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<th>Gibraltar</th>
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| 09:00 - 12:00| Conference Opening Ceremony: Welcome Addresses, and Keynote  
Panel: Publishing with IMTA and the Canadian Defence Academy Press Volumes (ID 75)  
Limestone City Ball Room |
| 12:00 - 13:00| LUNCH          |           |           |                  |
| 13:00 - 14:30| Symposium # 1  
Measuring and Monitoring Resilience Throughout the Military and Police Career  
ID 15  
Chair: Dr Esther Oprins  
A Predictive Validity Study of a Selection Instrument on Resilience in Seven Countries  
ID 16  
Speaker: Dr Esther Oprins  
Predicting Health and Performance among Military Personnel  
ID 17  
Speaker: Dr Wouter Huybens  
Resilience as Buffer for the Impact of Confrontation with Mentally Challenging Incidents During Police Training  
ID 18  
Speaker: Dr Lena Westerveld |
|              | Symposium # 2  
Multidimensionality of Leadership in the Military - a Multinational Perspective  
ID 97  
Chair: Dr Tzveta Dobreva-Martinova  
Identifying and Developing Inclusive Military Leaders  
ID 98  
Speaker: Dr Melinda Key-Roberts  
Value Profiles and Related Factors in the Norwegian Armed Forces  
ID 99  
Speaker: Mr Jan Heimdal  
Developing Military Leaders for Effectively Leading in Complexity and Ambiguity  
ID 100  
Speaker: Ms Ann Rubens Mortensen  
Called to Task: Canadian Military Leaders’ Views on Sexual Misconduct  
ID 101  
Speaker: Dr Sara Rubenfeld  
How Leaders Can Promote Well-Being Among Military College Staff  
ID 102  
Speaker: Dr Carla Sowinski |
|              | Paper Session  
Recruitment/Selection/Retention  
Chair: Dr Anna Ebel-Lam |
| 14:30 - 15:00| Paper Session  
Testing and Behaviour Measurement  
Chair: Dr Stephen Stark |
|              | Recruitment and Selection to the Swedish Armed Forces – from an All-Volunteer Recruitment to a Re-established Conscription  
ID 13  
Speaker: Dr Sofia Svensén  
Systematic Follow-up of the Psychological Selection to the Swedish Armed Forces  
ID 12  
Speaker: Dr Sofia Svensén  
A Study on Standardization of Interview Evaluation Guidelines for the ROK Army Cadets Selection  
ID 127  
Speaker: Dong-yoon, Lee  
The Retention of Medical Officers in the Canadian Armed Forces  
ID 32  
Speaker: Dr Anna Ebel-Lam |
|              | Advances in Forced Choice Modeling and Implications for Noncognitive Testing  
ID 124  
Speaker: Dr Stephen Stark  
Development and Validation of a Selection Test for Army Strategists  
ID 106  
Speaker: Dr Elizabeth Salmon  
Integrity Testing in the Norwegian Police Selection: All that glitters is Not Gold  
ID 53  
Speaker: Tom H. Skoglund  
Classes and Clusters found in a Sample of National Servicemen  
ID 30  
Speaker: Dr Warwick Graco |

