



It Cuts Both Ways: Differential Relations between OPTEMPO and Performance in the US Army

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Purpose

- Present data exploring how workload and soldier performance are related from USAREUR/7A OPTEMPO study.



Outline

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 - **Defining and Measuring OPTEMPO**
- **Performance**
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 - **Campbell's Model of Performance**
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- **Discussion Points**
- **Future Work**
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Summary of Findings (1 of 2)

This technical brief presents the findings from a two-year longitudinal study designed to assess the impact of operations and personnel tempo on soldier and unit readiness.

- Work overload taps soldier perception of being physically & mentally strained and has negative effects on performance.
- Days soldiers spent training, on temporary duty status, and number of deployments were associated with positive effects on performance.
- Job satisfaction was higher for those who had experience in peacekeeping missions compared to soldiers with no peacekeeping experience. Similarly, job satisfaction was higher for those who had experience in combat compared to soldiers with no combat experience.
- Soldiers reported working more hours and days per week when in training than in garrison or deployed. Surprisingly, overload was perceived as significantly lower for deployed soldiers.



Summary of Findings (2 of 2)

- Soldiers reported higher job satisfaction and unit combat readiness and had higher fitness scores when in training. Readiness ratings were similar for soldiers in training and deployed.
- Military environment changes the magnitude and direction of the relationship between overload and fitness scores. While perceptions of work overload are negatively related to fitness scores in garrison and training, this relationship is positive when in a deployed setting.



What is OPTEMPO?

- Military phenomenon caused by convergence of two factors.

- 1990s reduction of forces by one-third; two-thirds in Europe
 - 300% increase in military deployments: peacekeeping, humanitarian

- What are the effects placed on soldiers and their units?

- USAREUR bears the brunt of the increase in deployment-related OPTEMPO as the principal deploying and support force for military missions.

- Medical Research Unit-Europe presented with the opportunity to do timely and relevant work.





Defining and Measuring OPTEMPO

- OPTEMPO – the rate of military actions or missions across all environmental settings (Castro & Adler, 1999).
 - Assess the impact of OPTEMPO for the unit & individual soldier.
 - Examine across military environments—too restricted otherwise.

Multiple measures assessing OPTEMPO

- Work hours
- Working on off days
- Days on temporary duty
- Number of days training
- Number of deployments
- Days of leave taken
- Days of leave lost
- Sleep hours
- Perceived overload



Performance (1 of 2)

- Literature: vast amount of multidisciplinary literature exists
- Defining performance and differentiating it from similar constructs: productivity, behavior, effectiveness
- Multidimensionality of performance
 - criterion development—what matters to the Army
 - tied to valid psychological and behavioral constructs
- To understand OPTEMPO effects on performance in the Army, criteria must be established: How is performance measured?



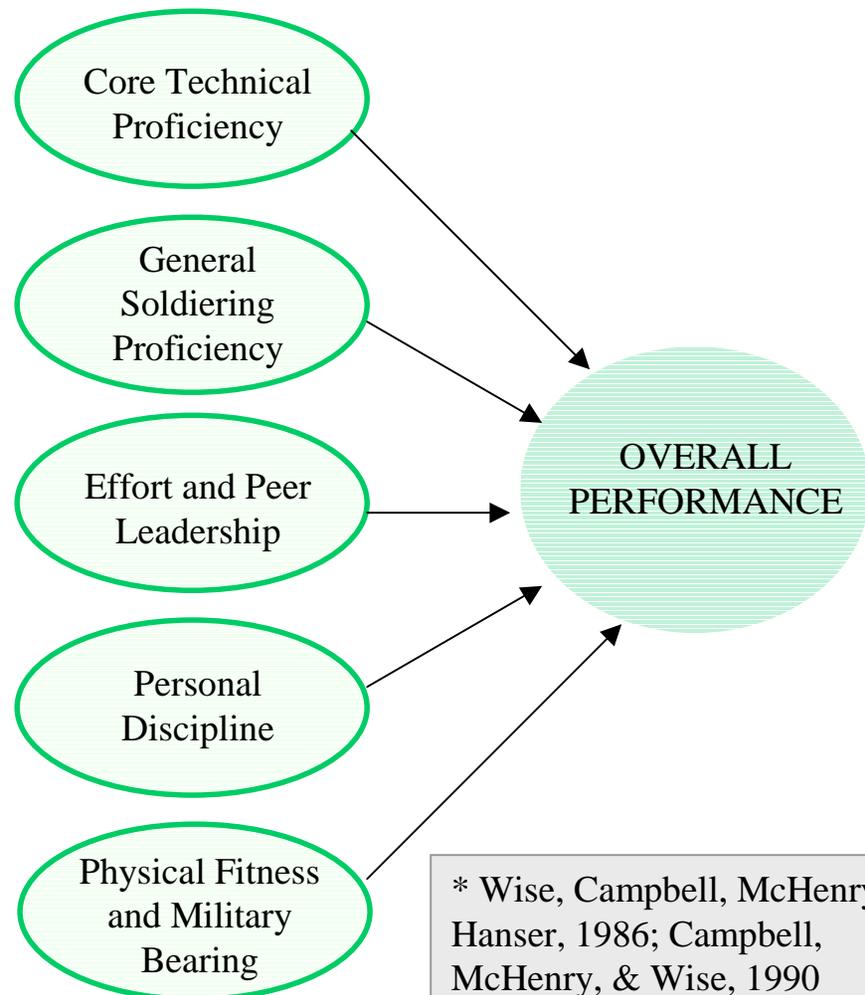
Performance (2 of 2)

- Four ways to measure performance: survey ratings, objective performance, performance tests, and knowledge tests
- Using other measures: job satisfaction's link to performance, organizational citizenship behavior, and Army commitment
- The present investigation makes use of objective performance from the units and survey ratings from the soldier
- Two useful models for placing military performance in a framework: the Project A Model and Campbell's Eight-Dimension Model



