



- **Army Critical Thinking Test – (ACTT)** – measures a student’s critical thinking skills and metacognitive tendencies. Skills include **analysis, inference, conjecture, and integration**. Metacognition is the knowledge of one’s own thinking, how to monitor and adjust one’s thinking strategies. The combination of cognitive and metacognitive abilities test scores is known as one of the best predictors of work performance and leadership.
- **Individual – Adaptability Measure (I-ADAPT)** – assesses a person’s tendencies to be adaptable in their work. I-ADAPT covers 8 dimensions, identified from Army situations, critical tasks, and typical leader roles: **learning, creative problem solving, handling work stress, uncertain situations, handling emergencies, interpersonal adaptability, cultural adaptability, and physically oriented adaptability**. Increases attention on how the individual responds to change or initiates change in responding to the same situation.
- **Leader 360** – assesses the **10 doctrinal leadership competencies** expected of all Army leaders, regardless of rank or cohort using a multi-source assessment approach. Leader 360 is the flagship of Army multi-source assessment programs using the Army’s validated and enduring Leadership Requirements Model. Any set of perspectives can be obtained – **self, peer, subordinate, and/or superior** – through **self-initiated, unit-driven, or PME-directed** events.
- **Self-Assessment Individual Difference – Inventory (SAID-I)** – assesses a student’s personal tendencies in areas selected for their relevance to professional duties and military service. The areas include **extraversion, agreeableness, teamwork, detail orientation, dependability, intellectual curiosity, achievement orientation, self control, perseverance, emotional stability, optimism, and mental toughness**. Feedback informs students about their tendencies and can be used in moment-to-moment decisions about how they work and interact with others.



- **Sensemaking** -- a measure of how individuals process information to create situational awareness. Sensemaking is a deliberate, iterative effort to create understanding in complex situations. It is the starting point to figuring out what to do and what to decide. The Sensemaking assessment provides an indication of how leaders create understanding in uncertain, novel, and ambiguous situations.
- **Systems Thinking Assessment** – provides an opportunity for leaders to reflect on their ability to recognize, understand, and synthesize the interactions and interdependencies among components in a system. Feedback provides an indication of the participant's use of patterns in temporal, spatial, social, technical, and cultural dimensions.