



2019 Status of Forces Survey of Active Duty Members (SOFS-A)

Leading Indicators Briefing:

Retention, Satisfaction, Tempo, Stress, and Readiness

Top-Line Findings

- **Overall, most held positive views of AD in the areas of retention, family support, satisfaction, and readiness, but most results were lower compared to 2018**
 - Retention in 2019 – lower than 2018*
 - Favorable views of AD participation from *family* – similar to 2018 and *spouse/significant other* – lower than 2018
 - Satisfaction with *military way of life* in 2019 – lower than 2018
 - Satisfaction with *total compensation* in 2019 – lower than 2018
 - Readiness in 2019 – *personal readiness* – lower than past years and *unit readiness* – similar to 2018
- **More than 1/3 indicated more than usual personal and professional stress, which is consistent with most recent survey**
 - Members experiencing *more stress in personal life and military life* in 2019 – similar to 2018
- **Average nights away from home similar to most recent survey**
 - Tempo in 2019 – similar to 2013-2018

Bottom Line: Most results for retention, satisfaction, readiness lower than 2018 for AD members, but stress and tempo is similar

* Only statistically significant findings are reported. Statistical tests are used to compare current estimates with previous results.

Briefing Overview

	Slide
✓ Survey Details and Introduction	4
• Retention	9
• Satisfaction	14
• Tempo	19
• Stress	26
• Readiness	29

Survey Details

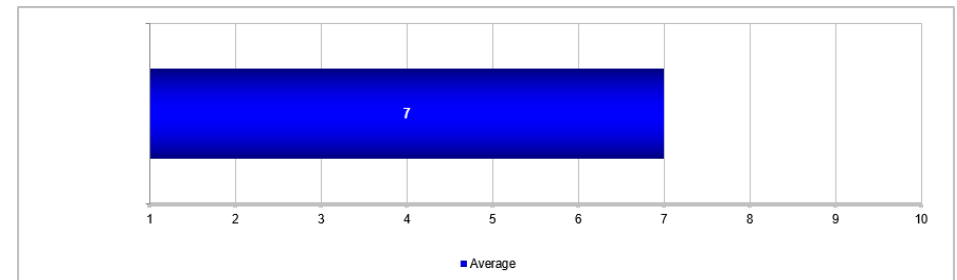
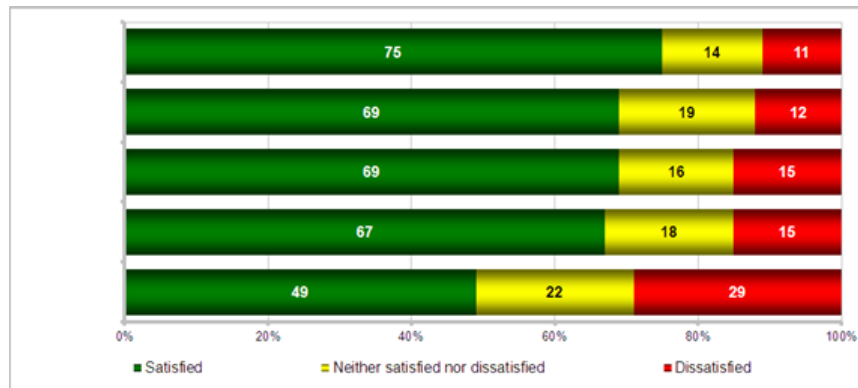
- **Web-based active duty survey fielded November 26, 2019–February 14, 2020**
 - NOTE: Data collection completed prior to Covid-19 pandemic outbreak
- **122K members surveyed**
- **Response rate of 13% (15% in 2018)**
- **AD results are shown for Total; Army, Navy, Marine Corps, and Air Force; and paygrade groups**
- **For each survey item, briefing includes the following:**
 - Graphs with 2019 results
 - Trend data are included for past surveys, when available

* Only results for DoD members are included in this briefing. Coast Guard member results are not included.

Introduction

Briefing Includes

- Graphic displays of overall results



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Margins of error do not exceed ± 1

Percentages and means are reported with margins of error based on 95% confidence intervals. The range of margins of error is presented for the question or group of questions/subitems.

Introduction

Briefing Includes

- **Tables showing results by reporting categories (e.g., Service, paygrade)**
 - Statistical tests used to compare each subgroup to its respective “all other” group (i.e., to all others not in the subgroup)
 - Results of statistical tests shown by color coding significant differences among reporting categories
 - Results are not presented if the question does not apply to the reporting category or if the estimate is unstable
 - “NR” indicates the estimate is Not Reportable because it was based on fewer than 30 respondents or the relative standard error was high
 - “NA” indicates the response option was Not Applicable because the question did not apply to respondents in the reporting category based on answers to previous questions

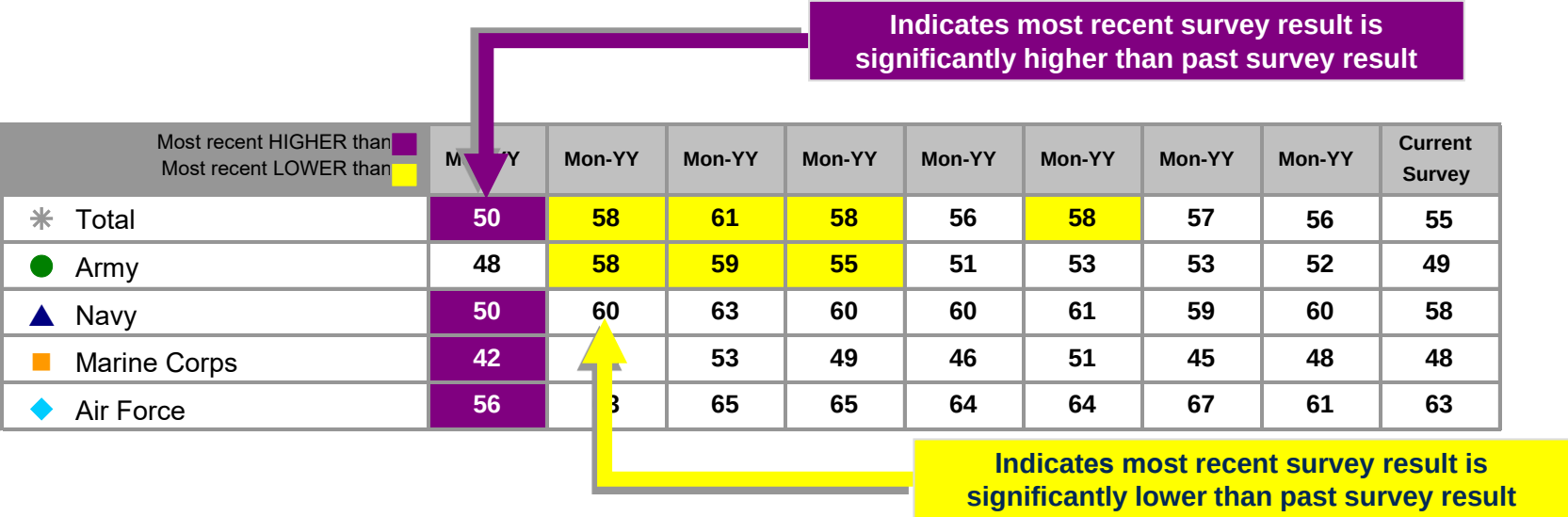
KEY: Higher Response of Satisfied Higher Response of Dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Overall satisfaction with military way of life	Satisfied	55	58	48	49	62	46	59	61	77	49	58	56	52	58	49	65	52
	Dissatisfied	22	22	27	26	17	29	19	21	11	27	20	22	24	21	27	16	26

KEY: More Than Average Less Than Average		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Number of days worked overtime in past 12 months		84	89	93	83	71	55	102	100	122	113	72	86	74	103	66	103	85

Introduction

Briefing Includes

- Trends are shown as estimated percentages or means
- Statistical tests used to compare current results with all previous survey administrations
 - Purple cells indicate current survey result is HIGHER
 - Yellow cells indicate current survey result is LOWER

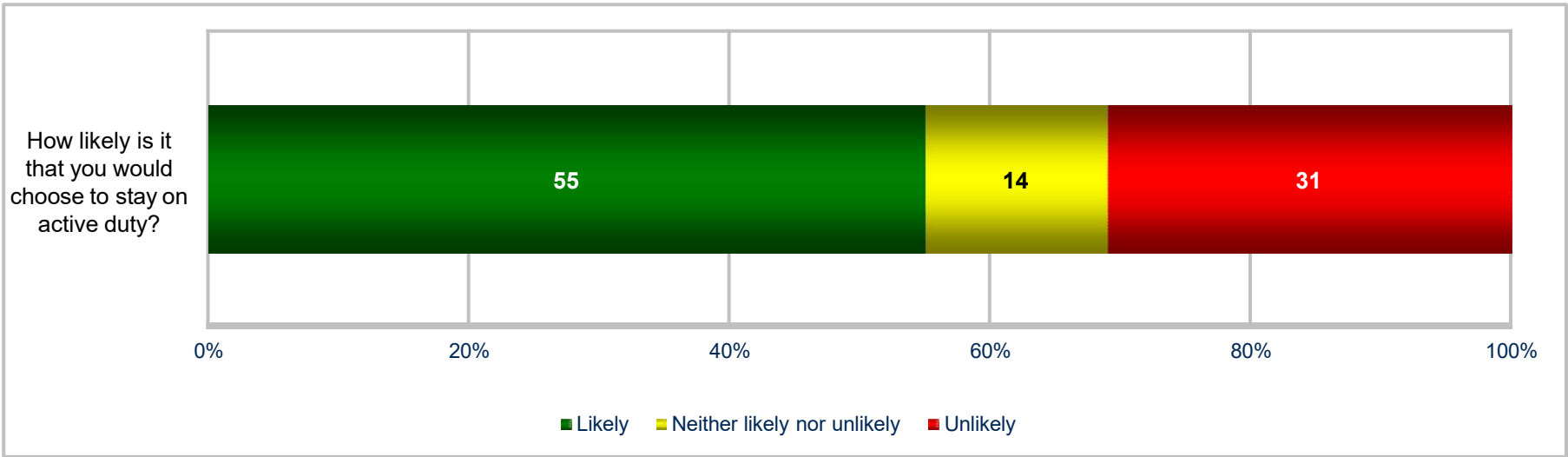


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Likelihood To Stay on Active Duty

Percent of All Active Duty Members



• 55% of active duty members were *likely to stay* on active duty; 31% *unlikely to stay*