Project A Performance Model*: Soldier Job Performance Dimensions

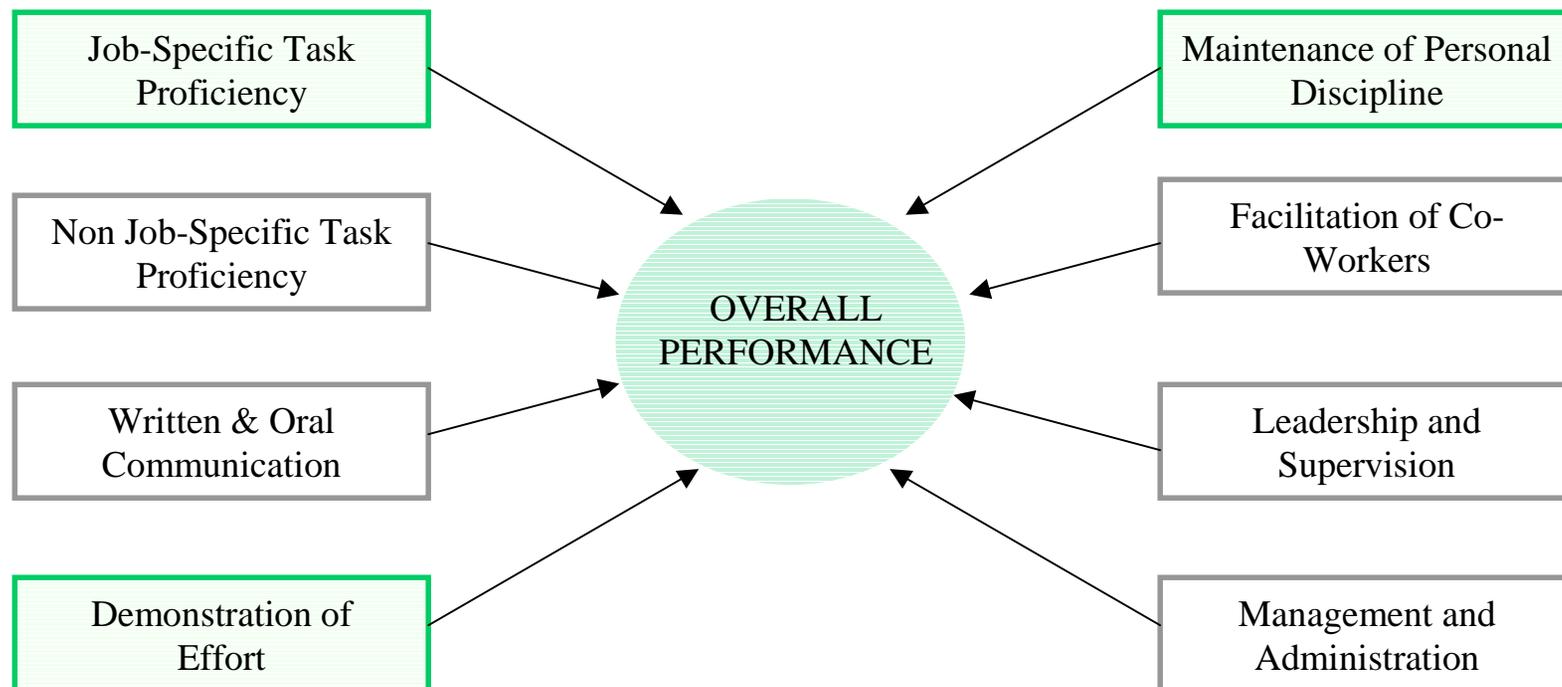
- Large sample of enlisted soldiers across nine job categories
- Method used survey ratings, objective performance, performance tests, and work knowledge tests
- Specific data gathered were: awards, promotions, discipline, leadership ratings, M16 scores, fitness scores
- Confirmatory Factor Analysis affirmed the generality of this performance model



* Wise, Campbell, McHenry & Hanser, 1986; Campbell, McHenry, & Wise, 1990



Campbell's (1990) Eight-Dimension Model of Performance



Though including all these job-related performance dimensions makes the model more comprehensive, Campbell argues that only job-specific task proficiency, demonstrating effort, and maintenance of personal discipline may apply to all jobs. These three dimensions are similar to Project A Model performance dimensions.



Dimensions of Performance assessed in OPTEMPO Study

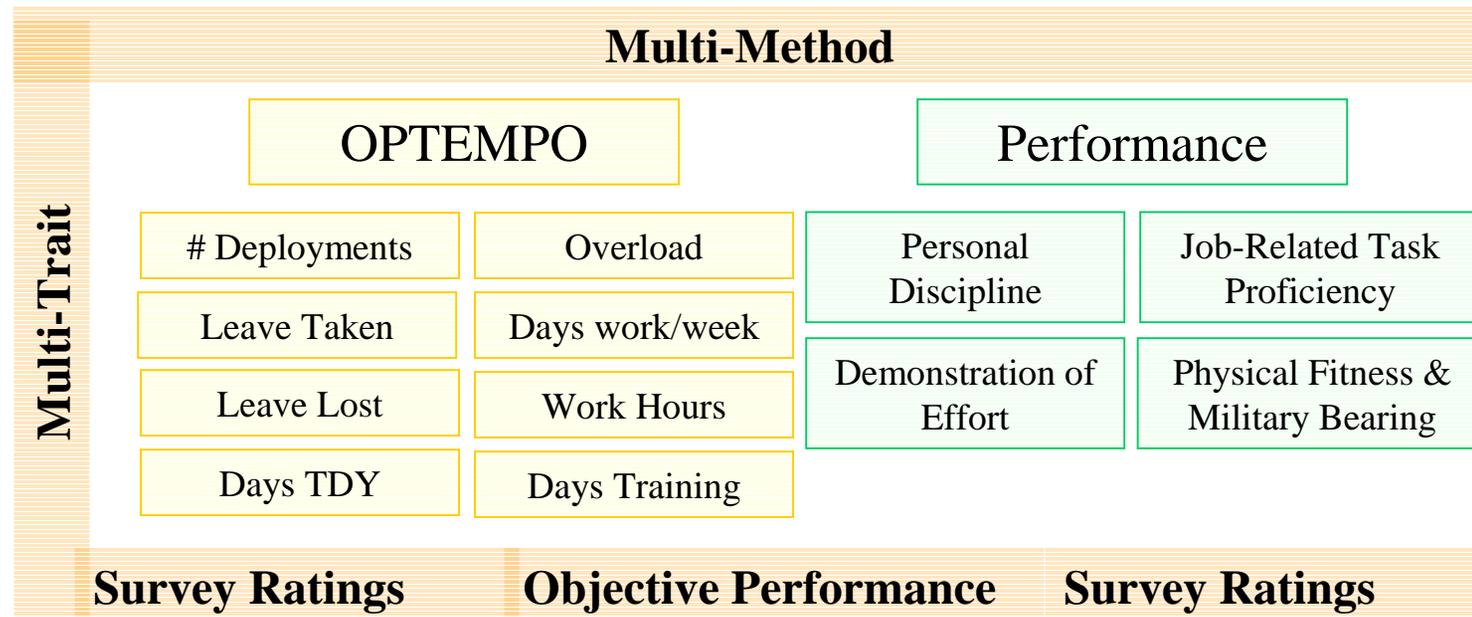
Based on past research models and the practical considerations of doing applied military research, below we list dimensions assessed, measures used, and methods employed to account for performance in the OPTEMPO Study.

Dimension	Measure	Method
Task Proficiency	Combat/Operational Readiness M16/M9 Qualifying Scores, Gunnery Scores (Unit)	Survey Rating Objective Performance
Personal Discipline	Uniformed Code of Military Justice Incidents, Indebtedness, Provost Marshall Incidents	Objective Performance
Demonstration of Effort	Awards and Certificates Promotion Rates Job Satisfaction	Objective Performance Objective Performance Survey Rating
Physical Fitness & Military Bearing	Fitness Scores	Objective Performance



