

## **Effect and Stability of Training: Engineer Officer Candidate School 1967-70.**

In 1967, 347 men were tested as both entering and graduating students. Scores on 14 out of 15 selected scales obtained at the time of graduation differed significantly from scores obtained at the time of their entrance to training. Entrance to Officer Candidate School is voluntary and upon graduation each student is commissioned as a second lieutenant. Early in the training program it becomes evident to the student that he must conform to behavioral standards as well as academic standards. Most entering candidates find themselves in an environment requiring a different role from that to which they are accustomed. To survive and graduate, the student is encouraged to adapt to the school's environment and to assume new roles consistent with the reward and punishment standards of the school and of his peers. During the six-month training program many of these new roles probably become part of the individual's personality and self-conception. It is conceptualized that successful students, after becoming aware of the specific standards required by the school and their peers, will adjust their roles to accommodate these standards. As the course progresses, it is considered, also, that the beliefs of these individuals will adjust and become compatible with the individual's newly acquired roles. If being successful is measured in terms of conforming to the established standards of the program, it appears that the individuals who do not assume the correct roles will depart from school prior to graduation.