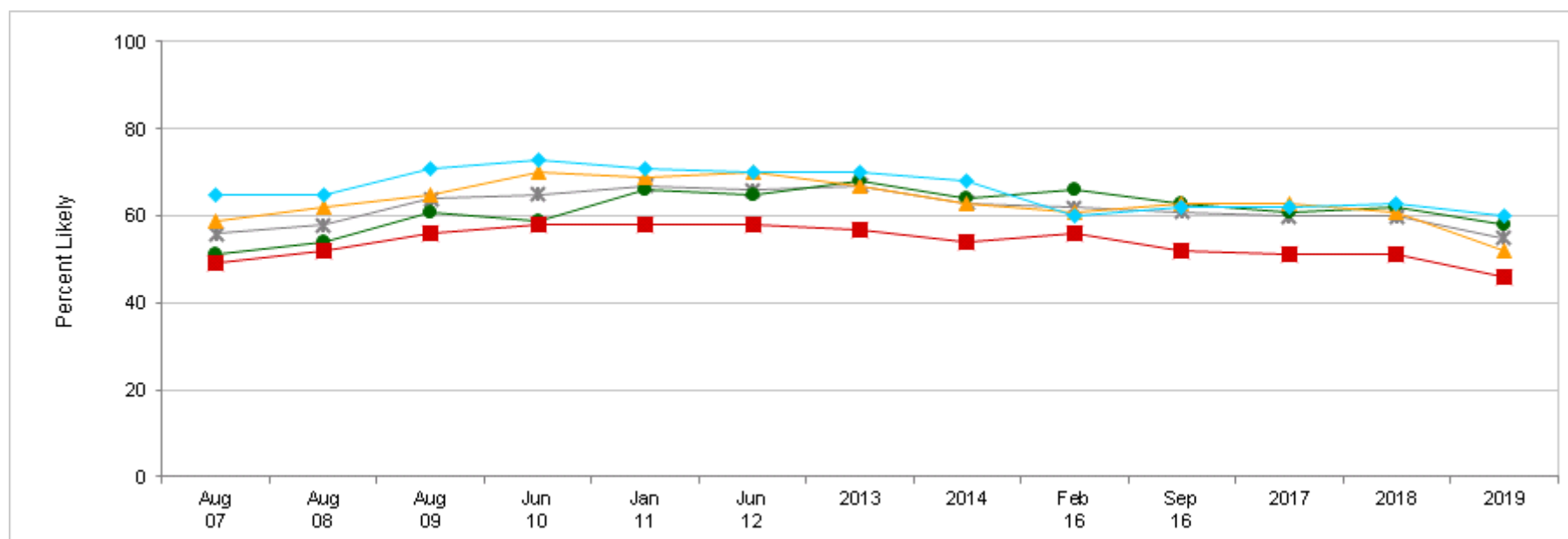
Margins of error range from ±1% to ±2%

KEY:																		
		Higher Response of Likely Higher Response of Unlikely																
		Total	Army	Navy	Marine Corps	Air Force	E1–E4	E5–E9	O1–O3	O4–O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
How likely is it that you would choose to stay on active duty?	Likely	55	58	52	46	60	43	63	57	70	52	56	55	54	61	44	68	53
	Unlikely	31	28	35	40	24	40	24	29	21	34	29	30	32	26	38	22	33

Margins of error range from ±2% to ±5%

Trend: Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Service

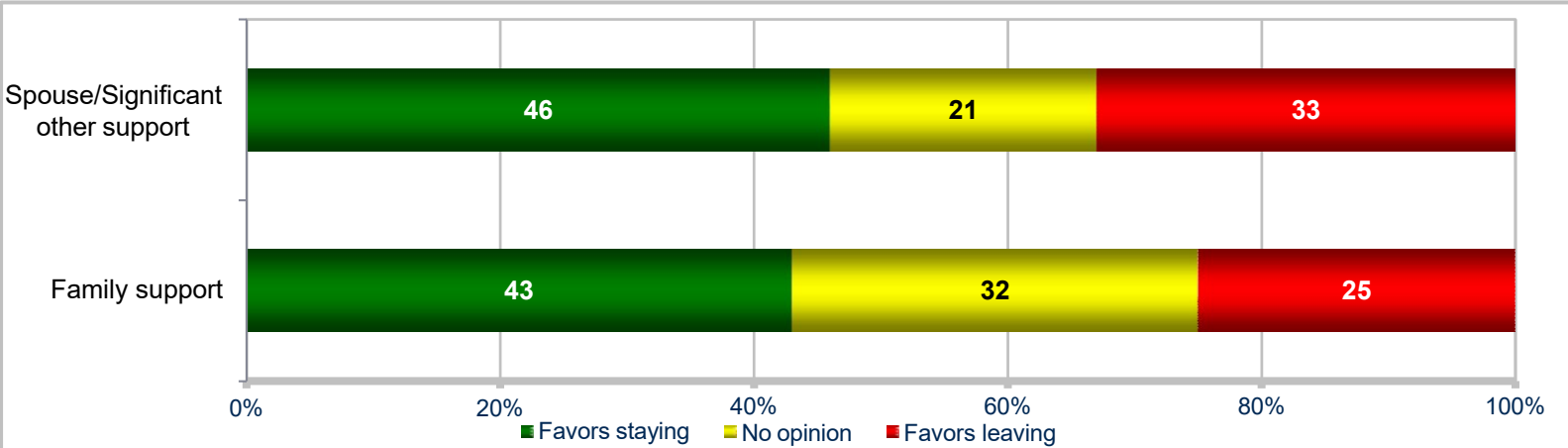


	Aug 07	Aug 08	Aug 09	Aug 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total	56	58	64	65	67	66	67	63	62	61	60	60	55
● Army	51	54	61	59	66	65	68	64	66	63	61	62	58
▲ Navy	59	62	65	70	69	70	67	63	61	63	63	61	52
■ Marine Corps	49	52	56	58	58	58	57	54	56	52	51	51	46
◆ Air Force	65	65	71	73	71	70	70	68	60	62	62	63	60

Results in 2019 for Total and by Service were lower or similar than prior years

Support To Stay on Active Duty

Percent of Applicable Active Duty Members



- 43%-46% of applicable active duty members reported their *family and spouse/significant other* supported them staying on active duty *favorably*; 25%-33% *unfavorably*

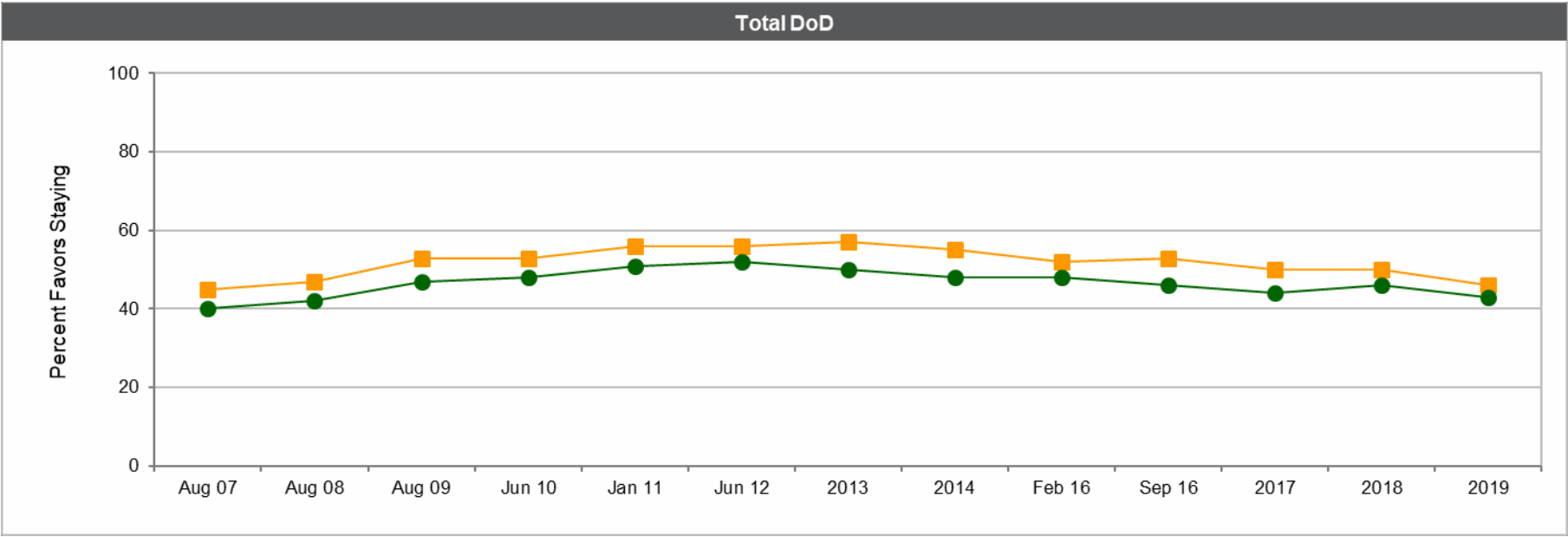
Margins of error do not exceed ±2%

KEY: Higher Response of Favors Staying Higher Response of Favors Leaving		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Spouse/Significant other support	Favors staying	46	49	41	41	50	33	52	43	56	45	47	47	43	31	25	55	45
	Favors leaving	33	32	37	37	30	37	30	39	33	36	32	33	32	34	35	32	34
Family support	Favors staying	43	44	40	36	47	39	46	41	46	40	44	42	44	40	38	48	44
	Favors leaving	25	27	26	28	21	24	26	24	28	30	24	26	25	33	23	28	24

Margins of error range from ±2% to ±8%

Trend: Support to Stay

Percent of Applicable Active Duty Members



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
Spouse/Significant other support	45	47	53	53	56	56	57	55	52	53	50	50	46
Family support	40	42	47	48	51	52	50	48	48	46	44	46	43

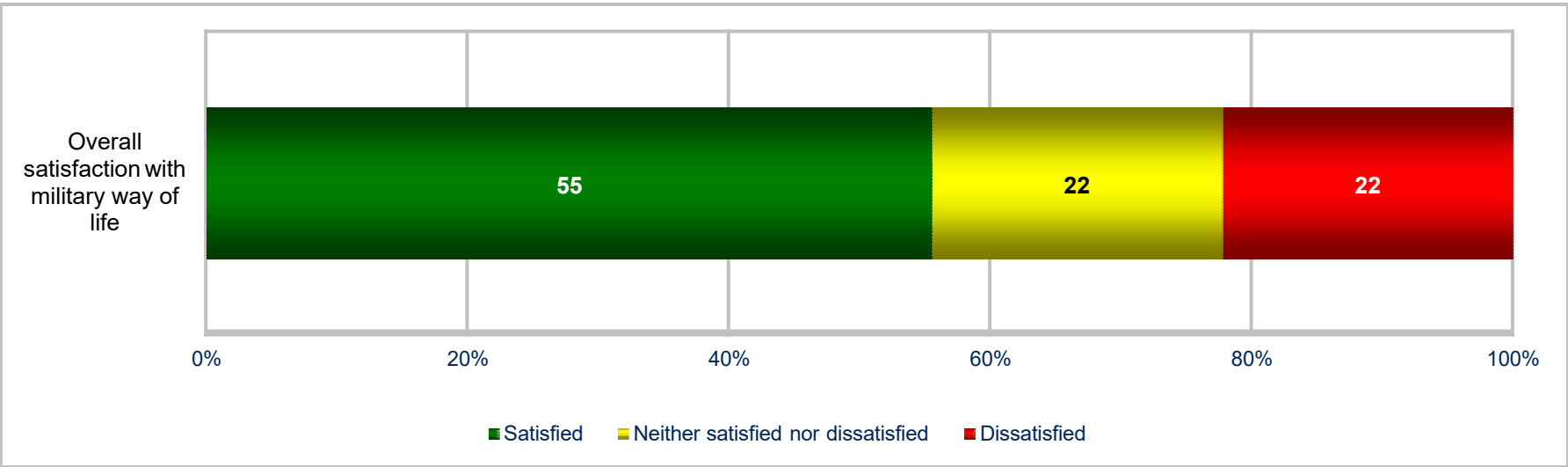
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Overall Military Way of Life

Percent of All Active Duty Members



• 55% of active duty members were *satisfied* with military way of life; 22% *dissatisfied*

