



**I'm not a robot!**

## **Negative counseling army failure to follow instructions**

**Army failure to follow instructions. Army counseling for failure to follow instructions. Army negative counseling examples failure to report. Army counseling examples failure to follow instructions.**

Failure to Report - Violation of UCMJ Article 86 SUMMARY OF COUNSELING Specialist Smith, At 0600, on 14 April 13, you failed to be at your appointed place of duty, our morning formation in front of Bldg 11. At 0900, you called me and stated that you overslept and would be in as soon as possible. You arrived at 1010 Specialist Smith, you have had numerous verbal counselings and 5 written counselings on violation of Article 86 of the UCMJ in the past 11 months. You are demonstrating a serious pattern of misconduct. If you had been my Soldier, you wouldn't still be in the Army. I recommended you for immediate discharge to the First Sergeant but he wants to give you one more chance. However, he stated that if you are late for duty one more time, he will accept my recommendation. As emphasized in previous counselings, accountability and responsibility are indispensable traits of a Soldier! There is no exception to this requirement and no room for interpretation. I am formally informing you that, as of now, you will report to each formation at least 15 minutes prior to its scheduled time. If, for some reason, you cannot make these formations on time, you will explain to me and me only, the reason and clear it 24 hours beforehand. Reporting for duty on time is one of the most fundamental requirements of being a Soldier. If you cannot report for duty on time, I have serious reservations as to whether you are capable of military service. In my opinion, a Soldier without the self-discipline OR enough respect for authority to show up on time is not a useful Soldier and may even be a detriment to the safety of his unit. If you are late one more time while you are my responsibility, I will make it my priority to make sure you are not allowed to reenlist. This counseling statement has been furnished to you, not as a punitive measure under the provisions of article 15, UCMJ, but as an administrative measure to stress that continued behavior of the same or a similar nature may result in initiation of action separating you from the U.S. Army under the provisions of Chapter (5) (8) (11) (13) (14), AR 635-200. Such action may result in either an Honorable Discharge, General Discharge, or an Other Than Honorable (OTH) Discharge. If you receive a General or an OTH Discharge, this could result in the possible loss of some or all Veterans Benefits and substantial prejudice in obtaining civilian employment. In addition, if you have contributed money to the Montgomery G.I. Bill and you are released from active duty with a less than Honorable Discharge, you will not be eligible to receive money for educational purposes and any money already contributed for educational purposes is nonrefundable and may be forfeited. PLAN OF ACTION Due to your inability to be at the appointed place of duty at the appointed time, the following corrective action will be taken: Starting now, 13 May 13, until I say otherwise, you will report for daily morning formation at 0545 in the uniform of the day. During this period, your actions will be evaluated and failure to show, advise, to, to future formations, will result in UCMJ action in accordance with Article 86. In addition, I will make every effort to ensure you are barred from reenlistment. SESSION CLOSING SPC Smith will report to every formation 15 minutes ahead of time. This is not to be considered to be 15 minutes early. It is SPC Smith's actual reporting time. I will be present at every formation and if you are not present at the required time, I will take immediate administrative action. SPC Smith is aware of the consequences of any future failures to report as ordered. Individual counseled: \_\_\_\_\_ I agree / disagree with the information above Individual counseled remarks: Signature of Individual Counseled: \_\_\_\_\_ Date: \_\_\_\_\_ LEADER RESPONSIBILITIES I will ensure that our leadership is aware of this counseling and will provide guidance and assistance if requested. Signature of Counselor: \_\_\_\_\_ Date: \_\_\_\_\_ ASSESSMENT OF THE PLAN OF ACTION SPC Smith was only 10 minutes early to formation on one occasion and did not have a valid excuse. I did submit additional counseling but our current leadership did not want to accept it. However it is on file and will be resubmitted in the event of any future failures. I still have reservations as to SPC Smith's suitability for military service and continue to evaluate his performance. Counselor: \_\_\_\_\_ Individual Counseled: \_\_\_\_\_ Date: \_\_\_\_\_ You are being counseled for failing to follow instructions by avoiding proper quarterly counseling and refusing to speak on the phone with your Squad Leader.

