)	3.1 (2.1,4.6)	3.2 (2.2,4.5)	4.5 (3.5,5.9)
Mostly true	49.3 (47.0,51.5)	57.3 (54.9,59.6)	55.6 (53.8,57.4)	55.6 (53.5,57.7)	43.2 (37.5,49.2)	52.9 (46.4,59.3)	44.1 (41.1,47.0)	47.3 (44.1,50.4)	47.8 (44.5,51.1)	47.0 (43.8,50.2)
Definitely true	40.2 (37.8,42.7)	25.0 (23.2,26.9)	32.6 (31.0,34.3)	30.8 (29.0,32.6)	47.5 (41.7,53.3)	35.2 (29.9,41.0)	52.3 (49.5,55.0)	48.7 (45.7,51.8)	47.2 (44.0,50.4)	46.8 (43.7,49.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51a.1**Problems as a Result of Physical Health -- Cut Down Amount of Time Spent on Work or Other Activity: By Service**

51a. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Cut down on the amount of time you spent on work or other activities

Please mark one answer for each statement.

		Total	DoD				Coast Guard	
			Total DoD	Army	Navy	Marine Corps		Air Force
Estimated Population								
Not Applicable								
Not Responding on Item		7,687	7,668	2,372	2,016	2,774	508	19
Responding on Item		1,249,260	1,217,051	414,208	331,568	146,548	324,726	32,209
Little or none of the time		85.1 (84.4,85.8)	85.1 (84.3,85.8)	82.0 (80.6,83.4)	86.3 (84.5,87.8)	84.1 (81.8,86.2)	88.2 (87.0,89.4)	86.6 (84.2,88.7)
Some of the time		10.2 (9.6,10.8)	10.2 (9.6,10.8)	11.9 (10.8,13.2)	9.9 (8.5,11.4)	10.5 (8.7,12.6)	8.2 (7.3,9.2)	9.5 (7.7,11.7)
A good bit of the time		3.6 (3.2,4.0)	3.6 (3.2,4.1)	4.3 (3.5,5.3)	3.1 (2.4,3.9)	4.4 (3.4,5.8)	2.8 (2.2,3.6)	3.0 (2.0,4.6)
All or most of the time		1.1 (0.9,1.4)	1.1 (0.9,1.4)	1.7 (1.2,2.5)	0.8 (0.5,1.2)	1.0* (0.6,1.8)	0.7 (0.5,1.0)	1.0* (0.5,1.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51a.2***Problems as a Result of Physical Health -- Cut Down Amount of Time Spent on Work or Other Activity: By Paygrade and Gender***

51a. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Cut down on the amount of time you spent on work or other activities

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,145	2,507	33	632	369	6,355	1,332
Responding on Item	472,639	568,296	16,593	107,670	84,063	1,061,330	187,930
Little or none of the time	80.4 (78.7,81.9)	86.5 (85.4,87.5)	92.5 (89.6,94.6)	92.0 (90.5,93.3)	92.5 (91.0,93.7)	85.7 (84.8,86.4)	82.1 (81.0,83.2)
Some of the time	12.9 (11.8,14.1)	9.4 (8.6,10.3)	6.3 (4.3,9.0)	6.2 (5.0,7.6)	6.0 (5.0,7.2)	9.9 (9.3,10.6)	11.7 (10.9,12.6)
A good bit of the time	5.1 (4.2,6.1)	3.2 (2.7,3.8)	1.1* (0.5,2.4)	1.2 (0.8,1.8)	1.2 (0.8,1.9)	3.4 (2.9,3.9)	4.6 (4.0,5.3)
All or most of the time	1.6 (1.2,2.3)	0.9 (0.7,1.3)	0.1* (0.1,0.2)	0.7* (0.4,1.3)	0.3* (0.1,0.7)	1.1 (0.8,1.4)	1.6 (1.3,1.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51a.3**Problems as a Result of Physical Health -- Cut Down Amount of Time Spent on Work or Other Activity: By Gender Within Service**

51a. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Cut down on the amount of time you spent on work or other activities

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,806	566	1,558	457	2,621	152	370	138	0	19
Responding on Item	349,726	64,482	284,440	47,129	136,991	9,557	261,582	63,144	28,591	3,618
Little or none of the time	82.5 (80.7,84.2)	79.5 (77.3,81.4)	86.9 (85.0,88.6)	82.4 (80.2,84.3)	84.4 (81.9,86.6)	79.7 (76.6,82.5)	89.0 (87.6,90.3)	85.0 (83.3,86.5)	87.1 (84.5,89.2)	82.8 (78.0,86.7)
Some of the time	11.8 (10.4,13.3)	12.7 (11.3,14.3)	9.7 (8.2,11.5)	11.2 (9.7,13.0)	10.3 (8.4,12.6)	13.2 (11.0,15.7)	7.6 (6.5,8.8)	10.9 (9.5,12.4)	9.1 (7.2,11.4)	12.8 (9.4,17.1)
A good bit of the time	4.0 (3.1,5.3)	6.0 (4.8,7.5)	2.7 (2.0,3.7)	5.0 (3.7,6.9)	4.4 (3.2,5.8)	5.3 (3.9,7.1)	2.8 (2.1,3.8)	2.9 (2.1,4.0)	2.9 (1.8,4.7)	3.6* (1.7,7.6)
All or most of the time	1.7 (1.1,2.7)	1.9 (1.4,2.5)	0.7 (0.4,1.2)	1.4 (1.0,2.1)	0.9* (0.5,1.8)	1.9 (1.1,3.3)	0.6 (0.4,1.0)	1.3 (0.9,1.8)	1.0* (0.5,2.1)	0.8* (0.4,1.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51a.4***Problems as a Result of Physical Health -- Cut Down Amount of Time Spent on Work or Other Activity: By Gender Within Paygrade***

51a. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Cut down on the amount of time you spent on work or other activities

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,342	804	2,090	418	31	2	583	50	310	59
Responding on Item	388,668	83,971	494,313	73,982	15,449	1,144	89,681	17,988	73,219	10,844
Little or none of the time	81.1 (79.1,82.9)	77.0 (75.2,78.7)	86.7 (85.4,87.9)	85.0 (83.5,86.4)	92.8 (89.7,95.1)	87.6 (83.5,90.9)	92.4 (90.6,94.0)	89.8 (87.8,91.5)	93.1 (91.3,94.5)	88.5 (85.9,90.8)
Some of the time	12.5 (11.2,13.9)	15.1 (13.7,16.6)	9.4 (8.4,10.5)	9.4 (8.5,10.4)	6.2 (4.1,9.1)	8.0 (5.5,11.5)	5.8 (4.4,7.5)	7.9 (6.4,9.8)	5.6 (4.5,7.0)	8.4 (6.5,10.8)
A good bit of the time	4.9 (3.9,6.1)	6.1 (5.1,7.4)	3.1 (2.5,3.8)	3.9 (3.0,5.1)	1.0* (0.4,2.5)	2.6 (1.5,4.4)	1.0* (0.6,1.8)	1.9 (1.3,2.8)	1.0* (0.6,1.9)	2.5 (1.8,3.6)
All or most of the time	1.6 (1.1,2.4)	1.8 (1.4,2.4)	0.8 (0.5,1.3)	1.7 (1.3,2.2)	0.0 (N/A,N/A)	1.8* (0.9,3.5)	0.8* (0.4,1.5)	0.3* (0.1,0.9)	0.3* (0.1,0.8)	0.5* (0.3,1.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 51b.1***Problems as a Result of Physical Health -- Accomplished Less Than You Would Like: By Service***

51b. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Accomplished less than you would like

Please mark one answer for each statement.

		DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Total							
Estimated Population							
Not Applicable							
Not Responding on Item	9,566	9,538	3,311	2,416	2,972	840	28
Responding on Item	1,247,381	1,215,181	413,269	331,168	146,350	324,394	32,200
Little or none of the time	77.4 (76.4,78.4)	77.3 (76.3,78.3)	75.0 (73.0,76.9)	78.3 (76.4,80.2)	75.2 (72.2,77.9)	80.0 (78.5,81.5)	80.9 (78.2,83.4)
Some of the time	16.2 (15.3,17.0)	16.2 (15.4,17.1)	16.9 (15.3,18.6)	15.8 (14.3,17.4)	17.5 (15.2,20.0)	15.3 (13.9,16.7)	13.5 (11.5,15.9)
A good bit of the time	4.8 (4.4,5.3)	4.8 (4.4,5.3)	5.7 (4.8,6.9)	4.8 (3.9,5.7)	5.2 (4.0,6.7)	3.5 (2.9,4.3)	4.4 (3.1,6.1)
All or most of the time	1.7 (1.4,2.0)	1.7 (1.4,2.1)	2.4 (1.8,3.2)	1.1 (0.8,1.6)	2.2 (1.4,3.4)	1.2 (0.9,1.6)	1.2* (0.7,2.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51b.2**Problems as a Result of Physical Health -- Accomplished Less Than You Would Like: By Paygrade and Gender**

51b. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Accomplished less than you would like

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,187	3,094	33	849	402	7,931	1,635
Responding on Item	471,597	567,709	16,593	107,452	84,030	1,059,754	187,627
Little or none of the time	72.6 (70.7,74.4)	78.3 (77.0,79.6)	87.4 (82.8,90.8)	85.4 (83.4,87.1)	85.6 (83.8,87.3)	77.9 (76.7,79.0)	74.4 (73.2,75.6)
Some of the time	18.6 (17.0,20.3)	15.7 (14.7,16.8)	10.7 (7.5,15.0)	12.0 (10.4,13.8)	11.8 (10.3,13.4)	15.9 (14.9,16.9)	17.6 (16.5,18.6)
A good bit of the time	6.5 (5.5,7.6)	4.4 (3.8,5.2)	1.8* (0.9,3.6)	2.1 (1.4,3.0)	2.1 (1.4,3.0)	4.6 (4.1,5.2)	5.8 (5.2,6.6)
All or most of the time	2.4 (1.7,3.2)	1.5 (1.2,2.0)	0.2* (0.1,0.5)	0.6* (0.3,1.2)	0.6* (0.3,1.1)	1.6 (1.3,2.0)	2.2 (1.9,2.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51b.3***Problems as a Result of Physical Health -- Accomplished Less Than You Would Like: By Gender Within Service***

51b. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Accomplished less than you would like

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,605	706	1,931	485	2,813	158	582	258	0	28
Responding on Item	348,927	64,342	284,067	47,101	136,799	9,551	261,370	63,024	28,591	3,609
Little or none of the time	75.6	71.9	79.1	74.0	75.4	71.7	80.6	77.6	81.5	76.4
	(73.0,78.0)	(69.5,74.1)	(76.8,81.2)	(71.8,76.1)	(72.3,78.3)	(66.4,76.4)	(78.8,82.3)	(75.6,79.6)	(78.4,84.2)	(71.5,80.8)
Some of the time	16.7	18.0	15.4	17.9	17.3	20.3	15.0	16.5	13.0	17.3
	(14.8,18.8)	(16.4,19.8)	(13.7,17.3)	(15.8,20.3)	(14.9,20.0)	(15.9,25.5)	(13.4,16.7)	(14.7,18.4)	(10.8,15.7)	(13.4,22.1)
A good bit of the time	5.4	7.5	4.6	6.1	5.1	5.4	3.4	4.1	4.3	5.1
	(4.3,6.8)	(6.2,8.9)	(3.6,5.7)	(4.9,7.5)	(3.9,6.8)	(4.0,7.4)	(2.6,4.3)	(3.2,5.4)	(2.9,6.3)	(3.3,7.7)
All or most of the time	2.3	2.7	1.0	2.0	2.2	2.6	1.0	1.8	1.2*	1.2
	(1.6,3.3)	(2.0,3.5)	(0.6,1.5)	(1.5,2.8)	(1.4,3.5)	(1.6,4.2)	(0.7,1.5)	(1.3,2.4)	(0.6,2.3)	(0.7,2.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51b.4***Problems as a Result of Physical Health -- Accomplished Less Than You Would Like: By Gender Within Paygrade***

51b. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Accomplished less than you would like

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,327	861	2,476	619	31	2	770	80	329	73
Responding on Item	387,683	83,914	493,927	73,781	15,449	1,144	89,494	17,958	73,200	10,830
Little or none of the time	73.3 (71.1,75.5)	69.1 (67.1,71.0)	78.4 (76.9,79.9)	77.6 (75.8,79.4)	87.8 (82.8,91.4)	81.9 (77.2,85.8)	85.7 (83.4,87.8)	83.5 (80.8,85.9)	86.7 (84.6,88.5)	78.2 (75.2,81.0)
Some of the time	18.3 (16.5,20.3)	20.0 (18.3,21.9)	15.7 (14.5,16.9)	16.0 (14.7,17.4)	10.5 (7.2,15.2)	13.3 (10.3,17.1)	11.8 (10.0,13.9)	12.7 (10.7,15.2)	10.9 (9.3,12.8)	17.7 (15.1,20.6)
A good bit of the time	6.2 (5.1,7.5)	7.8 (6.6,9.2)	4.4 (3.7,5.2)	4.8 (4.1,5.7)	1.7* (0.8,3.8)	2.3 (1.4,3.9)	1.9 (1.1,3.1)	3.0 (2.2,4.1)	1.9 (1.2,3.0)	3.1 (2.3,4.1)
All or most of the time	2.2 (1.5,3.2)	3.1 (2.6,3.8)	1.5 (1.1,2.1)	1.6 (1.2,2.1)	0.0 (N/A,N/A)	2.5* (0.9,6.5)	0.6* (0.3,1.3)	0.8* (0.4,1.4)	0.5* (0.2,1.1)	1.0 (0.6,1.8)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 51c.1***Problems as a Result of Physical Health -- Were Limited in the Kind of Work or Activities You Do: By Service***

51c. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Were limited in the kind of work or other activities you do

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,490	11,343	3,494	2,543	3,540	1,767	146
Responding on Item	1,245,457	1,213,376	413,086	331,041	145,782	323,467	32,082
Little or none of the time	78.6	78.5	73.8	80.8	74.8	83.6	83.6
	(77.8,79.4)	(77.6,79.3)	(71.8,75.7)	(78.8,82.7)	(71.6,77.8)	(82.2,85.0)	(81.2,85.7)
Some of the time	13.7	13.7	15.8	12.9	15.6	11.0	11.2
	(12.9,14.4)	(13.0,14.5)	(14.3,17.4)	(11.4,14.6)	(13.3,18.3)	(9.9,12.2)	(9.4,13.3)
A good bit of the time	4.9	5.0	6.6	4.0	5.7	3.5	3.3
	(4.5,5.4)	(4.5,5.4)	(5.6,7.7)	(3.3,4.9)	(4.5,7.3)	(3.0,4.2)	(2.3,4.8)
All or most of the time	2.8	2.9	3.8	2.2	3.8	1.8	1.9
	(2.4,3.3)	(2.4,3.4)	(3.0,4.9)	(1.6,3.0)	(2.6,5.5)	(1.5,2.3)	(1.2,3.0)

Table 51c.2***Problems as a Result of Physical Health -- Were Limited in the Kind of Work or Activities You Do: By Paygrade and Gender***

51c. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Were limited in the kind of work or other activities you do

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,915	4,195	133	688	558	9,740	1,749
Responding on Item	470,869	566,608	16,493	107,613	83,875	1,057,945	187,513
Little or none of the time	72.3 (70.6,74.0)	80.0 (79.0,81.0)	87.0 (83.1,90.1)	89.0 (87.3,90.5)	89.3 (87.7,90.7)	79.0 (78.1,79.9)	76.2 (75.0,77.4)
Some of the time	17.3 (15.9,18.8)	12.7 (11.8,13.5)	9.3 (7.0,12.4)	7.9 (6.6,9.4)	8.2 (7.0,9.6)	13.7 (12.8,14.5)	13.7 (12.7,14.7)
A good bit of the time	6.2 (5.4,7.1)	4.9 (4.2,5.7)	3.1* (1.5,6.1)	2.4 (1.7,3.3)	1.7 (1.2,2.4)	4.7 (4.2,5.2)	6.3 (5.6,7.0)
All or most of the time	4.2 (3.3,5.3)	2.5 (2.0,3.0)	0.6* (0.2,1.7)	0.8 (0.4,1.3)	0.8 (0.5,1.4)	2.7 (2.2,3.2)	3.9 (3.3,4.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51c.3***Problems as a Result of Physical Health -- Were Limited in the Kind of Work or Activities You Do: By Gender Within Service***

51c. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Were limited in the kind of work or other activities you do

Please mark one answer for each statement.

