



MP Branch Cadet Interview/ Rubric Academic Year 2022



Section 1: Administrative Data

1) Written Response (WR): In paragraph format, tell us about yourself: name, school, degree type, expected graduation date, hobbies, special interests, your biggest accomplishment, and what do you want to gain from your service to the Army?

a. **Most Preferred (Interview score 4.0-5.0):** Cadet provides a well-organized, clear and concise answer that uses professional vocabulary and grammatically correct sentence structure and provides all requested information.

b. **Preferred (Interview score 3.0-3.9):** Cadet provides complete answer to question with some vocabulary or grammar errors. Cadet uses appropriate vocabulary and grammatically correct sentence structure and provides most of the requested information.

c. **Least Preferred (Interview score 0.0 – 2.9):** Cadet provides incomplete or unrelated answer with little or no organization. Cadet uses improper grammar and/or inappropriate language and provides less than half of the requested information.

2) WR: What sources gave you the most information about the Military Police Branch? Describe ways that the MP Corps can enhance the Cadet Outreach process.

*Rank from most useful to least useful (TRADOC VBO Page, Instructors and Staff, Branch Day, USAMPS Cadet Branching webpage, Branch Education Briefs, and other [describe source]).

3) Multiple Choice with WR: What component are you interested in and why?

- a. Active Duty
- b. Reserve
- c. National Guard

Section 2: Self- Assessment

1) Video Response (VR): Why do you want to be a Military Police Officer?

a. **Most Preferred (Interview score 4.0-5.0):** Cadet provides a confident, well-prepared answer that clearly and concisely conveys their reason. Cadet uses a formal greeting, maintains eye contact, composure, and professional appearance, behavior, and volume/tone. Cadet is enthusiastic about their reason. Cadet's reason closely aligns with the Code of Military Police Ethics.

b. **Preferred (Interview score 3.0- 3.9):** Cadet provides complete answer to question with some indication that she/he prepared the remarks. Cadet uses a greeting and exhibits intermittent eye contact, composure, and semi-professional appearance, behavior, and volume/tone. Cadet is confident in their reason and it is somewhat related to the Code of Military Police Ethics.

c. **Least Preferred (Interview score 0.0 – 2.9):** Cadet provides incomplete or unrelated answer with little indication of preparation. Cadet exhibits inappropriate appearance, composure, or behavior. Cadet does not indicate commitment to their reason and/or the reason is counter to the Code of Military Police Ethics.

2) WR: What are your goals in the Military Police Corps? Where do you see yourself in five, ten years? What do you want to gain from your service to the MP Corps?

a. **Most Preferred (Interview score 4.0 - 5.0):** Cadet provides a well-organized answer that clearly and concisely lists specific, achievable, and relevant goals. Cadet uses a professional vocabulary and grammatically correct sentence structure. Cadet exhibits a general knowledge of the MP Corps' role and organization.

b. **Preferred (Interview score 3.0 - 3.9):** Cadet provides complete answer to question with some vocabulary or grammar errors. Cadet exhibits some knowledge of the MP Corps' role and organization.

c. **Least Preferred (Interview score 0.0 – 2.9):** Cadet provides incomplete or unrelated answer with little or no organization. Cadet uses improper grammar and/or inappropriate language. Cadet shows limited or no understanding of the MP Corps' role or organization.

3) VR: What skills, behaviors, attributes do you possess and believe will make you a good leader and Military Police Officer? Tell us about a situation or event when you demonstrated these skills, behaviors, or attributes. What actions have you taken to develop these skills, behaviors, or attributes or address other areas that challenge you?

a. **Most Preferred (Interview score 4.0-5.0):** Cadet provides a confident, well-prepared answer that clearly and concisely conveys their skills, behaviors, or attributes (aligned with the Leadership Requirements Model, ADRP6-22, or the MP Talent Storyboard) in leadership and as a MP Officer. Cadet uses a formal greeting, maintains eye contact, composure, and professional appearance, behavior, and volume/tone. Cadet is enthusiastic and genuine. Cadet lists specific examples of actions taken to improve themselves (strengths or challenge areas) which are clearly related to the outcome.

b. **Preferred (Interview score 3.0 – 3.9):** Cadet provides complete answer to question with some indication that she/he prepared the remarks (refers to the Leadership Requirements Model, ADRP6-22, or the MP Talent Storyboard). Cadet uses a greeting and exhibits intermittent eye contact, composure, and semi-professional appearance, behavior, and volume/tone. Cadet is confident in their answer and examples are somewhat related to the outcome.

c. **Least Preferred (Interview score 0.0 – 2.9):** Cadet provides incomplete or unrelated answer with little indication of preparation. Cadet exhibits inappropriate professional appearance, composure, or behavior. Cadet's examples and outcomes are unrelated.