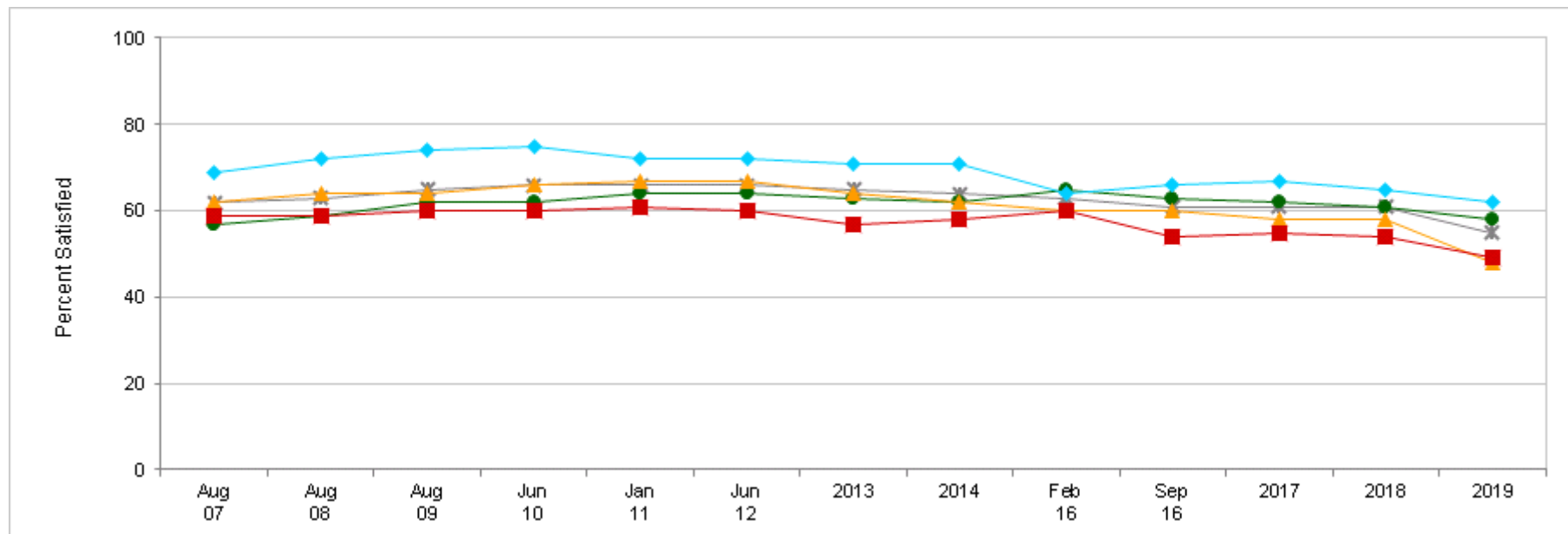
Margins of error do not exceed ±2%

KEY: Higher Response of Satisfied Higher Response of Dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Overall satisfaction with military way of life	Satisfied	55	58	48	49	62	46	59	61	77	49	58	56	52	58	49	65	52
	Dissatisfied	22	22	27	26	17	29	19	21	11	27	20	22	24	21	27	16	26

Margins of error range from ±2% to ±6%

Trend: Overall Military Way of Life

Percent of All Active Duty Members, by Service

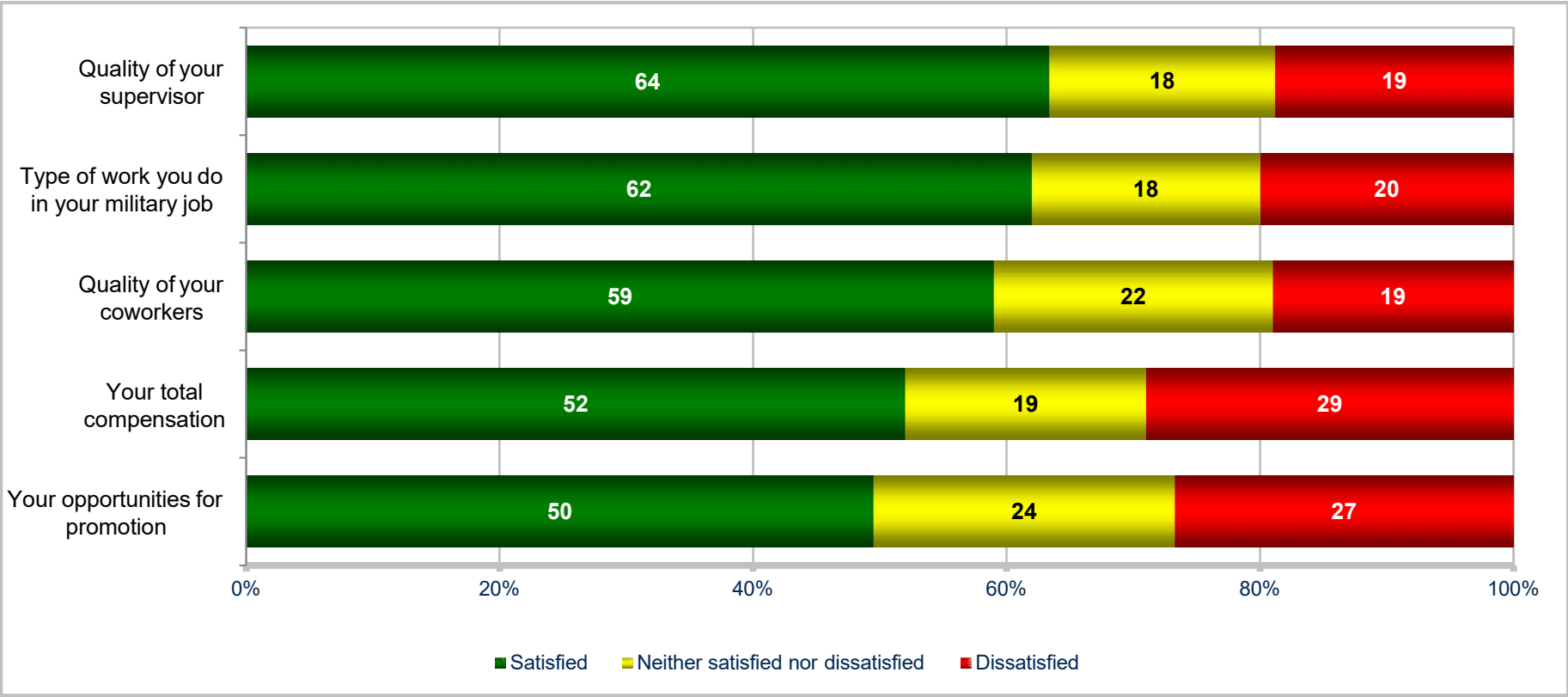


	Aug 07	Aug 08	Aug 09	Aug 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total	62	63	65	66	66	66	65	64	63	61	61	61	55
● Army	57	59	62	62	64	64	63	62	65	63	62	61	58
▲ Navy	62	64	64	66	67	67	64	62	60	60	58	58	48
■ Marine Corps	59	59	60	60	61	60	57	58	60	54	55	54	49
◆ Air Force	69	72	74	75	72	72	71	71	64	66	67	65	62

Results in 2019 for Total and by Service were lower or similar than prior years

Aspects of Military Service

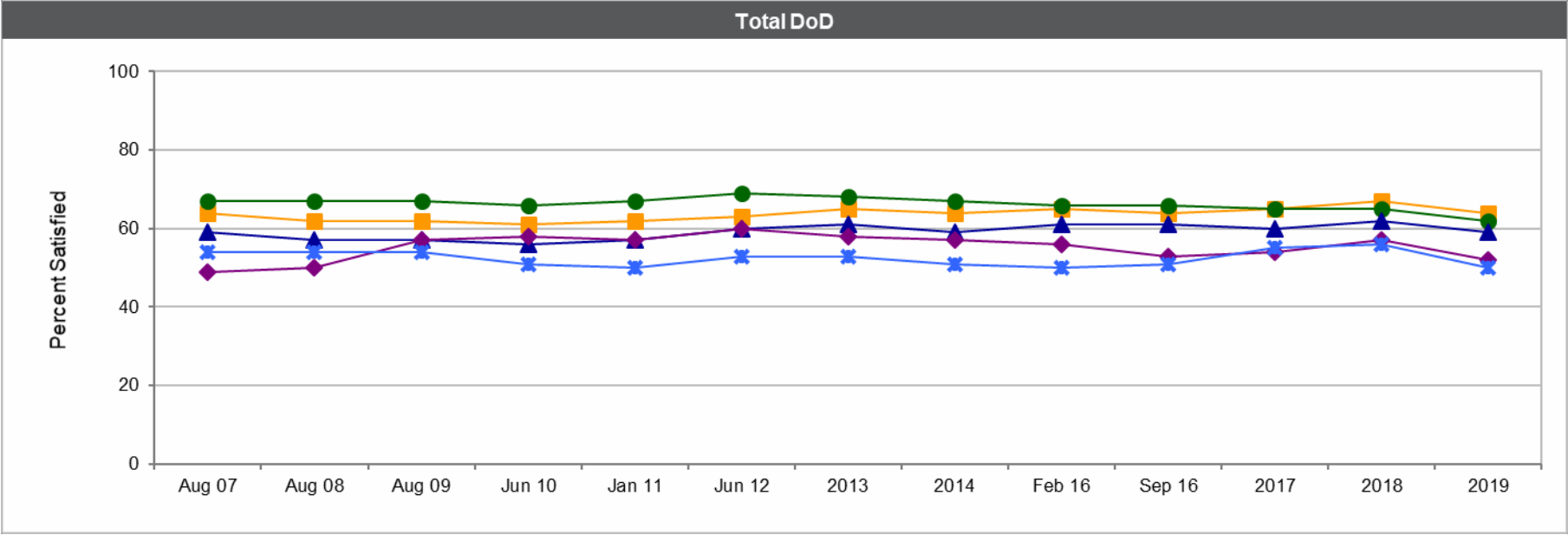
Percent of All Active Duty Members



- 50%-64% **satisfied** with the quality of their supervisor, the type of work they do in their military job, the quality of their coworkers, their total compensation, and their opportunities for promotion; 19%-29% **dissatisfied**

Trend: Aspects of Military Service

Percent of All Active Duty Members



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
Quality of your supervisor	64	62	62	61	62	63	65	64	65	64	65	67	64
Type of work you do in your military job	67	67	67	66	67	69	68	67	66	66	65	65	62
Quality of your coworkers	59	57	57	56	57	60	61	59	61	61	60	62	59
Your total compensation	49	50	57	58	57	60	58	57	56	53	54	57	52
Your opportunities for promotion	54	54	54	51	50	53	53	51	50	51	55	56	50

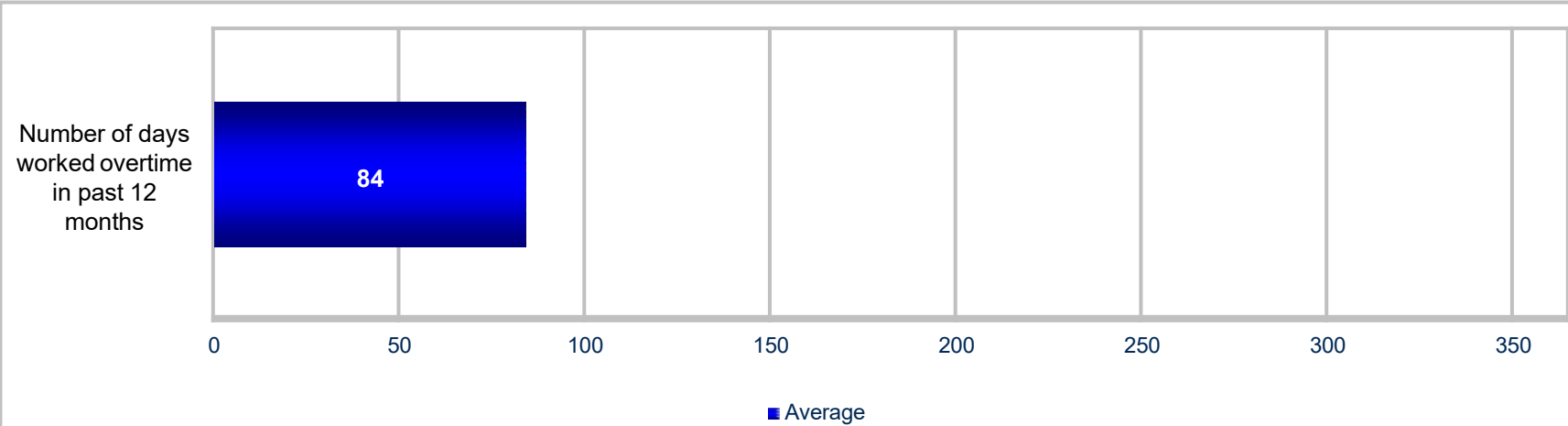
Results in 2019 for Total were lower or similar than prior years

