

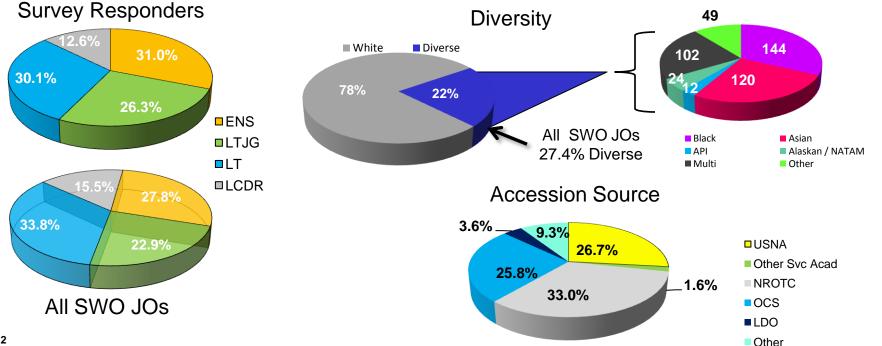
# Surface Warfare Officer 2013 Junior Officer Survey





### Overview

- Sixth JO Survey in a series started in 1999
  - 1999, 2001, 2003, 2005, 2008, 2013
- Conducted online via www.surveymonkey.com
- 46 questions, ~45 minutes per survey to complete
  - 2300 completed surveys (33% of total JOs)





# Agenda

- 2013 vs. Previous Survey Comparison
- 2013 Key Findings
- SWE Actions Since 2008



### Professional Satisfiers/Dissatisfiers

### Surface Warfare Enterprise

### Satisfiers

#### **2013**

Relationships with subordinates
Leadership challenge
Relationship with peers
Mental Challenges
Conning the ship
Variety of duties and responsibilities
Relationship with Senior Enlisted

#### 2008

Leading/training subordinates

Mental challenge

Relationship with peers / Senior Enlisted

Shiphandling opportunities

Variety of duties / responsibilities

### **Dissatisfiers**

#### **2013**

Inability to plan family/personal life
Too many inspections
Work hours
Inability to plan work
Lack of time to qualify
In port watches

#### 2008

Inability to plan family/personal life
Work hours
Inability to plan professionally
Lack of recognition for work
Too many inspections
Zero defect mentality
Collateral duties



### Retention Pros and Cons

### Surface Warfare Enterprise

### Pros

#### <u>2013</u>

Job security
Retirement benefits
Medical benefits
Opportunities for new experiences
Service to the country
Pay, allowances, and benefits
Adventure and travel

#### 2008

Retirement benefits
Service to the country
Job security
Professionally rewarding responsibilities
Pride in the Navy

### Cons

#### **2013**

Work load
Strain on family (separation)
Micromanagement
Inability to start/grow a family
Quality of leadership
Lack of incentive for outperforming peers
Zero defects mentality

#### 2008

Work load
Strain on family (separation)
Quality of leadership
Civilian employment opportunity

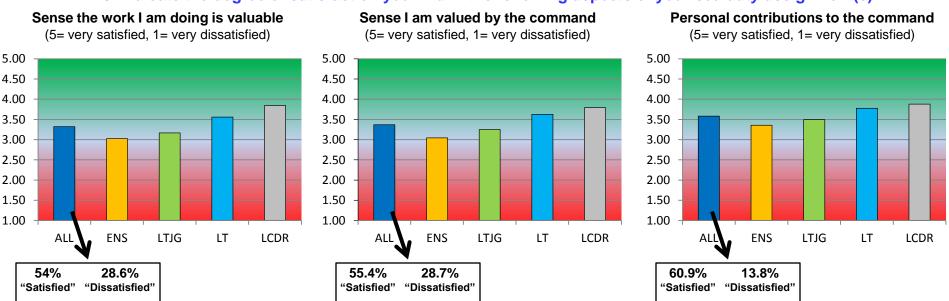


### Satisfiers: DIVO Involvement Trends

### Surface Warfare Enterprise

- Minor trend indicates degree of satisfaction with key morale issues improves with rank/experience
  - Trends move from neutral toward satisfied
  - Reinforces the value of SWO experience, but suggests that junior DIVOs feel less than fully utilized

