1. Introduce yourself in a reasonable amount of time. (Family, Hobby, MOS, Army stuff?)
2. Why do you want to be a Warrant Officer/Officer?
3. Do you know the history of a Warrant Officer/Officer?
4. What is your APFT/ACFT plan and where are you at?
5. Tell about your deployment and what you learned from it? Accomplished what Mission?
6. How are you okay with going back to the bottom when you was an E-7?
7. Who are your MENTORS?
8. What is your plan to progress as a successful Warrant Officer/Officer?
9. What changes would you like to make if you become a Warrant Officer?
10. Which values do you relate with the most?
11. What sets you apart from your Peers?
12. What are the two crisises facing the army?
13. How does the role of a Warrant Officer interface with the role of a Commissioned Officer and vice versa?
14. Why are you switching from Commissioned officer to Warrant Officer or vice versa and how will your role change and your support?
15. Why do you want the branch (Aviation, Signal, Field Artillery, ETC) you are choosing?
16. Please tell me about your civilian employment?
17. What is your ENTIRE chain of command? Up to the President/Joint Chief of Staff/etc.
18. Current events happening in the world?
19. Can you identify each award on your uniform and why you got it?
20. What are the 7 Army Values and what do they mean to you?
21. Why should we select you as an Officer?
22. How do you want to contribute as a Warrant Officer/Officer?
23. Why are you thinking of leaving your current job for this one?
24. Why did you leave your last job?
25. Why would you excel at this job?
26. What do you know about our organization so far?
27. What’s most important to you in a new position?
28. What questions do you have for me?
29. What are your strengths?
30. What are your weaknesses?
31. Where do you see yourself in 5 years? 10 years?
32. Tell me about an accomplishment you are most proud of?
33. Tell me about a time you made a mistake?
34. What is your dream job?
35. Tell me how you handled a difficult situation?
36. Give a time when you went above and beyond the requirements for a project?
37. What was your biggest failure?
38. What motivates you?
39. Tell me about a time when you disagreed with your boss?
40. How do you handle pressure?
41. What makes you uncomfortable?
42. What are some of your leadership experiences?
43. How do you maintain positivity?

# 9-8. Examination NGB 600-101

1. General qualifications. The board will determine the general qualifications of each applicant in accordance with the provisions of this regulation, 32 USC 307, and 10 USC 3583, 12211, 12241(b), and 12242 to evaluate suitability for military service in the grade and MOS for which federal recognition is being applied for by

considering the following ―

* 1. Military and civilian education, age, mental aptitude, citizenship, personal character, leadership traits, and motivation.
  2. Military, business, and professional experience.
  3. Efficiency of military unit under applicant’s command, if applicable.
  4. Responsibilities that placed upon the applicant.
  5. Review of the applicant's enlisted or officer evaluation report file.
  6. Security requirements and evidence that proper screening has been initiated or completed.

1. Medical qualifications. In determining the medical qualification of an applicant, the board will not be limited to a review of the records submitted but may require additional medical evidence or examination. If any records or other evidence indicates that the applicant is medically disqualified, the board will conclude its examination and report the cause that produced the disqualification.
2. Physical fitness standards.
   1. Weight/body fat standards in AR 600-9 apply for all Warrant Officers (to include applicants for initial appointment).
   2. Warrant Officers who have failed the most recently administered APFT, or have not taken the standard/modified APFT within the time frame prescribed in AR 350-1, will be flagged per AR 600-8-2 and be placed in a non-promotable status (see paragraph 7-7a(5)).
   3. Warrant Officers on temporary physical profile(s) may be examined by a FRB to determine if otherwise qualified. The effective date of promotion will be contingent upon satisfying the APFT requirements.
3. Integrity and character. Throughout the selection process, consideration must be given to a Warrant Officer’s integrity and moral character, which constitute the foundation of successful leadership. A Warrant Officer must set a positive personal example and demonstrate an unequivocal commitment to the values of the professional Army ethic as outlined in DA Pam 600-3 (Commissioned Officer Professional Development and Career Management). Absolute integrity of word, deed, and signature is a matter that permits no compromise. An officer who has sacrificed their integrity has forfeited the respect and trust of those with whom they serve. Accordingly,

each officer bears great responsibility for the establishment and observance of ethical and moral standards. The board will inquire into the moral character of the applicant. They have authority to seek verification, in writing, of the Statements made by the applicant. The board may seek additional information from reliable sources to clarify any unfavorable situations. The applicant will be informed of any unfavorable statements of facts relative to moral character and will be given an opportunity to refute or explain such statements**.**

1. Professional qualifications. If the records indicate that such is desirable, it is within the prerogative of the board to prescribe such professional examinations, either written or by practical test, as deemed necessary to validate the professional qualifications of the applicant(s). In determining an applicant’s professional qualifications, the board will be guided by DA Pam 611-21 and technical certification documentation or appropriate military education course completion certification from the applicable DA MOS Proponent.