



Adjutant General



Year Group 2017

INTELLIGENCES: Interpersonal, Linguistic, Logical-Mathematical

SKILLS: Adjutant General (AG) officers are leaders in the human domain responsible for the management of the Army's most important resource – its people. They must possess the necessary technical and operational expertise to plan, coordinate, and direct personnel support and advise commanders on all aspects of human capital. They must be able to integrate into any organization and function as a member of a combined-arms staff. They employ HR systems, software applications, the military decision making process, and lead a small team to proactively manage current and future requirements.

KNOWLEDGE: The Adjutant General branch desires officers with academic backgrounds that span the entire spectrum of disciplines and majors offered at our nation's undergraduate institutions. Broad individual experiences contribute to the success of the branch.

- **RELEVANT EDUCATION:** Fundamentally, all AG officers should have a strong academic foundation that requires a demonstrated ability to conduct research/analysis and convey results in oral and written communication. Some examples of specific related disciplines include social sciences, behavioral sciences, English, history, mathematics, computer sciences and systems engineering.
- **RELEVANT TRAINING / EXPERIENCE:** CTLT/CLDT with exposure to staff operations; Academic Enrichment Program in private-sector HR or management; community engagement and outreach programs (public relations); volunteer service; Microsoft Office training; Lean Six Sigma; HR Certification Institute credentials (aPHR, PHR, SPHR).

BEHAVIORS: (In addition to foundational)

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|---------------------------|----------------------|---------------|-------------------|
| ➤ ALTRUISTIC | ➤ DILIGENT | ➤ HARDWORKING | ➤ PROACTIVE |
| ➤ BALANCED (WORK/LIFE) | ➤ EMPATHETIC | ➤ INQUISITIVE | ➤ PROBLEM SOLVING |
| ➤ CALM | ➤ FLEXIBLE | ➤ MOTIVATING | ➤ RATIONAL |
| ➤ COLLABORATIVE | ➤ FRIENDLY / HELPFUL | ➤ PERCEPTIVE | ➤ TENACIOUS |
| ➤ CUSTOMER / DETAIL FOCUS | ➤ HONEST / DIRECT | ➤ PRECISE | ➤ TRUSTWORTHY |

TALENT PRIORITIES:

1. **COMMUNICATOR:** Precise, efficient, and compelling in both written and spoken word.
2. **INTERPERSONAL:** Skilled in developing appropriate relationships; able to connect with others to effect positive results.
3. **LOGICAL / ANALYTICAL:** Uses reason and thinks in terms of cause and effect; able to deconstruct and solve complex problems.
4. **DETAIL-FOCUSED:** Thorough, perceptive, and precise in all matters. Possesses a keen eye – notices everything.
5. **MULI-TASKER:** Rapidly processes and prioritizes multiple demands simultaneously. Takes appropriate action.