	DoD								Coast Guard			
	Army		Navy		Marine Corps		Air Force		Male	Female		
	Male	Female	Male	Female	Male	Female	Male	Female				
Estimated Population												
Not Applicable												
Not Responding on Item			2,758	736	1,976	568	3,366	173	1,524	243	116	30
Responding on Item			348,774	64,312	284,022	47,018	136,246	9,536	260,428	63,039	28,475	3,607
Little or none of the time			74.1	71.9	81.6	76.1	75.2	68.9	84.1	81.6	84.2	79.0
			(71.7,76.4)	(69.5,74.2)	(79.3,83.8)	(73.5,78.4)	(71.8,78.4)	(63.9,73.5)	(82.5,85.6)	(80.0,83.2)	(81.5,86.5)	(74.2,83.1)
Some of the time			16.0	14.7	12.6	14.7	15.5	17.3	11.0	11.3	10.8	14.4
			(14.3,17.9)	(13.0,16.4)	(10.9,14.5)	(12.6,17.0)	(13.1,18.3)	(13.6,21.7)	(9.7,12.4)	(9.9,12.9)	(8.8,13.2)	(10.7,19.0)
A good bit of the time			6.2	8.5	3.7	5.7	5.6	7.6	3.4	4.3	3.3	4.0
			(5.1,7.6)	(7.4,9.9)	(3.0,4.7)	(4.7,7.0)	(4.3,7.2)	(5.9,9.8)	(2.7,4.2)	(3.3,5.6)	(2.1,4.9)	(2.3,6.9)
All or most of the time			3.7	4.9	2.0	3.5	3.6	6.2	1.6	2.8	1.8	2.6
			(2.7,4.9)	(3.8,6.3)	(1.4,2.9)	(2.7,4.6)	(2.4,5.5)	(4.6,8.3)	(1.2,2.2)	(2.3,3.4)	(1.1,3.1)	(1.9,3.7)

Table 51c.4***Problems as a Result of Physical Health -- Were Limited in the Kind of Work or Activities You Do: By Gender Within Paygrade***

51c. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Were limited in the kind of work or other activities you do

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,995	921	3,486	709	131	2	630	59	499	59
Responding on Item	387,015	83,854	492,917	73,691	15,349	1,144	89,634	17,979	73,030	10,844
Little or none of the time	72.7 (70.7,74.6)	70.4 (68.4,72.3)	80.2 (79.0,81.4)	78.5 (76.6,80.2)	87.3 (83.1,90.6)	82.9 (77.7,87.0)	89.2 (87.2,91.0)	87.9 (85.8,89.7)	89.8 (88.0,91.3)	85.8 (83.1,88.1)
Some of the time	17.7 (16.2,19.4)	15.4 (13.8,17.1)	12.5 (11.5,13.5)	13.6 (12.2,15.2)	9.1 (6.6,12.4)	12.8 (9.1,17.7)	7.8 (6.4,9.7)	8.1 (6.6,9.8)	7.9 (6.6,9.4)	10.1 (8.1,12.6)
A good bit of the time	5.7 (4.7,6.8)	8.6 (7.5,10.0)	4.9 (4.1,5.8)	4.9 (4.1,5.9)	3.1* (1.5,6.4)	2.4 (1.4,4.2)	2.2 (1.4,3.5)	3.1 (2.3,4.1)	1.6 (1.0,2.4)	2.7 (1.9,3.7)
All or most of the time	3.9 (2.9,5.3)	5.6 (4.7,6.6)	2.4 (1.9,3.0)	3.0 (2.4,3.7)	0.5* (0.1,1.9)	2.0* (1.0,3.6)	0.7* (0.4,1.4)	1.0* (0.5,1.8)	0.7* (0.4,1.5)	1.5 (1.0,2.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51d.1***Problems as a Result of Physical Health -- Had Difficulty Performing the Work or Other Activities You Do: By Service***

51d. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Had difficulty performing the work or other activities you do (for example, it took extra effort)

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	10,607	10,532	3,164	2,700	3,481	1,189	75
Responding on Item	1,246,340	1,214,187	413,416	330,884	145,841	324,045	32,153
Little or none of the time	80.7 (79.9,81.6)	80.6 (79.7,81.4)	75.9 (73.8,77.8)	82.3 (80.6,83.9)	77.6 (74.9,80.2)	86.1 (84.8,87.4)	86.3 (84.0,88.3)
Some of the time	12.9 (12.1,13.7)	13.0 (12.2,13.8)	15.0 (13.4,16.7)	12.8 (11.4,14.3)	14.8 (12.8,17.0)	9.8 (8.7,11.0)	9.9 (8.0,12.0)
A good bit of the time	4.6 (4.1,5.0)	4.6 (4.2,5.1)	6.6 (5.7,7.6)	4.0 (3.2,4.8)	4.7 (3.5,6.3)	2.7 (2.2,3.3)	2.8 (1.9,4.1)
All or most of the time	1.8 (1.6,2.2)	1.9 (1.6,2.2)	2.6 (2.0,3.4)	1.0 (0.7,1.4)	2.9 (1.9,4.2)	1.4 (1.1,1.8)	1.1* (0.6,2.0)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51d.2***Problems as a Result of Physical Health -- Had Difficulty Performing the Work or Other Activities You Do: By Paygrade and Gender***

51d. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Had difficulty performing the work or other activities you do (for example, it took extra effort)

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,420	4,011	30	764	380	8,783	1,824
Responding on Item	471,364	566,792	16,596	107,537	84,052	1,058,902	187,438
Little or none of the time	75.1 (73.5,76.7)	82.1 (80.9,83.2)	89.5 (86.3,92.1)	89.6 (88.0,90.9)	89.6 (88.0,91.0)	81.1 (80.0,82.0)	78.8 (77.7,79.9)
Some of the time	16.1 (14.6,17.8)	12.0 (11.0,13.1)	8.9 (6.7,11.8)	7.9 (6.7,9.3)	8.2 (6.9,9.6)	12.8 (12.0,13.7)	13.4 (12.5,14.4)
A good bit of the time	6.2 (5.2,7.3)	4.2 (3.6,5.0)	1.2* (0.6,2.8)	2.0 (1.3,3.1)	1.6 (1.1,2.3)	4.4 (3.9,5.0)	5.3 (4.7,6.0)
All or most of the time	2.6 (2.0,3.3)	1.7 (1.3,2.2)	0.3* (0.1,1.3)	0.5* (0.3,1.1)	0.7* (0.3,1.3)	1.7 (1.4,2.1)	2.5 (2.2,2.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51d.3***Problems as a Result of Physical Health -- Had Difficulty Performing the Work or Other Activities You Do: By Gender Within Service***

51d. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Had difficulty performing the work or other activities you do (for example, it took extra effort)

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,394	770	2,220	479	3,134	346	985	204	49	25
Responding on Item	349,138	64,278	283,778	47,107	136,478	9,363	260,967	63,078	28,542	3,612
Little or none of the time	76.3 (73.7,78.6)	73.7 (71.4,75.9)	82.8 (80.9,84.6)	78.9 (76.9,80.8)	77.9 (75.0,80.7)	73.4 (69.7,76.8)	86.5 (85.0,88.0)	84.5 (82.7,86.2)	86.8 (84.2,89.1)	81.9 (77.3,85.8)
Some of the time	14.9 (13.1,17.0)	15.2 (13.6,16.9)	12.5 (11.0,14.3)	14.2 (12.4,16.2)	14.6 (12.5,17.0)	17.6 (15.0,20.6)	9.7 (8.5,11.1)	10.3 (9.1,11.7)	9.4 (7.4,11.9)	13.2 (9.6,17.8)
A good bit of the time	6.4 (5.3,7.6)	7.8 (6.4,9.4)	3.8 (3.0,4.8)	4.8 (3.9,5.9)	4.7 (3.4,6.4)	4.7 (3.5,6.4)	2.5 (1.9,3.3)	3.4 (2.5,4.6)	2.8 (1.8,4.3)	3.0 (2.1,4.2)
All or most of the time	2.5 (1.8,3.4)	3.3 (2.5,4.3)	0.8 (0.5,1.3)	2.1 (1.5,3.0)	2.8 (1.8,4.2)	4.3 (2.9,6.3)	1.3 (0.9,1.8)	1.8 (1.3,2.4)	1.0* (0.5,2.1)	1.9 (1.3,2.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 51d.4***Problems as a Result of Physical Health -- Had Difficulty Performing the Work or Other Activities You Do: By Gender Within Paygrade***

51d. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? Had difficulty performing the work or other activities you do (for example, it took extra effort)

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,372	1,048	3,353	658	31	0	713	52	314	66
Responding on Item	387,638	83,727	493,050	73,742	15,449	1,146	89,551	17,986	73,215	10,837
Little or none of the time	75.5 (73.5,77.4)	73.4 (71.7,75.1)	82.2 (80.8,83.5)	81.4 (79.8,82.9)	89.8 (86.3,92.4)	86.4 (81.8,89.9)	89.7 (87.8,91.4)	88.7 (86.2,90.7)	90.1 (88.3,91.7)	86.0 (83.3,88.4)
Some of the time	16.1 (14.4,18.1)	16.1 (14.6,17.7)	12.0 (10.8,13.2)	12.0 (10.7,13.5)	8.8 (6.4,11.9)	11.0 (7.8,15.2)	7.8 (6.4,9.5)	8.3 (6.5,10.4)	7.8 (6.4,9.4)	10.8 (8.6,13.6)
A good bit of the time	6.0 (4.9,7.3)	7.1 (6.0,8.4)	4.2 (3.4,5.1)	4.4 (3.7,5.4)	1.2* (0.5,2.9)	1.4* (0.7,2.9)	1.9 (1.1,3.3)	2.6 (1.8,3.9)	1.5 (1.0,2.3)	2.0 (1.4,2.9)
All or most of the time	2.4 (1.7,3.4)	3.4 (2.8,4.1)	1.6 (1.2,2.2)	2.2 (1.7,2.8)	0.3* (0.0,1.5)	1.3* (0.6,2.8)	0.6* (0.3,1.2)	0.5* (0.2,1.0)	0.6* (0.3,1.4)	1.1 (0.7,1.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52a.1**Problems as a Result of Emotional Health -- Cut Down the Amount of Time Spent on Work or Other Activities: By Service**

52a. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Cut down on the amount of time you spent on work or other activities

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,602	9,570	2,997	2,217	3,215	1,142	32
Responding on Item	1,247,345	1,215,149	413,583	331,367	146,107	324,092	32,196
Little or none of the time	80.2	80.1	78.6	79.0	78.7	83.8	83.0
	(79.2,81.1)	(79.1,81.0)	(76.8,80.2)	(76.9,81.0)	(76.3,81.0)	(82.5,85.0)	(80.6,85.1)
Some of the time	14.5	14.5	15.6	15.0	15.1	12.4	12.9
	(13.6,15.4)	(13.6,15.4)	(14.2,17.0)	(13.2,17.1)	(13.1,17.4)	(11.3,13.6)	(11.1,15.0)
A good bit of the time	4.2	4.2	4.4	4.9	4.7	3.2	3.6
	(3.8,4.7)	(3.8,4.8)	(3.6,5.3)	(4.0,6.0)	(3.6,6.2)	(2.6,3.9)	(2.4,5.2)
All or most of the time	1.1	1.2	1.5	1.0	1.4	0.7	0.5*
	(0.9,1.5)	(0.9,1.5)	(1.0,2.3)	(0.7,1.5)	(0.8,2.6)	(0.4,1.1)	(0.3,1.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52a.2**Problems as a Result of Emotional Health -- Cut Down the Amount of Time Spent on Work or Other Activities: By Paygrade and Gender**

52a. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Cut down on the amount of time you spent on work or other activities

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,973	3,705	30	525	368	8,173	1,428
Responding on Item	471,811	567,098	16,596	107,776	84,064	1,059,512	187,834
Little or none of the time	72.0 (70.2,73.7)	83.6 (82.3,84.8)	89.9 (86.3,92.7)	88.6 (86.8,90.3)	90.6 (89.1,91.9)	80.7 (79.7,81.7)	77.1 (75.9,78.2)
Some of the time	19.4 (17.9,21.1)	12.6 (11.5,13.7)	9.0 (6.4,12.6)	9.0 (7.5,10.8)	7.6 (6.4,9.0)	14.3 (13.3,15.3)	15.6 (14.7,16.6)
A good bit of the time	6.7 (5.8,7.9)	3.1 (2.6,3.7)	0.8* (0.4,1.7)	1.8 (1.1,2.8)	1.6 (1.0,2.6)	4.0 (3.5,4.6)	5.4 (4.9,6.0)
All or most of the time	1.9 (1.3,2.7)	0.8 (0.5,1.1)	0.3* (0.1,1.1)	0.6* (0.3,1.3)	0.2* (0.1,0.5)	1.0 (0.7,1.4)	1.9 (1.5,2.3)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52a.3***Problems as a Result of Emotional Health -- Cut Down the Amount of Time Spent on Work or Other Activities: By Gender Within Service***

52a. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Cut down on the amount of time you spent on work or other activities

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,501	496	1,753	464	3,019	195	901	241	0	32
Responding on Item	349,031	64,552	284,245	47,122	136,593	9,514	261,051	63,041	28,591	3,605
Little or none of the time	79.1	75.9	79.6	75.5	78.9	76.3	84.8	79.6	83.7	77.3
	(77.0,81.0)	(73.7,77.9)	(77.3,81.8)	(73.4,77.5)	(76.3,81.3)	(72.6,79.7)	(83.2,86.2)	(77.9,81.3)	(81.0,86.0)	(74.0,80.3)
Some of the time	15.5	16.0	14.7	16.7	15.2	14.1	11.9	14.6	12.4	16.8
	(13.9,17.2)	(14.4,17.7)	(12.7,17.0)	(14.7,19.0)	(13.1,17.6)	(11.7,16.9)	(10.6,13.3)	(13.3,16.0)	(10.4,14.8)	(14.3,19.6)
A good bit of the time	4.1	6.1	4.8	5.5	4.6	6.8	2.8	4.5	3.5	4.3
	(3.2,5.2)	(5.0,7.4)	(3.8,6.1)	(4.5,6.8)	(3.4,6.2)	(5.2,8.8)	(2.1,3.8)	(3.6,5.7)	(2.2,5.4)	(3.1,5.9)
All or most of the time	1.4	2.1	0.8	2.2	1.3*	2.8	0.5*	1.3	0.4*	1.6
	(0.8,2.3)	(1.5,2.9)	(0.5,1.4)	(1.5,3.3)	(0.7,2.6)	(1.8,4.2)	(0.3,1.1)	(0.9,1.8)	(0.1,1.2)	(1.1,2.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52a.4***Problems as a Result of Emotional Health -- Cut Down the Amount of Time Spent on Work or Other Activities: By Gender Within Paygrade***

