

# IMPROVING PERSONNEL SELECTION THROUGH MULTI OBJECTIVE DECISION ANALYSIS

*CPT Josh Deehr, Air Force Institute of Technology, 2950 Hobson Way, Wright Patterson AFB, OH  
45433, 937-255-3636 x3616, [Joshua.Deehr@afit.edu](mailto:Joshua.Deehr@afit.edu)*

*LTC Christopher M. Smith, Air Force Institute of Technology, 2950 Hobson Way, Wright Patterson AFB,  
OH 45433, 937-255-3636 x4318, [Christopher.Smith@afit.edu](mailto:Christopher.Smith@afit.edu)*

## ABSTRACT

Personnel selection has always and will continue to be a challenging endeavor for the military special operations. They want to select the best out of a number of qualified applicants. How an organization determines what makes a successful candidate and how to compare candidates against each other are some of the difficulties that top tier organizations like the special operations face. Value focused thinking (VFT) places criteria in a hierarchal structure and quantifies the values with criteria measurements, known as a decision model. The selection process can be similar to a college selecting their students. This research used college student entry data and strategic goals as a proxy for special operations applicants and standards.

**Keywords:** VFT, personnel selection