

DMDC

Information and Technology for Better Decision Making

March 2003 Status of Forces Survey of Active-Duty Members

Overview Briefing

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Under Secretary of Defense for Personnel and Readiness

December 2003



Briefing Overview

- ✓ **Introduction**
- **Recurring measures**
- **Stress and relationships**
- **Support programs/services**
- **Detailed tempo**
- **Military life**
- **Financial condition**
- **Housing issues**
- **Willingness to recommend**

Introduction

- Web-based, active-duty survey fielded March 10–April 21, 2003
- 35K Service members surveyed, weighted response rate of 35%
 - High quality data achieved (margins of error generally within +/-5 percentage points)
- Briefing includes the following:
 - Graphic displays of key results
 - Statistical tests based on reporting categories of Service members
 - To determine whether opinions universally held or influenced by reporting categories, e.g., Service, paygrade, gender
 - Tests compared each subgroup to its respective “all other” group
 - Summaries of key findings

Introduction

- Trend data compare March 2003 Status of Forces Survey of Active-Duty Members with
 - July 2002 Status of Forces Survey of Active-Duty Members
 - Web survey
 - 38K Service members surveyed, weighted response rate of 32%
 - 1999 Active Duty Survey
 - Paper-and-pencil survey
 - 66K Service and Coast Guard members surveyed, weighted response rate of 52%
 - Since SOFS excludes Coast Guard and Reservists on active duty, these members were excluded for comparability

Introduction

Reporting Categories

Service

- Army
- Navy
- Marine Corps
- Air Force

Paygrade

- E1-E4 • O1-O3
- E5-E9 • O4-O6

Location

- CONUS
- Overseas

Residence

- On-base
- Off-base

Ethnicity

- Non-Minority
- Minorities

Family status

- Single w/ kids
- Single w/o kids
- Married w/ kids
- Married w/o kids

Gender

- Male
- Female

Service by paygrade*

- | | |
|------------------------|-------------------------|
| • Army officer | • Army enlisted |
| • Navy officer | • Navy enlisted |
| • Marine Corps officer | • Marine Corps enlisted |
| • Air Force officer | • Air Force enlisted |

Gender by paygrade*

- Male enlisted
- Male officer
- Female enlisted
- Female officer

*Note: Service by Paygrade and Gender by Paygrade findings not mentioned in summaries if majority finding already mentioned

Introduction

Use of Red/Yellow/Green Indicators With SATISFACTION and AGREEMENT Findings

How satisfied are you with each of the following?

Green -- more satisfied

Yellow -- less satisfied

→

→ Very satisfied

→ Satisfied

→

Neither satisfied nor dissatisfied

→

→ Dissatisfied

→ Very dissatisfied

Red -- more dissatisfied

Indicate the extent to which you agree or disagree with the following statements.

Green -- more agree

Yellow -- less agree

→

→ Strongly agree

→ Agree

→

Neither agree nor disagree

→

→ Disagree

→ Strongly disagree

Red -- more disagree

Introduction

Reading Reporting Categories Slides

Key Reporting Categories

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Impact of time away on desire to stay	Increase	9	8	10	13	9	10	9	9	7	8	6	10	9	13	10	9
	Decrease	22	25	22	23	18	29	18	19	12	25	21	24	14	24	14	19	15

Margins of error within +/- 4%

Other Reporting Categories

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Impact of time away on desire to stay	Increase	9	9	10	10	9	8	11	12	12	8	7	10	8	9	8	9
	Decrease	22	22	22	23	22	22	23	23	26	18	25	23	17	24	13	22	22

Margins of error within +/- 4%

Positive response • Increased • Satisfied • Agree • Etc.	More Positive	More Negative	Negative response • Decreased • Dissatisfied • Disagree • Etc.
	Less Positive		

Briefing Overview

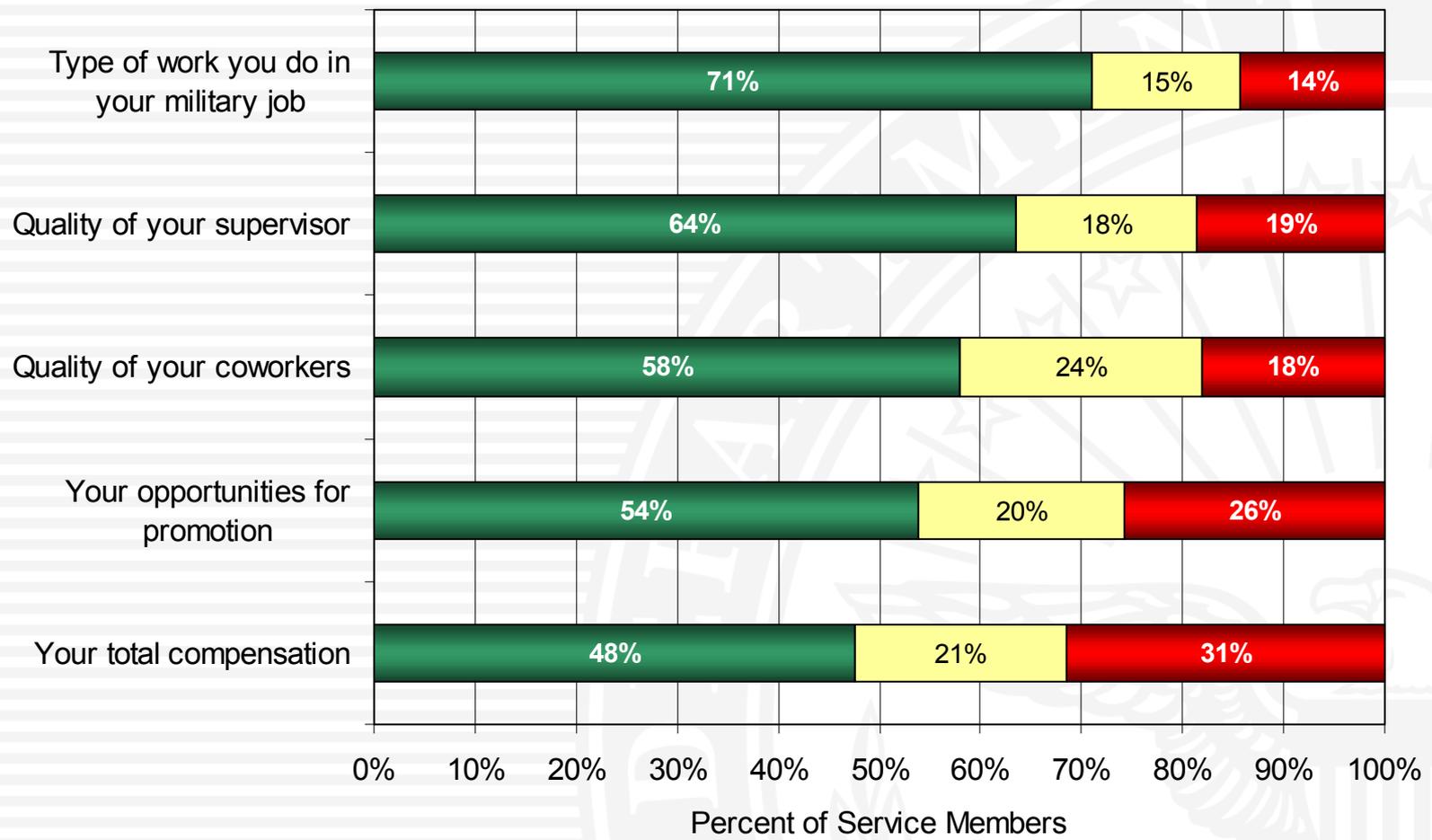
- Introduction
- ✓ Recurring measures
- Stress and relationships
- Support programs/services
- Detailed tempo
- Military life
- Financial condition
- Housing issues
- Willingness to recommend

Recurring Measures

- ✓ **Satisfaction**
- **Retention**
- **Personal and unit preparedness**
- **Tempo**
- **Personal and work stress**

Satisfaction

Aspects of Military Service



Margins of error within +/- 2%

■ Satisfied ■ Neither satisfied nor dissatisfied ■ Dissatisfied

Satisfaction

Key Reporting Categories

Percent of Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Type of work you do in your military job	SAT	71	69	74	70	71	62	76	76	86	67	80	73	83	69	80	69
	DIS	14	16	13	14	13	21	10	12	7	17	11	13	8	15	10	14	11
Quality of your supervisor	SAT	64	59	63	62	70	60	64	69	79	56	71	62	72	61	78	69	74
	DIS	19	23	18	18	14	22	17	14	9	25	15	19	12	19	10	14	11
Quality of your coworkers	SAT	58	53	59	58	64	52	57	73	85	49	72	56	77	55	83	59	83
	DIS	18	22	18	17	14	21	19	10	5	24	12	19	7	18	6	17	5
Your opportunities for promotion	SAT	54	54	47	52	62	45	56	75	64	50	74	43	70	50	74	61	66
	DIS	26	26	34	27	17	30	26	9	21	29	11	37	16	29	10	17	18
Your total compensation	SAT	48	43	50	41	54	40	45	73	76	38	69	47	72	38	71	49	75
	DIS	31	36	29	35	26	35	34	15	14	40	19	32	15	37	14	29	15

Margins of error within +/- 5%

Satisfaction

Other Reporting Categories

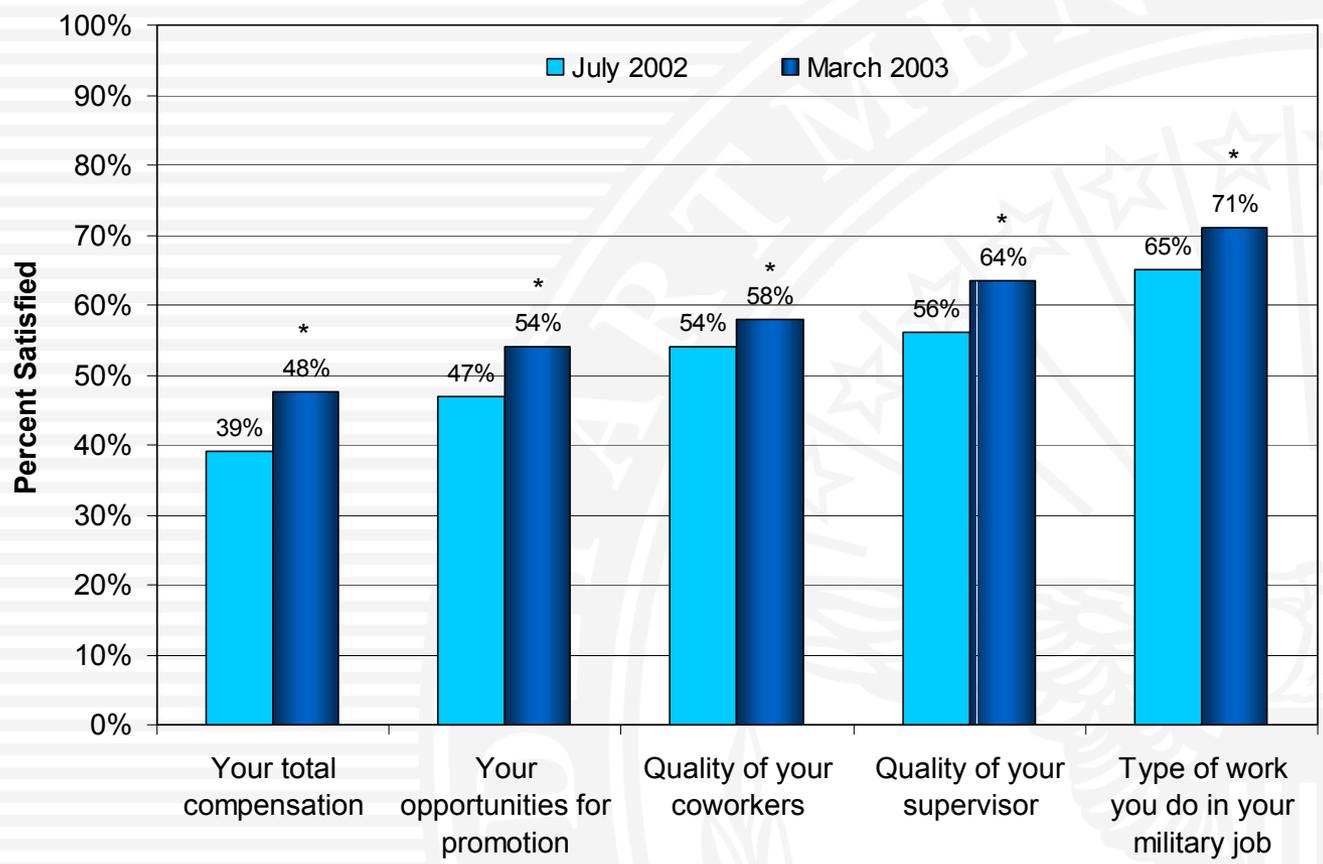
Percent of Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Type of work you do in your military job	SAT	71	71	69	68	73	72	69	73	66	75	69	70	81	64	73	72
	DIS	14	14	17	17	13	14	15	13	17	12	15	15	9	18	14	14	17
Quality of your supervisor	SAT	64	64	62	63	64	65	62	61	64	64	61	63	74	56	65	65	58
	DIS	19	18	19	19	18	18	19	22	18	18	20	19	11	25	19	18	24
Quality of your coworkers	SAT	58	59	54	54	61	59	56	56	54	61	58	55	78	48	73	59	52
	DIS	18	17	21	21	16	18	18	19	20	16	19	19	7	26	12	17	24
Your opportunities for promotion	SAT	54	53	57	52	55	56	50	51	51	56	56	51	71	48	69	54	51
	DIS	26	26	23	25	26	24	29	33	24	27	22	28	15	29	14	26	27
Your total compensation	SAT	48	47	49	43	51	50	44	46	45	48	51	42	71	48	77	47	53
	DIS	31	32	30	35	29	29	36	34	32	31	30	35	16	32	14	32	29

Margins of error within +/- 5%

Satisfaction

Aspects of Military Service July 2002-March 2003 Comparisons

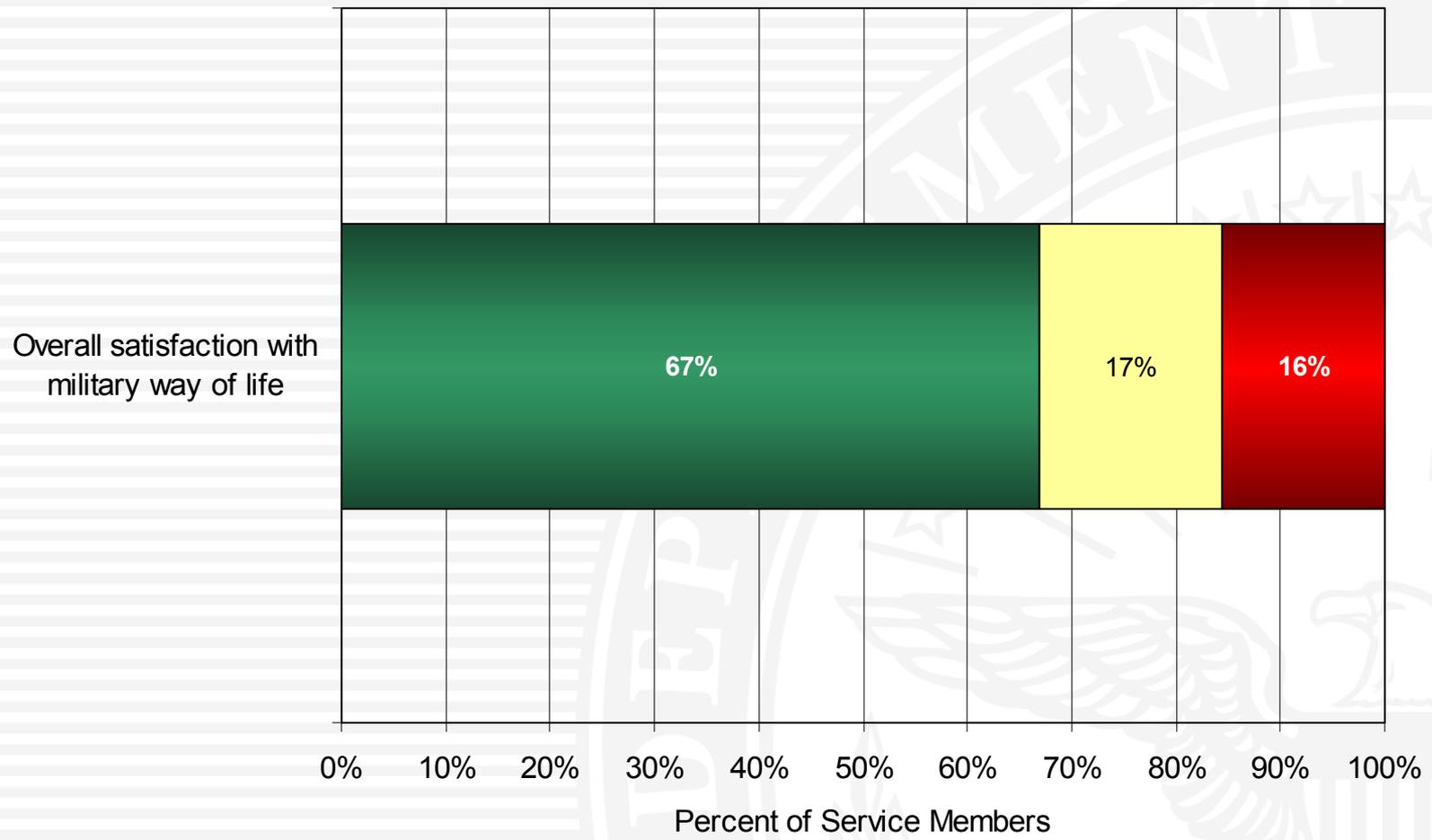


Margins of error within +/- 2%

* = Significant difference from 2002

Overall Satisfaction

Military Way of Life



Margins of error within +/- 2%

■ Satisfied ■ Neither satisfied nor dissatisfied ■ Dissatisfied

Overall Satisfaction

Reporting Categories

Percent of Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Overall satisfaction w/ military way of life	SAT	67	62	69	61	74	53	74	75	87	59	78	67	82	59	86
	DIS	16	20	15	19	10	24	10	11	6	22	11	16	7	20	6	10	9

Margins of error within +/- 4%

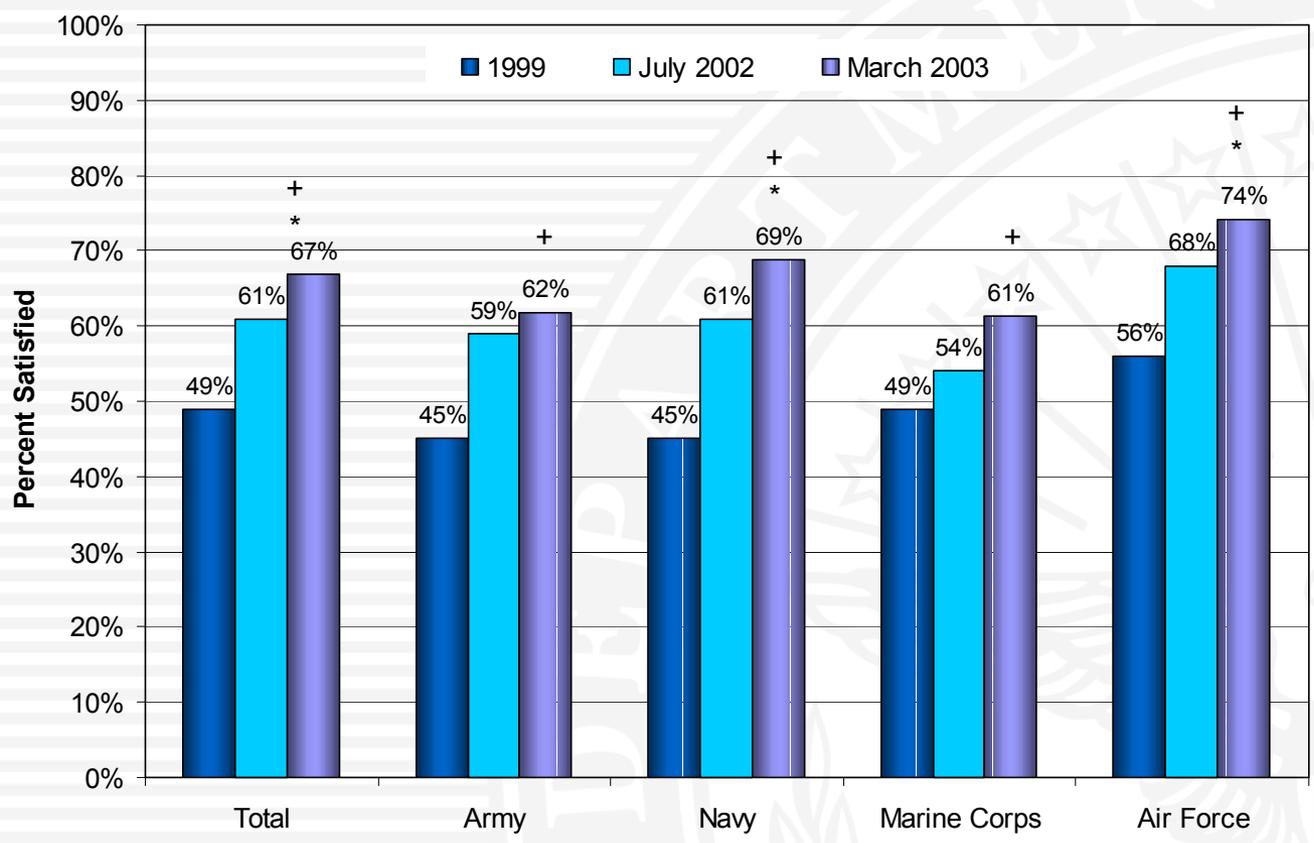
KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Overall satisfaction w/ military way of life	SAT	67	68	64	63	70	68	65	70	59	74	64	65	81	60	75
	DIS	16	15	18	18	14	16	16	15	20	11	18	17	9	19	12	15	17

Margins of error within +/- 4%

Overall Satisfaction

Military Way of Life

1999-March 2003 Comparisons by Service



ADS99 (Member)
Q51

SOFA0702
Q52

SOFA0303
Q3

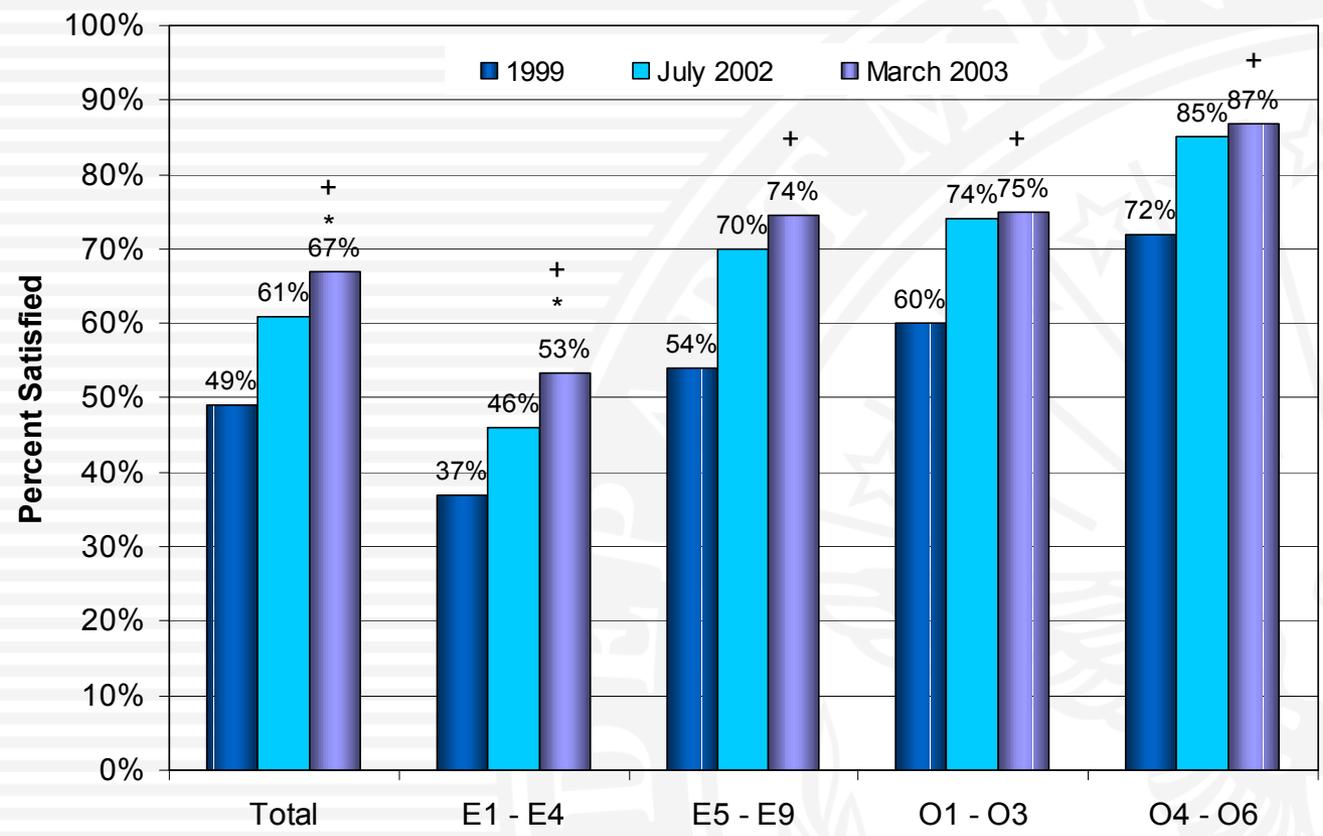
Margins of error within +/- 4%

+ = Significant difference from 1999
* = Significant difference from 2002

Overall Satisfaction

Military Way of Life

1999-March 2003 Comparisons by Paygrade



ADS99 (Member) Q51

SOFA0702 Q52

SOFA0303 Q3

Margins of error within +/- 3%

+ = Significant difference from 1999
 * = Significant difference from 2002

Satisfaction

Summary of Findings

March 2003 Findings

- Over half of members satisfied with 4 out of 5 aspects of military life; most satisfied with *type of work you do*, least satisfied with *compensation*
 - Army somewhat more dissatisfied than other Services on these indicators
 - Officers more satisfied on all 5 aspects
 - E1-E4s most dissatisfied with all 5 aspects
 - Enlisted females are more dissatisfied with *type of work you do*, *quality of your supervisor*, and *quality of your coworkers*
- 2 of 3 (67%) satisfied with overall military way of life
 - Led by Air Force, E5-E9s, commissioned officers, members living off base, married with children, and males

