

Army Study Guide Counseling

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Purpose: Clearly define the purpose of the counseling. Flexibility: Fit the counseling style to the character of each subordinate and to the relationship desired. Respect: View subordinates as unique, complex individuals, each with a distinct set of values, beliefs, and attitudes. Communication: Establish open, two-way communication with subordinates using spoken language, nonverbal actions ...

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Counseling (ArmyStudyGuide.com)

Their purpose is to guide effective counseling rather than mandate a series of rigid steps. Counseling sessions consist of: Opening the session. Discussing the issues. Developing the plan of action. Recording and closing the session. Ideally, a counseling session results in a subordinate's commitment to a plan of action.

The Counseling Process (ArmyStudyGuide.com)

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characteristics of effective counseling. 1. Purpose: Clearly define the ...

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1. Explain the purpose of the counseling—what was expected and how the subordinate exceeded or failed to meet the standard. 2. Remain neutral. 3. Address and explain the specific behavior or action—do not address the subordinate's character. 4. Explain the effect of the behavior, action, or performance on the rest of the organization. 5.

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