

47th International Applied Military Psychology Symposium

IAMPS 2011 VIENNA

hosted by
Austrian Armed Forces

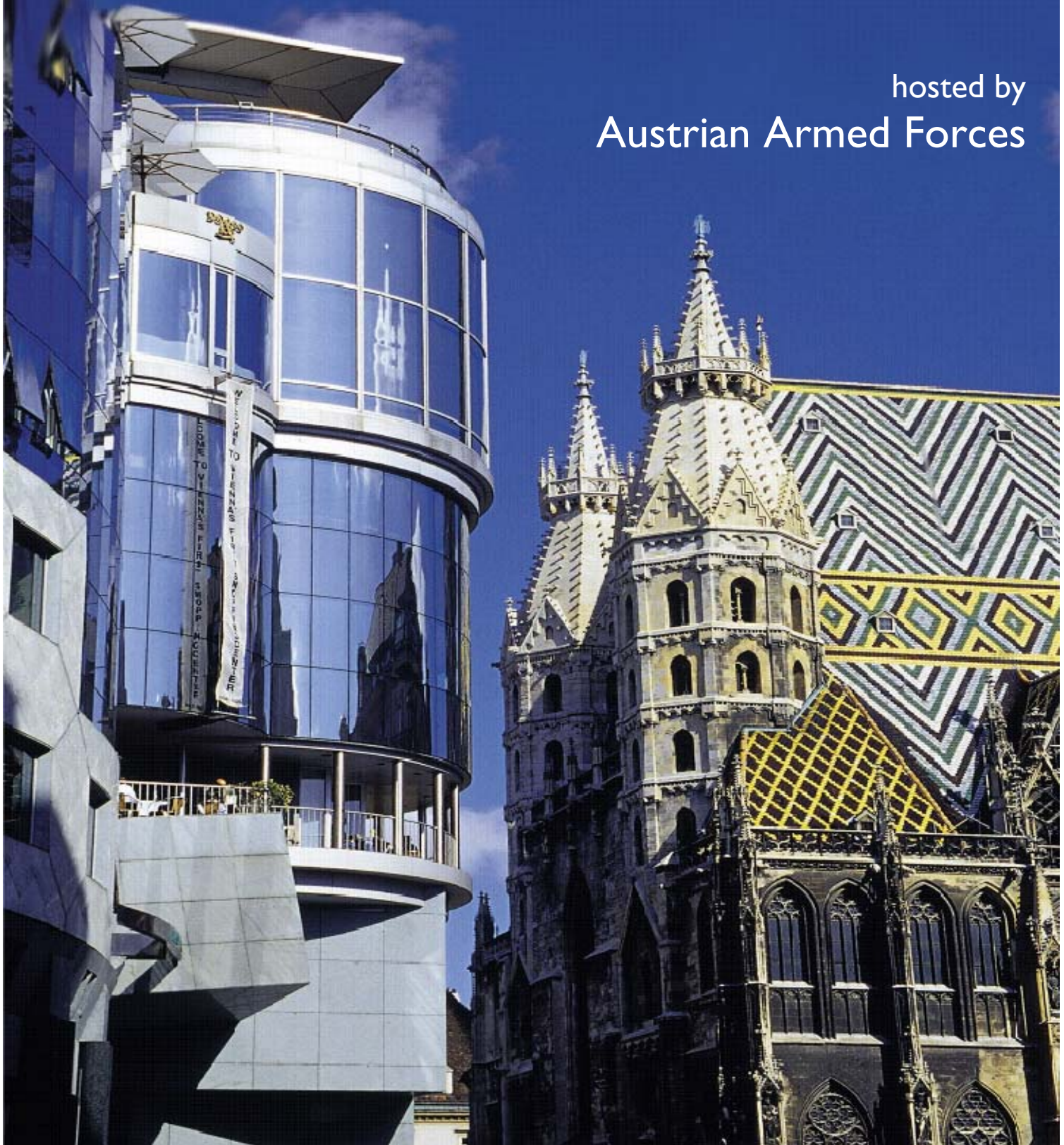


Table of Contents

Welcome / Preface	4
Conference Venue	6
Conference Program	7
Keynote Speakers	12
Abstracts	14
List of Attendees	52

The 47th International Applied Military Psychology Symposium Vienna, Austria - May 23rd to 27th, 2011

Coping With Constraints

The International Applied Military Psychology Symposium - IAMPS - is an annual meeting of military psychologists from around the world aimed at identifying and developing best practice procedures concerning the field of applied military psychology.

Its main focus is to enable a dialogue among international military psychologists to share the latest applied research advances as well as information on organization-specific procedures and lay the groundwork for collaboration. This process stimulates important research resulting in significant improvements. By uncovering potential synergies IAMPS supports the goal of cost efficiency and also helps to improve interoperability.

In times of continuing budget cuts and an unsteady economic situation, utilizing synergies is becoming more and more important not only on a national, but also on an international level. Developing new tests, tools in clinical psychology, specific software for psychologists and the like on basis of multinational cooperation can save individual armed forces a significant amount of money. To foster this cooperation the Austrian Armed Forces Psychological Service hosts IAMPS 2011 in cooperation with the Institute for Human and Social Sciences of the National Defence Academy at the National Defence Academy of the Austrian Armed Forces in the center of Vienna. By also offering workshops that are supposed to be the starting point of several projects we try to provide an initiative for future partnership.

As head of the Austrian Armed Forces Psychological Service I have the honor to welcome experts in military psychology from almost thirty countries. My team and I hope that we can provide an environment for fruitful collaboration and will be happy if we succeed in this endeavour.

Sincerely,
Christian Langer
Head of the Austrian Armed Forces Psychological Service



Preface by General Raimund SCHITTENHELM Commandant, Austrian National Defence Academy

Applied Military Psychology and its research branches, such as recruitment, personnel selection, leadership training, stress management and others have become key areas armed forces are dealing with worldwide. The international network of institutions and the pooling of capacities in this field are of great importance to gain and share new insights. One of the goals of this International Applied Military Psychology Symposium "Coping with Constraints" is to generate new knowledge in order to provide the best possible support for the troops and thus contribute to a safer and more peaceful world.

I am very pleased that the 47th IAMP Symposium is held at the National Defence Academy, Vienna, the highest military training and research institution of the Austrian Armed Forces. In order to maintain the high quality the Academy stands for, it is important to study current developments and to keep up with the latest scientific findings by means of multinational exchange of ideas. I am convinced that your continued effort in dealing with issues of Applied Military Psychology will yield positive results.

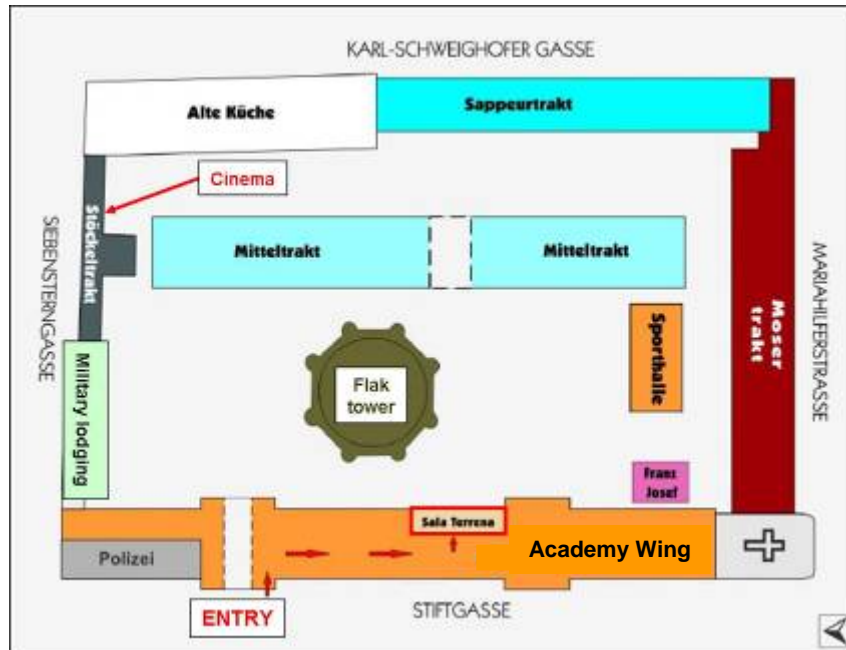
Let me extend a warm welcome to the symposium participants at the National Defence Academy and wish you fruitful and inspiring discussions.

