



# INTENSITY WATCH-OUT LIST

CAP VA 60-111 March 2023

Hard copies may be available from NHQ. See [GoCivilAirPatrol.com/60-111](http://GoCivilAirPatrol.com/60-111).

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Use the Watch-Out List to spot behaviors associated with excessive military intensity at encampments and similar activities. Remember that encampment is intended to be a challenging and regimented experience and that cadet cadre are still learning leadership, and may err from time to time. Leaders observing these behaviors should counsel and mentor cadre members to ensure students are treated appropriately and with respect. See CAPPs 60-70 & 60-15 for further guidance.

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- 1. Swarming.** Multiple cadre intensively engaging simultaneously with students, often with contradictory or confusing commands.
- 2. Out of Bounds.** Level 1 intensity used when not authorized or otherwise inappropriate. Examples: Before Honor Agreement signed (at encampment), during an academic class, during Personal Time, or in non-CAP spaces such as the medical clinic or Base Exchange.
- 3. Personal Space Violation.** Raised voice directed at a student within arm's length.
- 4. Punishing Success.** Cadre continues to use Level 1 intensity despite successful completion of an assigned task. Example: Repeatedly yelling "Again!!" after student successfully recites memory work.

CONTINUED ON REVERSE

**5. Terrorizing.** Continued use of Level 1 intensity when a student is displaying obvious signs of excessive stress. Examples: Cadets who are tearful or crying, unable to respond verbally, or are vapor locked.

**6. Embroilment.** Use of Level 1 Intensity by cadre when upset or angry.

**7. Intensity Without Training Value.** Cadre must be able to articulate the reasons for use of Level 1 intensity that are related to legitimate training objectives. Intensity used to amuse cadre or others is inappropriate.

**8. Loud Noise Without Training Value.** Use of loud repeated or sustained noise solely to increase intensity without an articulable training value. Includes drumming, loud recordings, horns, whistles, etc.

**9. Resistance to Supervision.** Attempting to minimize supervision and oversight by more senior cadre or senior members. Examples: Discouraging seniors from being present during Level 1 intensity activities, moving students out of sight or hearing of more senior cadre or seniors in order to minimize effective supervision, or not accepting and/or undermining guidance concerning intensity and training methods provided by more senior cadre and senior members.

## AND FOR BOTH CADRE AND SENIORS:

**10. Reluctance to Supervise.** Failure to be present, supervise, and actively intervene as necessary to ensure compliance with encampment guidance.

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