

Cadet Leadership Assessment (USACC SOAR Card)

STAFF PROPONENT IS USACC (G3)

EVENT (Developmental, Assessment, SPOTREP): **CIRCLE ONE** **EVENT NAME**POS / NEG SPOTREP
1 **CIRCLE ONE** 2 **ONE** 3 ☐

CADET NAME:

LAST, FIRST

SQD/PLT/CO/REG:

SQD → REGTCircle one: SL PSG PL
CIRCLE ONE**SITUATION:** (Describe the assessment situation and conditions. Include time, location, event, or other context. para 2-39.)DTG/TRNG DAY#: **DD HHMM MON YY/ TRAINING DAY #**DIST/DIR: **DISTANCE / DIRECTION**EVAL & LANE#: **EVAL# / LANE #**MISSION: **TYPE OF MISSION**WEATHER: **DEGREES, HUMIDITY, PRECIPITATION**ENEMY SIZE: **ENEMY COMPOSITION**OTHER CONTEXT: **OTHER CONTEXT (MORALE ETC.)****OBSERVATION:** (Describe the leadership behaviors that the leader exhibits using action words. Para 2-39 & 2-41.)**Describe the leadership behaviors that the leader exhibits****FACTUAL OBSERVATIONS****What you saw, heard, or confirmed as truth. Observations should be on the CDT, the outcomes of the CDT's behaviors, and the effects on the unit/mission from their actions.****Can use this space for notes and to mark observations that require clarifying questions****Useful to mark observations with attributes and competencies during "Associate and Assess"****each observation should be time stamped & attached to an attribute and competency.****ASSOCIATE & ASSESS:** (Identify and associate the competency/attribute that best describes the leader's actions. Para 2-39)**SUSTAIN** (add comments on reverse)**IMPROVES** (add comments on reverse)

1-

1-

1X ATTRIBUTE OR COMPETENCY**1X ATTRIBUTE OR COMPETENCY**

2-

2-

UP TO 3, MORE OVERWHELMS**UP TO 3, MORE OVERWHELMS**

3-

3-

Discussion for SUSTAINED attributes and competencies from the front side:

(Compare observation against the leader performance indicators and link effects and outcomes to unit performance and/or mission. Para 2-42)

1-

Link observations and/or facts gained through clarifying questions to effects on the unit or mission.

2-

Write to show a connection to ALRM as clearly as possible.

Use clear and specific examples drawn from written

3-

observations. No vague language.

Discussion for IMPROVED attributes and competencies from the front side:

(Compare observation against the leader performance indicators and link effects and outcomes to unit performance and/or mission. Para 2-42)

1-

DISCUSSION = DOCTRINAL LINK + OBSERVATION + EFFECT ON UNIT/MISSION

2-

3-

REINFORCE & RECOMMEND: (Record how to reinforce the leader's behavior through praise or correction. Para 2-39)

PRAISE OR CORRECTION AND ACTIONABLE GUIDANCE ON HOW TO IMPROVE.

SIMILAR TO PLAN OF ACTION ON DA 4856.

SHOULD BE DEVELOPED WITH CDT

Additional Comments:

ROOM TO EXPAND ON WHAT WAS OBSERVED, EFFECTS ON THE UNIT, AREAS FOR GROWTH, OR OTHER AREAS FOR DISCUSSION AS PART OF THE DEVELOPMENTAL COUNSELING.

Overall Assessment (Circle one): **EXCELLENT** **PROFICIENT** **CAPABLE** **UNSAT**

CIRCLE ONE

DATE: **DD MMM YY**

EVALUATOR NAME/SIGNATURE:
PRINT YOUR NAME / SIGNATURE

CADET SIGNATURE:
CADET SIGNS

REVIEWER (CTO/1SG) SIGN/DATE:
CTO / 1SG SIGNATURE AND DATE