

**Formative Evaluation: EIB Pro Application**

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## **Introduction**

The Expert Infantryman Badge (EIB) is not only a tangible award of distinction, but also a highly esteemed title coveted by infantry soldiers for over 75 years. Moreover, the EIB is a test of various infantry tasks that must be completed with expert precision to substantiate success. The tests, which comprise the EIB assessment, are physically and mentally rigorous and seek to push EIB candidates to their limits, and beyond. The current rate of success during testing of EIB candidates is 24%, well below the desired success rate of 65%. With the advancement of technology over the last few decades and the enhancement of mobile application platforms, resources available to EIB candidates regarding testing standards and training support mechanisms have grown substantially.

One mobile application in particular, EIB Pro, has shown great promise and will serve as the basis of this formative evaluation. EIB Pro is designed to provide users with guided instruction covering all 30 individually graded EIB testing stations. Further, EIB Pro tracks user progress concerning station completion and success rates providing the user with a compilation successes and requirements for remediation. The stations are divided amongst three testing lanes, the Weapons Lane, the Medical Lane, and the Patrol Lane. Within EIB Pro, tabs allow users to explore each testing station and include information regarding the station's task, conditions, and standards. Two sub-tabs, within each tab, offer systematic station instruction and video tutorials of the identified station and its associated tasks given under testing conditions.

The "Steps" tab contains detailed systematic breakdowns of the tasks required to complete each station. Further, the steps tab includes two additional features, including an imbedded timer programed to count down from the required time limit for each task and the "Add Rep" feature, which counts user repetitions and indicates passing or failing statuses during

repetitions for each task. In addition, this feature allows user assessment of self-confidence levels pertaining to the associated task. The “Video” tab allows users to explore both written systematic instruction and videos focused on the testing conditions users should expect at each station. Finally, each test station tab incorporates a save feature which indicates “task saved”, providing simple access these tasks under the “Saved Tasks” tab on the home screen. The EIB Pro App has great potential to improve candidate success during individually graded EIB testing stations, potentially resulting enhanced levels of overall EIB testing success. This formative evaluation will focus on improving the EIB Pro application, with recommended revisions from our expert reviewer and two One-to-One user reviews to permit improvement of EIB Pro and the success rate of EIB candidates during official testing.

### **Overview of Instructional Materials**

#### **Instructional Objectives**

The EIB Pro App is designed to simple and systematic instruction on the 30 individually graded stations of the Expert Infantryman Badge test for aspiring EIB candidates. EIB Pro walks the candidate through each step, of each task, at each station and provides read/write learners with written instructions and visual learners with a video of each station being conducted under testing conditions. Further, EIB Pro provides imbedded timers to facilitate EIB candidates during learning and execution of each task in the required amount of time and collects achievement data for each station, giving the candidate a visual representation of their success percentage at each station. EIB Pro’s ultimate goal is to provide a comprehensive training tool, which EIB candidates may use to facilitate their mastering of each station, in convenient mobile format.

**Audience**

The audience of primary focus for EIB Pro is U.S. Army infantry soldiers, who range in age from 18-26 years and in the within the ranks of Private to Staff Sergeant. These soldiers will vary in EIB experience due to the number of times they have attempted to earn the EIB. EIB Pro is intended to aid all EIB candidates in becoming more proficient regarding infantry tasks. EIB Pro also utilizes varying mechanisms to aid different types of learners through auditory, visual, reading comprehension, and practical application learning modalities. Each iteration of EIB testing may consist of various numbers of candidates ranging from fifty to several hundred soldiers.

**Status of Instructional Materials**

EIB Pro instructional materials are sourced directly from U.S. Army infantry doctrine, regulation, and policy. These sources are frequently updated due to the dynamic and evolving nature of U.S. Army operational goals and requirements. The EIB Pro application is fairly up-to-date and requires only minimal updating to conform to current U.S. Army publications. Further, all information and instructional materials located within EIB Pro are sufficient and will not serve to reduce proficiency regarding EIB testing procedures. Ultimately, EIB Pro instructional materials provide a benefit to users, but may require some updating to maximize the potential of this application.

**Media Format**

The EIB Pro application is compatible across multiple mobile platforms including both iOS and Android. The media utilized within EIB Pro includes textual, auditory, and visual methodologies through the utilization of written instruction, video demonstration, and narrated event sequencing. Further, EIB Pro is a free application and does not require account setup for

access to the full suite of EIB Pro features. EIB Pro is easily located through mobile application stores and is accessible through the links below.

IOS: <https://apps.apple.com/us/app/id1528804305>

Android: <https://play.google.com/store/apps/details?id=com.eib.pro>

### **Formative Evaluation Framework**

This project aims to conduct a full formative evaluation of EIB Pro and to do so, it is imperative to gain perspectives of current EIB awardees as well as EIB candidates. Therefore, this project enlists the assistance of an EIB subject matter expert, as an expert reviewer, to ascertain the efficacy of instructional content presented within EIB Pro. Content validation and revision recommendation necessitate expert review to ensure proper remediation efforts focused on EIB Pro application improvement. The expert review studied the accuracy and currency of the instruction for all 30 stations as well as the clarity of instructional delivery and the depth and detail of each station presented. The following questions served as the focuses for expert review within this evaluation.

- What impact, if any, will EIB Pro have on the overall pass rate during EIB testing?
- Does EIB Pro comprehensively address the components of EIB testing?
- In what ways does the EIB Pro application require modification to provide a holistic instructional platform for EIB candidates?

This evaluation also includes two One-to-One user reviews in addition to the aforementioned expert review. The intent of the user reviews is to provide a “ground level” perspective of EIB Pro and its associated features. User review sessions were similar to the expert review and focused on feedback from a fair and impartial perspective. The following questions served as the focuses for user review within this evaluation.