Multi-Trait Multi-Method Framework

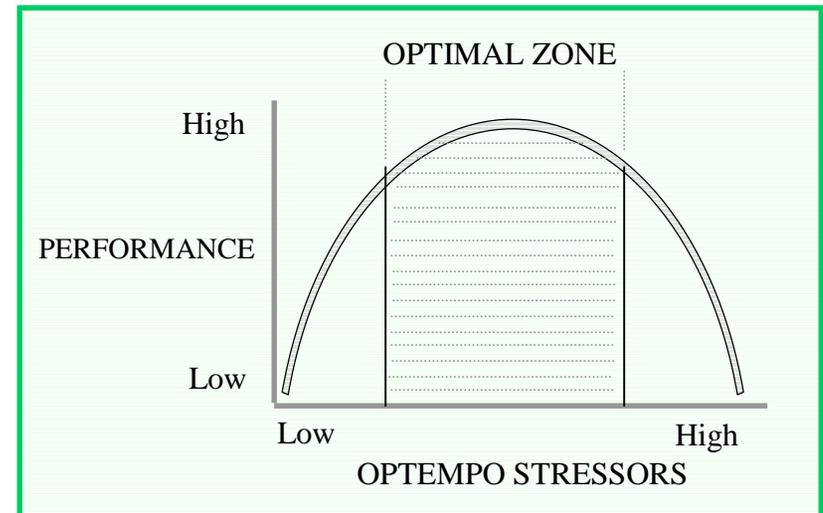
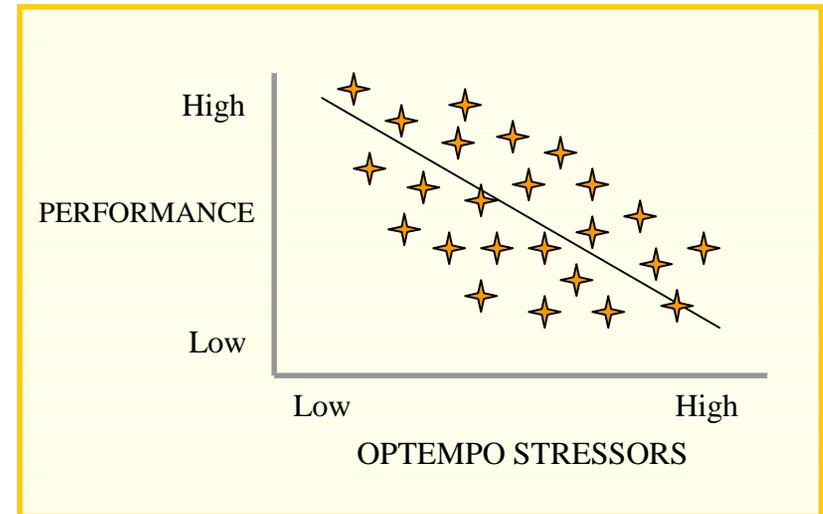
- Strength of study is the MTMM approach of using several constructs and methods to tap both OPTEMPO and Performance, i.e. addressing construct, convergent, and divergent validity.





Integrating OPTEMPO & Performance: What is the form of the relationship? (1 of 2)

- Basic model indicates stress and performance are inversely related
- Other well-known model borrows from the Yerkes-Dodson Law—the inverted U-shaped relationship between stress arousal (S+) and performance (R)
 - As stressors (OPTEMPO) initially increase, so does performance in an optimal range, then it decreases.
 - Relevance obvious in that stressors like OPTEMPO may increase physiological arousal (S+)





Integrating OPTEMPO & Performance: What is the form of the relationship? (2 of 2)

- Thomas (2000, Walter Reed Internal Technical Report) found differential relations between unit stressors and archival performance outcomes
 - Work hours positively related to M16 scores and Fitness scores
 - Perceived overload negatively related to morale and commitment
- Based on this result and the mixed findings between stressors and performance in past research models, we hypothesize that this finding will generalize to OPTEMPO stressors



Study Questions

- Based on the mixed findings cited previously. **OPTEMPO stressors will have differential effects on performance**
- In order to test Castro & Adler's (1999) assertion that stress impacts soldiers differently depending on the environment. **There will be differences in OPTEMPO stressors across settings**
- Because military duty is multi-faceted, we do not expect performance to remain constant. **There will be differences in performance across settings**
- OPTEMPO stressors may interact with environmental conditions. **The relationship between OPTEMPO stress and performance will vary across environmental settings**



Method: Participants

- Participants were 695 soldiers from 10 units in the US Army, Europe taking part in the OPTEMPO study
- Survey data were collected from Jan–Mar 2000
- Archival data were later collected for this time period

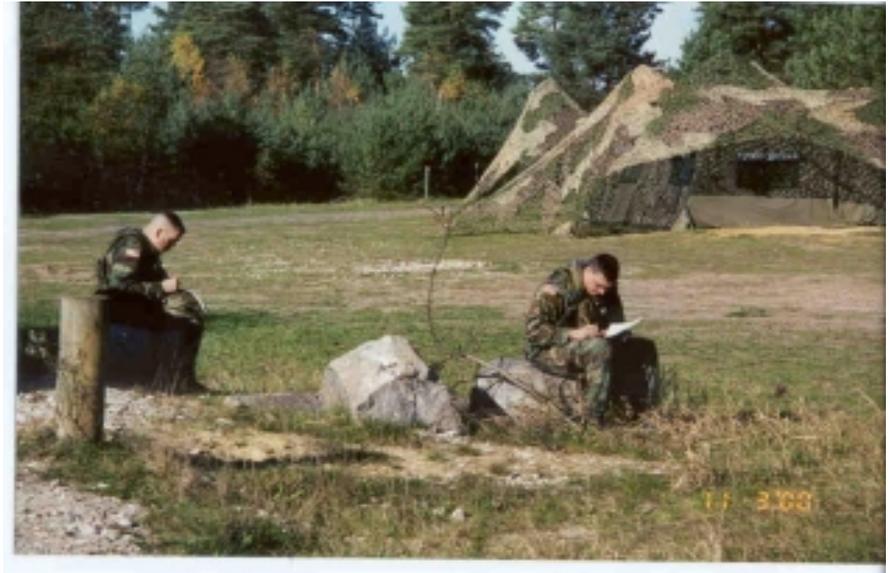
Participant characteristics

- Environment: deployed (n = 123), training (n = 147), & garrison (n = 425)
- Gender: 16% Female, 84% male
- Ethnicity: 56% Caucasian, 21% African-American, 13% Hispanic, 2% Asian, 8% Other
- Marital: 40% single, 51% married, 3 % separated, 6% divorced
- Rank: 54% Junior Enlisted, 37% NCO, 9% Officer



Method: Procedure

- Unit survey data were collected by the Medical Research Unit-Europe:
 - January-March 2000
 - 6 garrison (Germany & Italy)
 - 2 training (Germany)
 - 2 deployed (Kosovo & Saudi Arabia)
- Archival performance data were later collected for the Jan-Mar time period during the next phase of OPTEMPO study
- Survey and performance data were then merged using soldier identification numbers
- Participation was voluntary and soldiers granted consent for use of survey and archival data





Method: Analyses

- Relationships among OPTEMPO measures, e.g., validity
- Relationships among Performance measures, e.g., validity
- To test question 1, that OPTEMPO and Performance will be both positively and negatively related to performance:
 - Pearson's r (validity coefficients), ANOVA
- To test question 2, that OPTEMPO stress will vary by setting:
 - 1-way ANOVA
- To test question 3, that Performance will vary by setting:
 - 1-way ANOVA
- To test question 4, that OPTEMPO and Performance will vary across operational settings:
 - Moderated multiple regression: (environment \times stressor)



Relationships between OPTEMPO Stressors

	1	2	3	4	5	6	7
1. Daily work hours	-----	-----	-----	-----	-----	-----	-----
2 Working off days	.35**	-----	-----	-----	-----	-----	-----
3. Days spent training	.16**	.13*	-----	-----	-----	-----	-----
4. Days on TDY	NS	NS	NS	-----	-----	-----	-----
5. Days worked/week	.36**	.26**	.13*	NS	-----	-----	-----
6. Days taken leave	NS	-.10*	NS	NS	NS	-----	-----
7. Overload	.10*	.10*	NS	NS	NS	-.08*	-----

