**Company Commander / First Sergeant Course (CCFSC)**

**Test Questions**

**References: FM 6-22 and AR 600-100**

**Lesson 158-SCP-0001 Command Responsibility for Leader Development**

**Feedback:** AR 600-100 page 6 and FM 6-22 page 3-17

1. *\_\_\_\_\_\_\_\_\_\_* is the voluntary developmental relationship that exists between a person of greater experience and a person of lesser experience that is characterized by mutual trust and respect.

1. Mentoring
2. Coaching
3. Counseling
4. Influencing

Feedback: AR 600-100 page 6 and FM 6-22 page 3-25

2. \_\_\_\_\_\_\_\_\_\_ helps another individual or team through a set of tasks or with improving personal qualities. It relies primarily on teaching and guiding to help bring out and enhance current capabilities.

1. Mentoring
2. Coaching
3. Counseling
4. Influencing

Feedback: AR 600-100 page 6

3. \_\_\_\_\_\_\_\_\_\_\_ is a standardized process used to provide feedback to a subordinate. It focuses on the subordinate by producing a plan outlining actions the subordinate can take to achieve individual and organizational goals.

1. Mentoring
2. Coaching
3. Counseling
4. Influencing

Feedback: FM 6-22 page 3-22

4. \_\_\_\_\_\_\_\_\_\_\_ is an advanced technique that experienced leaders employ to help the subordinate learn. It is the subordinate’s responsibility to make sense of incoming information and integrate it with their personal base of experience and knowledge of relevant doctrine.

1. Mentoring
2. Coaching
3. Counseling
4. Guided discovery learning

Feedback: Covered in lesson notes for slide 5

5.How is leader development defined in Army doctrine?

1. Continuous process of enabling a group of people to reach their goals and improve their effectiveness through leadership and various exercises, activities, and techniques.
2. Exercise of authority and direction by the commander using mission orders to enable disciplined initiative within the commander’s intent to empower agile and adaptive leaders in the conduct of unified land operations.
3. Trusted vocation of Soldiers and Army civilians whose collective expertise is the ethical design, generation, support, and application of landpower; serving under civilian authority; and entrusted to defend the Constitution and the rights and interests of the American people.
4. Deliberate, continuous, sequential, and progressive process—founded in Army values—that grows Soldiers and Army Civilians into competent and confident leaders capable of decisive action.

Feedback: Covered in lesson slides 8 through 11

6. Developing a leader development plan follows the same steps used in the \_\_\_\_\_\_\_\_\_ process.

1. Military Decision Making
2. Operations
3. Army Design Methodology
4. Army Problem Solving

Feedback: FM 6-22 page 3-1

7. Leaders personally model behaviors that encourage leader development, create an environment that encourages on-duty learning, apply principles that accelerate learning, and get to know the leaders in the organization. This describes which fundamental of leader development?

1. Setting conditions for leader development.
2. Providing feedback on a leader’s actions.
3. Enhancing learning.
4. Creating opportunities.

Feedback: Covered in lesson notes for slide 18

8. During the \_\_\_\_\_\_\_\_\_\_ stage of team building, the team members build commitment to the team. Team members feel an increasing acceptance of others, recognizing that the variety of opinions and experiences make the team stronger, and thus, there is increased cohesion and collaboration.

1. Formation
2. Enrichment
3. Influence
4. Sustainment

Feedback: Covered in lesson notes for slide 18

9. At the \_\_\_\_\_\_\_\_\_ stage of team building, team members will do what is necessary without direction. The team’s attitude about its capabilities elevates motivation and increases its ability to overcome adversity.

1. Formation
2. Enrichment
3. Influence
4. Sustainment

Feedback: FM 6-22 page 3-9

10. The \_\_\_\_\_\_\_\_\_\_\_ is a quick, accurate, and complete way capture observations and assessment and to take notes that makes for an effective feedback session

1. METT-TC [mission, enemy, terrain, troops available, time, and civilian considerations]
2. PMESII [political, military, economic, social, information, infrastructure, physical environment, and time]
3. SOAR format [situation, observation, associate and assess, and reinforce and recommend]
4. OAKOC [observation and fields of fire, avenues of approach, key terrain, obstacles and movement, cover and concealment]