- Is the functionality of EIB Pro commensurate with the user perspectives regarding an instructional application?
- What are the benefits and drawbacks of EIB Pro regarding EIB candidate use?
- What are the perceived levels of validity concerning the content of EIB Pro instructional materials?
- How do users perceive the face value of EIB Pro in consideration of EIB testing preparation?

Ultimately, the expert and user level evaluations of EIB Pro will serve to provide this evaluation with the information required to conduct a true formative evaluation of EIB Pro. An expert review elicits a professional perspective regarding the validity of content, reliability of information, and efficacy of the instruction while focusing on the enhancement of the instruction's scope. Expert review is commonly identified as the most relevant and critical sources of information regarding formative evaluation while user level review engages the perspectives required to inform evaluation tools of target audience perspectives (Reeves & Hedberg, 2003).

### **Expert Review**

#### **Description of Expert**

Command Sergeant Major (CSM) John Blyler will serve as the Expert Infantryman Badge subject matter expert for this formative evaluation. CSM Blyler has served in the United States Army as an Infantry Soldier for 19 years and was awarded his EIB at the age of 18 and rank of Private. Since, CSM Blyler has been assigned as an EIB grader and instructor for six EIB training and testing events, has twice served on EIB evaluation boards, and most recently served as the vice president during the 2019 EIB event at Fort Stewart, Georgia. CSM Blyler's

accomplishments, experience, and engagement regarding the EIB and its associated testing procedures indicate a comprehensive understanding of the context and detail required to proficiently instruct candidates on all the EIB requirements to include the individual graded tasks. Moreover, CSM Blyler's record is indicative of a true subject matter expert regarding EIB testing and procedure.

### **Goals**

The primary goal of interviewing CSM Blyler was to utilize his expert opinion regarding EIB training and testing and to verify the validity of the instructional content presented in the EIB Pro application. Further, CSM Blyler's perspectives regarding EIB Pro and its ability to facilitate EIB candidate training and improve EIB success rates is invaluable to this evaluation. Additionally, this evaluation seeks to understand the potential struggles associated with the use of a modern mobile application when compared with the historic supplemental instructional materials utilized by prior generations of EIB candidates. The final goal is to elicit recommendations for updates, changes, or improvements from CSM Blyler to aid in revisionary recommendations.

### **Methodology and Tools**

The methodology and tools utilized during this expert review included a combination of think aloud and survey techniques. During think aloud sessions, the focus included an open discussion regarding CSM Blyler's EIB Pro review and his experiences relating to the use of the application. Following the think aloud session, a survey that dove deeper into CSM Blyler's understanding of the instruction presented within EIB Pro was addressed. Finally, a series of debriefing questions was used to close out the session and garner more in-depth wisdom on revisions.

One writer of this report possesses a personal relationship with CSM Blyler, which spans many years and countless EIB focused professional interactions. Therefore, recruitment and scheduling with CSM Blyler was simple and effective. CSM Blyler is currently stationed at Fort Jackson, South Carolina, necessitating virtual methodologies regarding meetings and interactions. Prior to interview sessions, CSM Blyler was provided with an overview of the evaluation plan for familiarization purposes. During the interview, interviewers restated what the basis of the EIB Pro application and the intent of CSM Blyler's review. Interviewers also encouraged CSM Blyler to think aloud and to discuss his experiences related to EIB Pro. Concurrently, interviewers observed CSM Blyler's actions and reactions to differing segments of EIB Pro instruction. Upon completion of CSM Blyler's in-depth review of EIB Pro, interviewers provided him with the survey and paused the video session to give him time and privacy to complete it. Following survey administration, interviewers closed the session with predesigned debrief questions and showed appreciation for CSM Blyler's time and effort.

### **Data Summary**

CSM Blyler was impressed with the overall performance of the EIB Pro App and expressed recognition of the accuracy, relevance, and currency of EIB Pro's instructional information. Further, CSM Blyler stated that EIB Pro "covered all the required information including tasks, conditions, and standards". SCM Blyler also acknowledged that EIB Pro testing station instructions included correct systematic walkthroughs and valuable videos covering expectations of testing stations under testing conditions. CSM Blyler also indicated that "there would be no question that the candidates would have all the information they needed to practice the 30 individual graded stations".

CSM Blyler also provided recommendations for application revision. CSM Blyler's recommendations included the following.

1. Add a second video to each station that includes narrated systematic instructions to talk the candidate through the tasks, visually and auditorily.

**Justification:** The videos included in the stations are filmed under test conditions, which means the example is completed rapidly and without instruction. Unless the station requires the candidate to talk the grader through their process, no narration is present. This second video would utilize the crawl, walk, and run technique.

2. Additional sections should be added to address EIB prerequisites and the 12-mile foot march events.

**Justification:** CSM Blyler indicated that there are three parts to EIB testing, the prerequisites, the individual graded stations, and the final 12-mile foot march, of which, EIB Pro only addresses the individual graded stations.

Additionally, CSM Blyler recommended that EIB Pro add work out plans for the physical fitness test and the foot march, but also primary marksman instruction and land navigation tips and refreshers to encompass all of EIB assessment. Ultimately, CSM Blyler believes EIB Pro holds potential to improve EIB candidate performance on the individual graded stations and increase the pass rate for EIB testing.

## **One to One User Evaluations**

### **Goals**

The primary goal of the user level review was to explore the EIB Pro application through the eyes of an infantry soldier aspiring to attain the EIB. The focus of the interviewers was to observe and discuss user experiences during EIB Pro instructional exploration. Further, interviewers looked to gain perspective regarding the views of user-level EIB Pro interactions to assist in testing content validity and potentially discovering improvement recommendations from the user level. Ultimately, interviewers sought to assess the levels at which EIB Pro could aid an EIB candidate in earning their EIB.

