

## COMPANY COMMANDER RECRUITER CANDIDATE INTERVIEW AND ASSESSMENT

For use of this form, see AR 601-1; the proponent agency is DCS, G-1.

INSTRUCTION: Company commander or first commander in the grade of CPT or higher must physically interview candidate and complete form.

### SECTION I - INTERVIEW

|  |       |  |
|--|-------|--|
| NAME OF CANDIDATE <i>(Last, First, Middle)</i> | GRADE | LENGTH OF TIME COMMANDER HAS KNOWN CANDIDATE <i>(Months)</i> |
|--|-------|--|

NOTE: If yes to any of the below, explanation must be given.

|   | YES                      | NO                       |
|---|--------------------------|--------------------------|
| 1. Have you ever filed bankruptcy? If so, when _____  | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Have you ever been charged with or convicted of careless, reckless, or unsafe driving? If so, when _____   | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Have you ever received any type UCMJ? If so, when _____  | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Have you ever been charged with or convicted of any alcohol or drug related offense by military or civilian authorities? If so, when _____           | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Have you ever been charged with or convicted of assault, domestic violence, or any felony offenses? If so, when _____                                | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Have you ever been charged or convicted of a sexual offense? If so, when _____   | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Do you have tattoos?   | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Do you have a CAC card, a favorable NAC or higher suitability investigation as validated by the Joint Personnel Adjudication System and AKO account? | <input type="checkbox"/> | <input type="checkbox"/> |

### SECTION II - ASSESSMENT

| <i>In items 9 through 22 below, there is a brief narrative describing environmental factors of recruiting duty followed by a related question. Considering these factors, for each item indicate the degree of agreement with the following questions as being descriptive of the assessed candidate. Any ratings 3 or below must be explained in the remarks section.</i>   | ("X" appropriate block)  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|  | LOW DEGREE               |                          |                          | HIGH DEGREE              |                          |
|  | 1                        | 2                        | 3                        | 4                        | 5                        |
| 9. Other than combat operations, recruiting future Soldiers is our Army's highest priority. Our Army and Nation depend on you, or field commanders, to encourage, identify, and recommend your finest caliber NCOs for recruiting duty. In addition to having our Army values well ingrained into their daily lives, the NCOs you recommend must have other intrinsic qualities in order to succeed. We are looking for NCOs that have a positive, upbeat demeanor, are confident, persistent, energetic, and who have the knack for talking to anyone. These are the NCOs that will be successful in recruiting. Does this candidate exhibit these qualities? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. A recruiter is normally assigned to a station consisting of two to five recruiters. Recruiting requires that an individual perform many tasks with minimum direct supervision. Each station has an overall recruiting mission to be successful and requires and combine team effort to accomplish this mission. Is the candidate reliable, loyal, cooperative, and a team player?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. A recruiter has a great deal of independence of action. The recruiter must be capable of working with minimum supervision and must motivate himself or herself to prospect on a daily basis. Is the candidate an independent worker, a self-starter? Does he or she seek responsibility and display initiative?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