* $p < .01$; ** $p < .001$



Relationships between Performance Measures

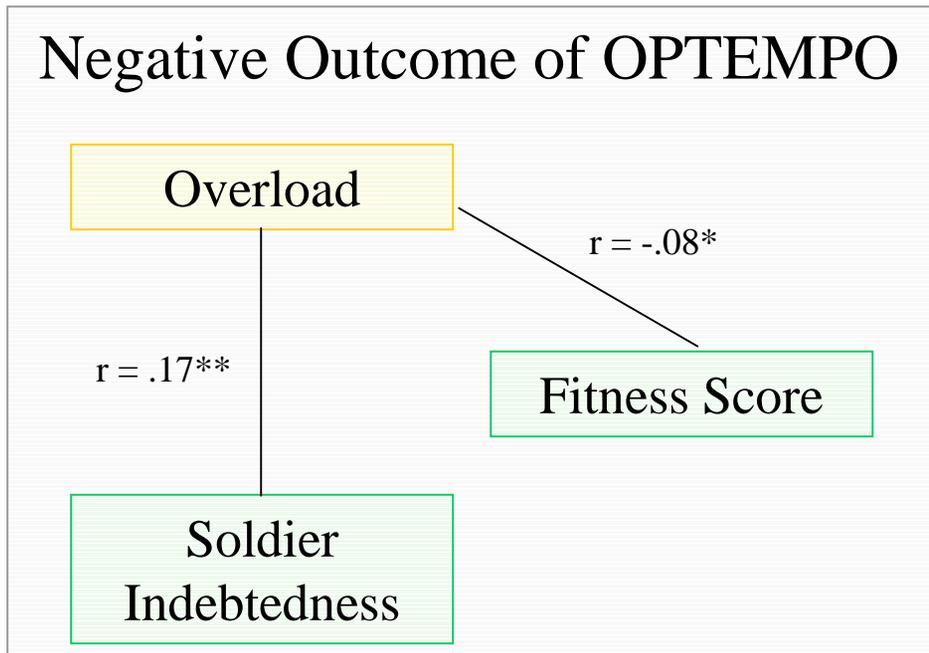
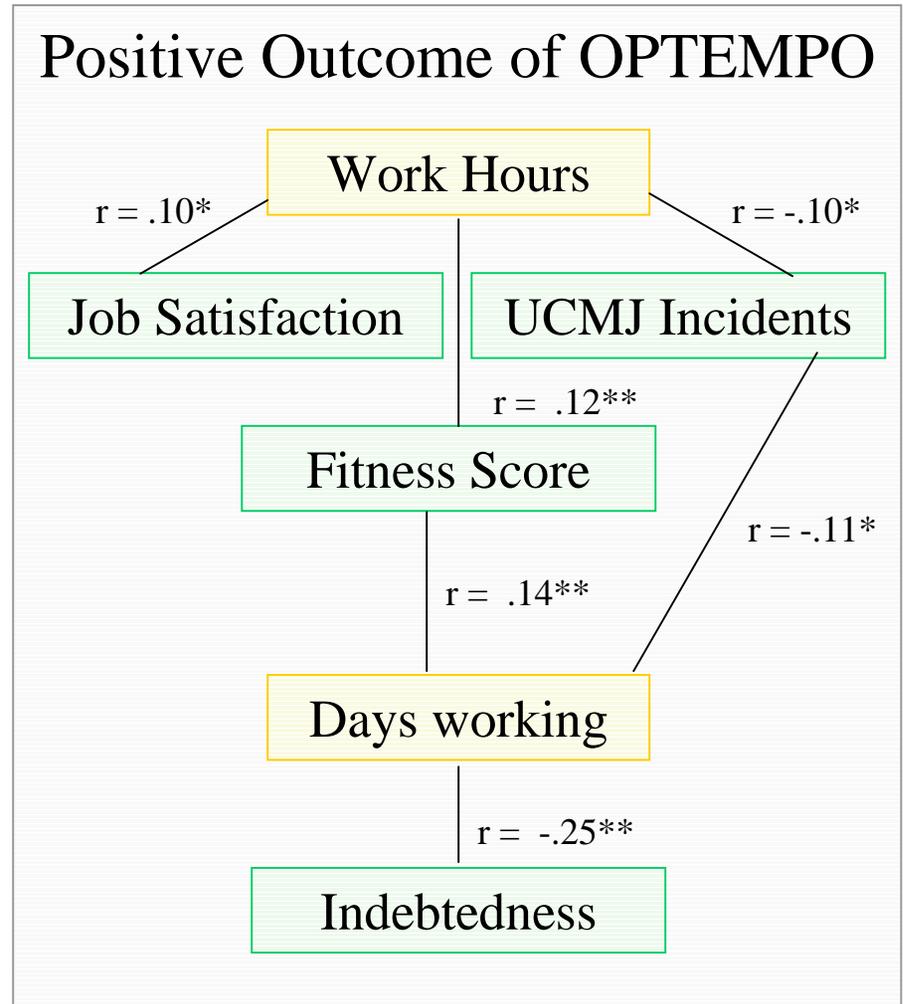
	1	2	3	4	5	6	7	8	9	10
1. Combat readiness	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
2. Oper. readiness	.85**	-----	-----	-----	-----	-----	-----	-----	-----	-----
3. Indebtedness	-.15*	NS	-----	-----	-----	-----	-----	-----	-----	-----
4. # of awards	NS	NS	NS	-----	-----	-----	-----	-----	-----	-----
5. Fitness scores	.20**	.22**	-.10*	.10*	-----	-----	-----	-----	-----	-----
6. UCMJ incidents	NS	NS	NS	NS	NS	-----	-----	-----	-----	-----
7. Provost Marshall	NS	NS	NS	NS	NS	.07*	-----	-----	-----	-----
8. Sick call days	NS	NS	.12*	NS	NS	.10*	NS	-----	-----	-----
9. M16 scores	-.15*	-.21*	NS	NS	NS	NS	NS	-.13*	-----	-----
10. Days on profile	NS	NS	.14*	NS	-.08*	NS	NS	.37**	NS	-----

