



USAREUR/7A OPTEMPO and PERSTEMPO Study

**In-Progress Report (IPR 5)
Special Topic: Training Environment**

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Purpose

- This brief examines the role of training and training tempo on soldier and unit readiness.



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Summary of Findings (1 of 2)

- Overall workload increased for units in the training environment compared to previous levels in Garrison.
 - The majority of soldiers with families reported that the training exercise put a strain on their families. Family strain was highest among those soldiers who had been in the field for more than 3 weeks.
 - Soldiers new to their unit reported more positive attitudes toward training than soldiers who have been in their unit more than one year.
 - Soldiers holding positive attitudes toward training worked and slept equal numbers of hours per day as did soldiers with negative attitudes, but reported less work overload.
 - Overall, there were no rank differences in attitudes toward training although officers were more likely to report that the training was relevant compared to other ranks.
 - Soldiers with positive training attitudes were more likely to report they intend to remain in the Army than were soldiers with negative attitudes.
 - Soldiers with positive attitudes about their training exercise reported greater soldier pride, operational, and military readiness, and leadership than did soldiers with negative attitudes.
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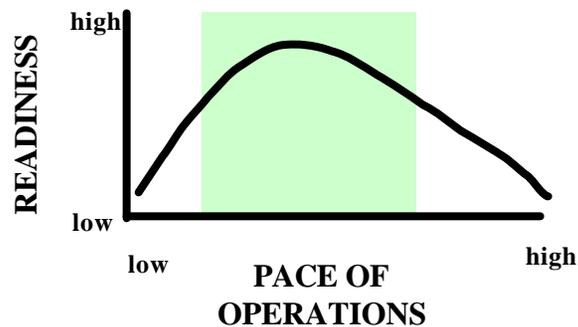
Summary of Findings (2 of 2)

- Soldiers with positive attitudes about their training experience reported fewer symptoms of depression, physical symptoms, greater well being, and less use of caffeine and tobacco compared to soldiers holding negative attitudes.
- Soldiers on a training exercise for longer than their preferred length reported more negative attitudes toward training than those on an exercise for less time than their ideal length.
- Soldiers working in their MOS were more likely to have positive attitudes toward training than soldiers working less often in the MOS.
- Soldiers with positive attitudes about the impact of training on them and about the quality of training reported more positive job attitudes than those with negative attitudes.
- Soldiers rating the feedback on the training exercise as positive rated their leadership higher than those rating feedback as negative.
- Soldiers with positive training attitudes reported using more active and fewer passive coping techniques than those with negative attitudes.
- Quality of life ratings, particularly food and sleeping conditions, were associated with positive training attitudes, well being, and morale.



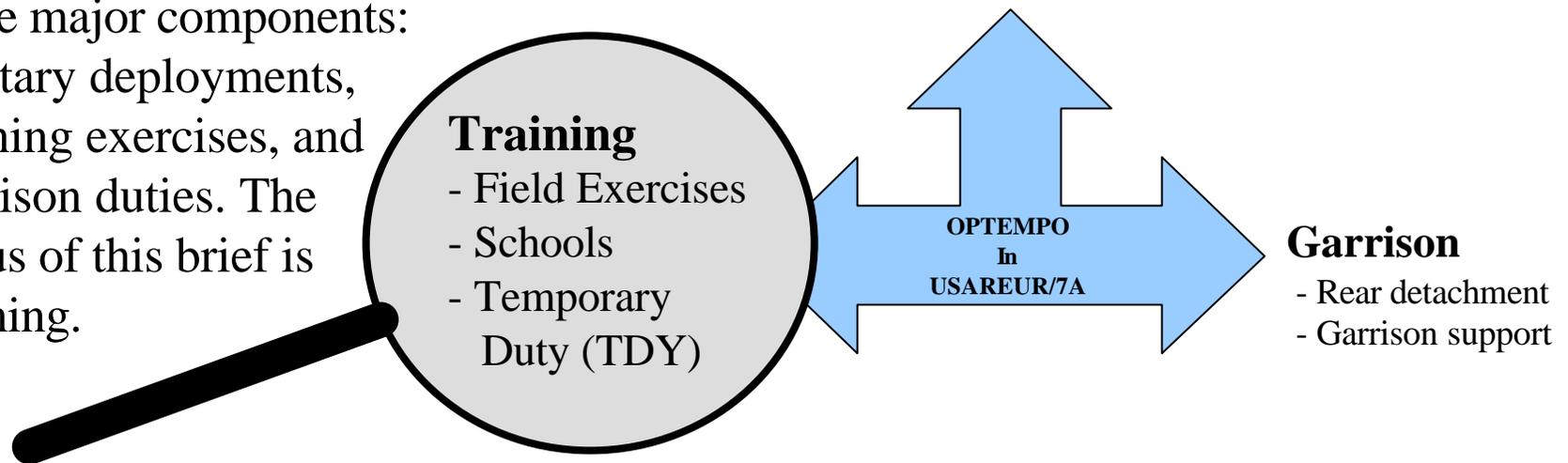
OPTEMPO Readiness Model

Area of Optimal Soldier and Unit Performance



- The model predicts that pace of operations affects optimal soldier and unit performance. When the pace is either very high or very low soldier and unit readiness decline.

- The model consists of three major components: military deployments, training exercises, and garrison duties. The focus of this brief is training.





Categories of Measures

JOB ATTITUDES

- Job Satisfaction
- Work Overload
- Task Significance
- Job Control

MEDICAL READINESS

Wellness Behaviors

- Cigarettes
- Alcohol
- Caffeine
- Sleep
- Physical Exercise

Well-Being

- Well-Being
- Depression
- Physical Symptoms

TRAINING MEASURES

Training Attitude Scale

(6 Dimensions)

- Training relevance
- Training tempo and predictability
- Training quality
- Individual impact and benefits
- Unit impact and benefits
- Training feedback

Quality of Life Ratings

- Food
- Sleeping conditions

Coping Scale

- Active coping
- Passive Coping

SOLDIER ISSUES

Career Issues

- Career Decision

Family Issues

- Strain on Family

OPTEMPO MEASURES

- Number of Deployments
- Days on TDY
- Work Hours
- Days in Field
- Days in Training

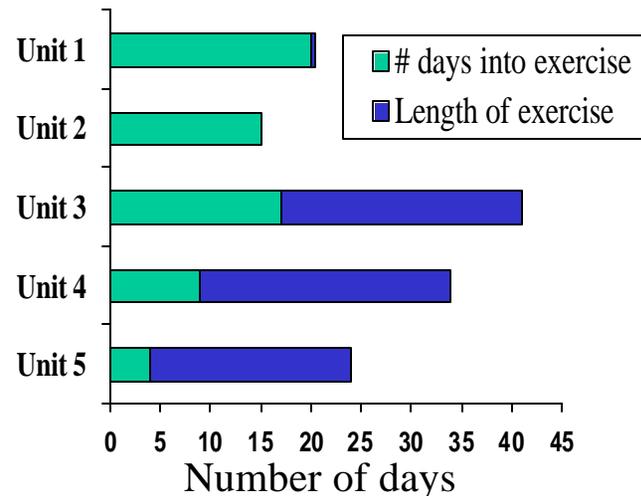
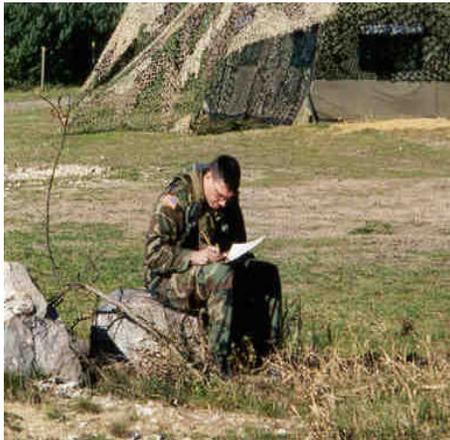
MILITARY READINESS

- Morale
- Soldier Pride
- Combat Readiness
- Operational Readiness
- Unit Cohesion
- Leadership



Training Exercise Overview

- From July to September 2000 there were 5 units (330 soldiers) participating on training exercises during the OPTEMPO data collection.
- The Combat Maneuver Training Center (CMTC) in Hohenfels and Gunnery (in Grafenwoehr) have similar physical environments, but are used for different purposes. At Gunnery, soldiers are honing live fire skills, while at CMTC they learn tactical skills by force-on-force training using blank rounds.
- Average length of training was 25.6 days. Surveys were administered and interviews were conducted an average of 16 days into the training exercise.

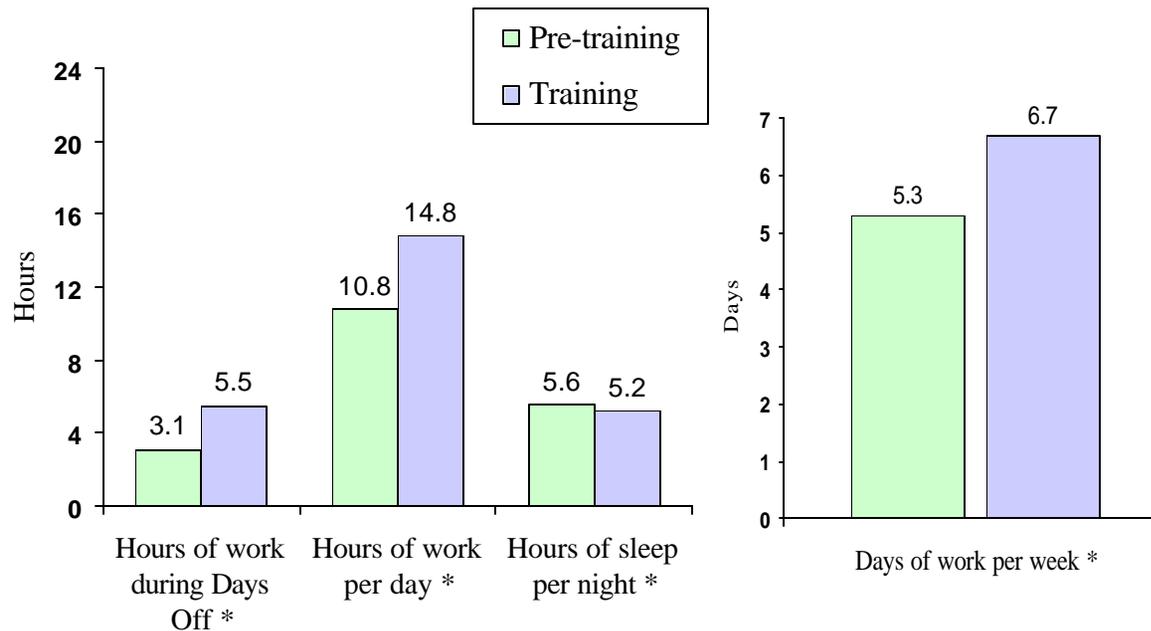




OPTEMPO in the Training Environment

- Overall workload increased for units in the Training environment compared to their previous workload levels in Garrison (*t's > 3.10, df<198, p's < .01).

