



2020 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, spouse/significant other and family support, satisfaction, and readiness, and most results were similar to 2019**
 - Retention in 2020 – similar to 2019*
 - Favorable views of AD participation from *spouse/significant other* and *family* – similar to 2019
 - Satisfaction with *military way of life* in 2020 – similar to 2019
 - Satisfaction with *total compensation* in 2020 – similar to 2019
 - Readiness in 2020 – *personal readiness* and *unit readiness* – similar to 2019
- **More than 1/3 indicated more than usual personal and professional stress**
 - Members experiencing *more* stress in *personal life* in 2020 – higher than 2019 and *military life* in 2020 – similar to 2019
- **Average nights away from home lower than most recent survey**
 - Tempo in 2020 – lower than 2007-2019

Bottom Line: Most results for retention, satisfaction, support to stay and readiness similar to 2019, but differences for personal stress and tempo

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

Summary of 2020 v. 2019 Data

Leading Indicator	Total DoD	Army	Navy	Marine Corps	Air Force
Retention: Likely to Stay	56	56	54	49	60
Retention: Spouse/significant other favors staying	45	46	40	38	51
Retention: Family favors staying	41	40	39	36	48
Satisfaction: Satisfied with military way of life	53	53	47	49	62
Tempo: Average duty days worked longer than normal	82	87	86	82	69
Tempo: Average nights away	39	41	46	38	28
Tempo: Time away decreased desire to stay	7	7	11	5	4
Stress: More personal stress than usual	42	40	47	41	39
Stress: More work stress than usual	47	47	53	44	44
Readiness: Personally well prepared	75	73	72	77	78
Readiness: Well prepared because of training	65	61	64	68	69
Readiness: Well prepared to support joint operations because of training	60	59	58	62	62
Readiness: Unit well prepared	58	51	57	61	70

Bottom Line: Air Force more positive across most leading indicators, while Navy less positive across tempo and stress

Summary of 2010-2020 Data

Leading Indicator	Total DoD	Army	Navy	Marine Corps	Air Force
Retention: Likely to Stay	56	56	54	49	60
Retention: Spouse/significant other favors staying	45	46	40	38	51
Retention: Family favors staying	41	40	39	36	48
Satisfaction: Satisfied with military way of life	53	53	47	49	62
Tempo: Average duty days worked longer than normal	82	87	86	82	69
Tempo: Average nights away	39	41	46	38	28
Tempo: Time away decreased desire to stay	7	7	11	5	4
Stress: More personal stress than usual	42	40	47	41	39
Stress: More work stress than usual	47	47	53	44	44
Readiness: Personally well prepared	75	73	72	77	78
Readiness: Well prepared because of training	65	61	64	68	69
Readiness: Well prepared to support joint operations because of training	60	59	58	62	62
Readiness: Unit well prepared	58	51	57	61	70

Bottom Line: Over time, leading indicators highlighted in yellow have tended to get more negative

Briefing Overview

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

Survey Details

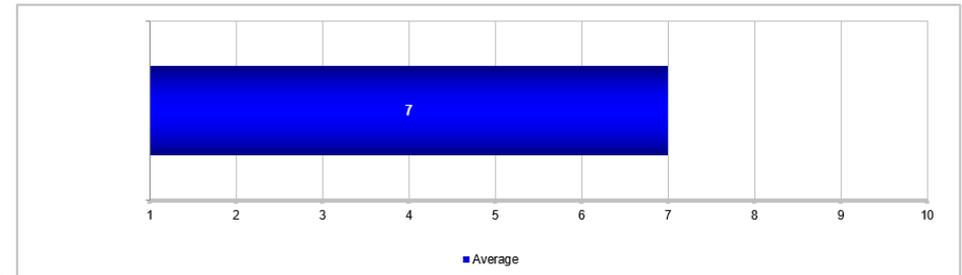
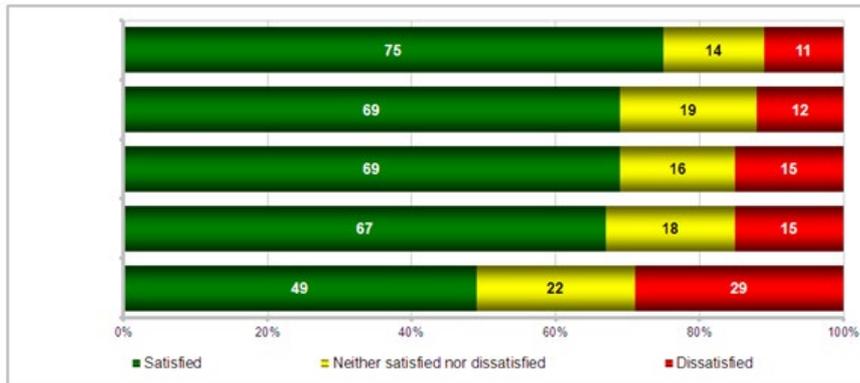
- OPA conducts cross-component surveys that provide DoD leadership with assessments of attitudes, opinions, and experiences of entire population of interest using standard scientific methods
- OPA survey methodology meets industry standards used by government statistical agencies (e.g., Census Bureau, Bureau of Labor Statistics), private survey organizations, and well-known polling organizations
 - OPA adheres to survey methodology best practices promoted by American Association for Public Opinion Research
- Web-based active duty survey fielded October 26, 2020–January 25, 2021
- 125K members surveyed
 - Single-stage, non-proportional stratified random sampling procedures were used with sample sizes designed to ensure there are enough respondents who submit completed surveys for each desired reporting category in order to make generalizations to the full active duty force
 - Stratified random sampling: all members of a population are categorized into homogeneous groups (strata). Example: members might be grouped by gender and Service (e.g., all male Army personnel in one stratum, all female Army personnel in another) with members chosen at random within each stratum so that all eligible members have an equal chance of selection to participate in survey
- Weighted response rate of 12%
 - Data were weighted using an industry standard process which produces survey estimates of population totals, proportions, and means (as well as other statistics) representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.
- 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 2020 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

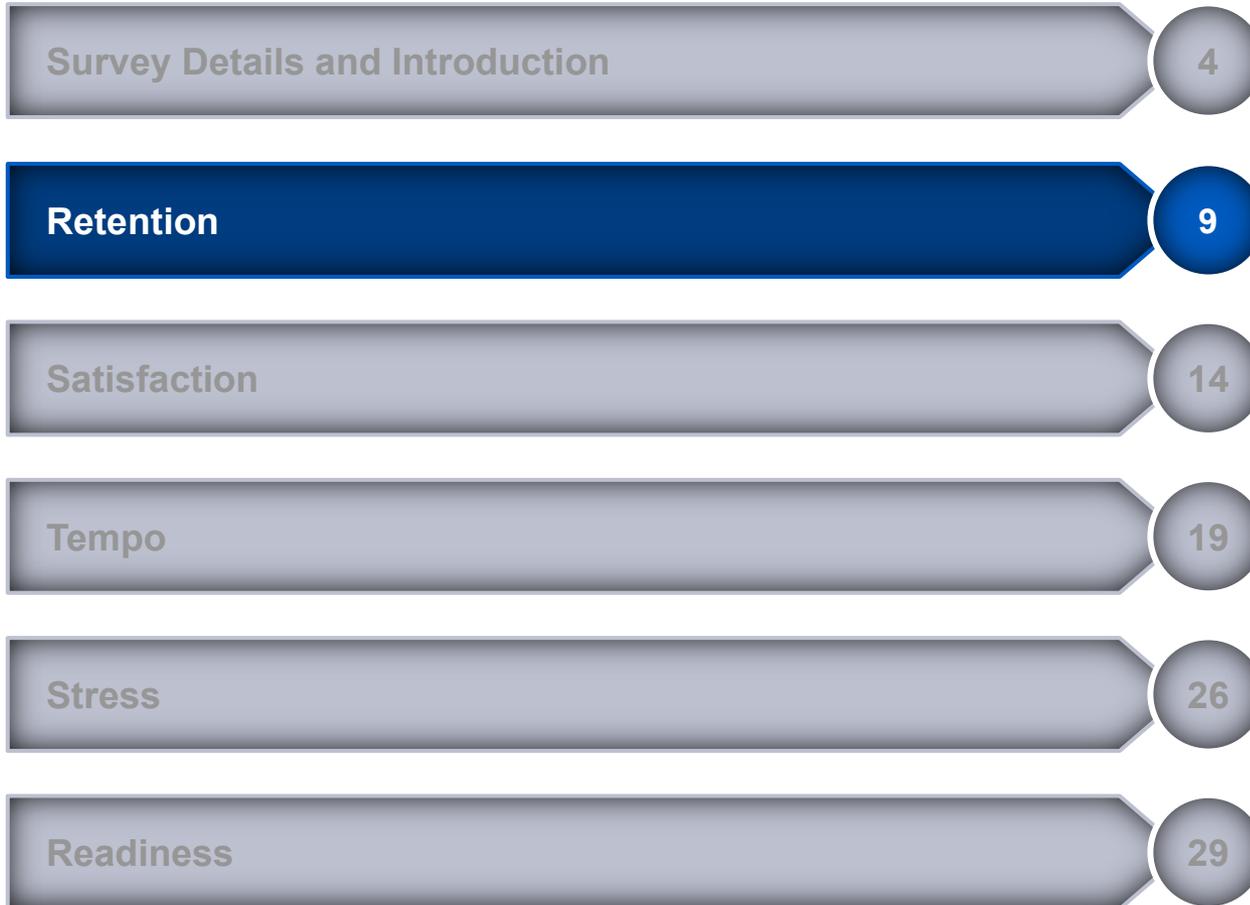
	Most recent HIGHER than Most recent LOWER than	Mon-YY	Current Survey							
* Total		50	58	61	58	56	58	57	56	55
● Army		48	58	59	55	51	53	53	52	49
▲ Navy		50	60	63	60	60	61	59	60	58
■ Marine Corps		42	55	53	49	46	51	45	48	48
◆ Air Force		56	63	65	65	64	64	67	61	63

Indicates most recent survey result is significantly higher than past survey result

Indicates most recent survey result is significantly lower than past survey result

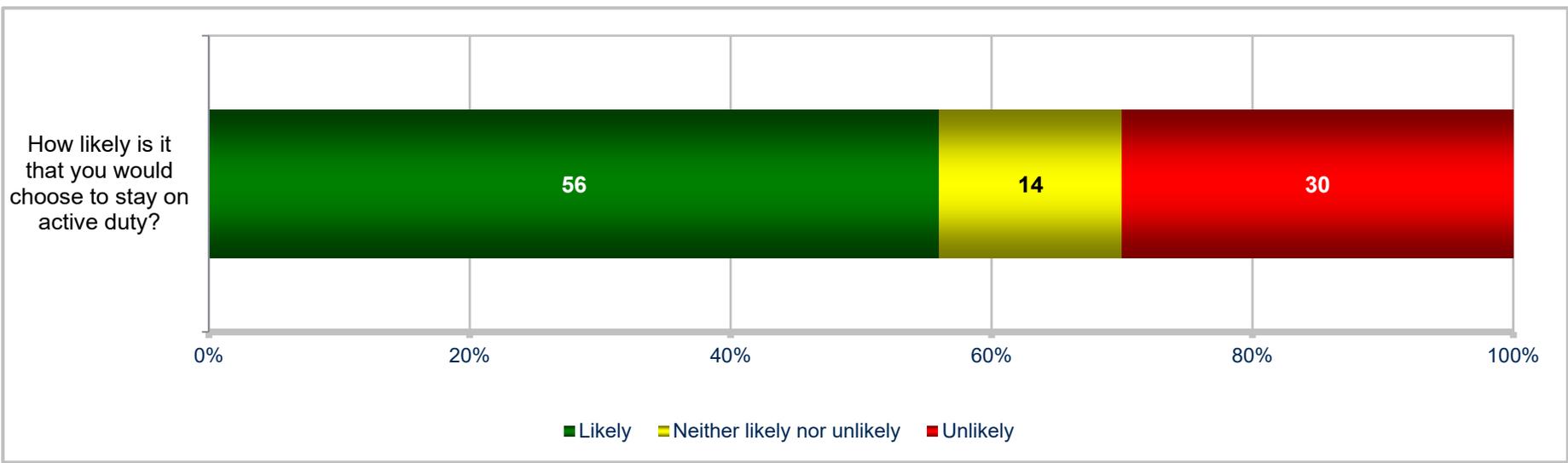
Briefing Overview

Slide



Likelihood To Stay on Active Duty

Percent of All Active Duty Members



• 56% of active duty members were *likely to stay* on active duty; 30% *unlikely to stay*

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

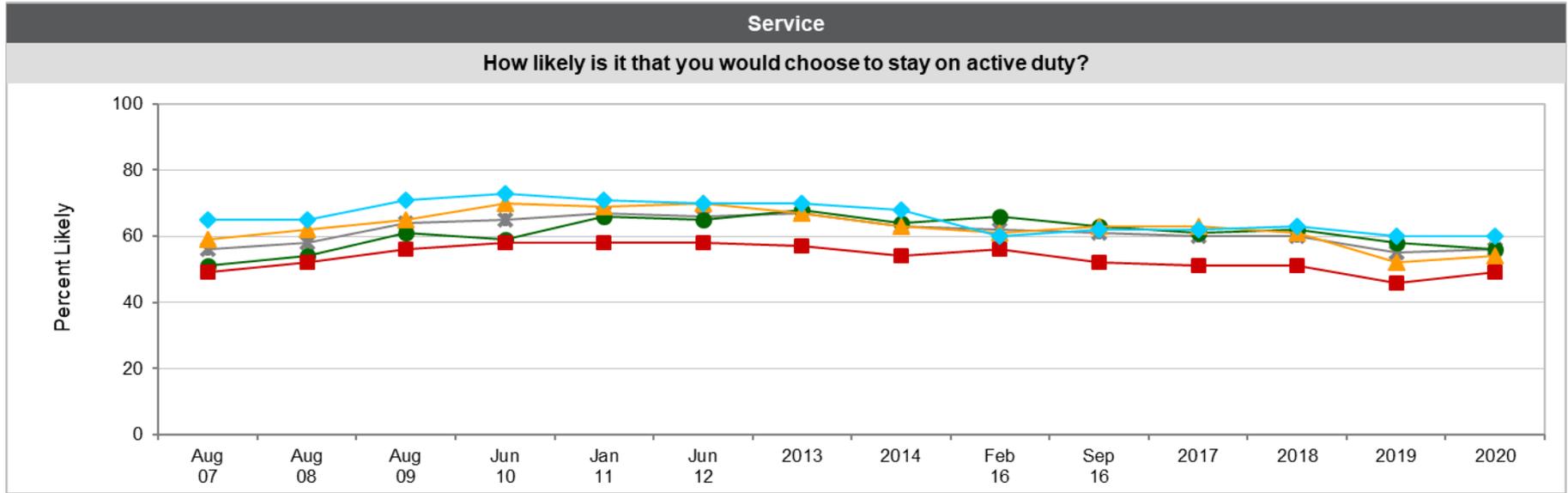
KEY:																		
Higher Response of Likely																		
Higher Response of Unlikely																		
		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
How likely is it that you would choose to stay on active duty?	Likely	56	56	54	49	60	42	65	56	73	53	57	56	55	61	46	67	53
	Unlikely	30	30	33	38	24	40	25	27	17	33	29	30	30	28	37	21	33

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

Trend: Likelihood To Stay on Active Duty

Percent of All Active Duty Members

56% of Total members indicated they were *likely* to stay on active duty—similar to 2019



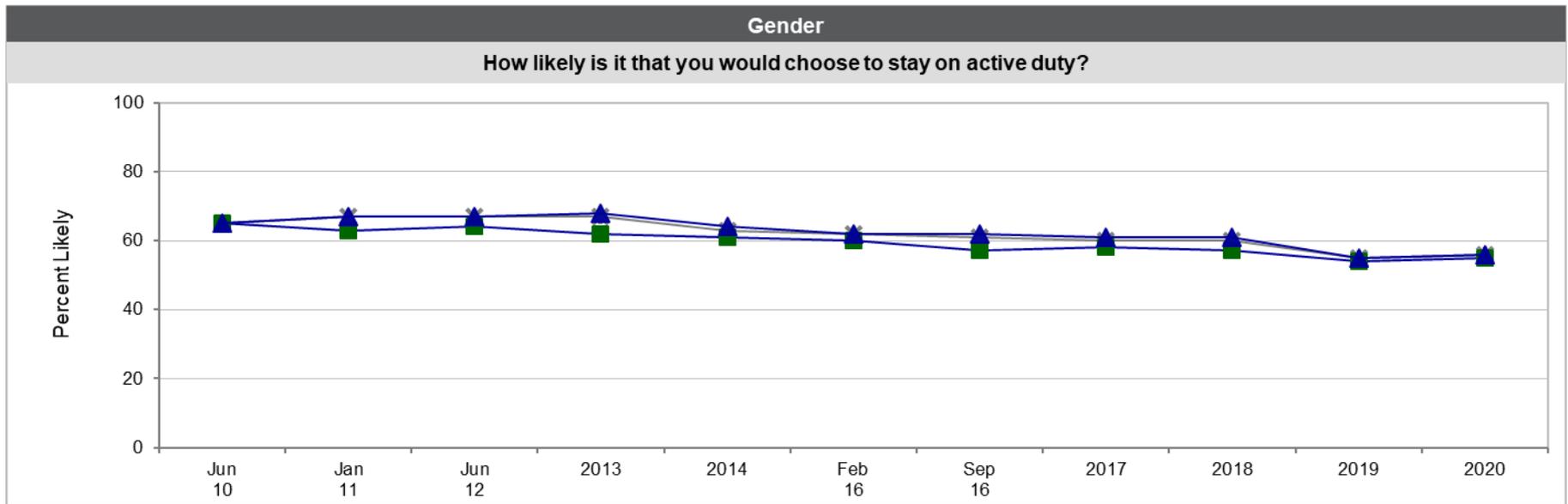
		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
	Most recent HIGHER than														
	Most recent LOWER than														
*	Total	56	58	64	65	67	66	67	63	62	61	60	60	55	56
●	Army	51	54	61	59	66	65	68	64	66	63	61	62	58	56
▲	Navy	59	62	65	70	69	70	67	63	61	63	63	61	52	54
■	Marine Corps	49	52	56	58	58	58	57	54	56	52	51	51	46	49
◆	Air Force	65	65	71	73	71	70	70	68	60	62	62	63	60	60

