

BLUF

Any multi-view strategy must support the strategic, operational, and institutional objectives maximizing human potential.

Adding multiple “views” to the Soldier Talent Profile help support domain objectives:

SOLDIER & CAREER COACHES

Supporting Developmental Tasks

For Soldiers:

- Aids in Counseling
- Career Pathing
- Holistic View of their Talents
- Seeing Measurement Against peers in Assessment Data

For Career Coaches:

- Aids in Career Mentorship
- Recommendations for future Assignment Considerations for Soldiers
- Assistance to Strength Managers in the Field Looking for Unique Talent & Skill Sets
- Supports the Marketplace
- Broadening Considerations

COMMANDER VIEW

Supporting Operational Tasks

For Commanders:

- More talent information about their Soldiers
- Helps Identify, understand knowledge gaps in your formation
- Help Commanders Maximize Human Potential by leveraging Talent Information in Multi-Domain Operations
- Provides information to help inform Operational decisions
- Informs Field Level Slating, Local Slating & follow-on position determinations

DYNAMIC VIEWS

Support Strategic Tasks

For HQ & Enterprise:

- **Catered views for specific use cases**
- Senior Leader Initiative & Decision Views
- Promotion Board Views
- Support Enterprise Level Talent Alignment Considerations
- Retention Considerations
- Identify Talent Gaps by Organization and Demographics
- Example: Succession Planning

BLUF

The Soldier Talent Profile in Release 3 serves as a placeholder for additional requirements that expands on the KSBs of an individual

BRAVO, JOHNNY
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SOLDIER TALENT PROFILE AR 600-8-104

IPPSA

BASIC DATA

AC: [Yellow] TD 2007: [Yellow] SC: [Yellow] MAJ: [Yellow] MRCA: [Red]

Readiness

MRC code: MRCA | MRC Reason: SM is non-compliant for Dental Readiness

PULMES: 111111 | EFMP: [None]

PHA Exam Date: 20170416 | DEROs: [None]

Individual Resiliency: [None] | ETP Date: 20190326

Resiliency Date: 20191022 | MACP Date: 20170619

Security Readiness Level: [None] | Security Readiness Start Date: 20170619

Security Readiness Expiration: 20170619

Skills - 21 Self-Professed

License	Expiration Date	Certification	Certified Date	Duty Title	Start Date	End Date
Aircraft Maintenance	20191022	Advanced SCUBA	20170105	Armorer	20190622	20191022
		Basic SCUBA	20180620	Convoy Officer	20190122	20191021
		PUP	20181203	Reenlistment MCO	20180121	20190121
		Physics	20171212	Supply Officer	20170321	20180320
		AWS Developer	20180811	Range Safety	20160121	20170120
		Oracle SQL Developer	20190227			
		Sgt. Vehicle Drivers	20180319			
		Remedial Math Instructor	20140529			
		Resiliency Trainer	20180407			

DEFENSE LANGUAGE PROFICIENCY TEST (DLPT)

Language	Reading Score	Listening Score	Speaking Score	Language	Writing Score	Reading Score	Speaking Score	Attribute	Rating	Date
Vietnamese	100	90	80	Spanish	10	10	10	Communicator	2 of 3	20170302
German	70	60	70	German	10	20	30	Diligent	3 of 3	20170224
French	80	65	75	French	30	30	30	Adaptive	1 of 3	20170126

Career Mapping

2017: BZ | 2018: PZ | 2019: [None] | 2020: [None] | 2021: BZ | 2024: [None] | 2025: PZ | 2026: [None] | 2027: [None]

Experience - 0 Self-Professed

DEPLOYMENTS

Short Tours	Long Tours	DEROS	Number of Tours	CBT 1	OPN 2	RES 0	Dwell Start Date	Dwell Duration
1	2	0	3	0	0	0	20050312	177 mo 4 d

MILITARY EXPERIENCE / DEPLOYMENTS / ASSIGNMENTS

ASGT	FROM	MONTHS	LOC	ORGANIZATION	STATION	LOCATION	COMB	DUTY TITLE	MOS	TYPE OF EXPERIENCE (SELF-PROFESSED)
Practical			WARPTU		CARSON			Repside SR	25B	
Current	20170416			WBBWAA WIEW PAARNS ELEMENT, JF HQ	WBBWAA	PA	NG	BRANCH CHIEF	42H	
1st Prev	20150416	24		WXB9AA HHC 56TH STRYKER BDE CBT TEAM	HORSHAM	PA	NG	DIVISION CHIEF	01A	
2nd Prev	20131007	18		WYATA 1MAI XO FM CONTRACTING TEAM	AL UDEID AB	AE	NG	CONTRACT TEAM LEADER	83C	
3rd Prev	20121001	12		WXB9AA HHC 56TH STRYKER BDE CBT TEAM	HORSHAM	PA	NG	DIVISION CHIEF	01A	
4th Prev	20120426	5		WTU2TD HHC 2-112TH IN REG	LEWISTOWN	PA	NG	DIVISION CHIEF	01A	

CIVILIAN WORK EXPERIENCE (SELF-PROFESSED)

EMPLOYER	JOB TITLE	START DATE	END DATE	DURATION

Knowledge - 7 Self-Professed

CIVILIAN EDUCATION

Degree	School	Location	Level	Graduation Date	Title	Year
Physics	UMD	Maryland		20171212	ARMY DATA GOVERNANCE IN THE 21ST CENTURY	2017

MILITARY EDUCATION

Course	Year	Category	Rating	EC	EB	EIB	B1A
Primary Leadership Development Course	2017	Y	4A				
Infantry Motor Leaders Course	2014	Y	4A	EB	EIB		B1A
Recruiting Operations Officer Course	2014	Y	4A	EC	E1C		B2A

HOBBS / INTERESTS (SELF-PROFESSED)

Hobby / Interest	Genre	Proficiency	Date	Self Study	Genre	Proficiency	Date
Parachuting		2-Intermediate	20191022	Biotechnology		2-Intermediate	20190912
Diving		3-Expert	20190902	Circuits		3-Expert	20190925
Camping		1-Beginner	20190602	Java		1-Beginner	20190513

SELF PROFESSED EXPERIENCE

Self-Professed Experience ties to data from Experience related 25 Point Profile Points, #16 Cultural Experience & Proficiency, #17 Deployments and Exercises, #18 Military Work Experience & #19 Civilian Work Experience.