52a. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Cut down on the amount of time you spent on work or other activities

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,085	889	3,285	419	31	0	500	26	273	95
Responding on Item	387,925	83,886	493,118	73,981	15,449	1,146	89,764	18,012	73,256	10,808
Little or none of the time	72.4 (70.3,74.4)	70.1 (68.1,72.0)	83.8 (82.4,85.2)	81.9 (80.4,83.4)	90.3 (86.3,93.2)	85.1 (81.4,88.1)	89.4 (87.2,91.3)	84.6 (82.0,86.9)	91.4 (89.6,92.8)	85.2 (82.4,87.6)
Some of the time	19.5 (17.7,21.5)	19.1 (17.4,21.0)	12.5 (11.3,13.7)	13.3 (12.1,14.7)	8.9 (6.1,12.8)	10.2 (7.9,13.2)	8.5 (6.8,10.6)	11.5 (9.7,13.6)	7.0 (5.7,8.6)	11.6 (9.3,14.3)
A good bit of the time	6.5 (5.3,7.8)	8.0 (6.9,9.3)	3.0 (2.4,3.8)	3.5 (2.9,4.3)	0.6* (0.2,1.7)	4.0 (2.6,6.2)	1.5* (0.8,2.7)	3.0 (2.0,4.6)	1.5 (0.9,2.7)	2.4 (1.7,3.3)
All or most of the time	1.7 (1.0,2.7)	2.8 (2.2,3.6)	0.7 (0.5,1.1)	1.2 (0.9,1.7)	0.2* (0.0,1.3)	0.7* (0.2,2.4)	0.6* (0.2,1.5)	0.9* (0.5,1.7)	0.1* (0.0,0.6)	0.8* (0.5,1.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52b.1***Problems as a Result of Emotional Health -- Accomplished Less Than You Would Like: By Service***

52b. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Accomplished less than you would like

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,436	9,405	3,093	2,169	3,091	1,053	31
Responding on Item	1,247,511	1,215,314	413,487	331,415	146,231	324,181	32,197
Little or none of the time	75.7	75.7	74.4	74.8	74.3	78.9	76.3
	(74.7,76.6)	(74.7,76.6)	(72.6,76.0)	(72.4,77.0)	(71.9,76.5)	(77.5,80.2)	(73.5,78.8)
Some of the time	17.5	17.5	18.1	18.4	16.9	16.2	18.7
	(16.6,18.5)	(16.6,18.5)	(16.7,19.7)	(16.3,20.6)	(14.9,19.0)	(14.9,17.5)	(16.4,21.2)
A good bit of the time	5.2	5.2	5.3	5.8	6.3	3.9	4.3
	(4.7,5.7)	(4.7,5.7)	(4.4,6.3)	(4.8,6.9)	(5.0,7.9)	(3.4,4.6)	(3.0,6.1)
All or most of the time	1.6	1.7	2.3	1.1	2.5	1.0	0.8*
	(1.3,2.0)	(1.3,2.0)	(1.6,3.2)	(0.8,1.6)	(1.6,4.0)	(0.7,1.5)	(0.4,1.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52b.2***Problems as a Result of Emotional Health -- Accomplished Less Than You Would Like: By Paygrade and Gender***

52b. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Accomplished less than you would like

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,468	3,788	82	619	478	7,971	1,465
Responding on Item	472,316	567,015	16,544	107,682	83,954	1,059,714	187,797
Little or none of the time	68.4 (66.5,70.2)	78.4 (77.1,79.8)	87.6 (83.6,90.7)	84.2 (81.8,86.3)	84.8 (82.8,86.7)	76.4 (75.3,77.5)	71.7 (70.6,72.8)
Some of the time	21.2 (19.4,23.1)	16.4 (15.2,17.5)	11.0 (7.9,15.1)	12.7 (10.6,15.1)	12.5 (11.0,14.3)	17.2 (16.2,18.3)	19.5 (18.7,20.5)
A good bit of the time	7.8 (6.8,9.0)	4.1 (3.5,4.7)	1.2* (0.6,2.2)	2.2 (1.6,3.0)	2.0 (1.4,2.9)	4.9 (4.4,5.5)	6.6 (6.0,7.3)
All or most of the time	2.6 (1.9,3.5)	1.2 (0.9,1.6)	0.3* (0.1,1.1)	0.9* (0.5,1.7)	0.7* (0.3,1.4)	1.5 (1.2,2.0)	2.2 (1.8,2.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52b.3***Problems as a Result of Emotional Health -- Accomplished Less Than You Would Like: By Gender Within Service***

52b. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Accomplished less than you would like

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,544	549	1,719	450	2,931	159	777	276	0	31
Responding on Item	348,988	64,499	284,279	47,136	136,681	9,550	261,175	63,006	28,591	3,606
Little or none of the time	75.1 (73.1,77.0)	70.4 (68.2,72.6)	75.5 (72.9,77.9)	70.2 (68.1,72.3)	74.4 (71.9,76.7)	72.6 (68.3,76.6)	80.1 (78.3,81.7)	74.0 (72.3,75.7)	76.9 (73.8,79.8)	71.0 (66.6,75.0)
Some of the time	17.8 (16.2,19.6)	19.7 (18.0,21.6)	18.0 (15.7,20.5)	20.8 (18.9,22.8)	17.0 (14.9,19.2)	15.9 (13.0,19.2)	15.5 (14.0,17.2)	18.9 (17.4,20.4)	18.4 (15.8,21.2)	21.5 (18.1,25.4)
A good bit of the time	4.8 (3.8,6.1)	7.5 (6.3,9.0)	5.7 (4.6,7.0)	6.4 (5.2,7.7)	6.2 (4.8,7.9)	8.0 (6.1,10.3)	3.5 (2.8,4.4)	5.7 (4.7,6.9)	4.1 (2.7,6.2)	5.6 (4.4,7.2)
All or most of the time	2.3 (1.6,3.3)	2.3 (1.7,3.1)	0.8 (0.5,1.5)	2.7 (1.9,3.7)	2.5 (1.5,4.1)	3.5 (2.4,5.2)	0.9 (0.6,1.5)	1.4 (1.0,2.0)	0.6* (0.3,1.5)	1.8 (1.2,2.9)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52b.4***Problems as a Result of Emotional Health -- Accomplished Less Than You Would Like: By Gender Within Paygrade***

52b. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Accomplished less than you would like

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,562	907	3,351	438	83	0	594	26	383	95
Responding on Item	388,448	83,868	493,052	73,962	15,397	1,146	89,670	18,012	73,146	10,808
Little or none of the time	69.0 (66.7,71.1)	65.6 (63.8,67.4)	78.8 (77.3,80.3)	75.7 (73.9,77.3)	88.1 (83.8,91.4)	80.4 (76.3,84.0)	85.1 (82.2,87.6)	79.7 (76.8,82.3)	85.9 (83.6,87.9)	77.6 (74.8,80.3)
Some of the time	21.0 (19.0,23.3)	22.1 (20.5,23.7)	16.1 (14.8,17.4)	18.1 (16.7,19.6)	10.7 (7.5,15.1)	14.7 (11.4,18.8)	12.3 (9.9,15.2)	14.8 (12.8,17.1)	11.7 (9.9,13.6)	18.4 (15.9,21.2)
A good bit of the time	7.6 (6.4,9.0)	9.1 (7.9,10.6)	3.9 (3.3,4.7)	4.8 (4.0,5.7)	1.0* (0.4,2.1)	3.7 (2.4,5.8)	1.8 (1.1,2.8)	4.5 (3.3,6.0)	1.8 (1.1,2.9)	3.2 (2.3,4.3)
All or most of the time	2.4 (1.7,3.6)	3.2 (2.6,3.9)	1.1 (0.8,1.6)	1.5 (1.1,2.0)	0.2* (0.0,1.3)	1.1* (0.4,3.0)	0.9* (0.4,1.9)	1.1 (0.6,1.9)	0.7* (0.3,1.5)	0.8 (0.5,1.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52c.1***Problems as a Result of Emotional Health -- Didn't Do Work or Other Activities as Carefully as Usual: By Service***

52c. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Didn't do work or other activities as carefully as usual

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	11,779	11,661	3,866	2,819	3,154	1,823	118
Responding on Item	1,245,168	1,213,058	412,714	330,765	146,168	323,411	32,110
Little or none of the time	80.5	80.4	78.2	79.6	78.8	84.8	83.5
	(79.6,81.4)	(79.5,81.3)	(76.5,79.9)	(77.5,81.5)	(76.3,81.1)	(83.6,86.0)	(81.2,85.6)
Some of the time	14.4	14.5	15.3	15.2	15.3	12.2	12.0
	(13.6,15.2)	(13.6,15.3)	(13.7,17.0)	(13.5,17.1)	(13.4,17.3)	(11.1,13.4)	(10.2,14.1)
A good bit of the time	3.7	3.7	4.7	3.9	3.9	2.3	3.7
	(3.3,4.2)	(3.3,4.2)	(3.8,5.7)	(3.2,4.9)	(2.8,5.3)	(1.9,2.8)	(2.6,5.2)
All or most of the time	1.4	1.4	1.8	1.3	2.1	0.7	0.8*
	(1.1,1.7)	(1.1,1.8)	(1.3,2.5)	(0.8,2.1)	(1.2,3.6)	(0.5,1.0)	(0.4,1.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52c.2**Problems as a Result of Emotional Health -- Didn't Do Work or Other Activities as Carefully as Usual: By Paygrade and Gender**

52c. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Didn't do work or other activities as carefully as usual

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	5,389	4,905	82	847	554	10,193	1,586
Responding on Item	471,395	565,898	16,544	107,454	83,878	1,057,492	187,676
Little or none of the time	72.2 (70.4,73.9)	83.9 (82.6,85.1)	90.6 (86.6,93.5)	89.6 (87.7,91.2)	90.8 (89.2,92.1)	80.9 (79.9,81.9)	78.2 (77.0,79.3)
Some of the time	19.3 (17.8,21.0)	12.6 (11.6,13.7)	8.4 (5.6,12.3)	8.1 (6.7,9.9)	7.8 (6.6,9.3)	14.2 (13.3,15.2)	15.3 (14.3,16.3)
A good bit of the time	6.2 (5.3,7.3)	2.6 (2.1,3.2)	1.0* (0.5,2.0)	1.4 (1.0,2.2)	1.2 (0.7,2.0)	3.6 (3.1,4.1)	4.8 (4.3,5.4)
All or most of the time	2.3 (1.7,3.2)	0.9 (0.6,1.3)	0.0* (0.0,0.1)	0.8* (0.4,1.7)	0.2* (0.1,0.6)	1.3 (1.0,1.7)	1.7 (1.4,2.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52c.3***Problems as a Result of Emotional Health -- Didn't Do Work or Other Activities as Carefully as Usual: By Gender Within Service***

52c. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Didn't do work or other activities as carefully as usual

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	3,241	625	2,351	469	2,985	168	1,532	291	84	34
Responding on Item	348,291	64,423	283,647	47,117	136,627	9,541	260,420	62,991	28,507	3,603
Little or none of the time	78.7	75.8	80.0	77.3	79.1	74.7	85.6	81.7	84.0	80.0
	(76.6,80.6)	(73.4,78.0)	(77.6,82.1)	(74.9,79.5)	(76.4,81.5)	(70.6,78.4)	(84.1,87.0)	(79.8,83.4)	(81.4,86.3)	(76.9,82.8)
Some of the time	15.1	16.5	15.2	15.7	15.2	16.3	11.9	13.6	11.7	14.8
	(13.3,17.1)	(14.7,18.6)	(13.2,17.4)	(13.9,17.7)	(13.2,17.4)	(13.4,19.8)	(10.5,13.4)	(12.2,15.2)	(9.7,14.0)	(12.5,17.4)
A good bit of the time	4.5	5.7	3.8	4.9	3.7	6.7	2.0	3.5	3.7	3.4
	(3.5,5.7)	(4.8,6.9)	(2.9,4.9)	(3.9,6.2)	(2.6,5.3)	(5.2,8.7)	(1.5,2.6)	(2.7,4.6)	(2.6,5.5)	(2.4,4.9)
All or most of the time	1.7	2.0	1.1*	2.1	2.1	2.2	0.6*	1.2	0.6*	1.8
	(1.1,2.7)	(1.4,2.8)	(0.6,2.1)	(1.5,3.0)	(1.2,3.7)	(1.3,3.8)	(0.3,1.0)	(0.8,1.7)	(0.2,1.6)	(1.2,2.8)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 52c.4***Problems as a Result of Emotional Health -- Didn't Do Work or Other Activities as Carefully as Usual: By Gender Within Paygrade***

52c. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? Didn't do work or other activities as carefully as usual

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	4,460	931	4,366	540	83	0	817	31	469	85
Responding on Item	387,550	83,844	492,037	73,860	15,397	1,146	89,447	18,007	73,060	10,818
Little or none of the time	72.3 (70.2,74.3)	71.7 (69.8,73.5)	84.1 (82.7,85.5)	82.4 (81.0,83.8)	90.8 (86.5,93.9)	87.0 (83.4,90.0)	90.3 (88.1,92.1)	86.2 (83.2,88.7)	91.6 (89.8,93.1)	85.2 (82.6,87.5)
Some of the time	19.5 (17.6,21.4)	18.7 (17.0,20.6)	12.6 (11.4,13.8)	13.1 (11.9,14.4)	8.3 (5.4,12.6)	8.9 (6.5,11.9)	7.6 (6.0,9.8)	10.6 (8.5,13.1)	7.1 (5.8,8.8)	12.5 (10.3,15.1)
A good bit of the time	6.1 (5.0,7.4)	6.8 (5.8,7.9)	2.5 (1.9,3.2)	3.5 (2.9,4.4)	0.8* (0.4,2.0)	3.8 (2.5,5.9)	1.2 (0.7,2.1)	2.6 (1.7,4.0)	1.1* (0.6,2.1)	1.8 (1.2,2.7)
All or most of the time	2.2 (1.5,3.3)	2.8 (2.3,3.6)	0.9 (0.6,1.3)	0.9 (0.6,1.4)	0.0 (N/A,N/A)	0.3* (0.1,1.3)	0.9* (0.4,1.9)	0.7* (0.3,1.5)	0.2* (0.1,0.7)	0.5* (0.2,1.0)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 53a.1***Time Spent Past 4 Weeks Feeling Calm and Peaceful: By Service***

53a. How much of the time during the past 4 weeks have you . . . Felt calm and peaceful?

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	6,645	6,626	1,983	1,865	2,574	205	19
Responding on Item	1,250,302	1,218,093	414,598	331,719	146,748	325,029	32,209
Little or none of the time	15.8	15.9	18.1	15.3	20.4	11.6	12.6
	(14.9,16.8)	(15.0,16.9)	(16.6,19.9)	(13.5,17.2)	(18.0,23.1)	(10.5,12.8)	(10.4,15.3)
Some of the time	32.8	32.8	33.4	31.3	36.3	32.1	32.9
	(31.9,33.8)	(31.9,33.8)	(31.3,35.6)	(29.2,33.5)	(33.8,38.9)	(30.4,33.8)	(30.3,35.7)
A good bit of the time	34.2	34.1	31.8	35.3	29.9	37.7	38.3
	(33.2,35.2)	(33.0,35.2)	(29.8,33.8)	(33.1,37.6)	(27.3,32.6)	(35.8,39.6)	(35.2,41.4)
All or most of the time	17.2	17.2	16.7	18.1	13.4	18.6	16.2
	(16.5,17.9)	(16.5,17.9)	(15.4,18.2)	(16.4,19.8)	(11.5,15.6)	(17.3,20.0)	(13.9,18.9)

Table 53a.2***Time Spent Past 4 Weeks Feeling Calm and Peaceful: By Paygrade and Gender***

53a. How much of the time during the past 4 weeks have you . . . Felt calm and peaceful?

