

## TALKING PAPER

### ON

#### DEOMI ORGANIZATIONAL CLIMATE SURVEY (DEOCS)

- The DEOCS is a commander's management tool that allows them to proactively assess critical organizational climate dimensions that can impact the organization's effectiveness.
  - Respondents answer questions that characterize their unit's readiness, formal and informal policies, practices, and procedures that occur or are likely to occur within the organization.
- The survey assesses 13 climate factors by posing questions that survey takers respond to using a five-point scale.
- The questionnaire focuses on three primary areas: Military Equal Opportunity (EO), Civilian Equal Employment Opportunity (EEO), and Organizational Effectiveness (OE).
  - The DEOCS is available in three different forms; online, paper, or in combination.
  - The survey takes about 20 minutes to complete, and provides multiple opportunities for respondents to enter their personalized comments
  - In order to generate a DEOCS report, a minimum of 16 assigned personnel must complete the survey
  - The DEOCS is also available in a low-bandwidth version, for ships afloat and other commands with limited bandwidth
- Respondents' anonymity is protected when completing the online survey by using a computer-generated, untraceable, single use password. Also, no personally identifying information is collected.
  - The survey will not display group data any time fewer than five members of a group complete the survey
- Commanders can add up to 10 locally-developed questions (LDQs) and five-short answer questions (SAQs) to their survey, helping them target specific areas of concern. The program allows commanders to select from among hundreds of LDQs and SAQs already written, or to create their own.