| <i>(See Instructions on first page)</i>   | ("X" appropriate block)  |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|   | LOW DEGREE               |                          |                          | HIGH DEGREE              |                          |
|   | 1                        | 2                        | 3                        | 4                        | 5                        |
| 12. Recruiters must be good communicators. They will interact daily in person, telephonically, and by email with people of various backgrounds and of different education levels. They must be able to communicate thoughts and ideas easily to individuals as well as to groups consisting of educators, civic leaders, and students. Can the NCO you recommend for recruiting duty maintain a credible dialogue that represents our Army appropriately? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. Recruiters counsel future Soldiers daily on their passions and goals, and engender a commitment from them to join the US Army. Recruiters also counsel future Soldiers' loved ones on what the Army has to offer. Does the NCO you recommend demonstrate compassion, enthusiasm, and a willingness to help others with their personal and professional goals?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. Recruiters should represent the best the Army has to offer in terms of past performances and potential future contributions to the Army. Does the candidate demonstrate promotion and school potential?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. The average duty day for a recruiter is a minimum of 10 hours. Recruiters routinely work in the evenings and on Saturdays. Although he or she may presently be an outstanding NCO, without a solid family support structure, duty performance could rapidly decline. A Soldier's family support structure is the cornerstone of his or her morale. Does the candidate have a stable family support structure?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 16. Recruiters represent our Army in their communities and must maintain a professional appearance at all times, both physically and morally. Does the NCO that you recommend to recruit our Nation's future Soldiers maintain a professional appearance? Does that NCO constantly strive to maintain a fitness level at or above Army standards? Are his or her morals above reproach?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 17. Recruiters are viewed within the community as leaders. They must present themselves in such a manner as to always inspire confidence in our Army. They must lead by setting the example. Does the candidate demonstrate leadership appropriate to grade?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. Because they live in the civilian community, recruiters are constantly under scrutiny. Recruiter standards of conduct must be exemplary. Does the candidate demonstrate professional and personal maturity on and off duty?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 19. Due to the wide-spread geographic assignments with USAREC, recruiters do not always have access to the normal benefits of military life. Recruiters must be capable of overcoming this separation from normal support and performing the mission despite it. Positive attitude must be influential on others. Does the candidate display a positive attitude? Is he or she motivated and enthusiastic?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 20. One of the keys to success in recruiting is community involvement. Does the candidate participate in civic activities? Off duty education?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 21. Recruiting personnel must interact with the public. Recruiters must recruit the best possible applicant to man our Army. Recruiters must not allow personnel preference or biases to influence their recruiting activities. Does the candidate support the Equal Opportunity Program?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. An assignment to recruiting duty will afford your NCOs the opportunity to excel in small unit operations, often in distant locations from parent units, in ambiguous and complex environments, and with responsibility for their own operational success. While challenging, it is immensely rewarding. Is your candidate the right NCO for one of our Army's highest priorities?   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

|  |                          |  |  |     |    |                          |                          |
|--|--------------------------|--|--|-----|----|--------------------------|--------------------------|
| 23a. CANDIDATE'S HEIGHT  | b. WEIGHT                | 24a. DATE OF LAST PT TEST (YYYYMMDD)                                   |  |     |    |                          |                          |
| 25a. DATE OF LAST PHYSICAL (YYYYMMDD)  |                          | b. SCORE OF LAST PT TEST   |  |     |    |                          |                          |
| b. PROFILE<br><input type="checkbox"/> Permanent<br><input type="checkbox"/> Temporary ( <i>expiration date (YYYYMMDD)</i> ) |                          | PULSES: _____<br>_____ Push Ups<br>_____ Sit Ups<br>_____ Run<br>_____ |  |     |    |                          |                          |
| 26. Does the candidate or his or her family have medical problems? ( <i>If yes, explain in remarks below.</i> )              |                          |  | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">YES</td> <td style="width: 50%; text-align: center;">NO</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table> | YES | NO | <input type="checkbox"/> | <input type="checkbox"/> |
| YES  | NO                       |  |  |     |    |                          |                          |
| <input type="checkbox"/>   | <input type="checkbox"/> |  |  |     |    |                          |                          |
| 27. REMARKS  |                          |  |  |     |    |                          |                          |
| NAME OF COMMANDER ( <i>Last, First, Middle</i> )   |                          |  | GRADE  |     |    |                          |                          |
| UNIT OF ASSIGNMENT   |                          |  | DATE (YYYYMMDD)  |     |    |                          |                          |
| TELEPHONE NUMBER ( <i>DSN</i> )  |                          |  | ( <i>Commercial</i> )  |     |    |                          |                          |
| SIGNATURE OF COMMANDER   |                          |  | DATE (YYYYMMDD)  |     |    |                          |                          |