



## Navy Health of the Force Survey Fact Sheet

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### BLUF

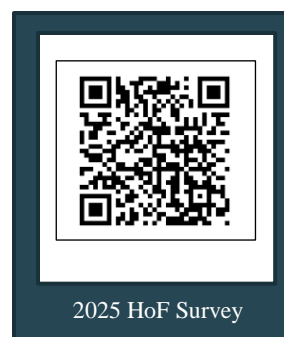
NAVADMIN 091/25 announced the Navy's annual Health of the Force (HoF) Survey – a voluntary and confidential survey that provides critical insights on topics including retention, unity of purpose, and readiness to Navy leadership. This year, the survey includes questions regarding trust in leaders, professional development, and job satisfaction. The survey is open from April 21 until June 30, 2025. Take the survey on your computer (work or personal) or on your phone!

### Who needs to know?

- ALL Navy Sailors (including SELRES and ADOS)

### What you need to know – key points

- The HoF Survey is open from April 21 until June 30, 2025 and takes **about 20 minutes** to complete.
- The results of the HoF Survey are provided to Navy leadership to evaluate the effectiveness of policies and initiatives.
- Access the survey on your phone or desktop at [https://usnavy.gov1.qualtrics.com/jfe/form/SV\\_9L8ntWOU5S12DdQ](https://usnavy.gov1.qualtrics.com/jfe/form/SV_9L8ntWOU5S12DdQ)



### Sample POD/POW Note

- **HEALTH OF THE FORCE SURVEY IS LIVE!** Take the 20-minute Health of the Force survey to share your feedback on Navy programs and policies with the Navy's top leaders. Your input is used to evaluate and update Navy programs and policies. Access the survey on your phone or desktop at [https://usnavy.gov1.qualtrics.com/jfe/form/SV\\_9L8ntWOU5S12DdQ](https://usnavy.gov1.qualtrics.com/jfe/form/SV_9L8ntWOU5S12DdQ)

### FAQ

#### Q1. Why should I take the survey?

A1. The results of the survey are provided to Navy leadership at the highest level, which allows them to evaluate the effectiveness of policies and initiatives and determine if and what changes are needed. This year, the survey includes questions regarding trust in leaders, professional development, and job satisfaction.

#### Q2. Why do I have to enter my Department of Defense (DoD) ID to take the survey?

A2. By entering your DoD ID number, the survey office is able to validate that you are a Service member, and can pull demographic data without requesting it on the survey. Your responses, including comments, are not attributed to your DoD ID. Leadership will not receive a report of who took the survey or what their responses were.

#### Q3. Can I take the survey on my phone?

A3. Yes, you can take the survey on your phone – use the QR code above, or email yourself the link.

#### Q4. Will taking the survey make a difference?

A4. Yes – Navy leadership use the survey data to make informed decisions about Navy programs and policies that directly inform Sailors' personal and professional lives. Leaders can't change what they don't know about. Take the survey and tell us what we can do to better serve our people.



**Q5. What happens with the data collected from the survey?**

**A5.** The data collected from the survey will be analyzed and maintained by OPNAV N1. The information will be used by the Chief of Naval Personnel and his staff to make policy and programmatic decisions.

**Q6. What has the Navy changed based upon previous HoF survey results?**

**A6.** The Navy has implemented many programs and initiatives as a result of the HoF Survey. A few recent examples are provided below:

- Gym access was expanded to 24/7 on many Navy bases to allow Sailors to maintain their physical fitness, and to maintain an operationally ready force.
- Command Advance to Position (CA2P) was implemented to promote advancement, job satisfaction, and career security.
- The Navy introduced Dependent Care Flexible Spending Accounts and expanded Basic Allowance Housing flexibility to provide increased resources to improve the quality of life of Navy families.

**Q7. How is this survey different from others I have been asked to take before?**

**A7.** This survey provides insights into Sailor experiences within communities and across the entire Navy, complimenting the data that is collected at the unit level through the DEOCS.

**Q8. Is the survey mandatory?**

**A8.** No – the survey is entirely voluntary. But your participation provides important feedback to Navy leadership at the highest level about issues faced by all Sailors.