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Days Worked Longer Than Normal

Average of All Active Duty Members



• Active duty members reported an average of 84 days worked overtime in the past 12 months

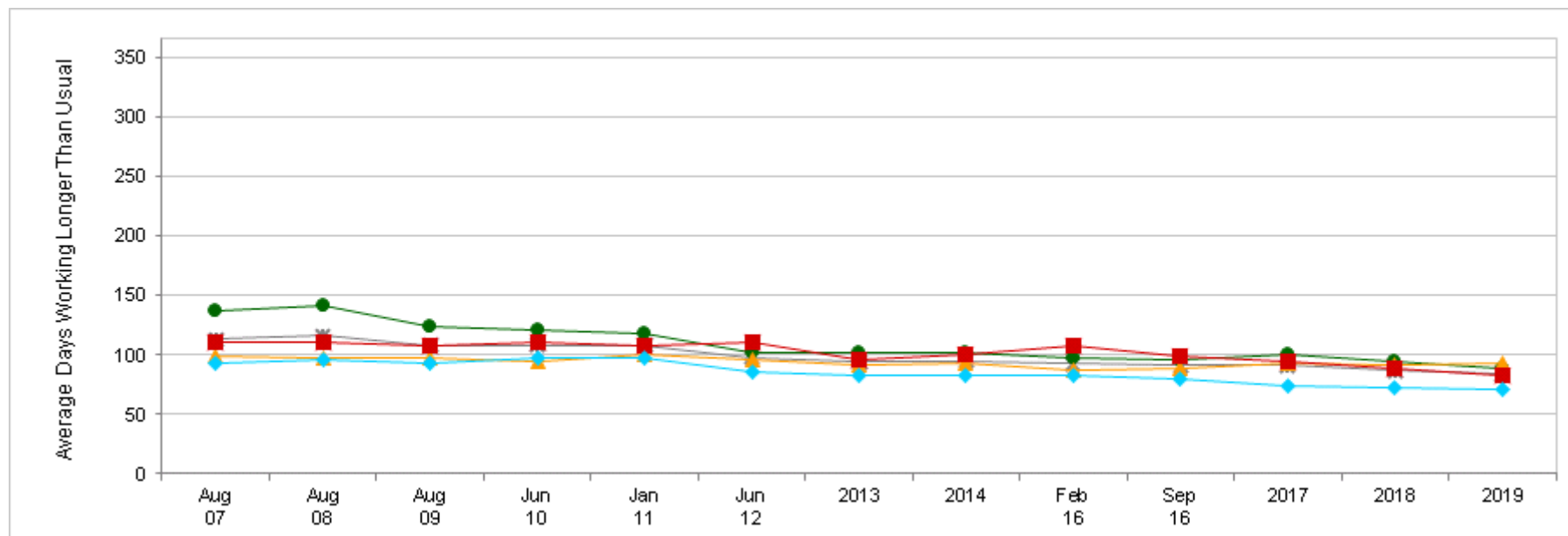
Margins of error do not exceed ±3 days

KEY:																	
Number of days worked overtime in past 12 months	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	84	89	93	83	71	55	102	100	122	113	72	86	74	103	66	103	85

Margins of error range from ±3 to ±14 days

Trend: Days Worked Longer Than Normal

Average of All Active Duty Members, by Service

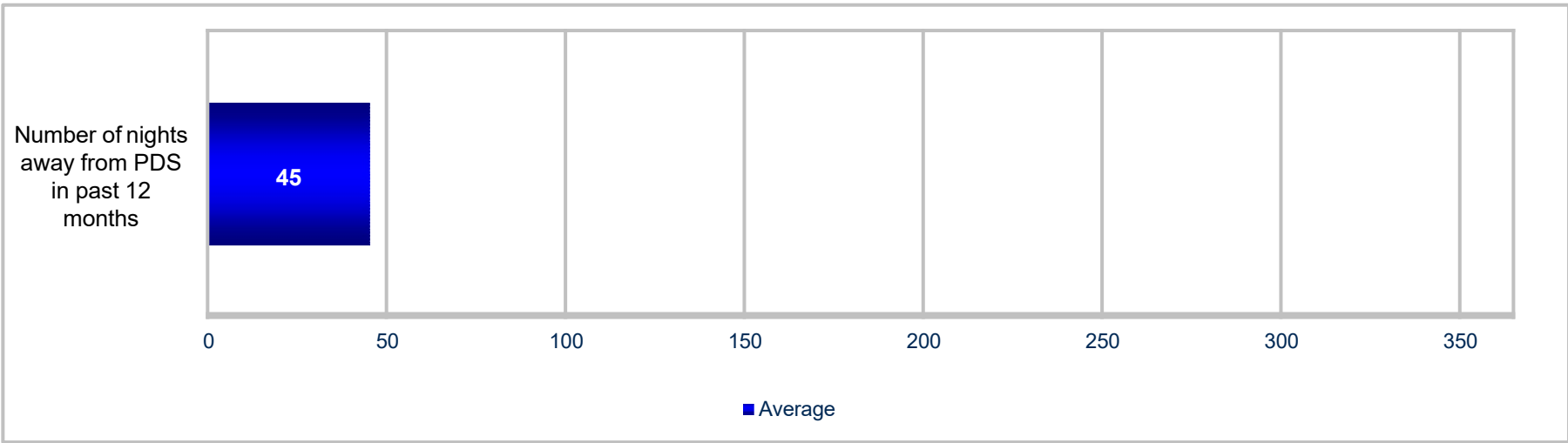


	Aug 07	Aug 08	Aug 09	Aug 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total	113	116	108	108	108	98	94	95	93	91	91	87	84
● Army	137	141	124	121	118	102	102	102	98	96	101	95	89
▲ Navy	99	98	98	95	100	96	91	93	87	89	93	91	93
■ Marine Corps	110	110	108	111	107	110	96	100	107	99	94	88	83
◆ Air Force	93	96	93	97	98	86	83	83	83	80	74	73	71

Results in 2019 for Total and by Service were lower or similar than prior years

Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members



• Active duty members reported an average of 45 *nights away from home in the past 12 months*

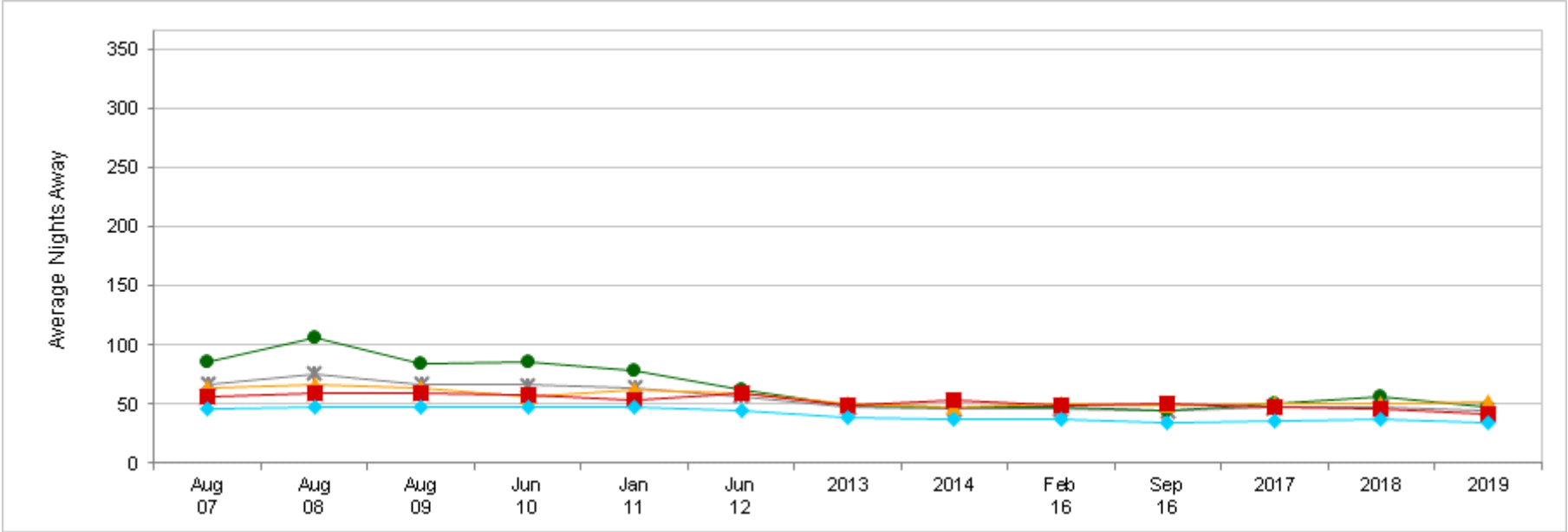
Margins of error do not exceed ± 2 nights

KEY:																		
	More Than Average									Less Than Average								
	Total	Army	Navy	Marine Corps	Air Force	E1–E4	E5–E9	O1–O3	O4–O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)	
Number of nights away from PDS in past 12 months	45	47	52	42	35	29	55	57	49	99	21	47	33	53	37	51	47	

Margins of error range from ± 2 to ± 9 nights

Trend: Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members, by Service

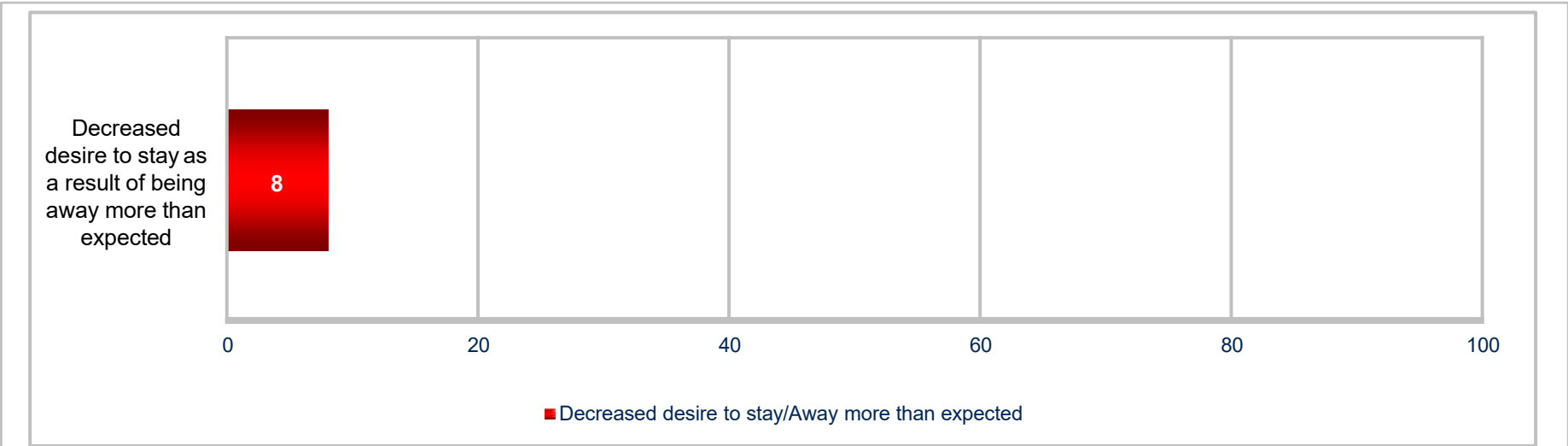


	Most recent HIGHER than Most recent LOWER than	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total		67	76	67	66	64	57	47	46	46	44	47	48	45
● Army		86	106	84	86	79	62	49	48	48	45	51	56	47
▲ Navy		64	66	63	56	62	59	51	47	50	49	51	50	52
■ Marine Corps		57	60	59	58	53	59	49	53	49	51	47	46	42
◆ Air Force		46	47	47	47	47	45	39	37	37	34	36	37	35