“The longer we stay out here, the better it will get” - NCO, Training environment.



“We go to the field too much, most of the time there isn't anything to do out here, so we should go back” - Jr. Enlisted Soldier, Training environment.



Length of Training: Family

- Among soldiers who are married and/or have children (n=157), more than half (52.2%) felt that the training exercise put a strain on their family.
- Half of the soldiers who had only been in the field less than a week reported that the training exercise put a big strain on their families. Over ¾ of those soldiers who had been in the field for more than 3 weeks reported family strain (* $\chi^2 = 22.22$, df=12, p<.05).



Marital Status		% with Children	
Single	50.4% (n=165)	No Children	70.1
Married	43.6% (n=144)	1 child	12.7
Div/Sep	6.4 % (n=21)	2+ children	17.3

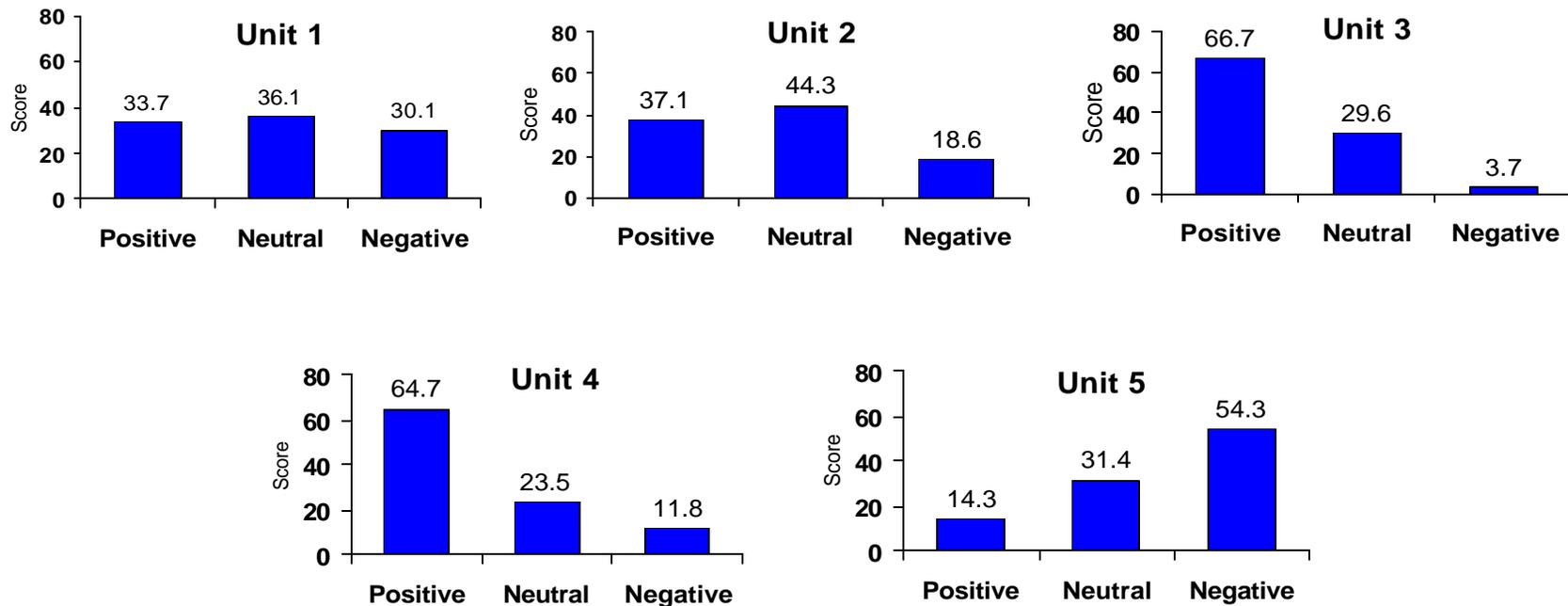
“It’s very hard on the family, especially for the young personnel just coming in. They didn’t get a chance to adapt to Germany, and now they’re going to the field” - NCO, training environment.



Overall Training Attitudes by Unit

- **Unit Differences.** The 5 units rated their training experience quite differently.

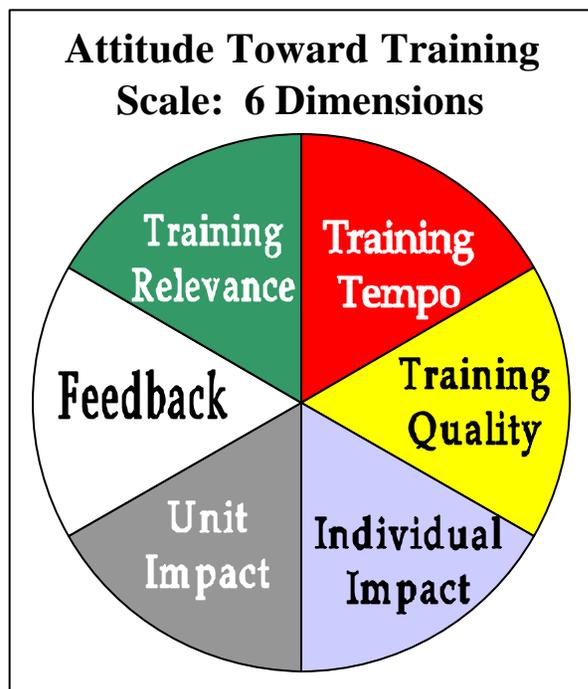
Overall Training Attitude Scores



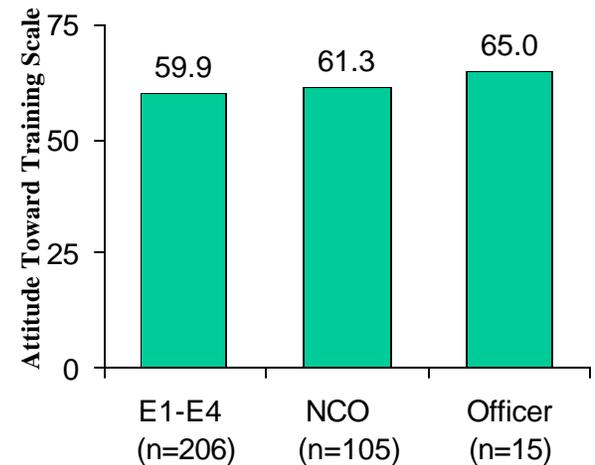


Overall Training Attitudes: Positive and Negative

- Using soldiers' average scores on the Attitude Toward Training Scale, 2 groups were identified:
 - 60% (n=220) of soldiers held positive attitudes about their experiences on the current training exercise
 - 40% (n=130) held negative and/or neutral attitudes.



- There are no significant rank or gender differences between the positive and negative groups.
- Married soldiers held more negative views than did other soldiers (62.8 vs. 58.8, $t=2.25$, $df=307$, $p<.05$).



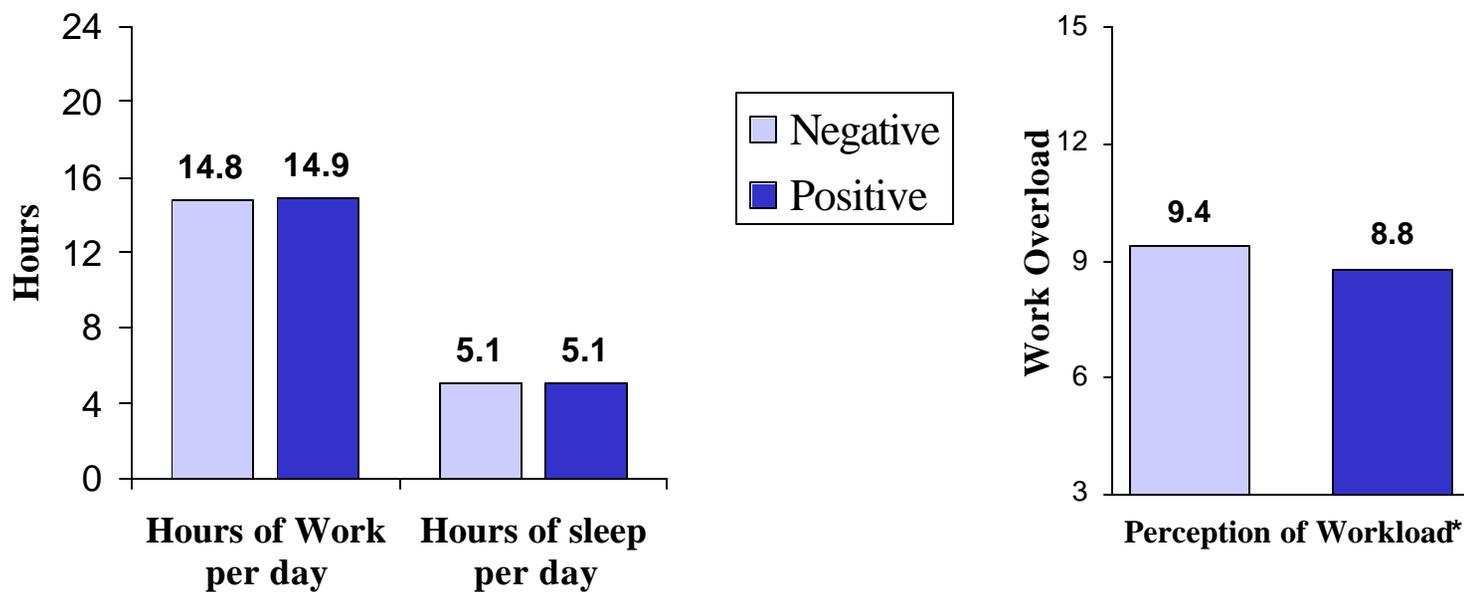
Attitude Toward Training Scale

"I haven't sensed bad morale while we've been up here (Graf). I could be wrong, but all the soldiers that I've talked to have been real happy with the training"
- Leader, training environment.



