ARNG National Exit Survey (7 minutes)

Introduction

This survey should take no longer than 7 minutes to complete and your answers will be kept strictly anonymous.

Thank you for helping us make the Army National Guard a better organization by completing the following survey. Your honest and open responses are important to us. The data obtained will be used to identify trends, provide feedback to improve the National Guard's culture, and better serve the needs of our Soldiers.

Instructions

This survey consists of a series of demographic questions, followed by several questions regarding your service in the Army National Guard and your reasons for choosing to leave.

You may go back to a previous question to change your answers before you submit the survey. Please do not use your browser's 'back' button. Use the navigation features within the survey if you need to go back to a previous question.

Part 1. Demographics

1. What Army National Guard State do you serve in?
2. What was the 3-character code given to you prior to this survey?
3. When is your ETS?
4. Were you on Active Duty prior to joining the Army National Guard
5. What is your rank?
6. What field is your primary MOS?
7. How many total years of military service do you have?
8. What is the distance you travel to drill (one-way)?
9. How many times have you mobilized with the Army National Guard
10. Are you currently flagged?
11. What is your age?
12. What is your gender?
13. What race do you identify as?
14. What ethnicity do you identify as?
15. What is your current education level?
16. What is your current relationship status?
    a. Single
    b. Married
    c. In a relationship
    d. Divorced/ Separated

17. Number of Dependents

Part 2. Survey

18. Rank, in order, the top three reasons you are choosing to ETS.
    a. Ineffective leadership
    b. Manning at my unit
    c. Lack of promotion opportunities
    d. Interference with civilian employment
    e. Lack of professional development opportunities
    f. Lack of motivation/boredom
    g. Unsatisfied with my MOS
    h. Impact on family
    i. Commuting distance
    j. Conflict with my education
    k. Insufficient time performing MOS-related work
    l. Operational tempo was more than expected
    m. Financial / pay issues
    n. Completed my education
    o. Retirement
    p. Flagged
    q. Deployment experiences
    r. Desire to join another service
    s. Hostile environment
    t. Service-related health/medical issues
    u. Non-service-related health/medical issues
    v. Difficulty meeting fitness and/or HT/WT standards

19. Rank, in order, the top three reasons you initially joined the Army National Guard?
    a. Pride/self-esteem/honor
    b. Patriotism and/or desire to serve my country
    c. Gain experience/work skills
    d. Pay for my education
    e. Citizenship
    f. To do something challenging or adventurous
    g. Make a positive difference in my community
    h. Health and medical benefits
    i. Develop discipline
    j. Sence of Purpose
    k. Pay/money
    l. Develop leadership skills
    m. Training Opportunities
    n. Retirement Benefits
    o. Family tradition of service

p. Continue my military service
q. Make the Army a Career
r. Deployment/mobilization opportunities
s. Other

20. Rank, in order, the top three most important benefits you used during your service in the Army National Guard.

a. VA GI Bill program
b. Health insurance
c. VA Home Loan
d. State Tuition Assistance
e. Federal Tuition Assistance
f. Reenlistment bonus
g. Enlistment bonus
h. Student Loan Repayment Program
i. Legal services
j. Financial / Employment services
k. Family services
l. Did not use any benefits while serving

21. In the past 12 months, who has spoken to you about reenlisting? (Select all that apply)

a. First-line Leader
b. Unit Readiness NCO
c. Unit career counselor
d. First Sergeant
e. Company Commander
f. Company Retention NCO
g. Recruiter
h. Battalion Retention NCO
i. Battalion Sergeant Major
j. Battalion Commander
k. No one has spoken to me

22. What is the most important factor that we could have improved or offered that would have made you stay? (select one)

a. Better leadership
b. Faster promotion timeline
c. More personal/family time
d. Higher pay
e. Other_____

23.I would have continued to serve if I could…..

Strongly Disagree, Disagree, Agree, Strongly Agree

a. GO ING
b. Go OSC/ WOCS
c. Get a Fulltime Job (AGR, Tech, etc.)

24. Rate the following General Statements with…
    Strongly Disagree, Disagree, Slightly Disagree, Slightly Agree, Agree, Strongly Agree
    a. I accomplished the goals I set when I joined the ARNG
    b. My contributions made an impact on the ARNG
    c. I enjoyed serving in the ARNG
    d. Serving in the ARNG has made a positive impact on my life
    e. I would recommend serving in the ARNG as an option to others
    f. I found it easy to balance my duties in the ARNG with my other life responsibilities
    g. My family was supportive of my service in the ARNG
    h. In the future, I would consider serving again in the ARNG

25. Rate the following Unit Statements with…
    Strongly Disagree, Disagree, Slightly Disagree, Slightly Agree, Agree, Strongly Agree
    a. My time at drill was valued
    b. I felt supported by my chain of command
    c. Leaders in my unit treated members with respect
    d. Morale in my unit was good
    e. I felt I was a respected member of my unit
    f. My achievements were recognized by my unit leadership
    g. There was fair and equitable opportunity for promotion
    h. I felt a sense of comradery with my peers in my unit
    i. The majority of my time during drill was spent on tasks related to my MOS
    j. I would have continued to serve if I could have changed my MOS
    k. I would have continued to serve if I could have changed my Unit

26. Optional: Please provide any additional comments you would like to include. If you have questions or would like someone outside your unit to contact you, provide a name, phone number, and best time to call.

Thank you

Thank you for taking the time to participate in this survey. Your answers are valuable and will be used to continue our commitment to strengthening job satisfaction and overall experience in the Army National Guard.