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	2,898	2,944	36	420	345	5,515	1,130
Responding on Item	473,886	567,859	16,590	107,881	84,087	1,062,170	188,132
Little or none of the time	21.8 (20.1,23.7)	13.3 (12.3,14.4)	9.3 (6.5,13.0)	8.8 (7.6,10.3)	8.8 (7.4,10.5)	15.6 (14.5,16.7)	17.1 (16.2,18.1)
Some of the time	34.9 (32.9,37.1)	32.1 (30.7,33.6)	27.1 (23.1,31.4)	30.2 (27.8,32.6)	30.3 (27.9,32.9)	32.4 (31.3,33.5)	35.3 (34.1,36.5)
A good bit of the time	29.2 (27.1,31.4)	35.8 (34.4,37.3)	40.6 (34.5,47.0)	42.0 (39.5,44.5)	40.0 (37.2,43.0)	34.6 (33.4,35.8)	32.0 (30.9,33.2)
All or most of the time	14.0 (12.6,15.6)	18.7 (17.6,19.9)	23.1 (18.5,28.4)	19.0 (16.8,21.4)	20.8 (18.9,22.9)	17.4 (16.6,18.3)	15.6 (14.8,16.4)

Table 53a.3***Time Spent Past 4 Weeks Feeling Calm and Peaceful: By Gender Within Service***

53a. How much of the time during the past 4 weeks have you . . . Felt calm and peaceful?

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,567	415	1,461	404	2,397	176	90	115	0	19
Responding on Item	349,965	64,633	284,537	47,182	137,215	9,533	261,862	63,167	28,591	3,618
Little or none of the time	17.6	21.3	15.2	16.0	20.3	22.4	11.3	12.9	12.3	15.2
	(15.7,19.6)	(19.6,23.2)	(13.2,17.4)	(14.0,18.2)	(17.7,23.1)	(19.3,25.7)	(10.0,12.8)	(11.6,14.4)	(9.8,15.3)	(12.1,19.0)
Some of the time	33.2	34.3	30.4	36.8	36.3	36.1	31.4	35.1	32.5	36.1
	(30.8,35.8)	(32.1,36.5)	(28.0,32.9)	(34.1,39.6)	(33.7,39.1)	(31.5,40.9)	(29.3,33.5)	(33.2,37.1)	(29.6,35.6)	(31.9,40.6)
A good bit of the time	32.3	29.1	36.0	31.6	29.8	30.7	38.3	35.3	38.8	34.3
	(30.0,34.6)	(27.0,31.3)	(33.4,38.5)	(29.0,34.4)	(27.0,32.7)	(25.6,36.2)	(36.0,40.6)	(33.1,37.5)	(35.4,42.2)	(29.1,39.8)
All or most of the time	17.0	15.3	18.5	15.5	13.6	10.9	19.1	16.7	16.5	14.4
	(15.4,18.7)	(13.9,16.9)	(16.6,20.5)	(13.7,17.6)	(11.5,16.0)	(8.6,13.7)	(17.4,20.8)	(15.1,18.4)	(13.9,19.4)	(11.4,18.0)

Table 53a.4***Time Spent Past 4 Weeks Feeling Calm and Peaceful: By Gender Within Paygrade***

53a. How much of the time during the past 4 weeks have you . . . Felt calm and peaceful?

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,126	773	2,693	251	31	5	396	26	270	75
Responding on Item	389,884	84,002	493,710	74,149	15,449	1,141	89,868	18,012	73,259	10,828
Little or none of the time	21.8 (19.7,24.0)	22.2 (20.4,24.0)	13.3 (12.1,14.5)	13.9 (12.8,15.2)	9.3 (6.4,13.3)	9.3 (6.9,12.5)	8.4 (6.9,10.1)	11.3 (9.3,13.6)	8.6 (7.0,10.6)	10.2 (8.5,12.2)
Some of the time	34.3 (31.9,36.8)	37.9 (36.0,39.8)	32.0 (30.4,33.7)	32.7 (30.9,34.6)	26.7 (22.5,31.3)	32.5 (26.4,39.3)	29.1 (26.4,32.0)	35.3 (32.1,38.6)	29.9 (27.2,32.7)	33.3 (30.4,36.3)
A good bit of the time	29.5 (27.0,32.1)	28.0 (26.0,30.1)	36.1 (34.5,37.8)	33.8 (31.9,35.9)	41.0 (34.4,47.8)	35.8 (29.3,42.8)	42.4 (39.3,45.5)	40.0 (36.5,43.6)	40.6 (37.3,43.9)	36.5 (33.7,39.4)
All or most of the time	14.4 (12.7,16.3)	12.0 (10.9,13.1)	18.6 (17.3,20.0)	19.5 (18.0,21.1)	23.1 (18.2,28.8)	22.4 (17.2,28.6)	20.1 (17.6,23.0)	13.4 (11.8,15.3)	20.9 (18.7,23.4)	20.1 (17.2,23.3)

Table 53b.1***Time Spent Past 4 Weeks Being a Very Nervous Person: By Service***

53b. How much of the time during the past 4 weeks have you . . . Been a very nervous person?

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,740	9,691	2,806	3,135	2,964	788	49
Responding on Item	1,247,207	1,215,028	413,774	330,449	146,358	324,446	32,179
Little or none of the time	63.9 (62.8,65.0)	63.9 (62.7,65.0)	63.6 (61.5,65.7)	63.8 (61.4,66.1)	60.8 (58.1,63.4)	65.7 (63.9,67.4)	65.1 (62.0,68.0)
Some of the time	24.9 (23.9,25.9)	24.9 (23.9,25.9)	23.8 (21.9,25.8)	25.4 (23.5,27.3)	25.6 (23.1,28.1)	25.4 (23.8,27.1)	25.5 (22.9,28.4)
A good bit of the time	9.1 (8.4,9.7)	9.1 (8.4,9.8)	9.9 (8.4,11.6)	9.1 (7.9,10.5)	10.2 (8.7,12.0)	7.5 (6.5,8.6)	8.1 (6.6,9.8)
All or most of the time	2.2 (1.8,2.5)	2.2 (1.8,2.6)	2.6 (2.1,3.4)	1.8 (1.3,2.4)	3.4 (2.5,4.6)	1.4 (1.1,1.9)	1.3 (0.8,2.3)

Table 53b.2***Time Spent Past 4 Weeks Being a Very Nervous Person: By Paygrade and Gender***

53b. How much of the time during the past 4 weeks have you . . . Been a very nervous person?

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,244	4,262	50	754	429	8,254	1,486
Responding on Item	472,540	566,541	16,576	107,547	84,003	1,059,431	187,776
Little or none of the time	57.2 (55.0,59.3)	67.6 (66.2,69.0)	79.4 (74.6,83.5)	65.5 (62.6,68.2)	71.7 (69.1,74.1)	64.2 (62.9,65.6)	62.0 (60.9,63.2)
Some of the time	27.2 (25.4,29.1)	23.2 (22.0,24.6)	15.5 (11.8,19.9)	26.6 (23.9,29.5)	23.1 (20.8,25.5)	24.8 (23.7,26.0)	25.4 (24.3,26.5)
A good bit of the time	12.4 (11.1,13.9)	7.5 (6.8,8.3)	5.0 (2.9,8.5)	6.6 (5.2,8.3)	4.4 (3.5,5.7)	9.0 (8.2,9.8)	9.5 (8.7,10.4)
All or most of the time	3.3 (2.6,4.2)	1.6 (1.3,2.0)	0.1* (0.1,0.3)	1.3 (0.8,2.1)	0.8 (0.5,1.4)	2.0 (1.6,2.4)	3.1 (2.7,3.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 53b.3***Time Spent Past 4 Weeks Being a Very Nervous Person: By Gender Within Service***

53b. How much of the time during the past 4 weeks have you . . . Been a very nervous person?

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,324	482	2,477	658	2,789	174	634	154	31	18
Responding on Item	349,208	64,566	283,521	46,928	136,823	9,535	261,318	63,128	28,560	3,619
Little or none of the time	63.7 (61.2,66.1)	63.6 (61.1,66.0)	64.5 (61.7,67.2)	59.4 (57.0,61.7)	61.1 (58.3,63.9)	55.9 (51.2,60.4)	66.3 (64.1,68.4)	63.3 (61.4,65.2)	65.5 (62.1,68.7)	61.9 (56.9,66.7)
Some of the time	23.8 (21.6,26.1)	23.9 (21.9,26.2)	25.2 (23.1,27.5)	26.4 (24.3,28.6)	25.5 (23.0,28.3)	26.2 (21.6,31.3)	25.3 (23.3,27.4)	25.9 (24.2,27.7)	25.5 (22.6,28.6)	26.1 (22.2,30.4)
A good bit of the time	10.1 (8.4,12.1)	9.0 (7.6,10.6)	8.9 (7.5,10.5)	10.5 (9.0,12.1)	9.9 (8.3,11.9)	14.5 (11.6,17.9)	7.2 (6.0,8.6)	8.6 (7.3,10.1)	7.9 (6.3,9.8)	9.8 (7.1,13.5)
All or most of the time	2.5 (1.8,3.4)	3.5 (2.7,4.5)	1.4 (0.9,2.2)	3.8 (2.9,5.0)	3.4 (2.5,4.7)	3.5 (2.4,5.1)	1.2 (0.9,1.8)	2.2 (1.7,2.8)	1.2* (0.6,2.4)	2.2 (1.5,3.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 53b.4***Time Spent Past 4 Weeks Being a Very Nervous Person: By Gender Within Paygrade***

53b. How much of the time during the past 4 weeks have you . . . Been a very nervous person?

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,589	656	3,594	669	46	4	686	69	340	89
Responding on Item	388,421	84,119	492,809	73,731	15,434	1,142	89,578	17,969	73,189	10,814
Little or none of the time	57.6 (54.9,60.2)	55.1 (53.2,57.0)	67.5 (65.9,69.1)	68.3 (66.2,70.3)	79.8 (74.7,84.1)	74.1 (68.6,79.0)	66.1 (62.8,69.2)	62.6 (59.4,65.7)	71.8 (68.9,74.5)	70.9 (68.2,73.5)
Some of the time	27.2 (25.0,29.4)	27.1 (25.3,29.0)	23.3 (21.8,24.8)	23.0 (21.5,24.6)	15.0 (11.2,19.9)	21.1 (16.8,26.1)	26.2 (23.1,29.5)	28.7 (25.7,31.9)	23.1 (20.6,25.8)	23.1 (20.5,25.8)
A good bit of the time	12.2 (10.6,14.0)	13.3 (11.8,14.8)	7.7 (6.8,8.6)	6.5 (5.7,7.5)	5.2 (2.9,9.0)	2.9 (1.8,4.7)	6.5 (4.9,8.5)	7.1 (5.6,9.0)	4.3 (3.2,5.7)	5.3 (3.9,7.0)
All or most of the time	3.0 (2.2,4.1)	4.6 (3.8,5.4)	1.5 (1.2,2.0)	2.2 (1.7,2.9)	0.0 (N/A,N/A)	1.9* (0.9,4.1)	1.3 (0.7,2.2)	1.5 (0.9,2.5)	0.8* (0.5,1.5)	0.7* (0.4,1.4)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 53c.1***Time Spent Past 4 Weeks Felt So Down in the Dumps Nothing Could Cheer You Up: By Service***

53c. How much of the time during the past 4 weeks have you . . . Felt so down in the dumps that nothing could cheer you up?

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,846	8,777	2,487	2,803	3,187	302	69
Responding on Item	1,248,101	1,215,942	414,093	330,781	146,135	324,932	32,159
Little or none of the time	72.0	71.8	68.5	71.1	69.6	77.7	78.3
	(71.0,73.0)	(70.8,72.9)	(66.5,70.5)	(68.8,73.4)	(66.3,72.8)	(76.2,79.2)	(75.7,80.8)
Some of the time	18.5	18.6	19.3	19.7	18.7	16.5	14.9
	(17.5,19.5)	(17.6,19.6)	(17.7,21.0)	(17.7,21.8)	(16.2,21.5)	(15.2,18.0)	(12.7,17.5)
A good bit of the time	6.9	6.9	8.5	7.1	7.9	4.3	5.3
	(6.3,7.5)	(6.4,7.6)	(7.5,9.8)	(6.0,8.4)	(6.3,9.8)	(3.7,5.1)	(3.9,7.3)
All or most of the time	2.6	2.7	3.7	2.1	3.8	1.4	1.4*
	(2.3,3.1)	(2.3,3.1)	(3.0,4.5)	(1.6,2.9)	(2.7,5.3)	(1.0,1.9)	(0.8,2.6)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 53c.2***Time Spent Past 4 Weeks Felt So Down in the Dumps Nothing Could Cheer You Up: By Paygrade and Gender***

53c. How much of the time during the past 4 weeks have you . . . Felt so down in the dumps that nothing could cheer you up?

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,515	4,136	66	670	457	7,449	1,397
Responding on Item	473,269	566,667	16,560	107,631	83,975	1,060,236	187,865
Little or none of the time	60.5 (58.5,62.4)	77.0 (75.5,78.4)	84.1 (79.6,87.8)	82.9 (80.8,84.8)	86.7 (84.9,88.4)	72.7 (71.5,73.9)	67.9 (66.6,69.2)
Some of the time	23.4 (21.5,25.4)	16.8 (15.6,18.0)	13.3 (9.9,17.7)	13.0 (11.2,15.0)	10.5 (9.0,12.3)	18.2 (17.1,19.4)	20.2 (19.2,21.2)
A good bit of the time	11.2 (9.9,12.5)	4.9 (4.2,5.7)	1.6 (0.9,2.8)	3.2 (2.3,4.3)	2.1 (1.4,2.9)	6.7 (6.0,7.4)	8.3 (7.5,9.1)
All or most of the time	5.0 (4.2,5.9)	1.3 (1.0,1.7)	1.0* (0.2,4.9)	1.0 (0.6,1.7)	0.7* (0.4,1.2)	2.4 (2.0,3.0)	3.6 (3.2,4.1)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 53c.3***Time Spent Past 4 Weeks Felt So Down in the Dumps Nothing Could Cheer You Up: By Gender Within Service***

53c. How much of the time during the past 4 weeks have you . . . Felt so down in the dumps that nothing could cheer you up?

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	1,932	555	2,387	416	2,979	207	95	207	56	13
Responding on Item	349,600	64,493	283,611	47,170	136,633	9,502	261,857	63,075	28,535	3,624
Little or none of the time	69.4	64.1	72.0	66.0	70.0	64.8	78.8	73.5	79.0	73.3
	(67.0,71.6)	(61.6,66.5)	(69.3,74.5)	(63.7,68.3)	(66.4,73.3)	(60.2,69.1)	(76.9,80.5)	(71.6,75.3)	(76.0,81.7)	(69.1,77.1)
Some of the time	18.9	21.1	19.4	21.6	18.6	20.2	16.1	18.2	14.7	16.7
	(17.0,20.9)	(19.4,23.0)	(17.1,21.8)	(19.5,23.9)	(16.0,21.6)	(17.1,23.8)	(14.5,17.9)	(16.6,20.0)	(12.2,17.6)	(13.1,21.0)
A good bit of the time	8.3	9.8	6.8	8.7	7.8	9.4	3.9	6.2	4.9	8.4
	(7.1,9.7)	(8.4,11.4)	(5.5,8.3)	(7.4,10.3)	(6.1,9.8)	(7.1,12.4)	(3.1,4.9)	(5.1,7.5)	(3.4,7.2)	(6.5,10.7)
All or most of the time	3.4	5.0	1.9	3.6	3.6	5.6	1.2	2.1	1.4*	1.7
	(2.7,4.4)	(4.0,6.2)	(1.3,2.7)	(2.8,4.7)	(2.5,5.3)	(4.1,7.6)	(0.8,1.9)	(1.6,2.7)	(0.7,2.8)	(1.1,2.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 53c.4***Time Spent Past 4 Weeks Felt So Down in the Dumps Nothing Could Cheer You Up: By Gender Within Paygrade***

53c. How much of the time during the past 4 weeks have you . . . Felt so down in the dumps that nothing could cheer you up?

