

Potential Indicators

U.S. Army Branch Indicators

	Armor	Logistics	Additional Notes
<i>Education</i>	Commission Source Elective Training	Commission Source Elective Training Graduate Education Skill Identifier (SI) Secondary AOC	Listed examples are often competitive and selective that are optional or represent alternative paths for PME Commission source has significant effect on survival curves of U.S. army officers (Doganca 2006)
<i>Experience</i>	Key Development (KD) Broadening Assignments Joint Service Credit	Key Development (KD) Broadening Assignments	Performance in KD assignment heavily influences potential for promotion BSB/CSSB S3 position provided to exceptional captains mGPA is strong determinant as similar to jobs performed as officers (Spain 2020)
<i>Assessments</i>	Officer Evaluation Report (OER) Battalion Commander Assessment Commander Assessment Program Personality Assessment	Battalion Commander Assessment Commander Assessment Program BOLC Assessment CCC Assessments Officer Evaluation Report (OER)	JDAL position or JQS points to measure JIIM (Joint Interagency Intergovernmental Multinational Environment) or diversity of experience
<i>Progression</i>	Captain (5 years) Major (10 years) Lieutenant Colonel (16 years) Colonel (22 years)	Captain (4 years) Major (10.5 years) Lieutenant Colonel (16 years) Colonel (23 years)	Promotion is more difficult beyond O-3 (Captain) as target promotion from O-3 to O-4 is 80% to 70%, 50%, 10% with increasing service duration required (Doganca 2006)

	Aviation	Cyber	Additional Notes
<i>Education</i>	Senior Service College (SSC) Pre-Combat Checks (PCC) Elective Training	Senior Service College (SSC) Elective Training Commission Courses	The options are often competitive and elective training is highly recommended.

<i>Experience</i>	Key Developments (KD) Duty Assignments	Key Developments (KD) Duty Assignments	Emphasizing harder assignments and work done in the assignments over time doing them For Aviation the choice of KD is a lot smaller then the choices given to Cyber
<i>Assessments</i>		Cyber Aptitude and Talent Assessment (CATA) Cyber Test (CT) Cyber Assessment and Selection Program (CASP)	Didn't find this information in either of the docs that were sent but did some research on my own and found this information (Morris 2020) Was unable to find anything specific for Aviation
<i>Progression</i>	Captain (4 years) Major (10 years) Lieutenant Colonel (16 years) Colonel (20 years)	Captain (4 years) Major (11 years) Lieutenant Colonel (17 years) Colonel (22 years)	Still can't see an updated picture

Additional Indicators

	Additional Notes
Armed Services Vocational Aptitude Battery (ASVAB)	Major cognitive abilities measures are useful in predicting job performance (Ree 1994)
Age	Higher age has correlation with survival curve of U.S. army officer (Doganca 2006)
Race	African Americans have correlation with survival curve of U.S. army officer (Doganca 2006)
Gender	Females has correlation with survival curve of U.S. army officer (Doganca 2006)
Marital Status	Spousal dependents have correlation with survival curve of U.S. army officer (Doganca 2006)

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Non-Cognitive Attributes

	Additional Notes
Hardiness-control	Significant correlation with military performance both at West Point and as an officer as measured by Reception Day battery of tests (Bartone 2013)
Hardiness-commitment	Significant correlation with military performance both at West Point and as an officer (Bartone 2013)
Hardiness-challenge	Do not perform well in conventional structured military and leadership tasks (Bartone 2013)
Motivation	Motivation was strongly associated with job performance (Doganca 2006)
Complex problem solving	Complex problem solving was consistent predictors of continuance and advancement (Zaccaro 2012)
Creative thinking	Creative thinking was consistent predictors of continuance and advancement (Zaccaro 2012)
Responsibility	Responsibility was consistent predictors of continuance and advancement (Zaccaro 2012)