General Raimund Schittenhelm, Commandant
National Defence Academy, Vienna

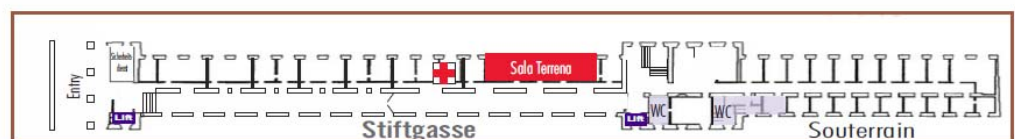
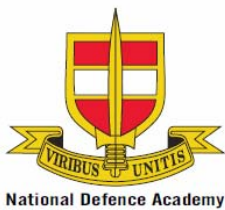
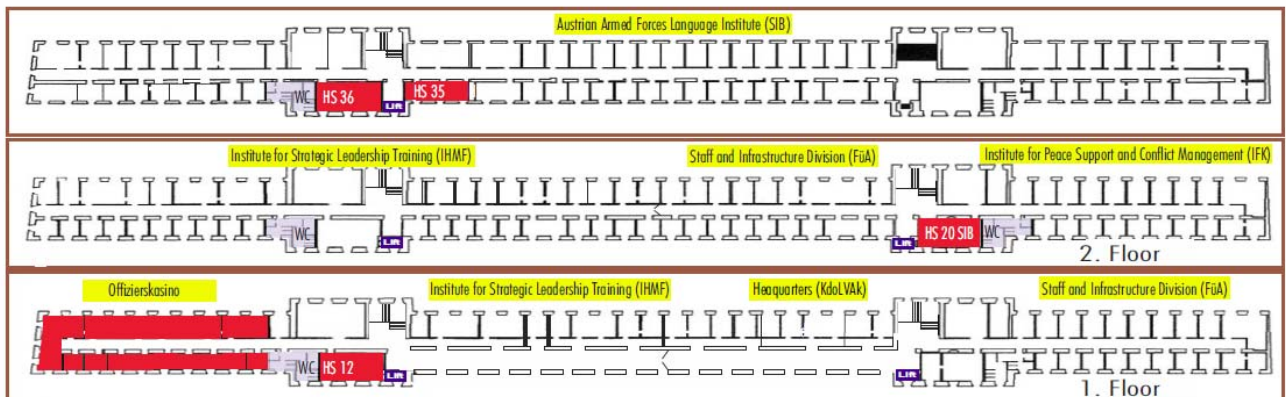


Conference Venue

Registration and the main part of the program will be in the **Sala Terrena** in the **Academy Wing**



Academy Wing



Conference Program

Monday, May 23

09:00 - 12:00 Registration

12:00 - 13:00 Lunch

Sala Terrena

13:00 - 13:30 **Welcome Addresses**
BrigGen Rene Segur-Cabanac,
Deputy Commandant, Austrian National Defence Academy

Col Christian Langer,
Head, Austrian Armed Forces Psychology Service

13:30 – 15:30 **Opening Lectures / Keynotes**
BrigGen Thomas Starlinger
Military Psychology: A Commander's View

Christoph Brugger
Coping With Constraints: Optimizing International Collaboration in
Military Psychology

15:30 - 16:00 Coffee break

16:00 - 16:30 **Soldiers' Morale**
Renzo C. Versteeg
State of the Unit: A Description of Instruments and Scales Part I:
Testing the Model

16:30 - 17:00 Renier van Gelooven
State of the Unit: A Description of Instruments and Scales Part II:
Practical Application

17:00 - 17:30 Alexander Birner
Influence of Self-Concordance on Soldiers' Morale

18:00 - 21:00 Welcome Reception

Tuesday, May 24			
Sala Terrena			
09:00 - 10:00	Keynote Carl Castro Learning From Observations Already Observed		
10:00 - 10:30	Giorgio Fanelli An Overview on Best Practice about Psychological Training and Support		
<i>Coffee Break</i>			
11:00 - 11:30	Testing Gurpreet Kaur Optimizing Human Capital: Aptitude Testing		
11:30 - 12:00	Antero Johansson Reassessing the Competence Measurement in the Finnish Defence Forces		
12:00 - 12:30	Christoforos Th. Thomadakis Structured Interviews in the Greek Air Force Selection System		
<i>Lunch</i>			
13:30 - 14:00	Group Foto		
	Sala Terrena	Cinema	
14:00 - 14:30	Aviation Psychology Višnja Livajić Pezer Investigation of Critical Situations: The Link to Accident Prevention in Aviation Safety	Social Psychology Diana Olukalne Correlation between Quality of Life and Tolerance among Militarists	
14:30 - 15:00	Christian Czihak A Multi-Professional Verification of the New Anti-G-Equipment PAGE+ by the Austrian Air Force	Irina Plotka Implicit Measurement of Ethnic Attitudes on Different Stimulus Onset Asynchrony	
<i>Coffee Break</i>			
	Sala Terrena	Cinema	HS 12
15:30 - 17:00	Workshop 1 Selection / Testing	Workshop 2 Surveys / Opinion Polling	Workshop 3 Training & Education of Military Psychologists

Wednesday, May 25			
Sala Terrena			
08:30 - 09:00	Presentation & discussion of workshop outcomes		
Sala Terrena			
Cinema			
09:00 - 09:30	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> Personality and Intelligence Andzela Rozcenkova Mediation of Emotional Intelligence between Transformational Leadership and Soldiers' Social Identification </td> <td style="width: 50%; vertical-align: top;"> Military Education Aasa Must Social Dominance Orientation of the Estonian National Defence College Cadets </td> </tr> </table>	Personality and Intelligence Andzela Rozcenkova Mediation of Emotional Intelligence between Transformational Leadership and Soldiers' Social Identification	Military Education Aasa Must Social Dominance Orientation of the Estonian National Defence College Cadets
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<i>10:30 - 11:00 Coffee Break</i>			
11:00 - 11:30	Deployment Merle Parmak Soldiers Adapt their Personality-based Needs across Deployment: Coping with Constraints?		
11:30 - 12:00	Richard Tarnóczy Psychological Readiness and Organizational Culture – Psychological Lessons Learned for HUN ISAF Missions		
12:00 - 12:30	Alexandre E. Van Acker The Importance of Common Language and Psychological Training of the Troops Pre-International Operations		
<i>12:30 - 13:30 Lunch</i>			
13:30 - open end	<i>Social Event: Trip to Melk followed by boat ride on the Danube</i>		

Thursday, May 26

Sala Terrena

09:00 - 09:30	Fundamental Research Claus Lamm Humanized Perception of Potential Victims during Moral Decision Making Recruits Empathy-Related Brain Areas
09:30 - 10:00	John Taverniers Special Forces Selection Involving Neuroendocrine Stress Markers: Future Directions in Human Reliability Analyses
10:00 - 10:30	Marie-Dominique Colas & Sabine Chollet Operational Stress Management in French Air Force
10:30 - 11:00	<i>Coffee Break</i>
11:00 - 11:30	Stress Samir Rawat Stress, Coping and Some Related Factors amongst Serving Combat Veterans
11:30 - 12:00	Pavel Král The Impact of Military Mission on Psychological Well-Being – the Longitudinal Study
12:00 - 12:30	Māra Vidnere Latvian Emotional Experience as Historical Consciousness Phenomenon
12:30 - 13:30	<i>Lunch</i>
13:30 - 14:00	Jaroslav Sýkora, Cyril Höschl, Eva Rozehnalová & Petr Koten Analyzing Mutual Relationships in Military Units Operating in Foreign Missions
14:00 - 14:30	Yair Noam Gateways to Command – Officer Selection in the I.D.F.
14:30 - 15:00	Zuzana Němečková The Test EFEKT
15:00 - 15:30	<i>Coffee Break</i>
16:00 - 16:30	Romana Rupar Personnel Retention in Slovenian Armed Forces
16:30 - 17:00	Vinko Majcen How to Justify the Cash for the Selection of Candidates for Voluntary Military Service?
17:00 - 17:30	Ludwig Uhlmann Psychosocial Support with CHARLY - Multimedial Training Platform for Coping with Psychosocial Stress in the German Armed Forces
19:00 - 21:00	<i>Dinner and guided tour through the Museum of Military History</i>

