

TALKING PAPER

ON

DEOCS 4.1

The DEOCS 4.1 is a commander's management tool that proactively assesses critical organizational climate dimensions that can impact the organization's mission. This voluntary survey has 21 climate factors designed to assess the "shared perceptions" of respondents about formal and informal policies and practices. The DEOCS focuses on three primary areas: Organizational Effectiveness (OE), Equal Opportunity (EO)/Equal Employment Opportunity (EEO)/Fair Treatment, and Sexual Assault Prevention & Response (SAPR).

- DEOCS 4.1 poses 56 questions/items to measure 21 climate factors:
 - o Nine Organizational Effectiveness factors, using 31 questions/items
 - o Six EO/EEO/Fair Treatment factors, using 17 questions/items
 - o Six Sexual Assault Factors, using up to 8 questions/items
 - A majority of items use a seven-point "Strongly Agree — Strongly Disagree" scale with a "Neither Agree nor Disagree" middle point
 - Definitions of terms used in the DEOCS are provided to enhance respondents' frame of reference
 - In addition to Federal GS Civilian employee seniority, the civilian demographics also include Wage Grade, NAF, and supervisor/non-supervisor status
 - Subgroup breakouts can provide reports to multiple commanders leading various unit types
- Color coding convention uses a four color (Green, Blue, Yellow, and Red) scale, based on favorability ratings
- Compares your organization's unit-level climate factor favorability percentages against similar type units in your Service, and to your parent Service overall
 - Provides climate factor favorability percentages at the unit and demographic subgroup level across all three primary areas
 - Provides individual item-level response frequencies across all DEOCS factors
 - DEOCS Support provides senior-level (Flag/SES) consultation upon request. Service includes executive summary and telephonic out-brief