### **Description of User 1**

User 1 is Sergeant (SGT) Hunter Barreto. SGT Barreto has been in the Infantry for 5 years and is currently stationed at Fort Stewart Georgia serving as a squad leader in an infantry platoon. SGT Barreto has attempted to earn his EIB once, without success. Due to SGT Barreto's experience, he possesses some experience with the rigors of EIB training and testing. SGT Barreto's elimination from EIB testing occurred as a result of two individual graded station failures with both stations existing within the medical lane. Sgt Barreto is a very outspoken and passionate soldier who has a history of professional interaction with one of this project's interviewers. The interviewer observed SGT Barreto's unsuccessful attempt at attaining his EIB and his subsequent reaction to his failure. This observation prompted the interviewer to engage with SGT Barreto as a subject for this evaluation. SGT Barreto is highly motivated to train hard in his quest for redemption during his next EIB testing event.

**User 1 Context**

SGT Barreto's interview was conducted through the utilization of virtual conferencing software due to his geographic location. During the session, the interviewers observed his exploration of the EIB Pro application with open discussion throughout. The interviewers anticipated that user interviews would consume more time than the expert interview and scheduled accordingly. The methodologies utilized during this interview aligned closely with those of the expert review, including a combination of think aloud and survey techniques. During think aloud sessions, the focus included an open discussion followed by a survey to explore user perspectives. The interviewers asked SGT Barreto to find a quiet place so as not to be disturbed.

**Description of User 2**

User 2 is SGT Nathaniel Broemmel, an infantry soldier of 3 years currently stationed at Fort Stewart, Georgia. SGT Broemmel is an infantry squad team leader who has not had the opportunity to attempt EIB testing. SGT Broemmel has never trained or tested for the EIB and therefore possesses no experience with the rigors of the event. One of this project's evaluators met SGT Broemmel, when he was a Private First Class, while serving at the same duty station. SGT Broemmel is motivated towards testing for the EIB and desires to attain the EIB on his first attempt. He is open to any assistance available and will provide a candid and open perspective for this evaluation.

**User 2 Context**

Similar to the interview of SGT Barreto, SGT Broemmel's interview was conducted through the utilization of virtual conferencing software due to his geographic location. During the session, the interviewers observed his exploration of the EIB Pro application with open

discussion throughout. The interviewers anticipated that SGT Broemmel's interview would consume more time than SGT Barreto's due to his inexperience with EIB testing and scheduled accordingly. The methodologies utilized during this interview mirrored those of SGT Barreto's interview, including a combination of think aloud and survey techniques. During think aloud sessions, the focus included an open discussion followed by a survey to explore user perspectives. The interviewers asked SGT Broemmel to find a quiet place so as not to be disturbed.

### **Tools**

For the One-to-One User evaluations, interviewers used observations, think aloud, surveys, and debriefing questions as the primary tools. These tools fit well within this formative evaluation as they let these writers see, hear, and share the experiences of the users. Observing the users progress through the training while listening to their thoughts provided the interviewers with the perspective of an EIB candidate with little, or no, EIB experience. Further, observation elicited valuable opinions of the instructions for each station as they read through the systematic training and watched the instructional videos on EIB Pro. The interviewers provided users with the designed survey and some privacy to elaborate upon their comprehensive views of EIB Pro and then closed the session with more specific debrief questions to gain deeper insight into user thoughts regarding EIB Pro instructional training. Interviewers then thanked the users for their participation and wished them well in their upcoming EIB assessments.

### **Data Summary**

Both, Sgt Barreto and Sgt. Broemmel, showed great interest in EIB Pro and its instructional capability. Further, both users believe the instructional content was current and consistent with the organizationally prescribed EIB Handbook, the U.S. Army's official EIB

training publication. Each user believed that EIB Pro would be beneficial during EIB training. Both users indicated appreciation of the application's mobile format due to enhanced levels of convenience and accessibility. Additionally, both users found EIB Pro to be easily used and navigated. User 1 indicated appreciation for the imbedded timer but felt it would be more effective with the addition of audio narration. User 2 found the systematic instruction to be very helpful as it may allow him to practice the steps at his pace, but also desired narrated video instruction.

### **Recommended Revisions**

The expert review and one-to-one user evaluations provided insight into the capabilities of the EIB Pro application as they pertain to EIB candidates. The participants of this formative evaluation were open and honest about their experiences with EIB Pro and all were impressed by its context and possible uses. Several recommended revisions were developed through the expert and user interviews. Recommendations do not include opinions on the clarity, accuracy, or currency of the instruction as all interviewees found these aspects to be fully acceptable. The recommended revisions to EIB Pro are listed below.

1. Add audio systematic instructions.

**Justification:** All three participants requested the addition of audio instruction in some form or fashion. SGT Barreto recommended a narrated version of the systematic instructions so that he could listen to it while driving, whereas SGT Broemmel wished to have the capability of portability for listening throughout the day, regardless of location.

2. Add video with narrated systematic instruction.

**Justification:** CSM Blyler and SGT Broemmel recommended that audio instruction be added to the videos so instructions could be listened to as well as watched. Further, the addition of a second video with systematic instructions, bridging the gap between the systematic instruction and the stations under testing conditions videos, would be beneficial.

3. Additional sections should be added to address EIB prerequisites and the 12-mile foot march events.

**Justification:** CSM Blyler indicated that there are three parts to EIB testing, the prerequisites, the individual graded stations, and the final 12-mile foot march, of which, EIB Pro only addresses the individual graded stations.

