

PERSONAL AFTER-ACTION REVIEW (AAR)

A personal AAR is an in-depth self-assessment of how leadership contributes to task and unit performance. Leaders should conduct their own personal AARs after a task is complete, or even while it is playing out, by asking themselves:

- ***What happened and what were the consequences?***
- ***How were my leader actions supposed to influence the situation?***
- ***What were the direct results or consequences of my leader actions?***
- ***How did my actions benefit or hinder mission accomplishment?***
- ***How should I change my leader actions for better results next time?***
- ***What did I learn?***

A good time to encourage personal AARs is following the unit AAR process. The unit AAR will clarify for the leader what happened and accurately assess mission accomplishment. Commanders can reinforce personal AARs by:

- ***Walking less experienced leaders through the personal AAR.***
- ***Asking individuals what they learned from their personal AARs.***
- ***Telling subordinates the outcome of their personal AARs.***