



# Armor Branch TBB Storyboard



**Proponent Vision:** Armor officers are leaders of teams who are experts in combined arms, reconnaissance, and security operations. They possess the technical and tactical competence, social and cultural awareness, and oral and written communications skills needed to cultivate trust and teamwork. Armor officers are responsible for training their units for combat to defeat lethal, adaptive enemies in all types of terrain. Armor officers lead their tank formations, closing with and destroying the enemy, as well as lead scouts conducting reconnaissance and security operations. They are physically fit and mentally tough, prepared to succeed under the most adverse conditions. They are leaders who possess a flexibility of mind and can utilize multiple technologies to devise solutions to complex and dynamic challenges. Armor officers are comfortable making decisions in ambiguous environments, developing courses of action, determining and mitigating risks, then precisely and effectively communicating plans to accomplish the task or mission.

## **Developmental / Experiential Learning:**

**Position:** Tank Platoon Leader; Scout Platoon Leader

**Broadening Experience:** Initial Military Training (IMT) Platoon Leader or Executive Officer; Aide-de-camp.

**Experiences:** Combat Training Center rotations; Rail-head/unit movement experience.

**Education:** The Armor branch desires officers with academic backgrounds that span the entire spectrum of disciplines and majors offered at our nation's undergraduate institutions. Broad individual experiences contribute to the success of the branch.

**RELEVANT EDUCATION:** Leadership role in team athletics; Cadet Troop Leading Time/Leader Development Time (CTLT/CLDT) with Tank/Scout PL; Company/Troop CDR; Armor or Basic Training/OSUT units; Staff Officer (not all inclusive). Prior enlisted time in a Maneuver branch.

**RELEVANT TRAINING/EXPERIENCE:** Scout Leaders Course; Bradley Commander Course; Ranger; Airborne; Air Assault; Maneuver Leader Maintenance Course.

## **Expected Talents at Entry:**

ACHIEVEMENT ORIENTATION

COLLABORATION

ASSERTIVENESS

PROBLEM SOLVING

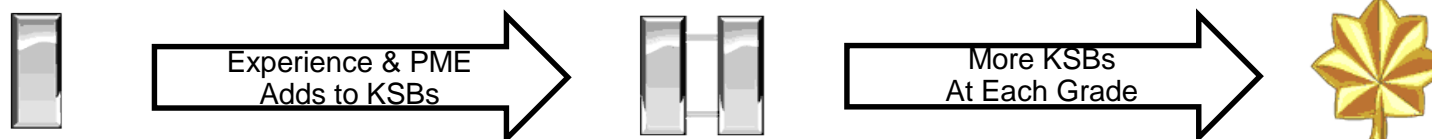
SITUATIONAL AWARENESS

## **TBB Talent Priorities:**

- 1. MULTI-TASKING:** Rapidly processes and prioritizes multiple demands at the same time.
- 2. COMMUNICATION:** Skill or ability to convey or receive information through verbal, written, or nonverbal means.
- 3. DECISION MAKING:** Makes decisions based on accurate and appropriate assessment of the costs/benefits and short- and long-term consequences of alternative actions and solutions. Makes timely decisions with incomplete information, while refraining from making hasty decisions in the absence of necessary information.
- 4. MOTIVATING OTHERS:** Creates support, involvement, energy, and enthusiasm for the mission.
- 5. PROBLEM SOLVER:** Identifies complex problems, analyzes information, and evaluates results to select the best solution to solve a problem.
- 6. PHYSICAL FITNESS:** Demonstrates good health and physical conditioning by prioritizing good nutrition, physical exercise, and adequate sleep.



# Armor Officer KSBs



Intelligences	Bodily-Kinesthetic, Interpersonal, Spatial
Army Foundational Behaviors	Adaptable, Agile, Confident, Courageous, Critically Thinking, Disciplined, Dutiful, Ethical/Moral, Expert, Fit (mental/phy), Flexible, Honest, Innovative, Integrity, Loyal, Respectful, Risk Taker, Selfless
Armor Officer Behaviors	Results Oriented, Cooperation/Teamwork, Initiative, Problem Solving, Self-aware

**Knowledge:**

Armor branch desires Lieutenants who are competent tactical leaders with academic backgrounds that span the entire spectrum of disciplines and majors offered at undergraduate institutions. Armor BOLC graduates are mentally tough, physically fit, and multi-tasking problem solvers. They possess a thorough understanding of their assigned platform achieved through functional training, CTCs, rotational missions, and home station training.