#### 26. Indicate the degree of satisfaction you find in the following aspects of your sea duty assignment(s):



Responses: "1" & "2" = "Satisfied", "3" = "Neutral", "4" & "5" = "Dissatisfied"

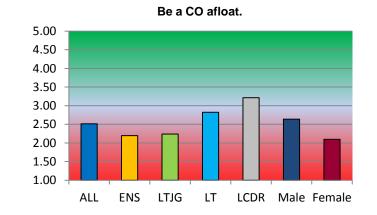


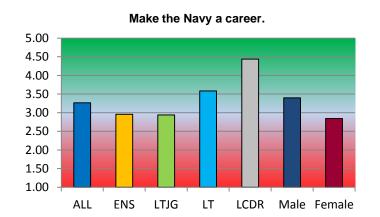
### Retention Issues

### Surface Warfare Enterprise

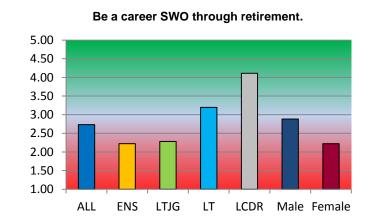
- Responders more likely to "stay Navy" than "stay SWO"
- Female officers less likely to pursue CO, remain SWO, or remain Navy

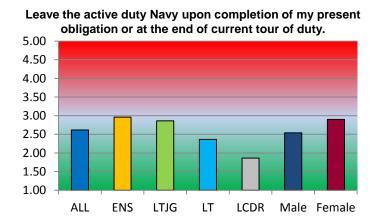
Question 31. What are your career aspirations and intentions?





5 = Definitely will1 = Definitely will not







# Career Milestone Goal Comparison

### Surface Warfare Enterprise

- DIVOs and female officers report higher likelihood of pursuit of SCP opportunity than command
- DHs significantly more likely to seek CO over SCP
- May indicate impression among pre-DH officers that SCP reduces OPTEMPO/ sea time

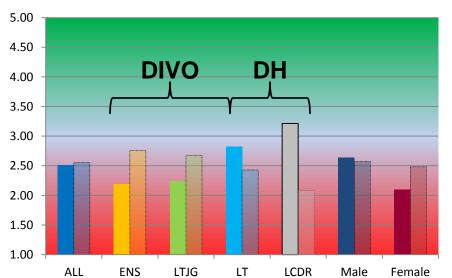
31. What are your career aspirations and intentions?

Be a CO afloat (Solid)

vs

Pursue SCP opportunity (Shadow)

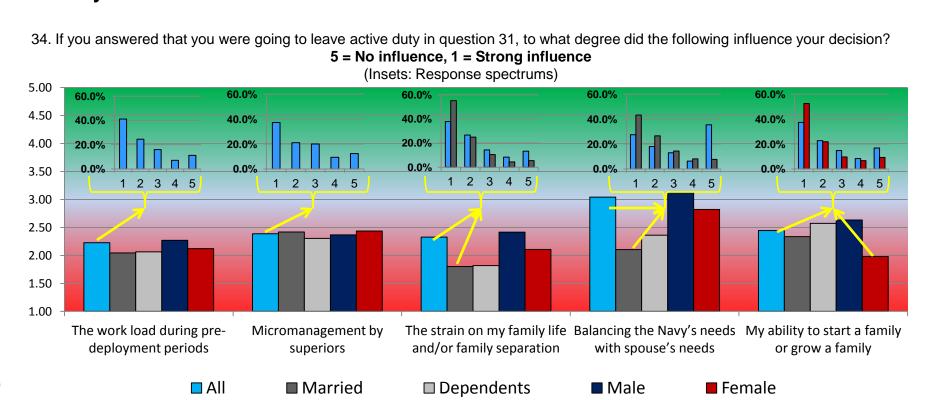
(5 = Definitely will, 1 = Definitely will not)