Overall Training Attitudes and OPTEMPO

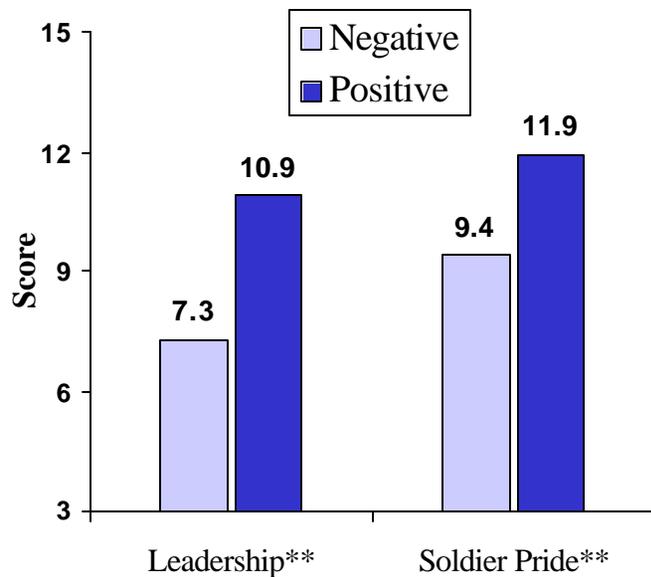
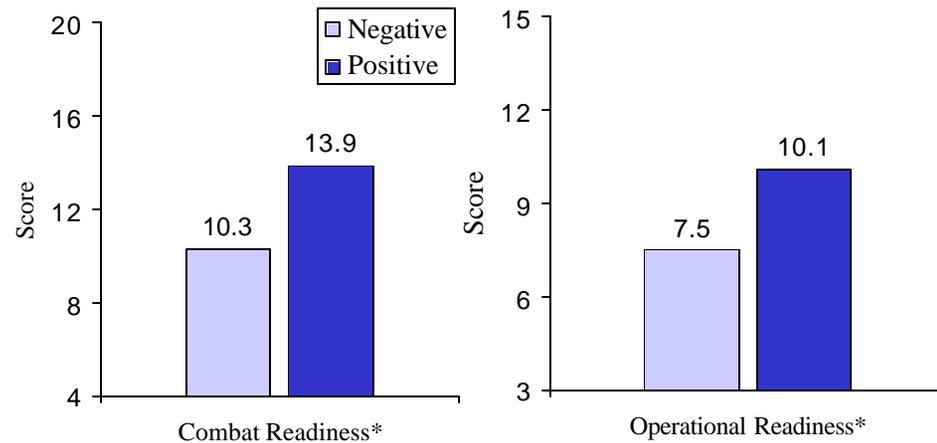
- Work hours and sleep hours were the same for soldiers who held either positive or negative attitudes toward training.
- However, soldiers with negative attitudes perceived Work Overload as higher than soldiers with positive attitudes (*t's > 2.10, df=328, p< .05).





Overall Training Attitudes and Military Readiness

- Soldiers with positive attitudes toward training rated Operational and Military Readiness higher than soldiers with negative attitudes (*t's > 9.4, df=328, p's<0.001).



“The only time I’m challenged is when I come here (Graf) or go to Hohenfels” - NCO, training environment.

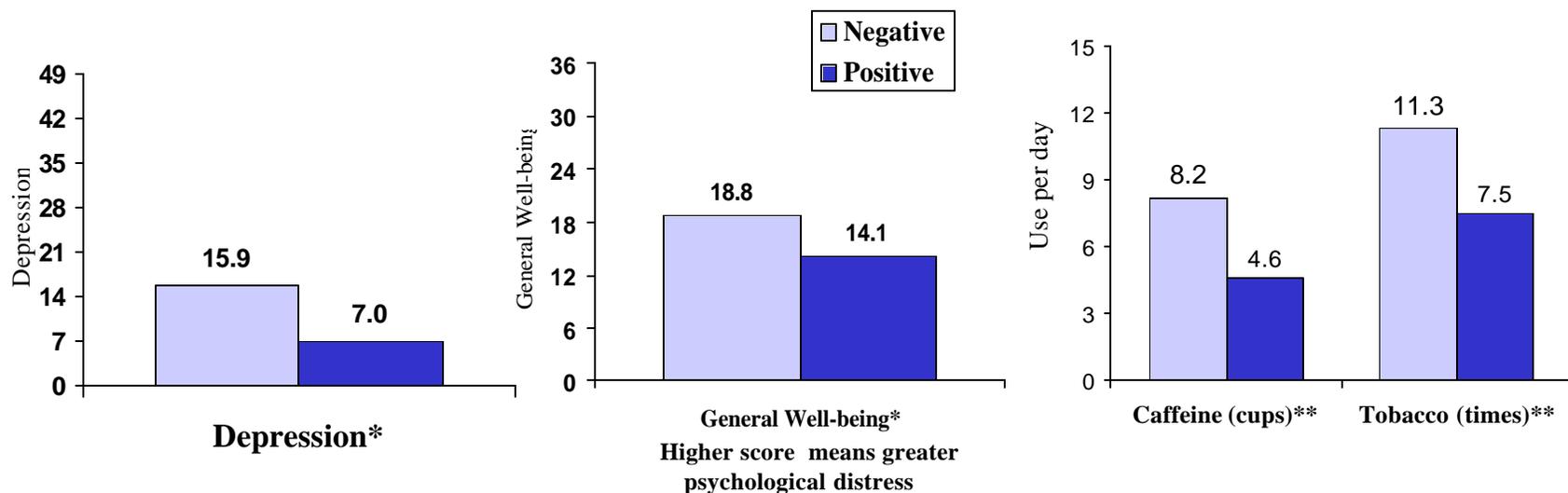
“When soldiers are jumping, morale is sky high” - Leader, training environment.

- Soldiers with positive attitudes toward training rated leadership and soldier pride higher than soldiers with negative attitudes toward training (**t's > 9.5, df=328, p<0.001).



Overall Training Attitudes and Medical Readiness

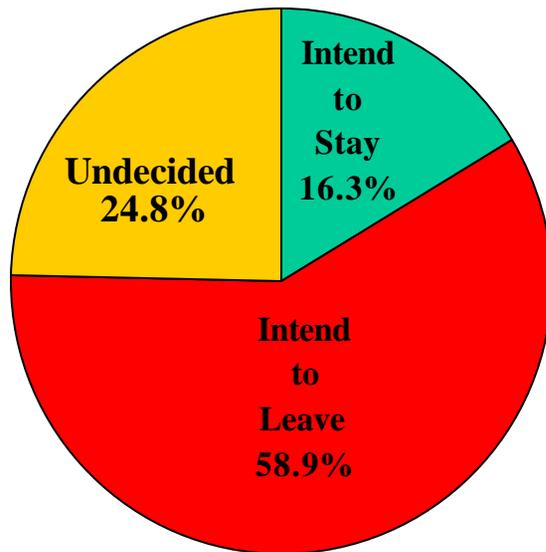
- Soldiers with positive attitudes about training reported fewer symptoms of depression and psychological distress than soldiers with negative attitudes (*t's > 6.94, df=328, p's<.001).
- Soldiers with positive attitudes toward training also reported using less caffeine and tobacco than soldiers with negative attitudes (**t's > 3.44, df=28, p's<.01).
- Soldiers with negative attitudes reported more physical symptoms than did soldiers with positive (3.02 vs. 1.75, t=3.70, df=328, p<.001).



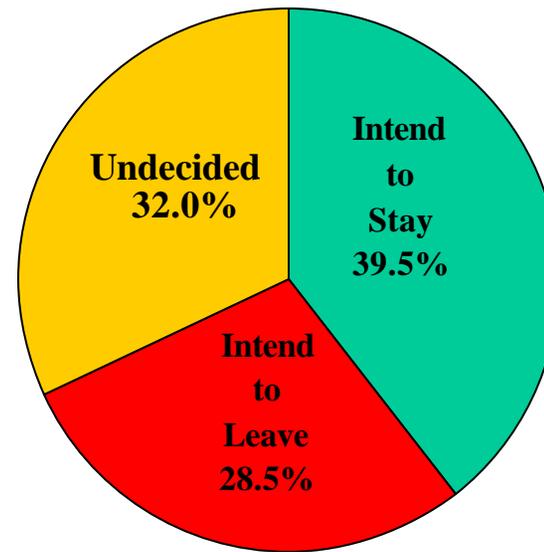


Overall Training Attitudes and Career Intentions

- Attitudes about training are significantly related to soldiers' career intentions. Of the soldiers with positive attitudes toward training, 39.6% planned to stay in the Army, compared to only 16.3% of soldiers with negative attitudes ($\chi^2 = 27.66$, $df=2$, $p < .001$).
- 58.9% of soldiers with negative attitudes about training plan to leave the Army, compared to only 28.5% of soldiers with positive attitudes.



