

Summary Report for Individual Task  
805K-79R-3100  
Conduct an Army Interview (Health Care)  
Status: Approved

---

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

**Destruction Notice:** None

**Foreign Disclosure: FD5** - This product/publication has been reviewed by the product developers in coordination with the Fort Knox KY foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.

**Condition:** Your applicant has arrived for their scheduled appointment to discuss AMEDD options. You have access to recruiter workstation (RWS), UM 3-0, UR601-37,AR 600-9, AR 40-501 chapter 2 and 3, AR 601-210, ATP 6-22.1, Army Medical Detachment (AMEDD) recruiting publicity item (RPI)/personal presentation item (PPI), Recruiter Zone (RZ) calendar, board schedule, all processing documents, and Direct Commission and Accession (DCA).

All required references can be accessed at the following link:<https://sites.google.com/a/goarmy.com/publications-library/home> This task should not be trained in MOPP 4.

**Standard:** Conduct the Army Interview creating trust and credibility, delivering an Army story, confirming applicants qualifications , determining the applicant's alternative courses of action, and leading the applicant through a decision making process to engender a commitment to commission.

**Special Condition:** None

**Safety Risk:** Low

**MOPP 4:** Never

<b>Task Statements</b>
------------------------

**Cue:** You have a prospect scheduled to visit you at the recruiting center to discuss professional career options in the Army Medical Department (AMEDD).

<b>DANGER</b>
N/A

<b>WARNING</b>
N/A

<b>CAUTION</b>
N/A

**Remarks:** None

**Notes:** None

## Performance Steps

1. Prepare for the counseling session (Army Interview).
  - a. Analyze blueprint information to mentally prepare and establish trust and credibility.
  - b. Encourage influencer to be present at interview if possible.
  - c. Formulate a strategy to effectively convey AMEDD programs and options.
  - d. Consider possible obstacles that might arise, and develop multiple strategies to handle them.
  - e. Check personal appearance (Dress for success).
  - f. Gather the appropriate presentation aids.
    - (1) Recruiting publicity items (RPI)/personal presentation items (PPI).
    - (2) AMEDD magazines and brochures.
    - (3) AMEDD related web site addresses.
  - g. Compile packet items/documents (PE pre-screening documents, release of information form, security information questionnaire, DD 369, USAREC form 1037, transcript release form).
2. Establish trust and credibility.
  - a. Build trust and credibility throughout the entire process to ensure that the prospect is comfortable. Show genuine concern and sincerity during the entire counseling session.
  - b. Tell their Army story based on the applicant's perception of the Army (optional).
  - c. Address misconceptions and misunderstandings constructively.
3. Confirm qualifications.
  - a. Introduce the privacy act statement.
  - b. Moral qualifications.
  - c. Professional qualifications (e.g., education, malpractice, licensure).
  - d. Administrative (RE codes, age in grade, senate confirmation).
  - e. Informed the prospect of their eligibility, minimum pay grade, and Waiver requirements (if necessary).
4. Discuss plans to achieve their goals (near-term, long-term and specific year group). Display a genuine interest in the prospect's plans and provide positive feedback and guidance.
5. Present appropriate AMEDD programs and options that match the prospect's goals/passions (SOLDIER).
  - a. Service to country (history of AMEDD, providing quality health care to America's armed forces, an AMEDD officer is a Soldier, leader, and health care provider).

b. Occupational/career enhancement (continuing medical education, scope of practice, robotic surgery, telemedicine).

c. Leadership (AMEDD officer is a SOLDIER, and a well educated, experienced health care provider, autonomy, command opportunities, leader development courses).

d. Diversity (scope of practice, working with professionals in other countries, humanitarian missions).

e. Income (malpractice, medical pro-pays, overhead, Health Professions Scholarship Program (HPSP), Specialized Training Assistance Program (STRAP), Financial Assistance Program (FAP), Health Professional Loan Repayment (HPLR), bonus, etc.).

f. Excitement (Expert Field Medical Badge (EFMB), forward surgical team, civil affairs, Joint Task Force Bravo (JTFB)).

g. Respect (Army officer, pride of service to a great nation, sense of great worth to a unique community (Army family members and service members), honor, prestige of being a part of AMEDD).

6. Generate and analyze alternatives.

a. Regular Army.

b. Army Reserve, Drilling Individual Mobilization Augmentee (DIMA), Individual Mobilization Augmentee (IMA), AMEDD Professional Management Command (APMC) etc.

c. Enlisted/Officer Candidate School (OCS) if applicant does not qualify for an AMEDD commission.

d. Reserve Officer Training Corps (ROTC).

e. Non Army.

7. Make a decision and work through obstacles.

a. Ask for the commitment to commission if selected. (coach, lead and mentor the applicant through the decision making process).

b. Ask the prospect what concerns or barriers would prevent him or her from submitting an application for appointment and respond appropriately to obstacles or barriers.

8. Execute the decision.

a. Initiate processing (Military Entrance Processing Station (MEPS) physical, packet preparation, board schedule, etc.).

b. Schedule a follow-up to deliver more information if applicant does not agree to commission or if it is necessary to collect additional processing documents.

c. Ask applicant for a referral.