Friday, May 27

Sala Terrena

09:00 - 09:30	Pierpaolo Calanna & Andrea Mastroilli PDF Paperless Testing (P2T)
09:30 - 10:00	Danielle Charbonneau A Tool for Senior Professional Development in the Canadian Forces
10:00 - 10:30	Sabine Mannitz Concepts of Soldiering between National Norms and International Operations: Results from a Comparative European Research
10:30 - 11:00	<i>Coffee Break</i>
11:00 - 11:30	Can Nakkas Towards a Holistic Approach to Military Psychological Research and Practice
11:30 - 12:00	Invitation to IAMPS 2012, Closing Remarks, Farewell
12:00 - 12:30	Handout of final documentation and certificates
12:30 - 13:30	<i>Lunch</i>

Keynote Speakers

Col Carl Andrew Castro, Ph.D.



Carl Castro is a Colonel in the U.S. Army and is currently the Director of the Military Operational Medicine Research Program, Headquarters, U.S. Army Medical Research and Materiel Command, Fort Detrick, Maryland. He began his military career as an infantryman in 1981. Colonel Castro joined the Medical Service Corps after obtaining his doctorate from the University of Colorado in 1989.

Over the past eighteen years, he has served in a variety of research positions to include Chief of the Applied Pharmacology Branch at the U.S. Army Medical Research Institute of Chemical Defense, Assistant Program Manager at the Armed Forces Radiobiology Research Institute, Director of the Primate Research Facility at the WRAIR, and Commander of the U.S. Army Medical Research Unit-Europe, located in Heidelberg, Germany.

Colonel Castro's operational experience includes serving tours of duty in Iraq, Bosnia, and Kosovo. He has authored over 60 scientific articles and reports in numerous research areas. Most recently his research efforts have focused on assessing the effects of combat and operations tempo (OPTEMPO) on soldier, family, and unit readiness.

BrigGen Mag. Thomas Starlinger



BrigGen Mag. Thomas Starlinger is currently Commander of the 7th Infantry Brigade of the Austrian Armed Forces with six Battalions and about 3.700 Soldiers.

After graduation from the Military Academy he was assigned as company commander in Linz and Ebelsberg, as chief of public affairs and chief instructor for defence political education, and worked at the army NCO Academy in Enns. After the general staff officer course from 1997 until 2000, he was assigned as G3 to the Military Command Carinthia and later as Chief of Staff of the 7th Infantry Brigade. From 2003 until the end of 2007 he worked in the Military Staff of the European Union, where he was responsible for planning military capabilities within the European Security and Defence Policy. He also was assigned to the European Defence Agency.

BrigGen Mag. Thomas Starlinger served many tours abroad, such as in Syria, Iran, Cyprus and Tajikistan. From November 2008 to May 2009 he was Commander of the Multinational Taskforce South in Kosovo.

He is qualified Army high-altitude climber and Army paratrooper. He is an avid sportsman, but also enjoys cultural events ranging from the classical period to modern age.

Abstracts

Low-Aptitude Recruits: Attainment of Basic Military Training Objectives – Side-Effects on Military Service Operations

Josef Adelbauer
Austrian Armed Forces
Joint Service Support Command
Armed Forces Hospital

Depending on the economic situation many countries with voluntary military service periodically face serious recruiting problems. In response to this the call for lowering selection standards becomes louder. In such cases it is alluring to manipulate the cut-off scores of aptitude tests to reach recruiting goals. But this means running the risk of a substantial increase of the number of low-aptitude recruits.

The objective of the present project is to study costs and benefits of recruiting low-aptitude individuals. The results are supposed to be used as a basis for readjusting current selection standards for conscripts of the Austrian Armed Forces.

Therefore a semi-experimental field study has been designed to compare performance of low-aptitude and normal-aptitude recruits at the end of basic military training. Basic training performance measures are based on standardized examination scenarios and hands-on job samples using behavioral rating scales. To gain insight into social and operational aspects across the basic training, additional data is collected using sociometric methods, questionnaires and instructor journals.

Influence of Self-Concordance on Soldiers' Morale

Alexander Birner
Austrian Armed Forces
4th Mechanised Infantry Brigade

Several studies report positive effects of self-concordance on, for example, goal attainment (Sheldon & Houser-Marko, 2001), well-being, self-esteem (Sheldon & Elliot, 1999) or persistence of behaviour (Sheldon & Elliot, 1999; Fuchs, Seelig & Kilian, 2005).

Because of the importance of soldiers' morale in deployment (Biehl, vom Hagen & Makewitsch, 2000, Biehl, 2004; Britt & Dickson, 2006; Manning, 1991), the present elaboration deals with the issue of the influence of self-concordance on soldiers' morale. The sample for the data collection consists of 114 Soldiers of the 22nd Austrian Contingent from the Kosovo Force.

The scale used for measuring self-concordance is based on Sheldon's and Houser Marko's scale (2001), translated into German by Kuhl (2001). The scale employed for measuring soldiers' morale was compiled from a scale by Biehl, vom Hagen and Makewitsch (2001) as well as a German translation of Britt's and Dickinson's scale (2006).

The results show positive effects of self-concordance on soldiers' morale and provide inspiration for further research.

The Motivation Profile of the Trainees in the National Military University - Conclusions about Pedagogical Practice

Elena Boradzhieva

“Vassil Levski” National Military University, Bulgaria

The aim of the present paper is to research the motivation profiles of the cadets and sergeants in the National Military University (NMU), their opinion about the organization of the training process, and on that ground, conclusions to be made about the pedagogical practice. We also draw on the assumption that there is difference between the motivation profiles of the two groups, that of the cadets and that of the sergeants, based on the different length of their training and their different age range. The research results show, that there is no statistically meaningful difference regarding the motivation sources of the examined groups. This can be probably explained to be due to the fact of the interconnection between the expectations and the motivation for mustering the military area, and the organizational identity (the mission, the set of values and the goals of the military university). In support to that conclusion are the results from the comparative analysis of a group of students. The analysis gave evidence of a difference regarding the motivation sources of the civilian and the military trainees. The data from the survey of the opinion of the cadets and the sergeants about the organization of the training process completed the motivation profile of the trainees. On that basis some conclusions are made as to the improvement of pedagogical practice in NMU. The training process needs to be reorganized, and the training plans and syllabuses should be brought up to date and the frame of social knowledge for the professional development of the sergeant and the officer should be used to that effect.

**Coping With Constraints:
Optimizing International Collaboration in Military Psychology**

Christoph Brugger
*Austrian Armed Forces Personnel Agency
Military Psychology Service*

The current economic situation in most countries as well as repeated budget cuts require optimized use of resources also in the field of military psychology.

Based on personal experiences within the Austrian Armed Forces and from attending international conferences in the field of military psychology, plus an inquiry in several countries, potential for optimization and international collaboration will be highlighted. The focus will be on aspects that could either result in considerable reduction of costs or significantly support the work of military psychologists. A broad range of topics will be covered:

- aspects of personnel selection including test and questionnaire development, testing, including optimizing potential in computer-based testing;
- collaboration concerning content and technology of surveys;
- research;
- and training and education of psychologists and supporting personnel.

Issues covered are supposed to trigger contributions for the following workshops, which again are expected to lead to projects aiming at reducing costs at a national level by collaborative research and development.