ADS99 (Member)
Q51

SOFA0702
Q51, Q52

SOFA0303
Q2, Q3

Satisfaction

Summary of Findings

July 2002 - March 2003 Trends (continued)

- Satisfaction up for all 5 aspects - *compensation* up 9%, *quality of supervisor* up 8%, and *opportunities for promotion* up 7%
- Overall satisfaction with military way of life up 6%
 - Led by E1-E4s (up 6%) and Navy (up 8%)

1999 - March 2003 Trends

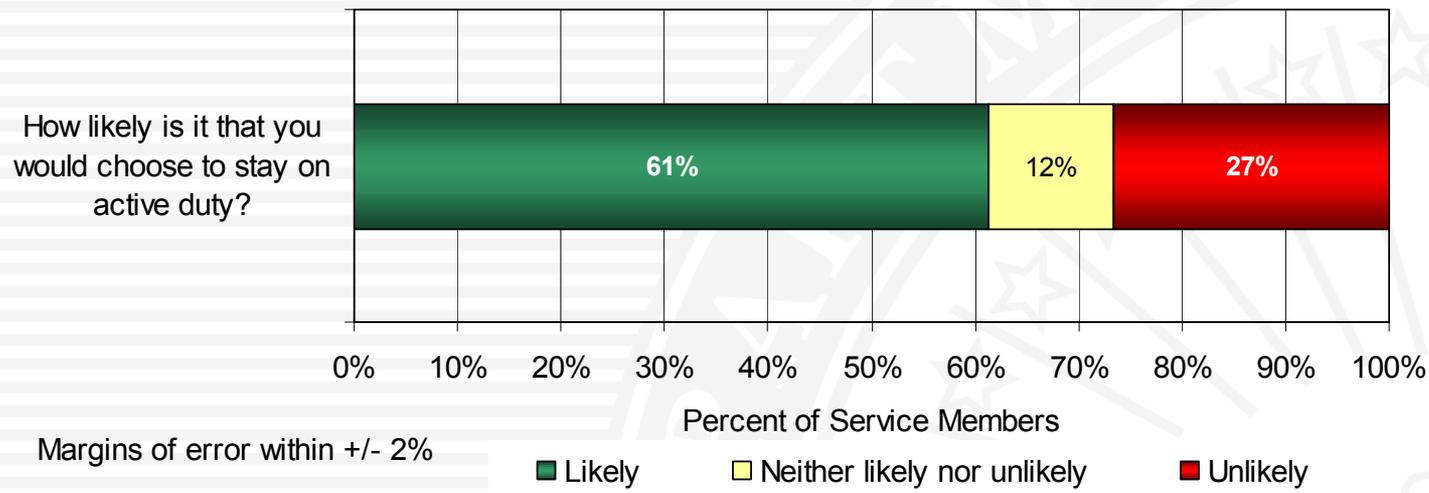
- Overall satisfaction with military way of life up 18-percentage points
 - Led by E5-E9 (up 20%) and Navy (up 24%)

Recurring Measures

- **Satisfaction**
- ✓ **Retention**
- **Personal and unit preparedness**
- **Tempo**
- **Personal and work stress**

Retention

Likelihood to Stay on Active Duty



Retention Reporting Categories

Percent of Service Members

KEY: More likely Less likely More unlikely		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Likelihood of staying on active duty	Likely	61	59	63	53	65	46	72	63	80	57	72	62	73	51	73	64
	Unlikely	27	29	26	35	21	39	18	23	13	30	19	27	18	38	16	22	19

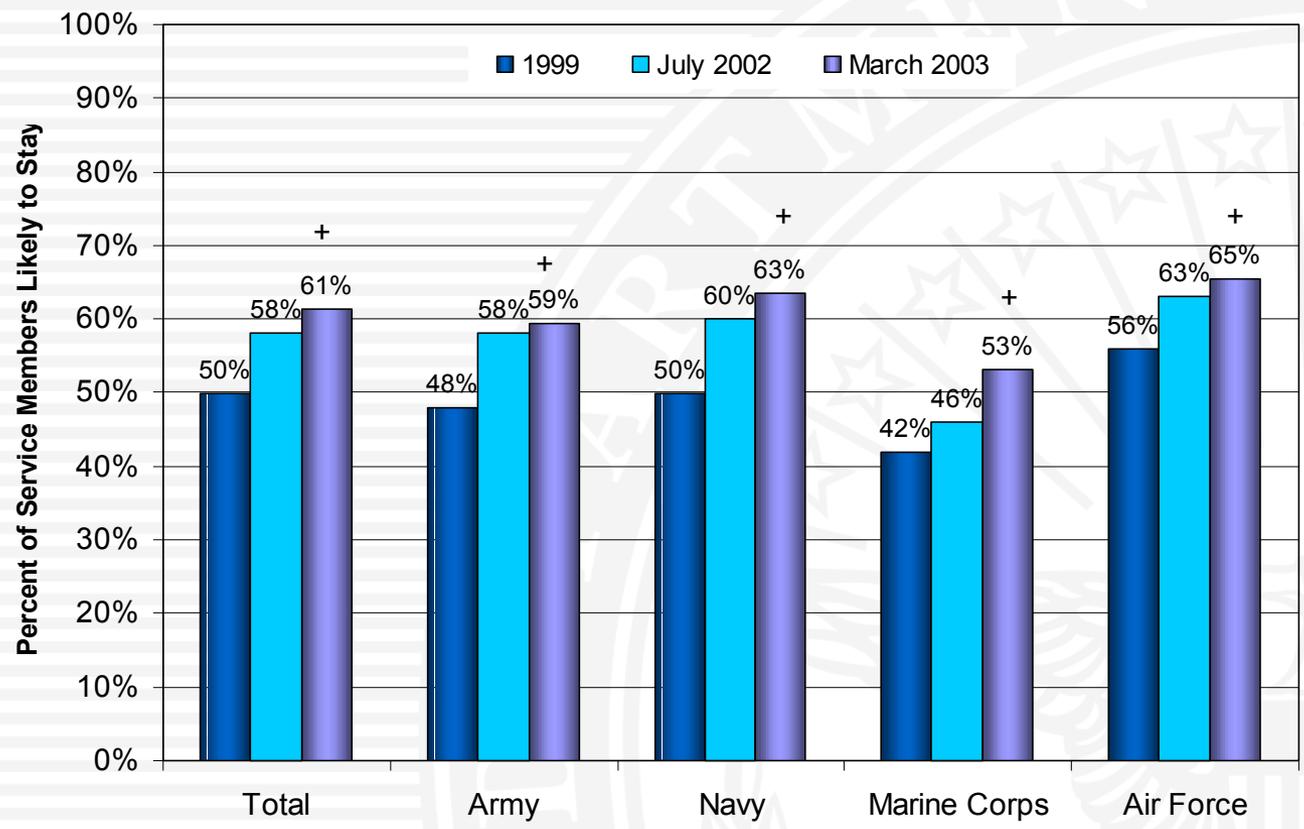
Margins of error within +/- 4%

KEY: More likely Less likely More unlikely		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Likelihood of staying on active duty	Likely	61	62	59	56	65	61	62	69	48	71	59	60	72	56	65	62
	Unlikely	27	26	28	31	23	28	25	21	36	19	29	27	18	32	23	26	31

Margins of error within +/- 4%

Retention

Likelihood to Stay on Active Duty 1999-March 2003 Comparisons by Service



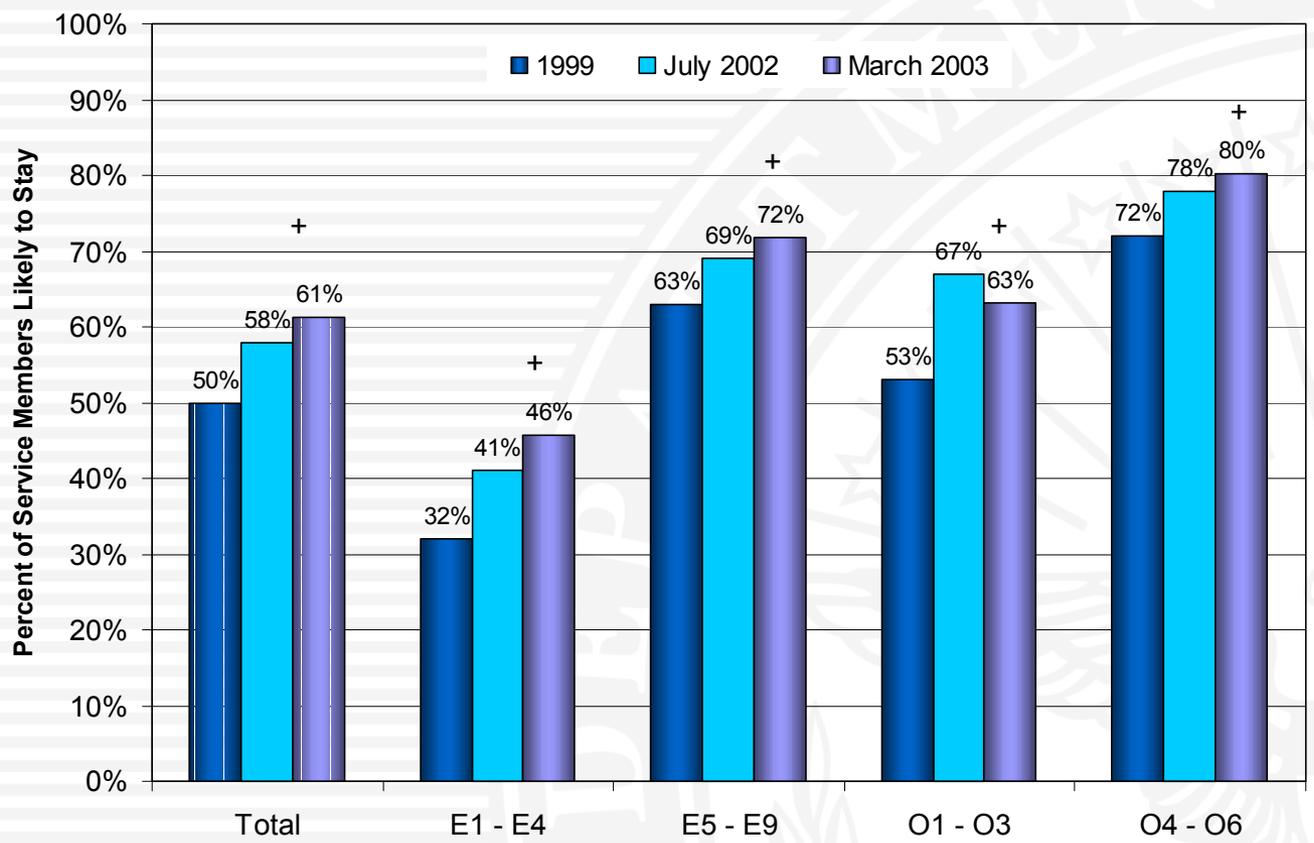
ADS99 (Member)
Q32
SOFA0702
Q22
SOFA
Q6

Margins of error within +/- 4%

+ = Significant difference from 1999

Retention

Likelihood to Stay on Active Duty 1999-March 2003 Comparisons by Paygrade



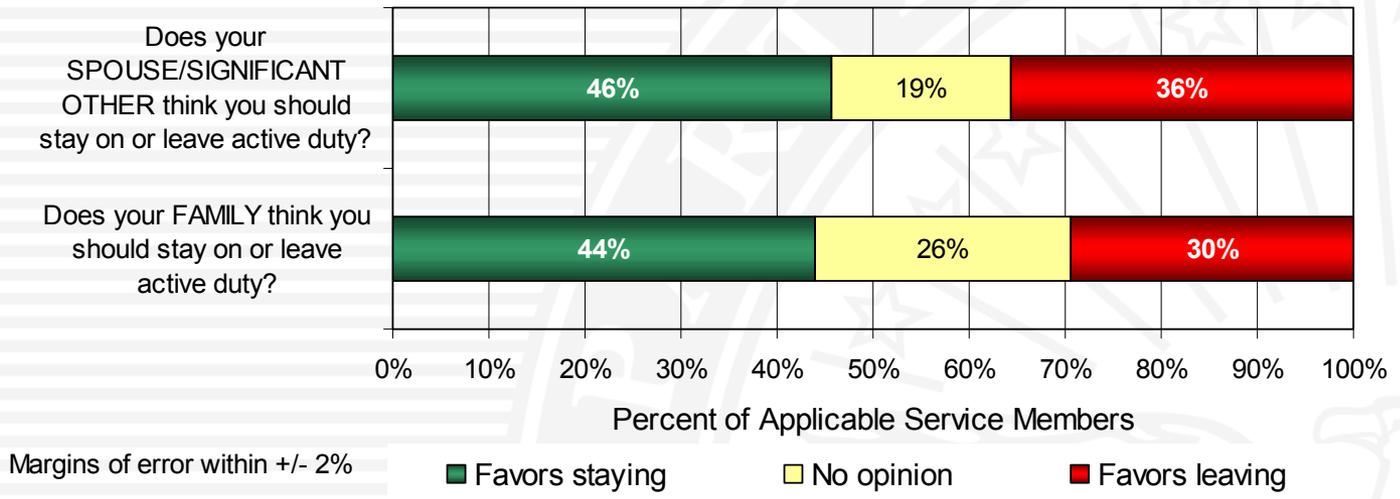
ADS99 (Member)
Q32
SOFA0702
Q22
SOFA
Q6

Margins of error within +/- 3%

+ = Significant difference from 1999

Retention

Support to Stay on Active Duty



Retention

Support to Stay on Active Duty

Percent of Applicable Service Members

KEY: More likely to favor staying Less likely to favor staying More likely to favor leaving		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Spouse or significant other	Stay	46	43	46	42	50	30	55	47	60	42	52	44	57	40	56	50	52
	Leave	36	39	34	39	31	46	29	37	29	40	34	35	31	40	28	31	33
Family	Stay	44	41	47	40	47	36	50	46	51	40	45	46	50	39	50	47	49
	Leave	30	34	26	31	26	33	27	28	25	35	31	27	23	32	22	26	26

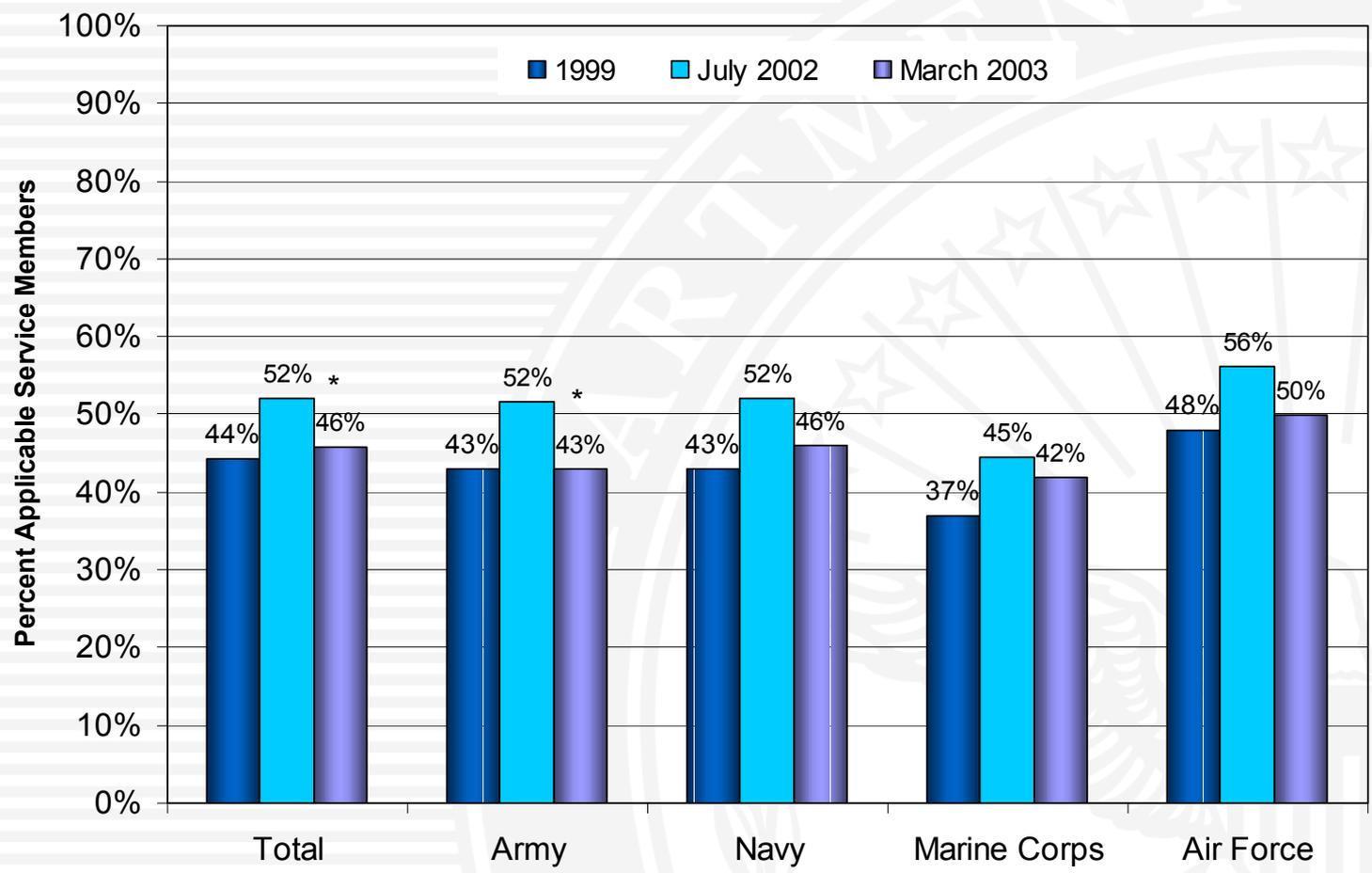
Margins of error within +/- 6%

KEY: More likely to favor staying Less likely to favor staying More likely to favor leaving		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Spouse or significant other	Stay	46	46	46	43	47	46	45	33	24	56	45	45	54	39	51	46	41
	Leave	36	36	36	38	34	37	34	37	47	30	38	36	32	39	35	35	38
Family	Stay	44	45	40	43	45	45	42	41	38	49	43	44	48	39	45	45	40
	Leave	30	29	30	30	29	28	32	33	32	28	28	29	26	38	32	28	37

Margins of error within +/- 6%

Retention

Spouse/Significant Other Support to Stay on Active Duty 1999-March 2003 Comparisons by Service



ADS99 (Member)
Q34

SOFA0207
Q26

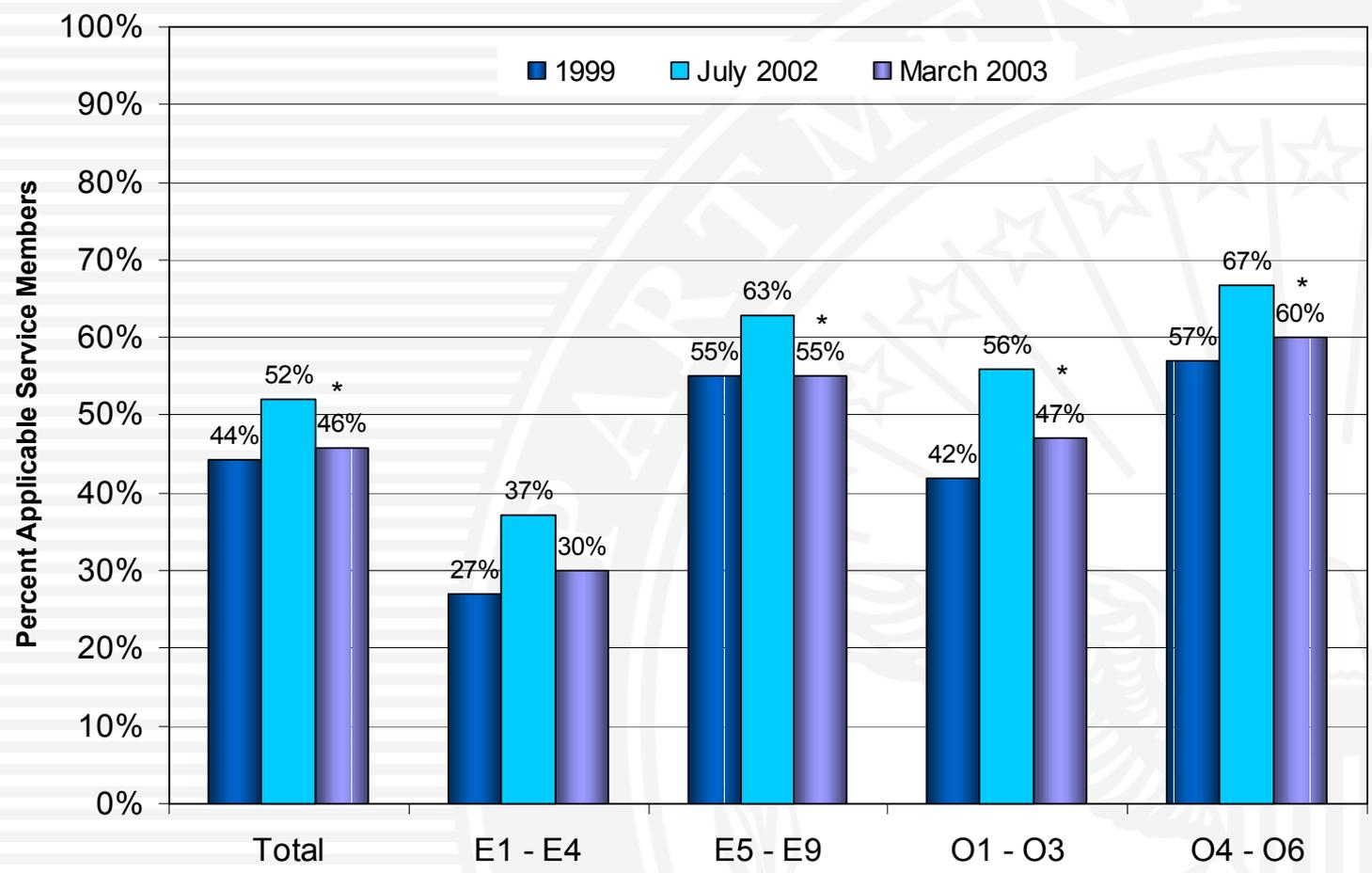
SOFA0303
Q36

Margins of error within +/- 2%

* = Significant difference from 2002

Retention

Spouse/Significant Other Support to Stay on Active Duty 1999-March 2003 Comparisons by Paygrade



ADS99 (Member)
Q34

SOFA0207
Q26

SOFA0303
Q36

Margins of error within +/- 2%

* = Significant difference from 2002

Retention

Summary of Findings

March 2003 Findings

- Majority likely to stay (61%)
 - Led by Air Force, E5-E9s, O4-O6s, all Services officers, members living off base, singles with children, married with children, and males
- About half of spouses/significant others (46%) support staying on active duty
 - Least support among Army, E1-E4s, and singles without children
- Less than half of families (44%) support staying on active duty
 - Least support among Army, E1-E4s, minorities, and females

ADS99 (Member)
Q32, Q34

SOFA0702
Q22, Q26

SOFA0303
Q6, Q36, Q37

Retention

Summary of Findings

July 2002–March 2003 Trends

- Retention intention remained unchanged
- Spouse/significant other support for staying on active duty declining (down 6%)
 - Largest decreases among spouses/significant others of Army members (9-percentage points) and O1-O3s (9-percentage points)