Results in 2020 for Total and by Service were similar to 2019

Trend: Likelihood to Stay on Active Duty

Percent of All Active Duty Members

56% of Total members indicated they were *likely* to stay on active duty—similar to 2019



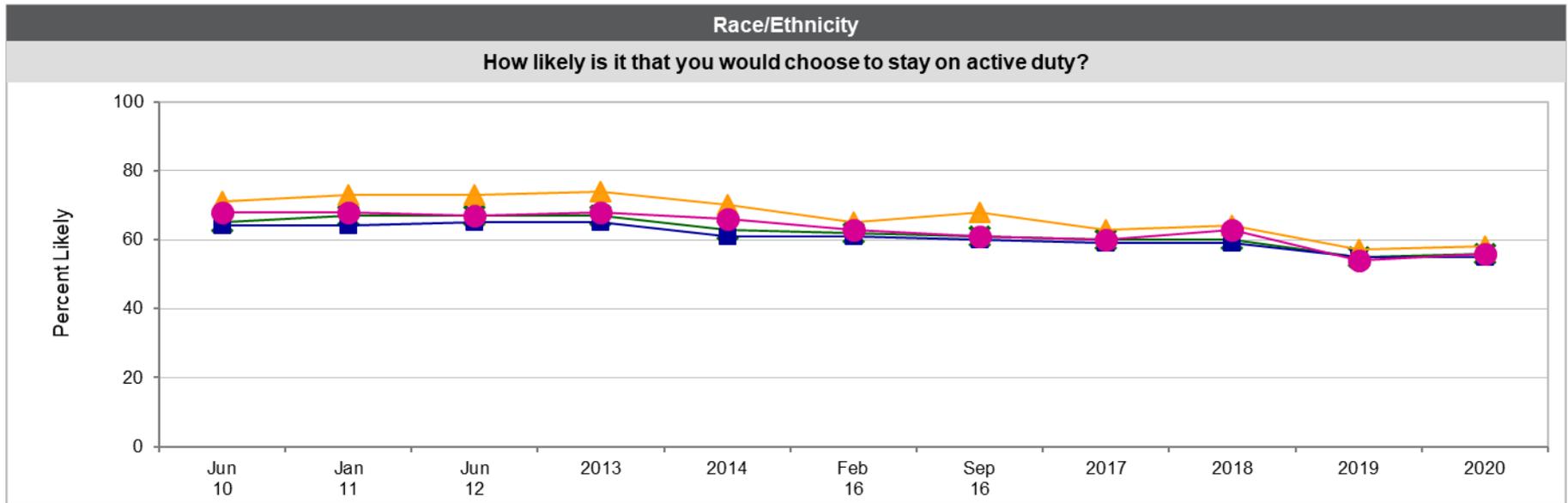
		Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
	Most recent HIGHER than											
	Most recent LOWER than											
*	Total DoD	65	67	67	67	63	62	61	60	60	55	56
■	Women	65	63	64	62	61	60	57	58	57	54	55
▲	Men	65	67	67	68	64	62	62	61	61	55	56

Results in 2020 for Total and by Gender were similar to 2019

Trend: Likelihood To Stay on Active Duty

Percent of All Active Duty Members

56% of Total members indicated they were *likely* to stay on active duty—similar to 2019

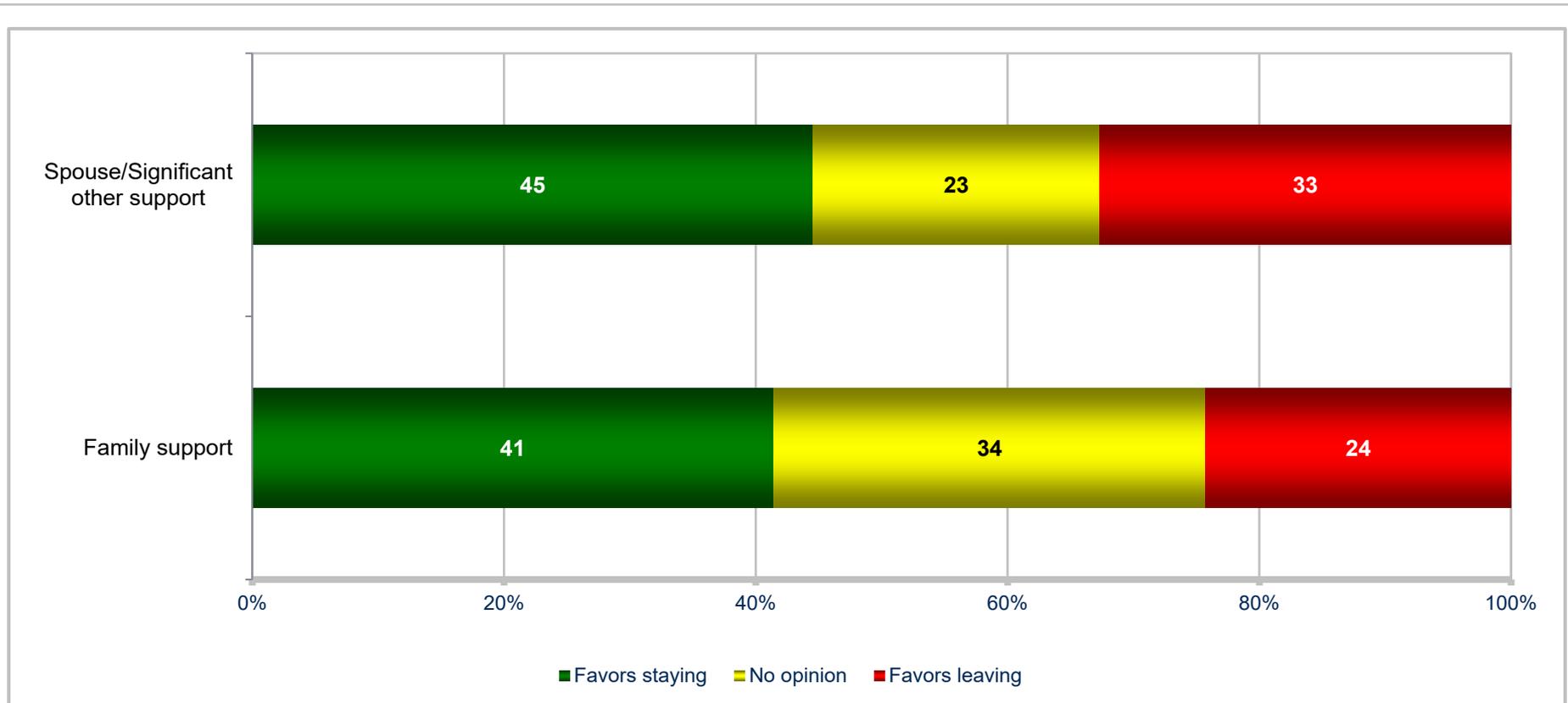


	Most recent HIGHER than	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
	Most recent LOWER than											
* Total DoD		65	67	67	67	63	62	61	60	60	55	56
■ Non-Hispanic White		64	64	65	65	61	61	60	59	59	55	55
▲ Non-Hispanic Black		71	73	73	74	70	65	68	63	64	57	58
● Hispanic		68	68	67	68	66	63	61	60	63	54	56

Results in 2020 for Total and by Race/Ethnicity were similar to 2019

Support To Stay on Active Duty

Percent of Applicable Active Duty Members



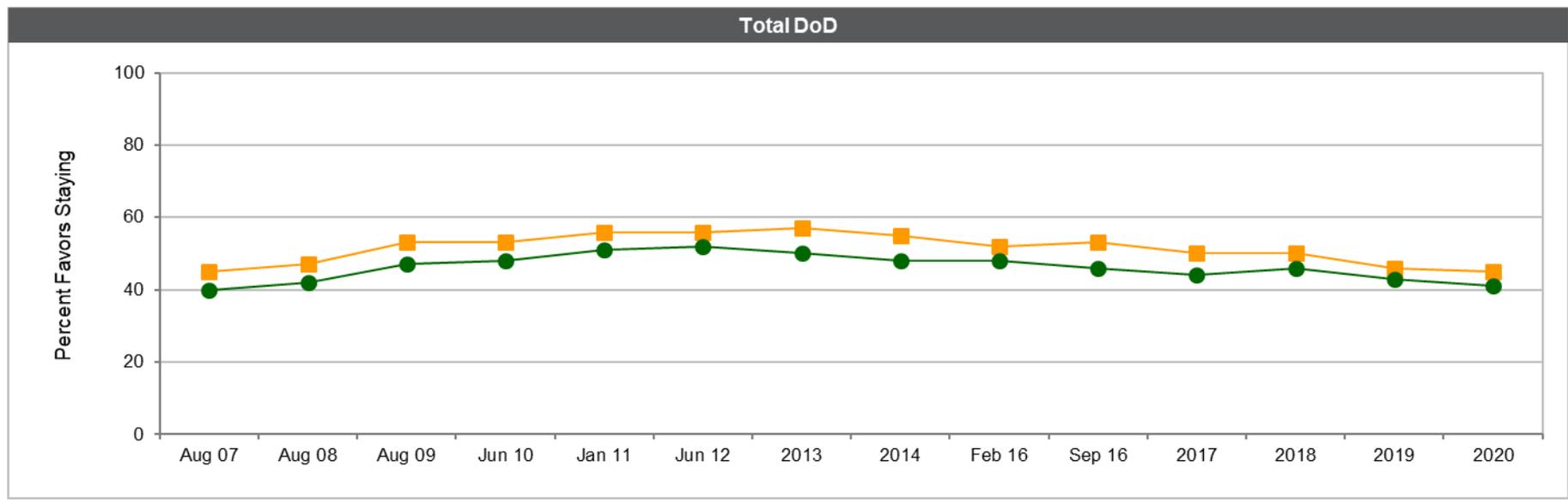
Margins of error do not exceed $\pm 2\%$

- **41%-45%** of applicable active duty members reported their *family and spouse/significant other* supported them staying on active duty ***favorably***; **24%-33%** ***unfavorably***

Trend: Support To Stay on Active Duty

Percent of Applicable Active Duty Members

41%-45% of Total members indicated their spouse/significant other and family favors them staying on active duty—similar to 2019



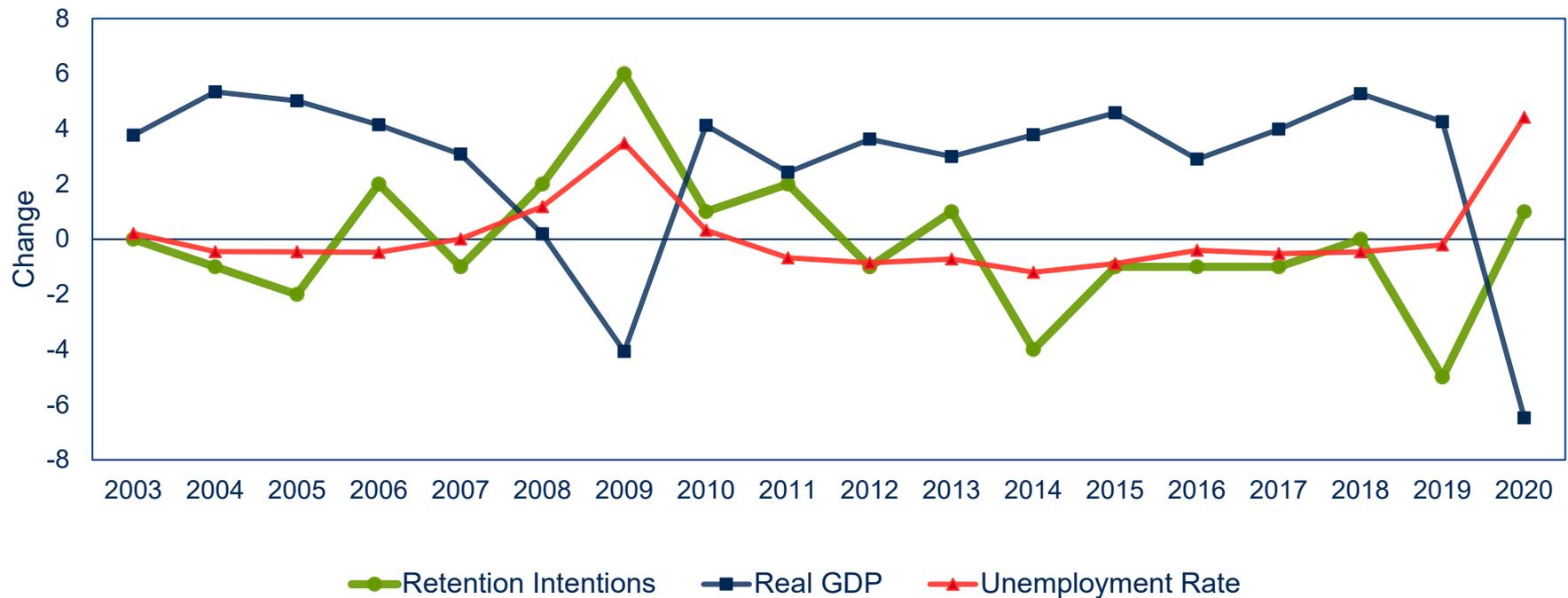
	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■ Spouse/Significant other support ● Family support	45	47	53	53	56	56	57	55	52	53	50	50	46	45
	40	42	47	48	51	52	50	48	48	46	44	46	43	41

Results in 2020 for Total were similar to 2019

Results: Economic Indicators and Retention

Decreases in GDP and increases in unemployment are significantly correlated with increases in retention intentions for active duty members*

Change in Economy and Change in Retention Intentions from 2002 to 2020



*Results are significant at the 0.05 level

Recession (2007-12-01 to 2009-06-01, NBER) marked with a grey rectangle

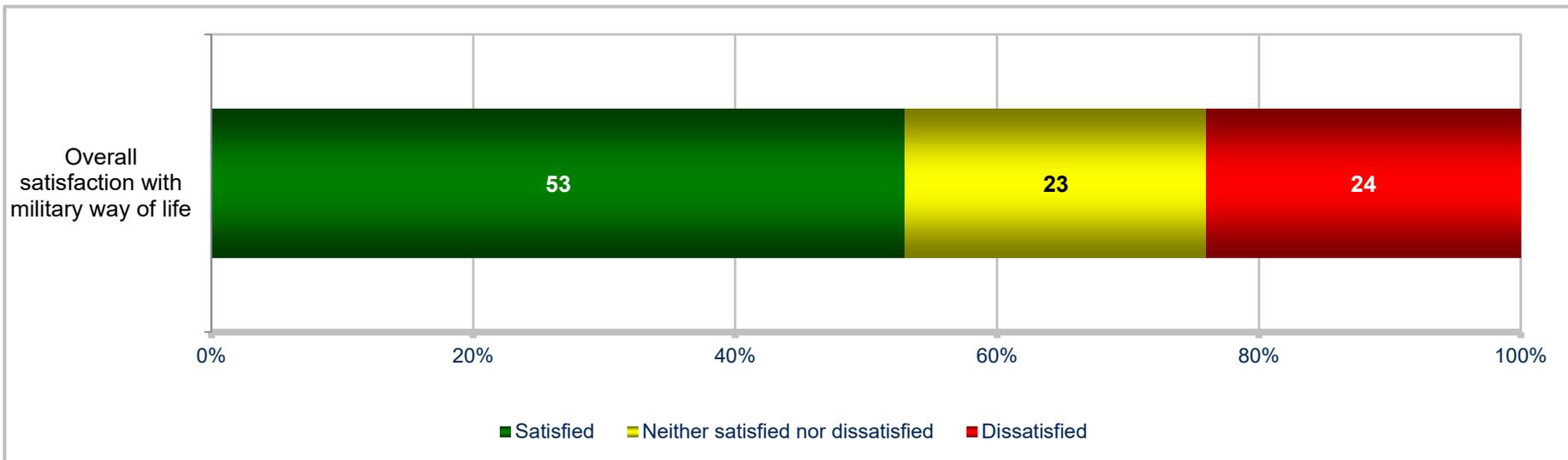
Briefing Overview

Slide



Overall Military Way of Life

Percent of All Active Duty Members



• 53% of active duty members were *satisfied* with military way of life; 24% *dissatisfied*

Margins of error do not exceed ±2%

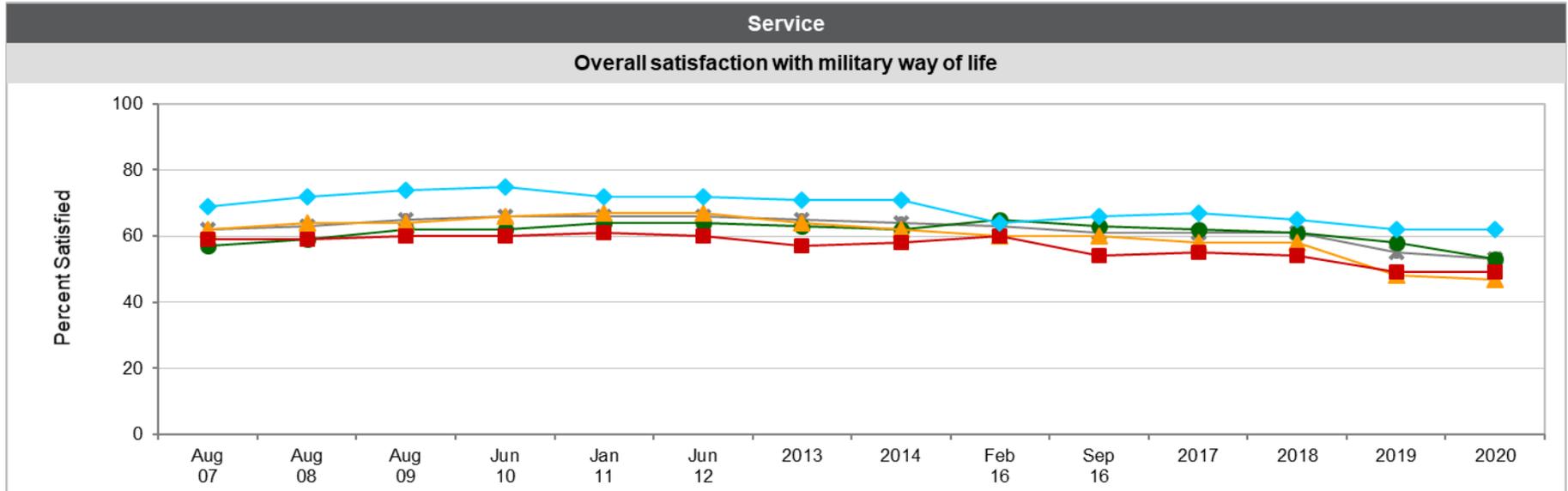
KEY:																		
Higher Response of Satisfied																		
Higher Response of Dissatisfied																		
		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
Overall satisfaction with military way of life	Satisfied	53	53	47	49	62	43	57	60	78	48	56	54	49	56	46	64	49
	Dissatisfied	24	25	30	23	17	30	22	20	11	30	22	24	26	23	28	18	28