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,722	794	3,665	471	67	0	623	48	372	85
Responding on Item	389,288	83,981	492,738	73,929	15,413	1,146	89,641	17,990	73,157	10,818
Little or none of the time	61.2 (58.8,63.4)	57.3 (55.2,59.3)	77.4 (75.6,79.0)	74.8 (73.1,76.4)	84.3 (79.4,88.2)	81.3 (77.1,84.8)	83.8 (81.4,86.0)	78.2 (75.0,81.1)	87.0 (84.8,88.8)	85.3 (82.7,87.6)
Some of the time	23.1 (20.9,25.4)	24.8 (23.0,26.6)	16.7 (15.3,18.2)	17.4 (15.9,18.9)	13.3 (9.7,18.0)	13.4 (10.8,16.6)	12.4 (10.4,14.7)	16.0 (13.5,18.8)	10.5 (8.8,12.4)	11.1 (8.9,13.8)
A good bit of the time	11.0 (9.6,12.6)	11.9 (10.5,13.3)	4.8 (4.0,5.7)	5.9 (5.0,6.9)	1.4* (0.7,2.8)	4.4 (2.8,6.8)	2.8 (1.9,4.1)	5.0 (3.7,6.8)	1.9 (1.3,3.0)	2.9 (2.1,3.9)
All or most of the time	4.8 (3.9,5.9)	6.1 (5.2,7.1)	1.2 (0.8,1.7)	2.0 (1.6,2.5)	1.0* (0.2,5.4)	1.0* (0.3,3.0)	1.0* (0.5,1.9)	0.8* (0.4,1.6)	0.7* (0.3,1.3)	0.7* (0.3,1.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 53d.1***Time Spent Past 4 Weeks Feeling Downhearted and Blue: By Service***

53d. How much of the time during the past 4 weeks have you . . . Felt downhearted and blue?

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	9,333	9,262	2,873	2,348	2,951	1,092	71
Responding on Item	1,247,614	1,215,457	413,707	331,236	146,371	324,142	32,157
Little or none of the time	62.1	62.0	59.5	61.3	60.7	66.6	65.7
	(60.9,63.4)	(60.7,63.3)	(57.2,61.7)	(58.9,63.7)	(57.6,63.7)	(64.8,68.4)	(62.7,68.6)
Some of the time	27.7	27.7	27.7	29.1	27.2	26.4	26.9
	(26.6,28.8)	(26.6,28.8)	(25.8,29.7)	(27.0,31.3)	(24.5,30.1)	(24.7,28.1)	(24.2,29.9)
A good bit of the time	7.6	7.6	9.4	7.3	8.1	5.5	6.1
	(7.1,8.2)	(7.1,8.2)	(8.3,10.6)	(6.2,8.7)	(6.6,9.9)	(4.7,6.4)	(4.5,8.1)
All or most of the time	2.6	2.7	3.4	2.3	4.0	1.5	1.3
	(2.2,3.1)	(2.2,3.2)	(2.7,4.4)	(1.7,3.1)	(2.9,5.6)	(1.1,2.0)	(0.7,2.3)

Table 53d.2***Time Spent Past 4 Weeks Feeling Downhearted and Blue: By Paygrade and Gender***

53d. How much of the time during the past 4 weeks have you . . . Felt downhearted and blue?

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	3,242	4,913	66	709	402	7,715	1,618
Responding on Item	473,542	565,890	16,560	107,592	84,030	1,059,970	187,644
Little or none of the time	50.9 (48.5,53.2)	67.8 (66.2,69.4)	77.5 (72.3,82.0)	70.7 (68.1,73.1)	73.3 (70.7,75.8)	63.1 (61.7,64.5)	56.6 (55.2,58.1)
Some of the time	32.1 (30.1,34.3)	25.3 (23.9,26.8)	20.7 (16.3,25.8)	25.2 (22.8,27.8)	22.9 (20.6,25.4)	27.1 (25.8,28.3)	31.0 (29.8,32.2)
A good bit of the time	12.3 (11.0,13.7)	5.4 (4.6,6.2)	1.7 (1.0,2.9)	3.2 (2.3,4.5)	3.1 (2.3,4.2)	7.4 (6.8,8.1)	8.5 (7.7,9.3)
All or most of the time	4.8 (3.9,5.8)	1.6 (1.1,2.1)	0.1* (0.0,0.3)	1.0* (0.5,1.8)	0.6* (0.3,1.1)	2.4 (1.9,3.0)	3.9 (3.5,4.4)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 53d.3***Time Spent Past 4 Weeks Feeling Downhearted and Blue: By Gender Within Service***

53d. How much of the time during the past 4 weeks have you . . . Felt downhearted and blue?

Please mark one answer for each statement.

	DoD								Coast Guard	
	Army		Navy		Marine Corps		Air Force		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female		
Estimated Population										
Not Applicable										
Not Responding on Item	2,131	742	1,927	421	2,729	221	874	218	54	17
Responding on Item	349,401	64,306	284,071	47,165	136,883	9,488	261,078	63,064	28,537	3,620
Little or none of the time	60.4	54.9	62.3	55.5	61.2	53.2	68.3	59.7	66.7	58.3
	(57.7,62.9)	(52.3,57.5)	(59.5,65.0)	(53.1,57.9)	(58.0,64.4)	(48.1,58.2)	(66.1,70.5)	(57.5,61.8)	(63.2,69.9)	(54.0,62.4)
Some of the time	27.2	30.6	28.6	31.8	27.1	29.0	25.2	31.1	26.5	30.2
	(24.9,29.5)	(28.3,33.0)	(26.3,31.1)	(29.4,34.4)	(24.2,30.1)	(25.0,33.4)	(23.2,27.4)	(29.1,33.2)	(23.4,29.8)	(26.4,34.2)
A good bit of the time	9.4	9.2	7.1	8.9	7.8	12.4	5.2	6.8	5.6	9.3
	(8.1,10.8)	(7.9,10.7)	(5.8,8.7)	(7.6,10.4)	(6.2,9.8)	(9.8,15.5)	(4.3,6.3)	(5.7,8.1)	(4.0,7.8)	(6.5,13.1)
All or most of the time	3.1	5.3	2.0	3.8	3.9	5.4	1.3	2.4	1.2*	2.3
	(2.2,4.3)	(4.4,6.5)	(1.4,3.0)	(2.9,4.9)	(2.7,5.6)	(4.0,7.4)	(0.9,1.9)	(1.9,3.1)	(0.6,2.4)	(1.6,3.2)

* Low precision and/or unweighted denominator size between 30 and 59.

Table 53d.4***Time Spent Past 4 Weeks Feeling Downhearted and Blue: By Gender Within Paygrade***

53d. How much of the time during the past 4 weeks have you . . . Felt downhearted and blue?

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,316	927	4,389	524	67	0	643	68	302	100
Responding on Item	389,694	83,848	492,014	73,876	15,413	1,146	89,621	17,970	73,227	10,803
Little or none of the time	51.7 (48.9,54.6)	46.8 (44.6,49.1)	68.3 (66.4,70.1)	64.6 (62.6,66.4)	77.9 (72.3,82.7)	72.0 (64.7,78.2)	72.5 (69.5,75.2)	61.8 (58.3,65.3)	74.1 (71.0,76.9)	68.5 (65.3,71.5)
Some of the time	31.5 (29.1,34.1)	34.9 (32.8,37.1)	25.0 (23.3,26.7)	27.3 (25.6,29.1)	20.5 (15.8,26.1)	23.3 (17.6,30.1)	24.0 (21.2,27.0)	31.1 (28.1,34.2)	22.4 (19.7,25.3)	26.7 (23.7,30.0)
A good bit of the time	12.4 (10.9,14.0)	11.8 (10.5,13.3)	5.3 (4.4,6.2)	6.0 (5.2,6.8)	1.6 (0.9,2.9)	3.4 (2.1,5.3)	2.6 (1.6,4.1)	6.1 (4.6,8.1)	3.0 (2.1,4.3)	4.0 (3.0,5.3)
All or most of the time	4.4 (3.4,5.7)	6.5 (5.6,7.5)	1.5 (1.0,2.1)	2.2 (1.7,2.7)	0.0 (N/A,N/A)	1.4* (0.5,3.5)	1.0* (0.5,2.0)	1.0* (0.5,1.8)	0.6* (0.3,1.2)	0.8* (0.4,1.4)

* Low precision and/or unweighted denominator size between 30 and 59. N/A: Confidence intervals not available when estimate is equal to 0% or 100%.

Table 53e.1***Time Spent Past 4 Weeks Being a Happy Person: By Service***

53e. How much of the time during the past 4 weeks have you . . . Been a happy person?

Please mark one answer for each statement.

	Total	DoD					Coast Guard
		Total DoD	Army	Navy	Marine Corps	Air Force	
Estimated Population							
Not Applicable							
Not Responding on Item	8,868	8,852	2,493	3,053	2,699	609	16
Responding on Item	1,248,079	1,215,867	414,087	330,531	146,623	324,625	32,212
Little or none of the time	8.0 (7.4,8.6)	8.0 (7.5,8.7)	9.7 (8.5,11.0)	8.1 (7.0,9.5)	10.0 (8.2,12.2)	4.9 (4.2,5.8)	6.0 (4.2,8.6)
Some of the time	23.6 (22.6,24.7)	23.7 (22.6,24.8)	24.7 (22.6,26.9)	23.7 (21.7,25.8)	26.5 (23.8,29.4)	21.3 (19.7,22.9)	20.5 (17.8,23.5)
A good bit of the time	42.8 (41.7,43.9)	42.7 (41.6,43.8)	41.5 (39.6,43.4)	41.7 (39.5,43.9)	41.5 (38.5,44.5)	45.8 (43.9,47.8)	45.7 (41.6,49.8)
All or most of the time	25.6 (24.7,26.5)	25.6 (24.7,26.5)	24.1 (22.5,25.8)	26.5 (24.5,28.6)	22.1 (19.9,24.4)	28.0 (26.4,29.7)	27.8 (24.7,31.2)

Table 53e.2***Time Spent Past 4 Weeks Being a Happy Person: By Paygrade and Gender***

53e. How much of the time during the past 4 weeks have you . . . Been a happy person?

Please mark one answer for each statement.

	Paygrade					Gender	
	Enlisted		Warrant Officers	Officers		Male	Female
	E1-E4	E5-E9	W1-W5	O1-O3	O4-O6		
Estimated Population							
Not Applicable							
Not Responding on Item	4,302	3,537	66	601	361	7,543	1,326
Responding on Item	472,482	567,266	16,560	107,700	84,071	1,060,142	187,936
Little or none of the time	12.2 (11.1,13.4)	6.3 (5.4,7.2)	4.3 (2.8,6.5)	2.8 (2.1,3.8)	3.4 (2.5,4.5)	8.0 (7.3,8.7)	8.2 (7.5,8.9)
Some of the time	29.1 (27.2,31.1)	21.9 (20.5,23.4)	18.1 (14.3,22.5)	14.8 (13.0,16.8)	16.9 (14.6,19.4)	23.6 (22.4,24.8)	23.9 (22.7,25.0)
A good bit of the time	38.4 (36.4,40.4)	45.3 (43.6,47.0)	46.1 (41.2,51.2)	47.9 (44.8,51.0)	43.3 (40.9,45.6)	43.1 (41.8,44.4)	41.0 (39.7,42.4)
All or most of the time	20.3 (18.8,22.0)	26.6 (25.3,27.8)	31.5 (26.9,36.6)	34.5 (31.7,37.5)	36.5 (34.0,39.1)	25.4 (24.4,26.4)	27.0 (25.7,28.3)

Table 53e.3***Time Spent Past 4 Weeks Being a Happy Person: By Gender Within Service***

53e. How much of the time during the past 4 weeks have you . . . Been a happy person?

Please mark one answer for each statement.

	DoD									
	Army		Navy		Marine Corps		Air Force		Coast Guard	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	2,149	344	2,602	450	2,498	200	293	316	0	16
Responding on Item	349,383	64,704	283,396	47,136	137,114	9,509	261,659	62,966	28,591	3,621
Little or none of the time	9.5 (8.2,11.0)	10.7 (9.2,12.5)	8.1 (6.8,9.7)	8.1 (6.7,9.8)	10.1 (8.1,12.4)	9.2 (7.2,11.7)	4.8 (3.8,5.9)	5.6 (4.7,6.5)	6.1 (4.0,9.0)	5.8 (4.3,7.7)
Some of the time	24.8 (22.3,27.3)	24.4 (22.5,26.5)	23.6 (21.3,26.1)	24.1 (21.9,26.6)	26.4 (23.6,29.5)	27.1 (22.8,32.0)	20.9 (19.0,22.9)	22.7 (20.9,24.6)	20.4 (17.4,23.8)	21.1 (17.8,24.9)
A good bit of the time	41.7 (39.4,44.0)	40.4 (37.9,42.9)	41.7 (39.1,44.3)	41.6 (39.1,44.2)	41.7 (38.5,44.9)	38.5 (33.0,44.2)	46.9 (44.5,49.2)	41.6 (39.4,43.7)	46.1 (41.7,50.7)	42.1 (37.2,47.2)
All or most of the time	24.1 (22.2,26.0)	24.4 (22.3,26.7)	26.6 (24.3,29.0)	26.1 (24.3,28.1)	21.8 (19.5,24.4)	25.2 (21.8,29.0)	27.5 (25.7,29.4)	30.2 (28.1,32.3)	27.4 (23.9,31.2)	31.0 (26.6,35.7)

Table 53e.4***Time Spent Past 4 Weeks Being a Happy Person: By Gender Within Paygrade***

53e. How much of the time during the past 4 weeks have you . . . Been a happy person?

Please mark one answer for each statement.

	E1-E4		E5-E9		W1-W5		O1-O3		O4-O6	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Estimated Population										
Not Applicable										
Not Responding on Item	3,408	895	3,228	309	67	0	560	42	281	80
Responding on Item	388,602	83,880	493,175	74,091	15,413	1,146	89,704	17,996	73,248	10,823
Little or none of the time	12.3 (11.0,13.7)	11.9 (10.6,13.3)	6.3 (5.4,7.4)	6.0 (5.2,6.9)	4.3 (2.8,6.7)	4.1* (2.1,7.9)	2.7 (1.9,4.0)	3.2 (2.3,4.4)	3.4 (2.5,4.7)	3.0 (2.2,4.2)
Some of the time	29.5 (27.3,31.9)	27.3 (25.5,29.1)	21.9 (20.3,23.5)	22.1 (20.3,23.9)	18.2 (14.2,22.9)	16.7 (13.1,21.2)	13.7 (11.6,16.1)	20.3 (17.6,23.3)	17.0 (14.4,19.8)	16.4 (13.8,19.3)
A good bit of the time	38.2 (35.9,40.6)	38.9 (36.6,41.3)	45.8 (43.9,47.7)	42.0 (40.0,44.0)	46.2 (40.9,51.6)	44.7 (37.6,52.0)	48.6 (44.9,52.2)	44.6 (41.6,47.6)	43.1 (40.4,45.8)	44.4 (41.2,47.7)
All or most of the time	20.0 (18.1,22.0)	21.9 (20.2,23.8)	26.0 (24.6,27.5)	30.0 (27.8,32.2)	31.3 (26.3,36.8)	34.5 (28.5,40.9)	35.1 (31.6,38.7)	31.9 (29.2,34.8)	36.6 (33.7,39.5)	36.2 (33.0,39.5)

* Low precision and/or unweighted denominator size between 30 and 59.