**Negative Attitudes
toward Training**



**Positive Attitudes
toward Training**

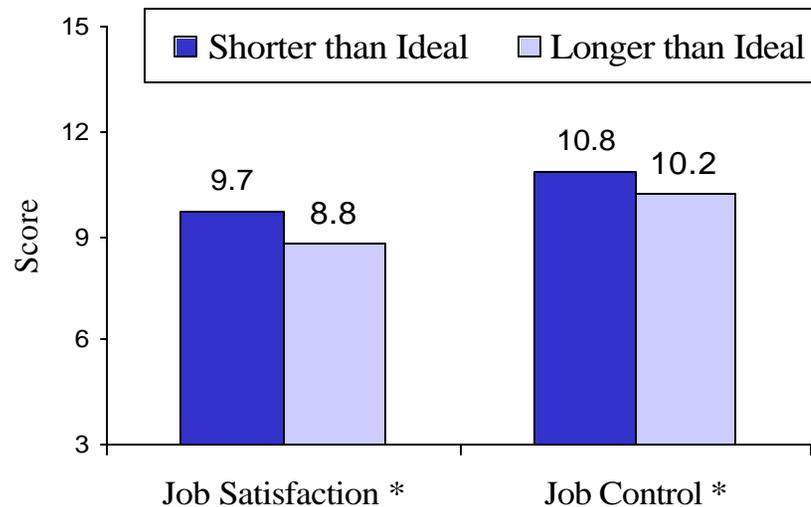
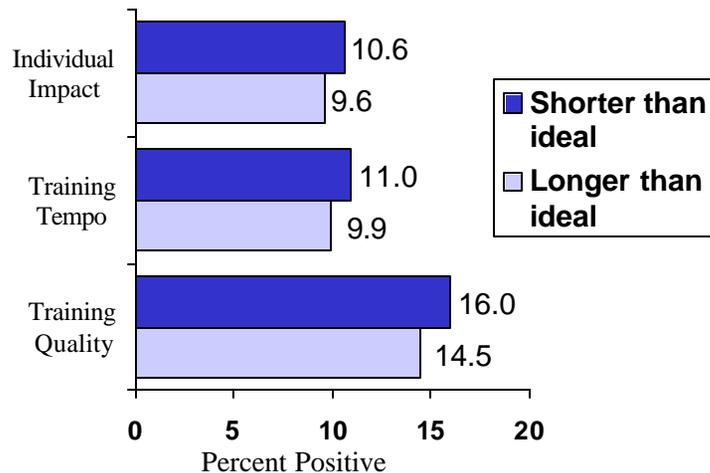


Ideal training and Training Tempo

Training Exercises	Days
Ideal length:	19.3
Actual length:	25.6

• Soldiers who exceeded their ideal number of training days had more negative attitudes toward training tempo, training quality and the individual impact of training than soldiers who did not exceed their ideal number of days (*t's>2.41, df=328, p's<.02).

• Soldiers who exceeded their ideal training length were less positive about the training environment: food, showers, and sleeping conditions.

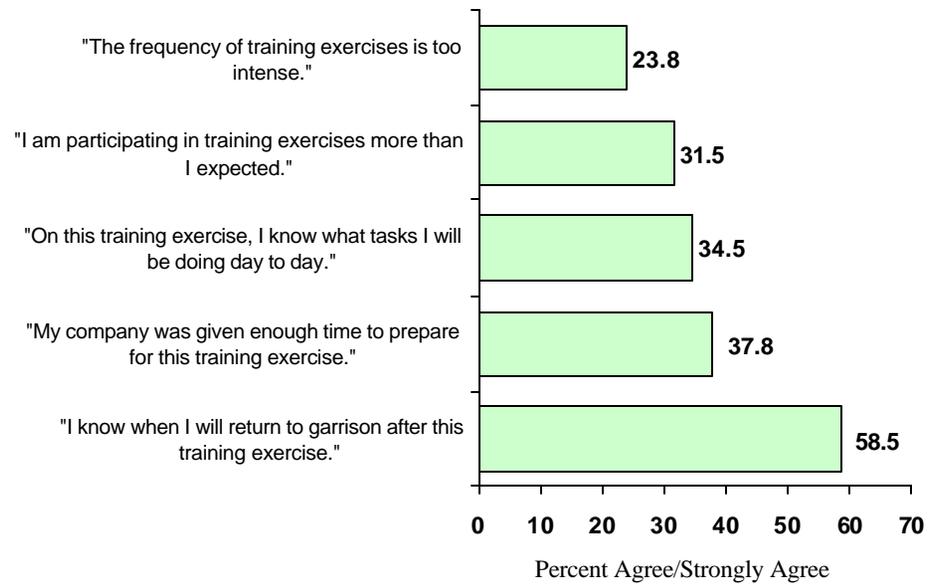
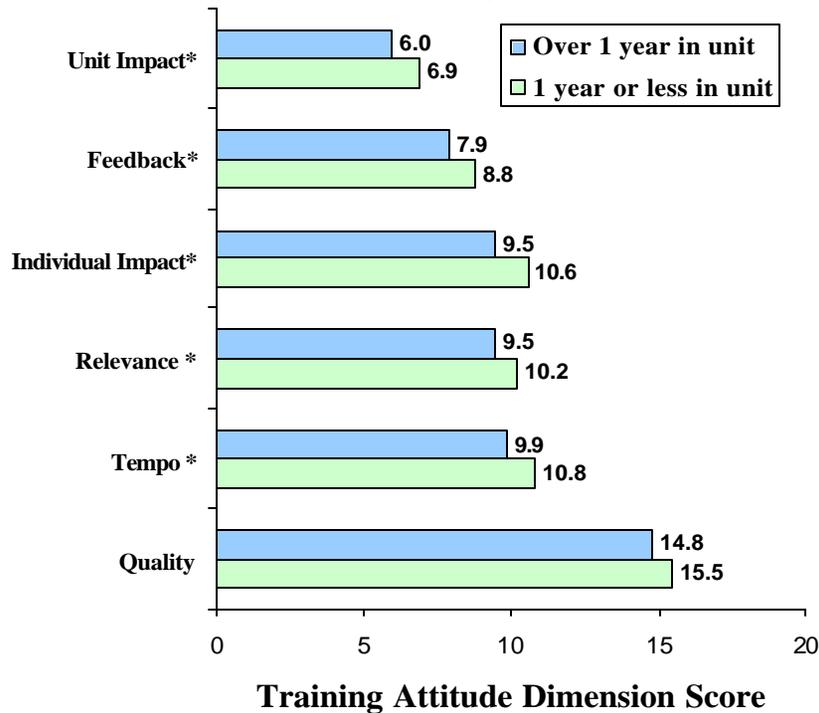




Training Dimension 1: Training Tempo

- **Time in Unit.** Soldiers who had been with their current unit longer than 1 year had more negative attitudes toward training than soldiers who had been with their unit one year or less . (* t's > 2.16, df=328, p's < .05).

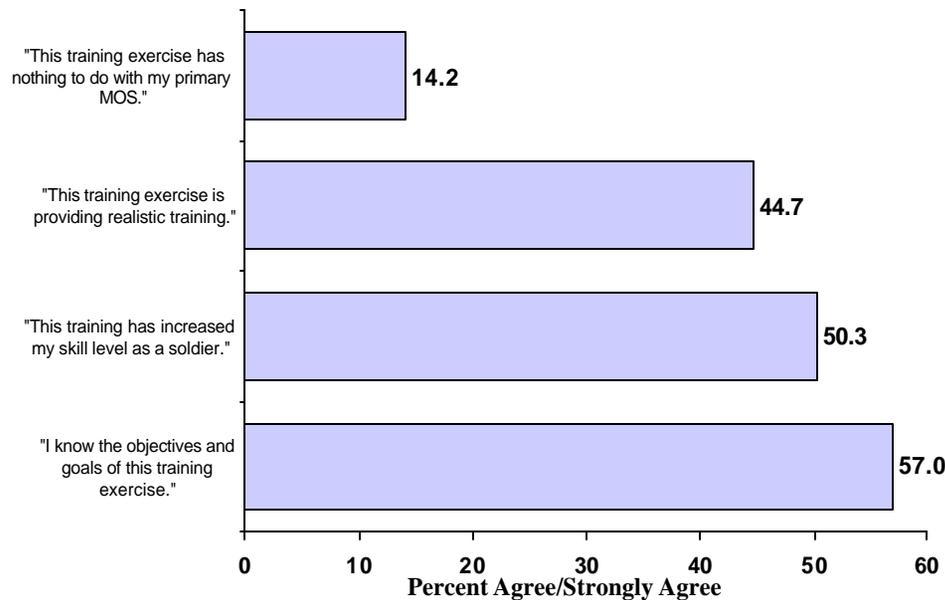
“Grafenwoehr in and of itself is always busy because there are just so many ranges and you have only so many days to get things done. Right behind you there is always another unit that wants the range you are on...I think soldiers like to come up here and be busy” - Leader, Training Environment.





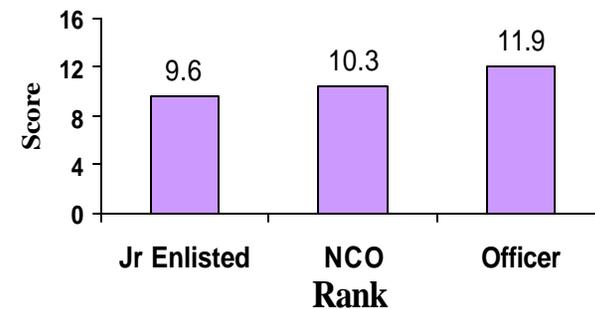
Training Dimension 2: Relevance

- Officers regarded the training exercise as more relevant than did NCOs and Jr. Enlisted soldiers ($F=5.74$, $df= 2,323$, $p<.005$).
- Among soldiers who reported working “often” or “always” in their MOS, 60% had positive attitudes toward training.