Results in 2019 for Total and by Service were similar to 2013-2018

Time Away Decreased Desire To Stay

Percent of All Active Duty Members



• 8% of active duty members reported their desire to stay in the military *decreased as a result of being away more than expected*

Margins of error do not exceed ±1%

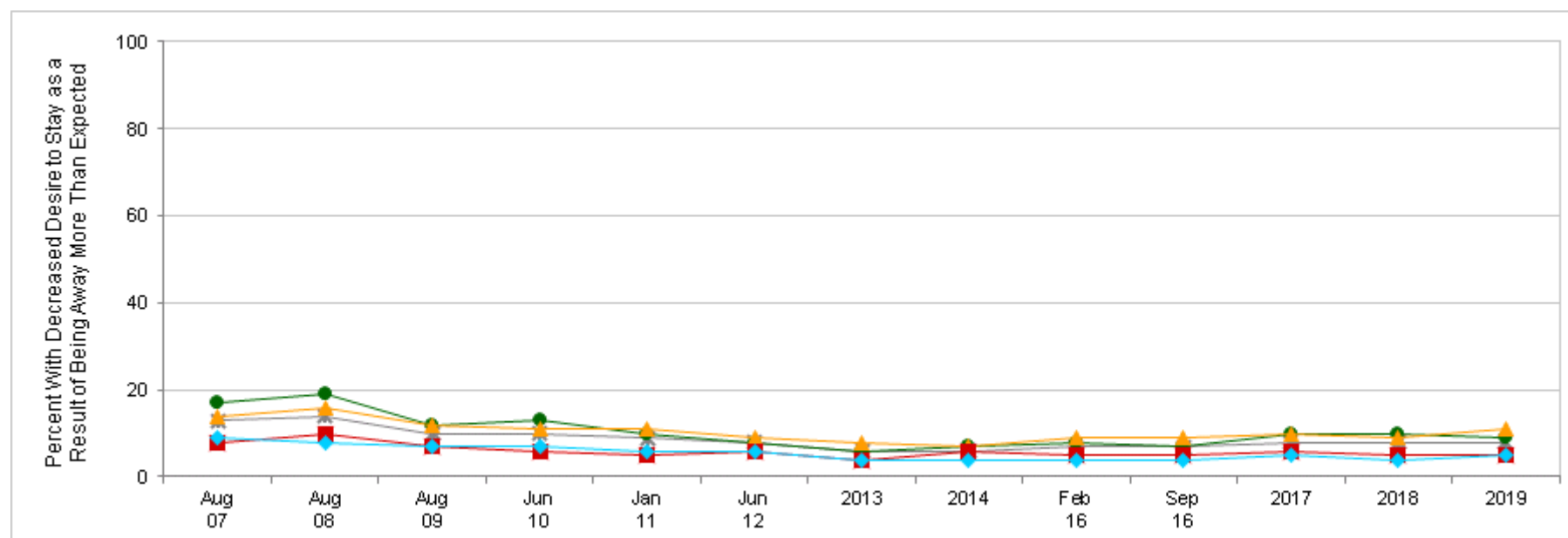
KEY: More Likely To Mark Less Likely To Mark	Total	Army	Navy	Marine Corps	Air Force	E1–E4	E5–E9	O1–O3	O4–O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	8	9	11	5	5	7	8	10	8	17	4	8	6	7	7	8	10

Margins of error range from ±1% to ±4%

Margins of error range from ±1% to ±4%

Trend: Time Away Decreased Desire To Stay

Percent of All Active Duty Members, by Service



	Most recent HIGHER than Most recent LOWER than	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total		13	14	10	10	9	8	6	6	7	7	8	8	8
● Army		17	19	12	13	10	8	6	7	8	7	10	10	9
▲ Navy		14	16	12	11	11	9	8	7	9	9	10	9	11
■ Marine Corps		8	10	7	6	5	6	4	6	5	5	6	5	5
◆ Air Force		9	8	7	7	6	6	4	4	4	4	5	4	5

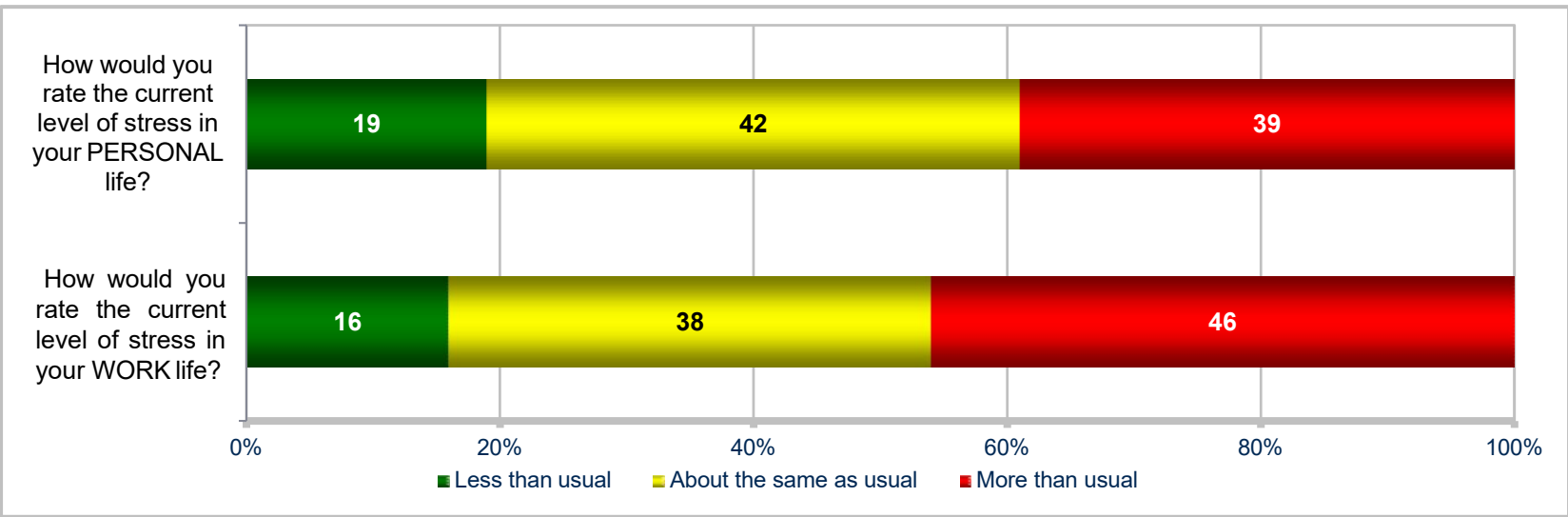
Results in 2019 for
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Current Levels of Military and Personal Stress

Percent of All Active Duty Members



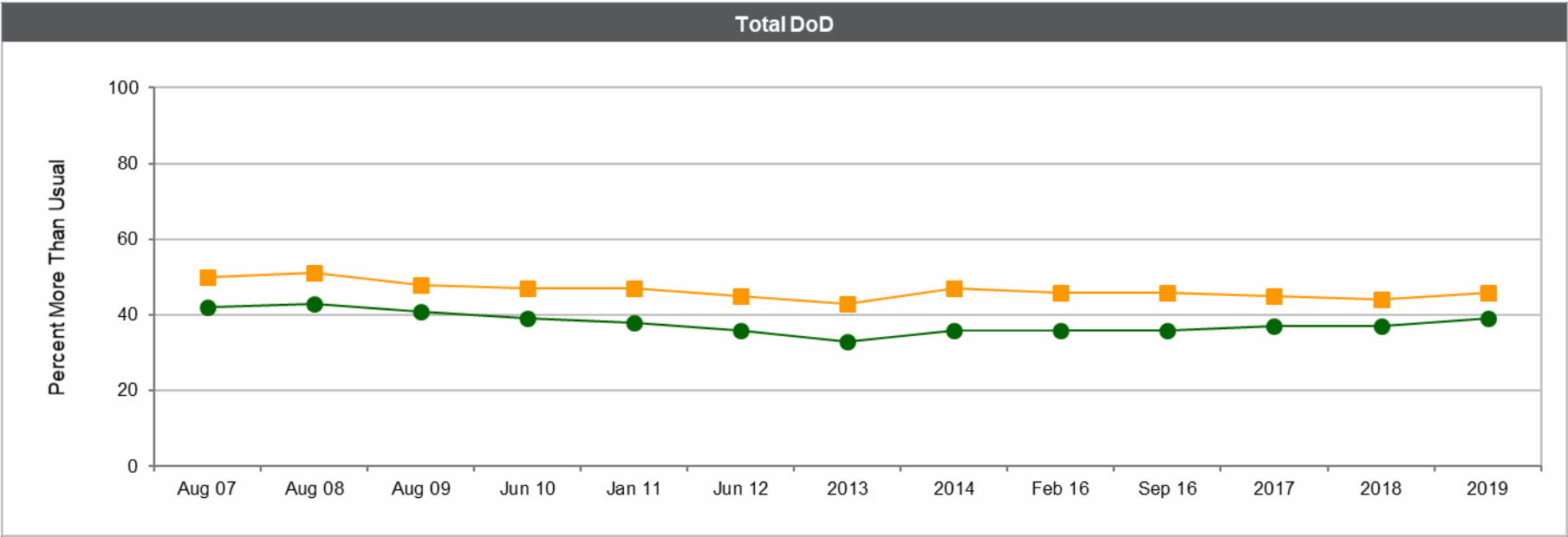
- 39% of active duty members reported **more** stress than usual in their *personal life*; 19% reported **less**
 - 46% of active duty members reported **more** stress than usual in their *work life*; 16% reported **less**
- Margins of error do not exceed ±2%

KEY: Higher Response of Less Than Usual Higher Response of More Than Usual		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)	
How would you rate the current level of stress in your PERSONAL life?	Less	19	22	17	16	17	20	18	19	14	18	19	19	17	17	21	16	18	
	More	39	37	43	43	37	42	39	34	37	41	39	39	43	44	36	42	41	
How would you rate the current level of stress in your WORK life?	Less	16	18	16	14	14	15	16	18	18	13	17	16	15	19	16	17	13	
	More	46	45	49	46	43	46	47	44	40	52	43	45	49	49	44	45	50	

Margins of error range from ±2% to ±6%

Trend: Current Levels of Work and Personal Stress

Percent of All Active Duty Members



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
How would you rate the current level of stress in your WORK life?	50	51	48	47	47	45	43	47	46	46	45	44	46
How would you rate the current level of stress in your PERSONAL life?	42	43	41	39	38	36	33	36	36	36	37	37	39