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

Trend: Overall Military Way of Life

Percent of All Active Duty Members

53% of Total members indicated they were *satisfied* with military way of life—similar to 2019



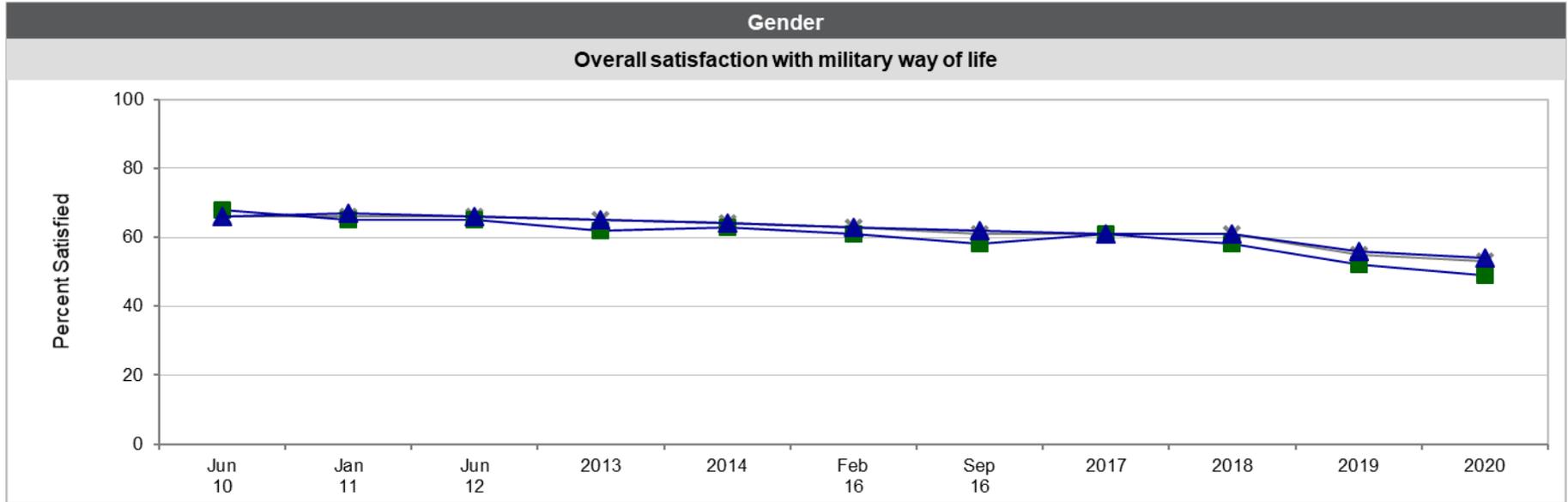
		Service													
		Overall satisfaction with military way of life													
		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
Most recent HIGHER than		■													
Most recent LOWER than		■													
*	Total	62	63	65	66	66	65	64	63	61	61	61	55	53	
●	Army	57	59	62	62	64	64	63	62	65	63	62	61	53	
▲	Navy	62	64	64	66	67	67	64	62	60	60	58	58	47	
■	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 2020 for Total and by Service were either similar to or lower than 2019

Trend: Overall Military Way of Life

Percent of All Active Duty Members

53% of Total members indicated they were *satisfied* with military way of life—similar to 2019



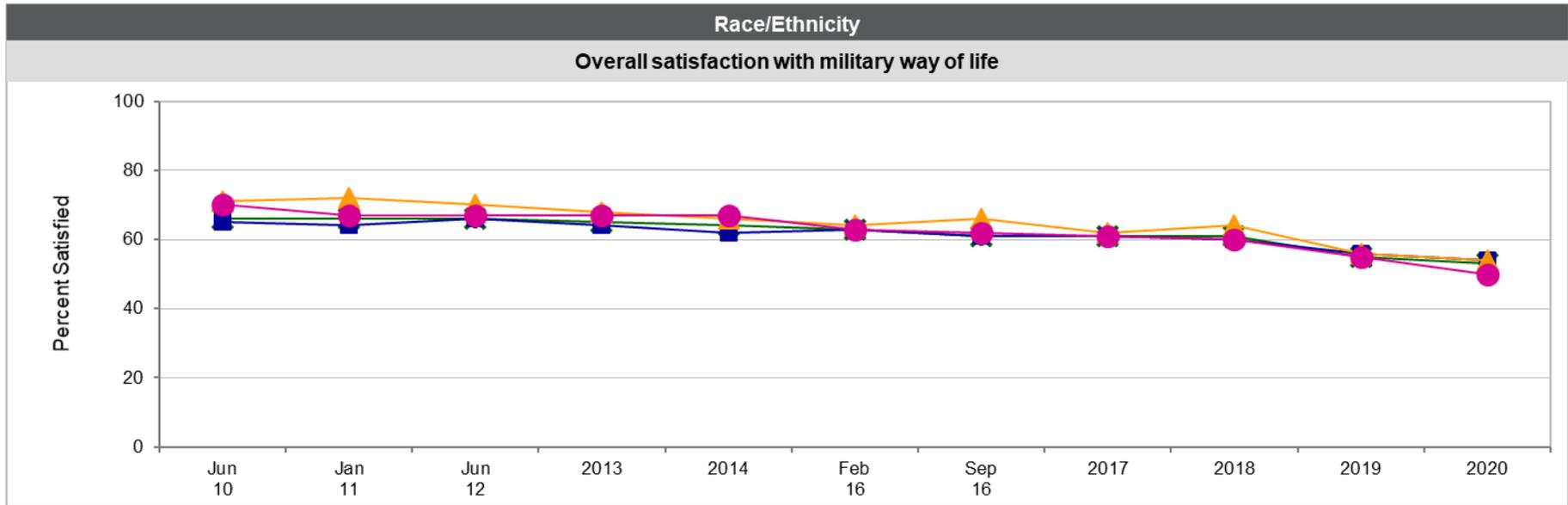
		Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
	Most recent HIGHER than Most recent LOWER than	■	■	■	■	■	■	■	■	■	■	■
*	Total DoD	66	66	66	65	64	63	61	61	61	55	53
■	Women	68	65	65	62	63	61	58	61	58	52	49
▲	Men	66	67	66	65	64	63	62	61	61	56	54

Results in 2020 for Total and by Gender were either similar to or lower than 2019

Trend: Overall Military Way of Life

Percent of All Active Duty Members

53% of Total members indicated they were *satisfied* with military way of life—similar to 2019

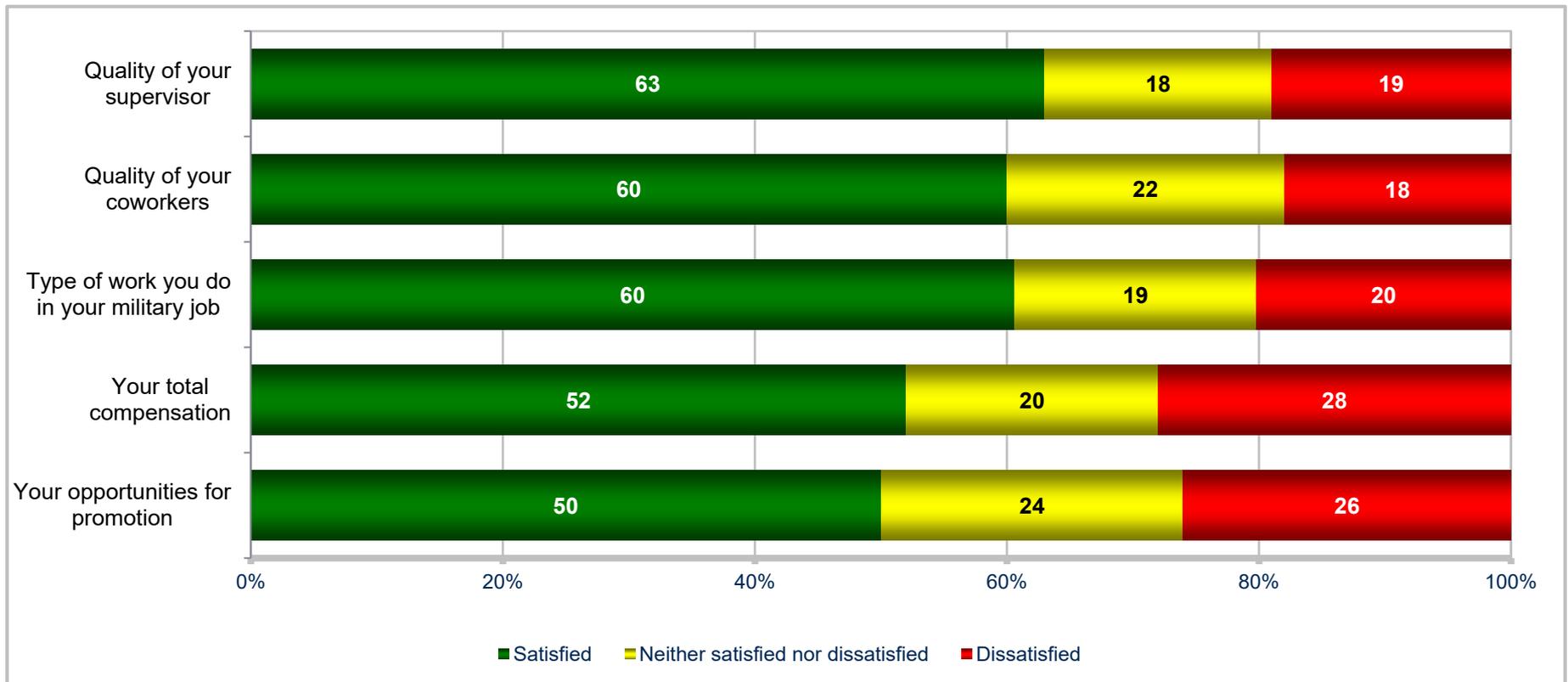


	Most recent HIGHER than	Most recent LOWER than	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
* Total DoD	66	66	66	65	64	63	61	61	61	55	53		
■ Non-Hispanic White	65	64	66	64	62	63	61	61	60	56	54		
▲ Non-Hispanic Black	71	72	70	68	66	64	66	62	64	56	54		
● Hispanic	70	67	67	67	67	63	62	61	60	55	50		

Results in 2020 for Total and by Race/Ethnicity were similar to 2019

Aspects of Military Service

Percent of All Active Duty Members



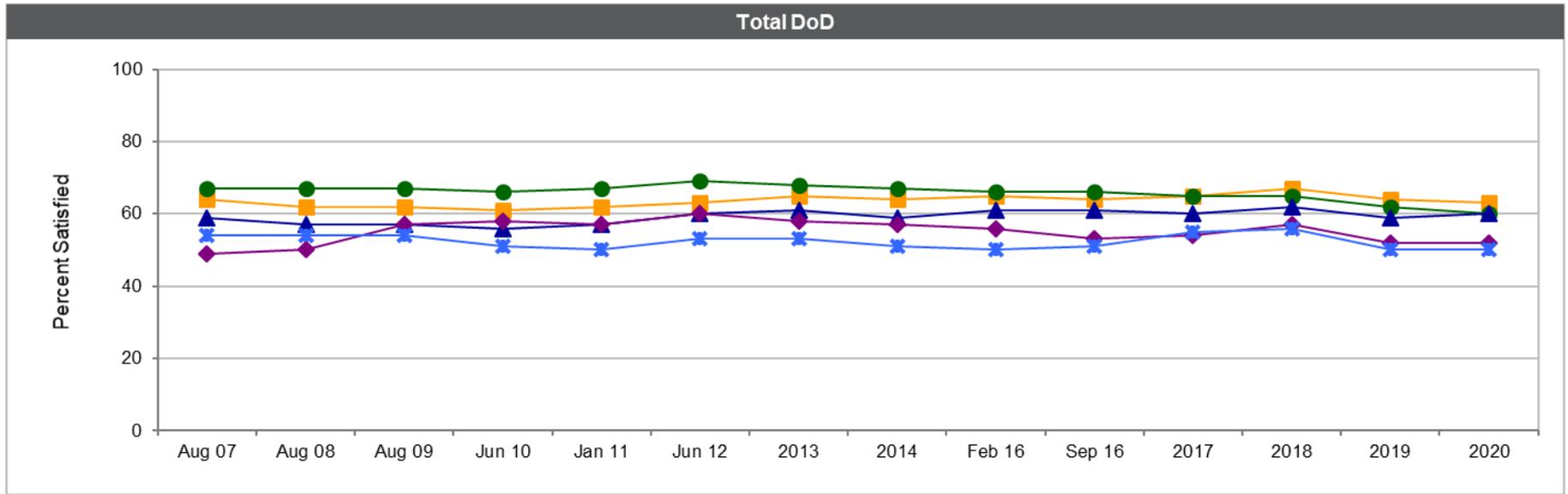
Margins of error range from $\pm 1\%$ to $\pm 2\%$

- **50%-63% 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; **18%-28% dissatisfied**

Trend: Aspects of Military Service

Percent of All Active Duty Members

50%-63% of Total members indicated they were *satisfied* with aspects of military service—similar to 2019



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
<div style="display: flex; align-items: center;"> ■ Quality of your supervisor </div>	64	62	62	61	62	63	65	64	65	64	65	67	64	63
<div style="display: flex; align-items: center;"> ● Type of work you do in your military job </div>	67	67	67	66	67	69	68	67	66	66	65	65	62	60
<div style="display: flex; align-items: center;"> ▲ Quality of your coworkers </div>	59	57	57	56	57	60	61	59	61	61	60	62	59	60
<div style="display: flex; align-items: center;"> ◆ Your total compensation </div>	49	50	57	58	57	60	58	57	56	53	54	57	52	52
<div style="display: flex; align-items: center;"> ✱ Your opportunities for promotion </div>	54	54	54	51	50	53	53	51	50	51	55	56	50	50

Results in 2020 for Total were similar to 2019

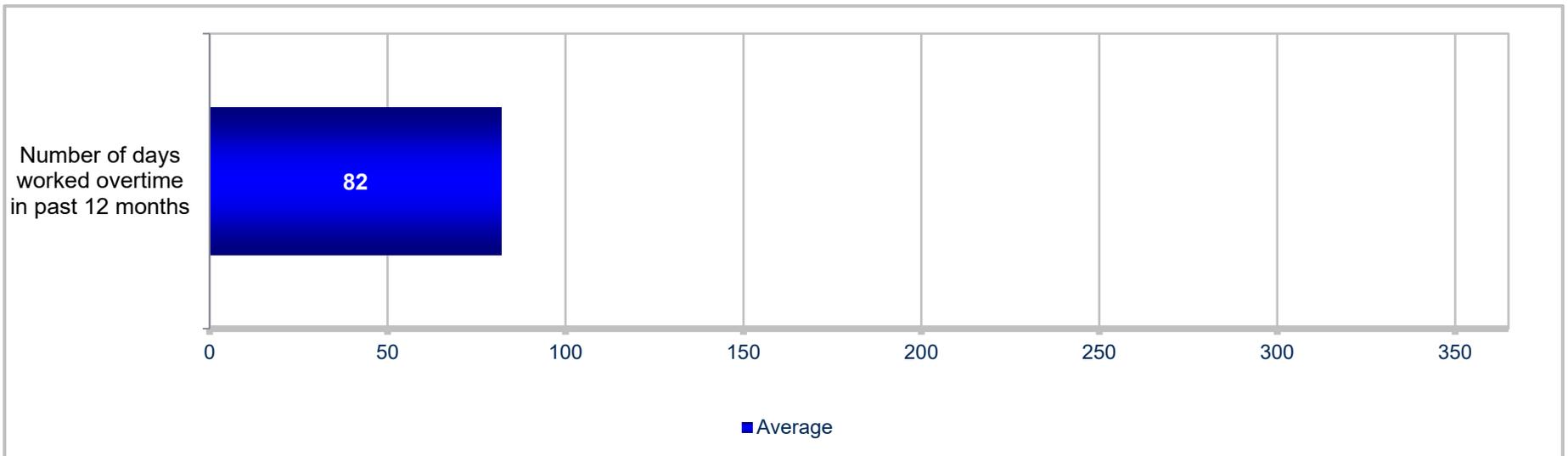
Briefing Overview

Slide



Days Worked Longer Than Normal

Average of All Active Duty Members



- Active duty members reported an average of 82 days worked overtime in the past 12 months