* $p < .01$; ** $p < .001$



OPTEMPO & Performance: Correlational Analyses

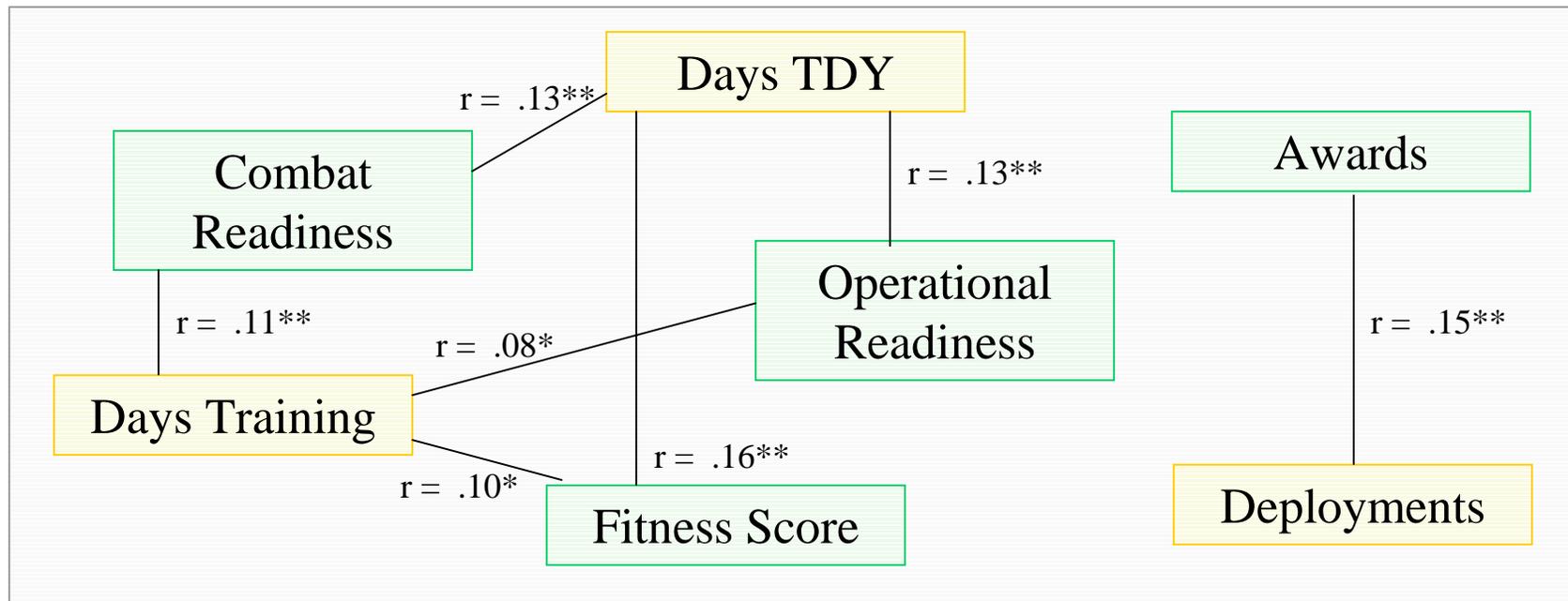
- Work overload taps soldier perception of being physically & mentally strained & has negative effects on performance
- Notice how work hours & days working have positive effects on performance, however





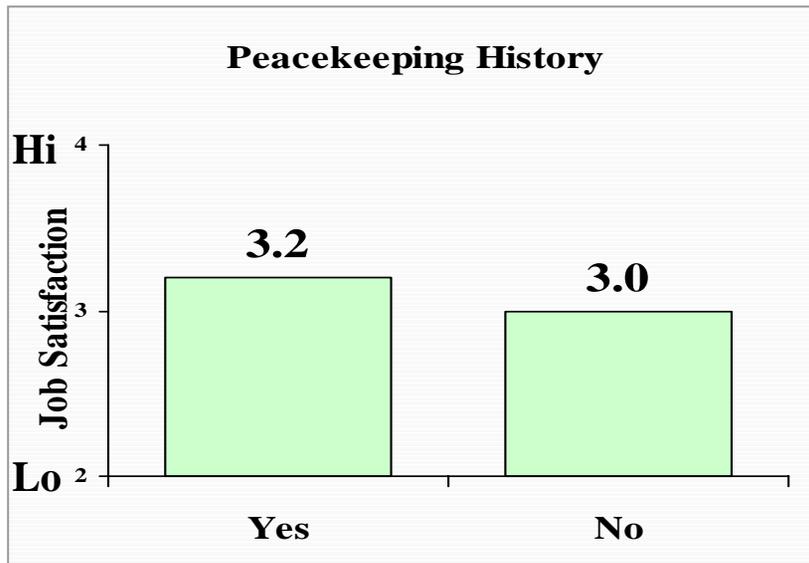
OPTEMPO & Performance: Correlational Analyses—Positive Outcomes

- Days soldiers spent training, on temporary duty status, and number of deployments were associated with positive effects on performance
 - Days TDY & Training were associated with higher unit readiness assessment and fitness scores
 - Soldiers who deployed more received more recognition through awards



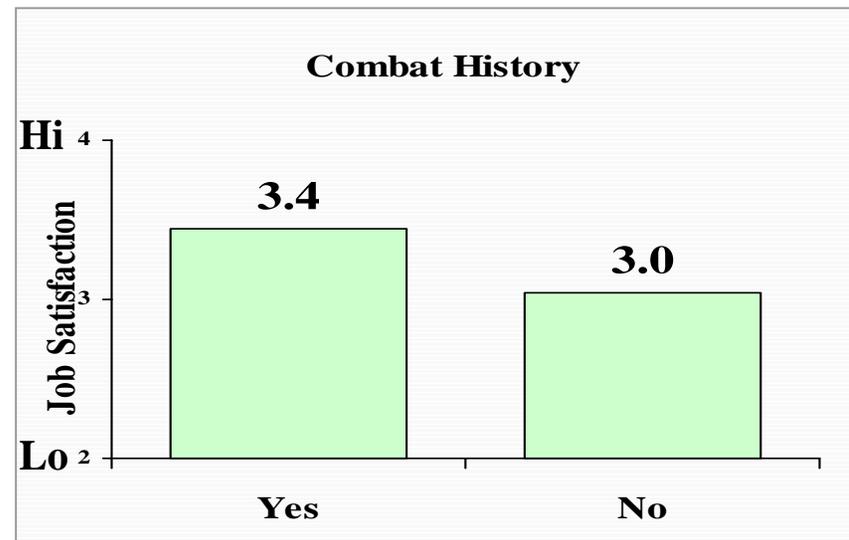


OPTEMPO & Performance: More Positive Outcomes



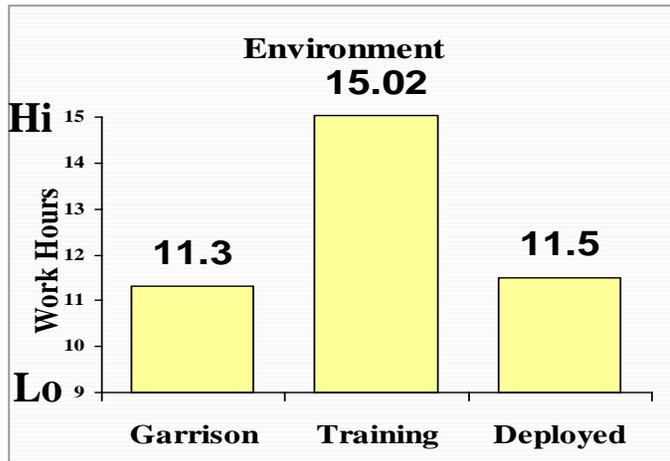
- Job satisfaction was higher for those who had experience in peacekeeping missions compared to soldiers with no peacekeeping experience. ($F_{1,668} = 5.18, p < .05$)

- Similarly, job satisfaction was higher for those who had experience in combat compared to soldiers with no combat experience. ($F_{1,673} = 9.52, p < .01$)

