

## FEEDBACK & MENTORING

### EXERCISE

#### “Kristen”

Eligible for C/Amn

In-Ranks Cadet

15 years old

Joined CAP 1 month ago

1. Kristen's uniform is clean and well-pressed. You often see her checking her gig line and brushing lint off. Her boots are polished, but not spit-shined.
2. She says “sir” and “ma’am” all the time.
3. Kristen scored a 80% on the Curry written test. Her flight sergeant wonders if she fully understands how grade insignia works. She gets mixed up between stripes, pips, and diamonds.
4. Upon arriving at the squadron, she hangs up her coat, gets her binder out, checks her uniform, and quietly hangs out near her flight sergeant until it's time for formation.
5. She was the last cadet to finish the mile run, barely passing with a time of 11:05.
6. During the CPFT, she really cheered on her partner during the push-ups and curl-ups event.
7. On the drill field, she is proficient in facings and flanks. Her flight sergeant told her to fall in into column formation, but she had no clue what that meant.
8. Kristen is incredibly shy. She won't make conversation with anyone unless they initiate it. No one on the staff believes she has made any friends yet.
9. It's hard to know if she listens well. She seems to follow directions, but if an officer tells her something, she acts like she's trying to get away from them as quickly as possible.
10. She signed up to help the squadron support a local airshow. The night before the event, she texted her flight sergeant to say she couldn't attend after all, but she did not give a specific reason for having to back out.

#### “Dylan”

Eligible for C/SMSgt

Flight Sergeant

13 years old

Joined CAP a little over 1 year ago

1. Dylan averages a 96% on his achievement tests.
2. Whenever you see him, his uniform looks spectacular. You wonder how many hours he spends shining his boots and shoes.
3. The cadet commander approached Dylan three times to give him tips on transitioning into his new flight sergeant role. Every time, Dylan gave her his complete attention. He listens intently to every single word his leaders say.
4. If there's a CAP activity, Dylan will be there. He's obviously very eager to participate in every possible event. Once or twice, he's asked when he'll be invited to the staff meetings currently attended by two C/CMSgts and two cadet officers.
5. Dylan's father says he's on track to attend the Air Force Academy.
6. One cadet in his flight has an outstanding uniform. But most cadets' uniforms are OK at best. Knowing this, Dylan often cries, “I expect your uniform to be perfect, people!” He seems to always be looking for uniform infractions on his cadets. The cadet commander remarks that she's never heard him congratulate cadets for looking sharp in any way.
7. During classes and activities, you've noticed Dylan does not fully pay attention. His mind is elsewhere. You ask him about this and he responds, “I need to watch my flight and make sure they're sitting up straight.”
8. Dylan really drives his cadets. He often threatens them with “demerits” if they fail to meet his expectations in drill and customs and courtesies, even though your unit does not use demerits. You've heard him say that he is an NCO, and the airmen he leads need to respect his authority.
9. The other flight sergeant, in contrast, takes extra time to teach her flight how to improve their uniforms and how to perform better in drill. This seems silly to Dylan. “People are either motivated or they're not,” you hear him say.
10. You were driving the cadets through an economically depressed part of town when you heard Dylan say, “Why don't poor people just work harder and get jobs that pay more money? My dad makes \$350,000 per year.”