PDF Paperless Testing (P2T)

Pierpaolo Calanna & Andrea Mastrorilli
Italian Air Force Selection Center, Guidonia RM, Italy

The technological advances of the last decades, specifically the extensive use of personal computers, have changed nearly every aspect of psychological assessment.

Nowadays, there is an abundance of computer-based systems for performing psychometric evaluations. These solutions, either open-source or commercial, have proved to be a better option than the traditional paper & pencil tests.

The purpose of this presentation is to describe a new methodology - in its embryonic stages - called PDF Paperless Testing (P2T) that implements native features of Adobe's PDF format for creating stand-alone documents which mimic almost completely the functionalities of the aforementioned computer-based systems.

These interactive PDF documents embed JavaScript code and XML to deal with such procedures as login, item administering and scoring, time tracking and data storing.

The main advantages of the methodology presented here are: i) the use of a widespread, cross-platform file format ii) no need of installing new software iii) possibility of "starting off" on a low budget.

The paper will illustrate a scenario in which PDF fixed-length tests are delivered within a closed environment, not connected to the internet (i.e., PC Lab).

Issues like usability, security and data integrity will be considered together with some preliminary reflections on adaptive testing and P2T.

A Tool for Senior Professional Development in the Canadian Forces

Danielle Charbonneau & Allister MacIntyre
Royal Military College of Canada

For a number of years, a 360-degree leadership feedback system has been in place for senior Canadian Forces officers in attendance at the Canadian Forces College (CFC). The principles underlying the application of this multi-rater assessment will be explained, as well as the manner in which this feedback system is used to guide professional development for these senior officers. The six theoretical scales that guided the development of the instrument will be described, along with some sample items : (a) professional and technical expertise; (b) conceptual capabilities; (c) communication skills; (d) personal leadership: what you bring; (e) group leadership: what you do; and (f) organizational leadership: what you represent. Some of the stumbling blocks encountered and associated necessary refinements will be described. The presentation will highlight the results of factorial analyses done on the fifty items for the self-ratings of 339 Majors and LCol and for their raters (1140 subordinates; 1109 peers; and 741 superiors). Concluding remarks will include a brief coverage of future directions.

A Multi-Professional Verification of the New Anti-G-Equipment PAGE+ by the Austrian Air Force

Christian Czihak
Austrian Armed Forces Personnel Agency
Military Psychology

In 2007 the Austrian Air Force implemented the Eurofighter Typhoon (EFT). This high agility and top-performing 4th generation fighter-plane bore new challenges for our pilots and the "Human Factors Group EFT". This multi-professional workgroup was founded to select, train and counsel the EFT-Pilots, develop training systems and methodologies to enhance their performance and prevent physical long-term consequences. With the EFT the Anti-G-Equipment "Libelle" was introduced, a system that did not prove to be automated and "carefree", but needs collaboration of the pilots. Our working-group developed a personalized anti-G-training that facilitated coping with the G-forces (up to 9Gz) to our pilots.

In the meantime a new anti-G-equipment, "PAGE+", was presented, a combination of inflatable and water-filled bladders without partial pressure breathing, a system that might end the concerns about potential negative long-term effects of pressure-breathing. As the first "Libelle"-suits have reached the end of their lifespan and the decision for succeeding equipment is pending, our working group was ordered to verify of the effectiveness of "PAGE+" in comparison to the excellent protection capability of the AEA. This was done by applying qualitative interviews, a specially developed questionnaire and an analysis of physiological parameters after a 9G-run in a high performance centrifuge of Austrian and German jet-pilots. The results of this verification and amenities of a multi-professional approach are presented.

Operational Stress Management in French Air Force

Marie-Dominique Colas & Sabine Chollet

French military health service, SPMCAA - Hopital Percy, France

BACKGROUND: Warfare is highly stressful and cognitively, psychologically demanding. Pilots are more and more engaged in the battlefield environment. Despite the advances of technology, it remains an undeniable component to combat: the men. The main objective of this communication is to determine the signs of operational stress during deployments, from positive to negative type of stress, to improve their early detection and their management.

METHODS: We propose a discussion about the principles of a medico-psychological handling based on the current operational experiences of the French air force. We study specially the approach of the French military psychiatry. We don't speak about human factor management.

RESULTS: The first actor of the operational stress management is the flight surgeon who supports the squadron in the fight area. An adapted support to the crew members is necessary before, during and after the deployment. The flight surgeon may rely on his good knowledge of the operational stressors, the missions and the war fighters. A medical network is created between the theater of operations and the rear base in France. He may be helped by psychiatrists and psychologists of the military aero medical center in Paris.

CONCLUSION: Modern combat is unpredictable; the acute stress disorder is a possible occurrence when environmental strain is strong. Identifying, preventing, and treating operational stress can provide an opportunity not only to improve the performance in-flight, but also possibly to improve mental health.

An Overview on Best Practice, about Psychological Training and Support

Giorgio Fanelli
Italian Army General Staff

After a NATO summit in Lisbon, Danish Minister of Defence proposed an interesting initiative regarding veterans among the NATO member countries. In his view, NATO could act as a *clearing house* for exchanging information on national approaches, available treatment options, best practice and new ideas.

This proposal offers us an important opportunity to think and synthesize about the internal, national mechanisms arranged to train, to support and sometimes to cure remnant traces of our soldiers' job.

Italy is deployed in missions abroad to maintain stability and establish democracy in several critical areas. In Afghanistan for example, Italian troops are often involved in potentially dangerous situations, such as direct or indirect contact with insurgents, patrols, the search and destruction of explosive devices, and several activities of cooperation with the civil authorities in order to rebuild the Country. Furthermore, Italian army is deployed in Iraq, Lebanon, Kosovo and other countries, with different duties and capabilities, and soldiers have to develop and perform several skills and capacities to achieve goals and professional target but, in any case, psychological issues caused by discontinuity and contingency of unexpected events are always around the corner.

In this presentation we will introduce our practice across three organization phases closely related:

- pre-deployment stress management training;
- psychological support during operations;
- post-deployment recondition program (experimental phase).

This abstract stating that we called the first, second and third phases is only to easily explain the process but, obviously, this is complex and each phase is the result of the others.

Reassessing the Competence Measurements in the Finnish Defence Forces

Antero Johansson

National Defence University, Department of Behavioural Sciences, Finland

This paper discusses the competence measurements conducted in the Finnish Defence Forces during the last 10 years. During this time some 1200 persons have been assessed resulting in more than 6000 individual assessments. The data was factor-analysed. The original 91-item questionnaire had a factor structure with 4 main factors with 3-5 sub-factors each and a mean of 6 items per sub-factor. However, analysis of the data revealed only 8 main factors with one main factor having 4 sub-factors and the second having 3. The remaining six factors could not be divided. Some of the new factors are close to the old ones but in some cases the new factors are a combination of 2-3 old main factors and even more sub-factors. The new sub-factors consist of 1 - 16 items. The questions raised are: did something go wrong during the first analysis of the data or have the demands placed on the officers changed that much in ten years? Is there a group of attributes that are basic for a good officer?

Optimizing Human Capital: Aptitude Testing

Gurpreet Kaur

Defence Institute of Psychological Research, DRDO, Delhi

In a complex technological society, ability to match the unique talents of each individual to the requirements of the job has advantages for both the individual and the society. It speaks of one's aptitude. Aptitude is a combination of characteristics indicative of an individual's capacity to acquire some specific skills. In the present study aptitude battery was developed to identify the best fit man for a particular job by matching the qualities possessed by a person and skills required for that particular job. Initially job analysis was done at training centers from 632 experienced trainers of the Indian Army. Based upon that, twelve abilities were identified required to work efficiently on different jobs. Tests were developed for each of the ability. Initially 1050 items for ten cognitive and three psychomotor tests were developed. Data was collected from 100 recruits based upon which item analysis was done and the final form of the tests was prepared. For the thirteen job domains, thirteen batteries were developed with different combinations of tests, depending upon the importance of abilities for different jobs. Data was collected from different training centres to standardize the aptitude battery. Split half reliability was calculated and it ranged from 0.53 to 0.88. Consistency of scores on normal probability curve (NPC) indicates isomorphism of the population. NPC for all the tests showed how each construct represents parameter of population. Five point norms were computed for each battery. Thus, it can be said that developing the aptitude battery facilitated in placement of each recruit as per the skills and abilities he possesses.