1999–March 2003 Trends

- Retention intention up 11%

ADS99 (Member)
Q32, Q34

SOFA0702
Q22, Q26

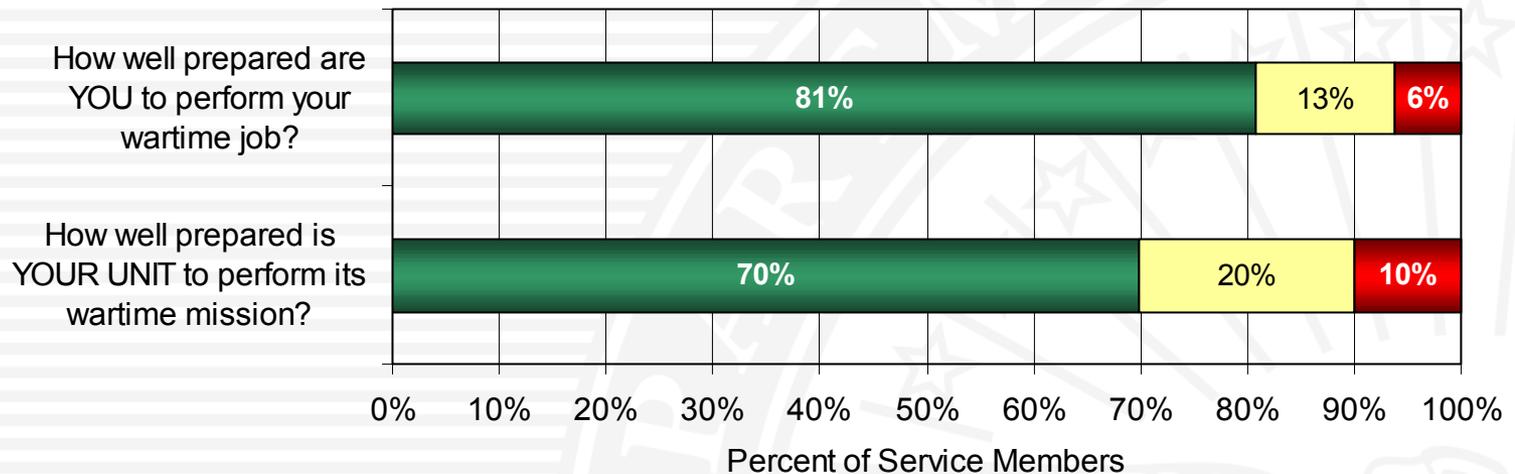
SOFA0303
Q6, Q36, Q37

Recurring Measures

- Satisfaction
- Retention
- ✓ Personal and unit preparedness
- Tempo
- Personal and work stress

Personal and Unit Preparedness

Preparedness to Perform Wartime Mission



Margins of error within +/- 2%

■ Well prepared ■ Neither well nor poorly prepared ■ Poorly prepared

Personal and Unit Preparedness

Preparedness to Perform Wartime Mission

Reporting Categories

Percent of Service Members

KEY: More well prepared Less well prepared More poorly prepared		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Individual preparedness	Well	81	78	84	82	81	72	88	76	87	77	84	84	84	81	85	82	76
	Poorly	6	9	5	6	5	10	3	7	3	9	5	5	4	6	4	4	7
Unit preparedness	Well	70	58	76	72	79	67	71	71	76	56	66	75	77	72	76	79	76
	Poorly	10	17	7	9	5	13	9	8	4	19	9	7	6	9	5	5	5

Margins of error within +/- 4%

KEY: More well prepared Less well prepared More poorly prepared		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Individual preparedness	Well	81	81	81	77	84	82	79	80	75	85	82	83	84	66	68	83	67
	Poorly	6	6	7	8	5	6	6	6	8	4	7	6	4	11	11	5	11
Unit preparedness	Well	70	70	67	67	72	70	70	69	69	71	70	70	74	65	67	71	66
	Poorly	10	9	13	13	8	10	9	10	11	9	12	10	6	12	9	10	11

Margins of error within +/- 4%

Personal and Unit Preparedness

Summary of Findings

March 2003 Findings

- A majority reported they (81%) and their unit (70%) well-prepared for wartime job
 - Reporting lower personal preparedness – Army, E1-E4s, members living on base, singles without children, and females
 - Reporting lower unit preparedness – Army, E1-E4s, members living on base, and members living overseas

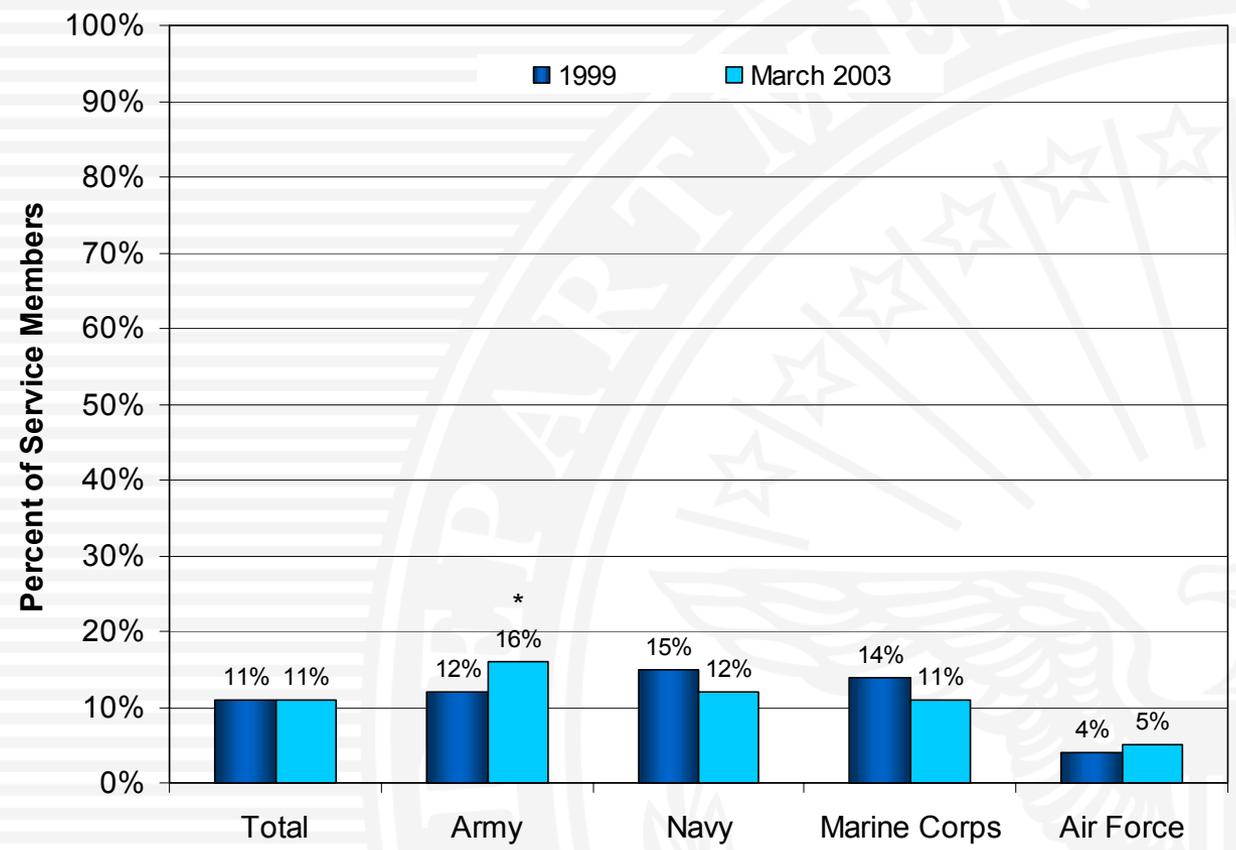
Recurring Measures

- **Satisfaction**
- **Retention**
- **Personal and unit preparedness**
- ✓ **Tempo**
- **Personal and work stress**

Tempo

Currently Deployed for at Least 30 Consecutive Days

1999-March 2003 Comparisons by Service



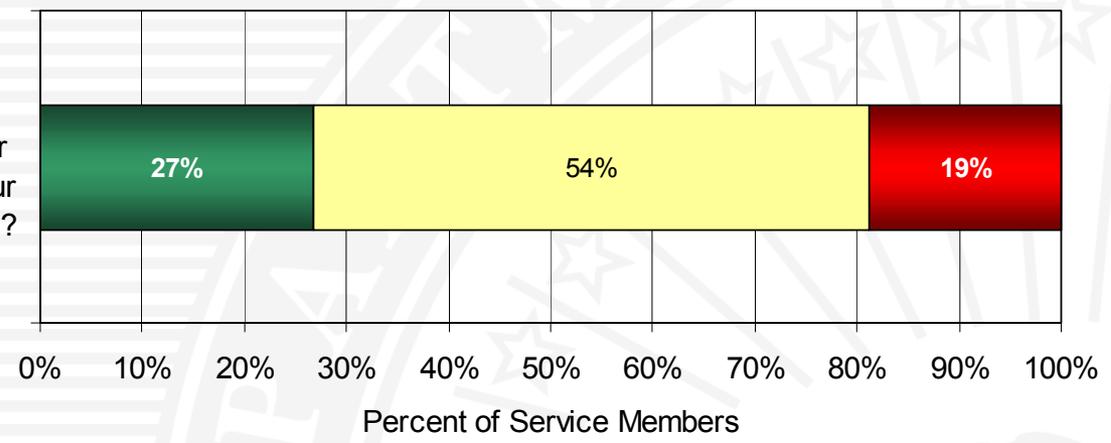
Margins of error within +/- 3%

* = Significant difference from 2002

Tempo

Time Away Versus Expectations

In the past 12 months, have you spent more or less time away from your PDS than you expected?



Margins of error within +/- 2%

■ Less than expected ■ About expected ■ More than expected

Tempo

Time Away Versus Expectations

Reporting Categories

Percent of Service Members

KEY: Higher response of "less than expected" Lower response of "less than expected" Higher response of "more than expected"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Time away from duty station expectations	Less	27	25	21	35	31	31	24	22	27	26	22	21	22	35	29	32
	More	19	19	22	16	17	19	19	20	18	18	23	23	17	17	15	16	19

Margins of error within +/- 4%

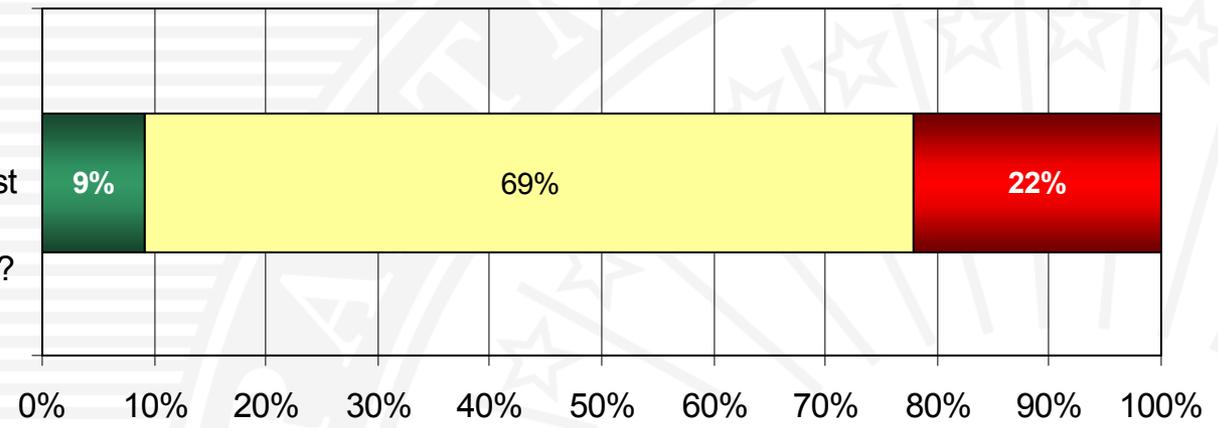
KEY: Higher response of "expected" Lower response of "expected" Higher response of "more than expected"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Time away from duty station expectations	Less	27	27	26	30	25	27	27	28	30	25	25	27	23	29	27	26
	More	19	18	22	18	20	18	21	19	17	20	19	20	21	12	15	20	12

Margins of error within +/- 4%

Tempo

Impact of Time Away

What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?



Margins of error within +/- 2%

Percent of Service Members

■ Increased desire to stay ■ Neither increased nor decreased desire ■ Decreased desire to stay

Tempo

Impact of Time Away Reporting Categories

Percent of Service Members

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
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	Decrease	22	25	22	23	18	29	18	19	12	25	21	24	14	24	14	19	15

Margins of error within +/- 4%

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
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	Decrease	22	22	22	23	22	22	23	23	26	18	25	23	17	24	13	22	22

Margins of error within +/- 4%

Tempo

Tempo & Career Intentions

Percent of Service Members

In the past 12 months, have you spent more or less time away from your PDS than you expected when you first entered the military?

What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?

	Less time than expected	About the time expected	More time than expected
Decreased desire to stay	21%	14%	47%
Neither increased nor decreased desire to stay	68%	78%	43%
Increased desire to stay	11%	8%	10%
Total	100%	100%	100%

Margins of error within +/-4%

Tempo

Summary of Findings

March 2003 Findings

- Almost 1 in 5 (19%) reported spending more time away than expected
 - Led by Navy, Army officers, members living overseas, minorities, and males
- Over 1 in 5 (22%) reported that time away (or lack thereof) decreased desire to stay
 - Led by Army, E1-E4s, singles without children, and male enlisted
- About half of those with more time away than expected (47%) reported a decreased desire to stay

1999 – March 2003 Trends

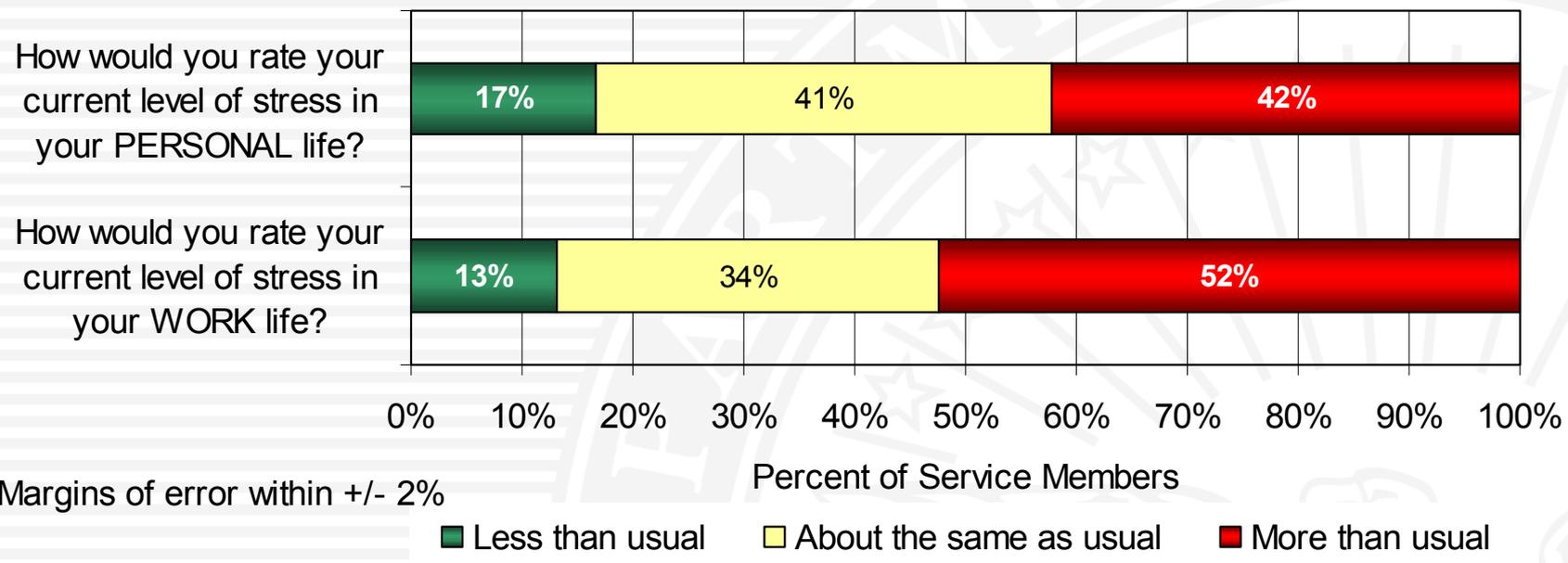
- Percent currently deployed for at least 30 days remained unchanged (11%)

Recurring Measures

- **Satisfaction**
- **Retention**
- **Personal and unit preparedness**
- **Tempo**
- ✓ **Personal and work stress**

Personal and Work Stress

Current Level of Stress



Personal and Work Stress

Current Level of Stress

Reporting Categories

Percent of Service Members

KEY: Higher response of "less than usual" Lower 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	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Stress in personal life	Less	17	17	18	16	15	17	17	15	11	18	13	18	16	16	13	17	11
	More	42	46	40	44	39	46	40	38	42	47	42	41	37	45	37	38	41
Stress in work life	Less	13	13	16	12	11	13	13	12	13	13	13	16	15	11	16	12	10
	More	52	55	50	50	53	54	51	50	53	56	52	50	49	51	41	53	54

Margins of error within +/- 5%

KEY: Higher response of "less than usual" Lower response of "less than usual" Higher response of "more than usual"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Stress in personal life	Less	17	16	19	18	16	14	20	18	19	15	16	17	13	17	14	17	17
	More	42	42	41	42	42	44	40	44	39	44	44	42	39	47	45	41	47
Stress in work life	Less	13	13	13	13	13	12	15	14	13	13	12	13	13	13	13	13	13
	More	52	52	52	53	52	55	48	54	53	51	53	52	51	55	53	52	55

Margins of error within +/- 5%

Personal and Work Stress

Summary of Findings

March 2003 Findings

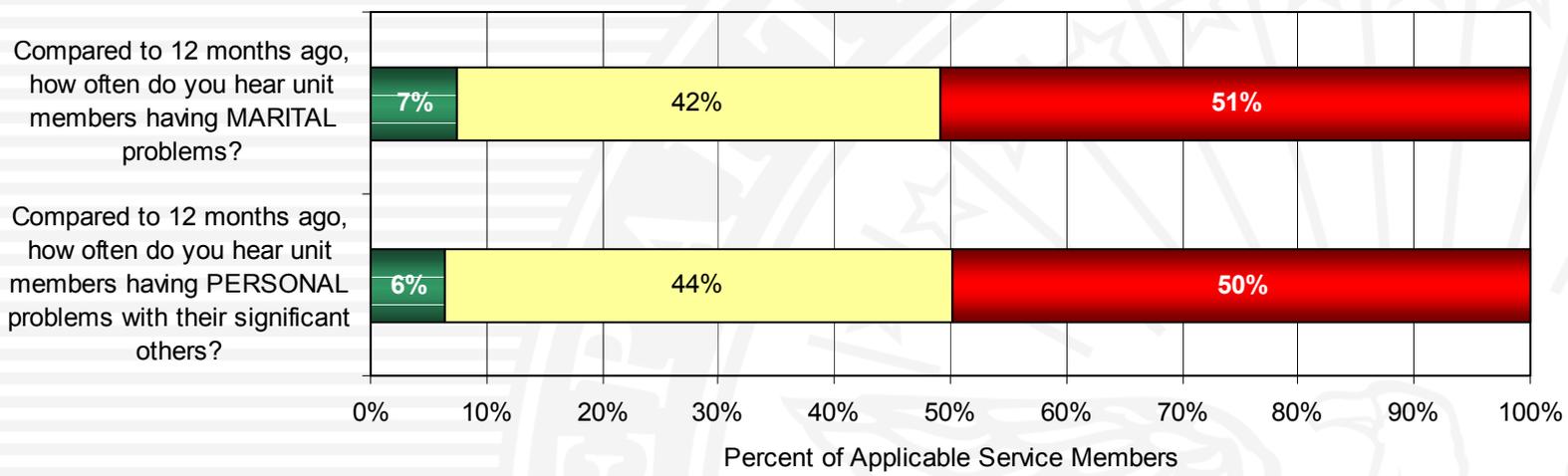
- Almost half of members indicated more stress than usual in both their personal life (42%) and work life (52%)
 - Reporting more personal stress – Army, E1-E4s, and females
 - Reporting more work life stress – Army and non-minorities

Briefing Overview

- Introduction
- Recurring measures
- ✓ Stress and relationships
- Support programs/services
- Detailed tempo
- Military life
- Financial condition
- Housing issues
- Willingness to recommend

Stress and Relationships

Unit Members' Personal/Marital Problems Compared to 12 Months Ago?



Margins of error within +/- 2%

■ Less often ■ About the same ■ More often

Stress and Relationships

Unit Members' Personal/Marital Problems Reporting Categories

Percent of Applicable Service Members

KEY: Higher response of "less often" Lower response of "less often" Higher response of "more often"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Unit members had marital problems	Less	7	8	8	8	6	8	7	7	7	8	7	8	9	8	8
	More	51	56	49	48	48	56	51	39	31	58	42	52	28	50	31	51	39
Unit members had personal problems	Less	6	7	6	6	6	7	7	6	6	7	6	6	8	6	7	6	5
	More	50	55	47	47	48	55	50	38	31	57	41	50	29	49	29	50	37

Margins of error within +/- 5%

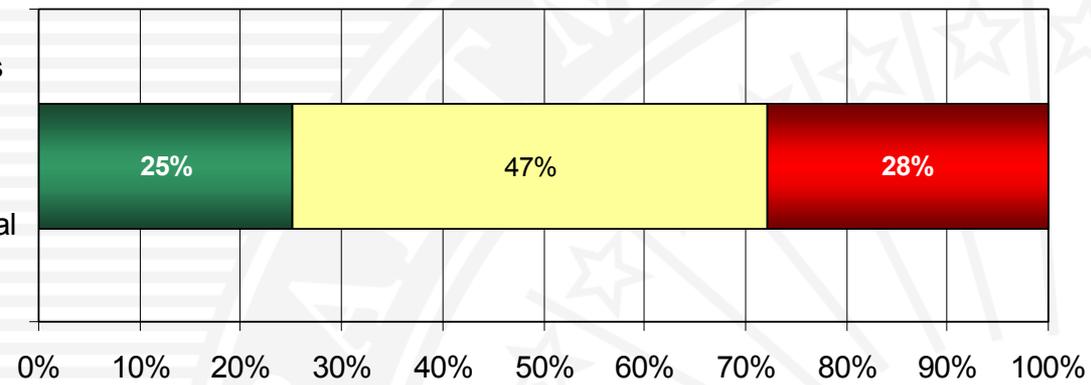
KEY: Higher response of "less often" Lower response of "less often" Higher response of "more often"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Unit members had marital problems	Less	7	7	8	9	6	5	10	6	8	7	7	7	7	8	6
	More	51	50	54	52	50	48	55	59	52	49	53	53	36	60	40	50	56
Unit members had personal problems	Less	6	6	7	7	6	5	9	6	6	7	6	7	7	6	5	7	6
	More	50	49	54	52	48	47	54	57	50	48	52	51	35	60	40	49	57

Margins of error within +/- 5%

Stress and Relationships

Problems in Personal Relationships

Compared to 12 months ago, how often do you and your spouse or significant other have problems in your personal relationship?



