What Is It? An organization development survey produced by the Defense Equal Opportunity Management Institute (DEOMI) that assesses nine climate factors associated with diversity and organizational effectiveness:

1. Inclusion
2. Benefits
3. Justice
4. Mentoring
5. Work Group Effectiveness
6. Work Group Cohesion
7. Personal Accountability
8. Training & Development
9. Leadership

Who Can Use It? Any unit commander can request a DDMCS. Commanders can authorize another member within their unit to make the request on their behalf (Commander Consent Verification required during assessment request).

How Much Does It Cost? The survey is free.

What Else Should I Know? The DDMCS does not replace the DEOCS and must be specifically requested by a command. Commanders can add up to 10 locally-developed questions and five-short answer questions to the survey to help target specific areas. The survey consists of 50 core items and takes about 20 minutes to complete. A minimum of 16 personnel must complete the survey in order to generate a report. To preserve anonymity, the survey will not display group data any time fewer than five members of a group complete the survey.

Where Can I Find It? The DDMCS is only available online and is hosted on the DEOCS DDMCS webpage. Surveys are generally left open for a command for 21 days, but this time frame can be modified based on the unit. Once the survey session is complete, administrators can submit a request for their report to be processed (approximately 24 hours).

Where Can I Find Additional Information? Additional information on the survey and sample questions can be found at the DEOCS DDMCS website. The DDMCS Support Team can be reached at DSN 854-4217/2538, commercial (321) 494-4217/2538, or email at ddmcs-support@deocs.net.