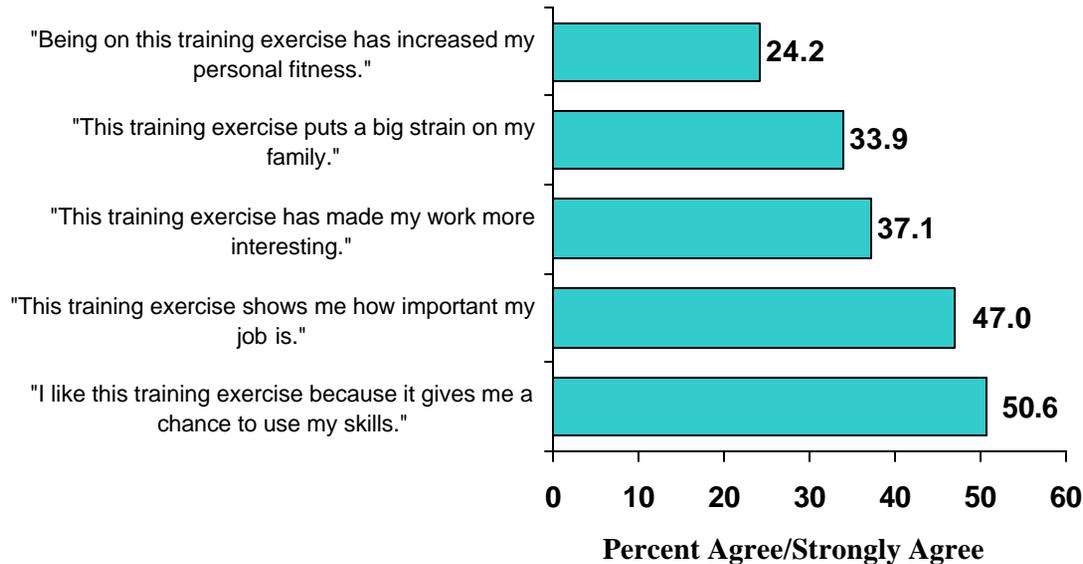
"I have only been in the Army for two years, and I can already see a decline in the level of realism in our training. It would seem that higher up is more interested in totally avoiding any injuries to insure their career is not jeopardized in any way. Our job is somewhat dangerous and some risk is inherent to making sure our unit is properly trained" - Jr. Enlisted soldier, Training Environment.

Training Relevance Scale *



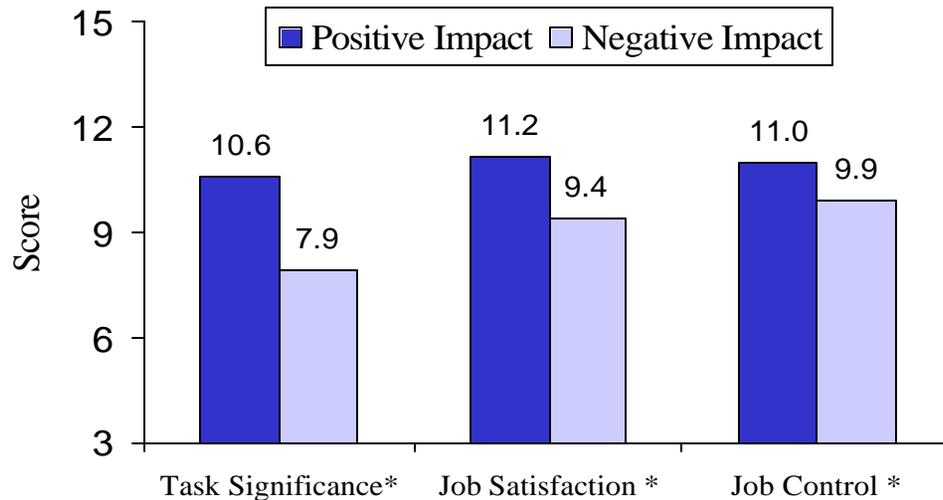


Training Dimension 3: Individual Impact



"Whenever I'm not driving out into the range, I pretty much sit in my driver's seat and fall asleep" - Jr. Enlisted soldier, Training Environment.

"Leaders are going out here (Graf) probably 18 hours a day. When we get back to the rear, it gets complicated by families. The family wants you home for dinner, they want you tucking the kids in at night, reading stories, and all that stuff. Out here, I don't have to worry about that." - Leader, Training Environment.

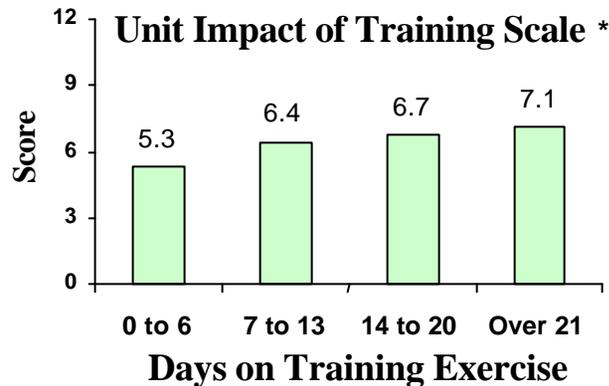


- Soldiers with positive attitudes about the impact of training also reported higher levels of job satisfaction, job control, and task significance than soldiers with negative views (*t's > 4.48, df=328, p's<.001).

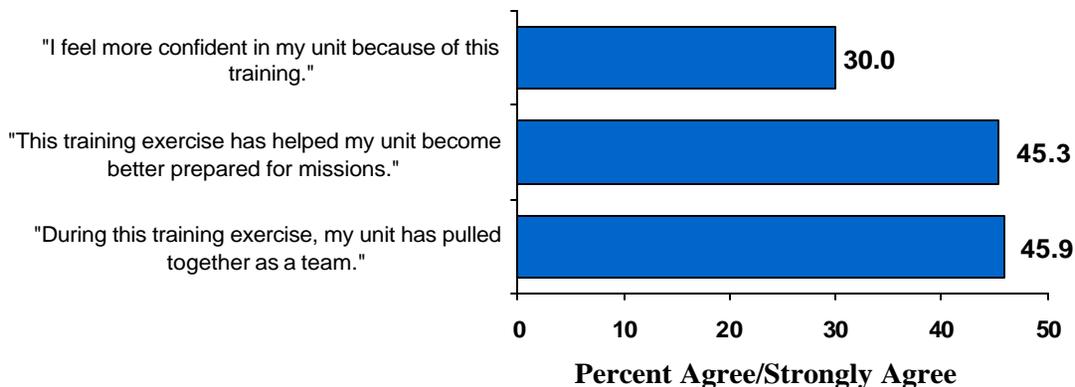
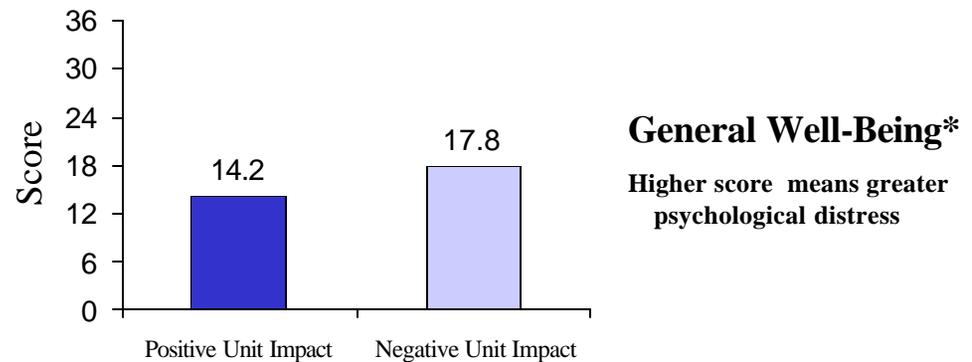


Training Dimension 4: Unit Impact

- Soldiers who had spent more days on training exercises rated the impact of training on their unit more positively than those who spent fewer days (*F=6.26, df=3,328, p<.001).



- Soldiers with positive attitudes about the training's impact on the unit reported lower levels of psychological distress and depression (6.9 vs 14.4) than soldiers with negative attitudes about the impact on the unit (*t's > 5.82, df=328, p<.001).

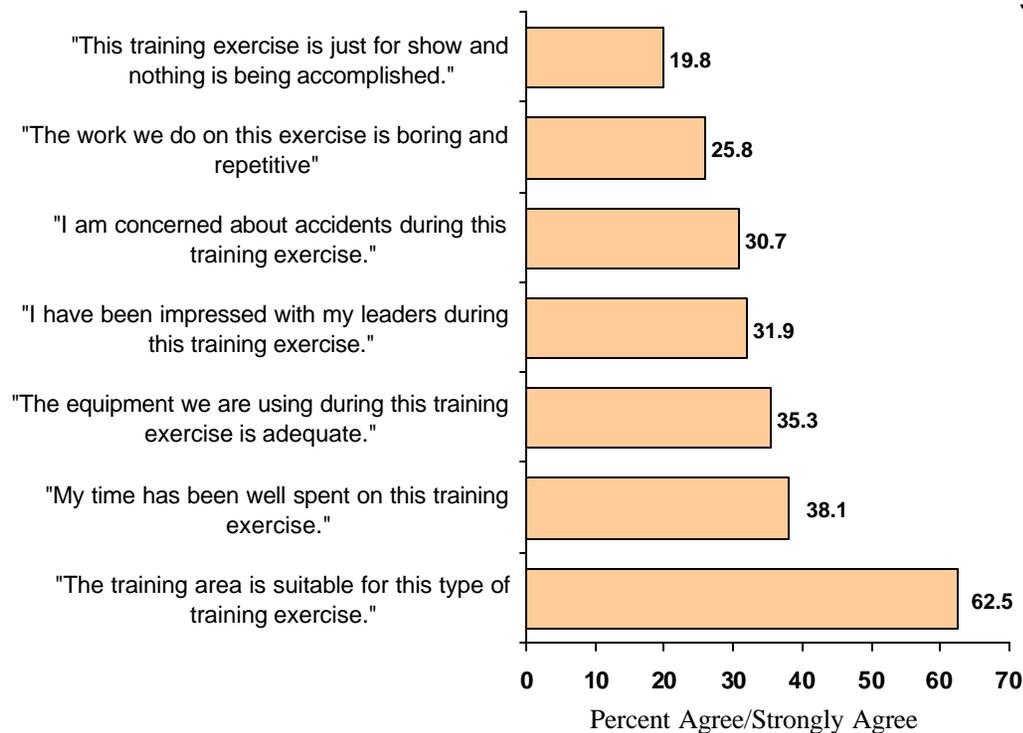
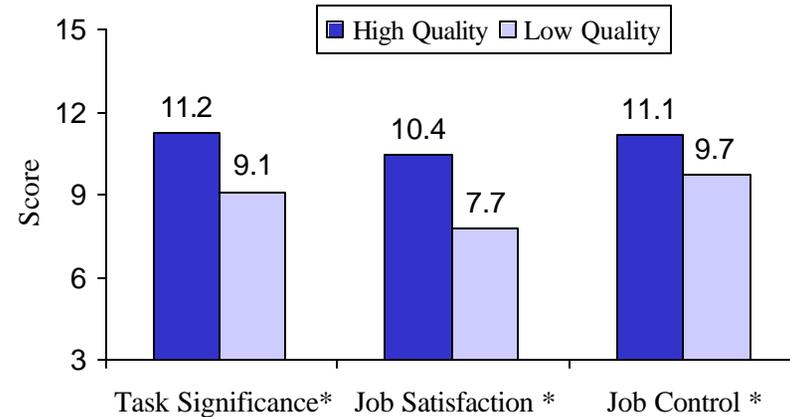