Margins of error within +/- 2%

■ Less often ■ About the same ■ More often

Stress and Relationships

Problems in Personal Relationships

Reporting Categories

Percent of Applicable Service Members

KEY: Higher response of "less often" Lower response of "less often" Higher response of "more often"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Less	25	25	25	28	25	24	27	23	19	25	21	26	23	29	19	26	20
	More	28	30	26	32	25	38	25	22	18	32	23	28	16	34	19	26	20

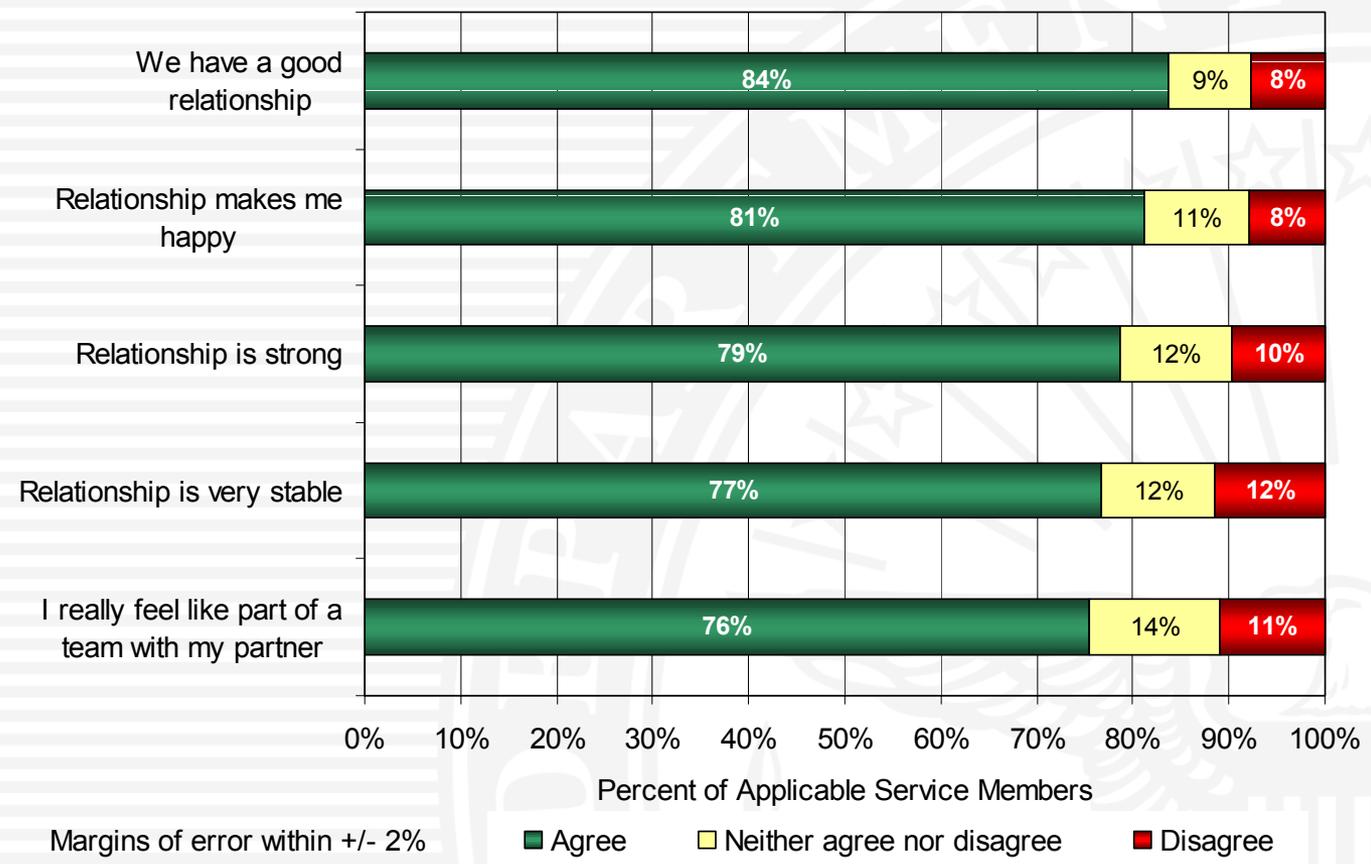
Margins of error within +/- 5%

KEY: Higher response of "less often" Lower response of "less often" Higher response of "more often"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Less	25	25	25	25	25	21	31	32	19	26	26	26	21	26	23	25	26
	More	28	27	29	32	25	27	28	33	42	25	24	29	19	34	25	27	32

Margins of error within +/- 5%

Stress and Relationships

Relationship With Spouse or Significant Other



Stress and Relationships

Relationship With Spouse or Significant Other Key Reporting Categories

Percent of Applicable Service Members

KEY: More likely to agree Less likely to agree More likely to disagree		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
We have a good relationship	Agree	84	82	85	84	85	82	83	91	89	81	88	84	91	83	89	83	92
	Disagree	8	10	6	7	7	9	8	4	6	10	6	7	4	7	5	8	4
Relationship makes me happy	Agree	81	80	81	82	83	81	79	89	87	78	87	80	88	81	87	81	90
	Disagree	8	9	7	7	8	8	9	4	6	10	7	7	5	7	6	9	4
Relationship is strong	Agree	79	77	79	78	81	76	78	87	86	75	84	78	87	77	84	79	88
	Disagree	10	11	8	9	9	11	10	6	7	12	8	9	6	10	7	10	5
Relationship is very stable	Agree	77	76	77	75	78	72	77	85	86	74	83	76	86	74	83	76	86
	Disagree	12	13	10	11	11	14	11	8	8	14	9	10	7	11	7	13	7
I really feel like part of a team with my partner	Agree	76	75	76	74	77	73	74	84	83	73	82	75	84	73	80	75	85
	Disagree	11	12	10	10	11	12	12	6	8	13	9	10	6	10	9	12	5

Margins of error within +/- 6%

Stress and Relationships

Relationship With Spouse or Significant Other Other Reporting Categories

Percent of Applicable Service Members

KEY: More likely to agree Less likely to agree More likely to disagree		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		We have a good relationship	Agree	84	84	84	83	84	86	80	78	80	84	87	83	90	78	89
	Disagree	8	8	9	8	7	7	9	12	8	8	8	8	5	12	5	7	11
Relationship makes me happy	Agree	81	81	81	81	82	84	78	75	81	81	84	80	88	76	88	82	78
	Disagree	8	8	9	9	7	7	10	9	7	8	8	8	5	12	5	7	11
Relationship is strong	Agree	79	79	77	77	80	82	74	69	72	81	84	78	86	74	84	79	75
	Disagree	10	9	11	10	9	8	12	12	10	9	10	10	6	15	7	9	14
Relationship is very stable	Agree	77	77	76	75	78	79	72	67	66	80	83	76	85	71	84	77	73
	Disagree	12	11	13	12	11	11	13	16	14	10	10	11	8	19	8	11	17
I really feel like part of a team with my partner	Agree	76	76	75	74	77	78	71	66	69	78	80	74	84	71	81	76	73
	Disagree	11	11	12	12	11	10	13	14	10	11	10	11	7	16	8	10	15

Margins of error within +/- 6%

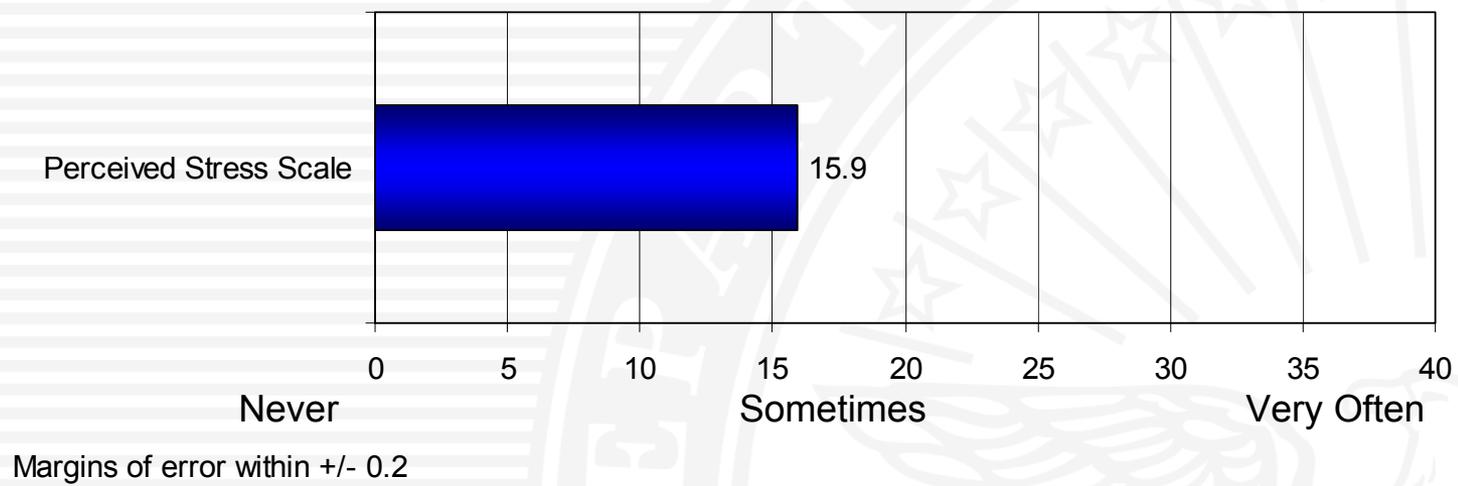
Stress and Relationships

Items in the Perceived Stress Scale

- In the past month, how often have you...
 - A. Been upset because of something that happened unexpectedly?
 - B. Felt that you were unable to control the important things in your life?
 - C. Felt nervous and stressed?
 - D. Felt confident about your ability to handle your personal problems?
 - E. Felt that things were going your way?
 - F. Felt that you could not cope with all the things you had to do?
 - G. Been able to control irritations in your life?
 - H. Felt that you were on top of things?
 - I. Been angered because of things that were outside your control?
 - J. Felt difficulties were piling up so high that you could not overcome them?
- Scale ranges from 0 to 40
 - Each item scored 0 to 4
 - Higher scores indicate higher level of stress
 - Items D, E, G, and H are reversed scored

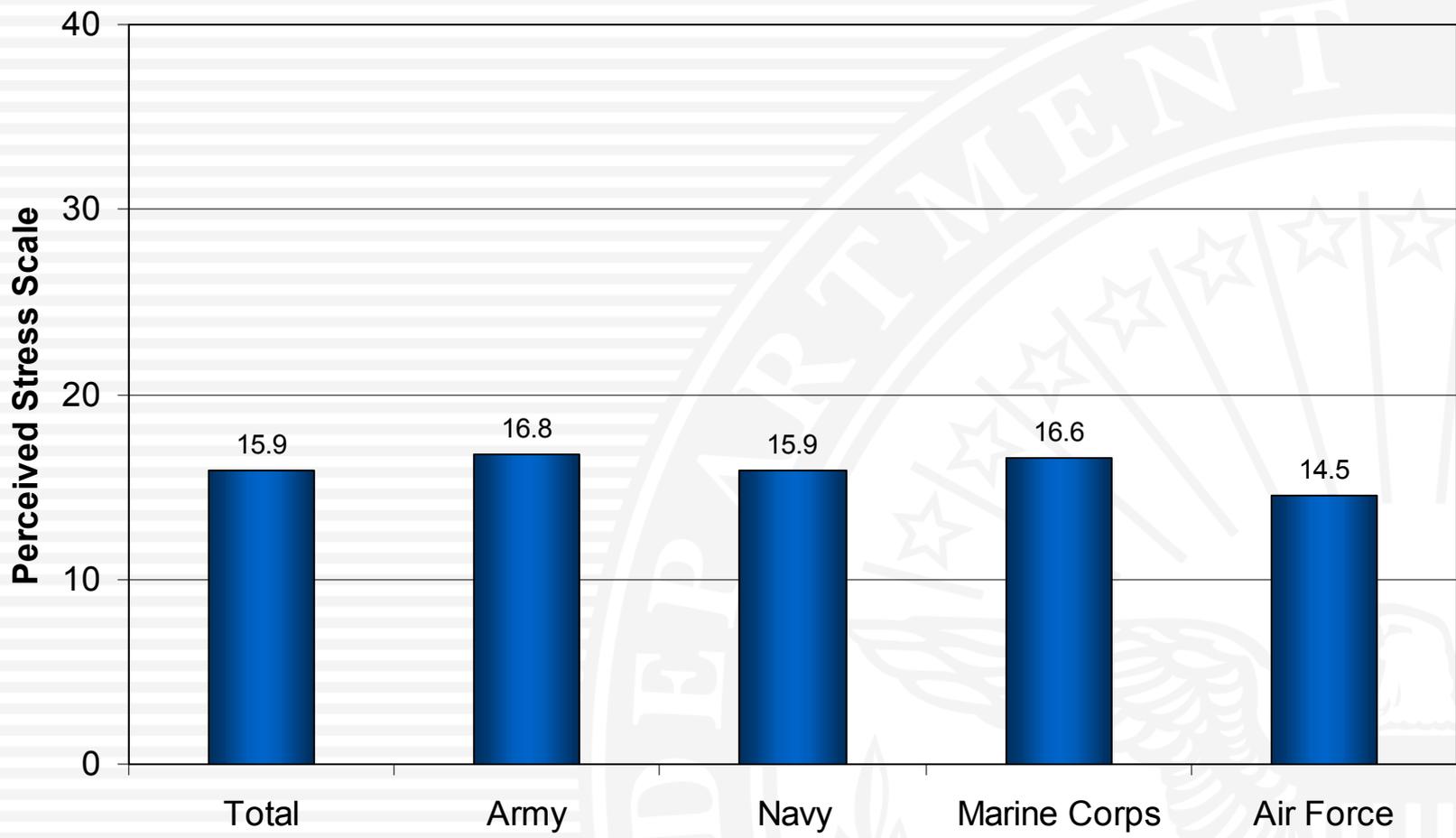
Stress and Relationships

Perceived Stress Scale



Stress and Relationships

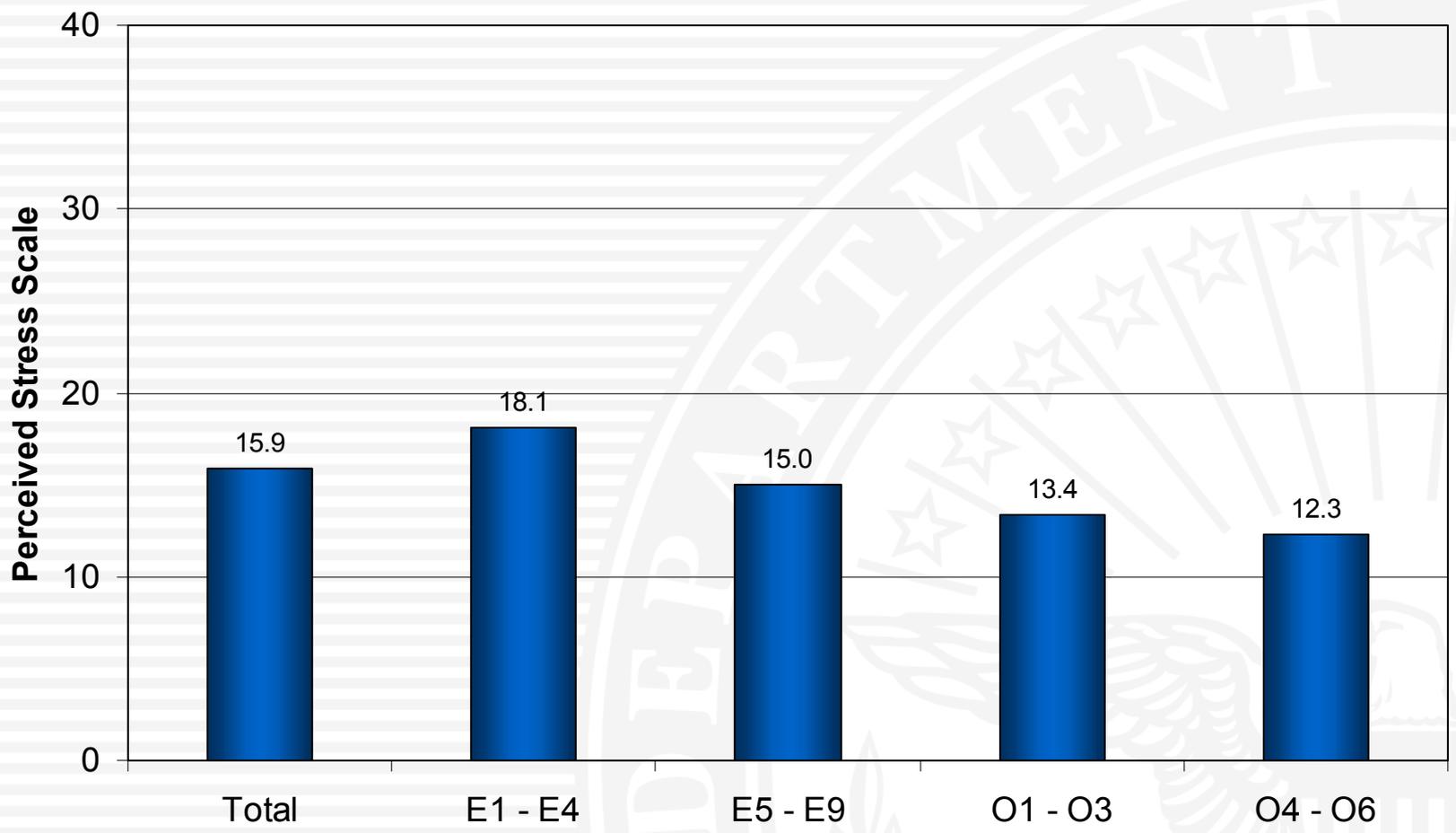
Perceived Stress Scale by Service



Margins of error within +/- 0.5

Stress and Relationships

Perceived Stress Scale by Paygrade



Margins of error within +/- 0.4

Stress and Relationships

Perceived Stress Scale

Reporting Categories

Percent of Service Members

KEY: Less stress More stress	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Perceived stress scale	15.9	16.8	15.9	16.7	14.5	18.1	15.1	13.4	12.3	17.5	13.4	16.5	12.5	17.2	12.1	14.9

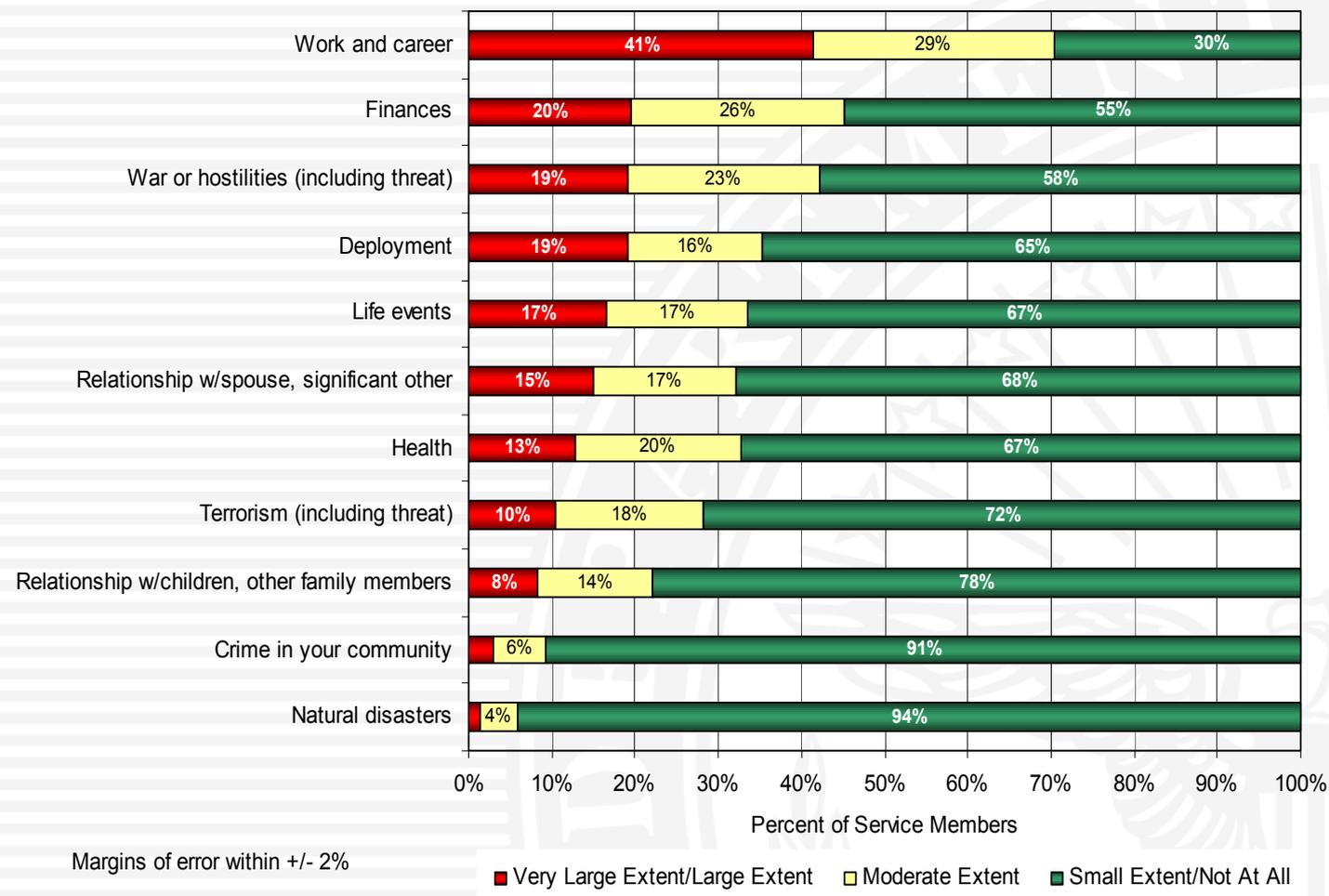
Margins of error within +/- 0.6

KEY: Less stress More stress	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Perceived stress scale	15.9	15.8	16.4	16.7	15.3	15.7	16.3	16.2	17.0	15.2	15.8	16.3	12.7	18.0	14.3	15.7

Margins of error within +/- 0.6

Stress and Relationships

Extent of Stressors



Stress and Relationships

Extent of Stressors

Key Reporting Categories

Percent of Service Members

	KEY: More unlikely to create stress Less unlikely to create stress More likely to create stress	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Work and career	No	30	28	30	31	31	28	32	27	33	28	29	29	31	30	35	32	29
	Yes	41	45	41	42	37	45	39	42	39	45	42	41	38	43	35	36	42
Finances	No	55	52	55	48	61	45	58	68	73	48	71	53	70	46	70	59	69
	Yes	20	21	20	23	15	26	17	10	8	24	9	22	9	24	9	17	9
War or hostilities (including threat)	No	58	51	60	63	62	55	59	62	62	50	58	59	66	62	68	62	62
	Yes	19	24	18	17	15	22	18	16	14	25	19	19	11	18	14	16	15
Deployment	No	65	58	65	71	70	63	66	63	74	58	59	64	70	71	73	70	72
	Yes	19	24	20	13	15	20	19	20	11	24	22	21	14	14	11	15	14
Life events	No	67	65	66	66	70	62	69	68	74	64	71	65	71	65	73	69	71
	Yes	17	17	16	18	16	19	16	15	11	18	14	16	14	19	13	17	12
Relationship w/spouse, significant other	No	68	66	67	69	71	64	69	71	77	65	72	66	74	69	74	70	74
	Yes	15	16	14	16	13	19	13	11	9	17	12	15	10	16	10	14	9
Health	No	67	65	67	65	71	66	66	77	72	64	74	66	71	64	78	70	76
	Yes	13	13	13	13	11	14	13	8	10	14	9	14	9	14	7	12	9
Terrorism (including threat)	No	72	71	69	72	76	70	71	81	75	69	77	68	75	71	81	75	79
	Yes	10	11	11	12	8	13	10	5	7	12	7	12	6	13	5	8	6
Relationship w/children, other family members	No	78	75	77	80	82	77	78	85	79	74	81	76	82	80	83	81	84
	Yes	8	10	9	8	6	9	9	5	5	11	6	10	6	8	4	6	4
Crime in your community	No	91	91	89	90	92	90	90	95	93	90	93	89	94	90	95	91	95
	Yes	3	2	4	3	3	4	3	1	2	2	2	4	2	4	1	3	1
Natural disasters	No	94	95	93	94	95	93	95	96	95	94	97	92	95	94	98	95	95
	Yes	1	1	2	1	1	2	1	1	1	1	0	2	1	2	0	1	1

Margins of error within +/- 5%

Stress and Relationships

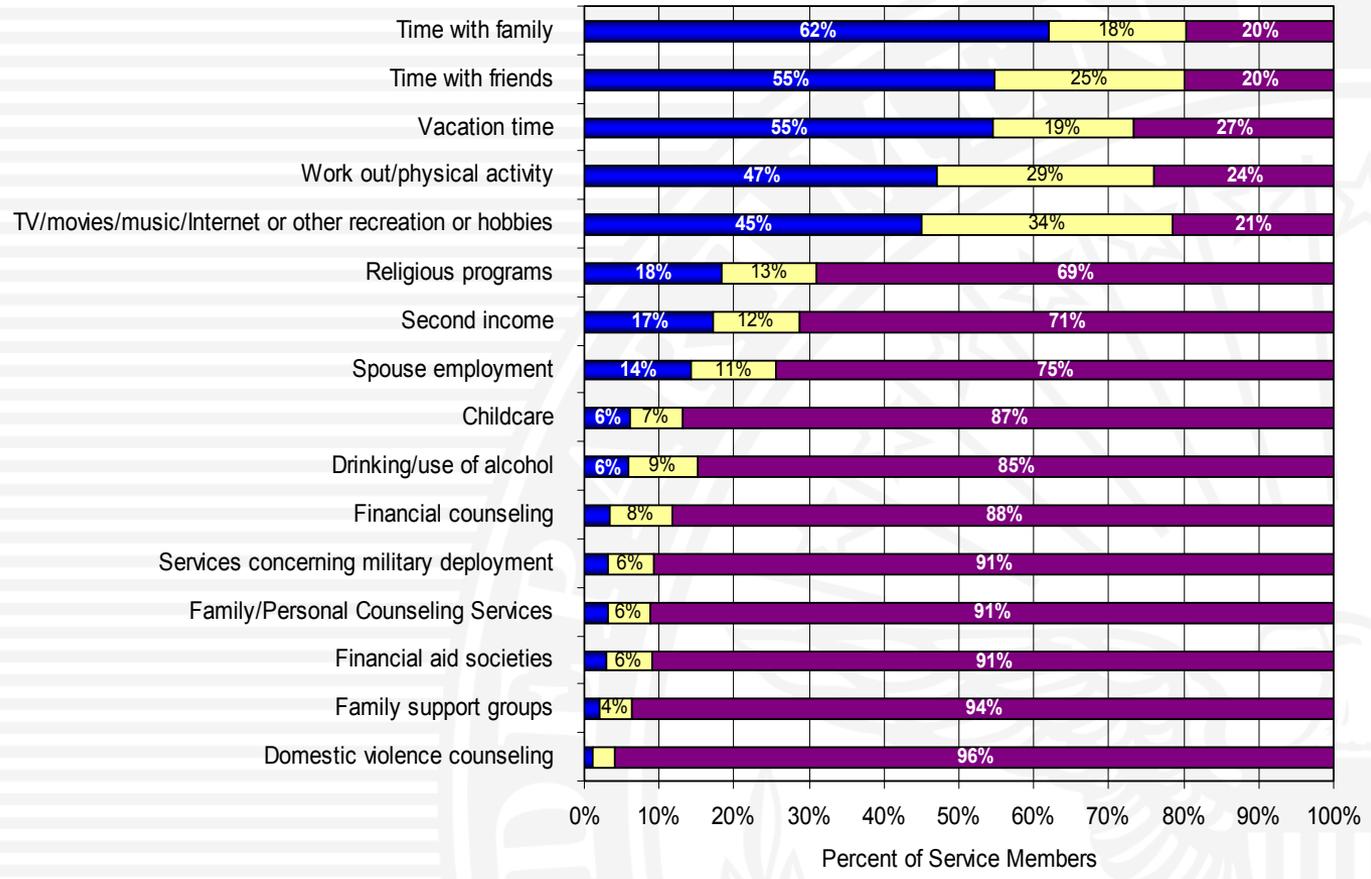
Extent of Stressors Other Reporting Categories Percent of Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Work and career	No	30	30	28	30	30	28	33	31	28	32	26	30	31	27	25	30	27
	Yes	41	41	42	42	41	44	38	38	44	39	43	41	39	45	47	41	45
Finances	No	55	53	62	52	57	57	52	50	56	54	56	51	69	56	75	54	59
	Yes	20	21	14	20	19	18	22	23	19	20	19	22	9	19	10	20	18
War or hostilities (including threat)	No	58	59	52	57	59	61	54	60	59	57	55	59	63	45	52	60	46
	Yes	19	19	22	20	19	17	23	19	19	19	21	18	14	30	20	18	29
Deployment	No	65	65	63	65	64	65	63	67	68	64	59	64	67	65	68	65	65
	Yes	19	19	20	18	20	19	19	15	16	20	25	19	17	21	17	19	21
Life events	No	67	66	69	68	65	68	64	53	70	67	63	67	72	59	66	68	60
	Yes	17	17	16	15	18	16	17	27	14	16	20	16	12	22	18	16	21
Relationship w/spouse, significant other	No	68	68	68	67	69	71	63	61	68	69	69	68	73	61	74	69	63
	Yes	15	15	13	15	15	14	17	22	15	13	17	15	10	21	13	14	20
Health	No	67	67	71	66	68	69	65	65	70	66	66	67	75	62	71	68	64
	Yes	13	13	12	13	13	12	15	15	11	13	13	13	9	17	12	12	16
Terrorism (including threat)	No	72	73	67	71	72	76	64	70	72	71	72	72	79	60	69	73	62
	Yes	10	10	13	12	9	8	14	10	11	10	11	10	6	16	10	10	15
Relationship w/children, other family members	No	78	78	79	77	79	80	74	58	83	75	83	78	82	74	84	78	75
	Yes	8	8	8	9	8	7	10	19	6	9	6	9	5	10	5	8	9
Crime in your community	No	91	90	92	92	90	92	89	90	90	91	92	90	94	90	93	91	90
	Yes	3	3	3	2	3	3	3	2	3	3	2	3	2	3	2	3	3
Natural disasters	No	94	94	94	94	95	96	91	95	93	95	94	94	96	93	96	94	93
	Yes	1	1	2	2	1	1	2	1	2	1	1	2	1	1	1	1	1

