

# ADVERSE CONDITIONS TEAM SELECTION (ACTS)

## SELF ASSESSMENT

### USING ACTS FOR SELF ASSESSMENT

Who are you in the group?

ACTS is a powerful tool to assist in team member selection for known or expected adverse conditions but it is equally powerful in the self-assessment space as well. The following points seek to guide you on how best to use the ACTS criteria to know yourself:

1. Be honest and do not share your appraisal with anyone. Research shows that even the most unbiased among us will show bias in our self-assessment if we know we are to have to present ourselves to another human.
2. Be brutal. The aim is to be able to identify who you are and mitigate your character when needed to enable your team. The aim is **not** to change who you are.
3. When you are done the numbers mean nothing but you should look to every negative trait and ask yourself how you may mitigate the effect that trait has on the group dynamic and make a note of what you must keep aware of when adverse conditions are encountered.

ACTS self-assessment can be confronting. If the conduct of this activity makes you feel down, sad, or helpless; please look to your mates or chain of command for support, approach your chaplain, or contact your local psychology support section for a chat. Learning about yourself can be a tough road to take but it will make you a better leader and enable your team to much higher achievement.

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March 16, 2021