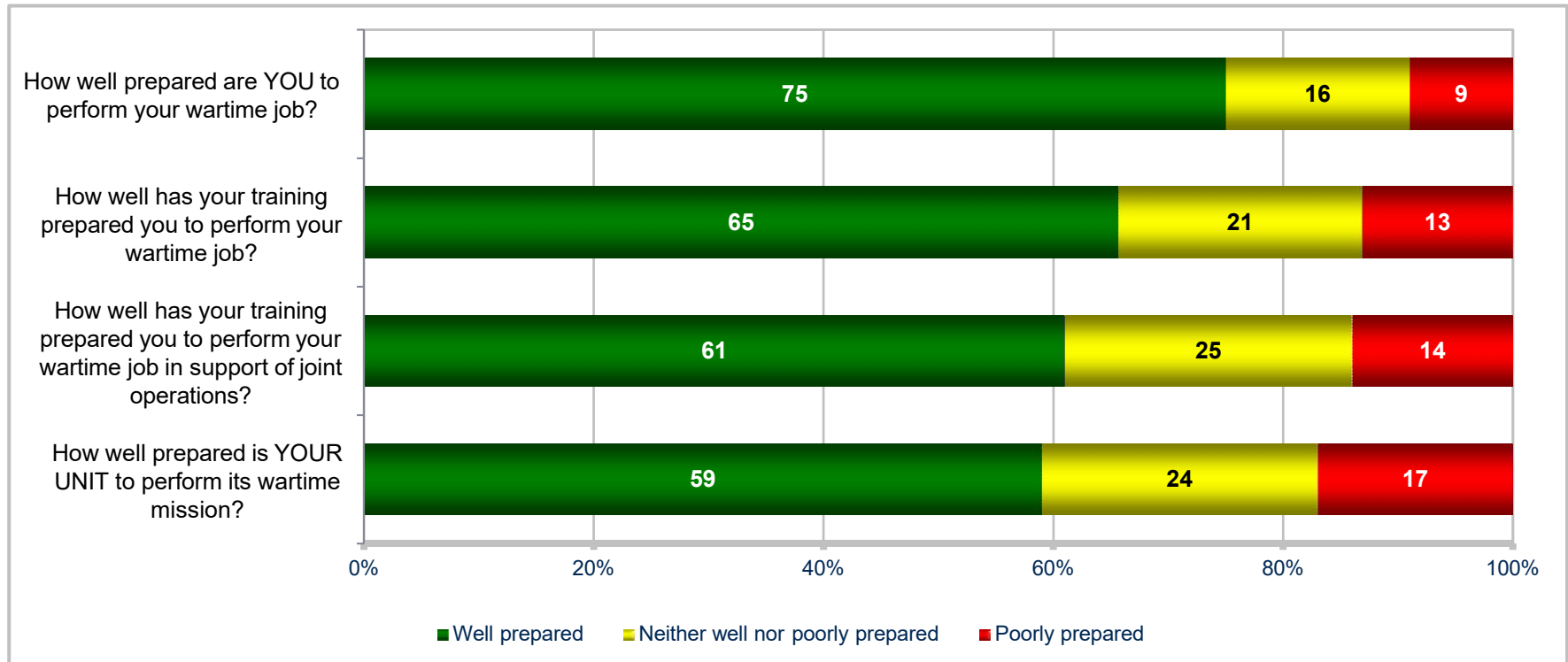
Results in 2019 for Total were similar to 2018

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Readiness To Perform Wartime Job or Mission

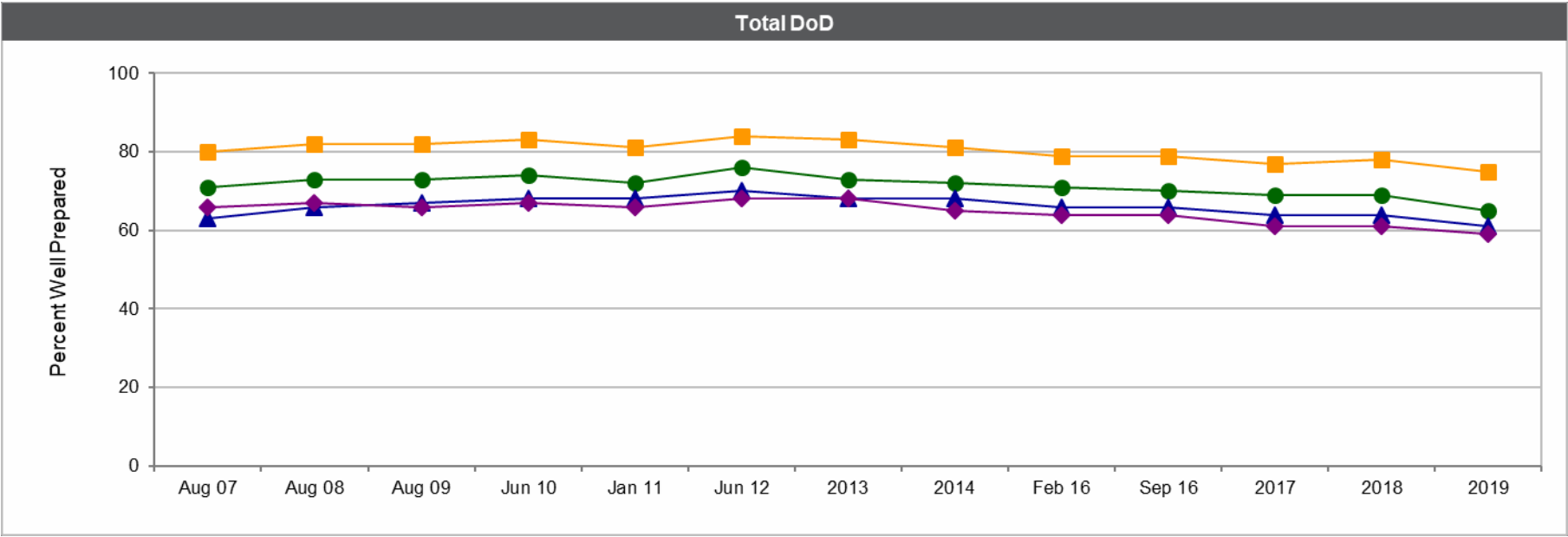
Percent of All Active Duty Members



- 75% of members reported they were **well prepared** to perform their wartime job; 9% **poorly prepared**
- 65% of members reported they were **well prepared** to perform their wartime job because of their training; 13% **poorly prepared**
- 61% of members reported they were **well prepared** to perform their wartime job in support of joint operations because of their training; 14% **poorly prepared**
- 59% of members reported their unit was **well prepared** to perform wartime mission; 17% **poorly prepared**

Trend: Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
How well prepared are YOU to perform your wartime job?	80	82	82	83	81	84	83	81	79	79	77	78	75
How well has your training prepared you to perform your wartime job?	71	73	73	74	72	76	73	72	71	70	69	69	65
How well has your training prepared you to perform your wartime job in support of joint operations?	63	66	67	68	68	70	68	68	66	66	64	64	61
How well prepared is YOUR UNIT to perform its wartime mission?	66	67	66	67	66	68	68	65	64	64	61	61	59

Results in 2019 for Total were lower or similar than prior years



Back-up Slides

Likelihood To Stay on Active Duty

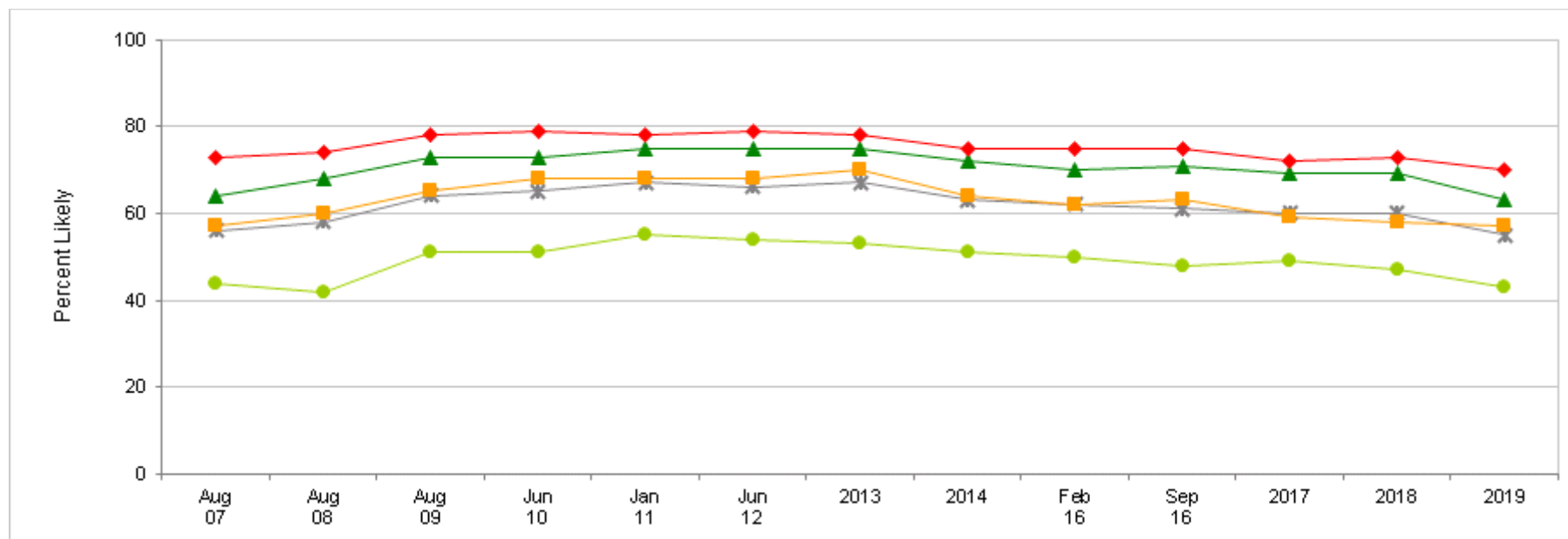
Percent of All Active Duty Members

KEY: Higher Response of Likely Higher Response of Unlikely		Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3–5 YOS	Enlisted 6–9 YOS
How likely is it that you would choose to stay on active duty?	Likely	55	53	62	56	63	50	61	44	61	59	64	54	63	52	61	39	59
	Unlikely	31	32	26	29	26	37	26	42	28	24	24	32	25	33	29	47	26

KEY: Higher Response of Likely Higher Response of Unlikely		Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base
How likely is it that you would choose to stay on active duty?	Likely	55	46	63	55	55	55	57	52	57
	Unlikely	31	37	26	31	30	31	28	32	30

Trend: Likelihood To Stay on Active Duty

Percent of All Active Duty Members, by Paygrade



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total	56	58	64	65	67	66	67	63	62	61	60	60	55
● E1-E4	44	42	51	51	55	54	53	51	50	48	49	47	43
▲ E5-E9	64	68	73	73	75	75	75	72	70	71	69	69	63
■ O1-O3	57	60	65	68	68	68	70	64	62	63	59	58	57
◆ O4-O6	73	74	78	79	78	79	78	75	75	75	72	73	70

Results in 2019 for Total and by paygrade were lower or similar than prior years

Support To Stay on Active Duty

Percent of Applicable Active Duty Members

KEY: Higher Response of Favors Staying Higher Response of Favors Leaving		Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3–5 YOS	Enlisted 6–9 YOS
Spouse/Significant other support	Favors staying	46	45	49	49	49	39	48	39	49	49	51	46	49	41	49	33	50
	Favors leaving	33	32	36	30	38	37	38	37	34	29	33	32	36	31	36	41	30
Family support	Favors staying	43	43	43	44	42	39	43	36	41	47	45	42	43	44	43	34	47
	Favors leaving	25	25	27	27	28	26	28	28	24	20	24	25	26	25	28	30	24