<b>HURT FEELINGS REPORT</b>				
For use of this form, see FM 22-102; the proponent agency is TRADOC				
<b>DATA REQUIRED BY THE PRIVACY ACT OF 1974</b>				
<b>AUTHORITY:</b>	5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)			
<b>PRINCIPAL PURPOSE:</b>	To assist whiners in documenting hurt feelings, and to provide leaders with a list of soldiers who require additional counseling, NCO leadership, and extra duty..			
<b>ROUTINE USES:</b>	For subordinate leader development IAW FM 22-102. Leaders & whiners should use this form as necessary.			
<b>DISCLOSURE:</b>	Disclosure is voluntary, but repeated disclosure may result in a DA Form 779-1A, Report of Wall To Wall Counseling			
<b>PART I – ADMINISTRATIVE DATA</b>				
A. WHINER'S NAME (Last, First, M)	B. RANK/GRADE	C. SOCIAL SECURITY NUMBER	D. DATE OF REPORT	
E. ORGANIZATION	F. NAME & TITLE OF THE PERSON FILING OUT THIS FORM			
<b>PART II – INCIDENT REPORT</b>				
A. DATE FEELINGS WERE HURT	B. TIME OF HURTFULNESS	C. LOCATION OF HURTFUL INCIDENT	D. NCO OR OFFICER SYMPATHETIC TO WHINER	
E. NAME OF REAL MAN/WOMAN WHO HURT YOUR SENSITIVE FEELINGS		F. RANK/GRADE	G. ORGANIZATION (if different from 3e above)	
<b>E. INJURY (Mark all that apply)</b>				
1. WHICH EAR WERE THE WORDS OF HURTFULNESS SPOKEN INTO?		2. IS THERE PERMANENT FEELING DAMAGE?		
<input type="checkbox"/> LEFT <input type="checkbox"/> RIGHT <input type="checkbox"/> BOTH		<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> MAYBE		
3. DID YOU REQUIRE A "TISSUE" FOR TEARS?		4. HAS THIS RESULTED IN A TRAUMATIC BRAIN INJURY?		
<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> MULTIPLE _____		<input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> MAYBE		
<b>F. REASON FOR FILING THIS REPORT (Mark all that apply)</b>				
I am thin skinned		The Army needs to fix my problems		Two beers is not enough
I am a wimp		My feelings are easily hurt		My hands should be in my pockets
I have woman/man-like hormones		I didn't sign up for this		I was not offered a post brief
I am a crybaby		I was told that I am not a hero		Someone requested a post brief
I want my mommy		The weather is to cold		All of the above and more
<b>G. NARRATIVE (Tell us in your own sly words how your feelings were hurt.)</b>				

If you are unable to get the specific date and time, provide a reasonable estimation, such as "in the early morning hours of \_\_\_\_\_", "in the middle of February", etc. 2. LOCATION: Include both the general area of the offense, i.e. Fort Hood, Killeen, Austin, and the specific location, if known, for example, Patriot Inn, East Gate Bldg 5204, etc. If the exact location is not known, provide as much information as possible, i.e. "near Austin", "on the outskirts of Baghdad", etc. 3. RANK AND NAME: Clearly identify the people involved in the incident. Do not use vague descriptions such as "an NCO" or "my battle buddy". Use both rank and full names of the people involved, i.e. First Sergeant John Wayne, Private Jessica Alba, etc. Only leave out this information if identities are unknown and cannot be obtained despite a reasonable effort. Always remember to identify yourself with rank and full name. 4. DETAILED DESCRIPTION: Provide a detailed but straight-forward description that clearly states what happened, how it happened, and why it happened. Write it chronologically, from start to finish, using normal language. Refrain from using technical or obscure lingo not easily understood by people outside your MOS. Also, refrain from quoting from the Manual for Courts-Martial.