### **Self-Evaluation**

As the evaluation team concludes this formative evaluation, it is imperative to reflect on the lessons learned throughout this experience. First, an organized team that works well together is extremely important for formative evaluation success. This evaluation team was able to recognize the strengths and weakness of its members and put them to use where they would be most valuable to the project. In example, on team member served as the primary constructor of the project while the other served as the team's EIB subject matter expert. This allowed the team to divide the work proportionately regarding research, data, objectives, recruitment of interviewees, establishment of methods, integration of tools, and evaluation practices. The dynamic of this team greatly contributed to the success of the formative evaluation process and allowed each member of the team to gain experience regarding the process of formative evaluation.

As an example, the time required to review interview data, especially with the users, proved to be substantial as each had to progress through all 30 EIB stations on the EIB Pro application. This situation enlightened the team on the intricacies, detail, and levels of expectation present in formative evaluation practices. The evaluation team improved throughout the process as a familiarity with the think aloud and survey process developed, resulting in a better understanding regarding interview interaction. Further, the criticality involved when developing survey and the debriefing questions cannot be undervalued as they allowed the team to better explore the perspectives and experiences of the interviewees regarding the EIB Pro application.

In summary, the EIB Pro application is a quality instructional product that, even without revision, will aid EIB candidates in improving their successes on individual graded stations. Further, it is the assessment of this evaluation team that expanded EIB Pro use will ultimately contribute to an enhanced success rate during EIB testing across the U.S. Army. Lastly, to speak to the target audience's perception of value regarding the EIB Pro application, the one-to-one user participants have expressed high levels of interest in the utilization of EIB Pro, have downloaded it to their phones, and are planning to share it with their fellow infantry soldiers.

**Reference**

Reeves, C.R. & Hedberg, J.G., 2003. Interactive learning Systems Evaluation. Educational Technology Publications. Englewood Cliffs, New Jersey.

**Appendix A: Expert Review Tools and Results**

**Observation Log**

**Topic:** EIB PRO

**Reviewer:** Command Sergeant Major John Blyler

**Dates:** 15 March 2021

**Conducted by:** Andrew DeUnger and Donald Petrie

Activity	Observations/Discussion	Action taken
<b>Introduction to the Review Of EIB PRO App</b>	<ul style="list-style-type: none"> <li>• Give intro to CSM Blyler</li> <li>• Brief overview of evaluation process</li> <li>• Goals of this Expert review</li> </ul>	<ul style="list-style-type: none"> <li>• Overview of EIB PRO App</li> <li>• CSM Blyler downloads EIB Pro on his Android device</li> </ul>
<b>Face Level Validity Walk Through of App</b>	<ul style="list-style-type: none"> <li>• CSM Blyler explores the overall application</li> </ul>	<ul style="list-style-type: none"> <li>• CSM Blyler gets to know functions of the app, briefly exploring the Lanes, the stations, the “steps” tabs, the “videos” tabs, the imbedded timers, and the task go/no go percentage collection tool</li> </ul>
<b>Context Validity of Lane 1: Weapons Lane</b>	<ul style="list-style-type: none"> <li>• CSM Blyler explores and takes part in all 10 weapons lane stations.</li> <li>• Reviews the Tasks, Conditions, and Standards.</li> <li>• Reviews systematic instructions and videos examples.</li> </ul>	<ul style="list-style-type: none"> <li>• After completing the instructions, CSM Blyler starts the imbedded timer and attempts to progress through the M4 Carbine test</li> <li>• Passes the task (he earned his EIB 18 years ago)</li> </ul>
<b>Context Validity of Lane 2: Medical Lane</b>	<ul style="list-style-type: none"> <li>• CSM Blyler explores and takes part in all 10 medical lane stations.</li> <li>• Reviews the Tasks, Conditions, and Standards.</li> <li>• Reviews systematic instructions and videos examples.</li> </ul>	<ul style="list-style-type: none"> <li>• Upon completing the training for all medical lane training and videos he demonstrates how to control bleeding (Station 5) and treat fractures and burns (Station 10)</li> <li>• Completes both</li> </ul>
<b>Context Validity of Lane 3: Patrol Lane</b>	<ul style="list-style-type: none"> <li>• CSM Blyler explores and takes part in all 10 patrol lane stations.</li> <li>• Reviews the Tasks, Conditions, and Standards.</li> <li>• Reviews systematic instructions and videos examples.</li> </ul>	<ul style="list-style-type: none"> <li>• Once complete with the training for the patrol lane, CSM Blyler draws a range card (Station 6) to the EIB standard and provides a SPOT report</li> <li>• Successful</li> </ul>
<b>Task Progress Tab</b>	<ul style="list-style-type: none"> <li>• CSM Blyler explores his station go/no go progress percentage.</li> </ul> <p>“I like this feature; it helps me remember what I have done and if I need more practice on a station.”</p>	<ul style="list-style-type: none"> <li>• Reviewed Task progress tab</li> </ul>
<b>Close Section with Provided Survey</b>	<ul style="list-style-type: none"> <li>• Discussed the overall effectiveness of the application</li> </ul>	

**Expert Review Questionnaire Data**

**Content Expert:** CSM John Blyler

**Date:** 15 March 2021

**Interviewer:** Andrew DeUnger and Donald Petrie

**Location:** Zoom

**Expert Reviewer Evaluation Questionnaire**

**Directions:** The following questions are intended to obtain your opinions the EIB Pro application. Please select the box that corresponds to your level of concurrence with each question’s statement and elaborate on your responses in the “Additional Comments” section following the grouped questions.

