



# Measuring Human Capabilities: An Agenda for Basic Research on the Assessment of Individual and Group Performance Potential for Military Accession

*Committee on Measuring Human Capabilities: Performance Potential of Individuals and Collectives, Cognitive, and Sensory Sciences Board on Behavioral, Division of Behavioral and Social Sciences and Education, National Research Council*

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Every year, the U.S. Army must select from an applicant pool in the hundreds of thousands to meet annual enlistment targets, currently numbering in the tens of thousands of new soldiers. A critical component of the selection process for enlisted service members is the formal assessments administered to applicants to determine their performance potential. Attrition for the U.S. military is hugely expensive. Every recruit that does not make it through basic training or beyond a first enlistment costs hundreds of thousands of dollars. Academic and other professional settings suffer similar losses when the wrong individuals are accepted into the wrong schools and programs or jobs and companies. Picking the right people from the start is becoming increasingly important in today's economy and in response to the growing numbers of applicants. Beyond cognitive tests of ability, what other attributes should selectors be considering to know whether an individual has the talent and the capability to perform as well as the mental and psychological drive to succeed?

*Measuring Human Capabilities: An Agenda for Basic Research on the Assessment of Individual and Group Performance Potential for Military Accession* examines promising emerging theoretical, technological, and statistical advances that could provide scientifically valid new approaches and measurement capabilities to assess human capability. This report considers the basic research necessary to maximize the efficiency, accuracy, and effective use of human capability measures in the military's selection and initial occupational assignment process. The research recommendations of *Measuring Human Capabilities* will identify ways to supplement the Army's enlisted soldier accession system with additional predictors of individual and collective performance. Although the primary audience for this report is the U.S. military, this book will be of interest to researchers of psychometrics, personnel selection and testing, team dynamics, cognitive ability, and measurement methods and technologies. Professionals interested in of the foundational science behind academic testing, job selection, and human resources management will also find this report of interest.

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