It is more important to explain that "PFC Sullivan struck PFC Doe in the face with a closed fist" than it is to say that he violated Article 128 of the UCMJ. EXAMPLES Failure to Report: On 14 June 2018, you failed to report to PT formation at 0630 hours outside Building 52004 on Fort Hood. I had to send SPC Notaz Lazeto to your room to get you. When he knocked on your door, you opened the door wearing nothing but your boxer shorts. You told him that you forgot to set your alarm last night and that your room mate did not wake you up. This is the second time you missed formation this week and it will not be tolerated anymore. I am recommending UCMJ action at this time. Disobeying an Officer: You are being counseled about the incident on 15 April 2018 at Building 52004. CPT Jack A. Sparrow instructed you to clean up the conference room and move all of the MRE boxes to the supply room by 1700. At 1730 the MRE boxes were still in the conference room. When I looked for you, I found you laying cards with PVT CardShark in the day room. This behavior is unacceptable and will not be tolerated. Assaulting an NCO: Today, 15 April 2018, you assaulted SGT Floyd Patterson at the Battalion motor pool on Fort Hood. SGT Patterson asked you to conduct PMCS on the vehicle, to which you replied "Why don't you make me" and then you pushed SGT Patterson against the door of a vehicle.

<b>DEVELOPMENTAL COUNSELLING FORM</b>			
For use of the Form see FM 10-23, the document agents in TRADOC			
<p><b>AUTHORITY:</b> PROFESSIONAL PURPOSE: POLICY: 10-23 FM 10-23 (2008)</p> <p>Form 10-23-08, Department Regulation 10-23C 00-12 (Revised 10-2008-01, 080710ZMAY08) General leaders (including commanders) conducting counseling or interviewing subordinate For administrative or developmental counseling (FM 10-23). Leaders should use this form as necessary Disciplinary authority</p>			
<b>PART I - ADMINISTRATIVE DATA</b>			
Name/Last Name	Rank/Grade	Serial Number	Date of Counseling
Commander		Name and Grade/Commission	
<b>PART II - BACKGROUND INFORMATION</b>			
<p><b>Purpose of Counseling:</b> (Leader states the reason for the counseling, e.g., Performance/Professional or Disciplinary counseling and includes the leader's role and observations prior to the counseling)</p> <p><b>See Paragraph B-03 Open the Session.</b></p> <p>The leader should annotate pertinent, specific, and objective facts and observations made. If applicable, the leader and subordinate start the counseling session by reviewing the status of the previous plan of action.</p>			
<p><b>PART III - SUMMARY OF CONCERNED</b> Concise list of facts during a discussion relevant to counseling</p> <p><b>Key Points of Discussion:</b> <b>See paragraphs B-04 and B-05 Disclose the Issues.</b></p> <p>The leader and subordinate should attempt to develop a mutual understanding of the issues. Both the leader and the subordinate should provide examples or cite specific observations to reduce the perception that either is unobjectively biased or judgmental.</p>			
<b>OTHER INSTRUCTIONS</b>			
<p>This form will be destroyed upon completion (after the appropriate leader, recorder, or RTO, or supervisor, has signed it). For separation or disciplinary counseling, attach this form to the appropriate case record documents and file with them.</p>			

Figure 8-10. Guidelines for completing a developmental interviewing form.

You willfully and intentionally assaulted a noncommissioned officer of the U.S. Army and this conduct will not be tolerated. Disobeying an NCO: On 15 April 2018, on Fort Hood, SGT Ronald McDonald told you to conduct a police call around the Battalion motor pool before 1300 hours