**Skills:**

Armor Lieutenants demonstrate the highest level of discipline, judgment, innovation, resiliency, technical/tactical competency, and tenacity. Mastery of Platform Battle Drills.

**Behaviors:**

- Honorable
- Commitment and Passion
- Accountable
- Ambitious
- Decision Making
- Positive Attitude

**Knowledge:**

Armor branch desires Captains who are competent Combined Arms leaders. Armor MCCC graduates are capable of closing with and destroying the enemy. Also, they are capable of executing reconnaissance and security operations in any environment. They can command company/troop organizations and fill Battalion and Brigade Staff positions.

**Skills:**

Armor Captains demonstrate the ability to influence others, coach, analyze, create and think critically. They also are adaptable and lead effectively in Volatility, Uncertainty, Complexity, and Ambiguity (VUCA). Mastery of Mission Essential Tasks for a Tank or Cavalry CO/TRP

**Behaviors:**

- Shares their vision
- Leads by example
- Demonstrates Integrity
- Communicates Effectively
- Makes hard decisions
- Motivates and inspires

**Knowledge:**

Armor branch desires Majors highly competent in Combines Arms Operations. Armor CGSC graduates are capable serving as the Battalion/Squadron or Brigade/Regiment Operation Officer and or Executive Office. They possess technical and tactical proficiency achieved through advanced military studies, graduate degrees, and broadening assignments.

**Skills:**

Armor Majors demonstrate superb communication, relationship building, problem solving, self-awareness, creativity, and commitment.

**Behaviors:**

- Detailed-oriented
- Demonstrates moral courage
- Decisive
- Enthusiastic
- Displays good judgment
- Dependable



# Armor Officer KSBs



More KSBs  
At Each Grade



Intelligences	Bodily-Kinesthetic, Interpersonal, Spatial
Army Foundational Behaviors	Adaptable, Agile, Confident, Courageous, Critically Thinking, Disciplined, Dutiful, Ethical/Moral, Expert, Fit (mental/phy), Flexible, Honest, Innovative, Integrity, Loyal, Respectful, Risk Taker, Selfless
Armor Officer Behaviors	Results Oriented, Cooperation/Teamwork, Initiative, Problem Solving, Self-aware

**Knowledge:**

Armor branch desires Lieutenant Colonels who are experts in Combined Arms Operations. Armor Senior Service College and PCC graduates are prepared to command a Combined Arms Battalion, Cavalry Squadron, generating force battalion, or other institutional command. They are able to lead, train, motivate and care for Soldiers in both the staff and command environments. They understand strategic operations achieved through a repetition of Joint, Interagency, Intergovernmental, and Multinational assignments.

**Skills:**

Armor Lieutenant Colonels demonstrate an initiative for action, team and relationship building, expert tacticians, risk takers, decisiveness, and creativity.

**Behaviors:**

- Optimism
- Accessible and Available
- Humility
- Self-control
- Thoughtful
- Versatile

**Knowledge:**

Armor branch desires Colonels who are masters of Combine Arms. They are professional experts capable of commanding a Brigade or Regiment. They possess doctrinal mastery, disciplined leadership, multidisciplinary skills, and executive talents achieved through Division/Corp Staff and strategic assignments.

**Skills:**

Armor Colonels demonstrate a mastery of communications, tactics, and the ability to teach and mentor. They also require a clear vision dependability, and learning agility.

**Behaviors:**

- Consistency
- Trustworthiness
- Visionary
- Optimism
- Stable
- Delegation and empowerment



# Armor NCOs



**INTELLIGENCES:** Bodily-Kinesthetic, Interpersonal, Spatial

**KNOWLEDGE:** Armor branch desires NCOs who are doctrinally sound, highly competent in Combined Arms Operations, and adept at working in various formations across multiple echelons.

- **RELEVANT EDUCATION / EXPERIENCE:** NCOPDS Levels; DLC Levels; MOS enhancing courses; college courses/degrees; technical certifications; SEJPME I and II; Battle Staff.
- **RELEVANT TRAINING / CERTIFICATIONS:** Master Gunner Course; Scout Leaders Course; Bradley Commander Course; MGS Commander Course; Drill Sergeant, Recruiter, Ranger; Airborne; Air Assault; Maneuver Leader Maintenance Course.

**SKILLS:** Armor NCOs are technical and tactical combat leaders capable of fighting, training, team building, coaching, and problem solving. They are proven decision makers responsible for ensuring maximum readiness within their units while maintaining strict administrative procedures. Armor NCOs provide timely and accurate advice to their superior officers in all matters related to enlisted troop activities. They are leaders who possess a flexibility of mind and capable of developing courses of action, determining and mitigating risks, then precisely and effectively communicating plans to accomplish the task or mission. They are leaders who possess an innate ability to bridge the gap between their enlisted Soldiers and their commanders to maintain a high level of overall unit discipline, welfare, and safety.

