


☐

I'm not robot


reCAPTCHA

I'm not 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.

Action

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 your 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 counseling appointment punctually or face the consequences of being court-martialed. If you cannot make it to a counseling appointment, please inform me immediately by phone or email so we can reschedule. Please do not show up without 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 received money to the Montgomery G.I. Bill and you are released from active duty with a status other 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 counseling appointments punctually, 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, as directed, 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 will ensure that our leadership is aware of this counseling and will provide guidance and assistance if requested. Signature of Counselor: _____ Date: _____

The above counseling was submitted to the chain of command for their review and approval. The chain of command agrees with the counseling and believes there are still health 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 pre quarterly counseling and refusing to speak on the phone with Squad Leader.

Key Points SGT (Name), on (Date) you failed to follow instructions to set up an appointment for quarterly counseling. You failed to take action instead argued with me, insisting that counselings are a waste of time. I have made several attempts to schedule a date and time to conduct quarterly counseling, but at all times have been met with resistance. Failing to follow instructions, no matter who delivers them or how trivial you may consider them to be, is a serious offense and will not be tolerated. Your actions and example have a negative effect on unit morale and discipline and threaten our team's cohesiveness and strength. Failing to follow instructions is the same as disobeying a lawful order. Failure to follow orders is a Violation of Article 92 (failure to obey order or regulation) of the UCMJ. This documentation will serve as evidence of your failure to follow instructions. Plan of Action As a result of this behavior and in an effort to correct your performance, you will conduct the following corrective training. Present an Essay, titled "The Importance of Following Instructions." The essay must be typed and double-spaced. The essay must discuss why following instructions is important to the success of the mission. The essay must also include examples of how you can help your squad accomplish the essay. This essay is meant to teach you the importance of counseling and mentoring Soldiers. As an NCO, you are expected to mentor Soldiers under you. You have a responsibility to care for and lead Soldiers. These Soldiers need good leadership and you will need to be a good example of that leadership. You will present and read this essay to our squad during the next Virtual Battle Assembly. Any attempts of disrespect or incompetence will result in another negative counseling statement. Leader's Responsibilities Conduct standard negative counseling Ensure Soldier understands the requirement Review Soldier's product for completeness prior to formal presentation to squad Writing properly formatted, detailed counseling statements for misconduct or unsatisfactory performance is an important skill for all noncommissioned officers to master. It is a record of a subordinate Soldier's misconduct or unsatisfactory performance that can later be used for UCMJ and/or Administrative Separations. A poorly written counseling statement slows down the UCMJ process and, in some cases, can prevent a Soldier from being held responsible for his actions. When writing a counseling statement, remember that the individual reviewing it has little or no knowledge of the unit or the situation and is relying on the counseling statement for information to help determine the best course of action. To write an effective counseling statement, you must first gather facts about what happened. Then, you must decide what type of counseling statement is appropriate. Finally, you must write the statement. A detailed counseling statement will include, at a minimum, the following information: (1) date and time of the incident, (2) location of the incident, (3) rank and name of all people involved, and (4) a detailed description of the incident. 1. DATE AND TIME: It is important that the counseling statement accurately states both the date and time of the incident. Use standard formats such as 0630 hours, 1945 hours, 14 Jan 18, 13 October 2017, etc. when writing the date and time.

HURT FEELINGS REPORT For use of this form, see FM 22-352, the dependent agency TRAIDOC			
DATA REQUIRED BY THE PRIVACY ACT OF 1974			
AUTHORITY: 5 USC 301, Department Regulations; 10 USC 3513, Secretary of the Army and E.O. 9397 (SSN)			
PRINCIPAL PURPOSE: To assist whomever in documenting hurt feelings, and to provide leaders with a list of soldiers who require additional counseling, NCO leadership, and extra duty.			
ROUTINE USES: For subordinate leader development (AR 67-2, 102, 103, Leaders & Whomever should use this form as necessary.			
DISCLOSURE: Disclosure is voluntary, but requested disclosure may result in a DCA Form 779-A, Report of Will to Well Counseling			
PART I - ADMINISTRATIVE DATA			
A. WHOMEVER'S NAME (Last, First, MI)	B. RANK/GRADE	C. SOCIAL SECURITY NUMBER	D. DATE OF REPORT
E. ORGANIZATION			
F. NAME & TITLE OF THE PERSON FILING OUT THIS FORM			
PART II - INCIDENT REPORT			
A. DATE FEELINGS WERE HURT	B. TIME OF HURT/INJURY	C. LOCATION OF HURTFUL INCIDENT	D. NO OR OFFER SYMPATHETIC TO WHOMEVER
E. NAME OF REAL MAN/WOMAN WHO HURT YOUR SENSITIVE FEELINGS			
F. RANK/GRADE		G. ORGANIZATION (if different from 3a above)	
C. INJURY (Mark all that apply)			
1. WHICH/WHICH WERE THE WORDS OF HURT/WHICH SPOKE 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 "TREATY" FOR TREAT?		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	
F. REASON FOR FILING THIS REPORT (Mark all that apply)			
<input type="checkbox"/> I am thin skinned	<input type="checkbox"/> The Army needs to fix my problems	<input type="checkbox"/> Two beers is not enough	
<input type="checkbox"/> I am a wimp	<input type="checkbox"/> My feelings are easily hurt	<input type="checkbox"/> My hands should be in my pockets	
<input type="checkbox"/> I have woman/man-like hormones	<input type="checkbox"/> I didn't sign up for this	<input type="checkbox"/> I was not offered a post brief	
<input type="checkbox"/> I am a crybaby	<input type="checkbox"/> I was told that I am not a hero	<input type="checkbox"/> Someone requested a post brief	
<input type="checkbox"/> I want my money	<input type="checkbox"/> The weather is to cold	<input type="checkbox"/> All of the above and more	
G. NARRATIVE (Tell us in your own story words how your feelings were hurt.)			

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 52004, 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 straightforward 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. 5. ADDITIONAL INFORMATION: If you have any other information, such as "I was outside Building 52004 on Fort Hood. I had to go to the SPC NotASLazero 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 playing 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 dont you make me" and then you pushed SGT Patterson against the door of a vehicle.

DEVELOPMENTAL COUNSELING FORM <small>For use of RACOM and R-2, the supported agency is TRACOC</small>			
DATA REQUIRED BY THE PRIVATE ACT OF 1994 1 USC 305, Departmental Regulation 14 USC 310, Secretary of the Army AR 600-2, EEF 2009 To assist leaders in counseling and mentoring (covering the counseling to be conducted) For subordinate leader development (MTRP 1-2.2, Leaders should use this form as necessary) Instructions: voluntary			
PART I - ADMINISTRATIVE DATA			
Name (Last, First MI)	Rate Grade	Local Security No.	Date of Counseling
Organization		Name and Title of Counselor	
PART II - BACKGROUND INFORMATION			
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional or Career Oriented counseling and related the leader's facts and observations prior to the counseling)			
See Paragraph B-3/C Open the Session:			
The leader should articulate 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.			
PART III - SUMMARY OF COUNSELING			
Complete this section during or immediately subsequent to counseling.			
Key Points of Discussion:			
See paragraph B-5/d and B-5/e Discuss the issues. 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 unnecessarily biased or judgmental.			
OTHER INSTRUCTIONS			
This form will be destroyed after the subordinate has been counseled, upon receipt of EEF, or upon demand. For separation opportunities, administrative actions of counseling consequences and other matters, and AR 600-2.			

DA FORM 4856, MAR 2009

EFFECTIVE 2009 06 01 OBSOLETE

Figure 8-103. Chaidresses are 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.

