

INTERVIEW PLAN #2

**STRUCTURED INTERVIEW
ARMY PRECOMMISSIONING SELECTION
COLLEGE BACKGROUND AND/OR
MILITARY SERVICE**

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**CDR, PERSCOM
ATTN: TAPC-OPD-C
ALEX, VA 22332-0413**

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Applicant's Name: _____

Interviewer(s): _____

Date of Interview: _____

DIRECTIONS: Review those applicant records which are available to you and bring them to the interview. Use the records to determine key areas for questioning during the interview. Do not write on the records. Instead, use this interview form or legal size paper for notes.

This Interview Plan will be used for BIOCC precommissioning evaluation. Applicants should have some college background. If they also have military service experience use the section on military service included in this plan.

Use Section I thru III to clarify previous college, extracurricular activities, or work (military or otherwise) experience, which could be pursued during the interview. Use Section IV-VIII of this guide to explore the key dimensions listed. Feel free to vary the questions somewhat to fit your personal communication style or the applicants background.

Use follow-up questions to pin down behavior. Follow-up questions will help you find out exactly what the applicant did, information about the situation, and the result of any action. Document the situation, action and results in the space provided. (Notes may be taken on legal size paper.)

TO OPEN THE INTERVIEW,

Say: Hello, my name is _____ I'm the _____
(Title)

for _____ . For a panel interview, introduce other
(Organization)

panel members. State their function(s).

Our role today is to discuss with you some of your background experiences and then give you a chance to ask any questions you might have about _____
(OCS or the Army). I know that an interview is a somewhat stressful situation, but please relax as much as possible. If we get to know you well--what you have done and hope to do--we will have a better idea as to whether the US Army is suited for your talents and interests. I think you will agree it is in our best interest as well as yours for us to become better acquainted before selection into the program.

I have some planned questions I would like to ask about your experience that will take approximately 30 to 45 minutes. Then, I will give you a chance to ask questions. So I do not overlook any important items I will be taking notes of our discussion. Let's start with your school experience. What is your major in school?

SECTION I - EDUCATIONAL BACKGROUND

College: School _____

Major _____ GPA (Cumulative) _____

Of the courses you have taken so far:

Which courses have you liked best? _____

Which courses have you liked least? _____

Judgement: 1. Why did you choose _____ as the school to attend? What other schools did you consider? _____
Would you go somewhere else if you could do it again? _____

Judgement: 2. Why have you selected _____ as a major?

Career

Motivation: 3. What would you consider your most significant accomplishment in school? You may indicate more than one. Please describe each and why they were significant to you?

Situation

Action

Results

a.

b.

c.