Margins of error do not exceed ±3 days

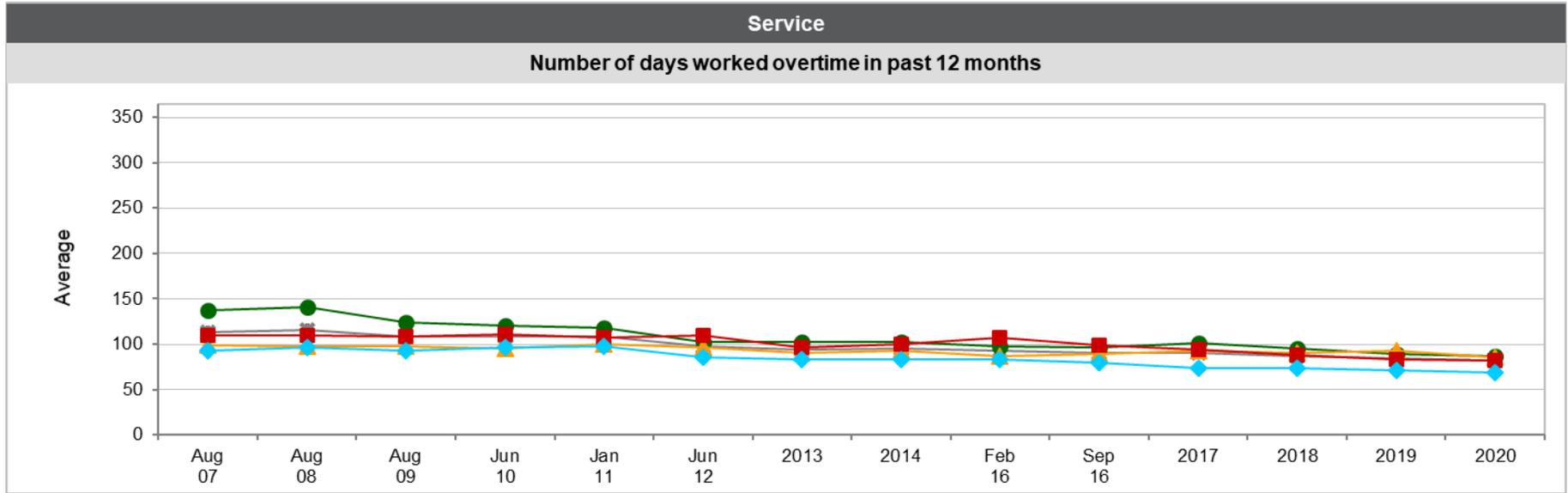
Number of days worked overtime in past 12 months	KEY:																
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	82	87	86	82	69	55	97	97	117	111	69	85	68	85	65	101	83

Margins of error range from ±3 to ±9 days

Trend: Days Worked Longer Than Normal

Average of All Active Duty Members

Total members indicated the average number of days they worked overtime was 82—similar to 2019

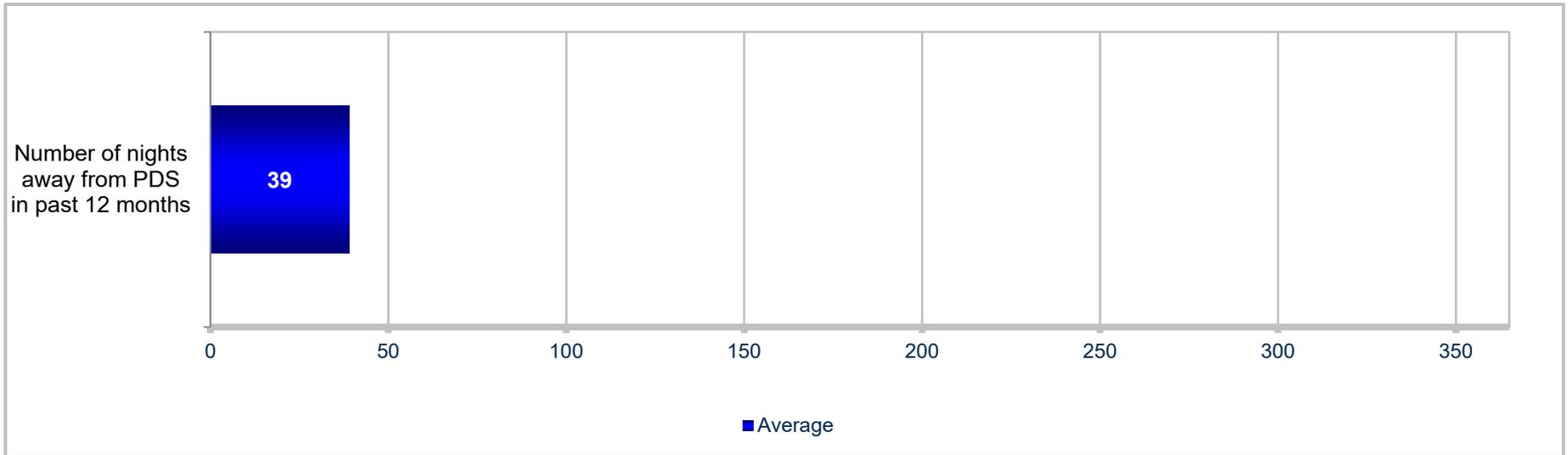


	Most recent HIGHER than	Most recent LOWER than	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
* Total	■	■	113	116	108	108	108	98	94	95	93	91	91	87	84	82
● Army	■	■	137	141	124	121	118	102	102	102	98	96	101	95	89	87
▲ Navy	■	■	99	98	98	95	100	96	91	93	87	89	93	91	93	86
■ Marine Corps	■	■	110	110	108	111	107	110	96	100	107	99	94	88	83	82
◆ Air Force	■	■	93	96	93	97	98	86	83	83	83	80	74	73	71	69

Results in 2020 for Total and by Service were similar to 2019

Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members



• Active duty members reported an average of **39 nights away from home in the past 12 months**

Margins of error do not exceed ± 2 nights

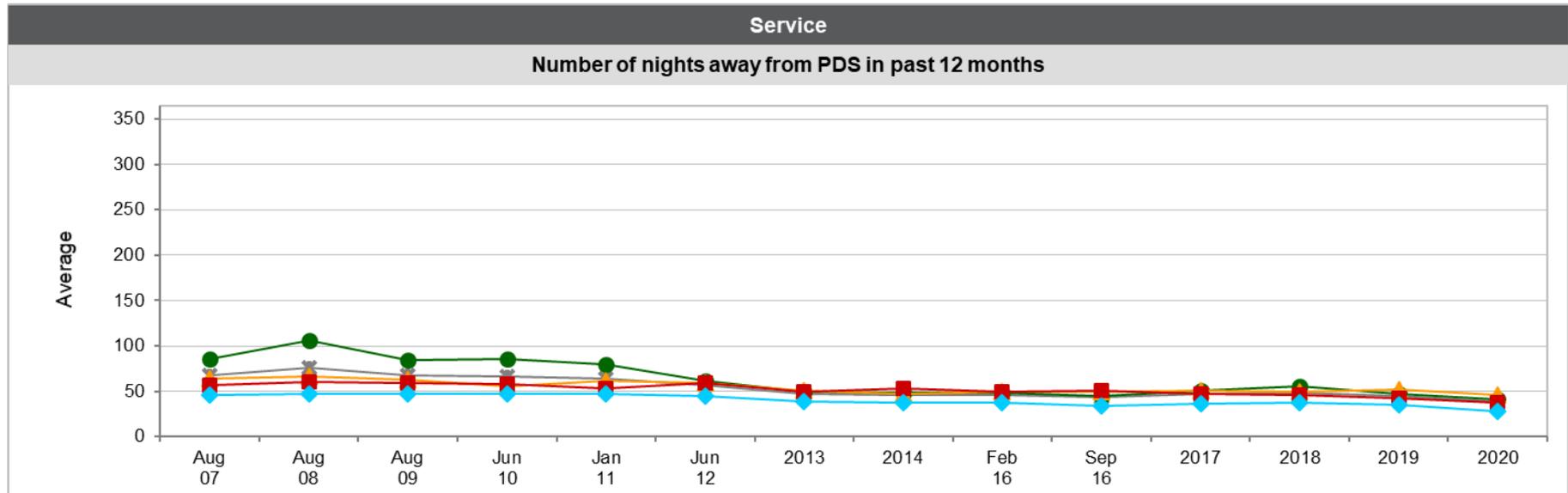
Number of nights away from PDS in past 12 months	KEY:																
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)
	39	41	46	38	28	28	45	49	39	92	15	41	28	31	36	43	39

Margins of error range from ± 1 to ± 6 nights

Trend: Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members

Total members indicated the *average* nights away from PDS in the past 12 months was 39—lower than 2019

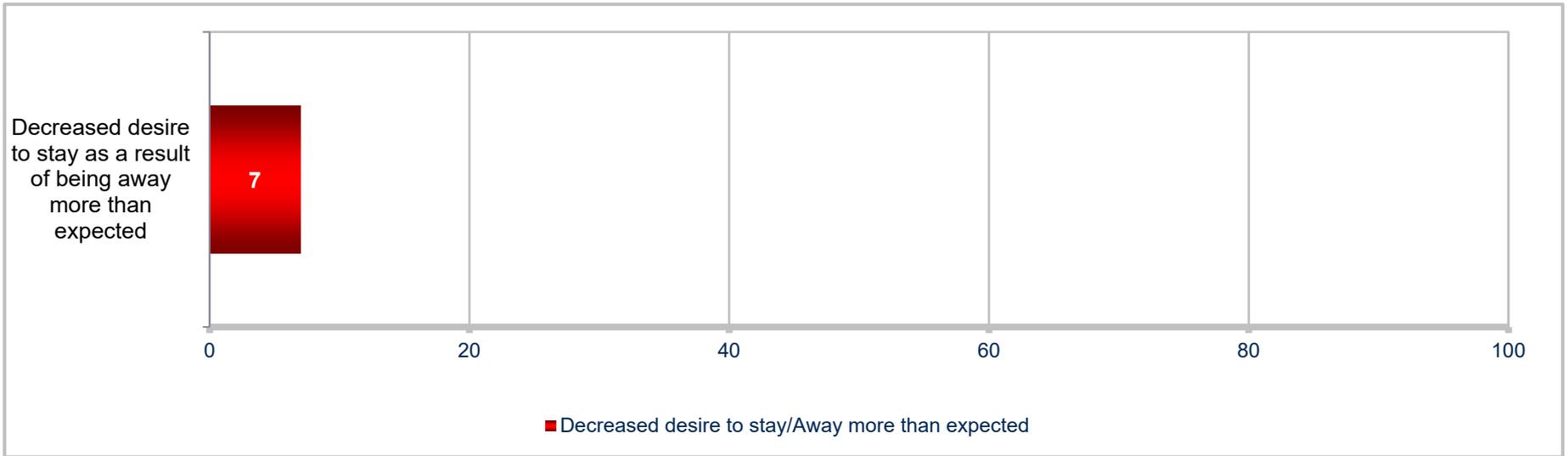


		Service													
		Number of nights away from PDS in past 12 months													
		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
Most recent HIGHER than		■													
Most recent LOWER than		■													
*	Total	67	76	67	66	64	57	47	46	46	44	47	48	45	39
●	Army	86	106	84	86	79	62	49	48	48	45	51	56	47	41
▲	Navy	64	66	63	56	62	59	51	47	50	49	51	50	52	46
■	Marine Corps	57	60	59	58	53	59	49	53	49	51	47	46	42	38
◆	Air Force	46	47	47	47	47	45	39	37	37	34	36	37	35	28

Results in 2020 for Total and by Service were similar to or lower than 2019

Time Away Decreased Desire To Stay

Percent of All Active Duty Members



• **7% 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%

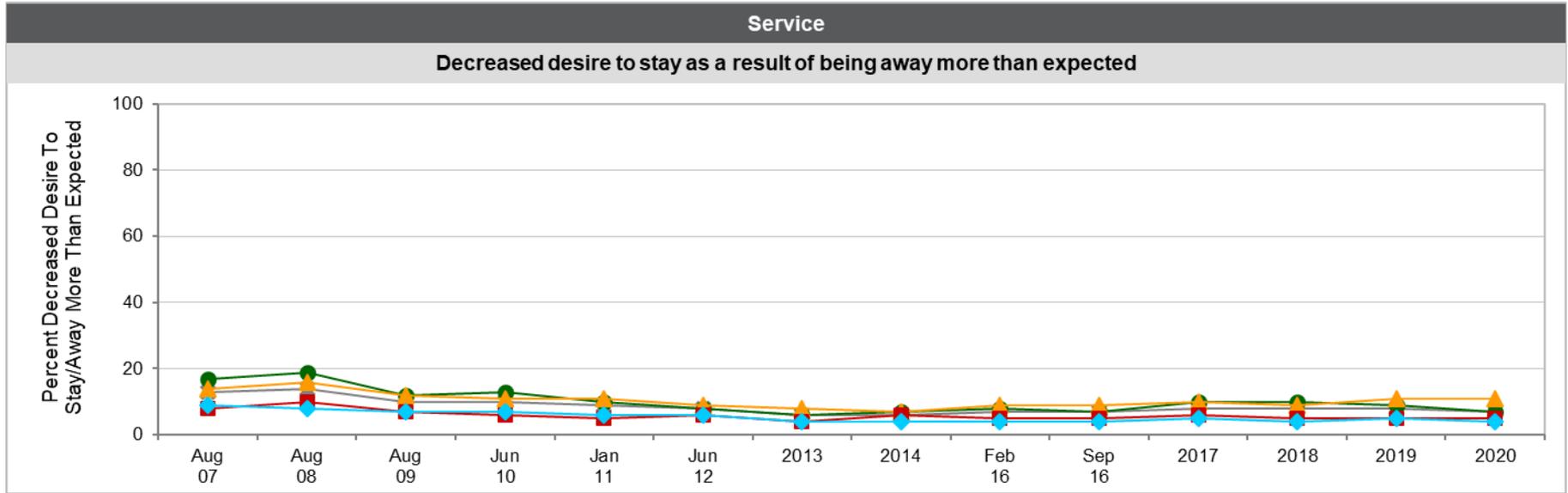
KEY:	More Likely To Mark		Less Likely To Mark																	
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Deployed	Not Deployed	Male	Female	Single w/ Child(ren)	Single w/o Child(ren)	Married w/ Child(ren)	Married w/o Child(ren)			
Decreased desire to stay as a result of being away more than expected	7	7	11	5	4	6	8	10	6	17	3	8	6	8	7	7	8			

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

Trend: Time Away Decreased Desire To Stay

Percent of All Active Duty Members

7% of Total members indicated a *decreased desire to stay as a result of being away more than expected*—similar to 2019



		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
* Total	Most recent HIGHER than Most recent LOWER than	13	14	10	10	9	8	6	6	7	7	8	8	8	7
● Army		17	19	12	13	10	8	6	7	8	7	10	10	9	7
▲ Navy		14	16	12	11	11	9	8	7	9	9	10	9	11	11
■ Marine Corps		8	10	7	6	5	6	4	6	5	5	6	5	5	5
◆ Air Force		9	8	7	7	6	6	4	4	4	4	5	4	5	4