Appendix A

2002 Status of the Armed Forces Survey – Workplace and Gender Relations (WGR)



RCS: DD-P&R(A) 1947
Exp. 12/21/03
DMDC Survey No. 02-0001

STATUS OF THE ARMED FORCES SURVEYS

Workplace and Gender Relations (Form 2002GB)



DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING ACTIVITY
DATA RECOGNITION CORPORATION
P.O. BOX 5720
MINNETONKA, MN 55343

COMPLETION INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.

RIGHT



WRONG



- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER



INCORRECT ANSWER



- Do not make any marks outside of the response and write-in boxes.

MAILING INSTRUCTIONS

- PLEASE RETURN YOUR COMPLETED SURVEY IN THE BUSINESS REPLY ENVELOPE. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., PO Box 5720, Minnetonka, MN 55343).
- IF YOU ARE RETURNING THE SURVEY FROM ANOTHER COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY ENVELOPE ONLY THROUGH A U.S. GOVERNMENT MAIL ROOM OR POST OFFICE.
- FOREIGN POSTAL SYSTEMS WILL NOT DELIVER BUSINESS REPLY MAIL.

PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this statement informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 USC Sections 136 and 2358.

PRINCIPAL PURPOSE(S): Information collected in this survey will be used to report attitudes and perceptions of members of the Armed Forces about programs and policies. Information provided will assist in the formulation of policies to improve the working environment.

ROUTINE USE(S): None.

DISCLOSURE: Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to determine if you have responded and to use record data to properly analyze the survey data. Personal identifying information is not used in any reports. Only group statistics will be reported.

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BACKGROUND

1. Are you . . . ?

- ☐ Male
- ☐ Female

2. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☐ Less than 12 years of school (no diploma)
- ☐ GED or other high school equivalency certificate
- ☐ High school diploma
- ☐ Less than 2 years of college credits, but no college degree
- ☐ 2-year college degree (AA/AS)
- ☐ More than 2 years of college credits, but no 4-year college degree
- ☐ 4-year college degree (BA/BS)
- ☐ Some graduate school, but no graduate degree
- ☐ Master's, doctoral or professional school degree (MA/MS/PhD/MD/JD/DVM)

3. Are you Spanish/Hispanic/Latino? *Mark "No" if not Spanish/Hispanic/Latino.*

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

4. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)
- ☐ Some other race (*Please specify below.*)

Please print.

5. What is your marital status?

- ☐ Never married
- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed

6. In what Service are you?

- ☐ Army
- ☐ Navy
- ☐ Marine Corps
- ☐ Air Force
- ☐ Coast Guard

7. What is your current paygrade? *Mark one.*

☐ E-1	☐ E-6	☐ W-1	☐ O-1/O1E
☐ E-2	☐ E-7	☐ W-2	☐ O-2/O2E
☐ E-3	☐ E-8	☐ W-3	☐ O-3/O3E
☐ E-4	☐ E-9	☐ W-4	☐ O-4
☐ E-5		☐ W-5	☐ O-5
			☐ O-6 or above

8. How many years of active-duty service have you **COMPLETED** (including enlisted, warrant officer, and commissioned officer time)? *To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".*

YEARS

9. In which term of service are you serving now? *Do not count extensions as separate terms of enlistment.*

- ☐ You are on indefinite status ⇒ **IF INDEFINITE STATUS, GO TO QUESTION 11**
- ☐ You are an officer serving an obligation
- ☐ 1st enlistment
- ☐ 2nd or later enlistment

10. How likely is it that you would be allowed to stay on active duty at the end of your current term or service obligation?

☐ Very likely	☐ Unlikely
☐ Likely	☐ Very unlikely
☐ Neither likely nor unlikely	

11. Assuming you could stay on active duty, how likely is it that you would choose to do so?

☐ Very likely	☐ Unlikely
☐ Likely	☐ Very unlikely
☐ Neither likely nor unlikely	

12. If you could stay on active duty as long as you want, how likely is it that you would choose to serve in the military for at least 20 years?

- ☐ Does not apply, you already have 20 or more years of service
- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

13. When you leave active duty, how many total years of service do you expect to have completed? *To indicate less than one year, enter "00". To indicate thirty-five or more, enter "35".*

YEARS

14. In general, has your life been better or worse than you expected when you first entered the military?

☐ Much better	☐ Somewhat worse
☐ Somewhat better	☐ Much worse
☐ About what you expected	☐ Don't remember

15. In general, has your work been better or worse than you expected when you first entered the military?

☐ Much better	☐ Somewhat worse
☐ Somewhat better	☐ Much worse
☐ About what you expected	☐ Don't remember

16. Indicate the extent to which you are satisfied with each of the following.

	Don't know or does not apply	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Basic Pay	☐	☐	☐	☐	☐	☐
b. Special and incentive pays including bonuses	☐	☐	☐	☐	☐	☐
c. Basic Allowance for Subsistence (BAS)	☐	☐	☐	☐	☐	☐
d. Basic Allowance for Housing (BAH)	☐	☐	☐	☐	☐	☐
e. Retirement pay you would get ...	☐	☐	☐	☐	☐	☐
f. Cost of living adjustments (COLA) to retirement pay	☐	☐	☐	☐	☐	☐
g. Availability of medical care for yourself	☐	☐	☐	☐	☐	☐
h. Availability of medical care for your family	☐	☐	☐	☐	☐	☐
i. Quality of medical care for yourself	☐	☐	☐	☐	☐	☐
j. Quality of medical care for your family	☐	☐	☐	☐	☐	☐
k. Out of pocket costs for medical care	☐	☐	☐	☐	☐	☐
l. Availability of childcare	☐	☐	☐	☐	☐	☐
m. Quality of childcare	☐	☐	☐	☐	☐	☐
n. Affordability of childcare	☐	☐	☐	☐	☐	☐
o. Family support services	☐	☐	☐	☐	☐	☐
p. Quality of your current residence .	☐	☐	☐	☐	☐	☐
q. Quality of your work environment (i.e., space, cleanliness, and maintenance and repair)	☐	☐	☐	☐	☐	☐
r. Opportunities for civilian education	☐	☐	☐	☐	☐	☐
s. Opportunities for professional development	☐	☐	☐	☐	☐	☐
t. Level of care and concern shown by supervisors for subordinates ..	☐	☐	☐	☐	☐	☐
u. Quality of leadership	☐	☐	☐	☐	☐	☐
v. Your career, in general	☐	☐	☐	☐	☐	☐

- ◆ 17. Indicate the extent to which you agree or disagree with the following statements about your Service.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Being a member of your Service inspires you to do the best job you can	☐	☐	☐	☐	☐
b. You are willing to make sacrifices to help your Service	☐	☐	☐	☐	☐
c. You are glad that you are part of your Service	☐	☐	☐	☐	☐
d. You are NOT willing to put yourself out to help your Service	☐	☐	☐	☐	☐

18. During the past 6 months, have you done any of the following to explore the possibility of leaving the military? Mark "Yes" or "No" for each item.

	Yes	No
a. Thought seriously about leaving the military	☐	☐
b. Wondered what life might be like as a civilian	☐	☐
c. Discussed leaving and/or civilian opportunities with family or friends	☐	☐
d. Talked about leaving with your immediate supervisor	☐	☐
e. Gathered information on education programs or colleges	☐	☐
f. Gathered information about civilian job options (for example, read newspaper ads, attended a job fair)	☐	☐
g. Attended a program that helps people prepare for civilian employment	☐	☐
h. Prepared a resume	☐	☐
i. Applied for a job	☐	☐
j. Interviewed for a job	☐	☐

19. If you had a friend considering active duty military service, would you recommend that he/she join? Mark "Yes" or "No" for each item.

a. A male friend	b. A female friend
☐ Yes	☐ Yes
☐ No	☐ No

20. Do you have children aged 10 or older with whom you talk about careers, jobs, and education?

☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 21
☐ No ⇒ IF NO, GO TO QUESTION 23

21. When you talk with your children about their future, do you encourage them to consider the military?

☐ Yes
☐ No

22. When you talk with your children about their possible career choices, how positive or negative are you about ...

	Very positive	Positive	Neither positive nor negative	Negative	Very negative
a. The military, in general?	☐	☐	☐	☐	☐
b. Career opportunities in the military?	☐	☐	☐	☐	☐
c. Serving in the military, but not as a career?	☐	☐	☐	☐	☐
d. Part-time (National Guard/Reserve) opportunities in the military?	☐	☐	☐	☐	☐
e. Career opportunities as a civilian federal government employee?	☐	☐	☐	☐	☐
f. Career opportunities in the civilian sector?	☐	☐	☐	☐	☐
g. Seeking a college education?	☐	☐	☐	☐	☐

23. During the last 12 months, where have you served most of your active-duty time?

☐ In one of the 50 states, DC, Puerto Rico, a U.S. Territory or possession
☐ Please print the two-letter postal abbreviation - for example "AK" for Alaska
☐ Europe (e.g., Bosnia-Herzegovina, Germany, Italy, Serbia, United Kingdom)
☐ Former Soviet Union (e.g., Russia, Tajikistan, Uzbekistan)
☐ East Asia and Pacific (e.g., Australia, Japan, Korea)
☐ North Africa, Near East, or South Asia (e.g., Bahrain, Diego Garcia, Kuwait, Saudi Arabia)
☐ Sub-Saharan Africa (e.g., Kenya, South Africa)
☐ Western Hemisphere (e.g., Cuba, Honduras, Peru)

24. During the last 12 months, where have you lived most of your active-duty time?

☐ Aboard ship
☐ Barracks/dorm (including BEQ or BOQ)
☐ Military family housing, on base
☐ Military family housing, off base
☐ Civilian housing you own or pay mortgage on
☐ Military or civilian housing you rent, off base
☐ Other

In this survey, the definition of "military duties" includes deployments, TDYs/TADs, training, military education, time at sea, and field exercises/alerts.

25. In the past 12 months, have you been away from your permanent duty station/homeport overnight because of your military duties?

☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 26
☐ No ⇒ IF NO, GO TO QUESTION 29

26. During the past 12 months, how many separate times were you away from your permanent duty station/homeport for at least one night because of your military duties?

☐ 1 - 2 times	☐ 9 - 10 times
☐ 3 - 4 times	☐ 11 - 12 times
☐ 5 - 6 times	☐ 13 - 24 times
☐ 7 - 8 times	☐ 25 times or more

27. During the past 12 months, how long were you away from your permanent duty station/homeport for the following military duties? *Assign each of your nights away to only one type of military duty.*

	10 to 12 months					
	7 months to less than 10 months					
	5 months to less than 7 months					
	3 months to less than 5 months					
	1 month to less than 3 months					
	Less than 1 month					
	None					
a. Operation Enduring Freedom..	☐	☐	☐	☐	☐	☐
b. Peacekeeping or other contingency operation	☐	☐	☐	☐	☐	☐
c. Foreign humanitarian assistance mission	☐	☐	☐	☐	☐	☐
d. Unit training at combat training center.....	☐	☐	☐	☐	☐	☐
e. Counter drug operations	☐	☐	☐	☐	☐	☐
f. Domestic disaster or civil emergency	☐	☐	☐	☐	☐	☐
g. Time at sea for scheduled deployments (other than for the above)	☐	☐	☐	☐	☐	☐
h. Other time at sea (other than for the above)	☐	☐	☐	☐	☐	☐
i. Joint training/field exercises/alerts (other than for the above)	☐	☐	☐	☐	☐	☐
j. Military education (other than for the above)	☐	☐	☐	☐	☐	☐
k. Other TDYs/TADs	☐	☐	☐	☐	☐	☐

28. In the past 12 months, what was the total length of time you were away from your permanent duty station/homeport because of your military duties? *Add up all nights away from your permanent duty station.*

- ☐ Less than 1 month
☐ 1 month to less than 3 months
☐ 3 months to less than 5 months
☐ 5 months to less than 7 months
☐ 7 months to less than 10 months
☐ 10 to 12 months

YOUR WORKPLACE

- If you have been at your current duty location (ship) for one month or more, answer the questions on Workplace for your current duty location (ship), even if you are not permanently stationed at that location.
- Otherwise, answer the questions for the last duty location where you were located for at least a month.

29. How many months have you completed at your duty location/ship during your current tour? To indicate ninety-nine or more, enter "99".

MONTHS

30. Is this location your permanent duty location/ship?

- ☐ Yes
☐ No, you are TDY/TAD attending training
☐ No, you are TDY/TAD for reasons other than training

31. Are you currently . . . Mark "Yes" or "No" for each item.

	Yes	No
a. A student in a military course?	☐	☐
b. Serving aboard a ship at sea?	☐	☐
c. In the shore part of a ship/shore rotation?	☐	☐
d. In a military occupational specialty (e.g., MOS/AFSC/Rating) not usually held by persons of your gender?	☐	☐
e. In a work environment where members of your gender are uncommon?	☐	☐
f. On a deployment that will keep you away from home for at least 30 consecutive days?	☐	☐

32. What is the gender of your immediate supervisor?

- ☐ Male
☐ Female

33. What is the paygrade of your immediate supervisor?

☐ E-4 or below	☐ W-1	☐ O-1/O1E
☐ E-5	☐ W-2	☐ O-2/O2E
☐ E-6	☐ W-3	☐ O-3/O3E
☐ E-7	☐ W-4	☐ O-4
☐ E-8	☐ W-5	☐ O-5
☐ E-9		☐ O-6 or above
- ☐ Civilian GS-1 to GS-6 (or equivalent)
☐ Civilian GS-7 to GS-11 (or equivalent)
☐ Civilian GS-12 or above (or equivalent)

◆ 34. Which of the following statements best describes the gender mix of your current work group, that is, the people with whom you work on a day-to-day basis?

