



THE NCO LEADERSHIP CENTER OF EXCELLENCE DLC HEARS YOU

WELCOME TO YOUR FOURTH INSTALLMENT OF DLC HEARS YOU!

As we are sure you all recall, the first three issues looked at the spirit and intent of the DLCs, technical issues, spelling & grammar, length of the lessons, and finally, the pros & cons of history. As always, all the topics were sourced from your survey comments and while you may have 'perceived' them to be negative, were they? We believe them to be an opportunity for self-reflection and of course improvement.

In this issue, we will discuss transparency, negativity bias, and post some really nice comments to let you all know it isn't all gloom and doom.

As always, enjoy and we ask that you spread the DLC message far and wide. Check us out at <https://www.ncoworldwide.army.mil/Academics/Distributed-Leader-Course/>

DLC TIP

Try retaking scenarios to discover alternate character paths & learning outcomes.



The bad stuff is easier to believe. You ever notice that? Vivian (Julia Roberts) in Pretty Woman (1990)

TRANSPARENCY

"We believe that transparency is needed to create trust, and it's also needed to create dialogue." - Julie Sweet

As mentioned in the introduction to your fourth issue, there were plenty of, what could be perceived as, negative comments in our surveys from all six levels of DLC. However, we view these comments as opportunities to make the DLCs better for you, the learners, which is better for the force as a whole. In addition to being objective, we want to be transparent about your feedback and with the current and future iterations of the DLCs.

In fact, we are making adjustments in the first maintenance phase and we have even bigger improvements planned for DLC 2.0 because of your survey comments. Yes, we are just as excited as you are.

WHY SO GLUM CHUM?

"Some people grumble that roses have thorns; I am grateful that thorns have roses." - Jean-Baptiste Alphonse Karr

Have you ever noticed that people tend to notice the negative over the positive?

Case in point: the Soldier who is late back to work after lunch one time and is immediately counseled. Yet, this same Soldier is always dressed to standard, professional, courteous, and technically proficient, but no one ever said, "You're doing good, keep it up."

Why is that? Don't worry, people don't do it intentionally per se. It could be negativity bias or in layman's terms, a matter of perspective. The proverbial "glass half full or half empty" as it were.

NEGATIVITY BIAS

"We inherited the genes that predispose us to give special attention to those negative aspects of our environments that could be harmful to us." - Timothy J. Bono

In Soldier terms, when you notice something wrong, it is a threat to what you know to be right, so you have a tendency to point it out and defend against it. When everything is going as expected, there is no threat, no need to defend, and thus, no need to react.

However, we believe that as critical & creative thinkers, you can override your evolutionary default to approach learning and educational content with objectivity. The intent of course is to make the content better for those who come behind you. You decide the perspective. (Jaworski, 2020, <https://www.psychom.net/negativity-bias>)

THE GOOD STUFF

The most common positive comments, and there were so many, were the DLCs are a great improvement over SSD. Let us share a few more:

Love the scenario based questions.

The scenarios are very well written. They made this training relatable and fun.

Love the interactive videos with multiple choices that affect the outcome.

The feedback at the end of the course is very helpful at understanding what each choice does and the cause and effect.

A correction and our apologies: The 2nd issue misspelled Mike Prokopeak's name.

