

# NLAP Q&A



## Questions and Answers:

### **Q: What is NLAP?**

**A:** The Navy Leadership Assessment Program (NLAP) is one component of the Navy's efforts to foster a culture of excellence. NLAP is an elective program TYCOMs/Communities leverage to develop and select the best and brightest leaders. TYCOMs and Communities are able to leverage NLAP in two ways: (1) As part of their Command Qualification processes, which identifies candidates' readiness for key leadership positions, and (2) to provide Sailors with leadership development tools such as self-assessments, 360 evaluations, and MyNavy Coaching.

### **Q: How does NLAP work?**

**A:** Participants complete a series of cognitive and non-cognitive assessments, interview with an operational psychologist, and an interview with their respective community leaders. Candidates receive individually

tailored feedback from the operational psychologist on relative strengths and vulnerabilities as well as feedback from community panel members pertaining to non-technical leadership attributes (e.g., Mission Focus, Emotional Intelligence, and Communication). Candidates are also given the opportunity to participate in follow on professional coaching to further develop personally and professionally.

### **Q: Is NLAP replacing the current assessment and selection process?**

**A:** No. NLAP is a voluntary addition to our current system – while rooted in meritocracy, we consistently strive to improve all our processes that impact mission success. NLAP deepens existing Command Qualification eligibility assessments to reinforce effective, transparent, and equitable processes. Standardized NLAP requirements ensure future leaders are developed and selected via practices that consistently reflect Navy values.

### **Q: Does a Sailor's NLAP information get reviewed by advancement selection boards?**

**A:** No, NLAP information is not presented to advancement selection boards. NLAP provides decision-makers with objective, data-driven assessments of candidate leadership competencies within existing administrative Command Qualification procedures.

### **Q: How do you ensure that it is a fair process?**

**A:** The NLAP process is an established and validated process that has been used for decades in assessment and selection activities within the DoD, Intelligence Communities, and in the civilian sector. NLAP exclusively uses gold-standard assessment tools that have been validated specifically for assessment and selection purposes. Each psychologist is specifically trained and qualified to complete job suitability assessments. In addition, all panel members receive counter-bias training to minimize biased decision-making.