# Reasons for leaving

- Work hours and micromanagement common across demographics
- Females and married officers / officers with dependents reported significantly less happy with family separation and spouses' needs
- Female officers report significantly lower opinion of ability to start a family

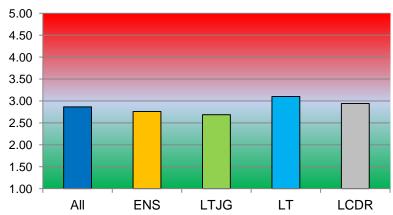




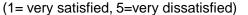
# Accession Source & SWO Training

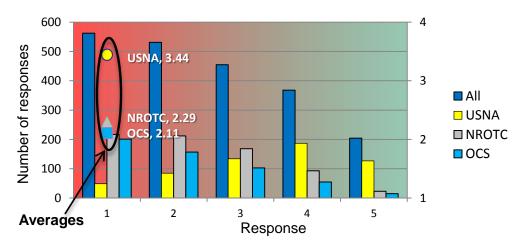
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- BDOC is perceived to improve and standardize accession SWO training
  - Free text supports BDOC as a "step in the right direction"
  - Impression is that USNA accessions have a significant advantage in initial qualification process
- Impression of DIVO training improved significantly from 2008
  - Only 38.9% in '13 report dissatisfaction with the new SWO Qual process
  - '08 survey revealed nearly 75% of responders felt DIVO training was inadequate



23. How satisfied are you with the current SWO qualification process, understanding that it now includes the Basic Division Officer Course (BDOC), PQS, watch station qualification boards, and a final SWO Board conducted by the ship's CO within the prescribed 24-month timeline?





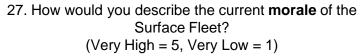
20. On a scale of 1 to 5, please indicate to what extent you believe your commissioning source prepared you to serve as an underway Officer of the Deck.

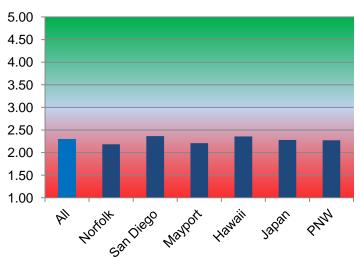
(5 is very well prepared, 1 is not very well prepared)

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### Morale

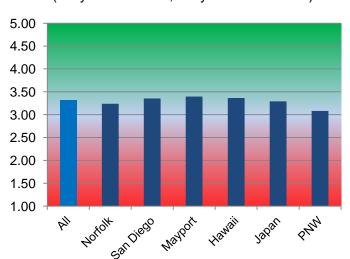
- Morale viewed Fleet-wide as "low," but individual officers report more satisfaction with their sea duty assignments
  - Free text includes frequent reference to lack of common SWO qualification standards, inconsistency in SWO boards and requisite knowledge
  - Time-management is a significant factor





25. How **satisfied** were you with your most recent sea duty assignment?

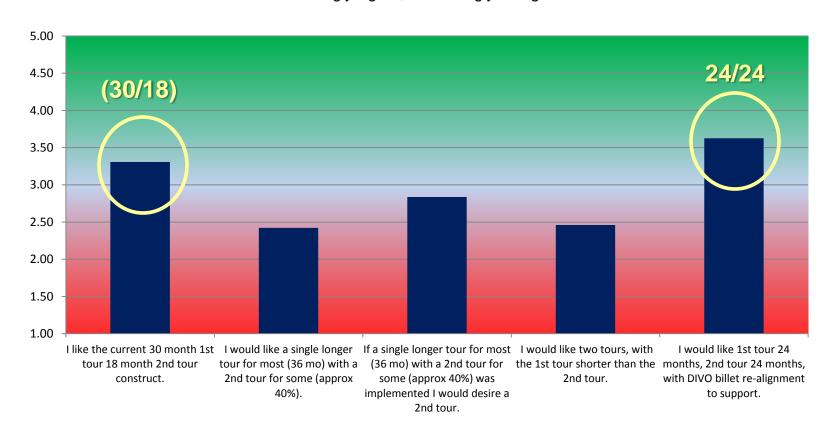
(Very satisfied = 5, Very dissatisfied = 1)