**BEHAVIORS:** (In addition to foundational)

Results Oriented	Committed	Initiative	Motivating	Problem Solving
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**TALENT PRIORITIES:**

1. **MENTALLY TOUGH:** Stress tolerant and emotionally mature. Performs well even under extreme psychological stress.
2. **PHYSICALLY FIT:** Physically tough, gritty, and tenacious. Performs well even under extreme physiological stress.
3. **PROBLEM SOLVER:** Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.
4. **INNOVATIVE:** Creative, inquisitive, and insightful. Easily identifies new solutions and catalyzes change.
5. **COMMUNICATOR:** Precise, efficient, and compelling in both written and spoken word.
6. **MULTI-TASKER:** Rapidly processes and prioritizes multi demands simultaneously. Take appropriate action.



# KSBs Armor Crewman 19K



Experience & PME  
Adds to KSBs



More KSBs  
At Each Grade



Intelligences	Bodily-Kinesthetic, Interpersonal, Spatial
Army Foundational Behaviors	Adaptable, Agile, Confident, Courageous, Critically Thinking, Disciplined, Dutiful, Ethical/Moral, Expert, Fit (mental/phy), Flexible, Honest, Innovative, Integrity, Loyal, Respectful, Risk Taker, Selfless
Armor NCO Behaviors	Results Oriented, Discipline, Initiative, Motivating, Problem Solving

## Knowledge:

Armor branch desires CPL/SGTs who have demonstrated leadership as well as tactical and technical knowledge at the team/crew level. Armor CPL/SGTs take the initiative to become lifelong learners by exploring interests and executing measures to pursue civilian education.

## Skills:

Armor Corporals/Sergeants (CPL/SGTs) are responsible for training their Soldiers to support operations at the team level. They are physically fit and mentally tough, prepared to succeed under the most arduous conditions. They are young leaders who possess the ability to enforce military standards of job performance, physical fitness, appearance and all aspects of Army regulations. CPL/SGTs demonstrate a basic understanding of leadership while gaining tactical and technical experience at the team/crew level.

## Behaviors:

- Hard-working
- Proactive
- Helpful
- Self-aware
- Responsible
- Ambitious

## Knowledge:

Armor branch desires 19K Staff Sergeants who are proficient, tactical leaders that perform combat operations with a high level of efficiency, can solve problems, and possess a thorough understanding of their tank.

## Skills:

Armor 19K Staff Sergeants are proficient in closing with and destroying the enemy through the use movement and maneuver. 19K SSGs are physically fit and mentally tough, prepared to succeed under the most arduous conditions. 19K SSGs are responsible to enforce military standards, health, welfare, safety, and are expected to train and coach Soldiers in MOS skills and unit missions. SSGs ensure their Soldiers maintain and account for their individual and unit equipment and property. 19K SSGs are tank commanders who lead sections while providing a critical link in the chain of command.

## Behaviors:

- Honorable
- Diligent
- Tenacious
- Determined
- Resilient
- Authentic

## Knowledge:

Armor 19K Sergeants First Class are experts in team building and are excellent problem solvers. They are highly proficient in the movement and maneuver warfighting function. They have a wide array of experience achieved through rotational missions and functional training.

## Skills:

Armor 19K Sergeants First Class are competent and demonstrate the ability to influence others, coach, mentor, analyze, create, and think critically. They analyze and prioritize mission critical tasks. They are experts on the Abrams Main Battle Tank. They lead tank platoons and are a critical link in the NCO support channel. Sergeants First Class live and work with Soldiers every day and are responsible for their health, welfare, safety, coaching and mentoring.

## Behaviors:

- Dynamic
- Perceptive
- Self-controlled
- Responsible
- Empathetic
- Accountable



# KSBs Cavalry Scout 19D



Experience & PME  
Adds to KSBs



More KSBs  
At Each Grade



Intelligences	Bodily-Kinesthetic, Interpersonal, Spatial
Army Foundational Behaviors	Adaptable, Agile, Confident, Courageous, Critically Thinking, Disciplined, Dutiful, Ethical/Moral, Expert, Fit (mental/phy), Flexible, Honest, Innovative, Integrity, Loyal, Respectful, Risk Taker, Selfless
Armor NCO Behaviors	Results Oriented, Discipline, Initiative, Motivating, Problem Solving

## Knowledge:

Armor branch desires CPL/SGTs who have demonstrated leadership as well as tactical and technical knowledge at the team/crew level. Armor CPL/SGTs take the initiative to become lifelong learners by exploring interests and executing measures to pursue civilian education.

