

Psychological Operations (PSYOP) KSB Storyboard 37A (CPT)



Proponent Vision: PSYOP CPTs must focus upon the professional development and education through a holistic approach; the development should include intellectual and physical readiness and conditioning. The PSYOP CPTs lead Detachments, manage PSYOP planning, advise supported units on PSYOP planning considerations. They Supervise analysis, training, equipping, deploying, and manning for specific tasks and operations. PSYOP CPTs supervise the development of, and resulting support to objectives from, scriptwriters, broadcast specialists, journalists, and illustrators in the development and production of PSYOP products and assessment of the overall impact of the PSYOP series on target audience behavior.

Developmental/Experiential Learning

Positions: Detachment Commander, HHC/HSC Commander

Broadening Experiences: PO BN Assistant S3, PO Planner at BDE, ARSOF Groups, 1st SFC (A), Theater Special Operations Command; OC/T at CTCs, Instructor/Writer at USAJFKSWCS, POAS OIC, USAJFKSWCS LNO at CoEs, immaterial commands, immaterial instructor positions at USMA or Cadet Command, USAHRC Career Manager or Account Manager; or any SMU/Special Activities position; Training With Industry positions following TWI

Experiences: Detachment Commander in an Airborne Regional and/or Tactical PSYOP unit; AS3 in an Airborne PSYOP Battalion-, Group-, and/or Division-level Staff; Conducts liaison with the supported unit staffs; Supervises PSYOP planning, distribution and dissemination of PSYOP products; Airborne Operations; Deployment; US Embassy; Inter-Agency; TWI

Education

College and University: (R) Bachelors Degree. (D) Graduate degree focusing on Anthropology, Behavioral Sciences, Communications, Criminal Justice, Data Analytics, Economics, International Relations, Journalism, Marketing (including Digital Media and Social Media), Political Science, Psychology, Strategic Studies or Sociology

Credentials & Certifications (Continuing Education): Distributed Leaders Course (DLC-2) (R); Career Education Program (CEP-1 Joint Fundamentals Course) (D); Senior Enlisted Joint Professional Military Education (SEJPM-1) (D); Introduction to Irregular Warfare Course (D); Joint Special Operations Task Force Level 1 Course (D); Anti-Terrorism/Force Protection I/II (O); Language refresher, Intermediate, and Advanced Language Training (O); Project Management (O); Accreditation in Public Relations + Military Communication (APR+M) (O); Communication Management Professional (CMP) (O); Strategic Communication Management Professional (SCMP) (O); Training With Industry (O)

Military Schooling: Captains Career Course (R); Jumpmaster course (D); SERE-C (D); Tactical Information Operations Course (D); Information Operations 101 (D); Recruiter Course (O); Ranger School (O); SWODC (O); SWNDC (O); MILDEC (O); SOMPC (O); SW TOUCHSTONE (O); SW BRIGHTON (O); Joint PSYOP Staff Planner (O); Mobilization Planners Course (O); Instructor Training Course (O); Air Assault course (O); MISO Program Design and Assessment Course (O)

Baseline Developed Talents (ATAF – Tier 2): Leadership (II); Management (II); Performance Management (II); Cultural Awareness (II); IT Programs and Systems (II); Tactical/Technical Competence (II); Active Listening (II); General Communication (III); Oral Communication (III); Written Communication (III); Creativity (II); Decision Making (III); Problem Solving (II); Situational Awareness (II); Agreeableness (II); Conscientiousness (II); Empathy (II); Military-Specific (III); Stress Tolerance (II)

Assignment Developed Talents (ATAF – Tier 2): Leadership (III); Management (III); Performance Management (III); Training and Developing Others (II); Cultural Awareness (III); Social Skills (II); Teamwork (II); Budget & Finance (I); Multi-Domain Collaboration (I); General Fitness (III); Attention Control (II); General Cognitive Ability (II); Meta-Cognition (II); Problem Solving (II); Reasoning (II); Agreeableness (II); Extraversion (I); Openness to Experience (II); Stress Tolerance (III)

Specified ATAF KSBs (Baseline Developed): Leads by Example (II); Task Planning & Management (II); Providing Feedback (I); Mentoring (I); Cultural Awareness (III); Social Perceptiveness (II); Team Planning (II); Financial Management (I); Knowledge Management (I); Physical Endurance (III); Physically Fit (III); Creative Problem Solving and Innovation (II); Memory (II); Multi-Tasking (II); Perspective (II); Reflective Thinking (I); Problem Solver (II); Troubleshooting (II); Affiliation (II); Cooperation (II); Adjustment (II); Even-Tempered (II); Resilience (II); Assertiveness (II); Enthusiasm (II); Initiative (II); Stress Tolerance (II)