**BREAK**
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<tr>
<td>15:00 - 16:30</td>
<td>Symposium # 1 (Continued)</td>
<td>Paper Session</td>
<td>Symposium # 3</td>
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<td></td>
<td>The Role of Resilience Resources in Predicting Long-term Post-deployment Adjustment: A Longitudinal Study</td>
<td>Human Factors and Performance</td>
<td>Competency-Based Management in a Canadian Armed Forces Context</td>
<td>Diversity/Commitment/Grievance</td>
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<td>ID 19</td>
<td>Chair: Dr Katherine Banko</td>
<td>Chair: Dr Kevin Rounding</td>
<td>Chair: Dr Deanna Messervey</td>
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<td>Speaker: Karen Ranking</td>
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<td>Dismounted Operations: Assessing the Canadian Army Battle Management System</td>
<td>In Situ Qualitative Research in Military High-Risk Teams</td>
<td>Deployment, Commitment and Intention to Serve in the German Reserve</td>
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<td>Speaker: Maj Jakob Barfod</td>
<td>Speaker: Dr Felix Breyer</td>
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<td>In Situ Qualitative Research in Military High-Risk Teams</td>
<td>Cockpit Attitudes and Pilot Decision Making in Non-normal Operations</td>
<td>Military Culture and Soldiers’ Identity</td>
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<td>Speaker: Dr Sukmo Gunardi</td>
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<td>Speaker: Jonathan Steeves</td>
<td>Speaker: Maj Michelle MacArthur,</td>
<td>A Study on the Types of Subjective Cognition Towards Factors that Hinder Soldiers from filing a Military Grievance: Applying Q Methodology</td>
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<td>10:30 - 12:00</td>
<td><strong>Symposium # 4</strong></td>
<td><strong>Paper Session</strong></td>
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<td></td>
<td><em>Examining the Assessment of Vocational Interests in the U.S. Military</em></td>
<td><em>Leadership</em></td>
<td><em>Talent Management/Attrition</em></td>
<td><em>Mission</em></td>
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<td>ID 114</td>
<td>Chair: Maj Artur Meerits</td>
<td>Chair: LCdr Chris Harding</td>
<td><strong>Readiness/Resilience</strong></td>
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<td><strong>Chair</strong>: Dr Christophe Nye</td>
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<td>Speaker: Dr Tonia Heffner</td>
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<td><strong>Speaker</strong>: Dr Cristina Kirkendall</td>
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<td><strong>Vocational Interest and the Air Force Work Interest Navigator</strong></td>
<td>Force-specific Leadership Cultures in Multinational Associations</td>
<td>The Psychological Factors of Suspension from Compulsory Military Service</td>
<td>Preparing Soldiers for Mission Readiness: Intangible Psychological Constructs</td>
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<td>Speaker: Dr Rafaela Kraus</td>
<td>Speaker: Dr Inga Karton</td>
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<td><strong>Speaker</strong>: Mr Johnny Weissmuller</td>
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<td><strong>Assessing Vocational Interests in the U.S. Navy</strong></td>
<td>The Leader as an Intercultural Interface: Managing Uncertainty</td>
<td>Quality of Life and Mental Toughness in Military Training</td>
<td>Evaluation of Resilience Training – Between Desire and Reality</td>
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<td>Speaker: Mr Ulrike de Ponte</td>
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<td><strong>Speaker</strong>: Dr Stephen Watson</td>
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<td><strong>Speaker</strong>: Dr Hubert Annen</td>
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<td><strong>Career Exploration in the Military</strong></td>
<td>Coaching Top Leaders: Does Self-other Agreement Matter?</td>
<td>Patterns of Problematic Alcohol Use among ROK Officers and NCOs</td>
<td><strong>ID 119</strong></td>
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<td>ID 118</td>
<td>Speaker: Dr Shannon Salyer</td>
<td><strong>Speaker</strong>: Ms Ji-yeon Park</td>
<td><strong>Speaker</strong>: Dr Steven Aude</td>
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### Wednesday, October 17th

**Keynote Speakers: Limestone City Ballroom**

- **08:00 - 10:00**
  - **TIME**
  - **Keynote Speakers: Limestone City Ballroom**
  - **08:00 - 10:00**
    - **Symposium # 4**
      - Examining the Assessment of Vocational Interests in the U.S. Military
      - **ID 114**
      - **Chair**: Dr Christophe Nye
    - Development of the Adaptive Vocational Interest Diagnostic (AVID)
      - **ID 115**
      - **Speaker**: Dr Cristina Kirkendall
    - Vocational Interest and the Air Force Work Interest Navigator
      - **ID 116**
      - **Speaker**: Mr Johnny Weissmuller
    - Assessing Vocational Interests in the U.S. Navy
      - **ID 117**
      - **Speaker**: Dr Stephen Watson
    - Career Exploration in the Military
      - **ID 118**
      - **Speaker**: Dr Shannon Salyer
    - **10:00 - 10:30**
      - **BREAK**

### Event Schedule

- **10:30 - 12:00**
  - **Symposium # 4**
    - Examining the Assessment of Vocational Interests in the U.S. Military
    - **ID 114**
    - **Chair**: Dr Christophe Nye
  - Development of the Adaptive Vocational Interest Diagnostic (AVID)
    - **ID 115**
    - **Speaker**: Dr Cristina Kirkendall
  - Vocational Interest and the Air Force Work Interest Navigator
    - **ID 116**
    - **Speaker**: Mr Johnny Weissmuller
  - Assessing Vocational Interests in the U.S. Navy
    - **ID 117**
    - **Speaker**: Dr Stephen Watson
  - Career Exploration in the Military
    - **ID 118**
    - **Speaker**: Dr Shannon Salyer
  - **1200 - 1300**
    - **LUNCH**