Part1: EIB Pro Content				
<b>Question 1</b>	<b>The information contained in the EIB Pro application is accurate.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 2</b>	<b>The information contained in the EIB Pro application is current.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 3</b>	<b>The information contained in the EIB Pro application covers tasks in both depth and detail.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Question 4</b>	<b>EIB Pro application task instruction is clearly delivered.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Question 5</b>	<b>The systematic instruction videos in EIB Pro are of high quality.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Question 6</b>	<b>The imbedded timer function, within the timed tasks, is useful.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Additional Comments:</b> I believe the information in this app is accurate and current with the current EIB task, conditions and standards. The tasks information is taken straight from the				

published EIB study guide handbook. The tasks, Conditions, and Standards are given up front. The information given clearly and has sufficient detail and depth to facilitate excellent training. The videos provide a different instructing technique for the soldiers who learn from watching and walk-through styles. They are high quality; one improvement would be to add audio instructions and the soldier goes through the steps. The imbedded timer is critical. It removes the dilemma of how to time yourself while practicing.

Part 2: Evaluation Objective Satisfaction				
<b>Question 1</b>	<b>EIB pro provides clear knowledge regarding EIB tasks.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 2</b>	<b>Upon completion of EIB Pro training, users will become proficient in trained EIB tasks.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Question 3</b>	<b>Each set of task standards in EIB Pro is clearly presented and will serve to facilitate user practice of the associated task.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 4</b>	<b>With EIB Pro, users are able to practice tasks at work, home, and within the training environment.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Additional Comments:</b> The App provides clear knowledge of each task, systematically in written and video form. At the completion of the training, I gave it a 3. Only because it is up to the candidate to perform the task proficiently, EIB is meant to be difficult. Some candidates will be trained proficiently but will do poorly on the test due to nerves. However, will the App assist the candidates be more proficient, yes. The tasks, conditions, and standards are the first information given. Clearly and up front so the candidate has no question on what is expected. A candidate can carry this app on their phone with them anywhere and at least read through it or “shadow box” the task. The only downside is the weapons stations, Soldiers cannot take the weapons home or travel with them. This is where “shadow boxing” comes in handy.				

Part 3: Feasibility of Organizational Integration				
<b>Question 1</b>	<b>The EIB Pro option to collect “task attempts” is helpful.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Question 2</b>	<b>EIB Pro will assist in improving organizational success rate regarding EIB testing.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Question 3</b>	<b>EIB Pro is a convenient and user-friendly application.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><b>Additional Comments:</b> This app is quite easy to use. The three lanes are presented right up front. Once you select a lane all the stations for that lane appear. From there you just select the station you want to practice, and it gives you the tasks, conditions, and the standards with a link to the stations step by step written instructions. It also gives you the option to watch the tasks performed in a video. Once you complete the station your attempt is recorded as a Go or a No Go. The app then averages your go/no rate for that station, aiding in the candidates training. The task attempt collection feature is handy but not overly necessary, because EIB is supposed to be hard. A candidate can practice all they want and have a high percentage and still make a silly error on test day. I do believe this app will help improve the candidate’s percentage to pass the graded stations. However, the graded stations are only 1/3 of the EIB test. The app does not even address the other 2/3rds of the test.</p>				

**Expert Review Debriefing Questions**

**Content Expert:** CSM John Blyler

**Date:** 15 March 2021

**Interviewer:** Andrew DeUnger and Donald Petrie

**Location:** Zoom

<b>Expert Review Debriefing</b>	
<b>Question 1:</b>	<b>Are there any of the 30 EIB graded tasks that need to be clarified or instruction improved?</b>
<b>Response 1:</b>	“I am sufficiently surprised at how well each task is instructed. All 30 tasks have the up dated Tasks, Conditions, and Standards immediately presented to the candidates, so that there is no question on what this specific task is expecting. Then each station had the current systematic instruction presented clearly under the “Steps” tab. The one improvement I would say is for the stations and their tasks to add audio to the video example of the task or even two videos. One as a talk through while showing and one with no audio just showing the task completed at “combat speed””.
<b>Question 2:</b>	<b>Do you think the training presented in the EIB PRO App is sufficient to improve the candidates training?</b>
<b>Response 2:</b>	“I do think it is sufficient to improve the overall training of the graded stations. It is clearly explained, easy to use, and you can carry the instruction in your pocket. Soldiers today do not go anywhere without their phone. The one drawback is that the equipment needed to train hands on is controlled and would require the arms room to open and sign out weapons. However, the candidates can shadowbox all the tasks wherever they want to. I also like that this App has written instruction as well as video examples of the task being performed correctly. This will facilitate all soldiers to learn the proper technique for the tasks”.
<b>Question 3:</b>	<b>Do you believe the App design facilitates the practicing of the EIB graded task?</b>
<b>Response 3:</b>	“Yes, I think it does. I think the App is of high quality, and the instruction is easy to follow. The App is easy to navigate and to understand its functions. It is also free, so that is definitely a bonus”.
<b>Question 4:</b>	<b>What do you like best about this App?</b>
<b>Response 4:</b>	“I would have to say the imbedded timer. The timer is preset to the time the task is required to be completed in. It is set specifically for each task, all are different. This saves a lot of drama for the candidate to have to set the timer each time or have someone time him/her. It creates an ease of use that facilitates the candidate to focus on the task not the timer”.
<b>Question 5:</b>	<b>What is the weakest part of this App?</b>
<b>Response 5:</b>	“There are not very many weaknesses, but I would say the lack of audio for a walk-through video. I think that would aid the visual learners in their practice. I also think the App is only focused on one part of EIB. It does a great job training the candidates up on the graded station portion but has nothing on the other two parts”.
<b>Question 6:</b>	<b>What possible improvements would you recommend for this App?</b>