- ☐ All men
- ☐ Almost entirely men
- ☐ More men than women
- ☐ About equal numbers of men and women
- ☐ More women than men
- ☐ Almost entirely women
- ☐ All women

35. To what extent do you agree or disagree with the following statements about your workplace?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I know what is expected of me at work	☐	☐	☐	☐	☐
b. I have the materials and equipment I need to do my work right	☐	☐	☐	☐	☐
c. At work, I have the opportunity to do what I do best every day	☐	☐	☐	☐	☐
d. In the last 7 days, I have received recognition or praise for doing good work	☐	☐	☐	☐	☐
e. My supervisor, or someone at work, seems to care about me as a person	☐	☐	☐	☐	☐
f. There is someone at work who encourages my development	☐	☐	☐	☐	☐
g. At work, my opinions seem to count	☐	☐	☐	☐	☐
h. The mission/purpose of my Service makes me feel my job is important ..	☐	☐	☐	☐	☐
i. My coworkers are committed to doing quality work	☐	☐	☐	☐	☐
j. I have a best friend at work	☐	☐	☐	☐	☐
k. In the last 6 months, someone at work has talked to me about my progress	☐	☐	☐	☐	☐
l. This last year, I have had opportunities at work to learn and to grow	☐	☐	☐	☐	☐
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics	☐	☐	☐	☐	☐
n. My supervisor helps everyone in my work group feel included	☐	☐	☐	☐	☐
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace	☐	☐	☐	☐	☐
p. At my workplace, all employees are kept well informed about issues and decisions that affect them	☐	☐	☐	☐	☐

36. Please indicate whether you agree or disagree with the following statements.

	Agree	Tend to agree	?	Tend to disagree	Disagree
a. My chain of command keeps me informed about important issues	☐	☐	☐	☐	☐
b. If I make a request through channels in my work group, I know somebody will listen	☐	☐	☐	☐	☐
c. My Service has established a climate where the truth can be taken up the chain of command without fear of reprisal	☐	☐	☐	☐	☐
d. I find it very difficult to balance my work and personal responsibilities ..	☐	☐	☐	☐	☐
e. Priorities or work objectives are changed so frequently, I have trouble getting my work done	☐	☐	☐	☐	☐
f. My supervisor encourages people to learn from mistakes	☐	☐	☐	☐	☐
g. My supervisor has sufficient authority	☐	☐	☐	☐	☐
h. I believe my Service's core values are clear	☐	☐	☐	☐	☐
i. Leadership generally understands the problems we face on our jobs ...	☐	☐	☐	☐	☐

37. How much do you agree or disagree with each of the following statements about your immediate supervisor? *The term "work group" refers to the people with whom you work on a day-to-day basis.*

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Handling the technical-skills part of the job (fully understands the capabilities and limitations of equipment in the work group; demonstrates knowledge of tactical skills)	☐	☐	☐	☐	☐	☐
b. Handling the people-skills part of the job (demonstrates effective interpersonal skills, listens attentively, demonstrates concern for individuals)	☐	☐	☐	☐	☐	☐
c. Handling the conceptual-skills part of the job (thinks through decisions, recognizes and balances competing requirements, uses analytical techniques to solve problems) ...	☐	☐	☐	☐	☐	☐

37. Continued

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
d. Communicating (provides clear direction, explains ideas so that they are easily understood, listens well, keeps others informed, and writes well)	☐	☐	☐	☐	☐	☐
e. Decision making (makes sound decisions in a timely manner, includes all relevant information in decisions and can generate innovative solutions to unique problems)	☐	☐	☐	☐	☐	☐
f. Motivating (creates a supportive work environment, inspires people to do their best, acknowledges the good performance of others, and disciplines in a firm, fair, and consistent manner).	☐	☐	☐	☐	☐	☐
g. Developing (encourages the professional growth of subordinates, is an effective teacher, uses counseling to provide feedback, provides the opportunity to learn, and delegates authority).	☐	☐	☐	☐	☐	☐
h. Building (builds cohesive teams, gains the cooperation of all team members, encourages and participates in organizational and work group activities, focuses the work group on mission accomplishment)	☐	☐	☐	☐	☐	☐
i. Learning (encourages open discussion that improves the organization, willingly accepts new challenges, helps the work group adapt to changing circumstances, recognizes personal limitations). .	☐	☐	☐	☐	☐	☐
j. Planning and organizing (develops effective plans to achieve organizational goals, anticipates how different plans will look when executed, sets clear priorities, willingly modifies plans when circumstances change). . . .	☐	☐	☐	☐	☐	☐
k. Executing (completes assigned missions to standard, monitors the execution of plans to identify problems, is capable of refining plans to exploit unforeseen opportunities)	☐	☐	☐	☐	☐	☐
l. Assessing (accurately assesses the work group's strengths and weaknesses, conducts effective in-progress reviews and after-action reviews, takes time to find out what subordinate units are doing).	☐	☐	☐	☐	☐	☐

38. To what extent do you agree or disagree with the following statements about your work group?

	Don't know	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. The leaders in your work group set high standards for Service members in terms of good behavior and discipline	☐	☐	☐	☐	☐	☐
b. The leaders in your work group are more interested in looking good than being good	☐	☐	☐	☐	☐	☐
c. You are impressed with the quality of leadership in your work group. .	☐	☐	☐	☐	☐	☐
d. You would go for help with a personal problem to people in your chain of command	☐	☐	☐	☐	☐	☐
e. The leaders in your work group are not concerned with the way Service members treat each other as long as the job gets done	☐	☐	☐	☐	☐	☐
f. The leaders in your work group are more interested in furthering their careers than in the well-being of their Service members . .	☐	☐	☐	☐	☐	☐
g. Leaders in your work group treat Service members with respect . . .	☐	☐	☐	☐	☐	☐
h. Leaders most often get willing and whole-hearted cooperation from the Service members in your work group	☐	☐	☐	☐	☐	☐
i. The NCOs/petty officers in your chain of command are a good source of support for Service members	☐	☐	☐	☐	☐	☐

39. To what extent do you agree or disagree with the following statements about . . .

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
THE PEOPLE YOU WORK WITH					
a. There is very little conflict among your coworkers.	☐	☐	☐	☐	☐
b. You like your coworkers.	☐	☐	☐	☐	☐
c. Your coworkers put in the effort required for their jobs	☐	☐	☐	☐	☐
d. You are satisfied with the relationships you have with your coworkers	☐	☐	☐	☐	☐
e. The people in your work group tend to get along	☐	☐	☐	☐	☐
f. The people in your work group are willing to help each other	☐	☐	☐	☐	☐

◆ 39. Continued

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

THE WORK YOU DO

g. Your work provides you with a sense of pride	☐	☐	☐	☐	☐
h. Your work makes good use of your skills	☐	☐	☐	☐	☐
i. Your present assignment is good for your military career	☐	☐	☐	☐	☐
j. You like the kind of work you do	☐	☐	☐	☐	☐
k. Your job gives you the chance to acquire valuable skills	☐	☐	☐	☐	☐
l. You are satisfied with your job as a whole	☐	☐	☐	☐	☐

40. How often during the past 12 months have you been in workplace situations where military personnel, civilian employees, and/or contractor employees have targeted you with any of the following behaviors?

Very often	Often	Sometimes	Once or twice	Never

a. Using an angry tone of voice	☐	☐	☐	☐	☐
b. Avoiding you	☐	☐	☐	☐	☐
c. Making you look bad	☐	☐	☐	☐	☐
d. Yelling or raising one's voice	☐	☐	☐	☐	☐
e. Withholding information from you ...	☐	☐	☐	☐	☐
f. Swearing directed at you	☐	☐	☐	☐	☐
g. Talking about you behind your back .	☐	☐	☐	☐	☐
h. Insulting, criticizing you (including sarcasm)	☐	☐	☐	☐	☐
i. Saying offensive or crude things about you	☐	☐	☐	☐	☐
j. Flaunting status or power over you .	☐	☐	☐	☐	☐

MENTORING

41. In your opinion, have you ever had a mentor while in the military?

- ☐ Yes, you have one now. ⇒ IF YES, CONTINUE WITH QUESTION 42
- ☐ Yes, you had one, but you don't have one now. ⇒ IF YES, CONTINUE WITH QUESTION 42
- ☐ No, but you would have liked one. ⇒ IF NO, GO TO QUESTION 45
- ☐ No, and you never wanted one. ⇒ IF NO, GO TO QUESTION 45
- ☐ No, you do not know what a mentor is. ⇒ IF NO, GO TO QUESTION 45

42. Who is your current mentor (or, if you have no current mentor, who was your most recent mentor)? *Mark one.*

- ☐ A commissioned officer
- ☐ A warrant officer
- ☐ An NCO/petty officer
- ☐ A junior enlisted Service member
- ☐ A DoD civilian
- ☐ Other (*Please specify below.*)

Please print.

43. Is your current mentor (or was your most recent mentor) . . . ? *Mark one.*

- ☐ Your rater
- ☐ Your senior rater
- ☐ A person who is/was higher in rank than you, but not your rater or your senior rater
- ☐ A person who is/was at your same rank
- ☐ A person who is/was lower in rank than you
- ☐ A person who is not or was not in the military at the time the mentoring was provided

44. If your current mentor (or if none now, your most recent mentor) provides the following assistance, how helpful is/was each to you? *Please mark one answer for each statement.*

Extremely helpful	Very helpful	Moderately helpful	Slightly helpful	Not at all helpful	Not provided

a. Teaches job skills	☐	☐	☐	☐	☐
b. Gives feedback on your job performance	☐	☐	☐	☐	☐
c. Assigns challenging tasks	☐	☐	☐	☐	☐
d. Helps develop your skills/competencies for future assignments	☐	☐	☐	☐	☐
e. Provides support and encouragement	☐	☐	☐	☐	☐
f. Provides personal and social guidance	☐	☐	☐	☐	☐
g. Provides career guidance	☐	☐	☐	☐	☐
h. Demonstrates trust	☐	☐	☐	☐	☐
i. Acts as a role model	☐	☐	☐	☐	☐
j. Protects you	☐	☐	☐	☐	☐
k. Invites you to observe activities at his/her level	☐	☐	☐	☐	☐
l. Instills Service core values	☐	☐	☐	☐	☐
m. Provides moral/ethical guidance..	☐	☐	☐	☐	☐
n. Teaches/advises on organizational politics	☐	☐	☐	☐	☐
o. Provides sponsorship/contacts to advance your career	☐	☐	☐	☐	☐
p. Assists in obtaining future assignments	☐	☐	☐	☐	☐

READINESS, HEALTH, AND WELL-BEING

45. Taking into account your training and experience, how well prepared are you to perform your wartime job?

☐ Very well prepared	☐ Poorly prepared
☐ Well prepared	☐ Very poorly prepared
☐ Neither well nor poorly prepared	

46. How well prepared are you physically to perform your wartime job?

☐ Very well prepared	☐ Poorly prepared
☐ Well prepared	☐ Very poorly prepared
☐ Neither well nor poorly prepared	

47. Not including injuries, how many days in the past 12 months have you been too sick to do your job?

☐ 0	☐ 11 - 15 days
☐ 1 - 5 days	☐ 16 - 20 days
☐ 6 - 10 days	☐ 21 or more days

48. How many days in the past 12 months have you been unable to do your job because of an injury suffered at work?

☐ 0	☐ 11 - 15 days
☐ 1 - 5 days	☐ 16 - 20 days
☐ 6 - 10 days	☐ 21 or more days

49. How many days in the past 12 months have you been unable to do your job because of an injury suffered outside of work?

☐ 0	☐ 11 - 15 days
☐ 1 - 5 days	☐ 16 - 20 days
☐ 6 - 10 days	☐ 21 or more days

50. How true or false is each of the following statements for you? *Please mark one answer for each statement.*

Definitely true
Mostly true
Mostly false
Definitely false

a. I am as healthy as anybody I know	☐	☐	☐	☐
b. I seem to get sick a little easier than other people	☐	☐	☐	☐
c. I expect my health to get worse	☐	☐	☐	☐
d. My health is excellent	☐	☐	☐	☐

51. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Please mark one answer for each statement.*

All or most of the time
A good bit of the time
Some of the time
Little or none of the time

a. Cut down on the amount of time you spent on work or other activities	☐	☐	☐	☐
b. Accomplished less than you would like.	☐	☐	☐	☐
c. Were limited in the kind of work or other activities you do	☐	☐	☐	☐
d. Had difficulty performing the work or other activities you do (for example, it took extra effort)	☐	☐	☐	☐

52. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of emotional problems (such as feeling depressed or anxious)? *Please mark one answer for each statement.*

All or most of the time
A good bit of the time
Some of the time
Little or none of the time

a. Cut down on the amount of time you spent on work or other activities	☐	☐	☐	☐
b. Accomplished less than you would like.	☐	☐	☐	☐
c. Didn't do work or other activities as carefully as usual	☐	☐	☐	☐

53. How much of the time during the past 4 weeks have you . . . *Please mark one answer for each statement.*

All or most of the time
A good bit of the time
Some of the time
Little or none of the time

a. Felt calm and peaceful?	☐	☐	☐	☐
b. Been a very nervous person?	☐	☐	☐	☐
c. Felt so down in the dumps that nothing could cheer you up?	☐	☐	☐	☐
d. Felt downhearted and blue?	☐	☐	☐	☐
e. Been a happy person?	☐	☐	☐	☐

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

54. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? *Mark only one answer for each statement.*

Yes, and your gender was a factor
Yes, but your gender was NOT a factor
No, or does not apply

	Yes, and your gender was a factor	Yes, but your gender was NOT a factor	No, or does not apply
a. You were rated lower than you deserved on your last evaluation	☐	☐	☐
b. Your last evaluation contained unjustified negative comments	☐	☐	☐
c. You were held to a higher performance standard than others	☐	☐	☐
d. You did not get an award or decoration given to others in similar circumstances ..	☐	☐	☐
e. Your current assignment has not made use of your job skills	☐	☐	☐
f. Your current assignment is not good for your career if you continue in the military	☐	☐	☐
g. You did not receive day-to-day, short-term tasks that would have helped you prepare for advancement	☐	☐	☐
h. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement	☐	☐	☐
i. You did not learn-until it was too late-of opportunities that would have helped your career	☐	☐	☐
j. You were unable to get straight answers about your promotion possibilities	☐	☐	☐
k. You were excluded from social events important to career development and being kept informed	☐	☐	☐
l. You did not get a job assignment that you wanted and for which you were qualified	☐	☐	☐
m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women?			
	☐ No	☐ Yes	
n. Have you had any other adverse personnel actions in the past 12 months? (If "Yes," please specify below.)	☐	☐	☐

Please print.

55. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- Military Personnel
 - on- or off-duty
 - on- or off-installation or ship; and/or
- Civilian Employees and/or Contractors
 - In your workplace or on your installation/ship

where one or more of these individuals (of either gender) . . .

	Very often	Often	Sometimes	Once or twice	Never
a. Repeatedly told sexual stories or jokes that were offensive to you? ...	☐	☐	☐	☐	☐
b. Referred to people of your gender in insulting or offensive terms?	☐	☐	☐	☐	☐
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?	☐	☐	☐	☐	☐
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?	☐	☐	☐	☐	☐
e. Made offensive remarks about your appearance, body, or sexual activities?	☐	☐	☐	☐	☐
f. Made gestures or used body language of a sexual nature that embarrassed or offended you?	☐	☐	☐	☐	☐
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?	☐	☐	☐	☐	☐
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	☐	☐	☐	☐	☐
i. Put you down or was condescending to you because of your gender?	☐	☐	☐	☐	☐
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?	☐	☐	☐	☐	☐
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	☐	☐	☐	☐	☐
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?	☐	☐	☐	☐	☐

55. Continued

	Very often	Often	Sometimes	Once or twice	Never
m. Touched you in a way that made you feel uncomfortable?	☒	☒	☒	☒	☒
n. Made unwanted attempts to stroke, fondle, or kiss you?	☒	☒	☒	☒	☒
o. Treated you badly for refusing to have sex?	☒	☒	☒	☒	☒
p. Implied faster promotions or better treatment if you were sexually cooperative?	☒	☒	☒	☒	☒
q. Attempted to have sex with you without your consent or against your will, but was not successful? ...	☒	☒	☒	☒	☒
r. Had sex with you without your consent or against your will?	☒	☒	☒	☒	☒
s. Other unwanted gender-related behavior? (Unless you mark "Never," please describe below.)	☒	☒	☒	☒	☒

Please print.

56. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sexual harassment?

