

# **Impact of Recruits Participating in Future Agents Youth Regional Summer Programs**

**Research conducted by:** Dr. Clyde Benson, Dr. Fayola Abbas, Dr. Hee Seong, and Dr. Ana Sofia Campoverde

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## 1. Introduction:

With the implementation of the Future Agents Youth Summer Program, it is believed that recruits participating in the program would benefit from a number of behavioral advantages that include but are not limited to: discipline, obedience, structure, heightened sense of responsibility, teamwork and cooperation. Analyzing data gathered from a number of recruits within the youth summer program, we set out to understand if the program affected the behavior of recruits, how they were affected, and to what degree.

## 2. Methodology:

All 60 of the recruits were chosen from a pool of 1500 applicants. All recruits were monitored through data gathered from the HUDSet provided by the summer program. Through weekly reports, a profile was created based on each recruit's performance in various social situations and every day interactions recorded via the HUDSet. For the integrity of the study, and to ensure the most accurate results, the subjects (recruits) were not made aware that such data was being gathered.

In addition to data gathered via the HUDset, a weekly diagnostics performed by clinical psychologists was also conducted. During these weekly sessions, the recruit was asked a series of behavioral and psychological questions based on several hypothetical scenarios presented by the interviewer. Variations in answers, significant or insignificant, were tracked for a more thorough understanding of each recruits' psyche and conflict resolution methods and abilities.

All 60 recruits were chosen based on a number of criteria, including:

- Optimal health
- Sound psychological mind
- High academic performance
- Being between the ages of 16 and 22

Things NOT taken into consideration:

- Gender
- Race
- Religion
- Socioeconomic status

The application process was a rigorous 2-week process that included a written exam, school transcripts, two letters of recommendations from a verified school teacher and/or administrator, physical exam, and psychological screening. Those recruits who performed the highest within all areas tested were chosen for the Youth Future Agents Programs.

To gather enough interest in the program, and thus gain a diverse pool of applicants, active field recruiting and advertising tools were used. Field agents were encouraged to actively seek youth who could be good candidates for the program. Advertising targeted to students was also utilized, including sponsored articles in media sites, high school and college newspapers, flyers, and social media posts.

Recruits were expected to work for 25 hours a week, being given a number of tasks, including administrative tasks, field work, and/or research. At least two thirds of data collected were during the working hours of each recruit.

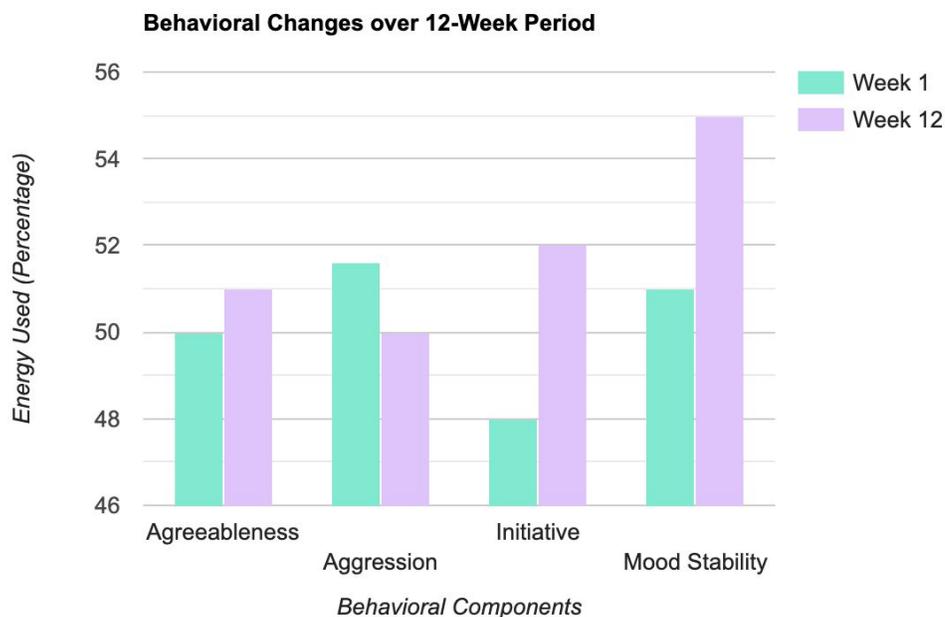
### 3. Findings:

Over a 3-month period, metrics were taken from each recruit that measured levels of aggression, moods, and processing during social interactions. The metrics taken from the HUDSet and first diagnostic of Week 1 were used as a “baseline” of each recruit’s psychological profile. From Weeks 2 through 12, metrics taken were compared from that of Week 1.

Data was gathered in these specific areas and measured:

- Agreeableness
- Mood stability
- Aggression
- Accountability
- Initiative

#### Recruit #1



As seen from the table above, there was a significant increase in agreeableness and mood stability in the span of the 12 weeks. Additionally, there was also an increase in the recruit's ability to initiate projects and tasks without the encouragement of any superiors.

Interestingly, there was a drop in the recruit's willingness to engage in more aggressive and combative behavior. It is important to note, however, that this drop in aggression when engaging with other peers and colleagues. Data on levels of aggression during high pressure situations is not available.

\*from here down I was going to do more recruits data varying slightly, but most saying largely the same thing as above\*\*

When compared to the data of the weekly diagnostics that the recruits underwent, there was also a heightened sense of community, responsibility and civic duty that the recruits developed. On average, 82% of the recruits believed that they had a moral responsibility to protect their community from anything they considered a threat.

Furthermore, 97% of all recruits felt a deep sense of comradery among their fellow recruits and when asked if they felt a commitment to protect their safety, responses were almost unanimously in favor of this sentiment.

#### **4. Conclusions**

From the data gathered during the 12-week program, it can be concluded that the recruits did indeed benefit from several behavioral changes. We believe that this is due largely in part to the Future Agents Youth Summer program.

In the duration of the Youth Program, teamwork was consistently encouraged and actively implemented in tasks performed by recruits. Superiors often spoke about the importance of working as a team, and spread a message of the importance of being a united front. Field Agents were also encouraged to work in teams on tasks to emulate the message of unity.

Additionally, such a structure was implemented in the everyday operations of the office where most, if not all tasks were meant to be performed by a team of at least two people. Recruits spent a significant amount of time with their peers, and therefore, formed deep bonds with them, as well as their superiors.

It is strongly suggested based on the information presented, that recruits who complete the youth summer program go on to build a better network for employment opportunities through their colleagues and peers, and mature into more proactive, responsible, and structured individuals.