

## Attributes of a Successful SERE Specialist Candidate

<b>Conscientiousness</b>	
Integrity/Honesty	Doing the right thing when unsupervised
Maturity	Makes decisions and maintains behaviors conducive to safety of self and others and to training/mission success
Motivation	The internal/external drive to sustain effort towards excellence in assigned tasks and obtain a greater level of achievement than minimum standards
Resilience, Persistence	Ability to maintain composure, positive mental attitude, and regroup/“bounce back” after failure and/or negative feedback and continue on assigned tasks despite difficulties, mental and physical hardships, or adverse conditions
<b>High Value Worker Behaviors</b>	
Work Ethic	Ability to efficiently and selflessly accomplish objectives regardless of the conditions or environment
Ownership of Errors	Takes “ownership”/admits own mistakes, does not attribute performance failures to others or to the environment
Accepts and Integrates Feedback	Ability to recognize weaknesses within yourself, tolerates failures as learning opportunities, receive and use constructive criticism to improve performance, e.g. “trainable”
Pride	Shows/experiences satisfaction from individual or group achievements with a feeling of self-respect or individual worth
<b>Instructor Potential</b>	
Verbal Expression	The ability to communicate information and ideas in ways others will understand
Writing	Communicating effectively in writing as appropriate for tasking
Speech Clarity	The ability to speak clearly so others can understand you
<b>Cognitive</b>	
Intelligence	Ability to learn and understand or deal with new and challenging time constrained situations; able to “think outside the box”
Reading Comprehension	Ability to read and understand information and ideas
Verbal Comprehension	Ability to listen to and understand information and ideas
<b>Physiological / Other</b>	
Manual Dexterity, Strength, and Coordination	Ability to quickly move your hands, limbs, and body to manipulate or assemble objects, carry approximately 65-80 pounds of pack/equipment over long and often challenging terrain, perform combatives, swimming, and parachutist duties
Mechanical Aptitude	Ability to utilize machines and tools, including their designs, uses, repair, and maintenance
Aversions/Phobias	Ability to tolerate conditions of required training/mission environments; e.g. no extreme aversions or phobias to heights, underwater operations, confined spaces, insects/reptiles
<b>Applied Intelligence--Performance</b>	
Problem-Solving	The ability to identify when something is wrong or is likely to go wrong in environment, student/peer interpersonal interactions, and other field training operations and take steps to prevent or mitigate
Multitasking	The ability to perform and organize multiple tasks while planning future tasks at the same time without degrading the output

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Time Management	Managing one's own time and the time of others
Adaptability	“Rigid flexibility;” ability to uphold standards while being flexible to situational demands
Judgment/Decision-Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one
Decisiveness	The ability to choose a course of action within the time constraints of a training situation
Inductive Reasoning	The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events)
Deductive Reasoning	The ability to apply general rules to specific problems to produce answers that make sense
<b>Applied Intelligence--Awareness</b>	
Situational Awareness	Ability to maintain awareness of surroundings, e.g. constant perception/monitoring of self, and the environment
Awareness of Capabilities	Understanding of capabilities of self and peers in challenging situations
Assessing	Assessing and monitoring performance of self and peers to identify excellence or root cause of problems, and make suggestions for improvement
<b>Leadership</b>	
Situational Leadership	The ability to influence/motivate individuals or groups of differing levels of ability through speaking, listening, and directing towards an end goal
Appropriate Assertiveness	The ability to tactfully correct an individual, group, or situation
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times
Confidence	Believing that you can accomplish tasks
Competitive	Challenges self and others for best performance
<b>Followership</b>	
Interpersonal Skills	Consistently utilizes communication/”people” skills in support of individual/team dynamics and training; e.g. active listening, tone of voice, sense of humor, appropriate leadership/followership
Team Oriented	Creates and participates in a supportive, motivated group/team atmosphere with peers; does ones “fair share”
Dependable	Ability to consistently accomplish tasks in a correct manner
Initiative	Identifies and accomplishes tasks without being told; self-disciplined to independently strive for improvement of skills and mission
Work-Life Balance	Maintains physical and mental health by balancing mission, personal, and family needs
Married or Single with Well-Informed, Supportive Family	Spouse/family members are well informed regarding SERE Specialist training and mission demands