"We do the same thing every time we come up here... At our level it's pretty much the same thing. Just training the new guys" - NCO, Training Environment.



Training Dimension 5: Quality of Training

- Soldiers with positive attitudes about the quality of training also rated their jobs more favorably than those who rated quality of training low (*t's >5.28, df=328, p<.001).



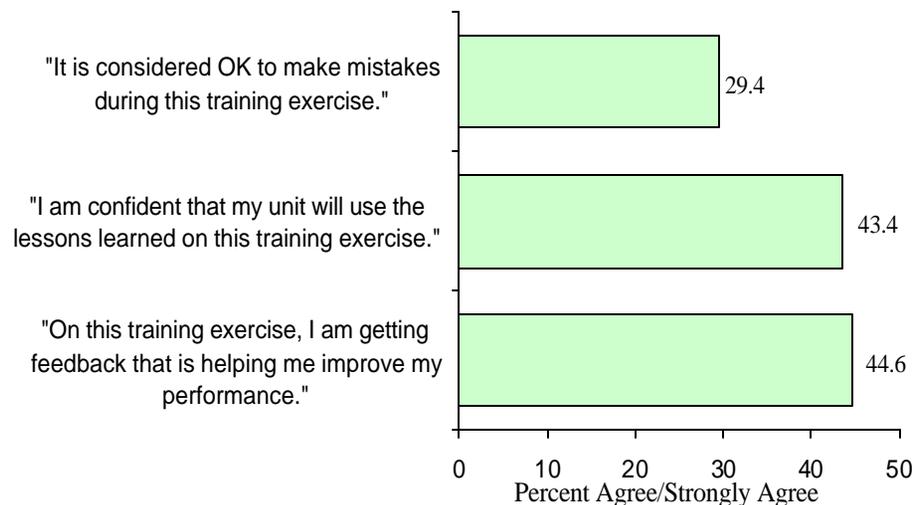
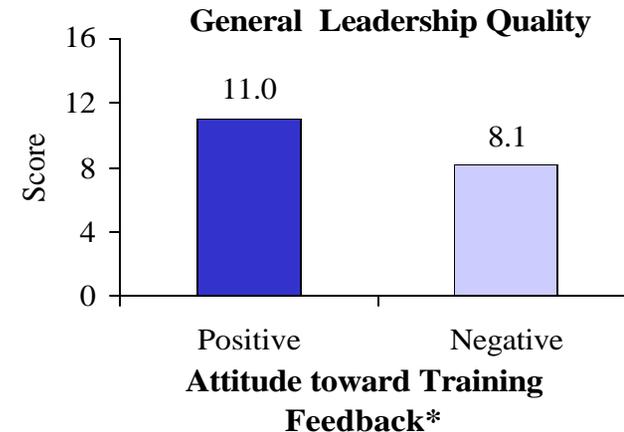
"I think, uh, we do need to get more, like, hands on at gunnery, weapons training. They don't give us the chance to shoot weapons." – Jr. Enlisted soldier, Training Environment.

"They should go back to how the Army used to be and focus more on individual training, more realistic training. Nowadays, they just want to check the blocks on training. They don't really care about quality as long as they say that they went through it, and then they move on, and get a good recommendation from whomever to get on to the next level." - Jr. Enlisted soldier, Training Environment.



Training Dimension 6: Training Feedback

- Soldiers who had positive attitudes about the feedback they received on training rated leadership higher than soldiers who had unfavorable views about training feedback (*t's > 9.9, df=327, p<.0001).



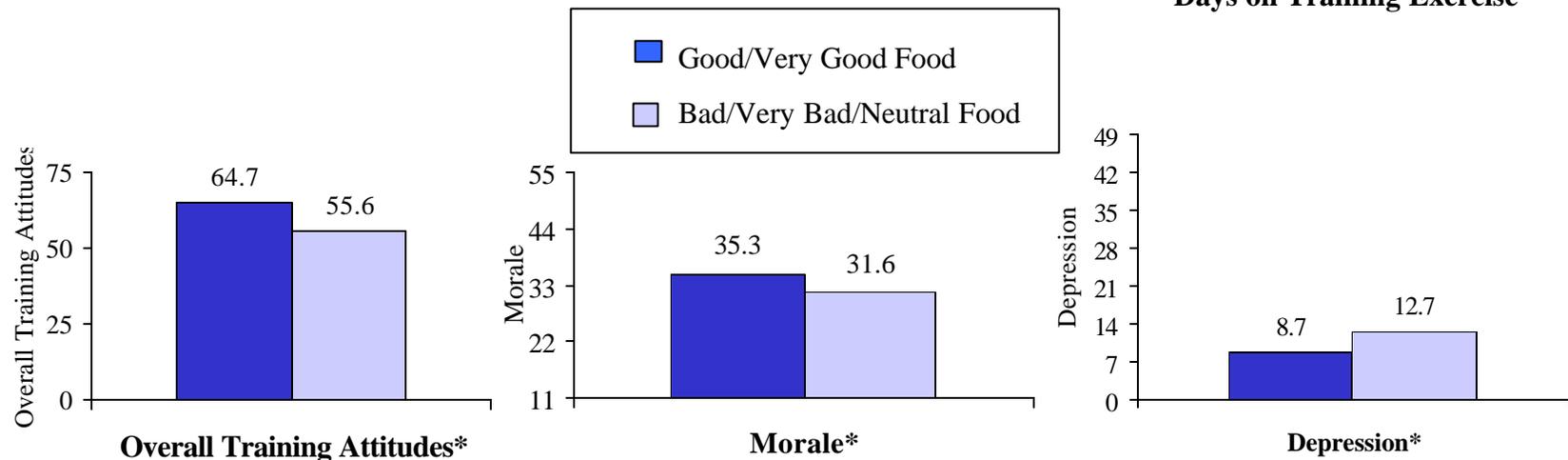
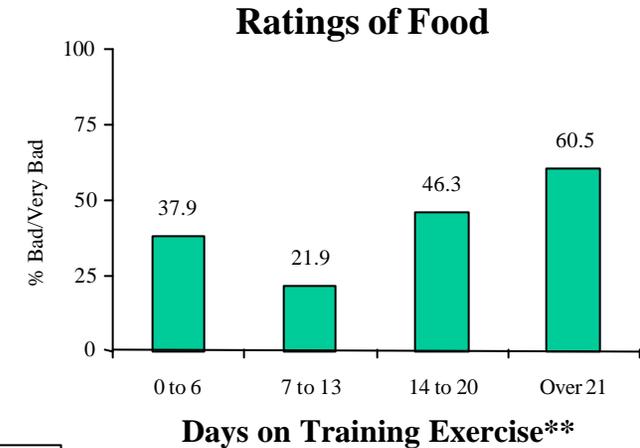
"It's not as monotonous as garrison" - NCO, Training Environment.

"I think they want things to be safe... they don't want anything to influence the mission or cause injury or accidents.... I think they may focus so much on getting to that point that it may take away from the actual training environment." - Leader, Training Environment.