The Impact of Military Mission on Psychological Well-Being – the Longitudinal Study

Pavel Král

Central Military Hospital Prague

There is no doubt that military missions represent serious life stressor. Within the Army of the Czech Republic we did not have any long-term study of their effect on the psychological well-being.

We have conducted the longitudinal study with four consequent (questionnaire) assessments: upon the arrival from the mission and then after three, six and twelve months after the arrival. The first questionnaire covers well-being during the mission, mental health during the deployment and subjective evaluation of the mission. The consequent questionnaires covered (besides the mentioned above) information concerning the reunion and possible problems during this phase.

The gained data have been statistically processed and the preliminary results shall be presented at IAMPS. They describe the development of well-being after the mission and identify the most problematic areas.

Humanized Perception of Potential Victims during Moral Decision Making Recruits Empathy-Related Brain Areas

Claus Lamm¹, Jasminka Majdandžić^{1,2}, Christian Windischberger², Christian Langer³,
Ewald Moser², Herbert Bauer¹

¹*Social, Cognitive and Affective Neuroscience Unit, Faculty of Psychology, University
of Vienna, Austria*

²*Centre for Medical Physics and Biomedical Engineering, Medical University of
Vienna, Austria*

³*Austrian Federal Ministry of Defense and Sports, Vienna, Austria*

In moral dilemmas where one person has to be sacrificed to save the lives of several others people do not always choose the utilitarian decision option. We hypothesized that the perceived “humanness” of the imagined victim is decisive: “humanized” persons evoke stronger empathy and sympathy and thus a stronger tendency not to inflict harm, therefore interfering with utilitarian reasoning. We performed a functional magnetic resonance imaging (fMRI) experiment in which 40 male participants were presented with blocks of moral dilemmas. Preceding each block, two fictitious persons were perceived as either “Humanized” (H) or “Neutral” (N). In subsequent moral dilemmas, participants had to decide whether they would sacrifice the life of these persons in order to save the lives of numerous other persons. Behavioral results show that participants made less utilitarian decisions when the dilemma involved a humanized person ($T_{39}=2.27$, $p=0.028$); fMRI showed increased activity in brain areas including bilateral medial and anterior cingulate cortex (ACC, MCC), bilateral anterior insula (aIns), and bilateral lateral orbitofrontal cortex. This network is known to be involved in inferring and representing (prospective) affective states of others, and the regulation of emotional and cognitive conflict. Thus, moral decisions involving humanized others involve **1**) stronger vicarious distress, leading to increased recruitment of empathy-related brain responses, and **2**) generally stronger emotional involvement, because of a more conflicting situation. In conclusion, our experiment indicates that “perceived humanness” of potential victims plays a crucial role in moral decision making. This has important implications for decision making in both civil and military scenarios in which the lives of people that are perceived as more or less human have to be risked for saving or protecting the lives of others.

Improved Assessment of Personality Disorders that are Security Risks

Eric L. Lang

U.S.A. Department of Defense, Personnel Security Research Center (PERSEREC)

Security and safety problems are sometimes caused by individuals with particular personality disorders. Identifying such individuals is difficult because: (1) traditional clinical personality assessment methods have diagnostic weaknesses and (2) there is insufficient information on which personality disorders relate to the greatest security and reliability risks. To address these challenges, the Defense Personnel Security Research Center (PERSEREC) initiated a two-phase study. In Phase I, 20 personnel security adjudicators from four government adjudication centers served as expert raters on behavioral characteristics that are security risks. The raters identified the characteristics of a hypothetical risky person using the 200 behaviors of the Shedler-Westen Assessment Procedure (SWAP)—a validated and recognized personality assessment instrument designed to assess aspects of personality that are neither accessible via self-report nor readily observable by others. Reliability of the 4,000 ratings, assessed by Cronbach's alpha, showed high consistency (.92) of the risky prototype. Q-sort factor analysis indicated that psychopathy, malignant narcissism, and borderline personality organization are the most salient personnel security risk factors. Results were used to develop item weights for the Dispositional Indicators of Risk Exposure (DIRE)—a new SWAP scale. In the Phase II field test, five Department of Energy (DoE) clinicians used the SWAP/DIRE method for four months to evaluate the security and mental health fitness of 26 individuals employed in a high risk nuclear program. Clinicians reported that the SWAP and DIRE significantly improved their ability to identify employees with risky personality disorders. Implementation issues for military and civilian populations will be discussed.

Investigation of Critical Situations: The Link to Accident Prevention in Aviation Safety

Višnja Livajić Pezer¹ & Darko Šumanovac²

¹*Croatian Armed Forces*

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Considering the fact that the most common cause of aircraft accidents is human factor, and having in mind the possibility of preventing accidents through tracking and analyzing everyday flying activities, the goal of this research is to accentuate the importance of recognizing events which could result in aircraft accidents.

Unlike aircraft accidents, critical situations are more often present in flying activities. However, they are treated inappropriately and incompletely, and often with wrong purposefulness.

Frequency and numerousness of critical situations and the fact that the human factor is dominant, can be used in researches of “aircraft accidents mechanism”, and could result in improvement of the preventive system.

The research included the analysis of flight safety situations that happened in the flight training centre (FTC) that conducted, and is still conducting, flight training with students and pilots throughout the entire calendar year and across the geographical boundaries of the Republic of Croatia. The goal of this study was to find out the flight safety level during the period from 1997-2005 in FTC, analyzing of events which threatened the flight safety with no evident consequences.

Collection and classification of data was done based on valid flight documentation, reports about critical situations, incidents and accidents, by statistic method of counting procedure. The results indicate a need for a systematic investigation of the critical situation (event without consequences) for a longer period within the geographical boundaries of the Republic of Croatia. It was concluded that the most important role in occurrence and decrease in the number of critical situations is human factor whose personal characteristics and professional skills need constant improvement due to flight safety.

How to Justify the Cash for the Selection of Candidates for Voluntary Military Service?

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SLOVENIA

In the Republic of Slovenia we have abandoned compulsory military service in the year 2003 therefore we needed to find different ways of getting military personnel. One of the ways of obtaining it is also a voluntary military service. Hence in 2011, approximately 1700 candidates (of which 200 girls) entered volunteer service.

In the past years one fifth of soldiers did not complete voluntary military service; (causes: illness and injuries such as pains, headaches, migraines, colds, psychological problems etc). The main reason for this is bad perception of what can happen during voluntary service, which is critical especially in the first two weeks of arrival in the military unit. The motivation for overcoming all troubles during the training period is lower and lower.

For a successful solution of this problem we have fixed three processes:

Improve the psychological selection with questionnaires that covered matters relating to the motivation of candidates for voluntary military service, such as the decision for the voluntary military service, a willingness to overcome the psychological and physical obstacles and subsequent employment in the Slovenian Armed Forces.

Soldiers receive the special money prize immediately after their arrival to the unit. At the beginning of voluntary military service we introduced this approach to obtain a sufficient number of candidates.

Nowadays some of them leave the unit immediately after receiving the money by simulation of various medical and psychological problems.

Therefore this year our activities will be mainly focused on the new organization of payment. It means we will merge special money prize with the first monthly salary.

In our promotion activities we will have to stress to our candidates that psychological and physical pressures of voluntary military service are something real and voluntary military service is not just an adrenaline experience.

In my opinion that are the main processes that are relevant for the support of funding provided by the Ministry of defense for selection procedures and I hope that it will be successful in the real situation.