SELF PROFESSED SKILLS

Self-Professed Skills ties to #7 License & Certifications. License and Certification Data lists come largely from the Army's Credentialing Opportunities On-Line.

SELF PROFESSED KNOWLEDGE

Knowledge fields from #1 Civilian Education & #3 Military Education are Army-acquired. While the rest of the information comes from #4 Self-Professed Skills and #5 Thesis and Capstone.

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SOLDIER TALENT PROFILE
AR 600-8-104
IPPSA

BASIC DATA

AC: [Yellow] YD 2007 [Yellow] SC [Yellow] MAJ [Yellow] BRNCA [Red]

Date of Birth: 19820406
 Birthplace: TEXAS
 Country of Citizenship: United States
 Gender: Male
 Ethnicity: ASIAN/PAS ISL
 Height: 5'7"
 Weight: 155
 Religion: Roman Catholic
 Marital Status: Married
 # of Dependents (Adult/Children): 0/0/3
 Address: 3234 Longwood Lane

Service Data

ACCESSIONS DATA

2LT-WO1	1LT-CW2	CPT-CW3	MAJ-CW4	LTC-CW5	COL	BG	MG
20000728	20040728	20080327	20150326				

BASO: 20061123, Source of Original Apt: ROTC, Evaluation: APPT, Date: 20170504, Passed: YES
 Current PPN: [Redacted], Type of Original Apt: ROTC, Range Qualification: 20160402, Passed: YES
 End Current Tour: 20070128, McDays Alts: 16403

Non-Deployable

Manner of Performance (MOP)

MOP Eval Type	Score	Date	OML
68M	Ahead	20180212	2 of 35
27D	With Peers	20190127	31 of 59

Cultural Experience & Proficiency - 1 Self-Professed

Date	Location	Type	Duration
20030401	Germany	Exchange Student	2 years

Career Planning - 10 Self-Professed

Station	City	State	Country	Area	Rank	Priority	Org	Branch	Duty Name	Duty Type	Rank	Priority
Pentagon	Arlington	VA	Germany	Family	Kolonelstab	Medium			Airborne Volunteer			
									Paratrooper Volunteer			
									Equal Opportunity			

ENDORSEMENTS (SELF-PROFESSED)

Endorsement	Endorser
Best Battalion S6 in 20 Years	Colonel ABC, 2017

DESIRED FUTURE ASSIGNMENTS (SELF-PROFESSED)

Assignment
Brigade S6
Joint S6
CO of Section

TEXT RESUME (SELF-PROFESSED)

SUMMARY OF SKILLS

- Include your most marketable skills and accomplishments here.
- Ensure the skills you list are relevant to the type of job you are seeking
- Be as specific as possible.
- Ensure that this section is full of the keywords employers will likely use when sorting resumes.
- If keywords are commonly listed more than one way, you must use both forms of the word (for example, Master of Business Administration and MBA)

WORK EXPERIENCE

- Administrative Assistant, ABC Company, City, State, 2009 to present
- Use a combination of verbs and nouns to describe job duties and accomplishments that are most relevant to the work you are currently seeking
- Don't forget to include a variety of targeted keywords
- List jobs in reverse chronological order; your most recent job goes first.
- Administrative Assistant, XYZ Company, City, State, 2000 to 2006
- Continue to use verbs and nouns to describe job duties and accomplishments that are most relevant to the work you are currently seeking and target important keywords.
- Customer Service Representative, Another Company, City, State, 1998 to 2000

ASSESSMENTS

Test Type	Score	Percentile	Band	Date
GRE - Verbal	150	Average	Average	20190216
GRE - Quantitative Reasoning	153	Average	Average	20190217
GRE - Analytical Writing	3.5	Average	Average	20190218
TAPAS	3.9	Average	Average	20190712
DuJab	160	High	High	20190819
Branch	3.5	Average	Average	20190209
AFSA	3.5	Average	Average	20190908
ACTUAB	3.5	Average	Average	20190804
CEL	3.5	Average	Average	20180520
AFAS1	3.5	Average	Average	20190920

PERSONAL GOALS (SELF-PROFESSED)

Goal	Goal Date	Actual Date	Goal	Goal Date	Actual Date	Goal	Goal Date	Actual Date
Sniper School	20171022	20191022	Complete Masters Degree	20191015		Buy a house	20181207	20190216
			Go to Resident ILE	20200808				
			Get my Ph.D.	20211015				

SELF PROFESSED BEHAVIOR

Ties to #8 Self-Professed Attributes and Competencies -- a chance for a Soldier to express the attributes they think they hold most.

CULTURAL EXPERIENCE & PROFICIENCY

Ties to #16 Cultural Experience & Proficiency in which a Soldier can express their experience with Cultures across the world.

CAREER PLANNING

Ties to #25 Soldier Preferences, in which a Soldier can express their Job and Geographic Location Preferences.