Specified ATAF KSBs (Assignment Developed): Improves the Organization (I); Organizational Perspective (I); Project Manager (II); Task Planning & Management (III); Mentoring (II); Cultural Awareness (IV); Training and Developing Others (II); Coordinating Multiple Groups (II); Financial Management (II); Advanced Computer Skills (II); Basic Computer Skills (III); Cyber Knowledge (I); Knowledge Management (II); Oral Communication Skill (III); Reading Comprehension (III); Written Communication (III); Physical Endurance (IV); Physically Fit (IV); Creative Problem Solving and Innovation (III); General Cognitive Aptitude (III); Memory (III); Perspective (III); Processes Information and Data (III); Analyzes and Organizes Information to Create Knowledge (III); Awareness of Cognitive Biases (III); Reflective Thinking (II); Problem Solver (III); Troubleshooting (III); Analytical Thinking (III); Critical Thinking (III); Affiliation (III); Cooperation (III); Adjustment (III); Even-Tempered (III); Enthusiasm (III); Initiative (III)

Psychological Operations (PSYOP) KSB Storyboard 37A (MAJ)



Proponent Vision: As PSYOP MAJs become more senior in rank, self-motivated development becomes more important. Activities such as professional reading or graduate courses help the officer develop professional depth in understanding and applying PSYOP-related skills in operational planning and organizational leadership needed to coach, teach and mentor Soldiers. A PSYOP MJA supervises the planning, organization, training, and coordination of activities within PSYOP units. They supervise the employment of PSYOP forces and execution of PSYOP-specific activities. They conduct planning for PSYOP units at GCCs and perform duties as PSYOP staff planners at Division and above HQs.

Developmental/Experiential Learning

Positions: Company Commander, S3 or XO at BN, BDE/Group, Designated PSYOP Planner positions at SF Groups, Corps or other EAB, TSOCS, Combatant Commands, or at CTC and CAC.
Broadening Experiences: USAHRC Career Manager; PSYOP Planner at Division or above; Senior Observer Controller at JRTC/NTC/JRMC; GCC or TSOC G39 PO Planner; ARCYBER PSYOP Planner; SMU; USAJFKSWCS Proponent Division Chief, USAJFKSWCS Course Manager; Nominative Positions; Joint positions as PSYOP Planner
Experiences: Commander or primary staff (S3/XO) in an Airborne Regional and/or Tactical PSYOP unit; PSYOP planner at Division, Army Service Component Command HQ, and Joint Commands; Conducts planning for PSYOP units at GCCs; Airborne Operations; Deployment; US Embassy; Inter-Agency

Education

College and University: Bachelors (R); (D) Graduate degree focused in areas of Anthropology, Behavioral Sciences, Communications, Criminal Justice, Data Analytics, Economics, International Relations, Journalism, Marketing (including Digital Media and Social Media), Political Science, Psychology, Strategic Studies or Sociology
Credentials & Certifications (Continuing Education): JMPE Level 1 or higher
Military Schooling: Intermediate Level Education (MEL-4) (R); Jumpmaster (O); SERE-C (D); SWODC (D); SWNDC (D); SOMPC (D); SW TOUCHSTONE (D); SW BRIGHTON (D); MPDAC (D); MILDEC (O); Instructor Course (O); Joint IO Planners Course (O); Joint Targeting Course (O); JOFEC (O); STO Planner Course (O); MISO Program Design and Assessment Course (O), How the Army Runs (O), Joint/Army Cyberspace Operations Planners Course (O)

Baseline Developed Talents (ATAF – Tier 2): Leadership (III); Management (III); Performance Management (III); Sustains Climate & Morale (II); Training and Developing Others (III); Cultural Awareness (IV); Social Skills (III); Teamwork (III); Budget & Finance (II); Tactical/Technical Competence (III); Active Listening (III); General Communication (III); Oral Communication (III); Written Communication (III); General Fitness (IV); Attention Control (III); Creativity (III); Decision Making (III); Problem Solving (III); Reasoning (III); Situational Awareness (III); Agreeableness (III); Conscientiousness (III); Empathy (III); Extraversion (II); Military-Specific (III); Openness to Experience (III); Stress Tolerance (III)

Assignment Developed Talents (ATAF – Tier 2): Leadership (IV); Management (IV); Performance Management (III); Sustains Climate & Morale (III); Social Skills (IV); Teamwork (IV); Training and Developing Others (IV); Multi-Domain Collaboration (III); Tactical/Technical Competence (IV); Active Listening (IV); General Communication (IV); Oral Communication (IV); Written Communication (IV); Decision Making (IV); Empathy (IV); Extraversion (III); Military-Specific (IV); Openness to Experience (IV); Stress Tolerance (IV)

Specified ATAF KSBs (Baseline Developed): Improves the Organization (I); Organizational Perspective (I); Cultural Awareness (IV); Project Manager (II); Task Planning & Management (III); Mentoring (II); Training and Developing Others (II); Coordinating Multiple Groups (II); Financial Management (II); Advanced Computer Skills (II); Basic Computer Skills (III); Cyber Knowledge (I); Knowledge Management (II); Oral Communication Skill (III); Reading Comprehension (III); Written Communication (III); Physical Endurance (IV); Physically Fit (IV); Creative Problem Solving and Innovation (III); General Cognitive Aptitude (III); Memory (III); Perspective (III); Processes Information and Data (III); Analyzes and Organizes Information to Create Knowledge (III); Awareness of Cognitive Biases (III); Reflective Thinking (II); Problem Solver (III); Troubleshooting (III); Analytical Thinking (III); Critical Thinking (III); Affiliation (III); Cooperation (III); Adjustment (III); Even-Tempered (III); Enthusiasm (III); Initiative (III)

