Assessment to Solutions (A2S) provides a five phase process that helps leaders effectively assess their organization’s climate. Each phase in the assessment process—from preparing for the climate assessment through evaluating progress and executing action plans are described in detail. A2S provides information, insights, and factor-specific products to educate and assist survey administrators and commanders. Supporting guides that assist commanders through all phases of the assessment process may be downloaded from www.DEOCS.net.

STILL HAVE QUESTIONS?

Contact the DEOCS support team:

**DSN:** 854-2675 / 3260 / 4217

**COMMERCIAL:** (321) 494-2675 / 3260 / 4217

**EMAIL:** support@deocs.net

www.DEOCS.net
**What is the DEOCS?**
The DEOCS is an anonymously administered, voluntary survey used to assess members’ shared perceptions about an organization’s formal and informal policies and practices. It is the only DoD authorized survey for climate assessment (Under Secretary of Defense Memorandum dated 20 November 2014).

**Why should members of my unit take the DEOCS?**
The DEOCS provides the opportunity to share members’ views with leadership about what is going on in the organization, good or bad. Leaders can use these perspectives, insights, and ideas to improve the organization’s climate.

**When does my organization need to conduct a DEOCS?**
Within 90 days after a new leader assumes command and at least annually thereafter while in command. Each military branch follows different timelines; contact your Equal Opportunity Advisor (EOA) or Command Climate Specialist (CCS) to determine your unit’s requirements.

**Who is eligible to take the DEOCS?**
Military service members and civilian government employees. Contractors are not eligible to take the DEOCS (DoDM 8910.01-V2, June 30, 2014).

**How can the DEOCS be completed?**
There are three survey options available:
- Online, from any device with internet access;
- Paper form (Scantron);
- A combination of online and paper surveys.

**What are locally developed questions (LDQs) and short answer questions (SAQs)?**
LDQs and SAQs are additional questions leaders can add to their DEOCS. Leaders can create their own questions (up to 10 LDQs and 5 SAQs), or select them directly from the sample LDQ and SAQ lists.

**Why use breakout surveys?**
Breakout surveys allow leaders to separate the workforce into groups representing different divisions, departments, etc. You can order up to 15 breakout reports that come with a roll up report that includes all survey takers’ input that will provide leaders with a more detailed picture of the organization.

**How many people need to complete a DEOCS to generate a report?**
At least 16 survey responses must be completed to generate a unit’s (or breakout group’s) DEOCS report.

To provide a more complete picture of the organization’s climate commanders should encourage all members of the organization to complete the survey.

**Who sees the results of my unit’s DEOCS?**
Once the survey Stop Date has passed and the report has been requested, the survey administrator, the requesting commander, and the commander’s supervisor have access to the DEOCS report.

**How are my responses to the survey anonymous?**
Both password options protect anonymity:
- E-mail option: all members receive an email containing the same password.
- Print option: all members receive a unique, computer-generated, printed password that cannot be linked to an individual or computer.

Also, the DEOCS report does not identify individuals by virtue of their unique combination of demographic features. For a demonstration of this safeguard, go to:

http://deocs.net/public/main/video.cfm?id=Protected_Identity

**Where can I get additional information?**
Contact your EOA/CCS, or go to our A2S website at www.deocs.net for additional DEOCS support resources.