



I'm not a robot!

Army negative counseling examples disrespect

Event-oriented signals are tied to a specific event or situation. There may have been events in the past, such as a billboard or going to school, or events such as exceptional service, performance issues, or personal problems. Examples of event-oriented advising include, but are not limited to, advice on performance or underperformance, advice on admissions and integration, advice on crises, advice on transfers, doctoral advice, and doctoral advice. Before you give advice, consider this advice timeless. 5-13.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100.

DATA REQUESTED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 3601, Departmental Regulations, 33 USC 3633, Section 6 of the Privacy Act of 1974 (5 USC 5529) (b)(5) (B)(5) (D)
 PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
 ROUTINE USES: For subordinate leader development (FM 22-100). Leaders should use this form as necessary.
 DESCRIPTIVE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI)	Rank / Grade	Social Security No.	Date of Counseling
	SFC/E-4		1 APR 12
Organization 82d ABIN DIV		Name and Title of Counselor SGT LAMORFEAUX, PAT SQUAD LEADER	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling and includes the leaders facts and observations prior to the counseling)

- Event-Oriented Counseling
- Violation of Article 91- Insubordinate conduct toward a non-commissioned officer
- Violation of Article 117- Provoking speeches or gestures
- Violation of Article 134- Disorderly conduct

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

SPC D******, you are hereby being counseled for Violation of the following articles: Article 91, Article 117 and Article 134. On 1 April 12, at 0600 hrs, you showed up for PT formation and when you walked in the door I told you to do push-ups for not signing in from leave the night before. You rolled your eyes and told me that you were not going to do it and that you didn't have to. Even when I talked to you in private to determine if there were any extenuating circumstances, you still did not cooperate. I then told you to stand at parade rest and you shrugged it off and ignored me. In addition, when SPC Smith, a senior non-commissioned officer, pulled you into the office to talk to you, you did the same thing and was disrespectful.

This insubordination will not be tolerated. I don't think you realize the situation you have put yourself into or the repercussions that could result. You get out of the Army at the end of the year and all you have to do is follow the rules and stay out of trouble to end your career on a good note. Instead you have adopted an uncooperative attitude. I am here to help you but if you don't care, I can't help you. The bottom line is that this type of behavior is unbecoming of a Soldier in the United States Army and will not and cannot be tolerated.

In addition to being counseled on the points above, he received counseling on the following: (1) That uncooperative behavior similar to that for which he has been counseled may result in punishment under Article 15, UCMJ, court-martial, or adverse action such as a bar to reenlistment, suspension of favorable personnel actions (promotion, retention, schools), or other appropriate administrative sanctions; (2) That if this behavior continues that separation under the provisions of AR 635-200 may be initiated; (3) That if separated prior to ETS, that he could receive either an honorable, general, or other than honorable discharge for their current term of service, or their term of service would be unsatisfactory if they have served less than 180 days on active duty; (4) The basis for each characterization of service and the discharge certificates received for each and that his characterization of service would be unsatisfactory if he were to apply for any Federal agency (if they were to apply for another federal agency, he would be eligible for that type of discharge); (5) That he would be entitled to gratuity, severance pay, compensation, veterans benefits, and related measures; (6) That a general discharge would constitute a civil service retirement rating; (7) That an other than honorable discharge would result in him being reduced to the lowest enlisted rank, loss of payment of accrued leave, and loss of all benefits administered by the Veterans Administration and other federal and state agencies; (8) That separation prior to ETS may preclude him from enlisting in any component of the Armed Forces; (9) That separation prior to ETS may cause him to lose their entitlement to education benefits and money paid into the Army College Fund; (10) That separation prior to ETS may cause him to repay any unearned bonus received for enlistment or reenlistment; (11) That it would be unlikely that his characterization of service upgraded would be successful; (12) That he is encouraged to make every reasonable effort to ensure his performance and conduct meet military standards; (13) That he would be given a reasonable effort to bring their uncooperative performance and conduct to acceptable military standards.

OTHER INSTRUCTIONS

This form will be destroyed upon reenlistment (other than initalization/transfer), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/compensation see local directives in AR 635-200.