Specified ATAF KSBs (Assignment Developed): Leads by Example (IV); Task Planning & Management (IV); Improves the Organization (III); Organizational Perspective (III); Balances Mission and Welfare of Soldiers (III); Mentoring (III); Coordinating Multiple Groups (III); Oral Communication Skill (IV); Reading Comprehension (IV); Written Communication (IV); Creative Problem Solving and Innovation (IV); Multi-Tasking (III); Critical Thinking (IV); Resilience (III); Assertiveness (III); Initiative (IV); Stress Tolerance (III)

Psychological Operations (PSYOP) KSB Storyboard 37A (LTC)



Proponent Vision: Promotion to lieutenant colonel constitutes success in the Army, and subsequent assignments focus on developing the officer for broader contributions to the branch, the U.S. Army, and special operations in general. Command selection only includes a small percentage of the PO lieutenant colonel population. PO lieutenant colonels not selected for battalion command continue to make significant contributions at all levels of the Army. Key developmental assignments for a PO lieutenant colonel include successful service as a tactical, training, institutional, or recruiting battalion commander (centralized selection list billet at the battalion level).

Developmental/Experiential Learning

Positions: Battalion Commander (LTC CSL Command)

Broadening Experiences: Nominative assignments on the Joint Staff; USSOCOM/TSOC/GCC Staff; NATO SOF; 1st SFC staff, G39; USAJFKSWCS Proponent Director/manager/chief; USASOC UPMC, G39; USMA Instructor/staff

Experiences: Command Staff or Commander in an Airborne Regional and/or Tactical PSYOP unit; Primary advisor to the commander and/or staff on all matters pertaining to daily activities; Coordinate and oversee joint operations of a deployed joint operations center and Combined and Joint or SOF Task Force HQ

Education

College and University: Bachelors (R); (D) Graduate Degree focusing on Anthropology, Behavioral Sciences, Communications, Criminal Justice, Data Analytics, Economics, International Relations, Journalism, Marketing (including Digital Media and Social Media), Political Science, Psychology, Strategic Studies or Sociology

Credentials & Certifications (Continuing Education): JPME 2

Military Schooling: Battalion Commander Assessment Program (BCAP) (R-for CSL); Army Pre-Command Course (R), ARSOF Pre-Command Course (R), JSOU Pre-Command Course (R); SERE-C (D); SWODC (D); SWNDC (D); SOMPC (D); SW TOUCHSTONE (D); SW BRIGHTON (D); MPDAC (D); MILDEC (O); Jumpmaster (O); Instructor Course (O); Joint IO Planners Course (O); Joint Targeting Course (O); JOFEC (O); STO Planner Course (O); MISO Program Design and Assessment Course (O), How the Army Runs (O), Joint/Army Cyberspace Operations Planners Course (O).

Baseline Developed Talents (ATAF – Tier 2): Leadership (IV); Management (IV); Performance Management (III); Sustains Climate & Morale (III); Social Skills (IV); Teamwork (IV); Training and Developing Others (IV); Multi-Domain Collaboration (III); Tactical/Technical Competence (IV); Active Listening (IV); General Communication (IV); Oral Communication (IV); Written Communication (IV); Decision Making (IV); Empathy (IV); Extraversion (III); Military-Specific (IV); Openness to Experience (IV); Stress Tolerance (IV)

Assignment Developed Talents (ATAF – Tier 2): Performance Management (IV); Sustains Climate & Morale (IV); Multi-Domain Collaboration (IV); Attention Control (IV); Creativity (IV); General Cognitive Ability (IV); Meta-Cognition (III); Problem Solving (IV); Reasoning (IV); Situational Awareness (IV); Agreeableness (IV); Conscientiousness (IV)

Specified ATAF KSBs (Baseline Developed): Leads by Example (IV); Task Planning & Management (IV); Improves the Organization (III); Organizational Perspective (III); Balances Mission and Welfare of Soldiers (III); Mentoring (III); Coordinating Multiple Groups (III); Oral Communication Skill (IV); Reading Comprehension (IV); Written Communication (IV); Creative Problem Solving and Innovation (IV); Multi-Tasking (III); Critical Thinking (IV); Resilience (III); Assertiveness (III); Initiative (IV); Stress Tolerance (III)

Specified ATAF KSBs (Assignment Developed): Improves the Organization (IV); Organizational Perspective (IV); Balances Mission and Welfare of Soldiers (IV); Mentoring (IV); Coordinating Multiple Groups (IV); Cognitive Flexibility (III); Creative Problem Solving and Innovation (IV); General Cognitive Aptitude (IV); Multi-Tasking (IV); Perspective (IV); Awareness of Cognitive Biases (IV); Reflective Thinking (III); Problem Solver (IV); Affiliation (IV); Cooperation (IV); Adjustment (IV); Even-Tempered (IV); Resilience (IV); Assertiveness (IV); Enthusiasm (IV)