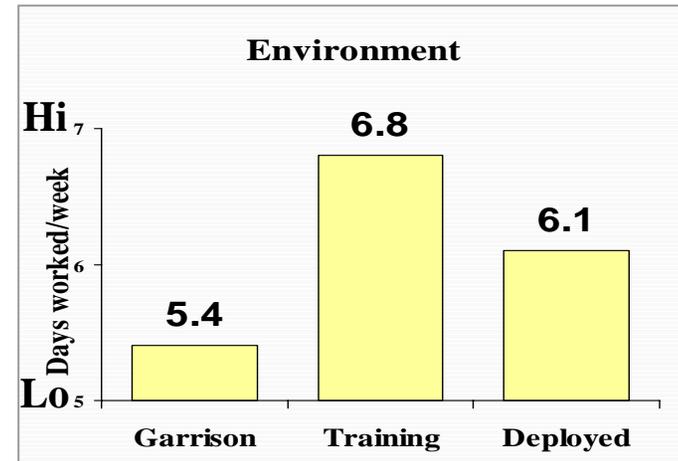




OPTEMPO varies across setting*

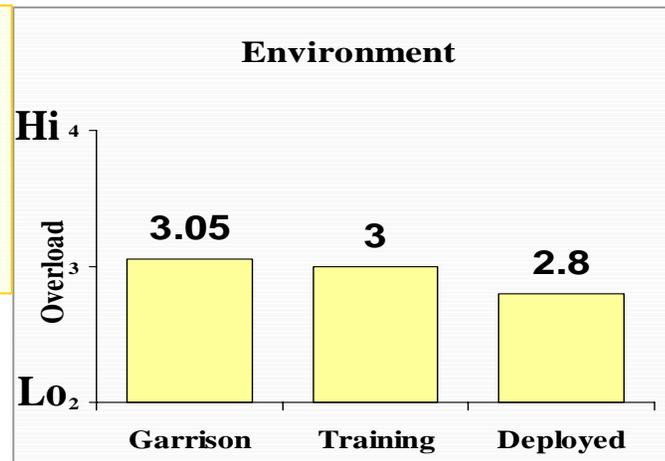


Soldiers in training reported working more hours compared to soldiers in garrison or deployed.



Soldiers in training reported working more days in the past week than soldiers in garrison or deployed.

Interestingly, soldiers who were deployed reported lower perceptions of work overload than soldiers in garrison or in a training environment.

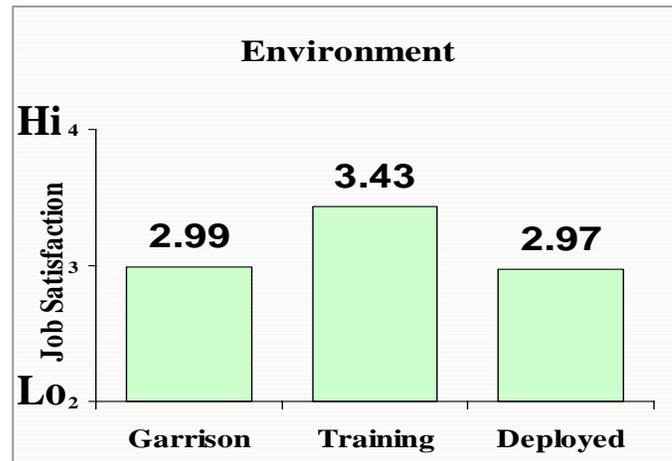


Soldiers reported working more hours and days per week when in training than in garrison or deployed. Surprisingly, overload was perceived as significantly lower for deployed soldiers.

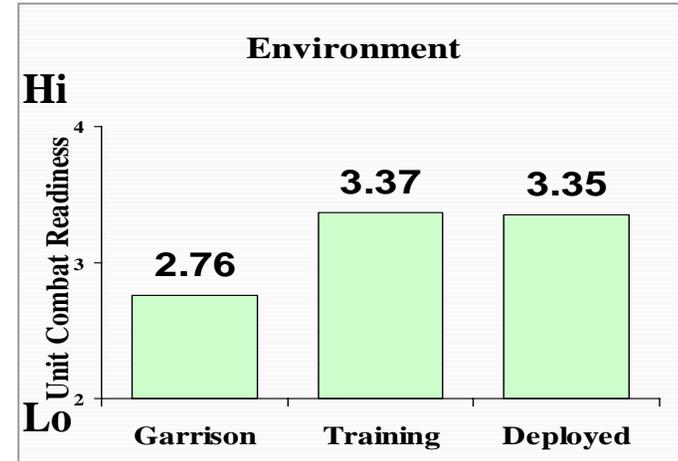
*significant at the $p < .05$ level



Performance varies across setting*

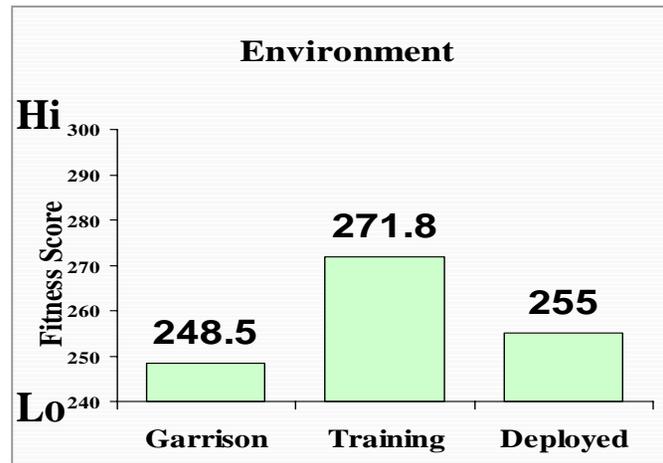


Soldiers in training reported higher job satisfaction than deployed or garrison soldiers



Soldiers in training and deployed reported higher combat readiness than soldiers in garrison.

Soldiers reported higher job satisfaction and unit combat readiness and had higher fitness scores when in training. Note that readiness ratings were similar for soldiers in training and deployed.

