

**805C-42A-4064**  
**Employ Situational Leadership**  
**Status: Approved**

---

**Distribution Restriction:** Approved for public release; distribution is unlimited.

**Destruction Notice:** None

**Foreign Disclosure: FD1** - This training product has been reviewed by the training developers in coordination with the USASSI / Fort Jackson SC foreign disclosure officer. This training product can be used to instruct international military students from all approved countries without restrictions.

**Condition:** You are a senior leader in the operational environment and are faced with a situation that requires you to react and consider the political, military, economic, social, infrastructure, information, physical environment, and time (PMESII-PT) variables to avoid a situation that could potentially lead to a hostile environment and become detrimental to mission accomplishment and the welfare of your Soldiers. You have access to ADP 3-0 (Unified Land Operations), ADP 5-0 (The Operations Process), and ADP 6-0 (Mission Command). Some iterations of this task should be performed in MOPP 4.

**Standard:** Employ situational leadership by identifying the most important tasks or priorities, diagnose the developmental level of subordinates, and apply the appropriate leadership style to ensure 100% successful accomplishment of your mission.

**Special Condition:** None

**Safety Risk:** Low

**MOPP 4:** Sometimes

**Task Statements**

**Cue:** You are required to apply Situational Leadership in the operational environment.

**DANGER**

None

**WARNING**

None

**CAUTION**

None

**Remarks:** None

**Notes:** None

## Performance Steps

1. Establish clear intent and purpose
  - a. Engage other members in activities and objectives.
  - b. Keep superior and subordinate personnel informed of actions and results.
2. Assess situation, mission, and assignment to determine the parties involved in:
  - a. Decision making.
  - b. Decision support.
  - c. Possible interference or resistance.
  - d. Clarification of the situation.
  - e. Identifying roles and resources.
3. Accomplish mission.
  - a. Meet mission standards.
  - b. Protect available resources.
  - c. Apply technical and tactical skills.

(Asterisks indicates a leader performance step.)

**Evaluation Guidance:** Score the Soldier GO if all performance measures are passed (P). Score the Soldier NO GO if any performance measure is failed (F). If the Soldier fails any performance measure, show what was done wrong and how to perform it correctly.

**Evaluation Preparation:** This task can be evaluated by use of the performance measures as listed. This method of evaluation is appropriate if the Soldier performs the task on the job. Allow the Soldier to practice until the Soldier feels qualified and prepared for the evaluation. Then have the Soldier perform the task, using the materials listed in the CONDITIONS statement above. Score the Soldier "PASS" or "FAIL" as determined by the performance.

PERFORMANCE MEASURES	GO	NO-GO	N/A
1. Established clear intent and purpose			
a. Engaged other members in activities and objectives.			
b. Kept superior and subordinate personnel informed of actions and results.			
2. Assessed situation, mission, and assignment to determine the parties involved.			
a. Decision making.			
b. Decision support.			
c. Possible interference or resistance.			
d. Clarification of the situation.			
e. Identified roles and resources.			
3. Accomplished mission.			
a. Met mission standards.			
b. Protected available resources.			
c. Applied technical and tactical skills.			

**Supporting Reference(s):**

Step Number	Reference ID	Reference Name	Required	Primary
	ADP 3-0	Unified Land Operations	Yes	No
	ADP 5-0	The Operations Process	Yes	No
	ADP 6-0 (Change 002, March 06, 2014)	Mission Command <a href="http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/adp6_0_new.pdf">http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/adp6_0_new.pdf</a>	Yes	No
	ADRP 6-22 (Change 1, 10 Sep 2012)	Army Leadership	Yes	Yes
	ATP 6-22.6	ARMY TEAM BUILDING	Yes	No
	FM 6-22	Leader Development	Yes	No

**TADSS :** None

**Equipment Items (LIN):** None

**Material Items (NSN) :**

Step ID	NSN	LIN	Title	Qty
	7021-01-C14-3190	70210N	Computer, Micro Lap-Top Portable AC: M4500 Dell	1
	7025-01-328-5540		Printer, Automatic Data Processing, Laser Printer	1

**Environment:** Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to the current Environmental Considerations manual and the current GTA Environmental-related Risk Assessment card.

**Safety:** In a training environment, leaders must perform a risk assessment in accordance with ATP 5-19, Risk Management. Leaders will complete the current Deliberate Risk Assessment Worksheet in accordance with the TRADOC Safety Officer during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, Multiservice Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical (NBC) Protection, FM 3-11.5, Multiservice Tactics, Techniques, and Procedures for Chemical, Biological, Radiological, and Nuclear Decontamination.

**Prerequisite Individual Tasks :** None

**Supporting Individual Tasks :** None

**Supported Individual Tasks :** None

**Supported Collective Tasks :** None

**ICTL Data :**

ICTL Title	Personnel Type	MOS Data
42A - Human Resources Specialist - SL4	Enlisted	MOS: 42A, Skill Level: SL4, Duty Pos: UQJ