<b>Response 6:</b>	<p>“I would recommend a couple things. First, as I have said, add another video with audio systematic instructions to talk the candidate through the tasks steps while they watch the instructor perform the task. I think this will help those that are not read/ write learners. Second, I would suggest that the other two parts to EIB be added to the App program. A section that has daily work out plans for the physical fitness test. A primary marksman instruction guide to aid in weapon qualification. A tutorial on conducting Day and night land navigation. Finally, a section on the 12-Mile foot march to include a train up plan to increase the candidate’s stamina and tips on maximum performance during this rigorous trial. If the App included tips and training guides for all three phases of EIB, the pre-requisites, the graded stations, and the 12-mile foot march this App would improve the EIB performance significantly”.</p>
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**Appendix B: One-to-One User 1 Tools and Results**

**Observation Log**

**Topic:** EIB PRO

**Reviewer:** Sergeant Hunter Barreto

**Dates:** 16 March 2021

**Conducted by:** Andrew DeUnger and Donald Petrie

Activity	Observations/Discussion	Action taken
<b>Introduction to the Review Of EIB PRO App</b>	<ul style="list-style-type: none"> <li>• Give intro to SGT Barreto</li> <li>• Brief overview of evaluation process</li> <li>• Goals of this Expert review</li> </ul>	<ul style="list-style-type: none"> <li>• Overview of EIB PRO App</li> <li>• SGT Barreto downloads EIB Pro App. on his iPhone device.</li> </ul>
<b>Face Level Validity Walk Through of App</b>	<ul style="list-style-type: none"> <li>• SGT Barreto explores the overall application with guidance through each component</li> </ul>	SGT Barreto gets to know functions of the app, exploring the different tabs, the “steps” tabs, the “videos” tabs, the imbedded timers, and the task go/no go percentage collection tool.
<b>Context Validity of Lane 1: Weapons Lane</b>	<ul style="list-style-type: none"> <li>• SGT Barreto conducts the training in all 10 weapons lane stations</li> <li>• Reviewing the Tasks, Conditions, and Standards</li> <li>• Completing the systematic instructions and videos examples</li> </ul>	After completing the instruction, we discuss its usefulness. I ask to grade him on the Grenade recognition task of Station 5. The App contains flashcards with the testable grenades, after reviewing the training, SGT Barreto gets a first time go.
<b>Context Validity of Lane 2: Medical Lane</b>	<ul style="list-style-type: none"> <li>• SGT Barreto conducts the training in all 10 medical lane stations</li> <li>• Reviewing the Tasks, Conditions, and Standards</li> <li>• Completing the systematic instructions and videos examples</li> </ul>	Upon completing the training for all medical lane training and videos, SGT Barreto admitted that the medical lanes were the reason he failed EIB on his previous attempt. I gave SGT Barreto a grid location and asked him to test station 1 (Request Medical Evacuation), which he completed in the 4-minute time limit.
<b>Context Validity of Lane 3: Patrol Lane</b>	<ul style="list-style-type: none"> <li>• SGT Barreto conducts the training in all 10 patrol lane stations</li> <li>• Reviewing the Tasks, Conditions, and Standards</li> <li>• Completing the systematic instructions and videos examples</li> </ul>	Once complete, I ask SGT Barreto to instruct me on completing a range card (Station 6) to the EIB standard. His knowledge of the station after the training allows him to accomplish this extra task.
<b>Task Progress Tab</b>	<ul style="list-style-type: none"> <li>• SGT Barreto explores the progress tab.</li> </ul> <p>“Do you know useful this will be when I use this App in my unit’s upcoming EIB training and testing?”</p>	Reviewed Task progress tab.
<b>Close Section with Provided Survey</b>	<ul style="list-style-type: none"> <li>• Discussed the overall effectiveness of the application</li> </ul>	

**One-to-One User Review Questionnaire Data**

**One-to-One User:** SGT Hunter Barreto

**Date:** 16 March 2021

**Interviewer:** Andrew DeUnger and Donald Petrie

**Location:** Zoom

**Expert Reviewer Evaluation Questionnaire**

**Directions:** The following questions are intended to obtain your opinions the EIB Pro application. Please select the box that corresponds to your level of concurrence with each question’s statement and elaborate on your responses in the “Additional Comments” section following the grouped questions.

Part1: EIB Pro Content				
<b>Question 1</b>	<b>The information contained in the EIB Pro application is accurate.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 2</b>	<b>The information contained in the EIB Pro application is current.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 3</b>	<b>The information contained in the EIB Pro application covers tasks in both depth and detail.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 4</b>	<b>EIB Pro application task instruction is clearly delivered.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 5</b>	<b>The systematic instruction videos in EIB Pro are of high quality.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Question 6</b>	<b>The imbedded timer function, within the timed tasks, is useful.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Additional Comments:</b> I really like this App. As far as I know the App’s information is accurate and current, it matches the EIB handbook I was given. There are only a few				

handbooks to go around so we have to share. This App will help with that too. The information for each task was detailed and explained everything I need to know about the station tasks. The videos are good to watch and see how the task is supposed to look at full testing speed, but not so much for systematic instruction because it had no narration. I like the imbedded timer. I liked that I do not have to set the timer on my phone for every task.

Part 2: Evaluation Objective Satisfaction				
<b>Question 1</b>	<b>EIB pro provides clear knowledge regarding EIB tasks.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Question 2</b>	<b>Upon completion of EIB Pro training, users will become proficient in trained EIB tasks.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Question 3</b>	<b>Each set of task standards in EIB Pro is clearly presented and will serve to facilitate user practice of the associated task.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 4</b>	<b>With EIB Pro, users are able to practice tasks at work, home, and within the training environment.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Additional Comments:</b> I think the App provides clear knowledge on the training and I believe I will be more skilled at EIB tasks, but I will need to practice some more and get my hands on the equipment to still further my proficiency. Each station's task standards were given up front and states straight from the book what is expected at that station. I can take this everywhere with me, I can even train or study at home.				