Results in 2020 for Total and by Service were similar to 2019

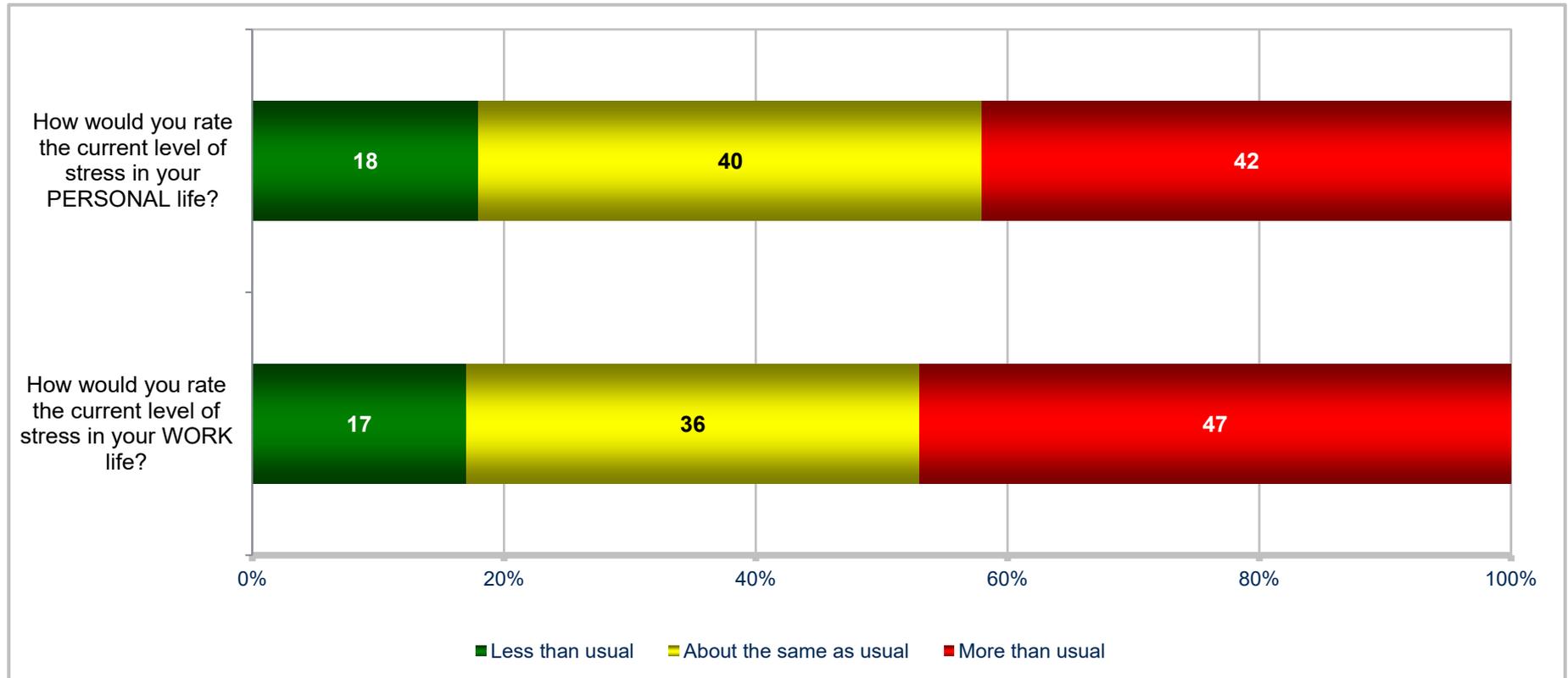
Briefing Overview

Slide



Current Levels of Work and Personal Stress

Percent of All Active Duty Members



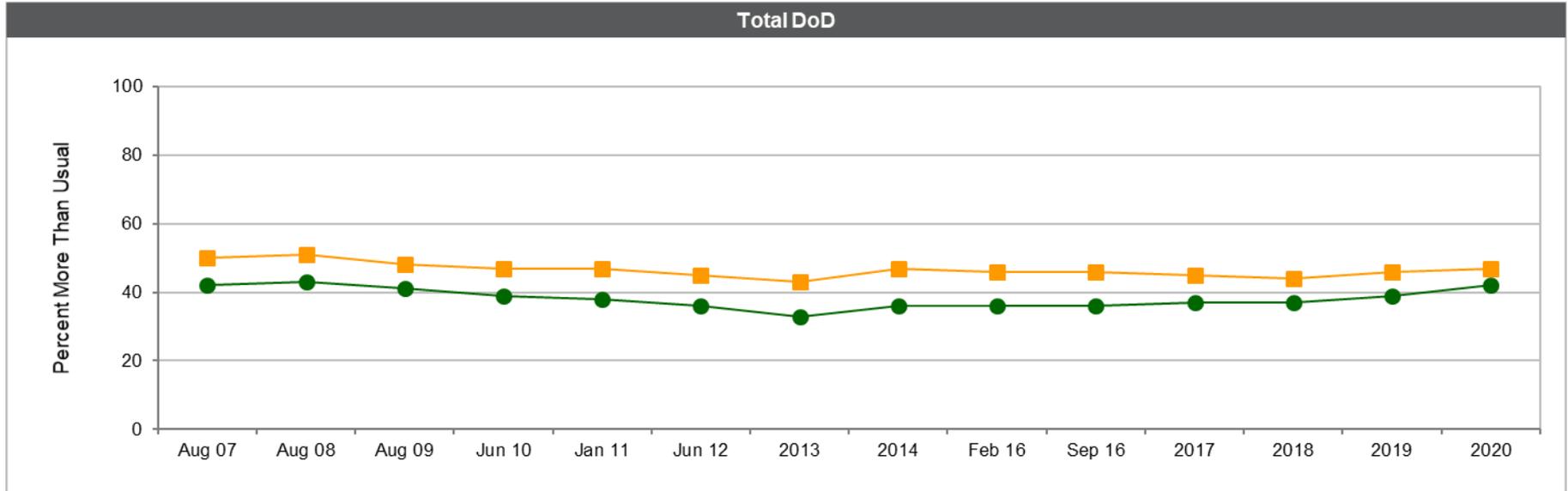
Margins of error range from $\pm 1\%$ to $\pm 2\%$

- 42% of active duty members reported **more** stress than usual in their *personal life*; 18% reported **less**
- 47% of active duty members reported **more** stress than usual in their *work life*; 17% reported **less**

Trend: Current Levels of Work and Personal Stress

Percent of All Active Duty Members

42%-47% of Total members indicated their stress was *more than usual*—similar to and higher than 2019



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
How would you rate the current level of stress in your WORK life? (Most recent HIGHER than ■ , Most recent LOWER than ■)	50	51	48	47	47	45	43	47	46	46	45	44	46	47
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	42

Results in 2020 for Total were similar to or higher than 2019

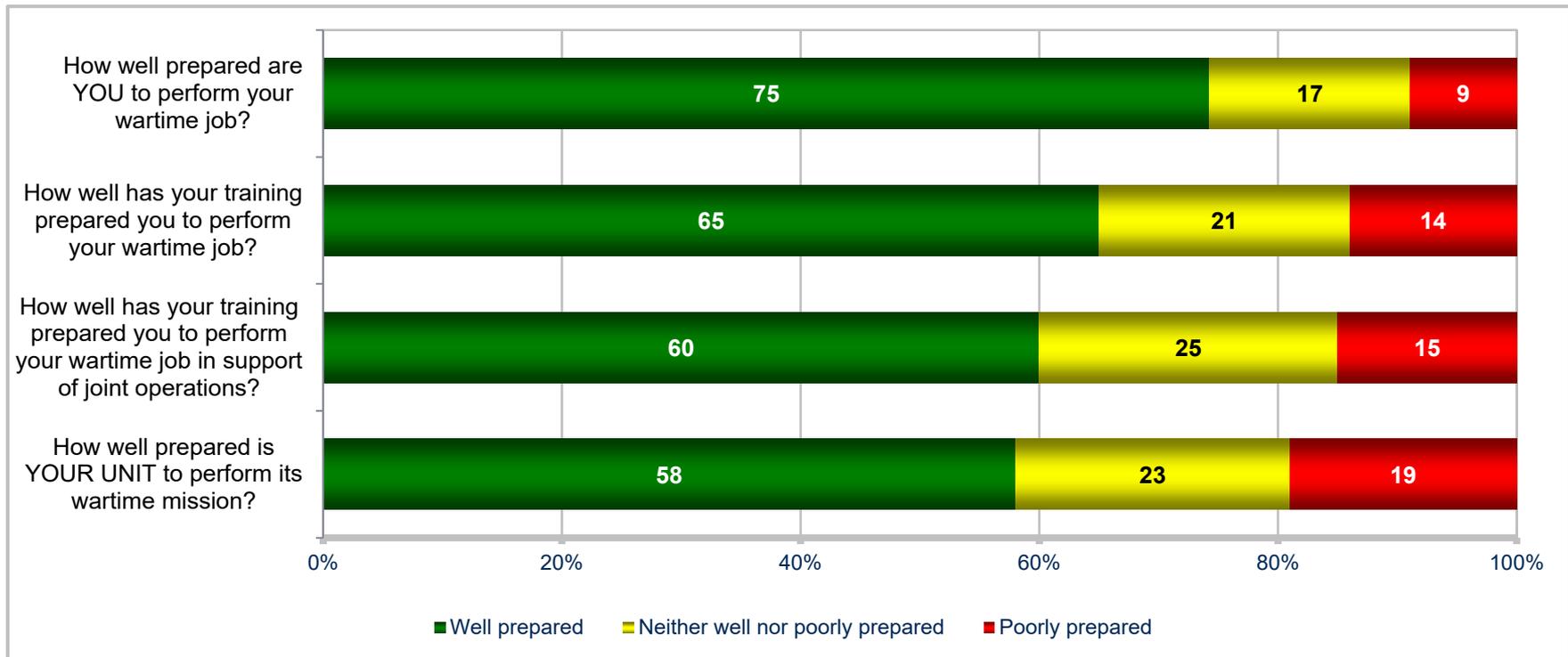
Briefing Overview

Slide

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

Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members



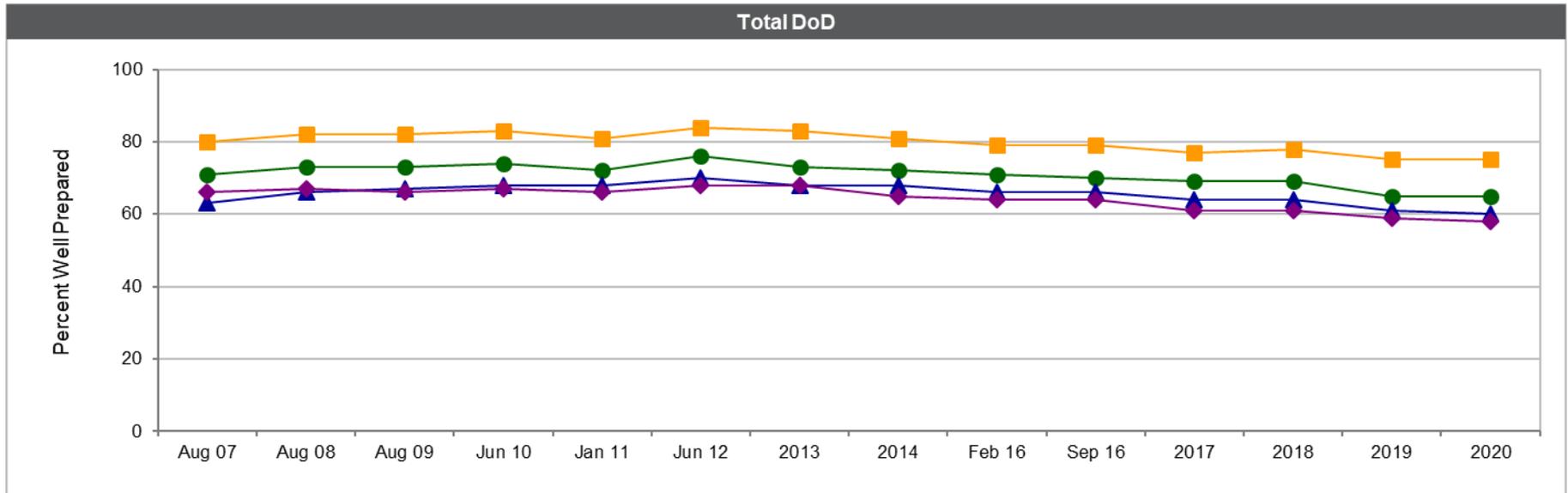
Margins of error range from $\pm 1\%$ to $\pm 2\%$

- 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; 14% **poorly prepared**
- 60% of members reported they were **well prepared** to perform their wartime job in support of joint operations because of their training; 15% **poorly prepared**
- 58% of members reported their unit was **well prepared** to perform wartime mission; 19% **poorly prepared**

Trend: Readiness To Perform Wartime Job of Mission

Percent of All Active Duty Members

58%-75% of Total members indicated they were *well prepared* to perform their wartime job or mission—similar to 2019



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
How well prepared are YOU to perform your wartime job?	80	82	82	83	81	84	83	81	79	79	77	78	75	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	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	60
How well prepared is YOUR UNIT to perform its wartime mission?	66	67	66	67	66	68	68	65	64	64	61	61	59	58

Results in 2020 for Total were similar to 2019



Contact information

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Back-up Slides

Likelihood To Stay on Active Duty

Percent of All Active Duty Members

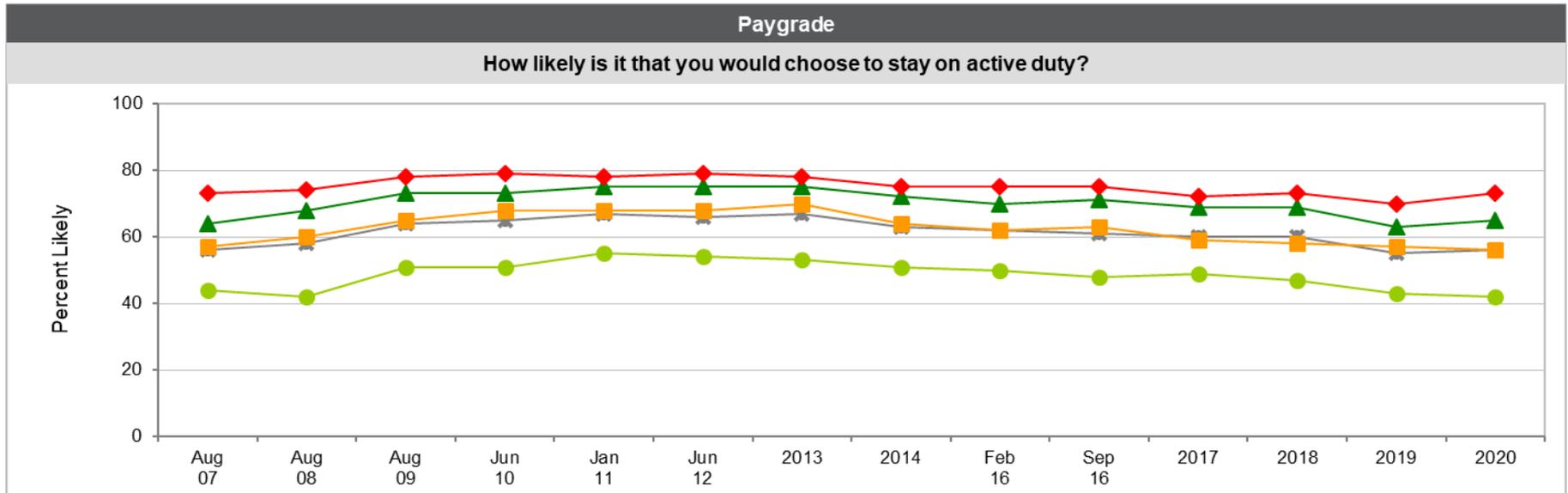
KEY: Higher Response of Likely Higher Response of Unlikely		Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3-5 YOS	Enlisted 6-9 YOS
How likely is it that you would choose to stay on active duty?	Likely	56	54	63	55	62	52	61	47	62	58	68	54	63	53	63	44	60
	Unlikely	30	32	23	31	25	34	25	40	23	26	18	32	23	32	23	42	28

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	56	47	62	55	56	55	56	52	58
	Unlikely	30	36	26	32	29	31	29	33	29

Trend: Likelihood To Stay on Active Duty

Percent of All Active Duty Members

56% of Total members indicated they were *likely* to stay on active duty—similar to 2019



	Most recent HIGHER than	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
* Total	Most recent LOWER than	56	58	64	65	67	66	67	63	62	61	60	60	55	56
● E1-E4		44	42	51	51	55	54	53	51	50	48	49	47	43	42
▲ E5-E9		64	68	73	73	75	75	75	72	70	71	69	69	63	65
■ O1-O3		57	60	65	68	68	68	70	64	62	63	59	58	57	56
◆ O4-O6		73	74	78	79	78	79	78	75	75	75	72	73	70	73

Results in 2020 for Total and by paygrade were similar to 2019

Support To Stay on Active Duty

Percent of Applicable Active Duty Members

		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	45	46	40	38	51	32	50	47	58	43	46	46	38	37	26	54	42
	Favors leaving	33	33	37	35	26	38	29	36	30	37	31	33	32	38	36	29	35
Family support	Favors staying	41	40	39	36	48	36	46	43	45	38	43	41	42	41	36	47	43
	Favors leaving	24	26	28	25	18	24	25	22	26	28	23	24	27	28	23	27	23

		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	45	43	52	44	54	38	46	35	50	49	56	44	52	34	51	32	45
	Favors leaving	33	33	33	33	33	37	37	35	32	25	29	33	33	32	31	39	27
Family support	Favors staying	41	41	44	40	42	39	40	35	43	48	48	41	44	42	41	37	44
	Favors leaving	24	24	25	26	28	28	26	25	22	17	20	24	24	27	26	27	22

Support To Stay on Active Duty

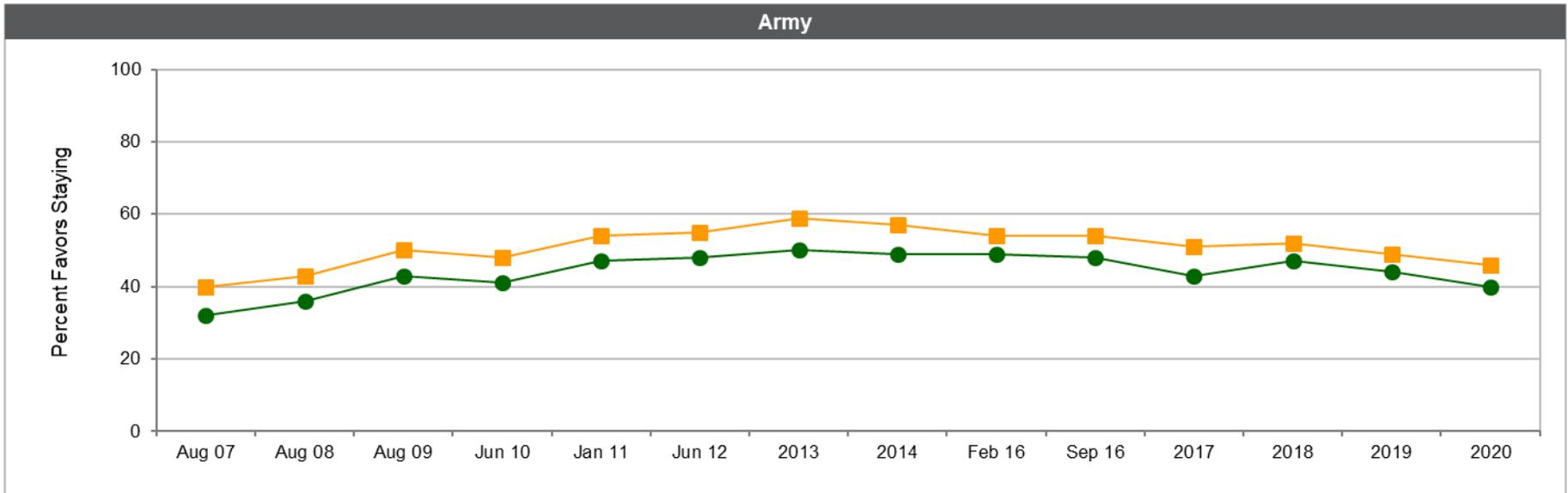
Percent of Applicable Active Duty Members

		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	45	27	50	46	43	45	46	44	45	
	Favors leaving	33	36	32	34	31	33	28	31	33	
Family support	Favors staying	41	37	45	41	41	42	40	39	43	
	Favors leaving	24	23	25	25	24	25	21	23	25	

Trend: Support To Stay on Active Duty

Percent of Applicable Active Duty Members

40%-46% of Army members indicated their spouse/significant other and family favors them staying on active duty—similar to 2019