9. Document results of interview in recruiter zone and move to DCA if appropriate.

(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 scores NO GO, show the Soldier what was done wrong and how to do it correctly.

**Evaluation Preparation:** This task may be evaluated by using the evaluation guide and/or administering the performance test. Evaluation Guide. If the task is performed on the job, use the materials listed in the CONDITIONS statement above. This task can be evaluated by using the evaluation guide.

<b>PERFORMANCE MEASURES</b>	<b>GO</b>	<b>NO-GO</b>	<b>N/A</b>
1. Prepared for the counseling session (Army Interview).			
a. Analyzed blueprint information to mentally prepare and establish trust and credibility.			
b. Encouraged influencer to be present at interview if possible.			
c. Formulated a strategy to effectively convey AMEDD programs and options.			
d. Considered possible obstacles that might arise, and develop multiple strategies to handle them.			
e. Checked personal appearance (Dress for success).			
f. Gathered the appropriate presentation aids.			
(1) Recruiting publicity items (RPI)/personal presentation items (PPI).			
(2) AMEDD magazines and brochures.			
(3) AMEDD related web site addresses.			
g. Compiled packet items/documents (SF 180, PE pre-screening documents, release of information form, security information questionnaire, transcript release form).			
2. Established trust and credibility.			
a. Built trust and credibility throughout the entire process to ensure that the prospect is comfortable. Showed genuine concern and sincerity during the entire counseling session.			
b. Told their Army story based on the applicant's perception of the Army (optional).			
c. Addressed misconceptions and misunderstandings constructively.			
3. Confirmed qualifications.			
a. Introduced the privacy act statement.			
b. Moral qualifications.			
c. Professional qualifications (e.g., education, malpractice, licensure).			
d. Administrative (RE codes, age in grade, senate confirmation).			
e. Informed the prospect of their eligibility, minimum pay grade, and Waiver requirements (if necessary).			
4. Discussed plans to achieve their goals (near-term, long-term and specific year group). Display a genuine interest in the prospect's plans and provide positive feedback and guidance.			
5. Presented appropriate AMEDD programs and options that match the prospect's goals/passions (SOLDIER).			
a. Service to country (history of AMEDD, providing quality health care to America's armed forces, an AMEDD officer is a Soldier, leader, and health care provider).			
b. Occupational/career enhancement (continuing medical education, scope of practice, robotic surgery, telemedicine).			
c. Leadership (AMEDD officer is a SOLDIER, and a well educated, experienced health care provider, autonomy, command opportunities, leader development courses).			
d. Diversity (scope of practice, working with professionals in other countries, humanitarian missions).			
e. Income (malpractice, medical pro-pays, overhead, Health Professions Scholarship Program (HPSP), Specialized Training Assistance Program (STRAP), Financial Assistance Program (FAP), Health Professional Loan Repayment (HPLR), bonus, etc.).			
f. Excitement (Expert Field Medical Badge (EFMB), forward surgical team, civil affairs, Joint Task Force Bravo (JTFB)).			
g. Respect (Army officer, pride of service to a great nation, sense of great worth to a unique community (Army family members and service members), honor, prestige of being a part of AMEDD).			
6. Generated and analyzed alternatives.			
a. Regular Army.			

b. Army Reserve, Drilling Individual Mobilization Augmentee (DIMA), Individual Mobilization Augmentee (IMA), AMEDD Professional Management Command (APMC) etc.			
c. Enlisted/Officer Candidate School (OCS) if applicant does not qualify for an AMEDD commission.			
d. Reserve Officer Training Corps (ROTC).			
e. Non Army.			
7. Made a decision and worked through obstacles.			
a. Asked for the commitment to commission if selected. (coach, lead and mentor the applicant through the decision making process).			
b. Asked the prospect what concerns or barriers would prevent him or her from submitting an application for appointment and respond appropriately to obstacles or barriers.			
8. Executed the decision.			
a. Initiated processing (Military Entrance Processing Station (MEPS) physical, packet preparation, board schedule, etc.).			
b. Scheduled a follow-up to deliver more information if applicant does not agree to commission or if it is necessary to collect additional processing documents.			
c. Asked applicant for a referral.			
9. Documented results of interview in recruiter zone and moved to DCA if appropriate.			

**Supporting Reference(s):**

Step Number	Reference ID	Reference Name	Required	Primary
	AR 40-501	Standards of Medical Fitness	Yes	No
	AR 600-9	The Army Body Composition Program	Yes	No
	AR 601-210	Active and Reserve Components Enlistment Program	Yes	No
	ATP 6-22.1	THE COUNSELING PROCESS <a href="http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/atp6_22x1.pdf">http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/atp6_22x1.pdf</a>	Yes	No
	USAREC MANUAL 3-01	The Recruiter Handbook	Yes	Yes

**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 FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT. 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 FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT.

**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. 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).

**Prerequisite Individual Tasks :** None

**Supporting Individual Tasks :** None

**Supported Individual Tasks :**

<b>Task Number</b>	<b>Title</b>	<b>Proponent</b>	<b>Status</b>
805K-79R-3106	Lead a Future Health Care Officer	805K - Recruiting and Retention, Ft. Knox, (Individual)	Analysis Completed

**Supported Collective Tasks :** None