# **DIVO Tour Length**

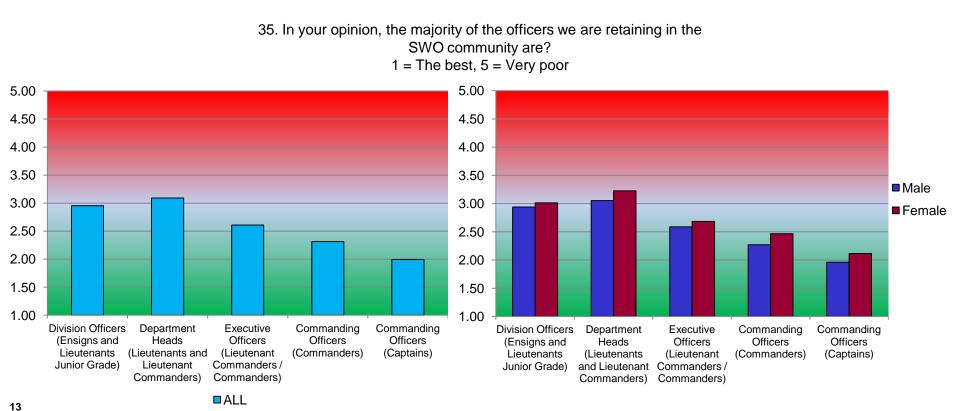
- Officers surveyed appear to prefer the DIVO tour length sequence (24/24) which began implementation in JAN
  - Little desire among JOs for single longer tour or longer second tour
    - 30. Please indicate your opinion on possible variations of the Division Officer Sequencing Plan (DOSP). 5 = Strongly Agree, 1 = Strongly Disagree





### Impression of Peers & Leadership

- Responders had higher confidence in more senior leaders
- Slight gender stratification indicates women hold a generally lower opinion of leadership at all levels





### **EO** and Fraternization

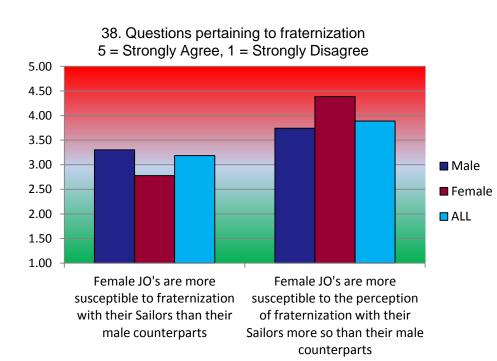
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### Equal Opportunity

- Sexual Harassment and Equal Opportunity training judged adequate (Above 4.0 in 5.0 scale for all ranks/gender)
- Perception of equal treatment for all ethnicities is positive (About 3.5 in 5.0 scale for all ranks/gender)

#### Fraternization

Responders (particularly female)
 report greater impression that
 female officers are susceptible to
 fraternization, rather than actually
 being susceptible



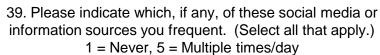


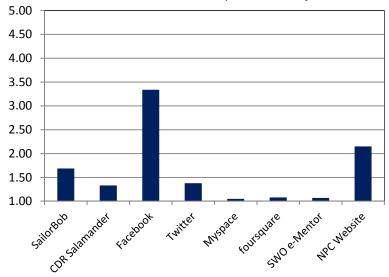
### Social Media / E-media

### Surface Warfare Enterprise

### Information Sources:

- Facebook is by far the most visited site recorded in the survey
- NPC website surpasses popular SWO blogs as a resource