## Skills:

Armor Corporals/Sergeants (CPL/SGTs) are responsible for training their Soldiers to support operations at the team level. They are physically fit and mentally tough, prepared to succeed under the most arduous conditions. They are young leaders who possess the ability to enforce military standards of job performance, physical fitness, appearance and all aspects of Army regulations. CPL/SGTs demonstrate a basic understanding of leadership while gaining tactical and technical experience at the team/crew level.

## Behaviors:

- Hard-working
- Proactive
- Helpful
- Self-aware
- Responsible
- Ambitious

## Knowledge:

Armor branch desires 19D Staff Sergeants who are proficient, tactical leaders that perform reconnaissance and security operations with a high level of efficiency, can solve problems, and possess a thorough understanding of their assigned platform.

## Skills:

Armor 19D Staff Sergeants are proficient in reconnaissance and security operations. 19D SSGs are physically fit and mentally tough, prepared to succeed under the most arduous conditions. 19D SSGs are responsible to enforce military standards, health, welfare, safety, and are expected to train and coach Soldiers in MOS skills and unit missions. 19D SSGs ensure their Soldiers maintain and account for their individual and unit equipment and property. 19D SSGs are vehicle commanders who scout squads while providing a critical link in the chain of command.

## Behaviors:

- Honorable
- Diligent
- Tenacious
- Determined
- Resilient
- Authentic

## Knowledge:

Armor 19D Sergeants First Class are experts in team building and are excellent problem solvers. They are highly proficient in the movement and maneuver warfighting function. They have a wide array of experience achieved through rotational missions and functional training.

## Skills:

Armor 19D Sergeants First Class are competent and demonstrate the ability to influence others, coach, mentor, analyze, create, and think critically. They analyze and prioritize mission critical tasks. They are experts on their designated reconnaissance vehicle. They lead scout platoons and are a critical link in the NCO support channel. Sergeants First Class live and work with Soldiers every day and are responsible for their health, welfare, safety, coaching and mentoring.

## Behaviors:

- Dynamic
- Perceptive
- Self-controlled
- Responsible
- Empathetic
- Accountable





# KSBs Armor Senior Enlisted 19Z



Experience & PME  
Adds to KSBs



Intelligences	Bodily-Kinesthetic, Interpersonal, Spatial
Army Foundational Behaviors	Adaptable, Agile, Confident, Courageous, Critically Thinking, Disciplined, Dutiful, Ethical/Moral, Expert, Fit (mental/phy), Flexible, Honest, Innovative, Integrity, Loyal, Respectful, Risk Taker, Selfless
Armor NCO Behaviors	Results Oriented, Discipline, Initiative, Motivating, Problem Solving

**Knowledge:**

Armor branch desires Master Sergeants and First Sergeants who are experts in small unit tactics. They are able to lead, train, motivate and care for Soldiers in both the staff and command environments.

**Skills:**

Armor Master Sergeants and First Sergeants listen skillfully and advise effectively. They are capable of fighting, training, team building, coaching, and problem solving. They can schedule, organize, and manage all major company/troop events. They demonstrate a mastery of communications, tactics, and the ability to teach and mentor. They also require a clear vision of dependability and learning agility and are the key enlisted member of staff elements. First Sergeants are responsible for ensuring maximum readiness within their respective troops and companies. They are the subject matter experts in administrative responsibilities, tactics and combined arms operations. Also, they assist in developing junior leaders.

**Behaviors:**

- Detail-focused
- Concerned for others
- Rational
- Helpful
- Collaborative
- Calm

**Knowledge:**

Armor branch desires Sergeant's Major who are masters of combined arms operations. They are skilled at organizational leadership across multiple echelons. They possess doctrinal mastery, disciplined leadership, and executive talents achieved through strategic assignments.

**Skills:**

Armor Sergeant's Major demonstrate a mastery of communications, program/resource administration, and the ability to teach and mentor. Armor Sergeant's Major are the senior enlisted advisors who are experts in combined arms, reconnaissance, and security operations. They possess the technical and tactical competence, social and cultural awareness, and oral and written communications skills needed to cultivate trust, build teamwork, and increase morale. Sergeant's Major are responsible for ensuring maximum readiness within their units and maintaining strict administrative procedures.

**Behaviors:**

- Inspiring
- Thoughtful
- Stable
- Team Building
- Effective Coach
- Optimism