

**Assessment and Selection Boards**  
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**Disclaimer**

- Information and opinions expressed by Maj Dhillon and other military/government employees providing lectures are not intended/should not be taken as representing the policies and views of the Department of Defense, its component services, or the US Government.

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**Types of boards:**  
**Select in and Select out**

- Select Out:** Freedom from psychopathology and minimal risk for developing pathology in the future. Record review, psychological testing, clinical interview
- Select In:** Finding the best suited candidates for the particular job. Evaluate candidates for complex skills and psychological attributes necessary for successful performance under unusually demanding conditions.
  - Most AF A&S and Pipeline training**

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### Qualities

**Ability:** Does this service member have the ability to do their job?

Physical ability/stamina, cognitive horsepower, teamwork ability, adapt to change, take initiative (leadership)

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### Qualities

**Stability:** Does this service member have the mental/emotional stability to endure the stressors inherent with the training environment and the operational military environment?

Attention and focus, emotional control, judgment, resilient, tough minded, not easily shaken, *Critical:* psychological hardiness and stress tolerance.

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### Qualities

**Motivation:** Does this service member present with the motivation to engage in training and enhance their performance so they will successfully/safely accomplish their mission?

Energetic, extraverted, achievement oriented, up for a challenge, get up and go mentality, tenacious.

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### Compared to General Pop:

- Those in high demand operational positions are consistently higher in emotional stability and conscientiousness (achievement striving, dutifulness, competence).
- Overall they are resilient, dominant (Alpha males), assertive, energetic, reliable, responsible, competitive, strong drive for mastery and achievement.
- Lower in negative affectivity.
- More emotionally closed, methodical, and disciplined.

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### Psych Assessment Measures

- Multiple Aptitude Battery-II (MAB-II) AF mainly--IQ
- Wonderlic--IQ
- MMPI-II--Clinical Personality
- NEO-PI--Personality
- GAMA--Nonverbal IQ

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