

NAA Determinations

The establishment of a member being Not Aeronautically Adaptable/Adapted requires either the diagnosis of a personality disorder or the diagnosis of personality traits that are clearly maladaptive to safety of flight, mission execution, or aircrew coordination. This diagnosis must be made by a mental health professional and there are no waivers granted.

Designated officers and aircrew considered to be NAA following a local mental health assessment should be discussed with a NOMI psychiatrist/psychologist. In the case of maladaptive traits or if we have a concern about proper diagnosis, we will strongly recommend the command send the member to NOMI for evaluation. An exception to this is in the case of a very junior aircrew or if the member concurs with the NAA finding.

As stated above, there are no waivers granted for NAA determinations. In the very rare case, if a member is diagnosed with maladaptive personality traits (not with an appropriately diagnosed personality disorder) they may be considered for re-evaluation at NOMI. This would require a period of intensive therapy followed by a two-three year period of demonstrated significant and sustained improvement in the behaviors leading to a maladaptive trait diagnosis.

The best clue as to which individuals may be appropriately considered for a re-evaluation are those who have the insight to recognize their problems initially and who sought help for them. Unfortunately, it is the very individuals who lacked insight initially (as one indication of their personality structure) that are the ones who are vocal in requesting or demanding re-evaluation.

If you are at the early stage of just beginning to have a concern about maladaptive traits, be *very* specific in your documentation of data. The data comes from your encounters with the individual, what is passed in the squadron, and what you learn from the Human Factors Councils (where you **always** need to be an active participant). Try to go from what starts as a “gut sense,” and characterize the behaviors to the best of your ability. Please feel free to always give us a buzz at that stage or any time, and we will help walk you through the process of where to go next.