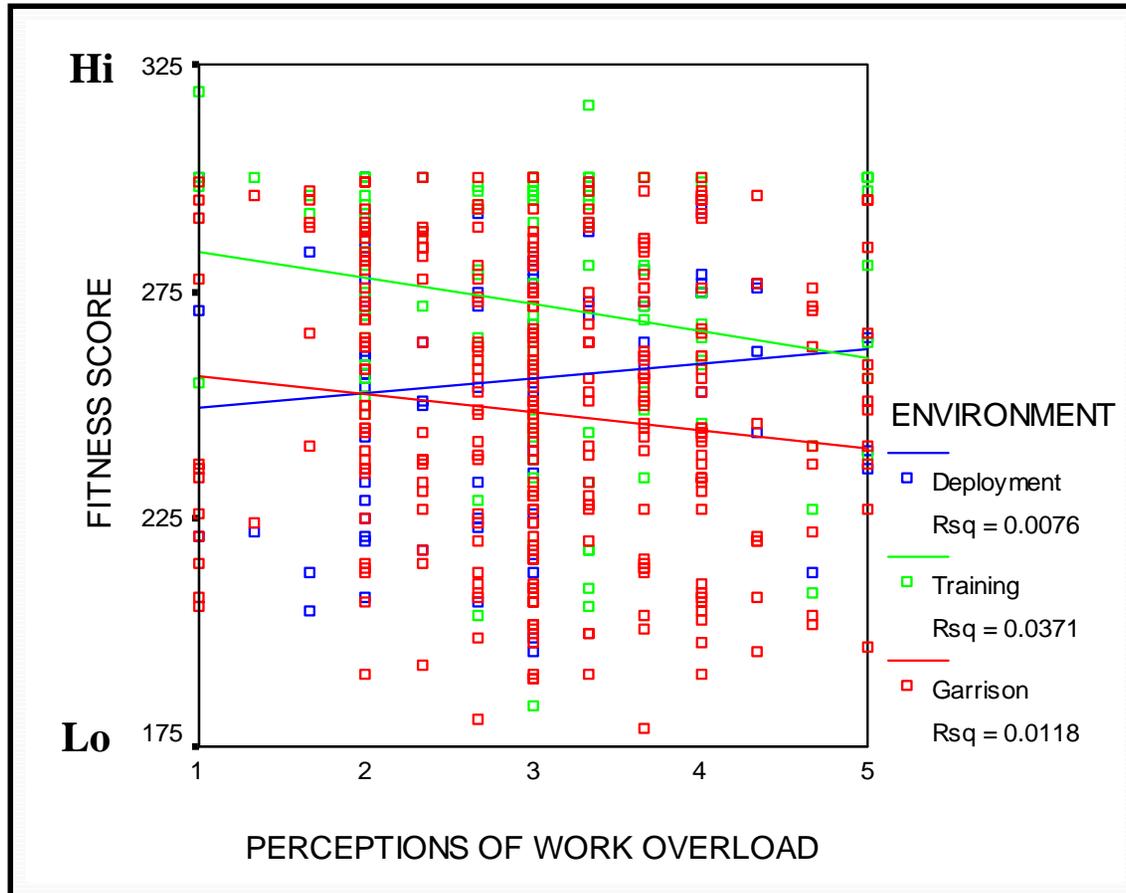


Soldiers in training had significantly higher Fitness Scores than soldiers in garrison or deployed.

*significant at the $p < .05$ level



*Work Overload-Fitness Scores Moderated by Environment



- Environment changes the magnitude and direction of the relationship between overload and fitness scores.
- Notice that while work overload is negatively related to fitness scores in garrison and training, the relationship is positive when in a deployed setting.
- The interaction term was significant at $p. = .06$.

* This was the only OPTEMPO-Performance link moderated by environment.



Discussion Points (1 of 2)

- We examined (1) OPTEMPO & Performance relationships, (2) OPTEMPO across settings, (3) Performance across settings, and (4) OPTEMPO & Performance relationship across settings

(1) OPTEMPO & Performance relationships:

- Found many positive effects, fewer negative effects
- Key difference is overload being negatively related
- Interesting finding regarding job satisfaction and deployment experience

(2) OPTEMPO across settings:

- Found modest relations between the measures
- Omission of unrelated OPTEMPO measures
- CFA needs to be conducted to refine model of OPTEMPO
- Higher work hours & days/week in training, less overload though—
intriguing finding



Discussion Points (2 of 2)

(3) Performance across settings.

- Used theoretical framework & found convergent/divergent validity
- Inclusion of job satisfaction as a “soft” performance measure
- Job specific performance and job satisfaction were highest in training, lowest in garrison
- Training is a capstone exercise tapping on knowledge, skills, and abilities for which soldiers have been prepared

(4) OPTEMPO & Performance relationship across settings:

- Overload & fitness relationship by environment
- Coping mechanism?
- Low base rates for personal discipline and demonstration of effort dimensions of performance



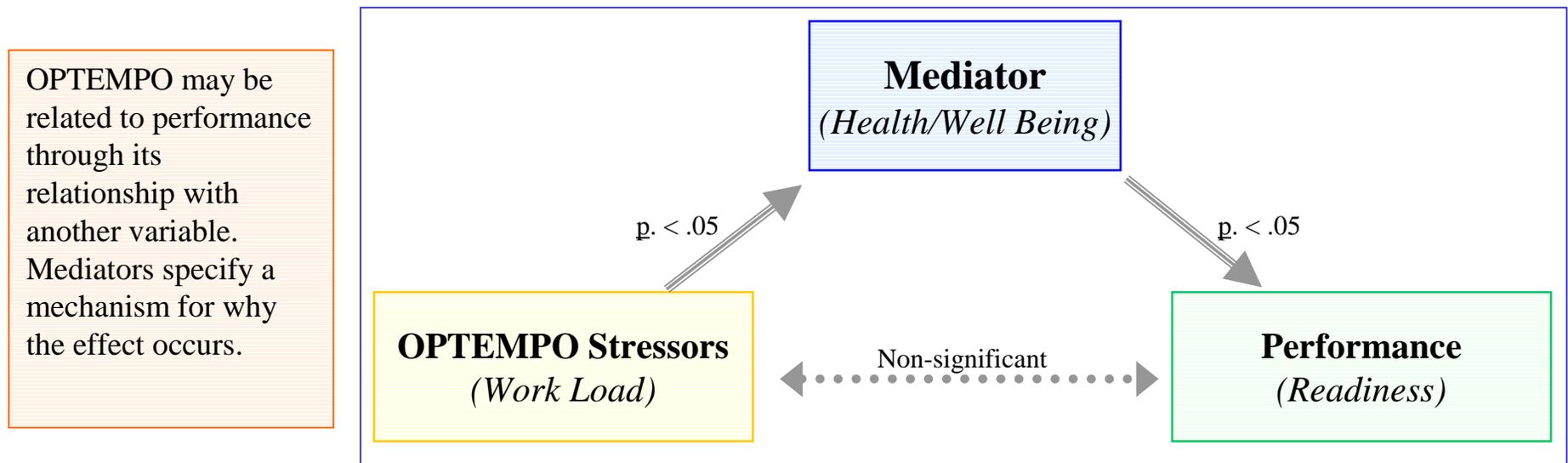
Future Work (1 of 3)

- Analyze and refine OPTEMPO variables to develop a best fit for Army
- Develop subset of OPTEMPO variables as predictors for each environment (e.g., different OPTEMPO stressors operating in garrison vs. deployment)
- Because overload showed an interesting relationship with performance, study other role stressors within the model (e.g., role conflict, ambiguity)
- Augment performance dimensions measured in future work by looking at performance knowledge tests. (e.g., w/in MOS, ARTEPs, ASVAB scores)
- Use measures like organizational citizenship behavior, organizational commitment; their relationship with job satisfaction



Future Work (2 of 3)

