

Summary Report for Individual Task
805B-79T-3214
Counsel an At-Risk Soldier
Status: Approved

Distribution Restriction: Approved for public release; distribution is unlimited.

Destruction Notice: None

Foreign Disclosure: FD1 - The materials contained in this course have been reviewed by the course developers in coordination with the RRS, Fort Jackson foreign disclosure authority. This course is releasable to students from all requesting foreign countries without restrictions.

Condition: A Soldier arrives at your location for an At-Risk Counseling. You have access to your RWS, internet, Reference materials, military records, general office supplies, and leadership guidance. Standard MOPP 4 conditions do not exist for this task. See the MOPP 4 statement for specific conditions.

Standard: Counsel an At-Risk Soldier by identifying the Soldier; prepare for the counseling; conduct the counseling session by discussing issues, loss of benefits, develop a plan of action and schedule a follow up session if needed.

Special Condition: None

Safety Risk: Low

MOPP 4: N/A

Task Statements

Cue: None

DANGER
None

WARNING
None

CAUTION
None

Remarks: None

Notes: None

Performance Steps

1. Identify need for At-Risk Soldier counseling.
 - a. Review attendance and performance records.
 - b. Command referral.
2. Prepare for the At-Risk counseling.
 - a. Schedule the time.
 - b. Notify the Soldier well in advance.
 - c. Review results of previous counseling (if applicable).
 - d. Review Soldier records.
 - e. Organize information.
 - f. Outline components of the counseling session.
 - g. Plan strategy.
 - h. Establish the right atmosphere/location.
 - i. Consider having a battle buddy present (if applicable).
3. Conduct At-Risk counseling session.
 - a. Open the session.
 - b. Discuss the issue/concern.
 - (1) Loss of benefits.
 - (2) Possible reductions.
 - (3) Possible separation.
 - (4) General discontent.
 - (5) Family trouble.
 - c. Develop a plan of action to include the leader's responsibilities.
 - d. Schedule follow-up.
 - e. Record and close the session.
4. Follow-up.

a. Support plan of action implementation.

b. Assess plan of action.

(Asterisks indicates a leader performance step.)

Evaluation Guidance: Score "GO" if Soldier correctly performs all performance measures. Score "NO GO" if Soldier incorrectly performs one or more performance measure. Provide on-the-spot correction should the Soldier experience minor difficulty. Consider directing self-study or on-the-job-training for Soldiers who experience major difficulties in task performance.

Evaluation Preparation: This task may be evaluated by two methods; a. Self Evaluation. Perform the task on the job using the materials listed in the Conditions Statement. Evaluate yourself, using the performance measures, graded IAW the Evaluation Guidance section. b. Supervisor's Evaluation. Ensure that the Soldier(s) have the material shown in the Condition Statement to accomplish the task. When you feel they are able, have them perform the task on the job. Grade them using the Performance Measures, in accordance with the Evaluation Guidance section.

PERFORMANCE MEASURES	GO	NO-GO	N/A
1. Identified At-Risk Soldier.			
a. Reviewed attendance and performance records.			
b. Command referral.			
2. Prepared for At-Risk counseling session.			
a. Scheduled time.			
b. Notified Soldier in advance.			
c. Reviewed results of previous counseling, if applicable.			
d. Reviewed Soldier records.			
e. Organized information.			
f. Outlined components of the counseling session.			
g. Planned strategy.			
h. Established the right atmosphere/location.			
i. Considered having a battle buddy present, if applicable.			
3. Conducted At-Risk counseling session.			
a. Opened session.			
b. Discussed the issue(s).			
c. Developed a plan of action.			
d. Scheduled follow-up (if necessary)			
e. Recorded and closed the session.			
4. Followed-up.			
a. Supported plan of action implementation.			
b. Assessed plan of action.			

Supporting Reference(s):

Step Number	Reference ID	Reference Name	Required	Primary
	AR 40-501	Standards of Medical Fitness	Yes	No
	AR 600-100	ARMY LEADERSHIP	Yes	No
	DA FORM 4856	Developmental Counseling Form	Yes	No
	FM 6-22	SUPERSEDED BY ADRP 6-22, 1 AUGUST 2012 (ALL EXCEPT APPENDIX B) AND SUPERSEDED BY ATP 6-22.1, 1 JULY 2014 (APPENDIX B, EXCEPT PARAGRAPH B-2)	Yes	No
	LOCAL SOP	LOCAL SOP	Yes	No
	NGR 600-200	Enlisted Personnel Management w/Current ARNG Enlistment Criteria	Yes	No
	NGR 680-1	Personnel Assets, Attendance and Accounting	Yes	No

Environment: Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT. Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT.

Safety: In a training environment, leaders must perform a risk assessment in accordance with ATP 5-19, Risk Management. Leaders will complete the current Deliberate Risk Assessment Worksheet in accordance with the TRADOC Safety Officer during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, Multiservice Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical (NBC) Protection, FM 3-11.5, Multiservice Tactics, Techniques, and Procedures for Chemical, Biological, Radiological, and Nuclear Decontamination.

Prerequisite Individual Tasks : None

Supporting Individual Tasks : None

Supported Individual Tasks : None

Supported Collective Tasks : None

ICTL Data :

ICTL Title	Personnel Type	MOS Data
79T-ARNG Recruiting and Retention-SL3	Enlisted	MOS: 79T, Skill Level: SL3, ASI: V7, Duty Pos: REA, SQI: 4