- ☒ None were sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- ☒ Some were sexual harassment; some were not sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- ☒ All were sexual harassment ⇒ **CONTINUE WITH QUESTION 57**
- ☒ Does not apply—I marked "Never" to every item in Question 55 ⇒ **GO TO QUESTION 76**

One Situation with the Greatest Effect

57. Think about the situation(s) you experienced during the past 12 months that involved the behaviors you marked in Question 55. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

57. Continued

What did the person(s) do during this situation?
Mark one answer for each behavior.

	Did this	Did not do this
a. Repeatedly told sexual stories or jokes that were offensive to you	☒	☒
b. Referred to people of your gender in insulting or offensive terms	☒	☒
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)	☒	☒
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)	☒	☒
e. Made offensive remarks about your appearance, body, or sexual activities	☒	☒
f. Made gestures or used body language of a sexual nature that embarrassed or offended you	☒	☒
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)	☒	☒
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	☒	☒
i. Put you down or was condescending to you because of your gender	☒	☒
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"	☒	☒
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior	☒	☒
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)	☒	☒
m. Touched you in a way that made you feel uncomfortable	☒	☒
n. Made unwanted attempts to stroke, fondle, or kiss you	☒	☒
o. Treated you badly for refusing to have sex ..	☒	☒
p. Implied faster promotions or better treatment if you were sexually cooperative ..	☒	☒
q. Attempted to have sex with you without your consent or against your will, but was not successful	☒	☒
r. Had sex with you without your consent or against your will	☒	☒
s. Other unwanted gender-related behavior (If you mark "Did this," please describe below.) .	☒	☒

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you - Question 57.

58. To what degree was this situation . . .

	Extremely	Very	Moderately	Slightly	Not at all
a. Annoying?	☐	☐	☐	☐	☐
b. Offensive?	☐	☐	☐	☐	☐
c. Disturbing?	☐	☐	☐	☐	☐
d. Threatening?	☐	☐	☐	☐	☐
e. Embarrassing?	☐	☐	☐	☐	☐
f. Frightening?	☐	☐	☐	☐	☐

59. Where and when did this situation occur?

	All of it	Most of it	Some of it	None of it
a. At a military installation	☐	☐	☐	☐
b. At work (the place where you perform your military duties)	☐	☐	☐	☐
c. During duty hours	☐	☐	☐	☐
d. In the local community around an installation	☐	☐	☐	☐

60. What was the gender of the person(s) involved?

- ☐ Male
☐ Female
☐ Both males and females were involved
☐ Gender unknown

61. Was the person(s) involved . . . Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate military supervisor?	☐	☐
b. Your immediate civilian supervisor?	☐	☐
c. Your unit commander?	☐	☐
d. Other military person(s) of higher rank/grade than you?	☐	☐
e. Other civilian employee(s) of higher rank/grade than you?	☐	☐
f. Your military coworker(s)?	☐	☐
g. Your civilian coworker(s)?	☐	☐
h. Your military subordinate(s)?	☐	☐
i. Your civilian subordinate(s)?	☐	☐
j. Your military training instructor?	☐	☐
k. Your civilian training instructor?	☐	☐
l. Other military person(s)?	☐	☐
m. Other civilian person(s)?	☐	☐
n. Other or unknown person(s)?	☐	☐

62. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once
☐ Occasionally
☐ Frequently
☐ Almost every day
☐ More than once a day

63. How long did this situation last, or if continuing, how long has it been going on?

- ☐ Less than 1 week
☐ 1 week to less than 1 month
☐ 1 month to less than 3 months
☐ 3 months to less than 6 months
☐ 6 months to less than 9 months
☐ 9 months to less than 12 months
☐ 12 months or more

64. Is the situation still going on?

- ☐ Yes
☐ No

65. To what extent did you . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Try to avoid the person(s) who bothered you?	☐	☐	☐	☐	☐
b. Try to forget it?	☐	☐	☐	☐	☐
c. Tell the person(s) you didn't like what he or she was doing?	☐	☐	☐	☐	☐
d. Stay out of the person's or persons' way?	☐	☐	☐	☐	☐
e. Tell yourself it was not really important?	☐	☐	☐	☐	☐
f. Talk to some of your <u>family</u> about the situation?	☐	☐	☐	☐	☐
g. Talk to some of your <u>coworkers</u> about the situation?	☐	☐	☐	☐	☐
h. Talk to some of your <u>friends</u> about the situation?	☐	☐	☐	☐	☐
i. Talk to a <u>chaplain or counselor</u> about the situation?	☐	☐	☐	☐	☐
j. Try to avoid being alone with the person(s)?	☐	☐	☐	☐	☐
k. Tell the person(s) to stop?	☐	☐	☐	☐	☐
l. Just put up with it?	☐	☐	☐	☐	☐
m. Ask the person(s) to leave you alone?	☐	☐	☐	☐	☐
n. Blame yourself for what happened?	☐	☐	☐	☐	☐
o. Assume the person(s) meant well?	☐	☐	☐	☐	☐
p. Pray about it?	☐	☐	☐	☐	☐
q. Pretend not to notice, hoping the person(s) would leave you alone?	☐	☐	☐	☐	☐
r. Do something else in response to the situation?	☐	☐	☐	☐	☐

66. Did you report this situation to any of the following installation/Service/DoD individuals or organizations? Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate supervisor	☐	☐
b. Someone else in your chain-of-command (including your commanding officer)	☐	☐
c. Supervisor(s) of the person(s) who did it ..	☐	☐
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	☐	☐
e. Other installation/Service/DoD person or office with responsibility for follow-up ..	☐	☐

67. Did you answer "Yes" to at least one item in Question 66?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 68
☐ No ⇒ IF NO, GO TO QUESTION 74

68. What actions were taken in response to your report? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. Person(s) who bothered you was/were talked to about the behavior	☐	☐	☐
b. Your complaint was/is being investigated .	☐	☐	☐
c. You were encouraged to drop the complaint	☐	☐	☐
d. Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.)	☐	☐	☐
e. No action was taken	☐	☐	☐

69. How satisfied are you with the following aspects of the reporting process?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to file a complaint	☐	☐	☐	☐	☐
b. Treatment by personnel handling your complaint	☐	☐	☐	☐	☐
c. Amount of time it took/is taking to resolve your complaint	☐	☐	☐	☐	☐
d. How well you are/were kept informed about the progress of your complaint	☐	☐	☐	☐	☐
e. Degree to which your privacy is/was being protected	☐	☐	☐	☐	☐

70. Is the action still being processed?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 73
☐ No ⇒ IF NO, GO TO QUESTION 71

71. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. They found your complaint to be true	☐	☐	☐
b. They found your complaint to be untrue ..	☐	☐	☐
c. They were unable to determine whether your complaint was true or not	☐	☐	☐
d. The outcome of your complaint was explained to you	☐	☐	☐
e. The situation was corrected	☐	☐	☐
f. Some action was taken against the person(s) who bothered you	☐	☐	☐
g. Nothing was done about the complaint ...	☐	☐	☐
h. Action was taken against you	☐	☐	☐

72. How satisfied were you with the outcome of your complaint?

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

→ If you were dissatisfied/very dissatisfied with the outcome of your complaint, please specify why below.

Please print.

73. Did you report all of the behaviors you marked in Question 57 to one of the installation/Service/DoD individuals or organizations listed in Question 66?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 75
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 74

74. What were your reasons for not reporting behaviors to any of the installation/Service/DoD individuals or organizations in Question 66? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report	☐	☐
b. You did not know how to report	☐	☐
c. You felt uncomfortable making a report ...	☐	☐
d. You took care of the problem yourself	☐	☐
e. You talked to someone informally in your chain-of-command	☐	☐
f. You did not think anything would be done if you reported	☐	☐
g. You thought you would not be believed if you reported	☐	☐
h. You thought your coworkers would be angry if you reported	☐	☐
i. You wanted to fit in	☐	☐

74. Continued

	Yes	No
j. You thought reporting would take too much time and effort	☐	☐
k. You thought you would be labeled a troublemaker if you reported	☐	☐
l. A <u>peer</u> talked you out of making a formal complaint	☐	☐
m. A <u>supervisor</u> talked you out of making a formal complaint	☐	☐
n. You did not want to hurt the person's or persons' feelings, family, or career.....	☐	☐
o. You thought your performance evaluation or chance for promotion would suffer if you reported	☐	☐
p. You were afraid of retaliation from the <u>person(s) who did it</u>	☐	☐
q. You were afraid of retaliation or reprisals from <u>friends/associates of the person(s) who did it</u>	☐	☐
r. You were afraid of retaliation or reprisals from <u>your supervisors or chain-of-command</u>	☐	☐
s. Some other reason	☐	☐

75. Sometimes people may have problems at work after a situation like the one you experienced. Did any of the following things happen as a result of the situation or how you responded to it? Mark "Yes," "No," or "Don't know" for each.

	Don't know	No	Yes
a. You were ignored by others at work	☐	☐	☐
b. You were blamed for the situation	☐	☐	☐
c. People gossiped about you in an unkind or negative way	☐	☐	☐
d. You lost perks/privileges that you had before	☐	☐	☐
e. You were given less favorable job duties..	☐	☐	☐
f. You were denied an opportunity for training	☐	☐	☐
g. You were given an unfair performance evaluation	☐	☐	☐
h. You were unfairly disciplined	☐	☐	☐
i. You were denied a promotion	☐	☐	☐
j. You were transferred to a less desirable job	☐	☐	☐
k. You were unfairly demoted	☐	☐	☐
l. You were mistreated in some other way ..	☐	☐	☐

OTHER WORKPLACE EXPERIENCES

The following items describe situations that sometimes happen in the workplace. What do you think would happen at your duty station in situations like these?

76. Suppose that a coworker at your duty station were to talk a lot at work about sex, trying to get others to talk about it, too. Mark if you "agree" or "disagree" with each of the following statements.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

If a coworker at your duty station were to do this ...

a. Others in the unit would not care ...	☐	☐	☐	☐	☐
b. The coworker would get in trouble with his or her supervisor	☐	☐	☐	☐	☐
c. Others in the unit would tell the coworker to stop	☐	☐	☐	☐	☐
d. Leadership would ignore it	☐	☐	☐	☐	☐

If another coworker were to complain about this ...

e. The complaint would be taken seriously	☐	☐	☐	☐	☐
f. It would be risky for the person making the complaint	☐	☐	☐	☐	☐
g. Some corrective action would be taken	☐	☐	☐	☐	☐
h. Other coworkers would treat the person who made the complaint badly	☐	☐	☐	☐	☐
i. The complaint would be ignored	☐	☐	☐	☐	☐

77. Suppose that a coworker at your duty station were to keep asking others for dates even after they have made it clear that they were not interested. Mark if you "agree" or "disagree" with each of the following statements.

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

If a coworker at your duty station were to do this ...

a. Others in the unit would not care ...	☐	☐	☐	☐	☐
b. The coworker would get in trouble with his or her supervisor	☐	☐	☐	☐	☐
c. Others in the unit would tell the coworker to stop	☐	☐	☐	☐	☐
d. Leadership would ignore it	☐	☐	☐	☐	☐

If another coworker were to complain about this ...

e. The complaint would be taken seriously	☐	☐	☐	☐	☐
f. It would be risky for the person making the complaint	☐	☐	☐	☐	☐
g. Some corrective action would be taken	☐	☐	☐	☐	☐
h. Other coworkers would treat the person who made the complaint badly	☐	☐	☐	☐	☐
i. The complaint would be ignored	☐	☐	☐	☐	☐

78. Suppose that a supervisor at your duty station were to suggest that the way to get along and get good assignments is to be sexually cooperative to him/her. *Mark if you "agree" or "disagree" with each of the following statements.*

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

If a supervisor at your duty station were to do this . . .

a. Others in the unit would not care . . .	☐	☐	☐	☐	☐
b. The supervisor would get in trouble with his or her supervisor	☐	☐	☐	☐	☐
c. Others in the unit would tell the supervisor to stop	☐	☐	☐	☐	☐
d. Leadership would ignore it	☐	☐	☐	☐	☐

If a coworker were to complain about this . . .

e. The complaint would be taken seriously	☐	☐	☐	☐	☐
f. It would be risky for the person making the complaint	☐	☐	☐	☐	☐
g. Some corrective action would be taken	☐	☐	☐	☐	☐
h. Other coworkers would treat the person who made the complaint badly	☐	☐	☐	☐	☐
i. The complaint would be ignored . . .	☐	☐	☐	☐	☐

82. My Service's training . . . *Mark if you "agree" or "disagree" with each of the following statements.*

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

a. Provides a good understanding of what words and actions are considered sexual harassment	☐	☐	☐	☐	☐
b. Teaches that sexual harassment reduces the cohesion and effectiveness of your <u>Service</u> as a whole	☐	☐	☐	☐	☐
c. Teaches that sexual harassment makes it difficult for individual <u>Service members</u> to perform their duties	☐	☐	☐	☐	☐
d. Identifies behaviors that are offensive to others and should not be tolerated	☐	☐	☐	☐	☐
e. Gives useful tools for dealing with sexual harassment	☐	☐	☐	☐	☐
f. Makes you feel it is safe to complain about unwanted, sex-related attention	☐	☐	☐	☐	☐
g. Provides information about policies, procedures, and consequences of sexual harassment	☐	☐	☐	☐	☐

83. To what extent is/are . . .

Very large extent	Large extent	Moderate extent	Small extent	Not at all

IN YOUR UNIT/WORK GROUP

a. Policies forbidding sexual harassment publicized?	☐	☐	☐	☐	☐
b. Complaint procedures related to sexual harassment publicized?	☐	☐	☐	☐	☐
c. Complaints about sexual harassment taken seriously no matter who files them?	☐	☐	☐	☐	☐
d. Enlisted members required to attend formal sexual harassment training? .	☐	☐	☐	☐	☐
e. Officers required to attend formal sexual harassment training?	☐	☐	☐	☐	☐
f. Leaders consistently modeling respectful behavior to both male and female personnel?	☐	☐	☐	☐	☐
g. Male supervisors asking female officers or NCOs/petty officers from other work groups to "deal with" problems involving female subordinates?	☐	☐	☐	☐	☐

PERSONNEL POLICY AND PRACTICES

79. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. *Mark "Yes," "No," or "Don't know" for each.*

Don't know	No	Yes

a. Senior leadership of my Service	☐	☐	☐
b. Senior leadership of my installation/ship . .	☐	☐	☐
c. My immediate supervisor	☐	☐	☐

80. Have you had any training during the *past 12 months* on topics related to sexual harassment?

- ☐ Yes ⇒ **IF YES, CONTINUE WITH QUESTION 81**
☐ No ⇒ **IF NO, GO TO QUESTION 83**

81. In the past 12 months, how many times have you had training on topics related to sexual harassment? *To indicate nine or more, enter "9".*

TIMES

ON YOUR INSTALLATION/SHIP						
h.	Policies forbidding sexual harassment publicized?	☐	☐	☐	☐	☐
i.	Complaint procedures related to sexual harassment publicized?	☐	☐	☐	☐	☐
j.	Complaints about sexual harassment taken seriously no matter who files them?	☐	☐	☐	☐	☐
k.	There a specific office with the authority to investigate sexual harassment complaints?	☐	☐	☐	☐	☐
l.	Enlisted members required to attend formal sexual harassment training? ..	☐	☐	☐	☐	☐
m.	Officers required to attend formal sexual harassment training?	☐	☐	☐	☐	☐
n.	Leaders consistently modeling respectful behavior to both male and female personnel?	☐	☐	☐	☐	☐
IN YOUR SERVICE						
o.	An advice/hotline available for reporting sexual harassment complaints?	☐	☐	☐	☐	☐

- ☒ Don't know, you have been in the military less than 4 years
- ☒ Much less often
- ☒ Less often
- ☒ About the same
- ☒ More often
- ☒ Much more often

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