Part 3: Feasibility of Organizational Integration				
<b>Question 1</b>	<b>The EIB Pro option to collect “task attempts” is helpful.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Question 2</b>	<b>EIB Pro will assist in improving organizational success rate regarding EIB testing.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 3</b>	<b>EIB Pro is a convenient and user-friendly application.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><b>Additional Comments:</b> I like that attempt percentage tool; it will help me know which station I need to put extra work into. I failed EIB last year, I wish I had this App back then; maybe my outcome would have been different. So yes, I think it will help soldiers pass the graded portion. This App is quite easy to use, the lay out is simple and easy to figure out. I had the gist of it in a matter of minutes.</p>				

**One-to-One User Review Debriefing Questions**

**One-to-One User:** SGT Hunter Barreto

**Date:** 16 March 2021

**Interviewer:** Andrew DeUnger and Donald Petrie

**Location:** Zoom

<b>User Review Debriefing</b>	
<b>Question 1:</b>	<b>Are there any of the 30 EIB graded tasks that need to be clarified or instruction improved?</b>
<b>Response 1:</b>	“No, I do not think the tasks need to be clarified, each task was written right there for me to read and follow as I went. I felt better trained on the tasks with this app then I did with trainers last EIB”.
<b>Question 2:</b>	<b>Do you think the training presented in the EIB PRO App is sufficient to improve the candidates training?</b>
<b>Response 2:</b>	“I do think the training in this App is good. I feel like I did better at the few tasks we tried together during this meeting. I think this App will help a lot. I will be downloading it myself and taking it back to my squad for the upcoming EIB testing”.
<b>Question 3:</b>	<b>Do you believe the App design facilitates the practicing of the EIB graded task?</b>
<b>Response 3:</b>	“I do think the design helps me practice, I like that I can carry it with me everywhere. I think the instruction is up to date and will help me practice. I just need to talk to my Platoon Sergeant and ask to get the weapons out of the arms room and all the guys will be able to train every day”.
<b>Question 4:</b>	<b>What do you like best about this App?</b>
<b>Response 4:</b>	“My favorite part about this App is that I can take it anywhere and study or train wherever I am. It lets me at least study the tasks anywhere, I do not need the equipment to at least read through the steps of each tasks”.
<b>Question 5:</b>	<b>What is the weakest part of this App?</b>
<b>Response 5:</b>	“I guess I would have to say the videos. They are just videos of the tasks at testing speed. I wish they had narration to talk me through what they are doing”.
<b>Question 6:</b>	<b>What possible improvements would you recommend for this App?</b>
<b>Response 6:</b>	“I would like to listen to the instructions as I drive to and from work, maybe a narrated talk through of each task. As well as a video with narration and systematic video instruction. Instead of just testing speed videos”.

**Appendix C: One-to-One User 2 Tools and Results**

**Observation Log**

**Topic:** EIB PRO

**Reviewer:** Sergeant Nathaniel Broemmel

**Dates:** 17 March 2021

**Conducted by:** Andrew DeUnger and Donald Petrie

Activity	Observations/Discussion	Action taken
<b>Introduction to the Review Of EIB PRO App</b>	<ul style="list-style-type: none"> <li>• Give intro to SGT Broemmel</li> <li>• Brief overview of evaluation process</li> <li>• Goals of this Expert review</li> </ul>	<ul style="list-style-type: none"> <li>• Overview of EIB PRO App</li> <li>• SGT Broemmel downloads EIB Pro App. on his iPhone device.</li> </ul>
<b>Face Level Validity Walk Through of App</b>	<ul style="list-style-type: none"> <li>• SGT Broemmel explores the overall application with guidance through each component</li> <li>• SGT Broemmel takes more time, because he has never had the opportunity to go through EIB training and testing.</li> </ul>	<p>SGT Broemmel familiarizes himself with the functions of the app, combing through the different tasks. He is quite interested in the “videos” tabs; he asks questions about the imbedded timer, I explain it is that each task has its own time to be completed in. Being a first time EIB candidate he has less interest in the go/no collector because he expects to get all no-go’s until he has had a lot more practice.</p>
<b>Lane 1: Weapons Lane</b>	<ul style="list-style-type: none"> <li>• SGT Broemmel takes his time reading all the systematic instructions for the 10 weapons lane stations.</li> <li>• Reviewing the Tasks, Conditions, and Standards</li> <li>• Completing the systematic instructions and videos examples</li> <li>• Asks clarifying questions</li> </ul>	<p>After completing the instruction, we talk about how he feels about the instruction for the stations. He thinks it is good training and will be better once he has the equipment to do hands on. He likes the videos but prefers to read the instructions while using his hands to complete the task. I also ask him to test on station 5, hand grenades. The flash cards in the App make this station easy to do without the actual grenades on hand. After reviewing the flash cards for a few minutes, he only missed one.</p>
<b>Lane 2: Medical Lane</b>	<ul style="list-style-type: none"> <li>• SGT Broemmel reviews the training in all 10 medical lane stations</li> <li>• Reviewing the Tasks, Conditions, and Standards</li> <li>• Reviews the systematic instructions and videos examples</li> </ul>	<p>Once training is complete for all medical lane training and videos SGT Broemmel admits he will have to put in a lot of repetitions on the medical lane. I coach him through a practice session on Medical lane 5, (Control Bleeding).</p>
<b>Lane 3: Patrol Lane</b>	<ul style="list-style-type: none"> <li>• SGT Broemmel conducts the training in all 10 patrol lane stations</li> <li>• Reviewing the Tasks, Conditions, and Standards</li> <li>• Completing the systematic instructions and videos examples</li> </ul>	<p>After the training SGT Broemmel tells me this is the first time he has ever adjusted indirect fire (Patrol lane, station 1). This being one of the harder stations, we walk through it again.</p>
<b>Task Progress Tab</b>	<ul style="list-style-type: none"> <li>• SGT Broemmel explores the progress tab.</li> <li>• Less concerned about his go/no go percentage at this point.</li> <li>• Is more focused on the training this App provides.</li> </ul>	<p>Reviewed Task progress tab.</p>
<b>Close Section with Provided Survey</b>	<ul style="list-style-type: none"> <li>• Discussed the overall effectiveness of training provided by the application</li> </ul>	