Concepts of Soldiering between National Norms and International Operations: Results from a Comparative European Research

Sabine Mannitz

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(Hessische Stiftung Friedens- und Konfliktforschung, Frankfurt/Main Germany)

I shall reflect on the tensions that soldiers from European democracies encounter as they endeavour to come to terms with competing expectations that arise from the normative concepts of soldiering in their national societies, and from the practical scope of international operations. My presentation draws on an international research project on the ways in which democratic civil-military relations and soldiering are conceptualised in twelve European countries (2006-2011). In qualitative in-depth analyses, we studied first the ideal-type that professes the socialization objective of each country's military. In a second step, we investigated how the normative concepts are understood in military institutions, and finally how individual soldiers who are socialized in these institutions express their attitudes and professional identities. Our major results are:

The complexity of contemporary soldiering leads to convergence in the norms of military leadership.

The particular understanding of what "professional leadership" implies follows national traditions; in some cases these create mental obstacles in the struggles for reform.

The transformation of the international system and the diffusion of threats in the context of extended security concepts make it hard for soldiers to understand their professional missions and add to the stress factors they have to cope with.

Many soldiers miss recognition and appreciation of the military profession from society as well as from the side of political leadership; this can be explained with the imbalance of the high complexity and high risks inherent to international operations without sufficient political explanations and/or public support of these.

Social Dominance Orientation of the Estonian National Defence College Cadets

Aasa Must

Estonian National Defence College

Contemporary Military units face the issue of social tolerance more than before. Military organisations are hierarchical by nature and include mostly men. These conditions are critical for possible group dominance and discrimination. Contemporary military education has to diminish the predisposition of any kind of social discrimination on the basis of arbitrary-set group hierarchy.

J. Sidanius and F. Pratto have offered a new approach to measure the group-based social dominance. This Social Dominance Orientation (SDO) Scale is used in many countries, but mostly not in military units (Canadian sample excluded). The Estonian Defence Forces are based on reservists. There is compulsory conscription service for every male person lasting 8 to 11 month. There is only one military academy in Estonia –Estonian National Defence College (ENDC). Supported by the EU and financed by the programme PRIMUS scholarship an investigation of Estonian recruits', cadets' and young officers' Social Dominance Orientation was carried out (sample 500).

A 12- item version adapted to Estonian language SDO□ was used. The data were computed with the programme SPSS 17.0. The results revealed higher SDO mean score for cadets and officers than for recruits. However, the cadets' SDO score did not increase during studies. It can be concluded that the students entering the ENDC hold already a higher predispositions of discrimination and the military studies do not raise this tendency.

Towards a Holistic Approach to Military Psychological Research and Practice

Can Nakkas & Hubert Annen

Military Academy at ETH Zurich, Switzerland

The demands on soldiering have grown significantly in the last years, as modern soldiers have to satisfy the requirements of a full spectrum of operations ranging from peace support to counterinsurgency. High levels of cognitive performance, mental stability, and social competences are necessary for a serviceman to meet the diverse challenges of operating complex weapon systems under adverse conditions or making both ethically and tactically sound decisions. Psychological aspects are thus increasingly taken into account in the holistic assessment of a soldier's fitness for duty. Since unit training service and peace support operations obviously differ greatly, the relevance of these psychological factors are dependent on the mission of an army. Against the background of military psychology in the Swiss Armed Forces we introduce a holistic model of military psychological research, teaching, and counseling. Consisting of the three mutually dependent factors *selection*, *self-reflection*, and *motivation*, which in turn influence *stress*, this comprehensive model covers every aspect of Swiss military psychology. An illustration of the model based on specific research projects and their impact on military practice shall allow foreign military psychologists to assess its potential use in their own field of application.

The Test EFEKT

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The aim of the article is to present a new assessment method – the test EFEKT. The test is based on the theory of Psychological field by Kurt Lewin. A client chooses the task difficulty level from 1 to 10. Tasks include verbal as well as nonverbal abilities. A client automatically receives a signal whether his/her response was right or not after each answer. After that the client chooses new level of difficulty for the following task.

The test was used to assess type of behavior of soldier of the Army of the Czech Republic. Five types of behavior were distinguished by the reactions of a client after correct or incorrect responses – Attracted (=A), Refusing (=R), Conforming 1 (=C1), Conforming 2 (=C2) and Conforming 3 (=C3). These types were analyzed by the difficulties of chosen tasks, and the results in the Intelligence structure test. The test ANOVA was used. The analysis proved the differences among the types. It was shown that the worst results in the Intelligence structure test achieve clients of the type A; the best results achieve clients of the type R. The most difficult tasks are chosen by clients of the type C1, the least difficult are chosen by clients from the type C3.

Application of the test in the selection procedure is suggested.

Gateways to Command - Officer Selection in the I.D.F.

Yair Noam

Head of Officer Selection Development Section, Behavioral Sciences Center, IDF

The lecture will present the assumptions that lie at the basis of officer development in the Israeli Defense Force. These assumptions are apparent both in the way the officer class is created, the way officers are sought out, selected, and then trained. Officer selection in the IDF is based on two general principles of information collection:

1. The longitudinal collection of data.
2. The multidimensional collection of data.

The longitudinal collection of data

This principle involves collecting data from different periods of the army service to form a long term picture of success or failure in different military "stations".

Data is collected from different stages in the soldier's service, and new prediction scores for success in officer training course are created based on the elements included in each new score from initial scores based on information collected at inductions centers through scores amassed during military courses and a specialized testing center.

The multidimensional collection of data

This principle involves collecting a wide range of evaluations about the soldier at different periods of time. This principle is based on the multi-train multi-rater method of evaluation. The measures collected include ability tests, peer ratings, personality tests and more.

The lecture will present research data on the predictive validity of the officer selection scores on immediate and longitudinal measures. Trends and challenges for the future as well as ramifications for officer selection systems in foreign military will be discussed.

Correlation between Quality of Life and Tolerance among Militarists

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This study examines social tolerance as significant factor affecting human's social tension in current uncertain economic and labour market situation in Latvia. Previously performed pilot examination revealed negative correlation between life quality and tolerance among students. It motivated to examine people with experience in living in extreme conditions. The goal of this research is to develop and diagnose social tolerance of militarists in Latvia. To investigate tolerance such quantitative methods are used - Diversity Icebreaker by B.Z. Ekelund, E. Langvik, and method of determination of tolerance index by U. Soldatova, O.A. Kravtsova and O.J. Huhlayeva and life quality questionnaire; qualitative methods – assessment scale of tolerance by M. Vidnere, program of development of social tolerance drafted in Latvia and practiced in seminars by M. Vidnere and D. Olukalne based on methods by B. Ekelund. 60 militarists participated in the research. In the result of mathematical processing and analysis of all the data of the research tight correlations between tolerance as a personality trait, ethnic tolerance and social tolerance were found. Projective method shows high validation and is useful in the research.

Soldiers Adapt their Personality-Based Needs across Deployment: Coping with constraints?

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In this study soldiers' adjustment with the environment-specific constraints in an operational deployment area was explored. It is hypothesised that situational demands during a combat deployment reflect in soldiers' self-reported needs which are based on two personality traits, namely Sensation Seeking and Need for Structure. Indeed, certain changes on the reported level of those characteristics were observable after the deployment: soldiers who were lower in Sensation Seeking before the deployment were more inclined to seek for sensations after the experience, and soldiers at the both extremes of the Need for Structure dimension (Low and High), modified their behavioural tendencies after the deployment towards a moderate level. Our results show that soldiers are able for characteristic adaptations with certain restrictive demands they have to face during deployment and suggest that these are expressions of traits which can be viewed as states which are by definition temporal.

Implicit Measurements of Ethnic Attitudes on Different Stimulus Onset Asynchrony

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Automatically activated attitudes influence human's behavior and judgements. The results of implicit and explicit measures of attitudes can differ dramatically.