KEY: Higher Response of Favors Staying Higher Response of Favors Leaving		Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base
Spouse/Significant other support	Favors staying	46	26	52	47	45	46	44	46	46
	Favors leaving	33	35	33	34	32	34	29	30	35
Family support	Favors staying	43	38	46	42	43	43	40	42	43
	Favors leaving	25	24	26	24	27	26	23	24	27

Overall Military Way of Life

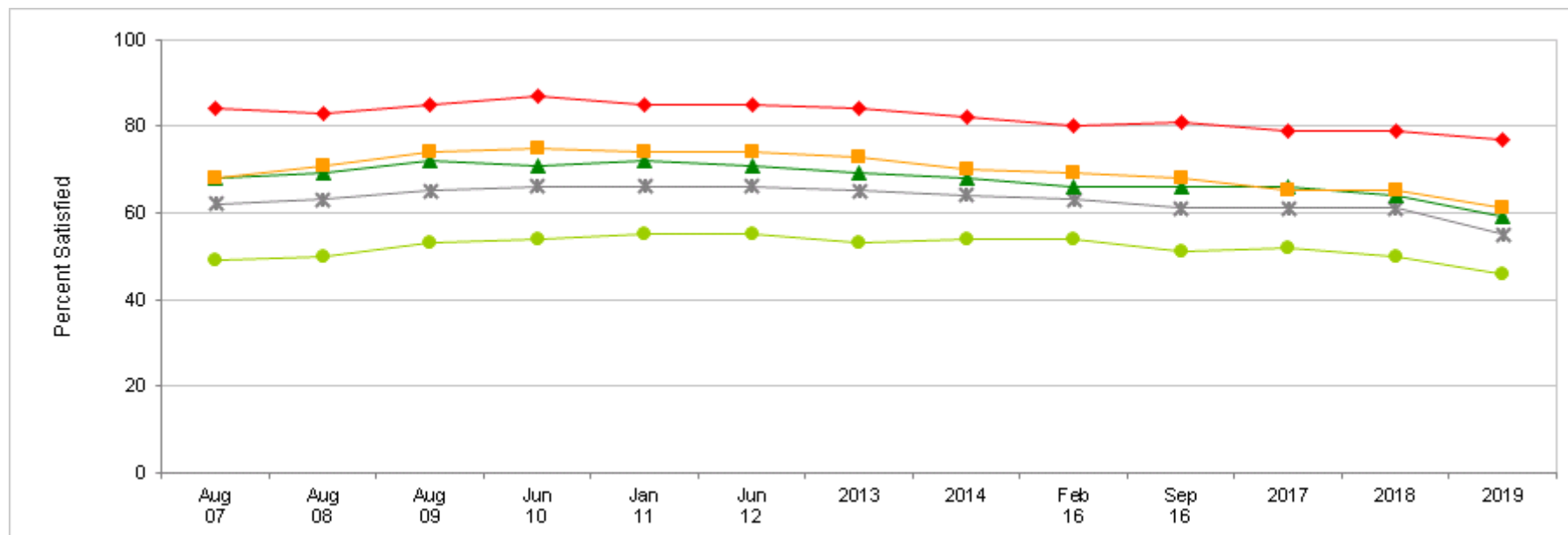
Percent of All Active Duty Members

KEY: Higher Response of Satisfied Higher Response of Dissatisfied		Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3–5 YOS	Enlisted 6–9 YOS
Overall satisfaction with military way of life	Satisfied	55	53	67	57	65	44	67	47	70	60	70	54	68	49	66	38	53
	Dissatisfied	22	24	17	22	20	29	16	27	14	18	14	23	16	25	19	35	23

KEY: Higher Response of Satisfied Higher Response of Dissatisfied		Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base
Overall satisfaction with military way of life	Satisfied	55	50	60	56	54	55	56	54	57
	Dissatisfied	22	26	19	23	22	23	21	24	21

Trend: Overall Military Way of Life

Percent of All Active Duty Members, by Paygrade



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total	62	63	65	66	66	66	65	64	63	61	61	61	55
● E1-E4	49	50	53	54	55	55	53	54	54	51	52	50	46
▲ E5-E9	68	69	72	71	72	71	69	68	66	66	66	64	59
■ O1-O3	68	71	74	75	74	74	73	70	69	68	65	65	61
◆ O4-O6	84	83	85	87	85	85	84	82	80	81	79	79	77

Results in 2019 for Total and by paygrade were lower or similar than prior years

Aspects of Military Service

Percent of All Active Duty Members

KEY: Higher Response of Satisfied Higher Response of Dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Quality of your supervisor	Satisfied	64	62	61	62	69	61	63	69	79	58	66	65	59	60	62	67	62
	Dissatisfied	19	21	22	17	13	21	19	16	10	23	17	18	22	22	20	16	20
Type of work you do in your military job	Satisfied	62	63	63	56	62	54	65	64	80	58	63	62	62	67	57	69	57
	Dissatisfied	20	21	20	23	19	25	18	20	10	23	20	21	18	18	23	16	25
Quality of your coworkers	Satisfied	59	56	59	58	65	56	57	68	79	53	62	60	56	58	58	63	56
	Dissatisfied	19	20	18	20	15	20	20	13	7	23	16	18	21	21	18	17	23
Your total compensation	Satisfied	52	53	51	46	55	42	52	74	79	48	54	51	55	46	48	57	53
	Dissatisfied	29	29	31	29	27	34	31	14	12	32	28	30	27	34	30	27	29
Your opportunities for promotion	Satisfied	50	53	40	51	53	42	51	64	60	50	50	50	48	44	48	53	49
	Dissatisfied	27	24	39	23	20	31	27	13	20	28	26	26	30	33	25	28	28

Aspects of Military Service

Percent of All Active Duty Members

KEY: Higher Response of Satisfied Higher Response of Dissatisfied		Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers			Female Enlisted	Female Officers	Enlisted 3–5 YOS	Enlisted 6–9 YOS
Quality of your supervisor	Satisfied	64	62	72	61	68	58	73	61	71	67	79	63	73	56	69	54	59
	Dissatisfied	19	20	13	22	16	24	13	17	15	14	9	19	13	23	17	27	22
Type of work you do in your military job	Satisfied	62	60	71	62	67	61	75	54	68	59	73	60	71	60	70	47	60
	Dissatisfied	20	22	16	21	18	22	14	24	16	20	14	22	16	19	15	30	22
Quality of your coworkers	Satisfied	59	57	72	54	66	57	74	56	68	61	80	58	72	52	71	49	52
	Dissatisfied	19	20	11	22	14	20	10	21	14	18	7	20	10	23	13	26	23
Your total compensation	Satisfied	52	47	75	47	74	46	74	42	76	50	76	47	74	50	78	42	49
	Dissatisfied	29	32	14	32	14	35	14	31	13	31	13	33	14	30	12	36	34
Your opportunities for promotion	Satisfied	50	47	64	51	64	35	64	50	63	51	64	47	64	45	63	41	47
	Dissatisfied	27	29	15	26	14	43	18	24	17	22	14	28	15	33	16	33	31

Aspects of Military Service

Percent of All Active Duty Members

KEY:											
		Higher Response of Satisfied									
		Higher Response of Dissatisfied									
		Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base	
Quality of your supervisor	Satisfied	64	62	65	64	63	63	67	64	64	
	Dissatisfied	19	20	18	19	19	19	16	19	19	
Type of work you do in your military job	Satisfied	62	58	65	62	61	61	64	60	62	
	Dissatisfied	20	22	19	21	19	21	18	21	20	
Quality of your coworkers	Satisfied	59	58	61	60	58	59	61	58	61	
	Dissatisfied	19	18	19	19	18	19	14	18	19	
Your total compensation	Satisfied	52	48	56	55	49	52	53	46	56	
	Dissatisfied	29	30	28	27	31	30	26	31	28	
Your opportunities for promotion	Satisfied	50	48	51	51	48	49	51	49	50	
	Dissatisfied	27	26	28	25	28	28	22	26	27	

Days Worked Longer Than Normal

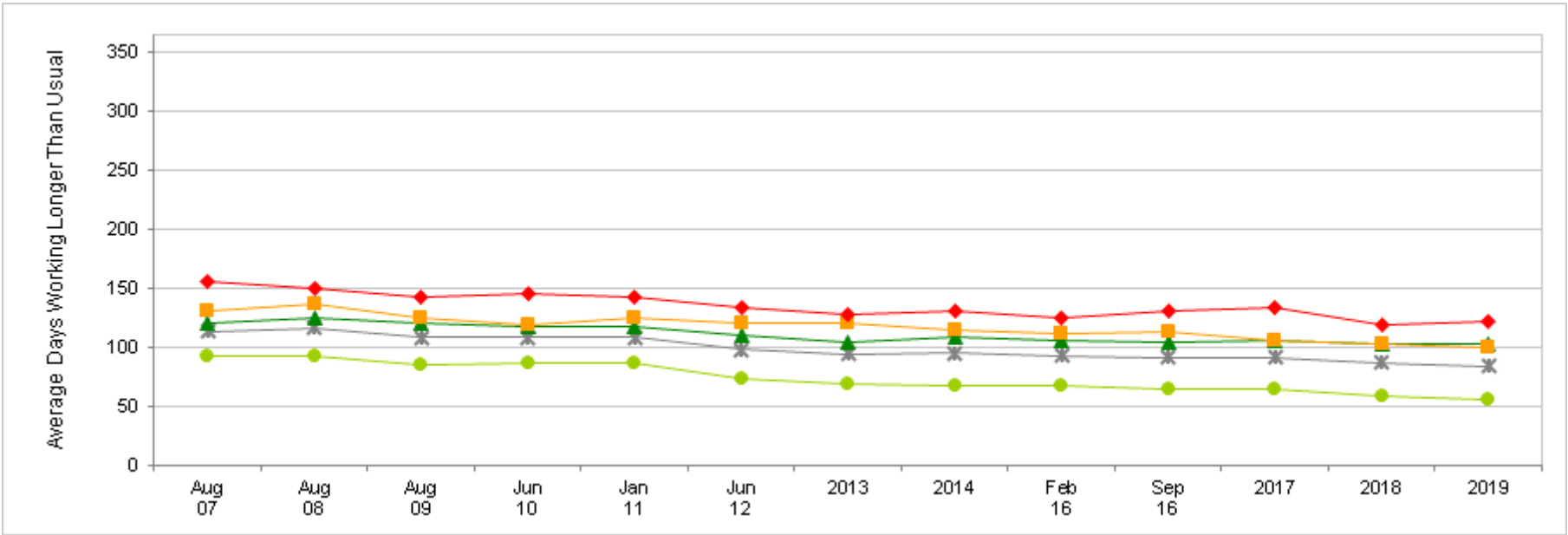
Average of All Active Duty Members

KEY: More Than Average Less Than Average	Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3–5 YOS	Enlisted 6–9 YOS
	84	79	109	81	119	92	94	77	126	64	100	81	110	66	105	85	92
Number of days worked overtime in past 12 months																	

KEY: More Than Average Less Than Average	Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base
	84	70	97	91	76	85	81	70	95
Number of days worked overtime in past 12 months									

Trend: Days Worked Longer Than Normal

Average of All Active Duty Members, by Paygrade



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total	113	116	108	108	108	98	94	95	93	91	91	87	84
● E1-E4	93	93	85	87	86	73	69	68	68	64	65	58	55
▲ E5-E9	120	125	121	117	118	110	104	109	105	104	105	102	102
■ O1-O3	130	136	124	119	125	120	120	115	112	113	106	103	100
◆ O4-O6	156	150	143	145	143	134	128	131	125	131	133	119	122

Results in 2019 for Total and by paygrade were lower or similar than prior years

Nights Away From Permanent Duty Station (PDS)