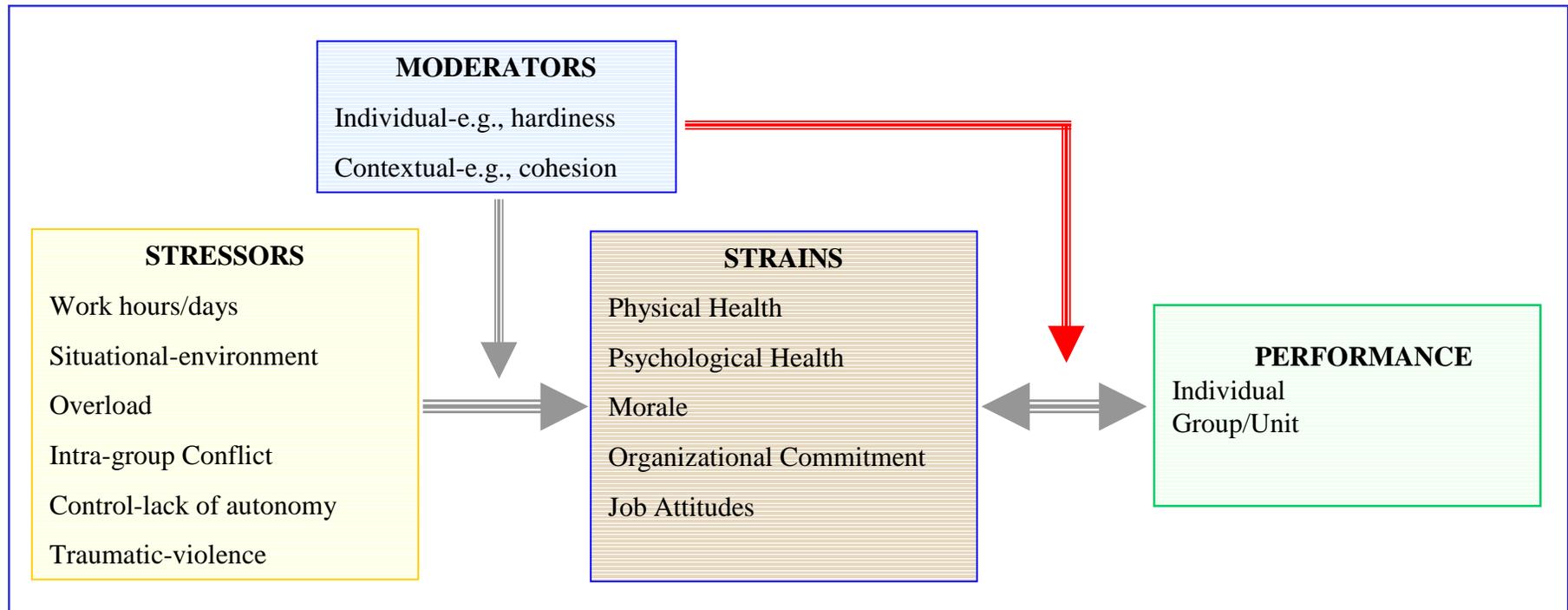
- Examine more closely the link between overload and work hours across environments Include measurement of individual difference variables such as hardiness, personality, and self-efficacy
- Make use of the larger OPTEMPO database and focus on predicting counterproductive behavior (indiscipline) as an outcome. Low base-rate in the present sample prevented in-depth analyses
- Broaden model by looking at 3rd variables within it:





Future Work (3 of 3)

- In the Stressor-Strain-Performance model developed by WRAIR, OPTEMPO is characterized as a stressor with mitigating variables linking it to performance as a final criterion of interest
- Stressor effects on performance are not explicitly stated





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Soldier OPTEMPO Survey

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: 29 Nov 1999

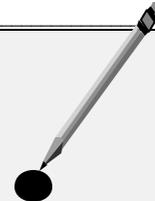
OPTEMPO Survey

- Authority:** 10 U.S.C. Sections 136 and 5 U.S.C. 552a; Executive Order 9397
- Purpose:** USAMRU-E/WRAIR is conducting a study of soldiers' responses to OPTEMPO and PERSTEMPO.
- 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.
- Disclosure:** Disclosure of your Social Security Number is voluntary. 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.
I understand USAMRU-E/WRAIR may access other military records identified by, or filed under, my social security number in conjunction with this survey.

RESULTS ARE CONFIDENTIAL!

Instructions:

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



SOCIAL SECURITY NUMBER : 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"/>			YOUR AGE: 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"/>		TODAY'S DATE: MONTH DAY YEAR JAN <input type="radio"/> 0 <input type="radio"/> 0 <input type="radio"/> 2000 <input type="radio"/> FEB <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> 2001 <input type="radio"/> MAR <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> 2002 <input type="radio"/> APR <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> 2003 <input type="radio"/> MAY <input type="radio"/> 4 <input type="radio"/> <input type="radio"/> <input type="radio"/> JUN <input type="radio"/> 5 <input type="radio"/> <input type="radio"/> <input type="radio"/> JUL <input type="radio"/> 6 <input type="radio"/> <input type="radio"/> <input type="radio"/> AUG <input type="radio"/> 7 <input type="radio"/> <input type="radio"/> <input type="radio"/> SEP <input type="radio"/> 8 <input type="radio"/> <input type="radio"/> <input type="radio"/> OCT <input type="radio"/> 9 <input type="radio"/> <input type="radio"/> <input type="radio"/> NOV <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> DEC <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>		
GENDER: Female <input type="radio"/> Male <input type="radio"/>	CURRENT MARITAL STATUS: Single (Never Married) <input type="radio"/> Married <input type="radio"/> Separated <input type="radio"/> Divorced <input type="radio"/> Widowed <input type="radio"/>	Indicate Highest Level of Education obtained: Some High School <input type="radio"/> High School <input type="radio"/> Diploma/ GED <input type="radio"/> Some College <input type="radio"/> Bachelor's Degree <input type="radio"/> Graduate Degree <input type="radio"/>	Number of children living at home: 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"/>	ETHNICITY: African-Am/Black <input type="radio"/> Asian <input type="radio"/> Hispanic <input type="radio"/> White <input type="radio"/> Other <input type="radio"/>			
YOUR UNIT: Squad: _____ Platoon: _____ Company: _____ Battalion: _____		COMPONENT: <input type="radio"/> Army <input type="radio"/> Navy <input type="radio"/> Air Force <input type="radio"/> Marines STATUS: <input type="radio"/> Active <input type="radio"/> Reserves <input type="radio"/> Guard <input type="radio"/> Civilian <input type="radio"/> Other?	RANK: E <input type="radio"/> 1 <input type="radio"/> O <input type="radio"/> 2 <input type="radio"/> WO <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"/>	WHAT IS YOUR MOS? (Answer in 3 digits only. Example: a "67B would bubble in "6," "7," and "B.") 0 <input type="radio"/> 0 <input type="radio"/> A <input type="radio"/> K <input type="radio"/> U <input type="radio"/> 1 <input type="radio"/> 1 <input type="radio"/> B <input type="radio"/> L <input type="radio"/> V <input type="radio"/> 2 <input type="radio"/> 2 <input type="radio"/> C <input type="radio"/> M <input type="radio"/> W <input type="radio"/> 3 <input type="radio"/> 3 <input type="radio"/> D <input type="radio"/> N <input type="radio"/> X <input type="radio"/> 4 <input type="radio"/> 4 <input type="radio"/> E <input type="radio"/> O <input type="radio"/> Y <input type="radio"/> 5 <input type="radio"/> 5 <input type="radio"/> F <input type="radio"/> P <input type="radio"/> Z <input type="radio"/> 6 <input type="radio"/> 6 <input type="radio"/> G <input type="radio"/> Q <input type="radio"/> <input type="radio"/> 7 <input type="radio"/> 7 <input type="radio"/> H <input type="radio"/> R <input type="radio"/> <input type="radio"/> 8 <input type="radio"/> 8 <input type="radio"/> I <input type="radio"/> S <input type="radio"/> Other: <input type="radio"/> 9 <input type="radio"/> 9 <input type="radio"/> J <input type="radio"/> T <input type="radio"/>			

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>
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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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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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	9 <input type="radio"/>

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>
<input type="text"/>	<input type="text"/>	<input type="text"/>
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"/>

In the past week, how many **days** have you performed military related work?

<input type="text"/>
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 <input type="radio"/>
7 <input type="radio"/>

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

<input type="text"/>	<input type="text"/>	<input type="text"/>
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"/>

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

<input type="text"/>	<input type="text"/>
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?

<input type="text"/>	<input type="text"/>	<input type="text"/>
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?

<input type="text"/>	<input type="text"/>
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)?

<input type="text"/>	<input type="text"/>
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)

<input type="text"/>	<input type="text"/>
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"/>