Implicit measurements allow studying automatically activated attitudes to the different objects. The purpose of the research was to study automatic ethnic attitudes using the implicit measurement and to study the correspondence of the measurement results, received by explicit and implicit measures. Implicit methods are indirect, the participants of an experiment are unaware of what is the researcher interested in. It distinguishes them from direct methods, when participants of an experiment or questioning are directly asked about their attitudes towards something or somebody. Implicit method: The procedure of masked unconscious affective priming with nine stimulus onset asynchronies (SOA). Explicit methods: Scales of Ethnic Identity by Soldatova. 312 participants from Estonia and from Latvia took part in the research. In the unconscious affective priming paradigm the visual presentation of target, evaluative words were preceded by prime stimulus - the names of ethnic groups at varying SOAs. Responses latencies were registered. Repeated-measures factorial analysis of variance for latency was used. The measurement results received by explicit measure were analysed by three scales of ethnic identity. With statistical analysis of the obtained data statistically significant distinctions and correlations between implicit and explicit indicators of ethnic attitude have been revealed.

Results. Implicit measurements results and their correspondence with explicit measures significantly depend on SOA. The evidences of cyclic dominance of activatory and inhibitory influences on response latencies on the stage of automatic response were obtained.

Stress, Coping and Some Related Factors amongst Serving Combat Veterans

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The present study investigated stress, coping and some related factors amongst serving combat veterans. 3 x 2 x 2 factorial design has been employed with types of military personnel with respect to combat experience, number of years of military service, and rank status as independent variables (N = 360). The results revealed that combat veterans perceive lesser stress than non combat veterans in routine military life ($F(2, 348) = 21.625, p < .001$). Findings of the study indicate that combat veterans are more altruistic ($F(2, 348) = 55.727, p < .001$) and have shown better general adjustment than non combat veterans $F(2, 348) = 36.936, p < .001$. Most of the interaction effects with respect to rank status and years of service have been significant.

The research study considered illustrates positive aspects of combat experiences. Most of the other studies have been unable to uncover positive outcomes of combat experience and on the contrary, give negative outcomes like depression, PTSD, combat stress reactions, and acts of uncivilized behavior. Importance of the study is to show that where all these negative outcomes of combat experience do exist and cannot be wished away, there is hope of some positive outcomes as well which gives a sense of worth and meaning to life to combat veterans after experiencing threat of death and destruction.

Mediation of Emotional Intelligence between Transformational Leadership and Soldiers' Social Identification

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Training and Doctrine Command
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The study investigates the relationship between commanders' transformational leadership, soldiers' emotional intelligence and social identification with their unit. The aim of the paper is to test empirically, whether leadership behavior and emotional intelligence differ among the levels of military hierarchy and how transformational leadership and emotional intelligence are related to social identification in the military. The participants were 744 soldiers of the National Armed Forces of Latvia. The results show the differences among military ranks in the leadership behavior and soldiers' emotional intelligence. The results indicate the relationship between transformational leadership and soldiers' social identification through soldiers' emotional intelligence as a mediator. The findings suggest that transformational leaders have impact on soldiers' adaptation, stress management and general mood. In addition, military leaders strengthen soldiers' social identification with their unit by teaching and developing the emotional intelligence skills of soldiers.

Personnel Retention in Slovenian Armed Forces

Romana Rupar

Slovenian Armed Forces

As the technology and weapon is developing beyond our imagination in case of military organization human factor still remains decisive. When entering the army the emphasis is on developing a soldier capable to endure the challenges of military life on deployments as well as at the home front. We train the personnel; we educate them, provide the necessary equipment and strive to assure the conditions which will support the development of an individual as well as units. Considering the effort, time and means put in the soldiers' development it is natural that an organization has an interest in keeping the personnel within the system.

Since the armed forces are specific and relatively demanding organization, we too, have faced some attrition generated by different personal as well as organizational factors. In order to address the possible problem, we started with two simple questions. Which are the factors holding our personnel within the organization and which are the ones that cause our members to leave forces? Based on these two questions we have developed a systematic approach to collect the information based on which we are able to implement some measures of retention of personnel. The final goal is to develop a specific program to retain properly educated and trained personnel within the Slovenian Armed Forces.

Analyzing Mutual Relationships in Military Units Operating in Foreign Missions

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Last century was a period of wars with mass involvement of all types of armies on broad fronts. Current military-political situation requires an altered perspective on the way to lead war operations, as well as peacemaking and peacekeeping operations. The focus shifts to small and/or middle size units, as demonstrated by the experience from the Balkans (former Yugoslavia), Iraq and also Afghanistan. Indeed, this new situation requires new methods of supporting the commanding decisions on all levels of commanding.

In the past several years, we have developed an effective method to analyze and transparently visualize mutual relationships, both inside the military units, as well as between the rank and the commanders. The method is named Sociomapping and it can be used for the monitoring of the relationship development as well as for the selection of personnel when creating units intended to operate in missions.

With the use of a questionnaire based on mutual evaluations, the relationship context within and between analyzed groups – military units and their command – is monitored over the entire duration of the mission. In addition to the general standings (positions, roles) of individuals, the emphasis is on revealing the professional and personal relationships, mutual cooperation, perception of authority, provision of support in difficult situations, as well as other specific fields such as the reliance of a soldier upon his colleague in a combat situation or attitude towards army and country.

The results of detailed analysis are used primarily for the development of military units in the operation locations and also for the improvement of estimation of the success rate in fulfilling the tasks assigned to the teams surveyed. The Sociomaps – being the visual outputs of Sociomapping – are used by the actual commanders in operation locations for the management of their service men, after being first presented to all members of surveyed group in a form of a workshop held by an experienced psychologist.

In this paper, we will present the use of the Sociomapping on several real case studies from a longitudinal survey of psycho-social conditions within the Czech Army forces assigned to ISAF operations in the Logar Province in Afghanistan conducted by the Department of Expertise Services in the Field of Human Resources Headquarters of the Personnel Division of the Czech Ministry of Defence.

The purpose of using the Sociomapping in this field is the evaluation of up-to-date information on the functioning of human resources under the specific conditions of a military mission abroad, followed by the presentation of this information to the top executives of the Czech Ministry of Defence, as well as to the Czech Army command. Formulation of consecutive recommendations – adopted to enhance the

revealed positive factors or to eliminate possible “weak spots” in the human factor operations in the Czech Army units – forms an integral part of this survey, in order to safeguard the smooth course of the service at the operations locations of the Czech Army forces.

Psychological Readiness and Organizational Culture - Psychological Lessons Learned for HUN ISAF Missions

Richard Tarnóczy
HDF, senior psychologist

There are differences between military activities concerning with Hungarian contingents and units providing personnel for ISAF tasks, its affect appears in the organizational culture. A questionnaire based study was carried out in Afghanistan (n=343), which pointed out the strong correspondence between industrial/organizational psychological and mental health factors. The initial outcome of current research is based on data of two samples and gives more additional details for maintaining psychological readiness of Hungarian troops in missions abroad.

The study focuses on the subtopics of organizational culture (OC) change in ISAF units, mental health consequences of OC changes and psychological lessons learned for HUN ISAF missions.

Surveys and questionnaires used are the Organizational Culture Assessment Instrument (OCAI - by Quinn's typology), organizational diagnostic questionnaires (developed for the Hungarian Defence Forces) and a mental health questionnaire (developed for the HDF). The data was analyzed using ANOVA and principal component analysis.

The following results were concluded. There are differences between organizational culture dimensions of units in Hungary and in the theatre, effectiveness and mental health components have overriding importance and the significant disparity between flexibility-discretion furthermore stability-control dimensions produces effects on effectiveness and mental health components of units.

Special Forces Selection Involving Neuroendocrine Stress Markers: Future Directions in Human Reliability Analyses

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Special Forces (SF) selection applications include diverse forms of human reliability analyses. The current paper reports from a field experiment during an extremely strenuous prisoner of war (POW) exercise within the Belgian SF selection procedure. Twenty-seven SF candidates ($M = 27.4$ years, $SD = 5.1$) were randomly assigned to a no-stress control ($n = 14$) or a high-intensity stress group ($n = 13$). Immediately after stress or control treatment, candidates' coping capabilities were assessed through standardized cognitive (digit span test and Rey-Osterrieth complex figure) and practical outcome measures. Concurrently, stress levels were assessed subjectively (NASA task load index) and objectively by obtaining salivary cortisol assays as neuroendocrine stress markers. As expected, exposure to POW stress led to significant differences in subjectively perceived stress, to robust increases of cortisol concentrations, and to significantly deteriorate cognitive performance. Interestingly, in the stress group, cognitive performance outcomes correlated negatively with cortisol reactivity. Furthermore, distinct differences between high and low cortisol responders were observed. Incited by the latter bottom-up approach, the authors discuss potential future directions in naturalistic stress research that involve endocrinological stress markers to detect individual differences. Potential promising fields of application appear to be the assessment of training aimed at stress reduction, cognitive reliability analyses, and – in a later stadium – improved selection of high-reliability professionals such as SF operators.