3) VR: Military Leaders must be fair, impartial, and act in a manner free from bias, additionally MP Leaders must enforce the Rule of Law using these same attributes. What does diversity, equality, and inclusion mean to you? Why are they important to individuals and the Army as an organization/institution?

a. **Most Preferred (Interview score 4.0-5.0):** Cadet provides a well-organized answer that clearly and concisely describes the accurate meaning of each term, relays merit in each concept and demonstrates commitment to fostering them in the workplace. Cadet uses a professional vocabulary and grammatically correct sentence structure. Cadet provides clear examples and extrapolates why diversity, equity, and inclusion is important to individuals and the Army as an organization/institution.

b. **Preferred (Interview score 3.0-3.9):** Cadet provides complete answer to question with some vocabulary or grammar errors. Cadet's examples relate to the accurate meaning of each term, provides some merit in each concept and demonstrates commitment to fostering them in the workplace. Cadet provides examples and partially conveys why diversity, equity, and inclusion is important to individuals and the Army as an organization/institution.

c. **Least Preferred (Interview score 0.0 – 2.9):** Cadet provides incomplete or unrelated answer with little or no organization. Cadet uses improper grammar and/or inappropriate language. Cadet lists no or unrelated examples.

Section 3: Technical Assessment

1) Describe the three methods of which a MP PL receives a mission. Describe the way in which a MP PL uses Troop Leading Procedures to develop a plan and how the platoon's mission supports the Company's Mission Essential Task List (METL).

a. **Most Preferred (Interview score 4.0 - 5.0):** Cadet provides a well-organized answer that clearly and concisely references doctrinal processes and methodologies used for plan development. Cadet uses a professional vocabulary. Cadet exhibits a high level knowledge of a platoon's role and organization.

b. **Preferred (Interview score 3.0 - 3.9):** Cadet provides a constructed answer that semi-aligns with doctrinal processes and methodologies used for plan development. Cadet uses a semi-professional vocabulary. Cadet exhibits a general knowledge of a platoon's role and organization.

c. **Least Preferred (Interview score 0.0 – 2.9):** Cadet provides an incomplete answer that fails to reference doctrinal processes and methodologies used for plan development. Cadet uses non-professional vocabulary. Cadet exhibits a complete lack of knowledge of a platoon's role and organization.

2) VR: Describe what you envision as the-role of an MP Platoon Leader and how your knowledge, skills, behaviors, attributes support it?

a. **Most Preferred (Interview score 4.0 – 5.0):** Cadet provides a confident, well-prepared answer that clearly and concisely conveys an informed understanding of the role of a MP Platoon Leader (PL). Cadet uses a formal greeting, maintains eye contact, composure, and appropriate physical appearance, behavior, and volume/tone. Cadet is enthusiastic and genuine. Cadet lists specific examples of talents that are clearly related to success as a MP PL.

b. **Preferred (Interview score 3.0 – 3.9):** Cadet provides complete answer to question with some indication that she/he prepared the remarks and understands the role of a MP PL. Cadet uses a greeting and exhibits intermittent eye contact,

composure, and appropriate physical appearance, behavior, and volume/tone. Cadet is confident in their answer and talents are somewhat related to success as a MP PL.

c. **Least Preferred (Interview score 0.0 – 2.9):** Cadet provides incomplete or unrelated answer with little indication of preparation. Cadet exhibits inappropriate appearance, composure, or behavior. Cadet's talent do not align with success as an MP PL.

Overall Reviewer Recommendation:

- 1) Do you want this cadet as an MP Platoon Leader in your formation: Yes or No
- 2) What is your level of preference? Most Preferred Preferred Least Preferred