**One-to-One User Review Questionnaire Data**

**One-to-One User:** SGT Nathaniel Broemmel

**Date:** 17 March 2021

**Interviewer:** Andrew DeUnger and Donald Petrie

**Location:** Zoom

**Expert Reviewer Evaluation Questionnaire**

**Directions:** The following questions are intended to obtain your opinions the EIB Pro application. Please select the box that corresponds to your level of concurrence with each question’s statement and elaborate on your responses in the “Additional Comments” section following the grouped questions.

Part1: EIB Pro Content				
<b>Question 1</b>	<b>The information contained in the EIB Pro application is accurate.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 2</b>	<b>The information contained in the EIB Pro application is current.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 3</b>	<b>The information contained in the EIB Pro application covers tasks in both depth and detail.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 4</b>	<b>EIB Pro application task instruction is clearly delivered.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 5</b>	<b>The systematic instruction videos in EIB Pro are of high quality.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Question 6</b>	<b>The imbedded timer function, within the timed tasks, is useful.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Additional Comments:</b> I have never attempted EIB, so it all seems accurate and current to me. We just got a few EIB handbooks a few weeks ago. I felt like the instruction was in-				

depth. I needed to read it a few times to fully grasp the tasks. I understood the instruction clearly, it is just a lot. The videos were helpful to see how the task is supposed to look. However, they did not really cover systematic instruction. I like the timer, it makes executing the task less complicated.

Part 2: Evaluation Objective Satisfaction				
<b>Question 1</b>	<b>EIB pro provides clear knowledge regarding EIB tasks.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 2</b>	<b>Upon completion of EIB Pro training, users will become proficient in trained EIB tasks.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Question 3</b>	<b>Each set of task standards in EIB Pro is clearly presented and will serve to facilitate user practice of the associated task.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 4</b>	<b>With EIB Pro, users are able to practice tasks at work, home, and within the training environment.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Additional Comments:</b> Yes, I believe the App give me clear knowledge on all the tasks of EIB. The instruction is simple and spelled out for the learner to easily understand and replicate. At the completion of the training, I was more proficient, but I think EIB is about repetition and I will become an expert with more practice. The tasks standards are right on the first page of each task. I like that this App can be on my phone, I can ready and look over the tasks at any time or even in the barracks.				

Part 3: Feasibility of Organizational Integration				
<b>Question 1</b>	<b>The EIB Pro option to collect “task attempts” is helpful.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Question 2</b>	<b>EIB Pro will assist in improving organizational success rate regarding EIB testing.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Question 3</b>	<b>EIB Pro is a convenient and user-friendly application.</b>			
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><b>Additional Comments:</b> At my current lack of expertise, I do not care what the task attempt collection option tells me. I just want to practice. It will mean more in the coming months after I have practiced all the stations with the needed equipment. I think it will improve the pass rate. It is like an interactive version of the EIB handbook that I do not have to share. I will share it with my squad mates, but I do not have to go without the task standards. This is easy to use. I had no problem figuring out what each tab and option did.</p>				

**One-to-One User Review Debriefing Questions**

**One-to-One User:** SGT Nathaniel Broemmel

**Date:** 17 March 2021

**Interviewer:** Andrew DeUnger and Donald Petrie

**Location:** Zoom

<b>User Review Debriefing</b>	
<b>Question 1:</b>	<b>Are there any of the 30 EIB graded tasks that need to be clarified or instruction improved?</b>
<b>Response 1:</b>	“Not that I can tell. I am new to EIB and I understood the instruction. I just needed to reread the instruction to help me fully grasp the concept of the tasks. I think this App could help me get a first time go”.
<b>Question 2:</b>	<b>Do you think the training presented in the EIB PRO App is sufficient to improve the candidates training?</b>
<b>Response 2:</b>	“Yes, I do. I went from having very little experience in the 30 stations to being more proficient in them in just a few readings. I will be looking for this App once we are done. I think my buddy’s will use it too”.
<b>Question 3:</b>	<b>Do you believe the App design facilitates the practicing of the EIB graded task?</b>
<b>Response 3:</b>	“I like the design. It is very easy to use and figure out. It is not complicated at all. The App walks me through every step of each task. This will build my confidence in each task”.
<b>Question 4:</b>	<b>What do you like best about this App?</b>
<b>Response 4:</b>	“I like the step-by-step instruction. It will let me read the step then do the step. It is like a crawl, walk, run instruction that lets me practice at my pace and will help me master the EIB tasks”.
<b>Question 5:</b>	<b>What is the weakest part of this App?</b>
<b>Response 5:</b>	“I do not really know what is weak in the instruction but some audio instruction in the videos would be helpful”.
<b>Question 6:</b>	<b>What possible improvements would you recommend for this App?</b>
<b>Response 6:</b>	“I feel like this App is great. I am not an expert in this EIB stuff, but maybe add some step-by-step instruction to the videos so I can listen to it while I am at lunch or cleaning my Bradley Fighting Vehicle”.