EDITION OF 3/06 IS OBSOLETE

DA FORM 48-56-E, JUN 99

Sometimes clues about some cases of better or worse service are linked together. For example, tell your soldier whether the service is up to scratch and what it did right and what it did wrong. The key to effective consultation on a specific service is to conduct a consultation meeting during the event. 5-14. When advising a Soldier about a specific service, follow these steps: Explain to the Soldier what the purpose of the advice is, what is expected, and how he or she fell short of standards. Discuss the specific unacceptable behavior or specific action, not the person's character. Tell the soldier what effect this move had on the rest of the unit. Actively listen to the soldier's reaction. Stay with the Soldier's emotion. Raise your soldier to meet the standards. Please be prepared to complete your order based on personal advice, as failure to complete may be related to or the result of a personal problem. Explain what you are doing to improve performance (action plan). Define your responsibilities in implementing the action plan. Evaluate and monitor the progress of your soldiers. If necessary, modify your action plan.

5-18. Outside agencies can help leaders solve problems. While it is generally in the individual's best interest to assist the supervisor first, supervisors should always respect the subject's right to independently contact these agencies. Leaders can refer a soldier to the right person, such as military social services, a chaplain, or an addictions counselor. More information on support activities can be found in Appendix B, Military Programs, or FM 6-22 (22-100). Appendix C, Help a soldier with personal problems, not only that the soldier means another person - Chaplain, doctor, or a consultant. Until the problem is solved, there is a soldier with a problem in your unit, which means it is your problem. From your soldiers, what are you doing to help them solve their problems. FM 22-600-20, Manual for Unknown Unsold Officers, Promotion Tips, 1980, 5-19. The commanders or people designated by them must consult with the promotion of all specialists, companies and sergeants, who can be promoted without resigning, but are not recommended for promotion at such a higher level. Military regulations require soldiers inside 17.) 5-21. Developmental counseling may be waived if the soldier commits more serious offenses. In such situations, the chief is obliged to notify the commander and the staff judge on duty. When a commander's rehabilitation efforts are unsuccessful, separation counseling is an administrative precondition for most administrative separations and is the final warning to the Soldier that he must improve his performance or face discharge. In many cases, it may be useful to involve the entire chain of command once it is determined that adverse separation counseling may be required. The first sergeant or commander must inform the soldier of the notification requirements set forth in AR 635-200. To alert someone to a negative attitude, the counselor must be specific and focus on actions rather than attitudes. Look for specific verbal and physical behaviors and actions that affect others, undermine team morale, or harm productivity. Nonverbal behaviors such as rolling eyes, clenching fists, or walking are also recorded.

During the consultation, describe the abusive behavior and tell the soldier that it needs to stop. Explain how this causes the problem and the consequences of further abusive behavior. Help the person by offering solutions to the problem as an alternative to the abusive behavior. The work environment should be as pleasant as possible for everyone who works there and should be consistent and supportive for everyone. We have protocols, customs and courtesies to make this happen. While some of these courtesies may seem unnecessary to you, they may be necessary for others and you should observe them for their sake. While I appreciate your participation and efforts to improve operations, your actions sometimes interfere with the smooth running of our center or offend your colleagues or managers. Specifically: 1. You have discussed needs several times with SSG Blake and others. warn it. However, this should not take more than 3 seconds and should only be done once. If you do not agree, you must proceed with the instructions immediately and without complaint. If you continue to question orders or fail to follow the instructions in the manual, there will be more serious consequences. Nov 27 You left out the cleaning part because it wasn't part of my mod. If everyone in the army refused to do anything outside of their MO, the army would collapse within a day. All members of the Army, from privates to generals, were suddenly and often months working in their MOS. You didn't pull your weight and colleagues had to do the work you had to do.

Developmental Counseling

"Subordinate-centered communication that produces a plan outlining actions necessary for subordinates to achieve individual or organizational goals." (para 5-90, FM 22-100, Army Leadership, Aug 99 -revoked-)

"Counseling is the process used by leaders to review with a subordinate the subordinate's demonstrated performance and potential." (Para B-1, FM 6-22 Army Leadership, Oct 06)

Failure to follow the guide's instructions will result in more serious consequences. 3. When you call your manager or others, you often respond with "what?!" Some people see this as a challenge. Instead, answer "yes" or "what can I do for you" or something similar. 4. SFC Michaels addresses Clark frequently. Don't pay people who call you names.