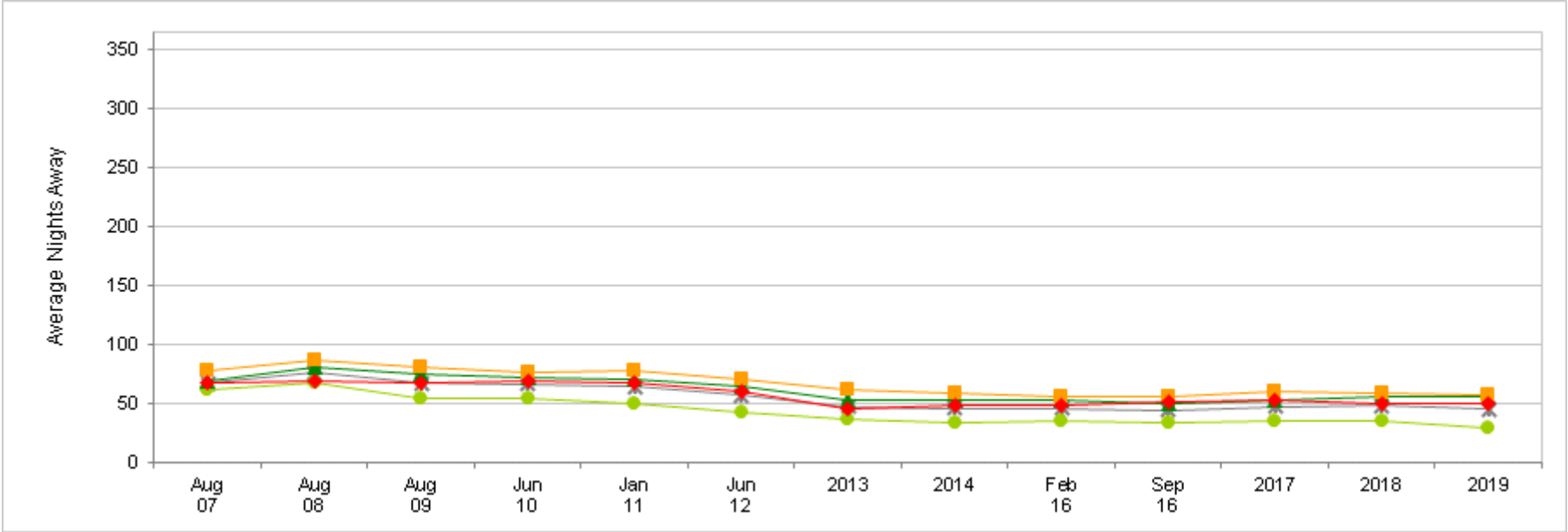
Average of All Active Duty Members

KEY: More Than Average Less Than Average	Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3-5 YOS	Enlisted 6-9 YOS
	45	42	56	44	60	52	50	39	67	32	51	45	59	31	42	48	50
Number of nights away from PDS in past 12 months																	

KEY: More Than Average Less Than Average	Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base
	45	39	50	49	40	47	33	35	52
Number of nights away from PDS in past 12 months									

Trend: Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members, by Paygrade



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total	67	76	67	66	64	57	47	46	46	44	47	48	45
● E1-E4	61	67	54	54	50	43	37	33	35	34	35	35	29
▲ E5-E9	69	81	75	72	71	65	52	53	53	49	52	55	55
■ O1-O3	77	87	80	76	77	70	62	58	55	56	60	58	57
◆ O4-O6	67	69	68	69	67	60	45	48	48	51	52	50	49

Results in 2019 for Total and by paygrade were similar to 2014-2018

Time Away Decreased Desire To Stay

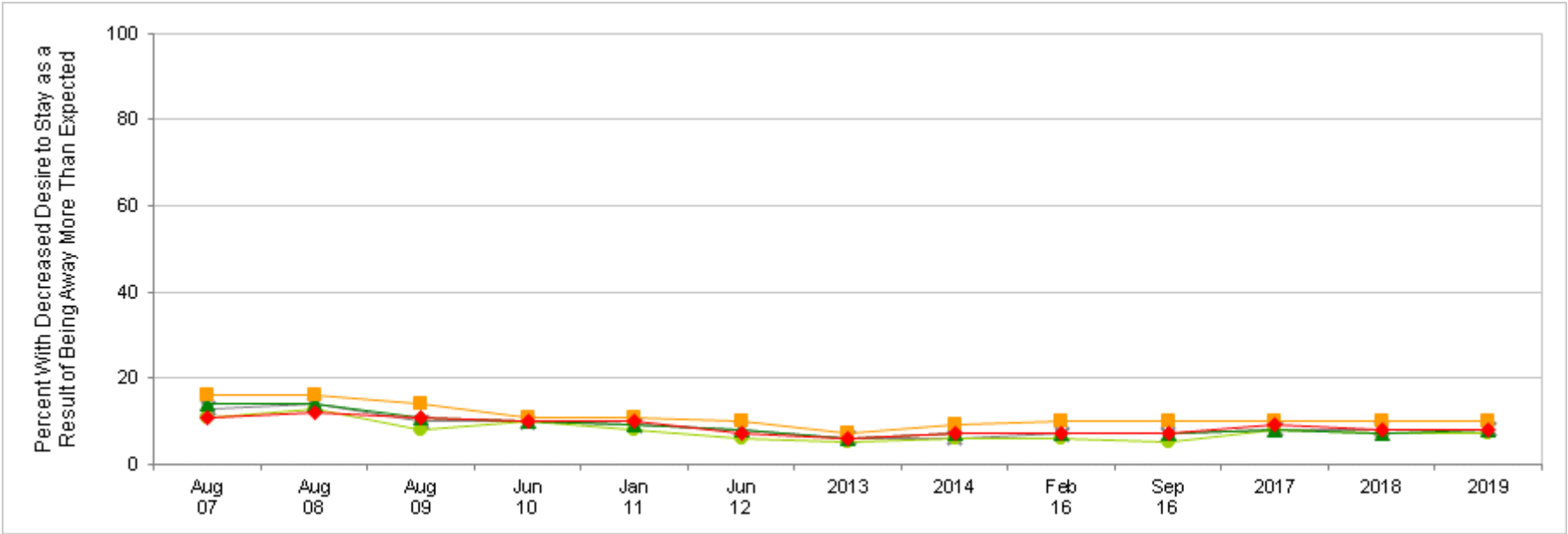
Percent of All Active Duty Members

KEY: More Likely To Mark Less Likely To Mark	Total	Enlisted		Officers		Army Enlisted		Army Officers		Navy Enlisted		Navy Officers		Marine Corps Enlisted		Marine Corps Officers		Air Force Enlisted		Air Force Officers		Male Enlisted		Male Officers		Female Enlisted		Female Officers		Enlisted 3-5 YOS		Enlisted 6-9 YOS	
Decreased desire to stay as a result of being away more than expected	8	7		10		8		12		11		9		4		8		4		8		8		10		6		7		10		8	

KEY: More Likely To Mark Less Likely To Mark	Total	Single		Married		Non-Hispanic White		Total Minority		U.S. (Incl. Territories)		Overseas		On Base		Off Base	
Decreased desire to stay as a result of being away more than expected	8	7		9		8		7		8		6		7		8	

Trend: Time Away Decreased Desire To Stay

Percent of All Active Duty Members, by Paygrade



Most recent HIGHER than Most recent LOWER than	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019
* Total	13	14	10	10	9	8	6	6	7	7	8	8	8
● E1-E4	11	13	8	10	8	6	5	6	6	5	8	7	7
▲ E5-E9	14	14	11	10	9	8	6	7	7	7	8	7	8
■ O1-O3	16	16	14	11	11	10	7	9	10	10	10	10	10
◆ O4-O6	11	12	11	10	10	7	6	7	7	7	9	8	8

Results in 2019 for Total and by paygrade were similar to 2014-2018

Current Levels of Work and Personal Stress

Percent of All Active Duty Members

KEY: Higher Response of Less Than Usual Higher Response of More Than Usual		Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3–5 YOS	Enlisted 6–9 YOS
How would you rate the current level of stress in your PERSONAL life?	Less	19	19	17	23	18	17	17	16	16	17	15	19	17	17	17	19	19
	More	39	40	35	38	33	45	36	45	35	37	37	40	34	44	40	45	40
How would you rate the current level of stress in your WORK life?	Less	16	16	17	18	17	15	19	13	18	14	16	16	17	14	18	14	15
	More	46	47	42	46	43	51	41	47	40	43	43	46	41	49	47	52	50

KEY: Higher Response of Less Than Usual Higher Response of More Than Usual		Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base
How would you rate the current level of stress in your PERSONAL life?	Less	19	21	16	16	22	19	18	20	18
	More	39	37	42	40	39	40	38	40	39
How would you rate the current level of stress in your WORK life?	Less	16	17	15	15	18	16	17	17	16
	More	46	45	47	47	45	46	43	45	47

Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members

KEY: Higher Response of Well Prepared Higher Response of Poorly Prepared		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
How well prepared are YOU to perform your wartime job?	Well	75	74	74	72	78	66	83	70	81	82	72	77	64	77	69	82	73
	Poorly	9	10	10	10	7	12	7	11	7	7	10	9	11	7	10	7	11
How well has your training prepared you to perform your wartime job?	Well	65	64	64	67	68	60	70	62	73	69	64	67	59	67	61	71	63
	Poorly	13	15	13	11	11	15	11	16	9	13	13	13	14	11	14	10	16
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	61	61	58	63	61	57	66	51	63	64	59	62	54	65	57	66	58
	Poorly	14	15	15	12	14	14	13	22	17	15	14	14	15	12	14	13	17
How well prepared is YOUR UNIT to perform its wartime mission?	Well	59	52	60	57	70	59	59	57	64	58	60	60	55	57	57	63	56
	Poorly	17	21	18	17	11	17	18	18	12	20	16	17	15	16	17	15	20

Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members

KEY: Higher Response of Well Prepared Higher Response of Poorly Prepared		Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3-5 YOS	Enlisted 6-9 YOS
How well prepared are YOU to perform your wartime job?	Well	75	75	75	74	76	74	74	71	79	80	74	77	77	63	68	72	80
	Poorly	9	9	9	10	9	10	11	10	9	6	9	9	9	11	12	11	8
How well has your training prepared you to perform your wartime job?	Well	65	65	67	63	67	64	68	67	71	69	63	67	68	58	60	61	66
	Poorly	13	13	13	15	14	14	13	11	12	11	13	13	13	14	15	16	15
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	61	62	56	62	59	58	55	64	54	63	54	63	58	55	50	58	61
	Poorly	14	13	20	15	18	14	19	11	22	12	21	13	19	13	22	16	16
How well prepared is YOUR UNIT to perform its wartime mission?	Well	59	59	59	51	54	59	63	57	57	71	64	60	60	55	57	53	55
	Poorly	17	17	16	21	18	18	16	17	17	11	13	18	16	15	17	22	20

Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members

KEY: Higher Response of Well Prepared Higher Response of Poorly Prepared		Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base
How well prepared are YOU to perform your wartime job?	Well	75	70	79	76	74	75	75	72	77
	Poorly	9	10	8	10	9	9	8	10	9
How well has your training prepared you to perform your wartime job?	Well	65	62	68	66	65	66	65	64	66
	Poorly	13	14	12	14	12	13	13	14	13
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	61	57	63	59	62	61	61	60	61
	Poorly	14	14	15	16	12	15	13	13	15
How well prepared is YOUR UNIT to perform its wartime mission?	Well	59	57	60	58	61	58	62	58	60
	Poorly	17	17	17	19	15	18	15	18	17