Margins of error within +/- 5%

Stress and Relationships

Extent of Stress Reducers



Margins of error within +/- 2%

■ Very Large Extent/Large Extent ■ Moderate Extent ■ Small Extent/Not At All

Stress and Relationships

Extent of Stress Reducers

Key Reporting Categories

Percent of Service Members

KEY: More likely to reduce stress Less likely to reduce stress More unlikely to reduce stress		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Time with family	Yes	62	62	63	57	63	57	64	67	68	61	66	62	68	56	62	62	70
	No	20	20	19	25	17	25	17	15	13	21	15	20	13	26	14	18	14
Time with friends	Yes	55	53	55	55	55	60	50	62	47	53	53	57	55	56	50	54	58
	No	20	21	19	21	19	17	23	15	21	22	20	17	21	20	19	17	18
Vacation time	Yes	55	53	57	53	55	58	51	59	51	53	52	57	55	53	55	54	57
	No	27	29	25	28	25	27	28	22	25	29	26	25	22	29	23	26	22
Work out/physical activity	Yes	47	47	47	50	47	42	47	59	60	44	61	45	58	47	69	44	57
	No	24	25	23	22	24	29	23	15	13	28	14	25	13	24	9	25	18
TV/movies/music/Internet or other recreation or hobbies	Yes	45	45	45	44	45	48	44	45	35	46	41	46	40	45	38	46	42
	No	21	21	21	23	21	20	22	21	26	21	24	21	23	23	26	21	22
Religious programs	Yes	18	20	16	16	21	16	19	23	27	19	24	15	21	16	18	18	30
	No	69	67	72	71	67	71	70	63	55	69	59	73	65	71	68	70	56
Second income	Yes	17	19	17	16	16	15	21	15	12	20	14	18	15	16	14	17	12
	No	71	70	70	75	73	75	66	75	77	69	75	69	75	74	77	71	78
Spouse employment	Yes	14	15	15	13	13	11	18	13	12	15	14	15	15	13	13	13	12
	No	75	73	73	79	77	80	69	76	77	73	73	73	74	79	78	76	80
Childcare	Yes	6	6	6	6	7	4	8	4	5	7	5	6	5	6	4	7	4
	No	87	86	87	89	86	89	84	91	88	86	89	87	89	89	90	85	90
Drinking/use of alcohol	Yes	6	8	5	9	3	10	3	3	1	9	2	5	3	10	2	3	1
	No	85	82	84	81	91	76	90	91	96	80	92	83	91	80	90	89	96
Financial counseling	Yes	3	4	4	4	2	4	3	3	1	4	83	4	2	4	2	2	2
	No	88	88	86	90	90	86	89	90	95	87	91	85	92	89	92	90	93
Services concerning military deployment	Yes	3	4	3	3	2	4	3	2	1	4	2	4	1	3	1	3	1
	No	91	89	90	93	92	89	90	95	96	88	94	89	96	93	95	92	96
Family/Personal Counseling Services	Yes	3	3	4	3	3	4	3	2	2	4	2	4	3	3	1	3	1
	No	91	91	89	93	93	89	92	95	96	90	96	88	95	93	96	93	96
Financial aid societies	Yes	3	3	2	4	2	4	2	1	0	4	2	3	1	4	1	3	0
	No	91	90	89	91	93	88	92	97	99	89	96	88	97	90	97	92	99
Family support groups	Yes	2	3	2	2	1	2	2	1	1	3	2	2	1	3	1	1	1
	No	94	91	93	95	96	92	94	96	97	91	94	93	97	95	98	96	98
Domestic violence counseling	Yes	1	2	1	2	1	2	1	0	0	2	0	1	1	2	NR	1	NR
	No	96	95	96	96	98	94	97	99	99	94	99	95	99	95	99	97	100

Margins of error within +/- 15%
NR: Not Reportable

Stress and Relationships

Extent of Stress Reducers

Other Reporting Categories

Percent of Service Members

KEY: More likely to reduce stress Less likely to reduce stress More unlikely to reduce stress		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Time with family	Yes	62	63	55	59	64	60	65	59	48	70	70	61	68	63	64	62	63
	No	20	18	28	24	17	21	18	20	32	12	14	21	14	20	18	20	19
Time with friends	Yes	55	55	55	58	53	52	57	54	63	48	57	54	54	56	60	54	57
	No	20	20	21	19	21	22	18	20	15	24	18	21	19	18	15	20	18
Vacation time	Yes	55	55	53	56	54	51	60	56	56	51	60	54	54	56	60	54	57
	No	27	26	30	27	26	30	22	26	27	28	24	28	24	25	22	27	25
Work out/physical activity	Yes	47	47	46	46	48	43	53	51	47	46	49	45	60	45	56	47	47
	No	24	24	25	25	23	28	18	18	25	24	25	26	14	25	17	24	24
TV/movies/music/Internet or other recreation or hobbies	Yes	45	44	47	47	44	41	51	46	48	41	48	46	41	43	41	45	43
	No	21	22	20	21	22	24	17	20	19	24	18	21	24	22	22	21	22
Religious programs	Yes	18	19	17	17	19	14	25	19	14	22	18	16	24	22	27	18	23
	No	69	69	71	70	68	74	60	69	74	65	70	71	60	66	58	70	65
Second income	Yes	17	18	14	14	19	14	22	9	7	22	29	18	13	15	17	18	16
	No	71	70	78	76	68	75	66	83	86	64	54	70	76	75	74	71	75
Spouse employment	Yes	14	15	11	11	17	12	18	6	3	20	25	15	13	11	13	15	11
	No	75	73	80	79	71	78	69	87	91	66	58	73	75	80	79	74	80
Childcare	Yes	6	6	5	5	7	4	9	12	1	11	2	6	4	11	9	5	11
	No	87	86	89	88	86	90	82	77	96	78	96	87	90	81	86	88	82
Drinking/use of alcohol	Yes	6	5	8	8	4	6	6	7	9	3	6	7	2	4	1	6	3
	No	85	85	82	80	88	85	84	86	76	90	87	82	93	90	95	84	91
Financial counseling	Yes	3	3	4	4	3	2	6	4	4	3	3	3	2	5	2	3	4
	No	88	88	89	87	89	93	81	85	87	89	89	88	92	86	93	88	87
Services concerning military deployment	Yes	3	3	4	4	3	2	6	3	3	4	3	4	1	3	2	3	3
	No	91	91	89	89	92	94	85	91	93	89	92	90	95	90	95	91	91
Family/Personal Counseling Services	Yes	3	3	3	3	3	2	5	3	2	4	4	3	1	5	3	3	4
	No	91	91	93	91	91	94	87	89	93	91	90	90	96	89	94	91	90
Financial aid societies	Yes	3	3	3	4	2	1	5	4	3	3	2	3	1	3	1	3	3
	No	91	91	92	89	92	95	84	87	91	92	91	90	97	90	98	91	92
Family support groups	Yes	2	2	2	2	1	1	3	2	1	2	2	2	1	2	1	2	2
	No	94	94	93	93	94	96	90	94	95	92	93	93	96	94	97	93	94
Domestic violence counseling	Yes	1	1	2	2	1	1	2	2	2	1	1	1	0	1	0	1	1
	No	96	96	96	95	97	98	93	96	95	96	96	95	99	96	99	96	97

Margins of error within +/- 15%

Stress and Relationships

Summary of Findings

March 2003 Findings

- Half reported hearing more often of marital (51%) and personal (50%) problems in unit
 - Led by Army, E1-E4s, minorities, singles with children, male enlisted, and females
- About a quarter (28%) reported having more problems in their personal relationships than 12 months prior to filling out the survey
 - Led by E1-E4s, Army and Marine Corps enlisted, members living on base, singles without children, and male and female enlisted
- Majority (76%-84%) reported positive relationships with spouse/significant other
 - Led by officers, non-minorities, married members, and males
- On a scale of 0 to 40 (higher equals more stress), overall average stress score was 16
 - Led by Army and Marine Corps, E1-E4s, members living on base, minorities, singles without children, male enlisted, and females

Stress and Relationships

Summary of Findings

March 2003 Findings (continued)

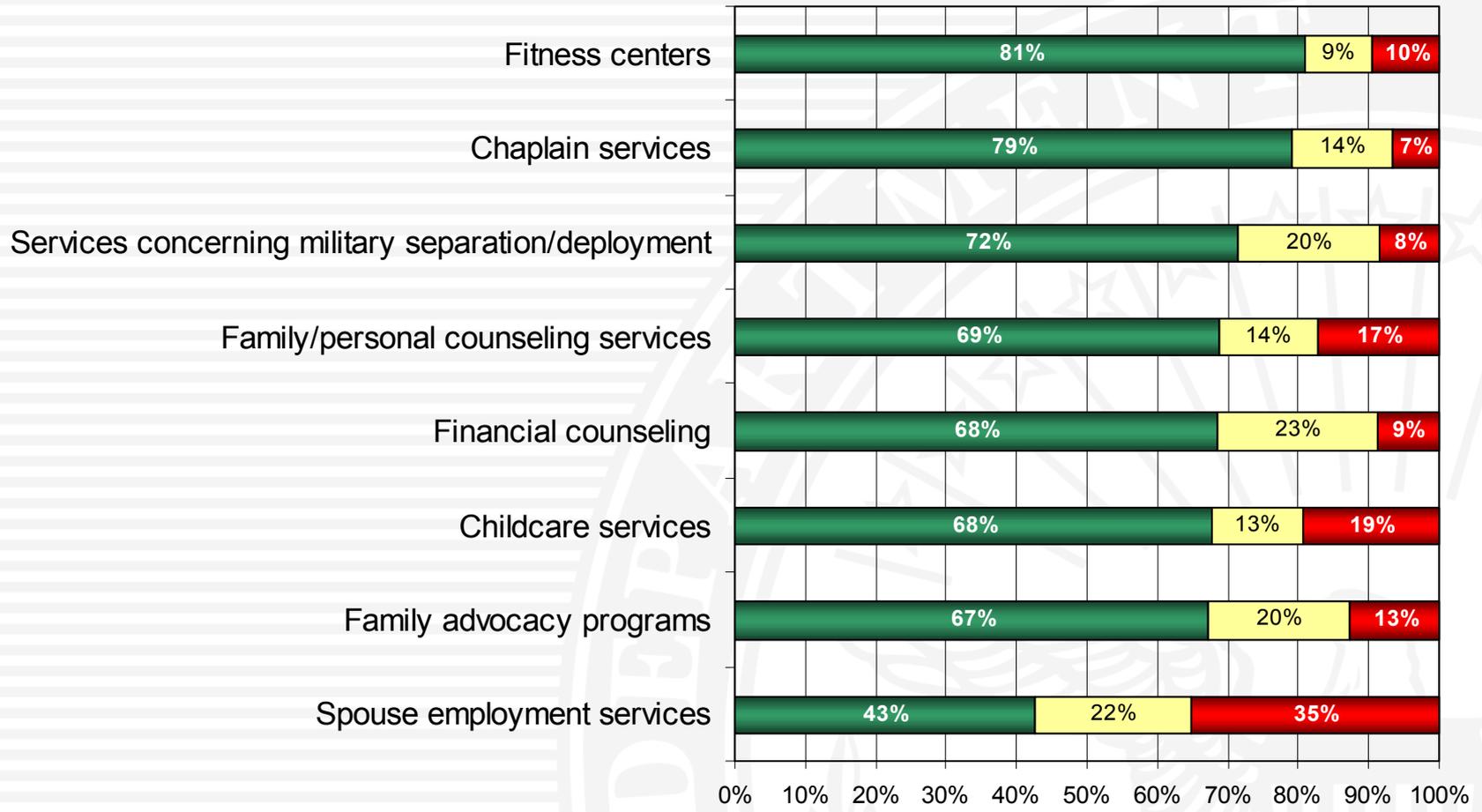
- About 2 in 5 (41%) stressed by work and career
 - Led by Army, E1-E4s, non-minorities, and females
- About 1 in 5 (19%) stressed by deployment
 - Led by Army and married without children
- Majority reported time with family (62%), time with friends (55%), and vacation time (55%) reduced stress

Briefing Overview

- Introduction
- Recurring measures
- Stress and relationships
- ✓ Support programs/services
- Detailed tempo
- Military life
- Financial condition
- Housing issues
- Willingness to recommend

Support Programs/Services

Level of Satisfaction With On-base Programs/Services



Margins of error within +/- 6%

Percent of Applicable Service Members

■ Satisfied
 ■ Neither satisfied nor dissatisfied
 ■ Dissatisfied

Support Programs/Services

Level of Satisfaction With On-base Programs/Services

Key Reporting Categories

Percent of Applicable Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Fitness centers	SAT	81	79	87	80	78	82	81	79	81	80	75	87	84	80	82	77	80
	DIS	10	11	6	9	12	8	10	14	11	10	16	6	10	9	11	12	12
Chaplain services	SAT	79	77	85	78	78	76	80	81	86	76	85	86	81	77	84	77	81
	DIS	7	8	6	7	4	9	4	6	4	9	6	6	6	7	5	4	5
Services concerning military separation/deployment	SAT	72	64	78	63	79	64	76	70	79	61	81	78	76	61	79	82	68
	DIS	8	11	3	16	7	11	7	11	4	12	8	3	1	17	2	6	12
Family/personal counseling services	SAT	69	63	74	65	71	73	65	69	75	63	67	73	77	64	78	72	68
	DIS	17	24	12	14	17	16	19	15	14	25	16	12	10	15	7	17	18
Financial counseling	SAT	68	55	76	64	76	70	66	86	NR	54	NR	76	80	63	NR	75	83
	DIS	9	13	6	10	7	10	8	3	NR	14	NR	6	NR	10	NR	7	NR
Childcare services	SAT	68	65	72	64	69	63	69	66	75	65	67	72	68	62	72	68	75
	DIS	19	21	15	21	20	22	19	21	12	21	18	15	15	23	11	21	16
Family advocacy programs	SAT	67	58	71	58	75	65	68	71	70	57	74	71	NR	57	76	76	69
	DIS	13	17	11	16	9	10	14	11	17	18	7	11	NR	16	NR	8	17
Spouse employment services	SAT	43	42	51	34	41	35	46	32	44	43	39	53	37	34	35	42	35
	DIS	35	36	32	42	33	41	31	48	41	35	44	30	43	43	41	30	47

Margins of error within +/- 15%

NR: Not Reportable

Support Programs/Services

Level of Satisfaction With On-base Programs/Services

Other Reporting Categories

Percent of Applicable Service Members

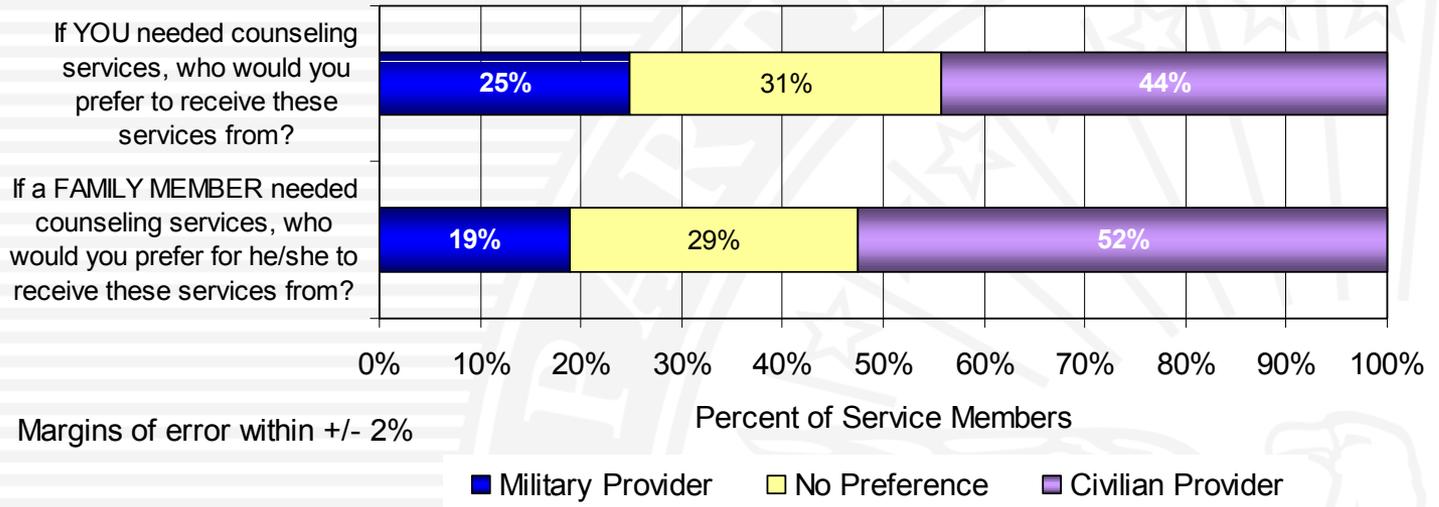
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Fitness centers	SAT	81	81	80	82	80	81	82	82	81	81	80	82	79	79	79	81	79
	DIS	10	9	12	9	10	10	9	11	9	9	11	9	13	12	13	9	12
Chaplain services	SAT	79	80	78	79	79	80	78	77	78	80	79	79	83	76	80	80	77
	DIS	7	6	8	8	5	6	7	7	8	6	6	7	6	6	5	7	6
Services concerning military separation/deployment	SAT	72	71	74	73	71	71	73	NR	70	73	66	71	74	71	76	71	72
	DIS	8	8	10	8	9	9	7	NR	9	6	13	8	8	12	7	8	12
Family/personal counseling services	SAT	69	69	68	65	71	67	72	73	73	67	68	68	71	72	71	68	71
	DIS	17	18	15	18	17	19	15	12	13	20	16	18	14	15	15	18	15
Financial counseling	SAT	68	67	75	68	69	65	73	76	74	66	59	67	80	70	NR	68	71
	DIS	9	9	9	10	8	10	8	7	7	10	10	8	4	13	NR	8	12
Childcare services	SAT	68	70	61	69	67	69	66	67	NR	68	NR	68	68	65	79	68	67
	DIS	19	18	26	20	19	19	20	26	NR	19	NR	19	17	25	14	8	23
Family advocacy programs	SAT	67	66	74	65	69	65	70	79	72	66	62	65	71	77	70	65	76
	DIS	13	13	10	17	10	15	9	7	13	14	11	14	13	7	13	14	8
Spouse employment services	SAT	43	42	44	47	39	41	44	NR	NR	45	36	44	38	37	30	43	36
	DIS	35	36	33	32	37	39	32	23	NR	32	46	33	45	43	41	34	43

Margins of error within +/- 15%

NR: Not Reportable

Support Programs/Services

Preferred Counseling Provider



Support Programs/Services

Preferred Counseling Provider Reporting Categories

Percent of Service Members

KEY: More preference for military provider More preference for civilian provider		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Preferred counseling service for self	Military	25	25	24	28	23	28	22	25	22	25	28	25	20	28	23	24
	Civilian	44	44	43	44	46	39	47	47	52	43	45	42	52	44	49	44	54
Preferred counseling service for family member	Military	52	20	18	19	18	20	18	19	20	19	24	19	16	20	16	18	17
	Civilian	19	51	53	52	55	49	53	54	54	51	49	51	58	51	59	54	57

Margins of error within +/- 3%

KEY: More preference for military provider More preference for civilian provider		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Preferred counseling service for self	Military	25	25	23	28	23	25	24	23	27	23	25	26	24	21	16	26
	Civilian	44	44	45	40	48	45	43	42	40	48	45	42	48	50	59	43	52
Preferred counseling service for family member	Military	52	19	19	20	18	18	20	18	25	19	20	19	20	17	16	19	17
	Civilian	19	53	49	49	54	54	50	50	62	53	52	51	55	58	54	52	57

Margins of error within +/- 3%

Support Programs/Services

Summary of Findings

March 2003 Findings

- Majority (67%-81%) reported satisfaction with 7 of 8 programs/services
 - Less than half (43%) satisfied with spouse employment services
 - Dissatisfaction led by O1-O3s, married without children, and male officers
 - Other findings
 - Air Force, O1-O3s, male officers, and Army officers most dissatisfied with fitness centers; Navy most satisfied
 - Navy and O4-O6s most satisfied with chaplain services
 - Air Force most satisfied with separation/deployment services and family advocacy programs
 - O1-O3s most satisfied with financial counseling
 - Members living in the US and female officers most satisfied with childcare services; members living overseas least satisfied

Support Programs/Services

Summary of Findings

March 2003 Findings (continued)

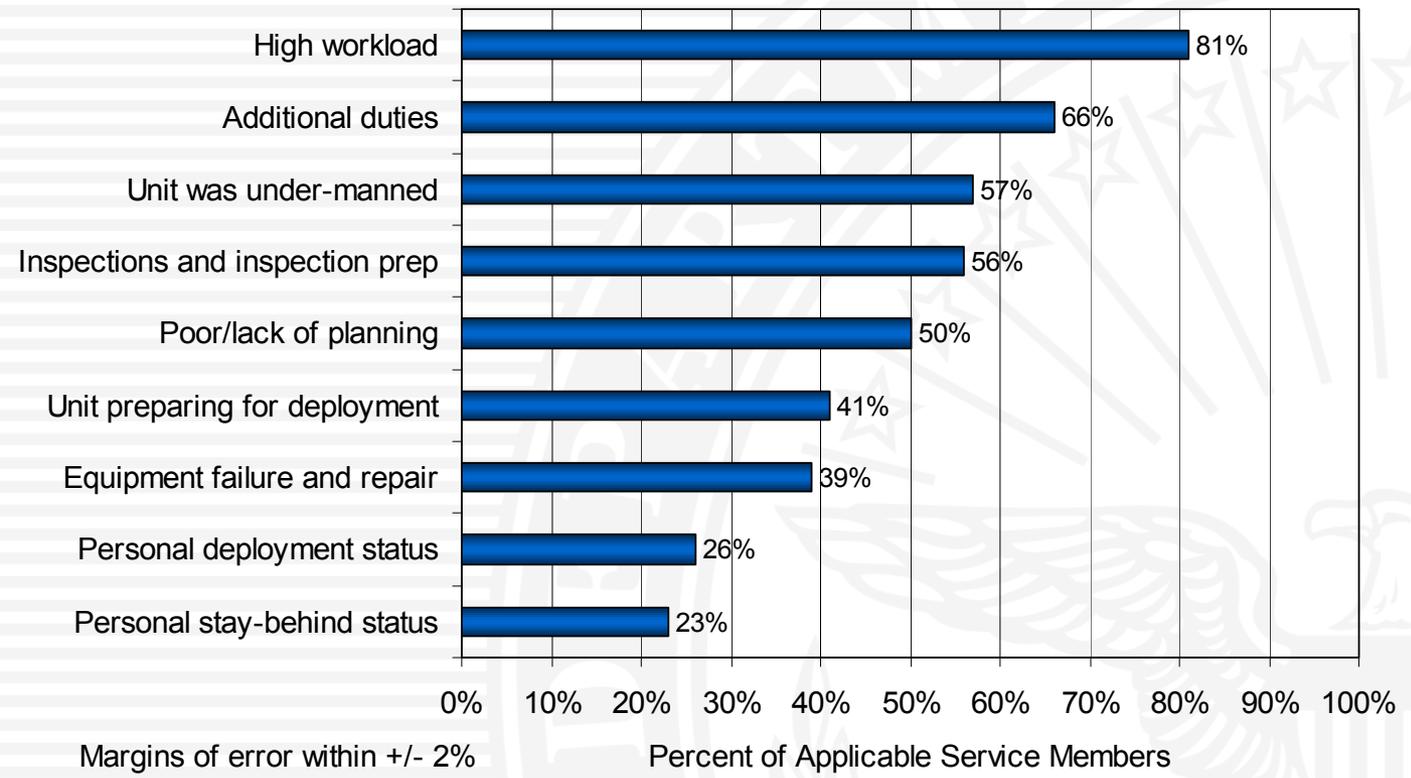
- More than two-fifths of members (44%) preferred civilian counseling providers for themselves and about half (52%) preferred civilian counseling providers for their family members
 - About one-third had no preference for themselves (31%) or family members (29%)

