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SUBJ/CALENDAR YEAR 2026 COMMAND CLIMATE ASSESSMENTS//

REF/A/DOC/DOW/20DEC22//

NARR/REF A IS DOWI 6400.11, DEPARTMENT OF DEFENSE INTEGRATED PRIMARY
PREVENTION POLICY FOR PREVENTION WORKFORCE AND LEADERS//

RMKS/1. A strong and positive command climate is the bedrock of our warfighting advantage. Because our people are our most valuable asset, a command climate that fosters trust, respect, and psychological safety, is not a "nice to have"; it is a combat multiplier. It ensures our Sailors and civilians are "Fit to Fight," and it empowers our leaders to build great people and winning teams. This NAVADMIN provides updated guidance on the command climate assessment (CCA) process, a critical tool for leaders at all levels to build and sustain a mission-ready culture.

2. Commanders are directly responsible for fostering a positive command climate. The CCA process provides data-driven feedback to help understand the climate and culture of the command. This is not a check-in-the-box exercise. When used effectively, it is a leadership tool that will improve morale, strengthen the well-being of your personnel, and ultimately enhance mission readiness.

3. CCA (roles and responsibilities).

a. Commanders. Commanders are responsible for executing this NAVADMIN, to include consideration of the best practices contained in paragraph (7).

b. ISIC (Echelon 4 or higher). In addition to executing their own CCA, ISICs are responsible for ensuring subordinate commanders conduct a debrief of their CCA. Doing so enables ISICs to assess, document, and mentor the performance of Commanders based on their ability to build superior cultures. ISICs may adjust the timing of subordinate CCAs based on operational requirements, with any waivers documented in writing and provided to the Echelon 3 Commander in the chain of command. Every effort must be made to administer the DEOCS during the annual fielding window. If a waiver was granted due to operational requirements and the DEOCS was not completed during the fielding window, once operationally feasible, a Defense Organizational Climate Pulse (DOCP) survey should be administered as part of the CCA.

c. Echelon 2. By 31 July 2027, each Echelon 2 must report annual CCA completion and ISIC debrief status to the Navy Culture and Force Resilience

Office (OPNAV N17) via tasker response, to include commands that have requested a waiver or are incomplete.

d. Integrated Primary Prevention Workforce (IPPW). The IPPW consists of full-time, dedicated primary prevention professionals in the roles of shore-based Integrated Prevention Coordinators (IPC) and deployable Embedded IPCs. IPPW personnel must be consulted and leveraged as part of the CCA process. IPCs provide subject matter expertise during the CCA data collection process to include selection of CCA data sources, interpretation of CCA data, and subject matter expertise on Navy Comprehensive Integrated Primary Prevention (N-CIPP) Plan development to include the selection, implementation, and evaluation of evidence-informed and data-driven prevention activities.

e. Command Climate Specialists (CCS). CCSs will track and monitor the completion of CCAs and face-to-face debriefs within their enterprise. The CCS will collaborate and coordinate with the Command Resilience Team (CRT) to provide advice and guidance to the Commander on all matters and issues that may affect the command's climate.

f. Command Resilience Teams (CRT). The CRT is accountable to the Commander for administering the CCA. CRTs will collaborate with the IPPW to interpret CCA data and develop actionable N-CIPP Plans.

4. CCA (timeline and process).

a. Annual CCA:

(1) Must include administration of a DEOCS between 1 August and 30 November (the CCA fielding window).

(2) Must initiate the DEOCS no later than 31 October.

(3) Must include additional sources of information gathered by the CRT within the fielding window such as focus groups and/or interviews; administrative records and/or reports review; review of the current and previous DEOCS and previous DOCP survey results; and an assessment of progress on N-CIPP Plan actions.

(4) The CRT, or subgroup thereof, and IPPW personnel must have a CCA review session with the Commander within 60 calendar days (or by the next drill period) of the close of the DEOCS. The CCA review sessions must include review of a draft N-CIPP Plan, which is comprised of the Executive Summary (EXSUM) and Plan of Action and Milestones (POAM).

(5) Commanders must provide a face-to-face debrief to the ISIC within 30 calendar days after the CCA review session was completed. Email review and reply are not acceptable.

(6) Must be debriefed to the command, by the Commander, to include key items from the N-CIPP Plan within 30 calendar days of the CCA review session.

(7) DEOCS registration for the new fielding window opened 2 June. Valid ISIC, IPPW personnel, and next higher-level CCS contact information must be included in the DEOCS request, which allows those individuals to directly access DEOCS results.

b. Change of Command CCA:

(1) If a change of command occurs during the Annual CCA fielding window, Commanders must conduct a single CCA that includes the administration of a DEOCS, satisfying both requirements.

(2) If the change of command occurs outside of the Annual CCA fielding window, the Change of Command CCA will not include a DEOCS but may include administration of a DOCP survey.

