

Development and Validation of Military Training Instructor (MTI) Screening Measures

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Widely-publicized incidents of misconduct among MTIs prompted major re-evaluation of how non-commissioned officers are selected and screened for MTI duty. In this presentation, we describe the development and initial validation of new measures used in the revised psychological screening process. Findings are presented regarding: (a) MTI competency domains identified as most critical by subject matter experts, (b) initial results from the use of a 360 degree instrument (including co-worker ratings of candidate performance) and base mental health protocol to evaluate MTI candidates on common critical domains, and (c) criterion-related validation of MTI personality and attitudinal measures (including scales previously linked to risk of perpetrating sexual assault) against trainee reports of maltreatment and effective MTI leadership/mentoring. We conclude by encouraging discussion of current research/practices across agencies for (i) assessing performance through 360 degree ratings and (ii) developing personnel screening tools to assist in sexual assault prevention.