Briefing Overview

- Introduction
- Recurring measures
- Stress and relationships
- Support programs/services
- ✓ Detailed tempo
- Military life
- Financial condition
- Housing issues
- Willingness to recommend

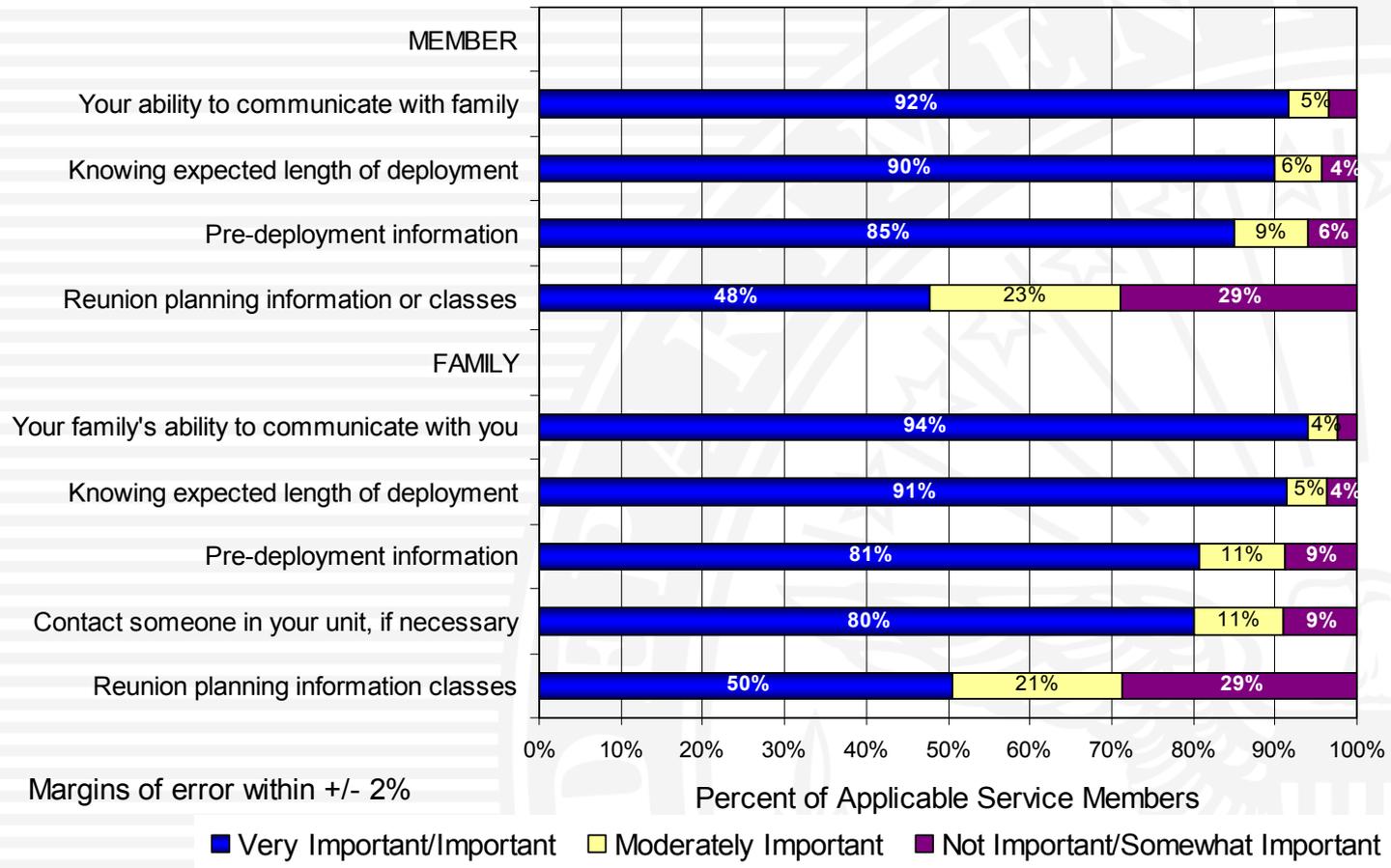
Detailed Tempo

Primary Reasons for Working Overtime



Detailed Tempo

Coping With Deployments



Detailed Tempo

Coping With Deployments

Key Reporting Categories

Percent of Applicable Service Members

	KEY: More important Less important More unimportant	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
			Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Member's ability to communicate with family	Important	92	93	90	86	93	89	93	92	94	93	93	90	94	85	90	93	94
	Not Important	3	3	4	6	2	5	2	3	2	3	3	5	2	6	3	2	2
Member knowing expected length of deployment	Important	90	91	89	86	91	89	91	88	89	92	88	89	87	86	83	92	90
	Not Important	4	4	5	5	3	5	3	5	5	4	5	5	6	4	7	3	4
Member's pre-deployment information	Important	85	90	76	83	87	87	85	82	81	91	86	77	71	83	79	88	85
	Not Important	6	4	11	7	4	5	6	7	7	3	5	10	11	7	7	4	6
Member's reunion planning information or classes	Important	48	54	45	45	43	55	47	34	31	58	39	48	29	47	30	46	32
	Not Important	29	23	33	30	33	23	28	42	44	20	37	31	44	28	43	29	46
Family's ability to communicate with member	Important	94	94	92	92	96	92	95	95	95	94	95	91	96	91	94	96	96
	Not Important	2	2	3	3	2	3	2	2	2	2	2	4	2	3	2	2	2
Family knowing expected length of deployment	Important	91	93	88	89	93	89	93	91	92	93	92	88	91	88	91	93	93
	Not Important	4	3	6	3	3	4	3	3	3	3	3	6	4	3	2	3	3
Family's pre-deployment information	Important	81	87	74	78	79	82	81	78	77	88	83	75	70	79	76	79	79
	Not Important	9	6	13	10	9	8	9	10	10	5	7	13	14	10	10	8	10
Family contact with someone in unit	Important	80	83	78	81	78	82	79	77	79	84	80	78	77	82	76	78	78
	Not Important	9	7	10	9	10	9	9	9	9	8	7	10	10	9	10	10	10
Family reunion planning information classes	Important	50	58	47	49	44	56	51	39	36	61	45	49	33	51	35	47	36
	Not Important	29	23	32	28	33	23	29	40	43	21	34	30	43	26	42	30	45

Margins of error within +/- 5%

Detailed Tempo

Coping With Deployments

Other Reporting Categories

Percent of Applicable Service Members

	KEY: More important Less important More unimportant	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Member's ability to communicate with family	Important	92	92	92	91	92	91	93	95	84	96	94	91	93	94	95	91	94
	Not Important	3	3	4	4	3	4	3	1	7	1	2	4	2	3	2	3	3
Member knowing expected length of deployment	Important	90	90	89	89	91	89	92	92	86	93	90	90	88	92	91	90	92
	Not Important	4	4	4	5	4	5	3	3	6	3	4	4	5	4	4	4	4
Member's pre-deployment information	Important	85	85	85	86	84	83	89	88	83	86	87	85	80	91	90	84	91
	Not Important	6	6	5	5	6	7	4	4	7	6	5	6	8	4	3	6	4
Member's reunion planning information or classes	Important	48	47	52	50	46	40	62	55	44	49	48	50	33	57	40	47	53
	Not Important	29	29	27	26	31	35	18	22	31	28	30	26	43	24	37	29	26
Family's ability to communicate with member	Important	94	94	94	94	94	93	96	97	89	97	94	93	95	97	96	94	96
	Not Important	2	2	3	3	2	3	1	2	5	1	3	3	2	2	2	3	2
Family knowing expected length of deployment	Important	91	92	90	91	92	91	93	94	84	96	94	91	92	92	92	91	92
	Not Important	4	3	5	4	3	4	3	3	7	1	3	4	3	4	5	4	4
Family's pre-deployment information	Important	81	81	78	81	81	78	86	87	73	84	85	81	78	84	80	80	83
	Not Important	9	9	9	8	9	11	5	8	12	7	7	8	10	8	10	9	8
Family contact with someone in unit	Important	80	80	81	81	79	78	84	85	77	81	81	80	78	86	80	79	85
	Not Important	9	9	7	8	9	10	7	7	11	8	8	9	9	7	9	9	8
Family's reunion planning information classes	Important	50	50	53	52	49	43	64	59	43	53	54	53	38	56	42	50	53
	Not Important	29	29	27	27	30	35	18	21	32	27	28	26	40	26	40	29	29

Margins of error within +/- 5%

Detailed Tempo

Summary of Findings

March 2003 Findings

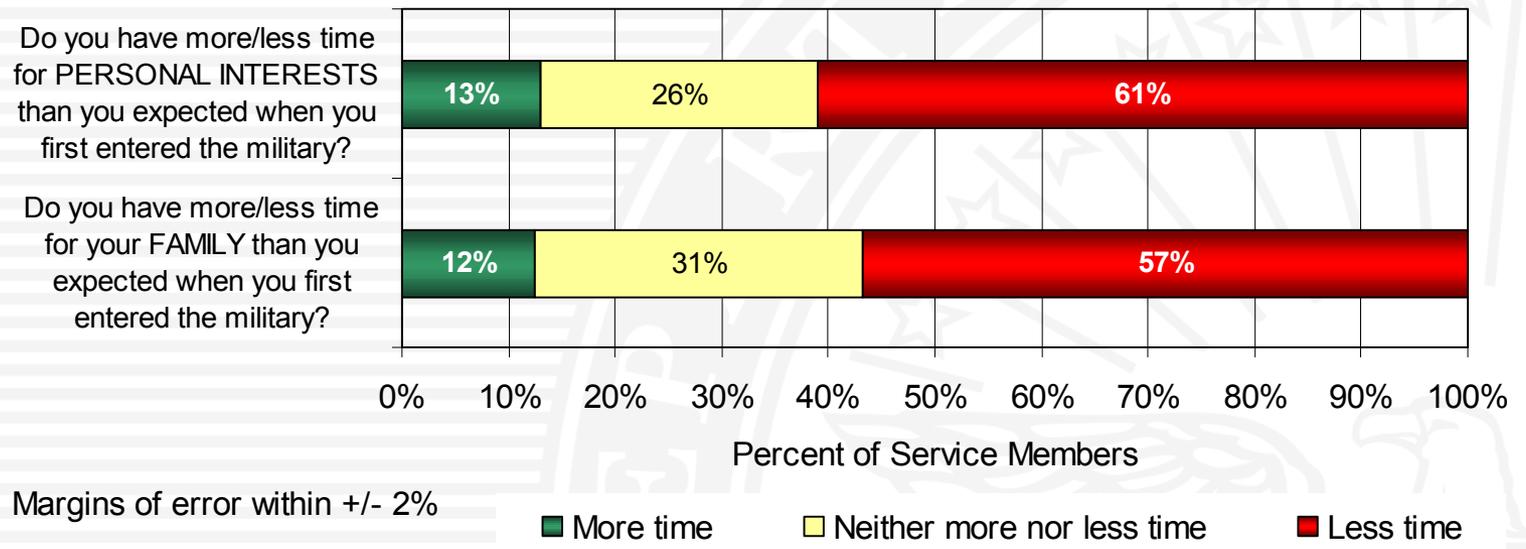
- High workload (81%) and additional duties (66%) reported as primary reasons for working more hours than usual
- Majority reported ability to communicate with family/member (92% and 94%), knowing expected length of deployment (90% and 91%), and pre-deployment information (85% and 81%) were important to cope with deployments

Briefing Overview

- Introduction
- Recurring measures
- Stress and relationships
- Support programs/services
- Detailed tempo
- ✓ Military life
- Financial condition
- Housing issues
- Willingness to recommend

Military Life

Time for Personal Interests and Family



Military Life

Time for Personal Interests and Family Reporting Categories

Percent of Service Members

KEY: Higher response of "more time" Lower response of "more time" Higher response of "less time"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Expected time for personal interests	More	13	12	18	13	10	13	14	11	10	12	10	18	15	13	13	11	7
	Less	61	66	57	58	60	62	59	64	69	65	69	57	60	58	60	58	69
Expected time for family	More	12	11	17	13	9	7	16	12	16	10	12	17	19	13	19	9	11
	Less	57	60	56	55	54	60	54	54	56	60	59	57	49	56	48	53	57

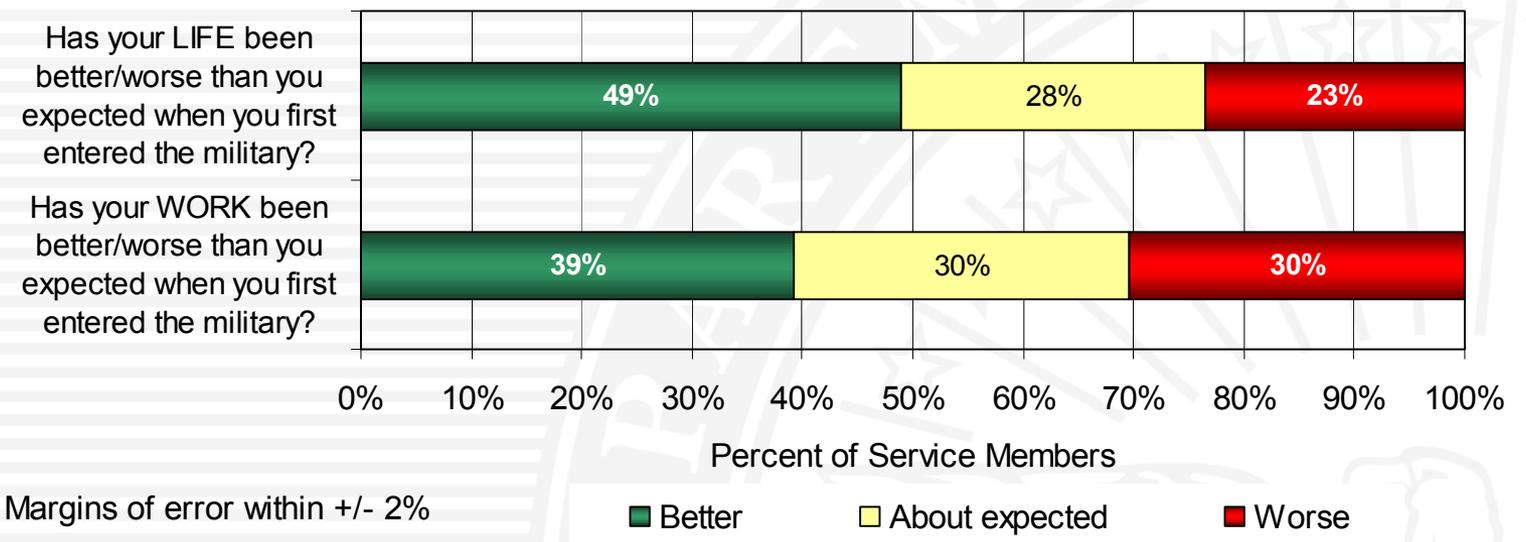
Margins of error within +/- 4%

KEY: Higher response of "more time" Lower response of "more time" Higher response of "less time"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Expected time for personal interests	More	13	14	10	13	13	12	15	12	14	13	12	14	11	11	9	13	11
	Less	61	60	65	61	61	62	59	55	58	63	65	60	66	61	67	61	62
Expected time for family	More	12	14	7	10	14	12	13	12	7	17	13	13	15	8	10	13	8
	Less	57	55	63	58	56	55	59	58	55	57	59	56	55	60	59	56	60

Margins of error within +/- 4%

Military Life

Life and Work Relative to Expectations



Military Life

Life and Work Relative to Expectations

Reporting Categories

Percent of Service Members

KEY: Higher response of "better than expected" Lower response of "better than expected" Higher response of "worse than expected"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Life expectations	Better	49	47	53	45	50	42	56	43	51	47	45	52	54	44	54	51	44
	Worse	23	27	21	29	19	33	17	22	16	28	21	21	17	31	13	19	20
Work expectations	Better	39	37	45	38	38	33	44	35	48	36	41	44	48	37	43	38	37
	Worse	30	35	25	32	30	39	24	31	21	36	27	25	21	33	22	30	31

Margins of error within +/- 5%

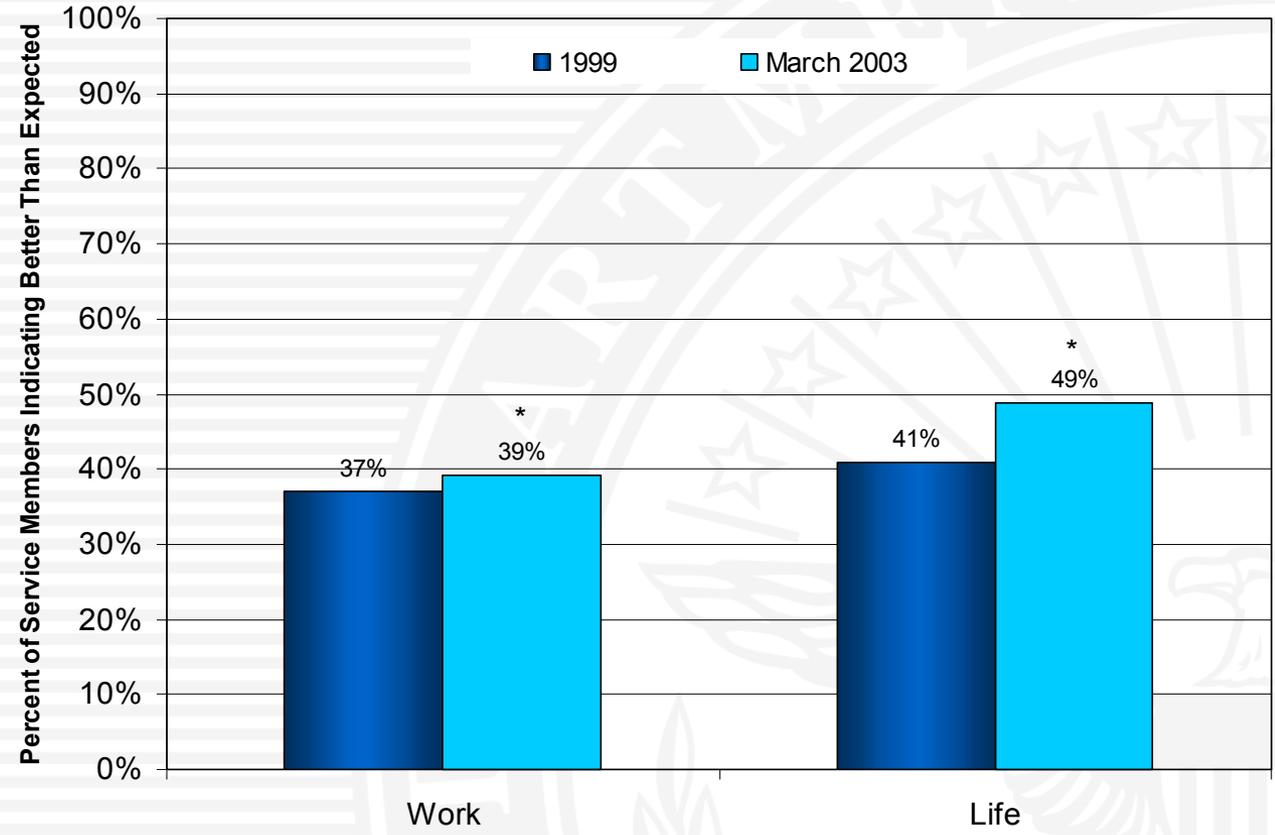
KEY: Higher response of "better than expected" Lower response of "better than expected" Higher response of "worse than expected"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Life expectations	Better	49	49	48	46	51	46	54	52	43	54	47	49	47	49	49	49	49
	Worse	23	23	26	28	20	25	21	24	30	18	23	24	18	26	21	23	25
Work expectations	Better	39	40	37	38	40	36	44	44	36	42	35	39	42	37	38	39	38
	Worse	30	30	33	33	28	32	28	28	35	26	34	30	26	35	31	30	35

Margins of error within +/- 5%

Military Life

Life and Work Are Better Than Expected

1999 – March 2003 Comparisons



Margins of error within +/-1%

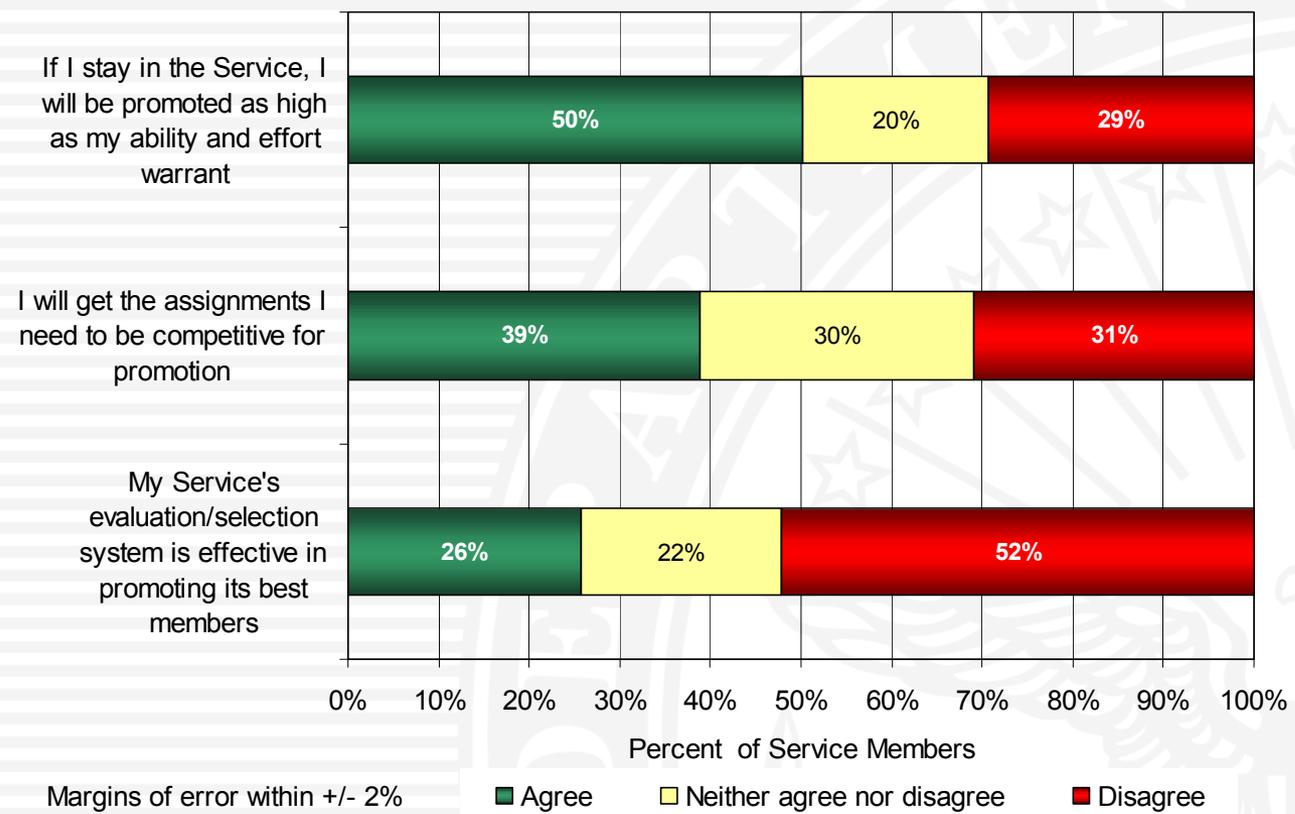
* = Significant difference from 2002

ADS99 (Member)
Q47, Q46

SOFA0303
Q24, Q25

Military Life

Career and Promotions



Military Life

Career and Promotions

Reporting Categories

Percent of Service Members

KEY: More likely to agree Less likely to agree More likely to disagree		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
I will be promoted as my ability warrants	Agree	50	49	49	52	52	51	49	54	45	48	55	48	54	51	56	54	42
	Disagree	29	31	32	27	26	26	32	24	38	31	28	33	27	28	22	24	34
Get assignments necessary for promotion	Agree	39	35	50	44	31	35	37	56	53	30	58	47	63	42	58	27	45
	Disagree	31	35	27	28	32	32	33	18	25	38	20	28	16	29	17	33	26
My Service effective in promoting best members	Agree	26	23	29	27	26	25	23	33	41	20	38	27	39	24	48	25	32
	Disagree	52	55	51	50	51	51	57	41	41	58	40	53	38	52	25	53	46