Training QOL: Food

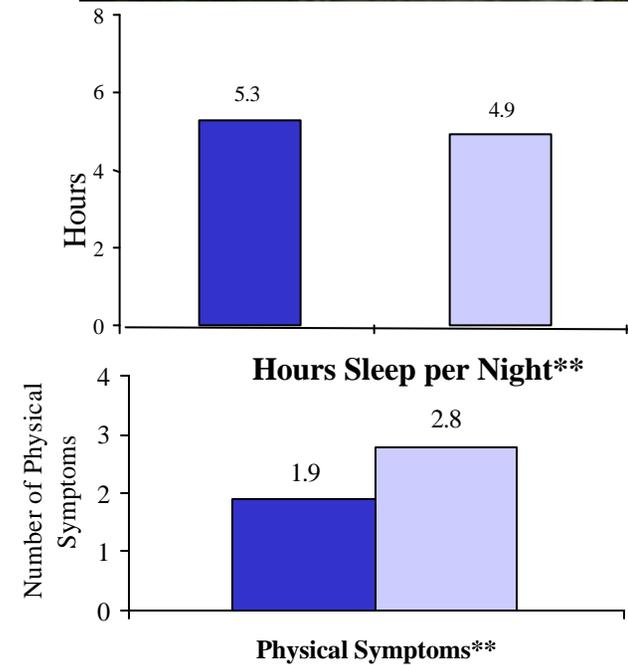
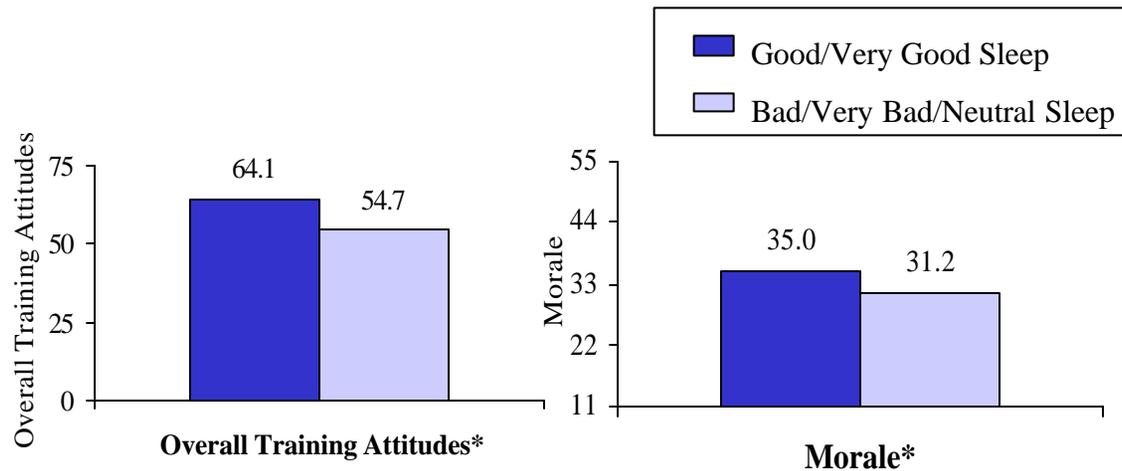
- Soldiers who rated the food on the training exercise as good had more positive attitudes toward their training experience compared to those who rated the food as neutral or bad (*t's > 2.96, df=327, p's<.003).
- Over half of soldiers who had been in the field over 3 weeks rated the food as bad/very bad (** $\chi^2 = 15.48$, df=3, p<.001).





Training QOL: Sleep

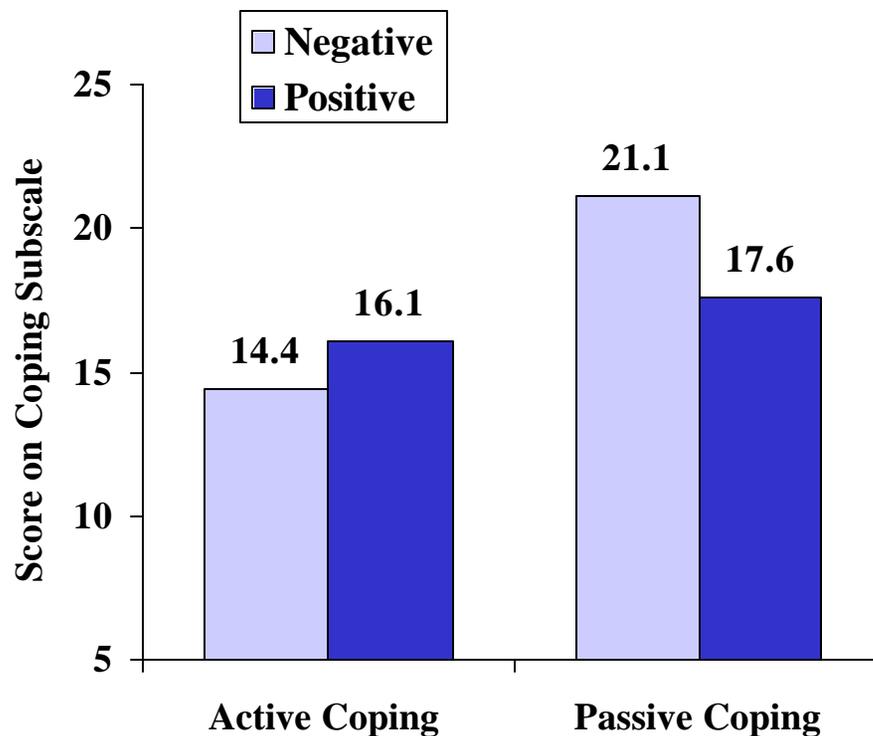
- Soldiers who rated their sleeping conditions while on training as bad/very bad had more negative attitudes toward training and had lower morale compared to those who rated the sleep as good/neutral (*t's >4.53, df=327, p's <.001).
- Unfavorable ratings about sleeping conditions were associated with fewer hours of sleep per night and a greater number of physical symptoms (**t's > 2.24, df=327, p's < .02).





Attitudes toward Training: Personal Coping

- Soldiers with positive attitudes about their training experience reported using more active coping (e.g., taking responsibility, seeking information about choices) and less passive coping (e.g., becoming apathetic, ignoring problem) than did soldiers with negative attitudes toward training ($t's > 4.4, df=328, p's < 0.001$).



- The more soldiers used active coping, the higher they rated leadership, soldier pride and vertical cohesion ($r's > .15, p < .001$).
- The more soldiers used passive coping, the lower they rated on morale, combat readiness, horizontal cohesion, leadership and soldier pride ($r's > .20, p < .001$).



Conclusion

- Training exercise length has both positive and negative aspects. Longer exercises can contribute to the training exercise having a positive impact on soldiers, especially those new to the unit, but longer exercises take a toll on families. Provide additional support when the exercise lasts longer than 2 weeks.
- Coping style is an important component of readiness. Soldiers with active coping styles report more positive attitudes about the training exercise than do those with passive coping styles. Teach active coping.
- Less than optimal physical conditions take a toll on soldier well being and morale, especially for prolonged exercises. Provide adequate breaks as needed.
- Time in training matters to soldiers: it is an opportunity to use and build skills and develop cohesion but training quality, relevance, and feedback make a difference for soldiers.



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Do you have a **family member** enrolled in the Exceptional Family Member Program (EFMP)?

Yes No

Is your **spouse** in the military?

Yes No

Not Married

How many **years** have you been **in the military**?

Example: If you've been in 9 years, you should write in and bubble in "0" and then "9".

<u>0</u>	<u>9</u>
<u> </u>	<u> </u>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
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How many **hours** of work have you averaged **per day** in the past week?

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0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
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	4 <input type="radio"/>
	5 <input type="radio"/>
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	9 <input type="radio"/>

Think about your "days off" during the past week. On average, how many **hours** did you perform duty-related work during a "day off"?

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<u> </u>	<u> </u>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
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	4 <input type="radio"/>
	5 <input type="radio"/>
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How many **days** have you been on a **training exercise** in the past 6 months?

Example: If it is 19, you should write and bubble in "0" and then "1," and "9".

<u>0</u>	<u>1</u>	<u>9</u>
<u> </u>	<u> </u>	<u> </u>
0 <input type="radio"/>	0 <input type="radio"/>	0 <input type="radio"/>
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In the past week, how many **days** have you performed military related work?

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3 <input type="radio"/>
4 <input type="radio"/>
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How many days of leave and/or passes have you **taken** in the past 12 months?

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<u> </u>	<u> </u>	<u> </u>
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3 <input type="radio"/>	3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>	7 <input type="radio"/>

How many days of leave and/or passes have you **lost** in the past 12 months?

<u> </u>	<u> </u>
<u> </u>	<u> </u>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>
	4 <input type="radio"/>
	5 <input type="radio"/>
	6 <input type="radio"/>
	7 <input type="radio"/>
	8 <input type="radio"/>
	9 <input type="radio"/>

How many **days** have you been **TDY** in the past 6 months?

<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
0 <input type="radio"/>	0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>	7 <input type="radio"/>
8 <input type="radio"/>	8 <input type="radio"/>	8 <input type="radio"/>
9 <input type="radio"/>	9 <input type="radio"/>	9 <input type="radio"/>

How many **hours of sleep** have you averaged **per night** in the past week?

<u> </u>	<u> </u>
<u> </u>	<u> </u>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
	3 <input type="radio"/>
	4 <input type="radio"/>
	5 <input type="radio"/>
	6 <input type="radio"/>
	7 <input type="radio"/>
	8 <input type="radio"/>
	9 <input type="radio"/>

Have you ever served in **combat**? (e.g., Vietnam, Persian Gulf, Grenada, Panama, Somalia)

Yes No

Have you ever served on a **peacekeeping or humanitarian mission**?

Yes No

How many **months** in total, have you served in the **Balkan Region** (e.g. Kosovo, Albania, Bosnia, Croatia, Macedonia, Hungary)?

<u> </u>	<u> </u>
<u> </u>	<u> </u>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>
8 <input type="radio"/>	8 <input type="radio"/>
9 <input type="radio"/>	9 <input type="radio"/>

In total, how many **deployments** have you completed that lasted more than 30 days? (not including training exercises or unaccompanied tours)

<u> </u>	<u> </u>
<u> </u>	<u> </u>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>
	4 <input type="radio"/>
	5 <input type="radio"/>
	6 <input type="radio"/>
	7 <input type="radio"/>
	8 <input type="radio"/>
	9 <input type="radio"/>

Please use the following scale to tell us how much you **agree** or **disagree** with the statements below:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. I am proud to be in the U.S. Army	<input type="radio"/>				
2. I am an important part of my company	<input type="radio"/>				
3. What I do in the Army is worthwhile	<input type="radio"/>				
4. My company is ready for combat	<input type="radio"/>				
5. I am confident in my unit's mission-essential equipment	<input type="radio"/>				
6. I think we are better trained than most other companies in the Army	<input type="radio"/>				
7. I think the level of training in this company is high	<input type="radio"/>				
8. I have real confidence in my unit's ability to perform its mission	<input type="radio"/>				
9. If we went to war tomorrow, I would feel good about going with my unit	<input type="radio"/>				
10. I think my unit would do a better job in combat than most U.S. Army units	<input type="radio"/>				
11. The members of my unit are cooperative with each other	<input type="radio"/>				
12. The members of my unit know that they can depend on each other	<input type="radio"/>				
13. The members of my unit stand up for each other	<input type="radio"/>				
14. The officers in my unit establish clear work objectives	<input type="radio"/>				
15. The officers in my unit are interested in my personal welfare	<input type="radio"/>				
16. The officers in my unit delegate work effectively	<input type="radio"/>				
17. The officers in my unit let soldiers know when they have done a good job	<input type="radio"/>				
18. The officers in my unit avoid micromanaging soldiers' work	<input type="radio"/>				
19. The officers in my unit are interested in what I think and how I feel about things	<input type="radio"/>				
20. The NCOs in my unit establish clear work objectives	<input type="radio"/>				
21. The NCOs in my unit are interested in my personal welfare	<input type="radio"/>				
22. The NCOs in my unit delegate work effectively	<input type="radio"/>				
23. The NCOs in my unit let soldiers know when they have done a good job	<input type="radio"/>				
24. The NCOs in my unit avoid micromanaging soldiers' work	<input type="radio"/>				
25. The NCOs in my unit are interested in what I think and how I feel about things	<input type="radio"/>				
26. The leaders in this company would lead well in combat	<input type="radio"/>				
27. I am impressed by the quality of leadership in this company	<input type="radio"/>				
28. My chain-of-command works well	<input type="radio"/>				

In your opinion, what is the ideal length of time in **months** that a deployment should last?