DEVELOPMENTAL COUNSELING FORM		
For use of the Army. See AFM 4-22.2 for the pertinent Army's TRADOC		
APPLICABILITY: 5 USC 361, Departmental Regulation, 10 USC 363, Secretary of the Army		
PRINCIPAL PURPOSE: To provide a mechanism for the Army to receive information on the conduct of its members.		
ROUTINE USES: The DoD Standard Privacy Notice set forth at the beginning of the Army's completion of system is in accordance with this disclosure.		
DISCLOSURE: Disclosure is voluntary.		
PART A: ADMINISTRATIVE DATA		
Name & Ext. File #	Rank/Grade	Date of Counseling
Organization	Name and TIN of Counselor	
PART B: BACKGROUND INFORMATION		
Purpose of Counseling: (Counsel covers the results of the following: 4.2 Performance Assessment, 4.3 Counseling, 4.4 Counseling, and includes the leader's facts and observations prior to the counseling.)		
PART C: SUMMARY OF COUNSELING		
Complete this section prior to concluding a discussion in counseling.		
Key Points of Discussion:		
URGENT RELEASE DATA		
This form will be destroyed upon reasonable notice or when it is no longer required, or upon separation. For separation requirements, see the DoD Standard Privacy Notice set forth at the beginning of this system.		
DA FORM 4856, PREVIOUS EDITIONS ARE OBSOLETE.		

When SGT McDonald returned from chow at 1400, he noticed there was trash still all over the motor pool. SGT McDonald walked over to you in the smoking area and noticed you were playing with your phone. When he asked why you had not conducted a police call, you replied that it had slipped your mind. This is totally unacceptable. Dereliction of Duty: Today, 15 April 2018, during the monthly battery weapons cleaning at Building 52004, Fort Hood, you failed to keep accountability of your weapon. Around 1130 hours you went to go use the latrine before going to the DFAC and left your M4 in one of the stalls. Your weapon was later discovered by SSG John Q. Doe who notified the First Sergeant. After a serial number comparison the weapon was identified as an M4 issued to you. If your weapon had fallen into the wrong hands, your neglectful actions could have resulted in the permanent loss of the weapon or worse. This kind of gross neglect will not be tolerated. Verbal Disrespect toward an NCO: At the 4-5 AMD Motor Pool, on 15 April 2018, your Platoon Sergeant, SFC John Wayne, told you to clean up all the cigarette butts around the smoking area. You replied, "Why don't you do it yourself and stop bothering me". Your combative attitude is totally unacceptable and will not be tolerated. Physical Disrespect toward an NCO: At the 4-5 AMD Motor Pool, on 15 April 2018, your platoon sergeant SFC John Wayne told you to clean up all the cigarette butts around the smoking area. During the conversation you were standing with your arms crossed and constantly rolled your eyes. This kind of disrespect is totally unacceptable and will not be tolerated. Sleeping on Guard Duty: On 15 April 2018, at COP Carver, Iraq, you were ordered to stand watch at guard tower number 1 between 0900 and 2100. As the SOG for the day, I went to check on you at 1100 hours. When I entered the tower I noticed you had taken off your gear and were sleeping on the floor. Your carelessness and disregard for our safety put all Soldiers on the COP in danger. These actions will not be tolerated. False Official Statement: Yesterday, 15 April 2018, at COP Carver, Iraq, you reported to 1SG Steve Austin that your squad was green on sensitive items. Later that day, 1SG Austin received a call from the BIAP LNO who said that PFC Jones from your squad left his PVS-14 with him yesterday as he was going on EML. When I confronted you with the issue, you admitted that you had not performed the sensitive items check. I lied to a Senior Non-Commissioned Officer. This behavior will not be tolerated. Making a Threat: Yesterday, 15 April 2018, you made a threat to SGT Ronald McDonald. While at the 4-5 AMD Motor Pool, Fort Hood, you were given an order by SGT McDonald to report to him after lunch for corrective training. In response, you said "I am sick of this bullshit. You better be watching your back the next time we deploy".

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exact books that you are looking for.

Figure 5.3. Reception and Integration Counseling Points

Although there are agencies to which you may apply to have the character of your discharge changed, it is unlikely that any such applications will be successful.

Unit standards.

Chain of command.

NCO support command (who and how used).

On and off duty conduct.

Personalized personal affect (related clothing issue).

Unit location, unit size, and mission.

Soldier programs within the unit, such as soldier of the month/quarter/year and Audi Murphy and Sergeant Morales Board.

Off limits and danger areas.

Functional and locations of support activities.

On and off post locations, educational, cultural and historical opportunities.

Foreign nation or host nation orientation.

Other areas the individual should be aware of, as determined by the rater.