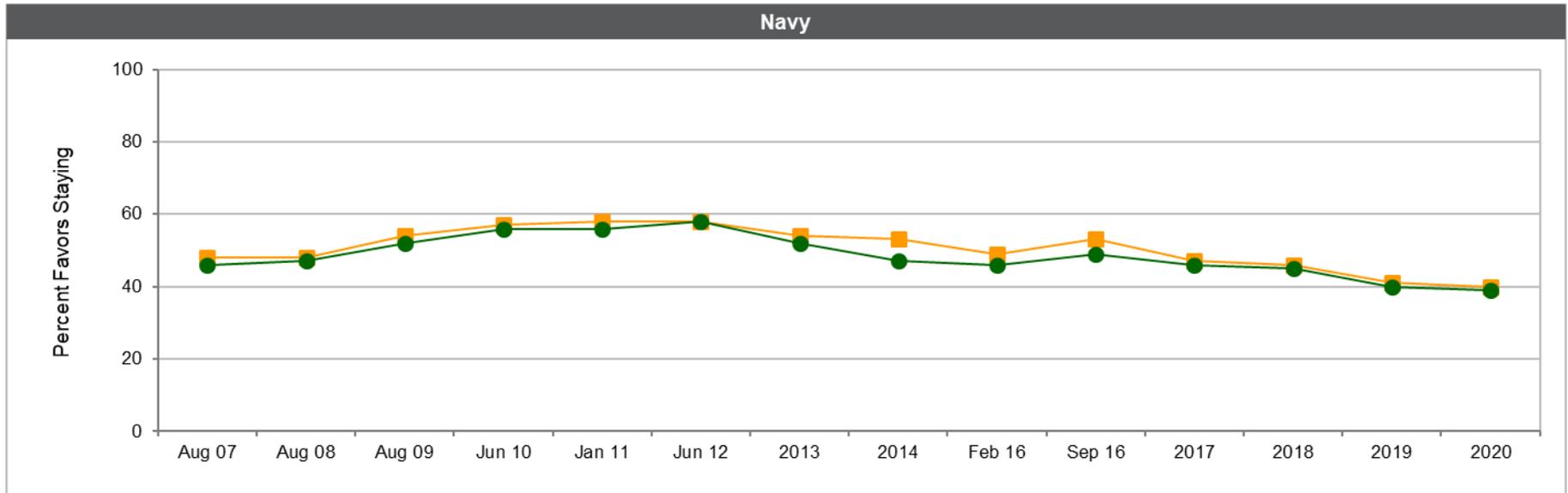


		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
	Most recent HIGHER than														
	Most recent LOWER than														
■	Spouse/Significant other support	40	43	50	48	54	55	59	57	54	54	51	52	49	46
●	Family support	32	36	43	41	47	48	50	49	49	48	43	47	44	40

Trend: Support To Stay on Active Duty

Percent of Applicable Active Duty Members

39%-40% of Navy members indicated their spouse/significant other and family favors them staying on active duty—similar to 2019

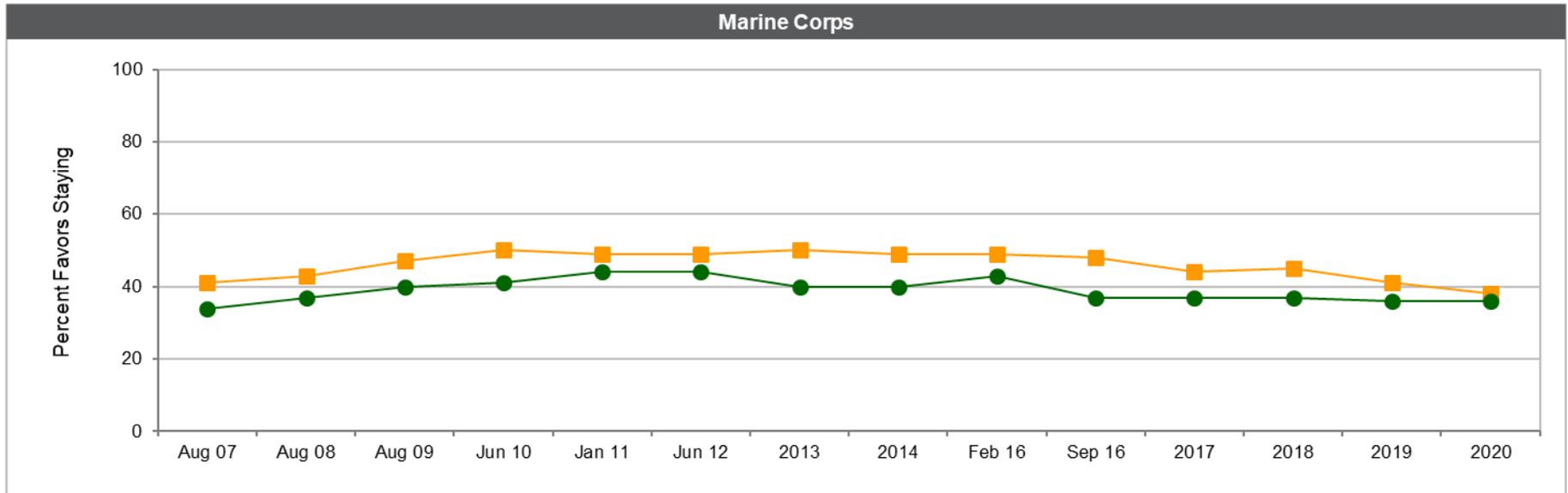


		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■	Most recent HIGHER than														
	Most recent LOWER than														
■	Spouse/Significant other support	48	48	54	57	58	58	54	53	49	53	47	46	41	40
●	Family support	46	47	52	56	56	58	52	47	46	49	46	45	40	39

Trend: Support To Stay on Active Duty

Percent of Applicable Active Duty Members

36%-38% of Marine Corps members indicated their spouse/significant other and family favors them staying on active duty—similar to 2019

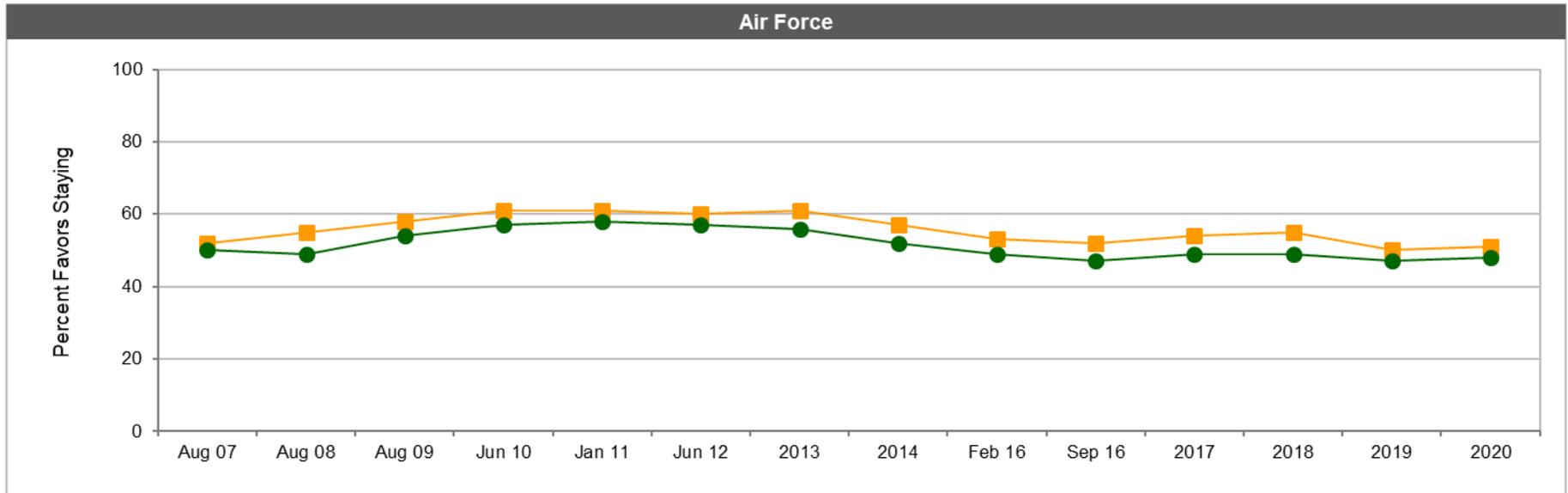


	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■ Spouse/Significant other support ● Family support	41	43	47	50	49	49	50	49	49	48	44	45	41	38
	34	37	40	41	44	44	40	40	43	37	37	37	36	36

Trend: Support To Stay on Active Duty

Percent of Applicable Active Duty Members

48%-51% of Air Force members indicated their spouse/significant other and family favors them staying on active duty—similar to 2019



		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: purple; margin-right: 5px;"></div> Most recent HIGHER than </div> <div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: yellow; margin-right: 5px;"></div> Most recent LOWER than </div>															
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: orange; margin-right: 5px;"></div> Spouse/Significant other support </div>		52	55	58	61	61	60	61	57	53	52	54	55	50	51
<div style="display: flex; align-items: center;"> <div style="width: 15px; height: 15px; background-color: green; margin-right: 5px;"></div> Family support </div>		50	49	54	57	58	57	56	52	49	47	49	49	47	48

Overall Military Way of Life

Percent of All Active Duty Members

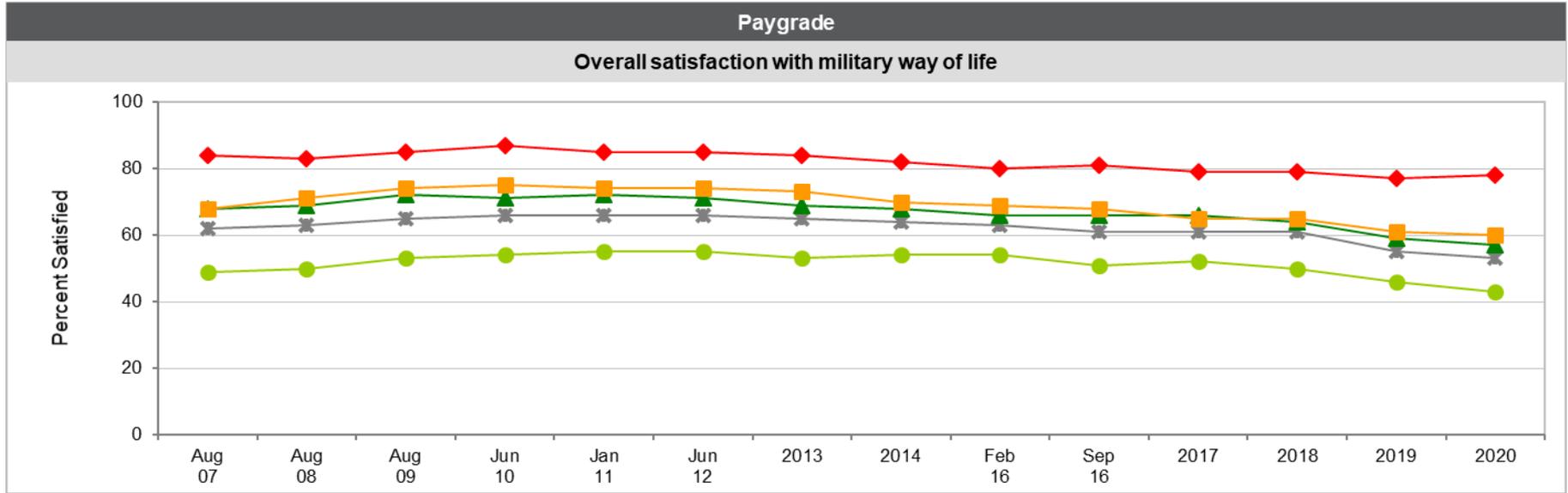
KEY: Higher Response of Satisfied Higher Response of Dissatisfied		Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3-5 YOS	Enlisted 6-9 YOS
Overall satisfaction with military way of life	Satisfied	53	50	68	50	66	43	65	47	67	59	72	51	68	45	66	40	50
	Dissatisfied	24	26	16	26	18	33	17	25	15	19	13	26	16	28	17	34	27

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	53	47	58	54	52	54	51	50	56
	Dissatisfied	24	27	22	25	24	24	23	25	24

Trend: Overall Military Way of Life

Percent of All Active Duty Members

53% of Total members indicated they were *satisfied* with military way of life—similar to 2019



	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	2020
*	Total	62	63	65	66	66	66	65	64	63	61	61	61	55	53
●	E1-E4	49	50	53	54	55	55	53	54	54	51	52	50	46	43
▲	E5-E9	68	69	72	71	72	71	69	68	66	66	66	64	59	57
■	O1-O3	68	71	74	75	74	74	73	70	69	68	65	65	61	60
◆	O4-O6	84	83	85	87	85	85	84	82	80	81	79	79	77	78

Results in 2020 for Total and by paygrade were similar to 2019

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	63	62	58	64	70	60	61	72	80	58	65	63	62	60	63	65	60	
	Dissatisfied	19	20	24	16	13	21	20	13	10	23	17	19	21	19	18	17	23	
Quality of your coworkers	Satisfied	60	59	56	59	66	57	56	71	79	54	62	60	56	52	59	62	58	
	Dissatisfied	18	20	20	16	14	19	20	12	8	23	16	17	21	22	17	17	20	
Type of work you do in your military job	Satisfied	60	62	59	59	61	53	62	66	81	58	62	60	62	63	56	68	56	
	Dissatisfied	20	19	22	20	21	23	20	18	10	23	19	20	20	18	22	16	23	
Your total compensation	Satisfied	52	52	50	47	58	43	51	76	78	49	54	52	56	54	48	55	55	
	Dissatisfied	28	28	30	30	24	33	30	13	13	33	26	28	27	29	31	27	24	
Your opportunities for promotion	Satisfied	50	54	44	50	51	43	50	65	63	50	50	51	48	43	50	53	47	
	Dissatisfied	26	22	36	22	23	29	28	13	19	29	25	26	28	34	23	27	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	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3–5 YOS	Enlisted 6–9 YOS
Quality of your supervisor	Satisfied	63	61	75	59	73	55	72	62	75	68	81	61	76	61	70	55	55
	Dissatisfied	19	21	12	22	12	26	15	17	12	15	9	20	11	22	15	25	25
Quality of your coworkers	Satisfied	60	57	74	56	69	52	75	56	73	62	81	57	74	52	72	51	49
	Dissatisfied	18	20	10	22	13	22	10	17	11	16	7	19	10	23	12	24	24
Type of work you do in your military job	Satisfied	60	58	72	59	72	56	73	58	66	57	75	57	72	59	73	49	57
	Dissatisfied	20	22	14	19	16	24	13	20	17	23	12	22	14	21	15	28	24
Your total compensation	Satisfied	52	47	76	47	73	45	75	43	75	52	79	47	74	49	81	43	46
	Dissatisfied	28	31	13	31	15	33	14	32	13	28	11	31	14	31	9	34	31
Your opportunities for promotion	Satisfied	50	47	65	51	67	39	63	48	61	47	67	47	65	43	67	44	46
	Dissatisfied	26	29	15	25	13	40	17	23	16	25	14	28	15	32	15	31	30

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	63	63	63	64	63	63	64	63	63
	Dissatisfied	19	18	19	19	19	19	17	18	20
Quality of your coworkers	Satisfied	60	59	61	61	58	59	62	60	60
	Dissatisfied	18	18	18	19	17	18	15	17	19
Type of work you do in your military job	Satisfied	60	57	63	61	59	60	60	59	61
	Dissatisfied	20	22	19	21	19	21	18	19	21
Your total compensation	Satisfied	52	49	55	55	49	52	54	46	56
	Dissatisfied	28	31	26	27	29	28	24	31	26
Your opportunities for promotion	Satisfied	50	50	50	51	49	51	47	48	51
	Dissatisfied	26	24	28	26	26	26	25	25	27

Days Worked Longer Than Normal

Average of All Active Duty Members

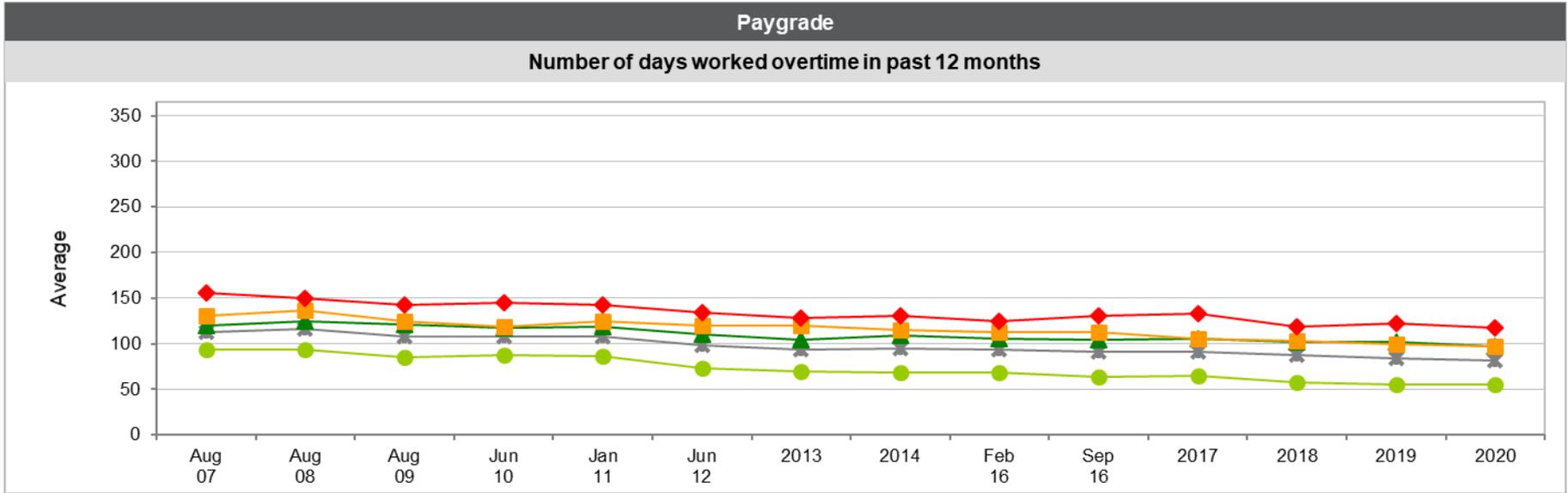
KEY:	More Than Average		Less Than Average																			
	Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3-5 YOS	Enlisted 6-9 YOS					
Number of days worked overtime in past 12 months	82	77	105	80	115	84	97	77	118	64	93	80	105	59	103	75	90					