0 1 2 3 4 5 6 7 8 9 10 11 12+

In your opinion, what is the ideal **number** of deployments that a soldier should go on over a 3 year period?

0 1 2 3 4 5 6 or more

Which best describes your current active-duty Army **career** intentions? Select one option.

1. **Definitely** stay in until retirement (or longer)

2. **Probably** stay in until retirement

3. **Definitely** stay in beyond my present obligation, but not necessarily until retirement

4. **Undecided** about whether to stay after completion of my current obligation

5. **Probably** leave upon completion of my current obligation

6. **Definitely** leave upon completion of my current obligation

When you **leave** active duty, do you plan on serving in the Reserves or National Guard?

Yes Undecided No Not Applicable



Soldier OPTEMPO Survey

Module T

U.S. Army Medical Research Unit-Europe, Walter Reed Army Institute of Research
U.S. Army Medical Research and Materiel Command



Privacy Act/Informed Consent Information

ver: June 00

Module T2

1) **Authority:** 10 U.S.C. Sections 136 and 5 U.S.C. 552a; Executive Order 9397

2) **Disclosure:** I consent to the use of my answers by staff of the U.S. Army Medical Research-Europe, Walter Reed Army Institute of Research (USAMRU-E/WRAIR), to compile statistics of group data.

I understand my name or any other data from which I could be recognized will not be available to anyone beyond the professional staff conducting the study.

I understand I have the right to withdraw my consent to participate in the study at any time.

3) **Purpose:** USAMRU-E/WRAIR is conducting a study of soldiers' responses to OPTEMPO and PERSTEMPO.

4) **Uses:** I understand the purpose of this survey is to develop information to benefit soldiers and units, and that I may not directly benefit from this survey.

Social Security Number

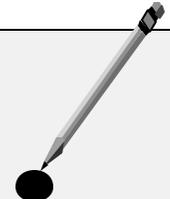
Date

Signature

RESULTS ARE CONFIDENTIAL!

Instructions :

- Use a #2 pencil
- Mark your answer by filling in the bubble completely like this:



SOCIAL SECURITY NUMBER:

0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

TODAY'S DATE:

MONTH	DAY	YEAR
JAN	0	2000
FEB	1	2001
MAR	2	2002
APR	3	2003
MAY	4	
JUN	5	
JUL	6	
AUG	7	
SEP	8	
OCT	9	
NOV		
DEC		

Throughout your **military career**, how many **months** have you spent on a deployment (not including training exercises)?

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

How many **months** have you been in your current unit?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

How many **days** have you been on this training exercise?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

How often do you work in your primary or secondary MOS?

Never	<input type="radio"/>
Seldom	<input type="radio"/>
Sometimes	<input type="radio"/>
Often	<input type="radio"/>
Always	<input type="radio"/>

Please rate the extent to which you **agree** with each statement.
There are no right or wrong answers.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. I am participating in training exercises more than I expected.	<input type="radio"/>				
2. The frequency of training exercises is too intense.	<input type="radio"/>				
3. On this training exercise, I know what tasks I will be doing day to day.	<input type="radio"/>				
4. My company was given enough time to prepare for this training exercise.	<input type="radio"/>				
5. I know when I will return to garrison after this training exercise.	<input type="radio"/>				
6. This training exercise has nothing to do with my primary MOS.	<input type="radio"/>				
7. This training exercise has increased my skill level as a soldier.	<input type="radio"/>				
8. I know the objectives and goals of this training exercise.	<input type="radio"/>				
9. This training exercise is providing realistic training.	<input type="radio"/>				
10. This training exercise has made my work more interesting.	<input type="radio"/>				
11. I like this training exercise because it gives me a chance to use my skills.	<input type="radio"/>				
12. This training exercise shows me how important my job is.	<input type="radio"/>				
13. This training exercise puts a big strain on my family.	<input type="radio"/>				
14. Being on this training exercise has increased my personal fitness.	<input type="radio"/>				
15. I feel more confident in my unit because of this training exercise.	<input type="radio"/>				
16. This training exercise has helped my unit become better prepared for missions.	<input type="radio"/>				
17. During this training exercise, my unit has pulled together as a team.	<input type="radio"/>				
18. The work we do during this training exercise is boring and repetitive.	<input type="radio"/>				
19. The equipment we are using during this training exercise is adequate.	<input type="radio"/>				
20. The training area is suitable for this type of training exercise.	<input type="radio"/>				
21. I have been impressed with my leaders during this training exercise.	<input type="radio"/>				
22. I am concerned about accidents during this training exercise.	<input type="radio"/>				
23. On a day-to-day basis, my time has been well spent on this training exercise.	<input type="radio"/>				
24. This training exercise is just for show, and nothing is being accomplished.	<input type="radio"/>				
25. It is considered OK to make mistakes on this training exercise.	<input type="radio"/>				
26. On this training exercise, I am getting feedback that is helping me improve my performance.	<input type="radio"/>				
27. I am confident that my unit will use the lessons learned on this training exercise.	<input type="radio"/>				
28. My company's superior performance on this training exercise will be recognized by my chain-of-command.	<input type="radio"/>				

In your opinion, what is the ideal length of time in days that a training exercise should last?

0	<input type="radio"/>	0	<input type="radio"/>
1	<input type="radio"/>	1	<input type="radio"/>
2	<input type="radio"/>	2	<input type="radio"/>
3	<input type="radio"/>	3	<input type="radio"/>
4	<input type="radio"/>	4	<input type="radio"/>
5	<input type="radio"/>	5	<input type="radio"/>
6	<input type="radio"/>	6	<input type="radio"/>
7	<input type="radio"/>	7	<input type="radio"/>
8	<input type="radio"/>	8	<input type="radio"/>
9	<input type="radio"/>	9	<input type="radio"/>

In your opinion, what is the ideal **number** of training exercises a soldier would go on over a 1-year period?

0	<input type="radio"/>
1	<input type="radio"/>
2	<input type="radio"/>
3	<input type="radio"/>
4	<input type="radio"/>
5	<input type="radio"/>
6 or more	<input type="radio"/>

Throughout your **military career**, how many **months** have you spent on a training exercise?

0	<input type="radio"/>	0	<input type="radio"/>	0	<input type="radio"/>
1	<input type="radio"/>	1	<input type="radio"/>	1	<input type="radio"/>
2	<input type="radio"/>	2	<input type="radio"/>	2	<input type="radio"/>
3	<input type="radio"/>	3	<input type="radio"/>	3	<input type="radio"/>
4	<input type="radio"/>	4	<input type="radio"/>	4	<input type="radio"/>
5	<input type="radio"/>	5	<input type="radio"/>	5	<input type="radio"/>
6	<input type="radio"/>	6	<input type="radio"/>	6	<input type="radio"/>
7	<input type="radio"/>	7	<input type="radio"/>	7	<input type="radio"/>
8	<input type="radio"/>	8	<input type="radio"/>	8	<input type="radio"/>
9	<input type="radio"/>	9	<input type="radio"/>	9	<input type="radio"/>

People deal with stress in different ways. How often do you use the following when you feel stressed?

1. Change what is causing the stress
2. Feel challenged
3. Look for information about possible choices
4. Feel responsible for the outcome
5. Decide what needs to be done
6. Become apathetic or just don't care
7. Drink more alcohol
8. Withdraw physically from the situation
9. Eat more
10. Just try to ignore it
11. Daydream
12. Complain to others
13. Avoid thinking about the problem
14. Turn to my religious beliefs
15. Turn to prayer or spiritual thoughts
16. Seek religious guidance
17. Do physical exercise
18. Smoke cigarettes

Never	Seldom	Sometimes	Often	Always
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				

Thinking about this training exercise, please rate:

1. Food
2. Sleeping conditions
3. Shower facilities
4. Telephone service for calling home

Very Bad	Bad	Neutral	Good	Very Good	Don't Know
<input type="radio"/>					
<input type="radio"/>					
<input type="radio"/>					

Thinking about this training exercise, rate how often the following occur:

1. I am satisfied with how much I work in my primary/secondary MOS.
2. I complete meaningful tasks.
3. I receive relevant training.
4. I get unit support for keeping current in my MOS skills.
5. I participate in training that prepares the unit for its mission.

6. I receive up-to-date information concerning the unit's mission.
7. I receive up-to-date information on unit decisions that concern soldiers.
8. I am notified of potential missions.
9. I can tell leaders when tasks are too demanding.
10. I can tell leaders when the unit has been given too many tasks.

11. I know what duty I will be doing day to day.
12. I have a predictable daily work schedule.
13. I have a predictable mission schedule.
14. I can count on being able to take my requested leave time.
15. I am able to plan a schedule out for at least six months.

Never	Seldom	Sometimes	Often	Always
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
<input type="radio"/>				
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<input type="radio"/>				