Margins of error within +/- 5%

KEY: More likely to agree Less likely to agree More likely to disagree		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
I will be promoted as my ability warrants	Agree	50	50	50	52	49	49	51	49	53	48	52	50	51	52	50	50	52
	Disagree	29	29	30	27	31	30	28	32	25	34	26	30	29	27	30	30	28
Get assignments necessary for promotion	Agree	39	39	38	38	40	39	39	32	40	39	40	37	56	32	51	40	35
	Disagree	31	31	31	30	31	30	33	38	28	33	30	32	20	37	25	30	35
My Service effective in promoting best members	Agree	26	26	25	26	25	24	28	23	27	26	24	24	38	24	32	26	25
	Disagree	52	52	53	50	54	55	48	56	49	54	52	55	40	51	44	53	50

Margins of error within +/- 5%

Military Life

Summary of Findings

March 2003 Findings

- More than half reported less time for personal interests (61%) and family (57%) than expected
 - Less time for personal interests led by Army, O4-O6s, Air Force officers, members living overseas, and male and female officers
 - Less time for family led by Army, E1-E4s, members living overseas, and minorities
- Fewer reported life (49%) and work life (39%) better than expected
 - Life led by Navy, E5-E9s, Marine Corps officers, members living off base, minorities, and married with children
 - Work life led by Navy, E5-E9s, O4-O6s, minorities, married with children, and male officers

Military Life

Summary of Findings

March 2003 Findings (continued)

- Half (50%) agreed they will be promoted as high as ability and effort warrant
 - Led by Army and Marine Corps officers, Air Force enlisted, and single without children
- About 2 in 5 (39%) agreed they will get assignments needed for promotion
 - Led by Navy and Marine Corps, commissioned officers, and males
- About half (52%) disagreed their Service's evaluation/selection system is effective in promoting its best members
 - Led by Army, E5-E9s, members living off base, non-minorities, and male enlisted

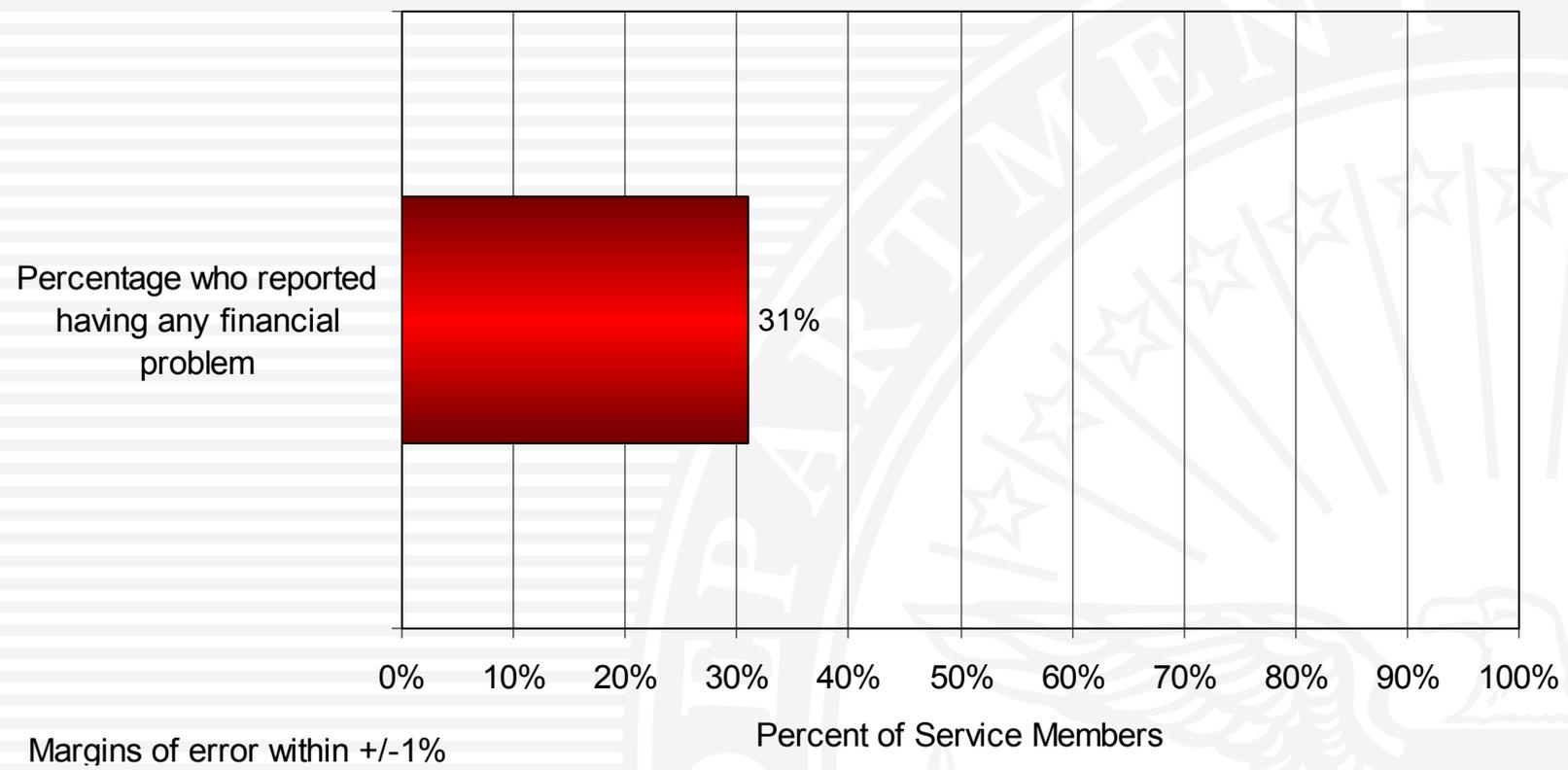
1999 – March 2003 Trends

- Meeting expectations for work life, up 2-percentage points
- Meeting expectations for life, in general, up by 8-percentage points

Briefing Overview

- Introduction
- Recurring measures
- Stress and relationships
- Support programs/services
- Detailed tempo
- Military life
- ✓ Financial condition
- Housing issues
- Willingness to recommend

Financial Condition Problems



Financial Condition

Problems

Reporting Categories

Percent of Service Members

KEY: Less financial problems More financial problems	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Have financial problems	31	37	28	38	22	42	28	13	6	42	13	32	8	42	8	25

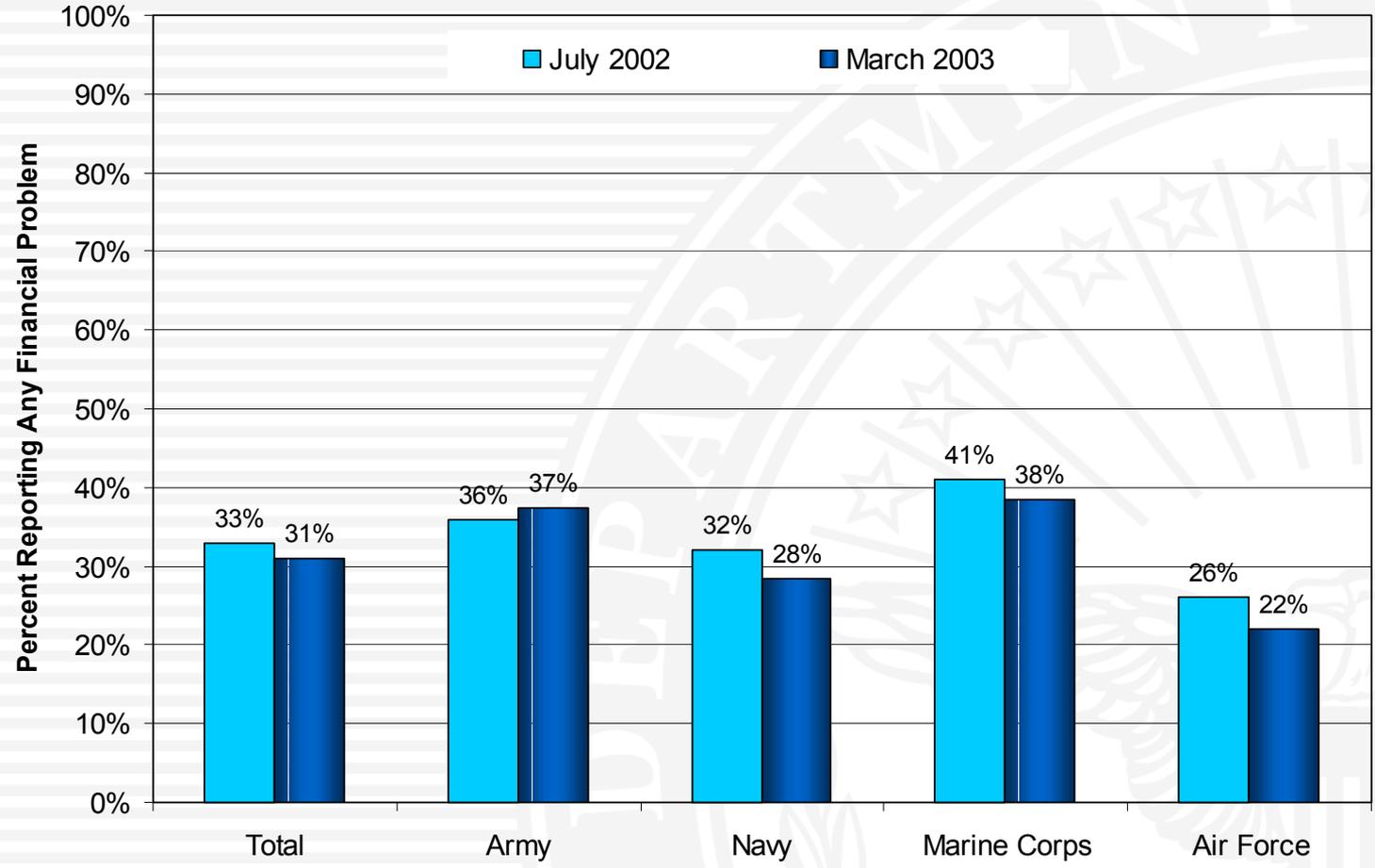
Margins of error within +/- 4%

KEY: Less financial problems More financial problems	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Have financial problems	31	31	31	34	28	27	36	40	35	28	26	35	10	35	11	31

Margins of error within +/- 4%

Financial Condition Problems

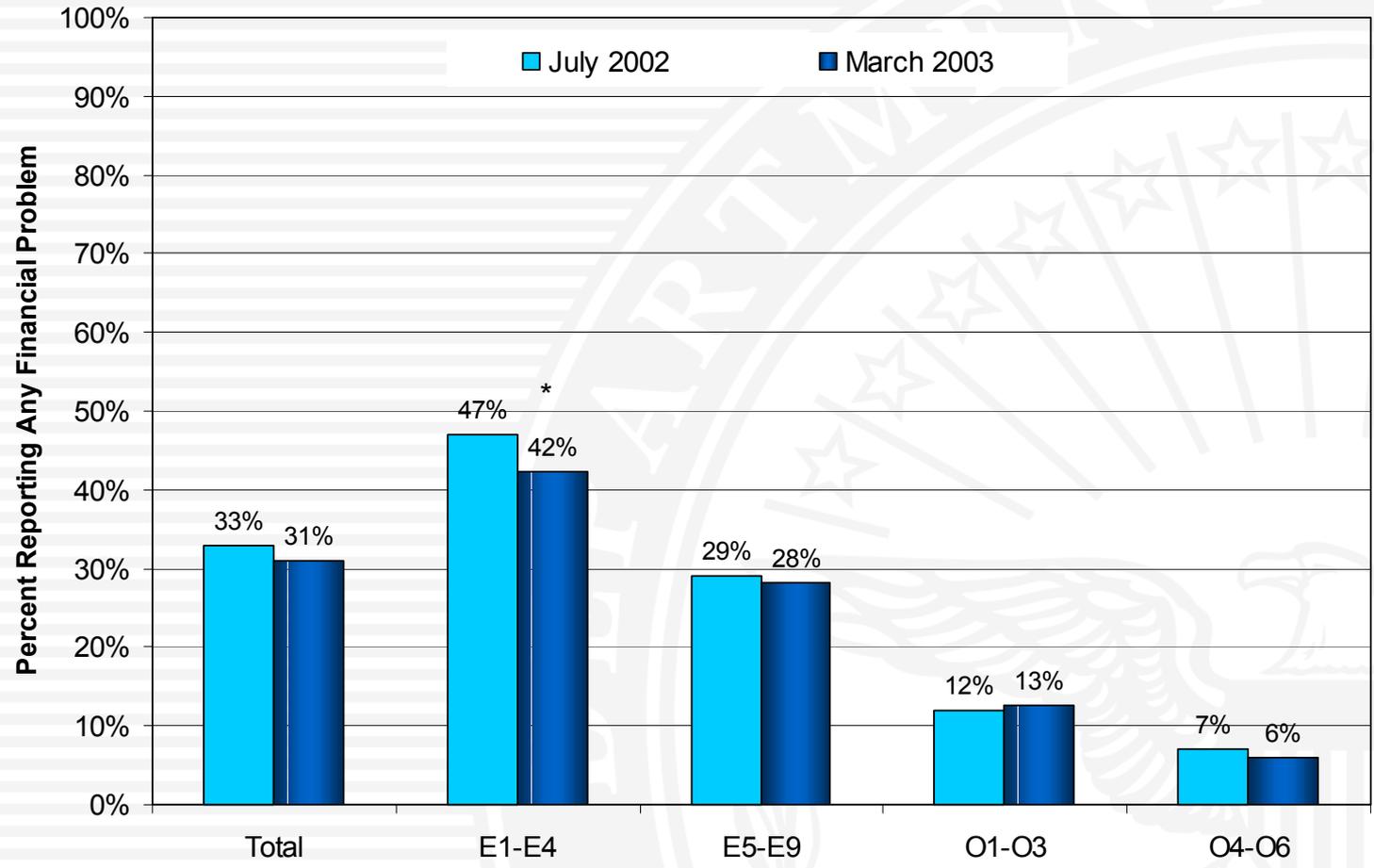
July 2002 – March 2003 Comparisons by Service



Margins of error within +/- 4%

Financial Condition Problems

July 2002 – March 2003 Comparisons by Paygrade

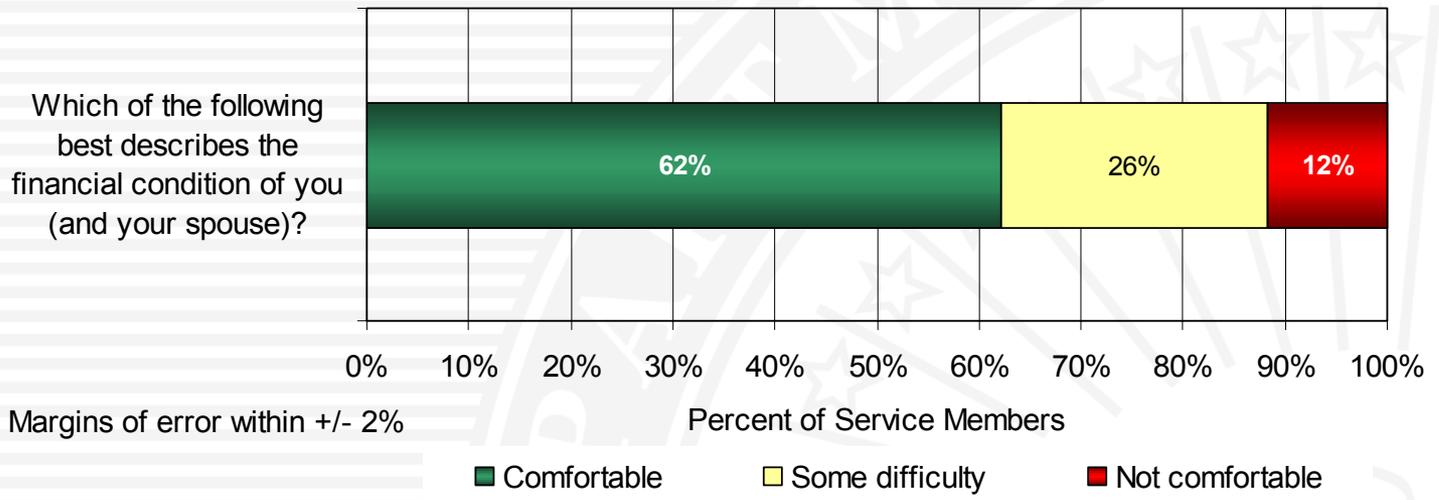


* = Significant difference from 2002

Margins of error within +/- 3%

Financial Condition

Level of Comfort



Financial Condition

Level of Comfort Reporting Categories

Percent of Service Members

KEY: More comfortable Less comfortable More uncomfortable		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted
		Financial condition	Comfortable	62	59	65	57	66	51	64	85	91	53	86	61	88	54
	Uncomfortable	12	14	10	15	9	17	11	2	2	16	2	12	2	17	4	11

Margins of error within +/- 5%

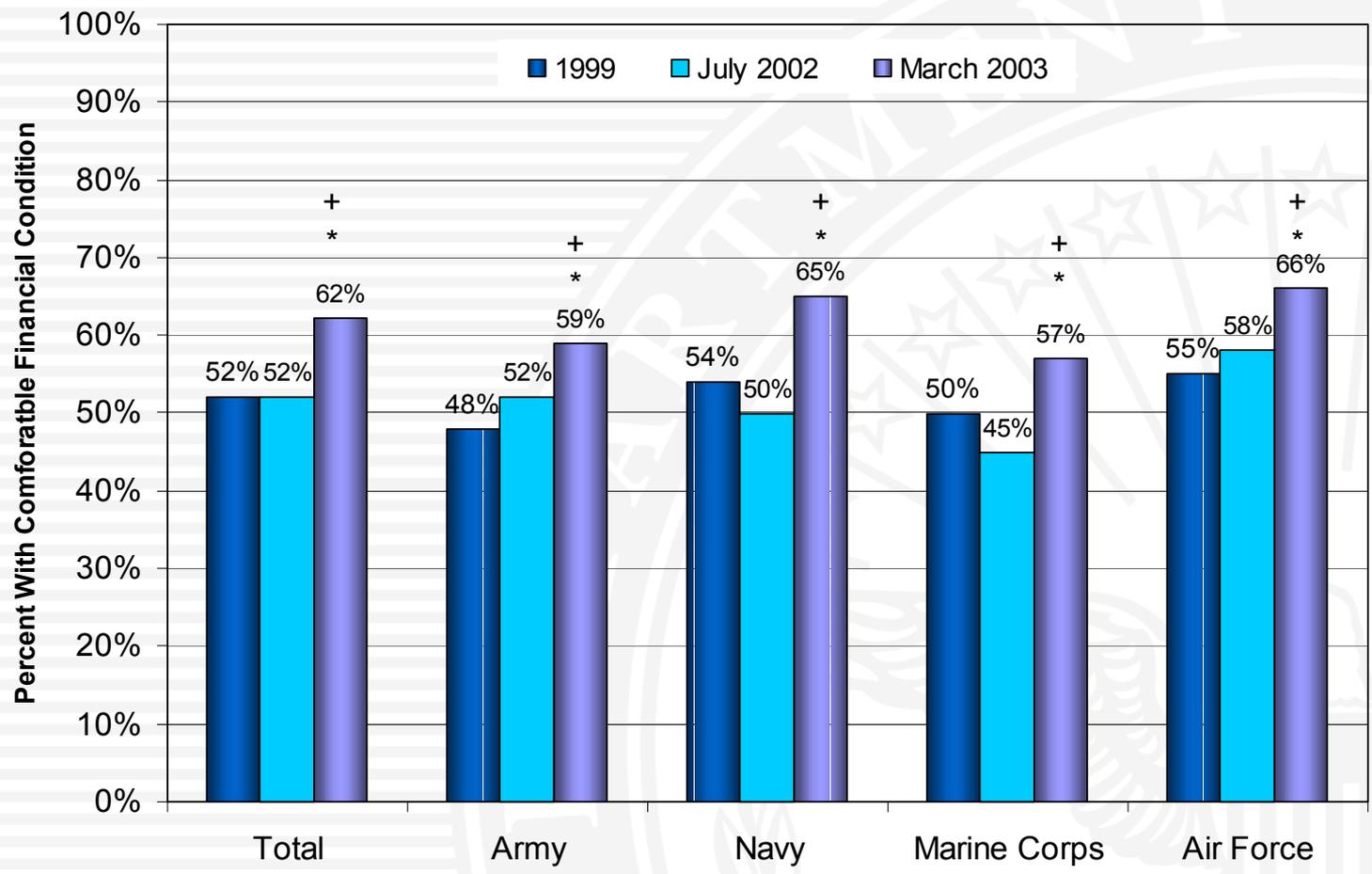
KEY: More comfortable Less comfortable More uncomfortable		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male
		Financial condition	Comfortable	62	61	67	58	65	62	62	52	62	62	68	57	87	59
	Uncomfortable	12	13	7	13	11	12	12	17	12	12	10	14	2	11	2	12