(3) Must be completed within 90 days after assumption of command or office to include a review of the most recent Annual CCA; assessment of the previous Commander's progress in implementing the relevant actions in the N-CIPP Plan; focus groups and/or interviews; and administrative records and/or reports review.

(4) If an N-CIPP Plan has already been established and signed by the previous commander for the current CCA cycle, findings from the Change of Command CCA must be added to the existing N-CIPP Plan as an addendum to the EXSUM to document that the Change of Command CCA occurred. If the N-CIPP Plan was already submitted to the Defense Command Climate Portal (DCP) for the current CCA cycle, there is no requirement to resubmit but must be retained internally for three years.

(5) The CRT, or subgroup thereof, and IPPW personnel must have a CCA review session with the Commander within 120 calendar days after assumption of command (or by the next drill period). The CCA review session must include review of N-CIPP Plan actions and updates.

(6) Commanders must provide a face-to-face debrief to the ISIC within 30 calendar days after the CCA review session was completed. Email review and reply are not acceptable.

(7) Must be debriefed to the command, by the Commander, to include key items from the N-CIPP Plan within 30 calendar days of the CCA review session.

5. N-CIPP Plan.

a. The N-CIPP Plan is the roadmap for units to describe their current command climate and needs, most at-risk populations, planned evidence-based prevention activities, and evaluation plans. The N-CIPP Plan is comprised of the EXSUM and POAM. EXSUM enclosures should only be provided to the ISIC and should not be attached to or submitted with the N-CIPP Plan. The approved N-CIPP Plan template must be used and can be found on MyNavy HR under the Primary Prevention page at <https://www.mynavyhr.navy.mil/Support-Services/Culture-Resilience/Primary-Prevention/>.

b. Must be uploaded as a single PDF to the DCP at <https://www.prevention.mil/Climate-Portal/> annually by 31 May.

c. Per reference (a), IPPW personnel are responsible for uploading N-CIPP Plans to the DCP. Paragraph (8) contains resources for identifying IPPW personnel.

6. N-CIPP Plan and DEOCS Training.

a. CCA administrators, IPPW personnel, and any other personnel administering or consulting on CCAs are required to receive training on how to conduct a CCA and administer the DEOCS through the Joint Knowledge Online (JKO) course PREV-004 "How to Conduct a Command Climate Assessment and Administer the Defense Organizational Climate Survey."

b. IPPW personnel are required to receive training on N-CIPP Plan development through JKO course PREV-005, "Development of a Comprehensive Integrated Primary Prevention Plan."

c. These courses are available on JKO at <https://jkodirect.jten.mil/>.

7. CCA Best Practices.

a. All Service Members and civilian employees in the command or organization must have the opportunity to participate in the CCA. Contractor personnel may not participate in the CCA, per reference (a).

b. Triads and CRTs should seek to maximize participation during working hours through creative means, as part of morale-building events or all hands training. The best way to encourage participation is through yearly debriefs of CCA results and periodic debriefs of ongoing POAM actions.

c. An active and sustained CRT remains a best practice in high-performing commands so that collaborative relationships are established, data-informed actions are taken, and trends can be assessed over time.

d. Commanders should emphasize the importance of DEOCS participation, but participation must remain voluntary in keeping with statute and regulation, and to ensure results are not skewed. Historically, the Navy has averaged about 40 percent DEOCS participation. The higher the voluntary survey participation, the more confidence Commanders can have that the results represent the views of their unit.

8. CCA Resources.

a. DEOCS, DOCP surveys, and N-CIPP Plans are managed via the DCP. Information on the DCP, including the registration form and login, is available at <https://www.prevention.mil/Climate-Portal/> .

b. Questions about the CCA process can be forwarded to the servicing IPPW, servicing CCS, or the Integrated Primary Prevention Program mailbox, OPNAV-IPPW@us.navy.mil.

c. Questions about IPPW assignments to support units can be directed to the Regional Integrated Prevention Coordinators listed at the following link: https://ffr.cnmc.navy.mil/Portals/76/Family_Readiness/Documents/Regional%20IPC%20Contact%20Information%20Update%2020241024.pdf

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9. DOCP Survey. The Department of War (DoW) provides commands with a pulse survey capability to augment DEOCS. The DOCP survey is a short, customizable survey on command climate, consisting of relevant, command-selected questions. The DOCP survey question bank is designed to assess a wide variety of topics within a unit or organization and allow each command to tailor the survey for their unique needs. The DOCP survey cannot be administered more than once a year or administered within the 90 days before or after a DEOCS.

The DOCP is the only DoD approved survey tool to measure command climate between CCAs. To build and use a DOCP survey, commands should access through the DCP located at <https://www.prevention.mil/Climate-Portal/> .

10. This NAVADMIN supersedes NAVADMIN 163/25 and OPNAVINST 5354.1J with regard to the CCA process.

11. Released by Vice Admiral Jeffrey J. Czerewko, N1.//

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