KEY:	More Than Average		Less Than Average								
	Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base		
Number of days worked overtime in past 12 months	82	66	94	88	74	84	72	69	90		

Trend: Days Worked Longer Than Normal

Average of All Active Duty Members

Total members indicated the average number of days they worked overtime was 82—similar to 2019



	Most recent HIGHER than	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
* Total	Most recent LOWER than	113	116	108	108	108	98	94	95	93	91	91	87	84	82
● E1-E4		93	93	85	87	86	73	69	68	68	64	65	58	55	55
▲ E5-E9		120	125	121	117	118	110	104	109	105	104	105	102	102	97
■ O1-O3		130	136	124	119	125	120	120	115	112	113	106	103	100	97
◆ O4-O6		156	150	143	145	143	134	128	131	125	131	133	119	122	117

Results in 2020 for Total and by paygrade were similar to 2019

Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members

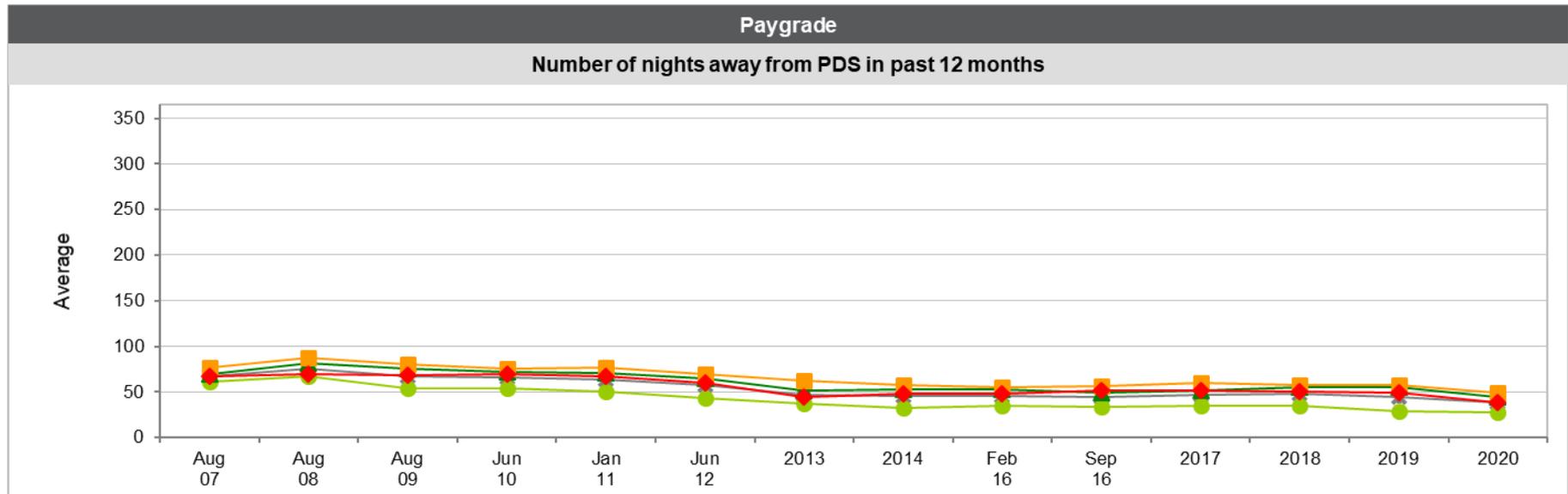
KEY:	More Than Average		Less Than Average																	
	Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3-5 YOS	Enlisted 6-9 YOS			
Number of nights away from PDS in past 12 months	39	37	46	38	52	46	45	37	51	25	38	39	49	26	35	45	41			

KEY:	More Than Average		Less Than Average									
	Total	Single	Married	Non-Hispanic White	Total Minority	U.S. (Incl. Territories)	Overseas	On Base	Off Base			
Number of nights away from PDS in past 12 months	39	35	41	41	36	40	29	31	43			

Trend: Nights Away From Permanent Duty Station (PDS)

Average of All Active Duty Members

Total members indicated the *average* nights away from PDS in the past 12 months was 39—lower than 2019



		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
*	Total	67	76	67	66	64	57	47	46	46	44	47	48	45	39
●	E1-E4	61	67	54	54	50	43	37	33	35	34	35	35	29	28
▲	E5-E9	69	81	75	72	71	65	52	53	53	49	52	55	55	45
■	O1-O3	77	87	80	76	77	70	62	58	55	56	60	58	57	49
◆	O4-O6	67	69	68	69	67	60	45	48	48	51	52	50	49	39

Results in 2020 for Total and by paygrade were similar to or lower than 2019

Time Away Decreased Desire To Stay

Percent of All Active Duty Members

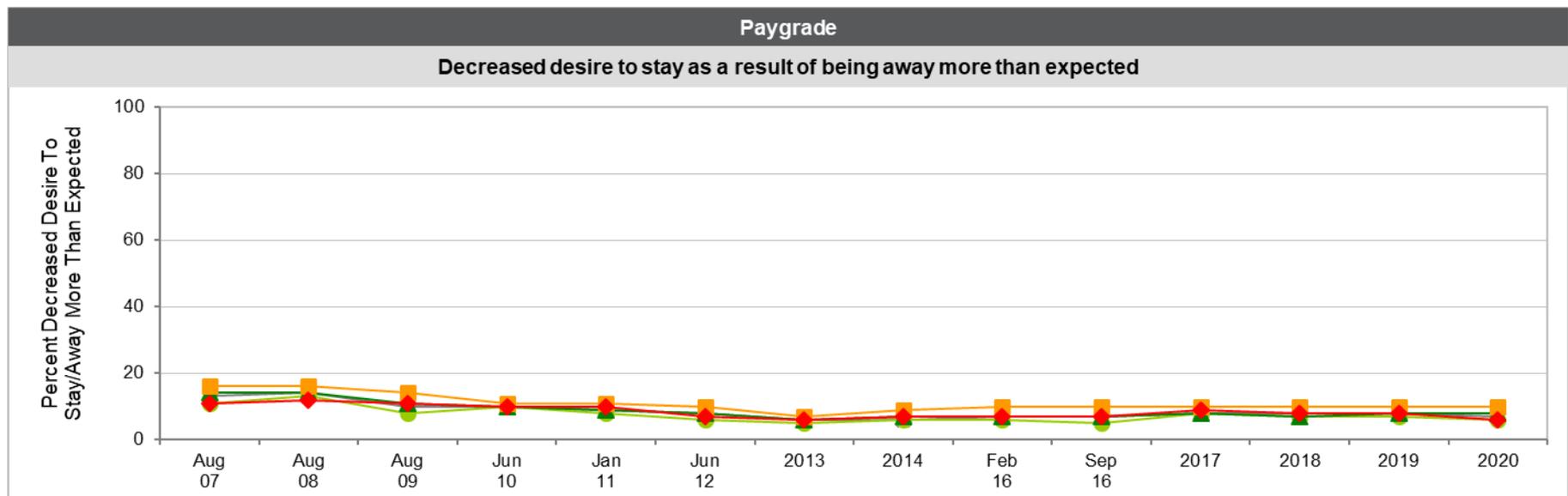
KEY: More Likely To Mark Less Likely To Mark	Total	Enlisted	Officers	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	Male Enlisted	Male Officers	Female Enlisted	Female Officers	Enlisted 3-5 YOS	Enlisted 6-9 YOS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

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	7	7	7	8	7	7	7	6

Trend: Time Away Decreased Desire To Stay

Percent of All Active Duty Members

7% of Total members indicated a *decreased desire to stay as a result of being away more than expected*—similar to 2019



		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
*	Total	13	14	10	10	9	8	6	6	7	7	8	8	8	7
●	E1-E4	11	13	8	10	8	6	5	6	6	5	8	7	7	6
▲	E5-E9	14	14	11	10	9	8	6	7	7	7	8	7	8	8
■	O1-O3	16	16	14	11	11	10	7	9	10	10	10	10	10	10
◆	O4-O6	11	12	11	10	10	7	6	7	7	7	9	8	8	6

Results in 2020 for Total and by paygrade were similar to or lower than 2019

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	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	18	21	15	20	17	21	18	17	14	18	19	19	17	17	20	16	21
	More	42	40	47	41	39	43	42	38	40	44	41	40	48	48	40	44	41
How would you rate the current level of stress in your WORK life?	Less	17	18	14	18	16	17	16	17	17	15	17	17	15	18	16	17	17
	More	47	47	53	44	44	45	50	45	44	53	45	46	51	47	45	48	50

		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	18	19	16	22	18	15	15	21	15	18	13	19	15	18	17	20	20
	More	42	43	39	41	36	49	38	42	37	38	43	41	38	49	44	45	42
How would you rate the current level of stress in your WORK life?	Less	17	16	17	18	17	14	18	18	17	16	16	17	17	14	18	18	16
	More	47	48	45	47	45	55	44	44	42	44	46	47	44	52	47	48	53

Current Levels of Work and Personal Stress

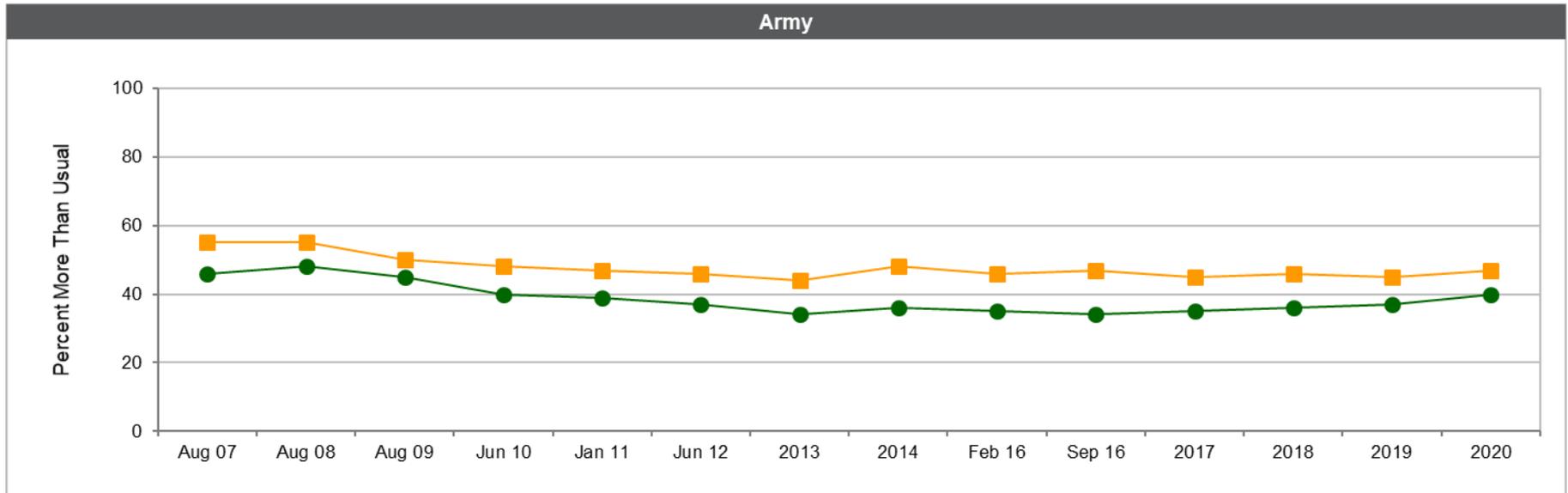
Percent of All Active Duty Members

KEY: Higher Response of Less Than Usual Higher Response of More Than Usual		Total	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	18	20	18	17	21	19	18
	More	42	41	43	42	42	42	42	41	42
How would you rate the current level of stress in your WORK life?	Less	17	16	17	15	19	17	15	17	17
	More	47	45	49	50	44	48	45	45	49

Trend: Current Levels of Work and Personal Stress

Percent of All Active Duty Members

40%-47% of Army members indicated their stress was *more than usual*—similar to 2019

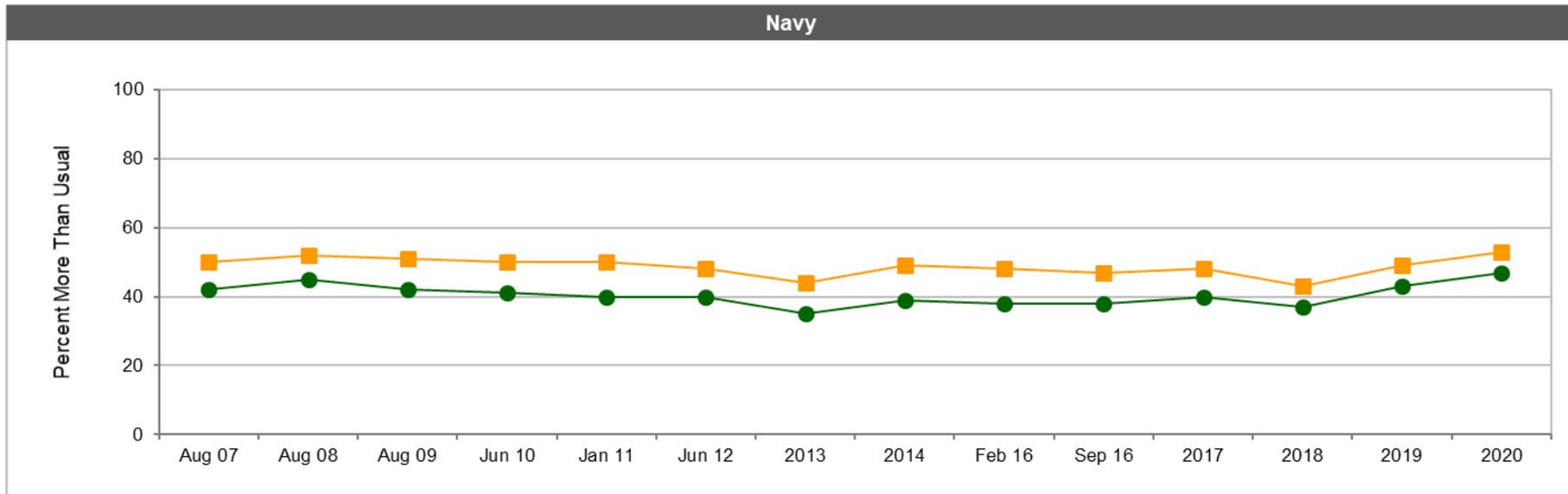


		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■	How would you rate the current level of stress in your WORK life?	55	55	50	48	47	46	44	48	46	47	45	46	45	47
●	How would you rate the current level of stress in your PERSONAL life?	46	48	45	40	39	37	34	36	35	34	35	36	37	40

Trend: Current Levels of Work and Personal Stress

Percent of All Active Duty Members

47%-53% of Navy members indicated their stress was *more than usual*—similar to 2019

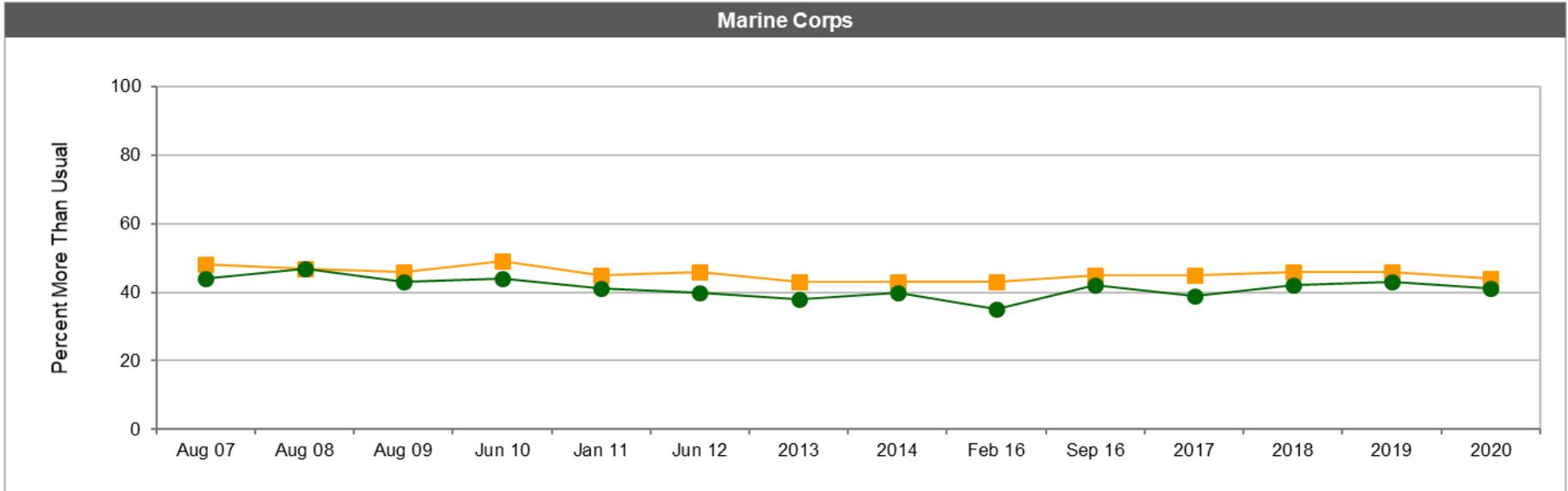


	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■ Most recent HIGHER than ■ Most recent LOWER than														
■ How would you rate the current level of stress in your WORK life?	50	52	51	50	50	48	44	49	48	47	48	43	49	53
● How would you rate the current level of stress in your PERSONAL life?	42	45	42	41	40	40	35	39	38	38	40	37	43	47

Trend: Current Levels of Work and Personal Stress

Percent of All Active Duty Members

41%-44% of Marine Corps members indicated their stress was *more than usual*—similar to 2019

