

## UNANNOUNCED READINESS EXERCISE SOAR CARD

**Situation: Describe the situation/conditions of the assessment.**

Unannounced readiness exercise. CPT Womack in charge of the RRF during night call out. Subordinates appear more and more frustrated as exercise progresses.

**Observation: Describe behavior and impact on mission and/or Soldiers.**

- CPT properly planned for deployment of RRF's weapons and effectively communicated orders to subordinates.
- CPT does not make group deployment decision quickly enough.
- Weapons teams deployed and become disoriented in the dark; never make it to location CPT Womack had identified.
- RRF does not employ weapon systems properly.
- Infiltrating enemy forces escape.

**Associate & Assess: Identify FM 6-22 competency; assess proficiency.**

- Leads Others (establishes and imparts clear intent and purpose) - strength
- Prepares Self (expands knowledge of technical, technological, and tactical areas) - need

**Reinforce & Recommend: Note appropriate feedback, praise, or correction. Recommended action to sustain/improve leader behavior.**

Praise – Effectively communicated orders to subordinates (but did so late).

Reinforce - Mistakes made reflect tactical and decision making developmental needs. Similar to those LTC Rodriguez had cited CPT made during earlier readiness exercise. Consider pairing CPT with SFC Riley (strong tactician, DPTMS) to build tactical skills.