

**1,145**  
Respondents

**July 14-18**  
Fielding Dates



### Key Takeaways



Members of all active-duty and National Guard branches report feeling the impacts of blocked promotions.

Impacts are being felt by officer family respondents at all ranks, not solely those at O7 or above.

## Most common themes that emerged from the open-ended question “How has your family been impacted by the promotion block?”

### Negative Impacts to Service Member Career (19%)

“If the nominations/promotions don’t go through this year, it could impact my spouse’s career progression in the following years.”

Spouse of a Field Grade Officer

“Leadership is unable to give clear guidance based on their near term departure because there is no current confirmed replacement. Subordinate members of the staff will be overburdened. This trickle down effect will negatively impact staff at lower levels.”

Spouse of a Company Grade Officer

### General Uncertainty Impacting Morale (17%)

### Family/Personal Financial Situation (14%)

“Spouse has taken over his next job at the new duty station but has not received his promotion and increase in pay. We are paying out of pocket for his apartment at the new duty station. Meanwhile he is expected to perform all of the duties of the new job.”

Spouse of a Field Grade Officer

## Family Well-Being Impacts Including Healthcare and Education **(11%)**

**“[We are] Waiting on orders. Don’t know whether to enroll my kids here or start looking at schools in a new place.”**

Spouse of a Company Grade Officer

**“Leadership instability and moves makes continuity difficult, feels like we don’t have support from our representatives or public, and makes the mission difficult to take place when so much is uncertain.”**

Spouse of a Field Grade Officer

## Feeling Unsupported By Civilian Leadership **(8%)**

## PCS/ETS Uncertainties **(8%)**

**“My husband is a general’s aide, and the general is not being allowed to retire. My husband has a job lined up after retirement but we don’t know when that will be, so for now he has to stay in his current job until his boss is able to retire.”**

Spouse of a Field Grade Officer

**“My soldier’s MRD [Mandatory Retirement Date] came up before he could be confirmed for his next assignment so we had to retire.”**

Spouse of a General Grade Officer

## Retention Impacts **(5%)**

## Added Job Stress **(4%)**

**“My husband works in officer assignments and the uncertainty and delays have created longer working hours for him and a reactive posture for people working in detailing. It flows down several levels. Not just Admirals held up ... their staffs, etc.”**

Spouse of a Field Grade Officer

**“We have been awaiting confirmation for an overseas move.... I had to resign from my job.... We are being sent to an “acting” position with no idea how long we’ll be living out of suitcases.... It is difficult to look for a new job with no timeline for the next potential move.”**

Active-duty Spouse who did not provide rank of service member

## Spouse Employment Challenges **(3%)**