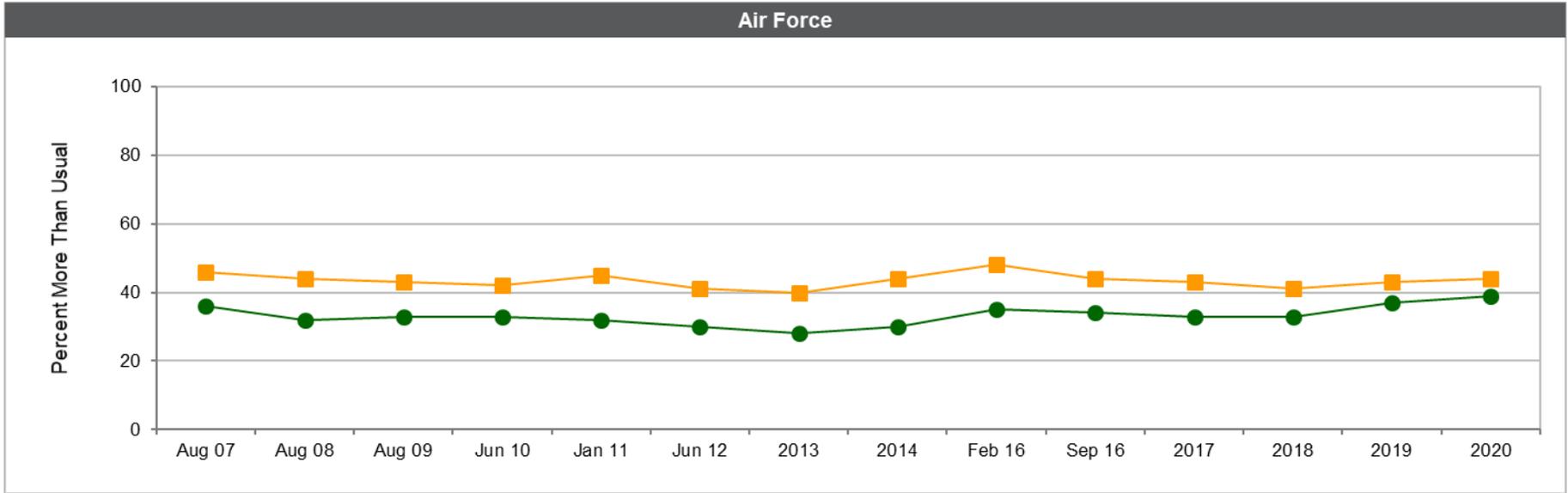


	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■ Most recent HIGHER than ■ Most recent LOWER than														
■ How would you rate the current level of stress in your WORK life?	48	47	46	49	45	46	43	43	43	45	45	46	46	44
● How would you rate the current level of stress in your PERSONAL life?	44	47	43	44	41	40	38	40	35	42	39	42	43	41

Trend: Current Levels of Work and Personal Stress

Percent of All Active Duty Members

39%-44% of Air Force members indicated their stress was *more than usual*—similar to 2019



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■ Most recent HIGHER than ■ Most recent LOWER than														
■ How would you rate the current level of stress in your WORK life?	46	44	43	42	45	41	40	44	48	44	43	41	43	44
● How would you rate the current level of stress in your PERSONAL life?	36	32	33	33	32	30	28	30	35	34	33	33	37	39

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	73	72	77	78	66	82	70	83	80	72	77	64	79	70	81	73
	Poorly	9	10	11	7	6	10	7	11	6	7	10	8	13	9	9	7	10
How well has your training prepared you to perform your wartime job?	Well	65	61	64	68	69	61	67	62	75	67	64	66	58	67	62	69	64
	Poorly	14	16	15	10	11	14	14	15	9	15	13	13	16	13	14	13	15
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	60	59	58	62	62	57	63	51	64	61	59	61	53	66	57	63	59
	Poorly	15	17	17	14	13	14	16	21	16	17	15	15	17	15	14	16	17
How well prepared is YOUR UNIT to perform its wartime mission?	Well	58	51	57	61	70	58	57	59	67	56	59	59	56	59	59	60	56
	Poorly	19	24	21	17	11	19	21	17	11	23	17	19	18	18	19	18	21

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
How well prepared are YOU to perform your wartime job?	Well	75	74	76	71	78	72	74	77	78	79	75	77	77	63	72	70	80		
	Poorly	9	9	9	10	8	11	11	7	9	5	9	8	9	14	10	12	7		
How well has your training prepared you to perform your wartime job?	Well	65	64	68	60	68	63	70	68	69	70	65	66	69	57	61	58	65		
	Poorly	14	14	13	17	13	16	12	10	11	10	14	13	13	16	13	18	15		
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	60	60	57	58	60	58	56	63	55	64	55	62	59	53	49	56	63		
	Poorly	15	15	19	16	17	16	20	13	22	12	18	14	19	17	19	19	16		
How well prepared is YOUR UNIT to perform its wartime mission?	Well	58	58	62	49	57	56	62	61	60	70	70	58	62	55	61	53	52		
	Poorly	19	20	15	26	16	22	17	18	16	11	10	20	15	18	14	24	26		

Readiness To Perform Wartime Job or Mission

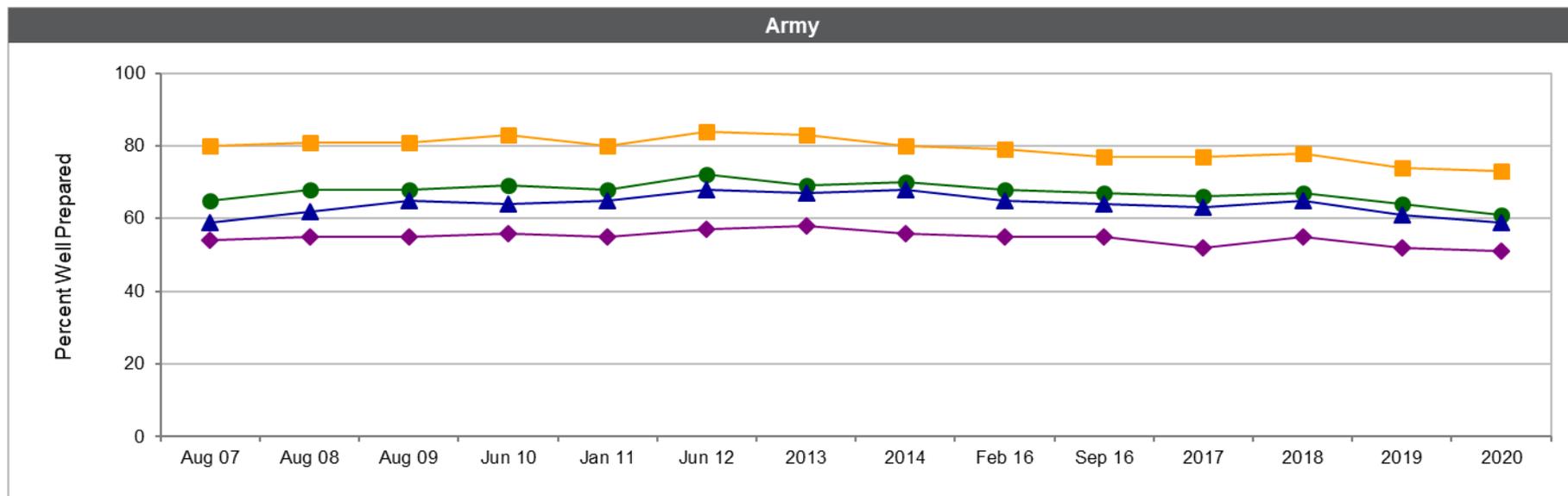
Percent of All Active Duty Members

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	78	76	73	75	73
	Poorly	9	9	8	10	8	9	8	9	9
How well has your training prepared you to perform your wartime job?	Well	65	62	67	65	65	65	65	63	66
	Poorly	14	14	14	15	12	14	14	14	14
How well has your training prepared you to perform your wartime job in support of joint operations?	Well	60	58	61	58	62	60	60	60	60
	Poorly	15	14	16	17	13	16	15	14	16
How well prepared is YOUR UNIT to perform its wartime mission?	Well	58	59	58	57	60	58	61	58	59
	Poorly	19	19	19	21	17	19	17	19	19

Trend: Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members

51%-73% of Army members indicated they were *well prepared* to perform their wartime job or mission—similar to 2019

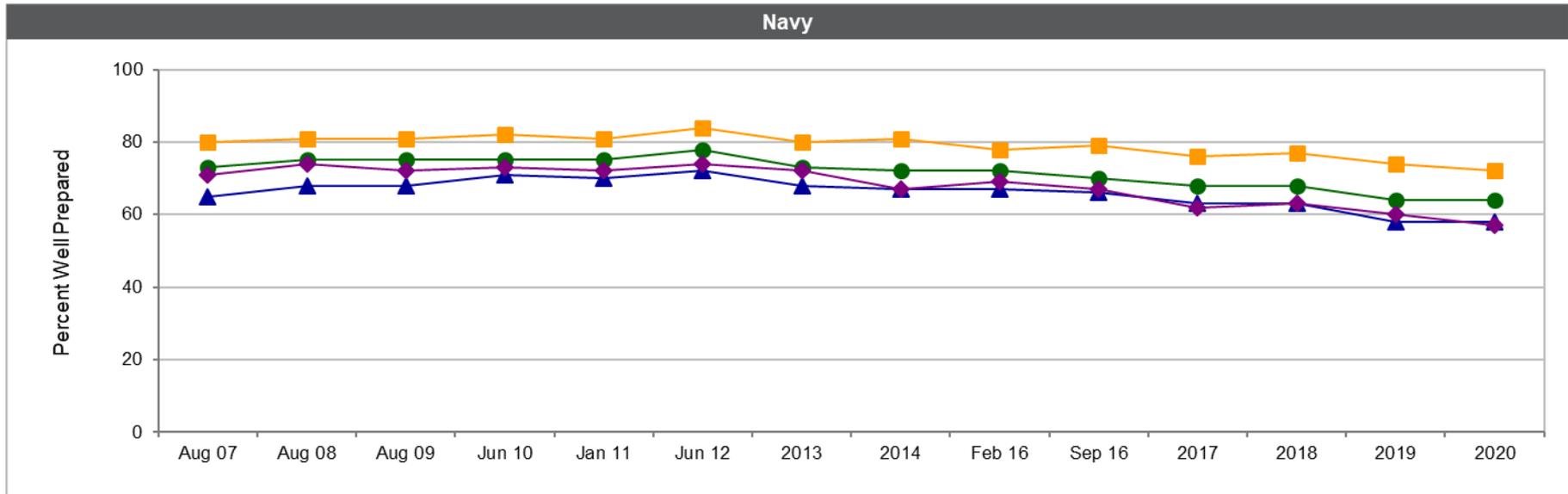


		Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■	How well prepared are YOU to perform your wartime job?	80	81	81	83	80	84	83	80	79	77	77	78	74	73
●	How well has your training prepared you to perform your wartime job?	65	68	68	69	68	72	69	70	68	67	66	67	64	61
▲	How well has your training prepared you to perform your wartime job in support of joint operations?	59	62	65	64	65	68	67	68	65	64	63	65	61	59
◆	How well prepared is YOUR UNIT to perform its wartime mission?	54	55	55	56	55	57	58	56	55	55	52	55	52	51

Trend: Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members

57%-72% of Navy members indicated they were *well prepared* to perform their wartime job or mission—similar to 2019

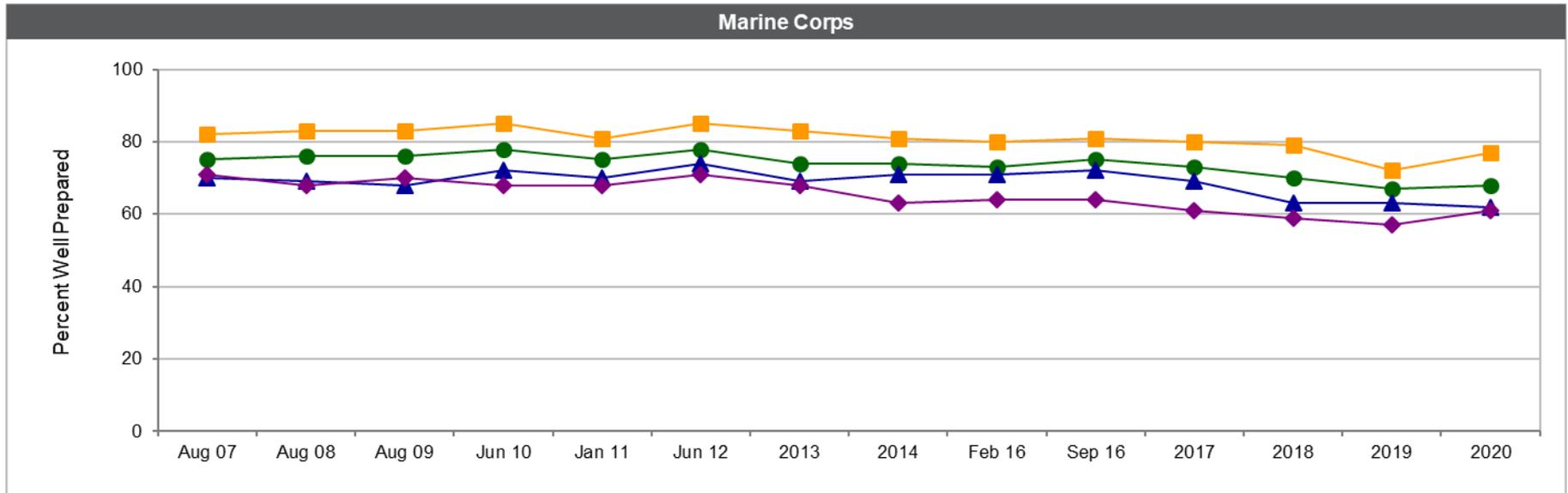


	Most recent HIGHER than	Most recent LOWER than	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■	How well prepared are YOU to perform your wartime job?	80	81	81	82	81	84	80	81	78	79	76	77	74	72	
●	How well has your training prepared you to perform your wartime job?	73	75	75	75	75	78	73	72	72	70	68	68	64	64	
▲	How well has your training prepared you to perform your wartime job in support of joint operations?	65	68	68	71	70	72	68	67	67	66	63	63	58	58	
◆	How well prepared is YOUR UNIT to perform its wartime mission?	71	74	72	73	72	74	72	67	69	67	62	63	60	57	

Trend: Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members

61%-77% of Marine Corps members indicated they were *well prepared* to perform their wartime job or mission—similar to 2019

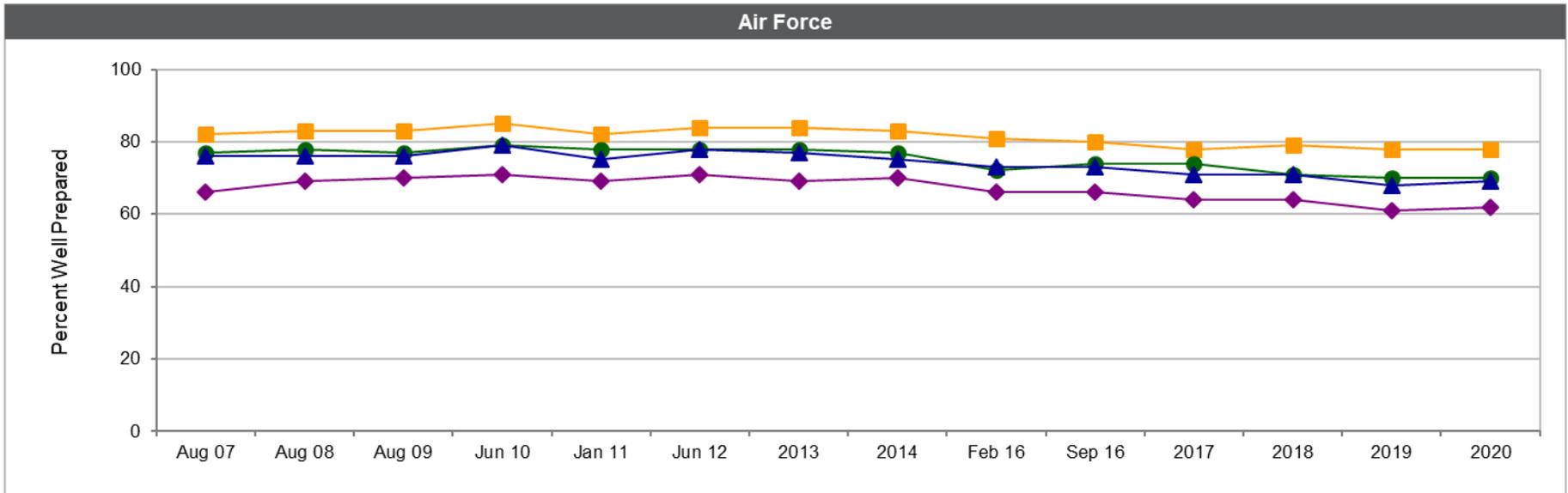


	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
How well prepared are YOU to perform your wartime job? (Most recent HIGHER than: purple square, Most recent LOWER than: yellow square)	82	83	83	85	81	85	83	81	80	81	80	79	72	77
How well has your training prepared you to perform your wartime job?	75	76	76	78	75	78	74	74	73	75	73	70	67	68
How well has your training prepared you to perform your wartime job in support of joint operations?	70	69	68	72	70	74	69	71	71	72	69	63	63	62
How well prepared is YOUR UNIT to perform its wartime mission?	71	68	70	68	68	71	68	63	64	64	61	59	57	61

Trend: Readiness To Perform Wartime Job or Mission

Percent of All Active Duty Members

62%-78% of Air Force members indicated they were *well prepared* to perform their wartime job or mission—similar to 2019



	Aug 07	Aug 08	Aug 09	Jun 10	Jan 11	Jun 12	2013	2014	Feb 16	Sep 16	2017	2018	2019	2020
■ How well prepared are YOU to perform your wartime job? ● How well prepared is YOUR UNIT to perform its wartime mission? ▲ How well has your training prepared you to perform your wartime job? ◆ How well has your training prepared you to perform your wartime job in support of joint operations?	82	83	83	85	82	84	84	83	81	80	78	79	78	78
	77	78	77	79	78	78	78	77	72	74	74	71	70	70
	76	76	76	79	75	78	77	75	73	73	71	71	68	69
	66	69	70	71	69	71	69	70	66	66	64	64	61	62