

Frequently Asked Questions

Q1: Why is the Army taking a look at itself now? Is there a problem necessitating this inward study?

A1: The Army Profession Campaign has been a campaign of learning. This is what effective professions do. After more than a decade of war, the Army has faced many challenges, and has performed exceptionally in defense of the Nation. With the end of combat operations in Iraq and the eventual end of combat operations in Afghanistan as conditions continue to improve, the senior Army leadership saw this as an appropriate time to evaluate the Army as a profession, taking steps to strengthen the profession and shape the Army of 2020. This self-assessment was not initiated in response to any specific problem or issue and is a natural function of a responsible profession.

Q2: What methods were used to assess the Army?

A2: To assess the state of the Army Profession, researchers from a broad community of practice conducted 67 events and research initiatives including surveys, focus groups, senior leader forums, research studies, conferences and symposia, and social media engagement. In addition, the Center for the Army Profession and Ethic (CAPE) created video products, publications and digital applications to educate audiences about the profession.

Q3: Did different issues emerge for the Active, National Guard and Army Reserve?

A3: Members of all components of the Army were included in researching the Army Profession. Although slight differences occur between Army components, initial analyses of the results have found very similar findings across components.

Q4: Will the Army continue to research issues determined by the Army Profession Campaign? What form will that research take?

A4: The Army continually assesses its strengths and weaknesses through a variety of methods. These include annual surveys such as the Center for Army Leadership's Annual Survey of Army Leadership as well as research aimed at specific issues. As the proponent for the Army Profession, CAPE will continue these research efforts in a similar and complementary manner to improve the Army.

Q5: What will be done with the results of the annual report?

A5: Once the senior Army leadership has an opportunity to review the findings and recommendations in the annual report, it will be used to inform changes, additions, and adjustments to current policies, programs, training, education, leader development and doctrine. For example, already findings from the study are being used by the Army to revise professional military education curriculum and deliver tools such as Army Values sustainment training. The campaign has also led to changes in the Army's leader requirements model in ADP 6-22 that guides leader development.

Q6: How will findings and recommendations be implemented?

A6: Ten (10) initiatives from the campaign are ongoing or already completed. Additionally, at the Army Profession Forum on 30JAN12, CG TRADOC approved 13 "quick win" initiatives for execution. Once approved by CG TRADOC, the remainder of the recommendations from this campaign will become Army initiatives that will be governed through the Army Leader Development Program to ensure they are resourced and executed.

Q7: How will the proposed budget and manning shortages affect the Army's professionalism and its ability to retain a highly-qualified, professional force?

A7: The current defense strategy ensures we will have the force size and composition capable of a range of missions and activities. It is the responsibility of our senior leaders to ensure that the decisions we make during this transition to a leaner Army results in the most professional force possible. This is why this study is so essential at this point in history. We are entering a major transition period and consequently this is an appropriate time to assess the Army Profession, taking steps to ensure that our choices in the major decisions before us will serve to strengthen the profession and shape the Army of 2020. We will do our part to make sure the Army Profession is the finest in the world, supporting and sustaining U.S. global leadership. We have the best cared-for and battle-tested Army in the world, and we intend on keeping it that way.