Margins of error within +/- 5%

Financial Condition

Level of Comfort

1999 – March 2003 Comparisons by Service



Margins of error within +/- 2%

+ = Significant difference from 1999
 * = Significant difference from 2002

ADS99 (Member)
Q95

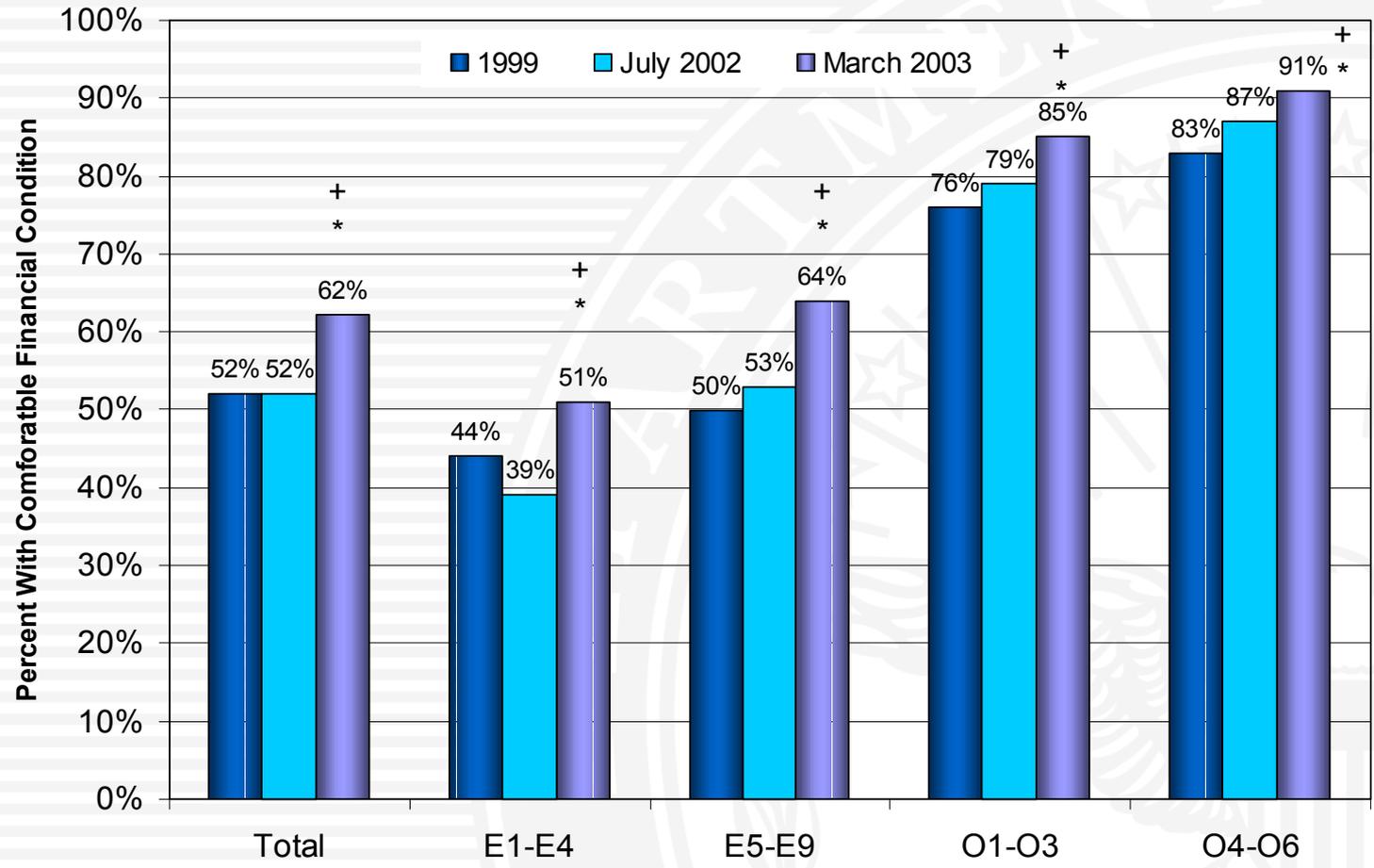
SOFA0207
Q47

SOFA0303
Q45

Financial Condition

Level of Comfort

1999 – March 2003 Comparisons by Paygrade



Margins of error within +/- 2%

+ = Significant difference from 1999
 * = Significant difference from 2002

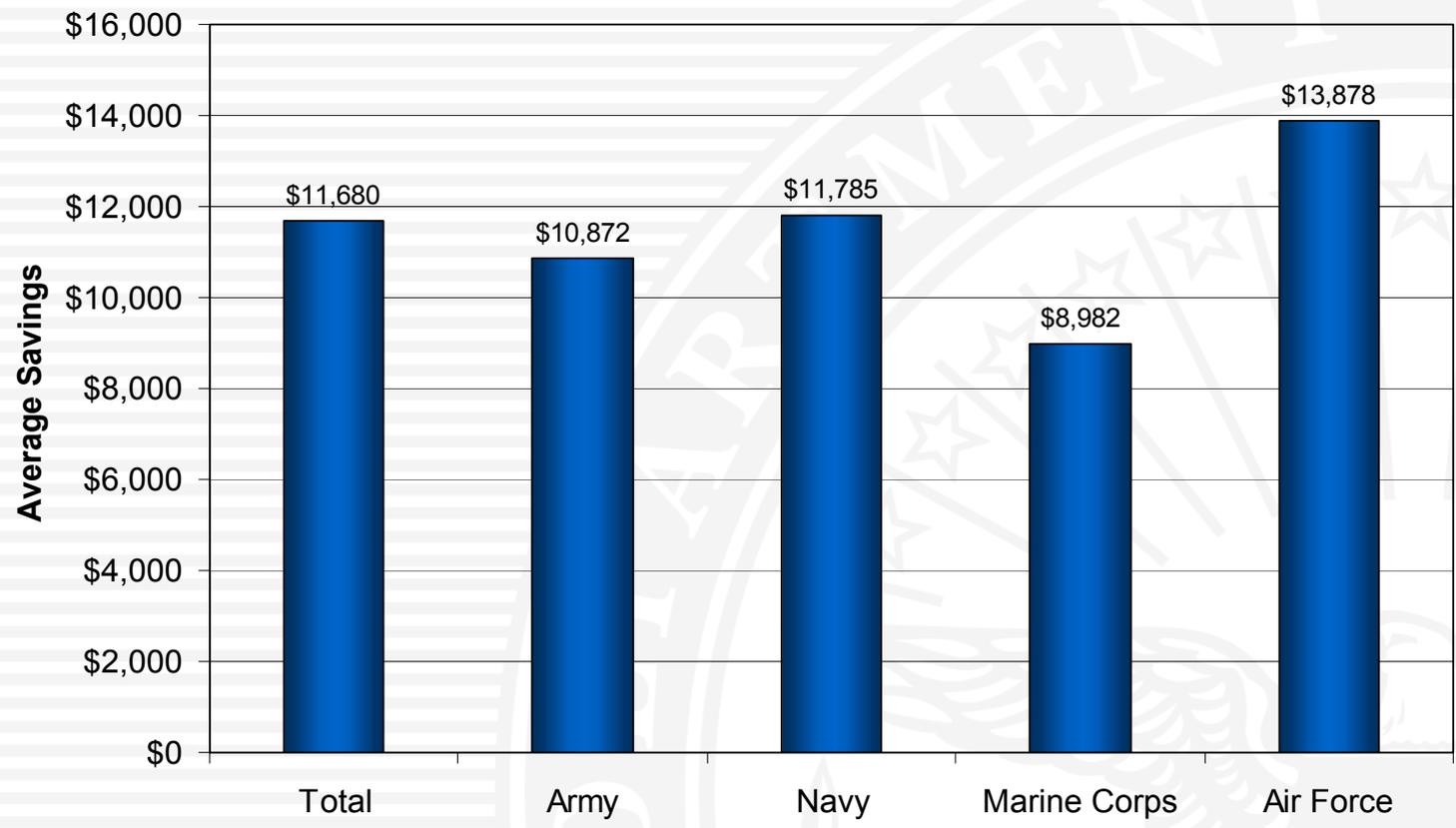
ADS99 (Member)
Q95

SOFA0207
Q47

SOFA0303
Q45

Financial Condition

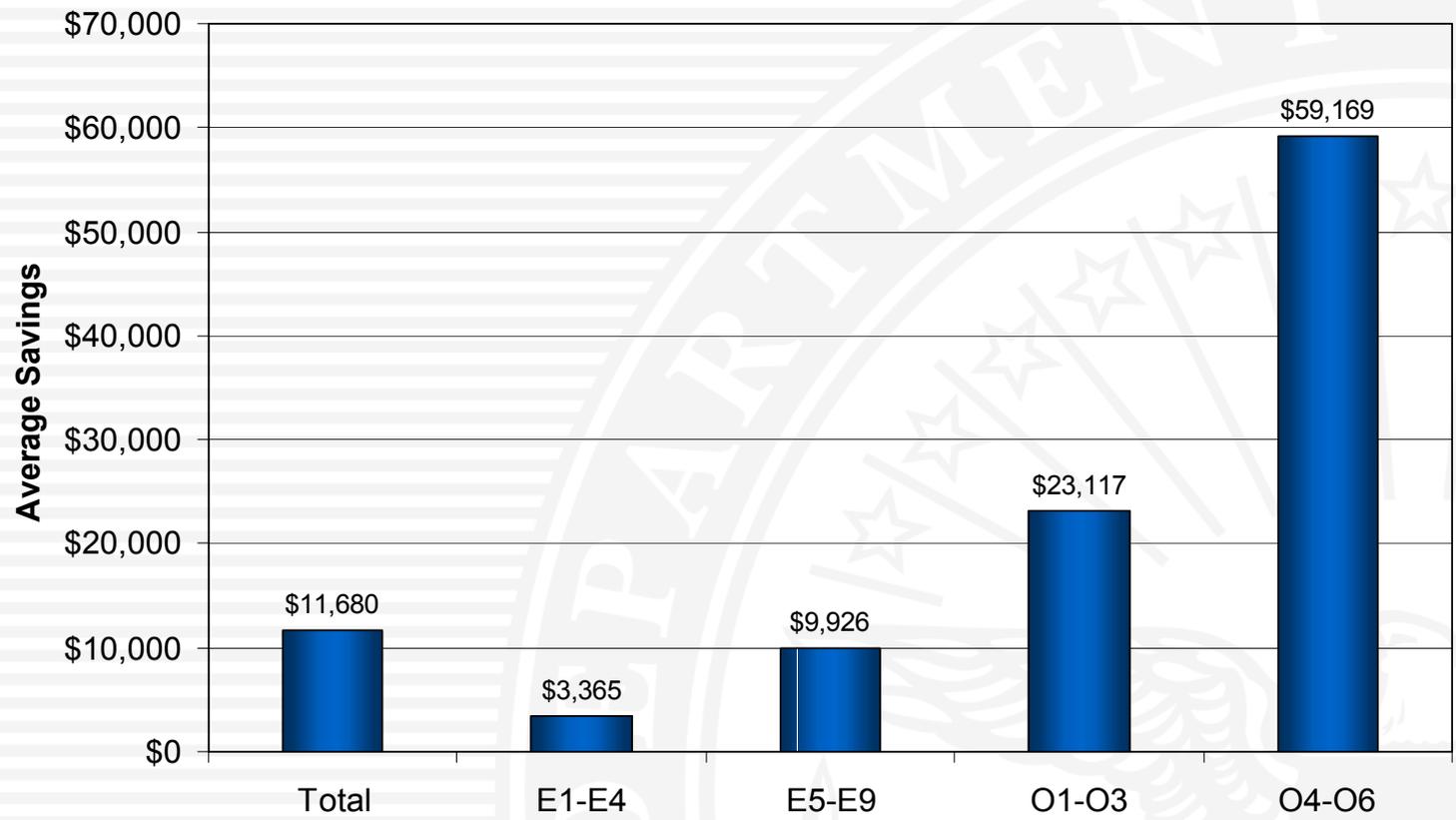
Amount of Savings by Service



Margin of error of total: \$428
Margin of error of Services within \$1,109

Financial Condition

Amount of Savings by Paygrade



Margin of error of total: \$428
Margin of error of Paygrade within \$1,862

Financial Condition

Amount of Savings Reporting Categories

KEY: More savings Less savings	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Dollar savings amount	12	11	12	9	14	3	10	23	59	6	36	7	40	6	34	10

Reported in thousands

Margins of error within +/- \$2.6

KEY: More savings Less savings	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Dollar savings amount	12	12	12	8	15	14	8	8	7	15	14	7	38	7	36	12

Reported in thousands

Margins of error within +/- \$2.6

Financial Condition

Summary of Findings

March 2003 Findings

- About 1 in 3 (31%) reported financial problems
 - Led by Army and Marine Corps, E1-E4s, members living on base, minorities, singles (with and without children), and male and female enlisted
- Majority (62%) reported being financially comfortable
 - Led by Air Force, officers, members living overseas, members living off base, and married without children
- Average savings for all Service members were \$11,680
 - Led by Air Force, officers, members living off base, non-minorities, married (with and without children)

July 2002-March 2003 Trends

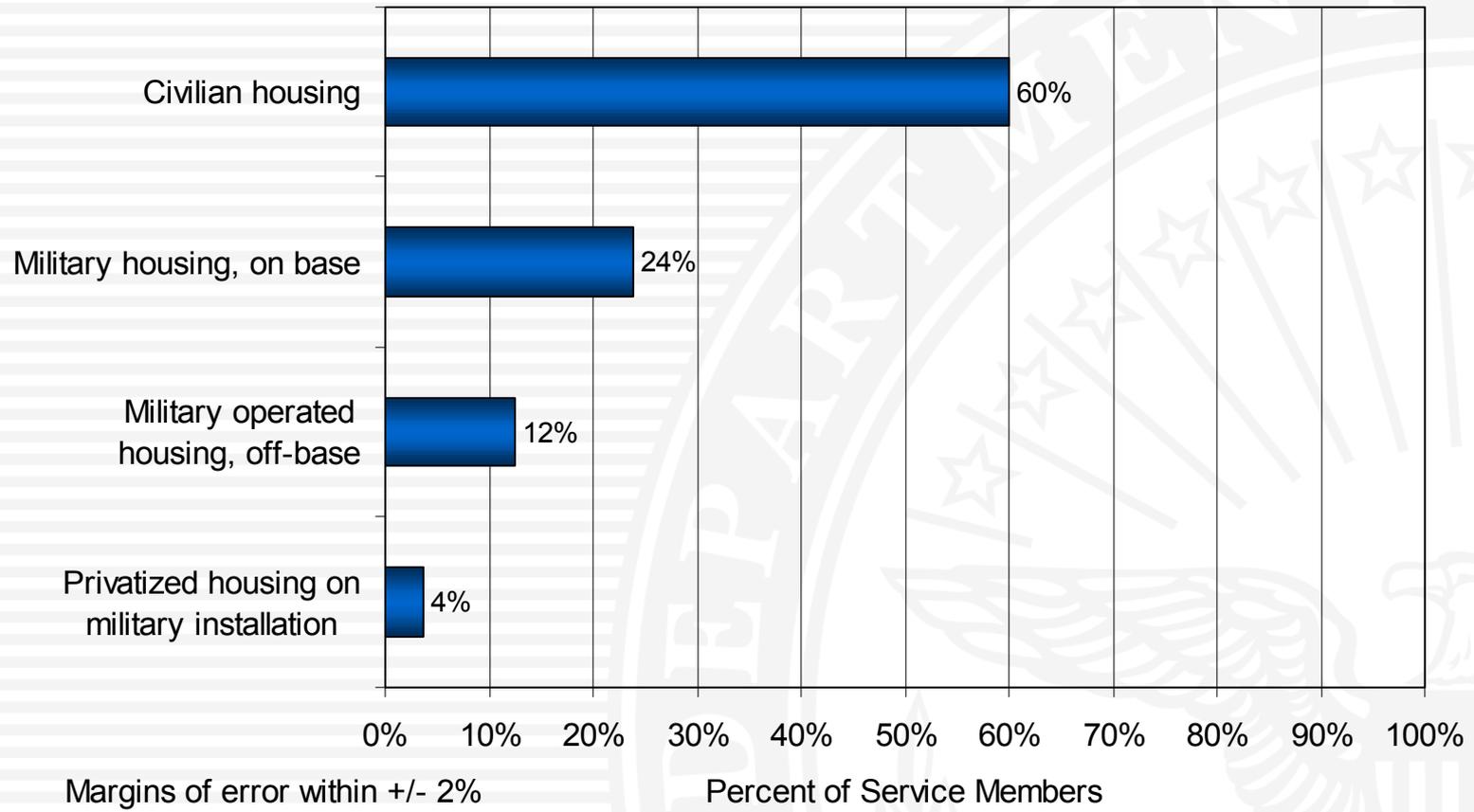
- Level of comfort up 10-percentage points
 - Largest increase among Navy members and E1-E4s

Briefing Overview

- Introduction
- Recurring measures
- Stress and relationships
- Support programs/services
- Detailed tempo
- Military life
- Financial condition
- ✓ Housing issues
- Willingness to recommend

Housing Issues

Preference



Housing Issues

Preference

Key Reporting Categories

Percent of Service Members

KEY: More preference	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Prefer civilian housing	60	56	67	60	58	57	64	60	55	58	50	67	68	60	60	58	57
Prefer military housing, on base	24	27	16	23	28	23	22	28	38	25	38	15	24	22	32	27	33
Prefer military operated housing, off base	12	12	15	13	11	16	11	9	5	13	7	16	6	14	7	11	9
Prefer privatized housing on military installation	4	5	2	4	4	5	3	3	2	5	5	2	2	4	3	4	1

Margins of error within +/- 4%

Housing Issues

Preference

Other Reporting Categories

Percent of Service Members

KEY: More preference	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Prefer civilian housing	60	61	56	49	68	63	56	61	64	57	62	61	57	59	61	60
Prefer military housing, on base	24	24	24	33	17	24	23	21	18	29	22	22	33	20	27	24	21
Prefer military operated housing, off base	12	12	16	14	12	10	16	14	15	10	12	13	7	16	8	12	15
Prefer privatized housing on military installation	4	4	4	5	3	3	4	4	3	4	5	4	3	5	4	4	5

Margins of error within +/- 4%

Housing Issues

Priorities

In your opinion, who should have 1st, 2nd, 3rd, 4th, and 5th priority in getting assigned to base housing?

	1st	2nd	3rd	4th	5th	Total
E1-E4 with dependents	85%	6%	1%	1%	6%	100%
E5-E9 with dependents	6%	71%	15%	7%	1%	100%
W1-W5 with dependents	0%	4%	61%	28%	7%	100%
01-03 with dependents	0%	17%	20%	58%	4%	100%
04-06 with dependents	8%	3%	3%	6%	81%	100%

Margins of error within +/-2%

Housing Issues

Priorities

Key Reporting Categories

Mean of Scale

KEY: More priority	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		E1-E4 with dependents	1st	1.3	1.5	1.3	1.4	1.6	1.3	1.4	1.4	1.3	1.4	1.5	1.4	1.3	1.3
E5-E9 with dependents	2nd	2.2	2.2	2.2	2.4	2.3	2.2	2.5	2.5	2.1	2.5	2.2	2.5	2.2	2.4	2.3	2.6
W1-W5 with dependents	3rd	3.3	3.4	3.3	3.5	3.3	3.4	3.5	3.6	3.3	3.4	3.4	3.6	3.2	3.4	3.4	3.6
O1-O3 with dependents	4th	3.6	3.4	3.6	3.4	3.6	3.6	3.2	3.2	3.7	3.4	3.5	3.1	3.6	3.3	3.5	3.2
O4-O6 with dependents	5th	4.5	4.5	4.6	4.4	4.3	4.6	4.3	4.4	4.6	4.4	4.5	4.4	4.6	4.6	4.4	4.3

Margins of error within +/- 0.8

Housing Issues

Priorities

Other Reporting Categories

Mean of Scale

KEY: More priority	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	E1-E4 with dependents	1st	1.4	1.5	1.5	1.3	1.4	1.4	1.4	NA	1.3	1.6	1.4	1.4	1.3	1.2	1.4
E5-E9 with dependents	2nd	2.3	2.3	2.2	2.3	2.3	2.2	2.2	NA	2.2	2.3	2.2	2.5	2.2	2.6	2.3	2.3
W1-W5 with dependents	3rd	3.4	3.3	3.4	3.4	3.4	3.3	3.3	NA	3.4	3.4	3.3	3.5	3.4	3.5	3.4	3.4
O1-O3 with dependents	4th	3.5	3.6	3.6	3.5	3.5	3.6	3.6	NA	3.5	3.5	3.6	3.3	3.5	3.1	3.5	3.5
O4-O6 with dependents	5th	4.5	4.3	4.4	4.5	4.5	4.5	4.5	NA	4.6	4.3	4.5	4.4	4.6	4.6	4.5	4.6

Margins of error within +/- 0.8

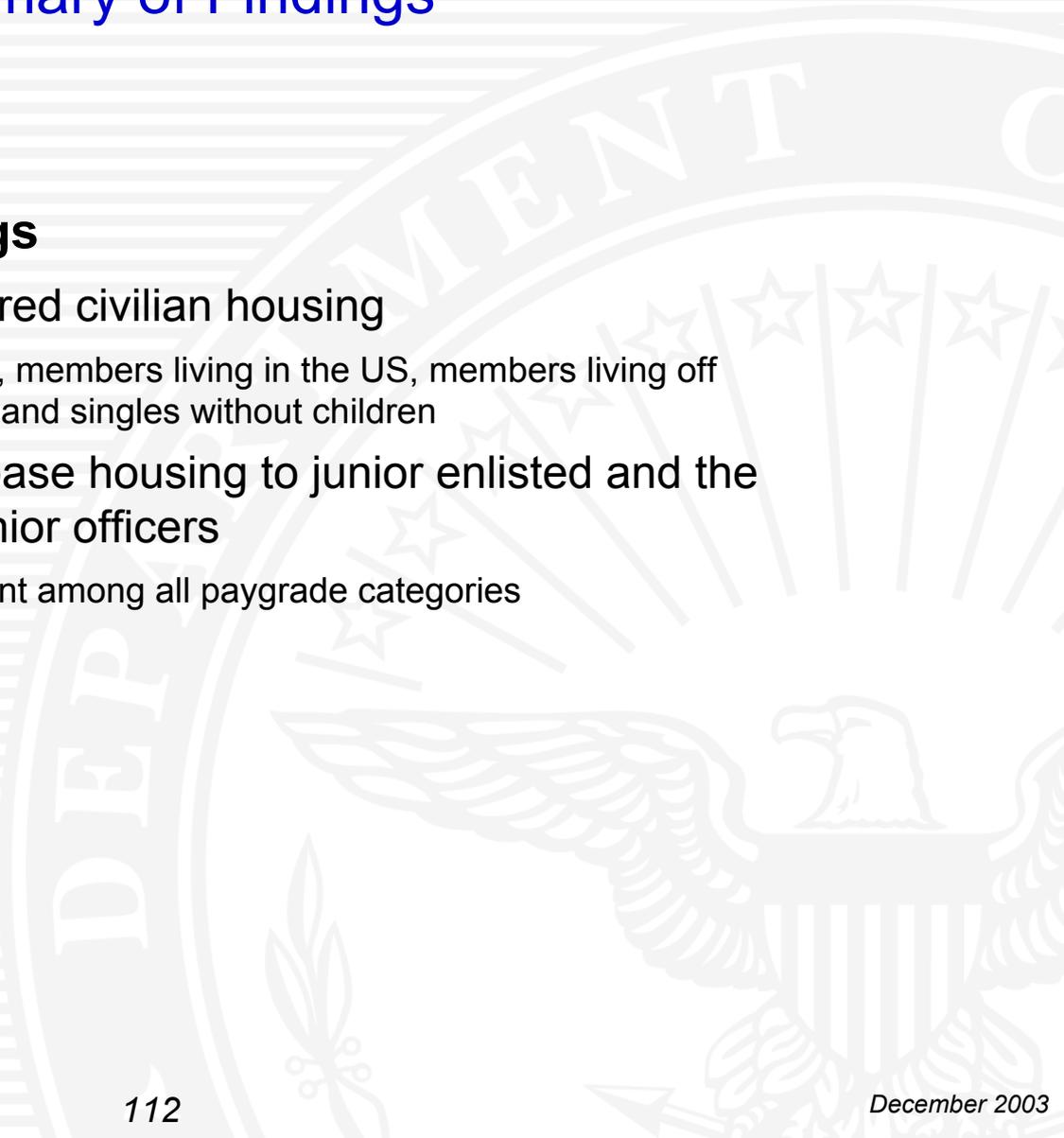
NA: Not Available

Housing Issues

Summary of Findings

March 2003 Findings

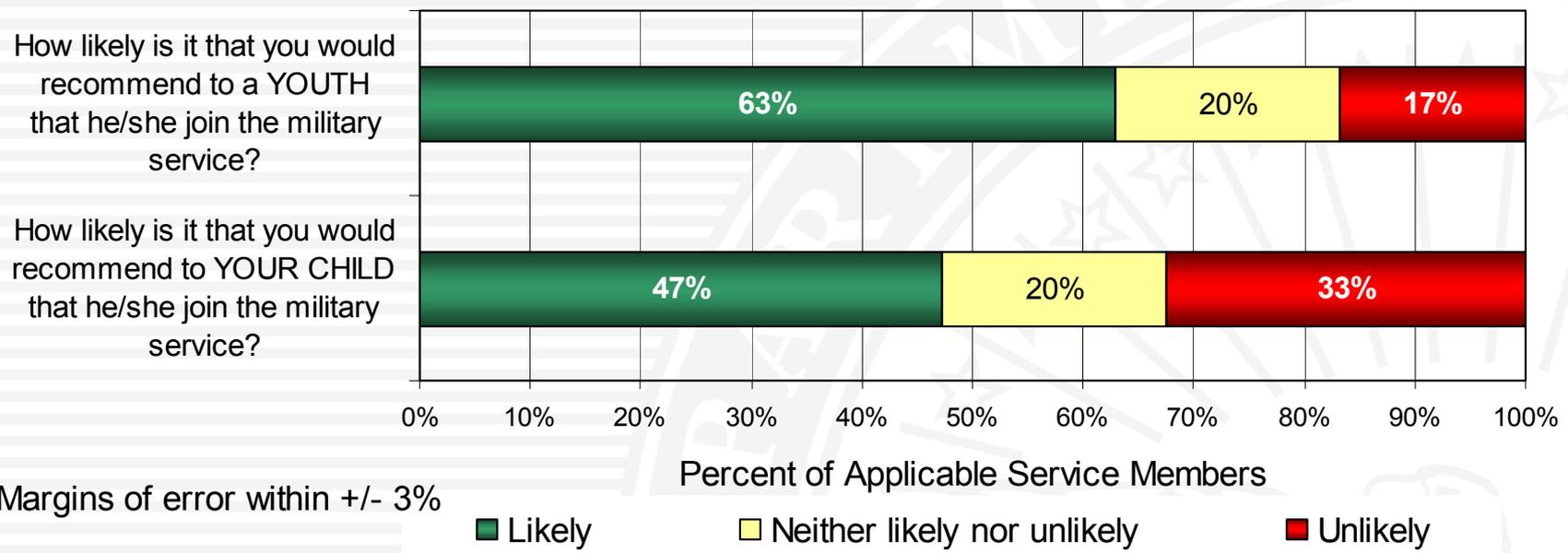
- 6 in 10 (60%) preferred civilian housing
 - Led by Navy, E5-E9s, members living in the US, members living off base, non-minorities, and singles without children
- First priority for on-base housing to junior enlisted and the lowest priority to senior officers
 - Opinion was consistent among all paygrade categories



Briefing Overview

- **Introduction**
- **Recurring measures**
- **Stress and relationships**
- **Support programs/services**
- **Detailed tempo**
- **Military life**
- **Financial condition**
- **Housing issues**
- ✓ **Willingness to recommend**

Willingness to Recommend



Willingness to Recommend

Reporting Categories

Percent of Applicable Service Members

KEY: More likely Less likely More unlikely		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Recommend to a youth that he/she join the military	Likely	63	62	62	64	64	56	68	77	75	60	73	60	79	62	85	62
	Unlikely	17	19	16	20	14	22	13	7	9	20	11	18	7	21	5	15	8
Recommend to your child that he/she join the military	Likely	47	47	49	42	47	NR	46	58	52	46	51	48	52	39	53	45	54
	Unlikely	33	32	32	32	33	23	34	21	29	33	32	33	26	33	28	35	27

Margins of error within +/- 13%

NR: Not Reportable

KEY: More likely Less likely More unlikely		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Recommend to a youth that he/she join the military	Likely	63	64	57	59	67	65	60	56	61	65	67	61	76	59	78	63
	Unlikely	17	16	20	20	14	16	19	23	17	16	15	18	8	19	8	17	18
Recommend to your child that he/she join the military	Likely	47	48	45	48	47	50	43	39	NA	48	NA	46	52	47	56	47	49
	Unlikely	33	32	35	31	33	30	37	34	NA	32	NA	33	29	36	29	32	35

Margins of error within +/- 13%

NA: Not Available

Willingness to Recommend

Summary of Findings

March 2003 Findings

- Majority (63%) would recommend a youth join the military
 - Officers, E5-E9s, members living in the US, members living off base, and non-minorities more likely to recommend
- About half (47%) would recommend their child join the military
 - E5-E9s and minorities more unlikely to recommend