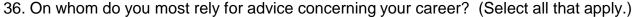
### SWO E-Mentor Program

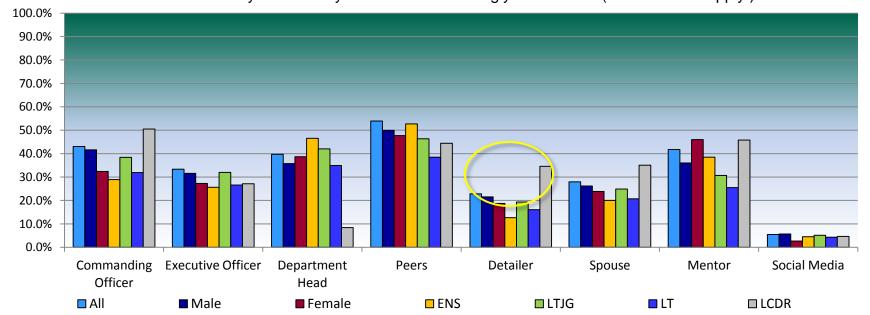
- Only 26% of responders reported awareness of the program (most at SWO Intro, ASAT, or via message traffic)
- Less than 12% of responders would recommend the program to others



### Career Advice & Mentorship

- Pronounced difference between LCDR responses and others
- Female officers less likely to trust CoC or detailer, more likely to have a mentor
- Responders appear to prefer closer, more personal relationships over advice from SMEs (Detailers)
  - Reinforces a need for Detailers to reach out to leaders at the waterfront and FCAs
  - · Highlights need for mentoring/career management tools distributed to the Fleet







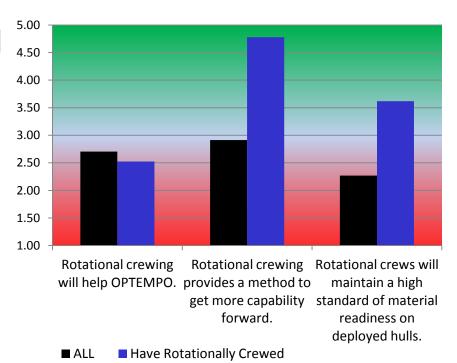
# **Rotational Crewing**

### Surface Warfare Enterprise

- 14.9% of responders reported having experience in rotational crewing
- Significantly higher impression of rotational crewing among responders with experience in rotational crews (with noted exception of OPTEMPO)
- Survey result likely influenced by platform for rotational crewing (PC/MCM vice DD/DDG)

44. Please indicate how much you agree or disagree with each of the following statements concerning rotational crewing. Select only one option for each row.

5 = strongly agree, 1 = strongly disagree





# XO/CO Fleet-up

### Surface Warfare Enterprise

 68.7% of responders reported having experience in an XO/CO fleet-up ship

Fleet impression
 of this program
 is neutral

concerning XO/CO Fleet-up. 5 = strongly agree, 1 = strongly disagree 5.00 4.50 4.00 3.50 3.00 2.50 2.00 1.50 1.00 XO/CO fleet-The crew The Chiefs The XO/CO fleet- Fleet-up is a Fleet-up is a up improves likes fleet-up. Wardroom up will better positive positive mess likes readiness by likes fleet-up. prepare me factor in my fleet-up. factor in my providing for command family career continuity of planning planning leadership. ■ Served in XO/CO Fleet-up Ship ALL

45. Please indicate how much you agree or disagree with each of the following statements



# Previous Survey Recommendations

- Revisit JO tour lengths and billet base
- Develop / refine training pipelines
- Reduce micromanagement at all levels
- Reduce the workload
- Reduce the impact of inspections and assist visits
- Improve readiness reporting



### **SWE Actions Since 2008**

- SFRM Development and Implementation
  - Major revision to training cycle and readiness assessment
  - Shift in shore duty emphasis towards waterfront readiness
- Return of Pre-DIVO Training
  - SWO Intro, followed by introduction of BDOC
- DIVO Billet Base Review
  - Moved ASWO to 2<sup>nd</sup> tour, added FPO, expand 2<sup>nd</sup> tour billet base to shorten 1<sup>st</sup> tour
  - Introduction of 24/24 DIVO tours, created trade space for ASW Weapons Tactics Instructors (WTI), future IAMD WTIs
- "SWO Clock"
  - Reduce time away from waterfront for leadership
  - Support implementation of SFRM
  - Pay ourselves first