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For more information or to register for the event, please visit the official website.
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| 13:00 - 14:30 | Symposium # 5<br><i>Leading Effectively: How to Build Successful Cultures and Practices</i>  
**Chair:** Lt Col Dan Watola  
**ID 34** | Symposium # 6<br><i>Global Views on Military Performance: General Perspectives</i>  
**Chair:** Dr Douglas Lindsay  
**ID 61** | Paper Session<br><i>Selection/Classification</i>  
**Chair:** Ms Marcelle Girard  
**ID 2** | Paper Session<br><i>Mental Health/Stress/Resilience</i>  
**Chair:** Dr Danielle Charbonneau |
|              | Improving Leader’s Well-Being and Performance Through Mastery of Habits  
**ID 35**  
**Speaker:** SQN Ldr Bethany Gerling | How Leaders Can Improve Followers’ Performance through Organizational Alignment  
**ID 62**  
**Speaker:** Lt COL Peter Reiley | Job and Work Analyses in the German Armed Forces  
**ID 2**  
**Speaker:** Dr Sibylle Dunker | Military Knowledge Transfer after the Berlin Terrorist Attack  
**ID 6**  
**Speaker:** Dr Ulrich Wesemann |
|              | How Military Leaders Can Use Power and Influence Effectively  
**ID 36**  
**Speaker:** Lt Col Peter Reiley, PhD | Points to Ponder: Individual Performance in the Military  
**ID 63**  
**Speaker:** Dr Jacques Gouws | Comparison of Ability Requirements for UAS operators  
**ID 3**  
**Speaker:** Dr Hinnerk Eissfeldt | The Soldier On Program: Lessons Learned and the Way-Ahead  
**ID 33**  
**Speaker:** Ms Megan Therrien |
|              | Communicative Behaviour as Transformative Power of Military Leadership  
**ID 37**  
**Speaker:** Lt Col Samir Rawat, PhD | Self Awareness and Attitude Training for High Performance in the Military  
**ID 64**  
**Speaker:** Dr Samir Rawat | Re-design of the Close Protection Operative Assessment Center (CPOAC)  
**ID 29**  
**Speaker:** Ms Marcelle Girard | Barriers to Military Mental Health Care by Mental Health Issue  
**ID 39**  
**Speaker:** Ms Megan Therrien |
<p>| 14:30 - 15:00 | <strong>BREAK</strong> | <strong>BREAK</strong> | <strong>BREAK</strong> | <strong>BREAK</strong> |</p>
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<td>Speaker: Ms Vanessa Brown</td>
<td>Speaker: Dr Nity Sharma</td>
<td>Chairs: Dr Wendy Darr &amp; Dr Elliot Loh</td>
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<td>15:30 - 16:30</td>
<td>Paper Session: Morale</td>
<td>Paper Session: Certifications help Military Members Show what they Know</td>
<td>Enhancing the Selection of 4-Year Army ROTC Scholarship Recipients</td>
<td>Military Personnel Selection in the Context of Diversity</td>
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<td>Chair: LtCol Myckel Cremers</td>
<td>Morale of Dutch Units Deployed in the Period 2014-2017</td>
<td>Chair: Dr Mark Young</td>
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<td>ID 113</td>
<td>Speaker: Ms Sue Jackson &amp; Bill Brigman</td>
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<td>ID 81</td>
<td>Chair: LtC Antek Kasemaa</td>
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<td>Speaker: LtC Antek Kasemaa</td>
<td>Speaker: Peter G Tedeholm</td>
<td>Five-factor Model Personality Traits of Swedish Counter Terror Police Officers</td>
<td>Speaker: Dr Elliot Loh</td>
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<td>ID 81</td>
<td>Towards a Definition of Integrity in the Military</td>
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<td>Speaker: Dr Maria Fors</td>
<td>Speaker: Dr Maria Fors</td>
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<td>Item Validity Test “STAXI” with the Indonesian Air Force</td>
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<td>ID 92</td>
<td>Integrity Assessments in Military Personnel Selection</td>
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<td>Speaker: LT Col Zamzani</td>
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<td>Speaker: Dr Marjolein Verboom</td>
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<td>13:00 - 14:30</td>
<td>Paper Session Selection/Classification</td>
<td>Symposium # 8 Global Views on Military performance: An Empirical Examination</td>
<td>Paper Session Leadership</td>