Registration and testing protocols for the empirical study were submitted to and approved by the standing ethics committee of the Open University, the Netherlands.

Structured Interviews in the Greek Air Force Selection System

Christoforos Th. Thomadakis
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Interviews are the most prominent selection tool in the employer-employee interaction. Conducting an interview as an interviewer gives you the “power” to select what is best for your organization and as your partner. The task of selecting students for Military Academies within the Air Force is the responsibility of the Division of Air Force Support Command. Until 2007, selection in the Hellenic Air Force was based on a series of general questions related with the field of Air Force regardless disciplines, duties, working environment.

From 2008, the first “Train the Interviewer” seminar has taken place addressing the issues of training and conducting professional interviews based on situational judgments combining individual abilities and environmental challenges.

After 3 years of implementing structured interviews, challenges are remaining since candidates and military officers are experiencing major changes in employment market through merging and downsizing.

Training sustainable interviewers for specific job role profiles is mandatory and produces measurable results both for employers and candidates. The role of tailor made psychometric tools and questionnaires remain on top priority list to facilitate in selecting more successful candidates.

The Importance of Common Language and Psychological Training of the Troops Pre-International Operations

Alexandre E. Van Acker
2010 Vice president CIOMR

Time and again we, psychiatrists and psychologist, have to harp back onto the old themes, which tend to be forgotten, that people in civilian life and in the military are first individuals with their hopes, aspirations and fears.

Regularly comes a new wave of hope in cure alls, and there is the always present danger of governments, or private firms, as for that matter, to want to do things on the cheap. The recent economical woes strengthened the hands of “economy” minded bureaucrats. In the military this can lead to loss of limb and life, or to psychological damage.

To limit damage, physical and mental, during common operations, intercommunication is important. This asks for a common language. A common psychological training can help to better understand and cooperate with our NATO friends of all nations, especially in times of stress.

At three stages it will be important to think about the importance of learning a common language and follow a common psychological training: First at basic training, secondly at pre-operation training and thirdly between missions.

**State of the Unit:
A Description of Instruments and Scales
Part II: Practical Application**

Renier van Gelooven

NLDSC Behavioral Sciences (NLDSC behavioral sciences)

In our work as applied military psychologists we strive for added value, efficient procedures and scientific basis. The Dutch morale questionnaire has been developed and applied to assess unit climate in operational circumstances. The core measures Enthusiasm and Exhaustion have now been incorporated in the Periodic Information for Commanders through Unit-specific Reports per unit (PICTURE). The focus of this paper is to determine whether the new scales are useful for commanders in this different context. Furthermore we study how the proposed model works on a group level (as compared to the individual level). With this paper we hope to enable the readers to make their own, well founded, judgement of the applicability of the proposed instruments in their own practice.

**State of the Unit:
A Description of Instruments and Scales
Part I: Testing the Model**

Renzo C. Versteeg
*Netherlands' Defense Services Centre
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The Netherlands' Defense Services Centre (NLDSC) Behavioral Sciences has as its' main goal to support and enhance the Netherlands' Ministry of Defense (MoD) by means of practical social science research and advise. Last year, the NLDSC faced future research budget cuts to be executed in 2011, and was challenged to redesign – among other programs - the research program for monitoring well being (PICTURE unit climate questionnaire). Besides this main purpose concerning effectiveness (do more, or at least the same, with less), a second purpose was to diminish the number of questionnaires submitted to the Dutch MoD personnel. Third, other NLDSC research programs should benefit from items and construct included in the revised PICTURE questionnaire (e.g. MoD Leadership Monitor). In order to meet these requirements, the research model, method and questionnaire were revised in 2010, and submitted to two large Dutch MoD organizations in the first months of 2011. This paper describes the revised PICTURE research model, method and questionnaire. The revised model is tested using Structural Equation Modelling (SEM). Results indicate differences in model fit measures and significant pathways, not only between both MoD organizations, but also between hierarchical levels within the organization. Finally, consequences of these differences are discussed.

Latvian Emotional Experience as Historical Consciousness Phenomenon

Māra Vidnere

This study examines the attitudes and current living conditions of 1300 Latvians who managed to survive the imprisonment and deportation to forced labor camps during the Soviet occupation of Latvia. The average length of confinement in the forced labor camps in Siberia was 15 years. The work deals with the problems of repressed people's experience in psychology showing the experience and its understanding these falsely accused and convicted people as well as the highest values of life created as a result.

The Purpose of Research. To explore the intercoherence between the traumatic emotional experience of the repressed persons in life threatening situations (LTS) and the forming of values.

The Methods of Research. An analysis was made of the literature of psychological and sociological science about the manifestation of a totalitarian power and the psychological processes of social changes. The result of this work is an evaluation and description of the psychological consequences of these changes. The traumatic emotional experience of the repressed persons was researched by organizing the psychological service at the Union of the Politically Repressed in Latvia. The local authorities in Latvia started to register in 1991 when Latvia regained its independence following the collapse of the Soviet Union. By April 1995 some 35,600 returnees had been registered. Process of Data Collection: The local authorities in Latvia started to register the returnees in 1991 when Latvia regained its independence following the collapse of the Soviet Union. By April 1993 some 15,600 returnees had been registered. Data collection for this study took place between September 1994 and March 1995. A systematic sample of every fifth name was selected from the several lists provided by the local governments in Latvia. The instrument was a three-page mail questionnaire containing 16 blocks-questions, and space was provided for additional comments. A total of 2,500 questionnaires were distributed. By August 1995, 780 questionnaires were returned and analyzed. Although the responses still trickle in, this report presents the findings of 720 respondents (a 28.8% response rate). Due to the profound social changes taking place in the country, it seems best to treat the later responses separately from the first. At the time of data collection, the ages of the ~ ranged from 35 to 95.

Findings. Reasons for Arrests, Imprisonment and Deportations. It appears that the Soviet authorities pursued deliberate genocidal policies by slating for persecution members of specific national and socio-economic groups.

Method. Process of Data Collection: The local authorities in Latvia started to register the returnees in 1991 when Latvia regained its independence following the collapse of the Soviet Union. By April 1993 some 15,600 returnees had been registered.

Conclusions. Under such circumstances we come in contact with phenomena that are fundamental for the comprehension of a human being. It is the expression of its essence, individuality, determined by the concept of those values that attest the

common sense, the ability of orientation in life and responsibility. In the synthesis of an emotional experience the creativity is assured as the basis of a unique empiric process, as the possibility of a creative process in a life experience where the highest principles of life come forth. A great mathematical processing of the empiric material and an analysis of results has been accomplished that allows comprehending the essence of interrelations of the comprehension of the emotional experience and the forming of satiated values.

Gender Differences among Military University Applicants

Lucie Vochozkova & Pavel Král
Central Military Hospital Prague

There are 1,590 applicants who would like to study at the Military University this year. 336 out of this number will probably be accepted. Our survey deals with the possible motivation differences among men and women.

The data were gained during the clinical psychology assessment (part of the general medical examination) of the future cadets.

Our sample was composed of 300 applicants out of which number two thirds were men and one third women. We asked them very carefully and in a detailed way about their motivation which leads them to apply for the Military University.

The gained data were statistically processed the results indicate differences in motivation of men and women. Women are more attracted by the physical activity and sport opportunities while men tend to have more subject oriented motivation - the army itself, military machinery and interest in military life.

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