<td>Paper Session Resilience/Dehumanization /Military Duty</td>
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<td>Chair: Dr Carla Sowinski</td>
<td>ID 67 Chair: Dr Allister MacIntyre</td>
<td>Chair: Anne Goyne</td>
<td>Chair: Dr Adelheid Nicol</td>
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<td>ID 85 Speaker: Ms Tamara Doulgeris</td>
<td>ID 68 Speaker: Dr Salvatore Lo Bue</td>
<td>ID 4 Speaker: Dr Samir Rawat,</td>
<td>ID 76 Speaker: Dr Archana Singh</td>
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<td>Development of Situation Apperception Test: A Measure of Implicit Motives</td>
<td>Job Performance Considerations in Military Settings</td>
<td>Staying Ahead of the Game: Development of the Leading Indicators Questionnaire</td>
<td>Positive Traits and Virtues: Pathways to Resilience among Military Personnel</td>
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<td>ID 87 Speaker: Dr Suresh Arumugam</td>
<td>ID 69 Speaker: Tammy Mahar</td>
<td>ID 31 Speaker: Anne Goyne</td>
<td>ID 77 Speaker: Dr Updesh Kumar</td>
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<td>The AFOQT and Pilot Performance: A Meta-analytic Investigation</td>
<td>Monitoring Mental, Physical and Organizational Performance in Different Military Training Settings by Focusing on Perseverance and/or Attrition</td>
<td>Handling the Toxic Buzzword: Defining and Addressing Counterproductive Leadership</td>
<td>Application of Psychological Research on Dehumanization in the Military</td>
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<td>ID 86 Speaker: Mr. Khalid ALMamari</td>
<td>ID 70 Speaker: Dr Olaf Binsch</td>
<td>ID 40 Speaker: Dr Melissa Wolfe</td>
<td>ID 5 Speaker: Dr Adelheid Nicol &amp; Dr Mathieu Gagnon</td>
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<td>ID 88 Speaker: Mr. Khalid ALMamari</td>
<td>ID 71 Speaker: Col Eri Hidayat</td>
<td>ID 129 Speaker: Ms Anna Van deb Brand</td>
<td>ID 109 Speaker: Dr Sofia Nilsson</td>
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14:30 - 15:00 BREAK
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| 15:00 - 15:30 | **Symposium # 9**  
*Countering Counter-productivity in the Military*  
ID 47  
Chair: Dr Wendy Darr | **Symposium # 8 (Continued)**  
Organizational Performance Measurement for the Canadian Military Personnel System  
ID 72  
Speaker: Mr Max Hlywa | **Paper Session**  
*Human Factors, Safety, and Performance*  
Chair: Dr Esther Oprins | **Paper Session**  
*Stress/Resilience/Family Support*  
Chair: Ms Megan Therrien |
| 15:30 - 16:30 | **Dilemma of Deviance: Early Cold War Studies of Military Delinquency**  
ID 48  
Speaker: Dr Meghan Fitzpatrick  
Destructive Leadership in Crisis Management: Behaviors and Coping Strategies  
ID 49  
Speaker: Dr Maria Fors Brandebo  
Moral Character and Decision-making Research from a Military Standpoint  
ID 50  
Speaker: Dr Deanna L. Messervey  
Towards the Development of a Personality-Based Measure of Integrity  
ID 51  
Speaker: LCdr Chris Harding  
Situational Judgment Test  
Measuring Integrity: Validation and Issues  
ID 52  
Speaker: Dr Francoise Bertrand | **Paper Session**  
*Online Testing*  
Chair: Dr Mathieu Gagnon  
Deciding on and Implementing an Unproctored Internet Test  
ID 96  
Speakers: Mr Jimmi Andreasen and Ms Janne Hellerup Nelson | **Personalized Military Training, Supported by Learning Analytics**  
ID 14  
Speaker: Dr Esther Oprins  
Competence Development and Hierarchical Rise: An Enriching or Excluding Relationship?  
ID 60  
Speaker: Mr Daniel Schmidt | **Daily Hassles and Uplifts in Veteran Recovery**  
ID 10  
Speaker: Dr Sofia Nilsson  
Unproctored Internet Testing  
ID 95  
Speaker: Dr Jonathan Bradshaw  
A Primer on Computer-Based Testing Models: Which is right for you?  
ID 90  
Speaker: Dr Anthony Zara | **Cognitive Function and Affect State at High Altitude Hypoxia Condition**  
ID 73  
Speaker: Dr D. Ravi  
Change the Way of Safety Thinking: A Cannabis Case Study  
ID 28  
Speaker: LtCol Renzo Versteeg | **Military Spousal/Partner Employment: Identifying the Barriers and Support Required**  
ID 84  
Speaker: Natalie Fisher | **Group Cognitive-Behavioural Approach to Reduce Anxiety of IAF Paskhas Wifes**  
ID 89  
Speaker: Capt Martin Herdiansyah |

**END OF PRESENTATIONS FOR DAY 3**