

# WHOLE SOLDIER COUNSELING FORM

## PART I - ADMIN

a1. SOLDIER NAME ( <i>Last, First, Middle Initial</i> )	a2. Rank	a3. MOS	a4. DOD ID Number	a5. Duty Position
b1. LEADER NAME ( <i>Last, First, Middle Initial</i> )	b2. Rank	b3. MOS	b4. DOD ID Number	b5. Duty Position
c1. UNIT, ORG, ZIP CODE OR APO, MAJOR COMMAND	c2. UIC	c3. FROM DATE ( <i>yyyymmdd</i> )		c4. THRU DATE ( <i>yyyymmdd</i> )

## PART II - ASSESSMENT

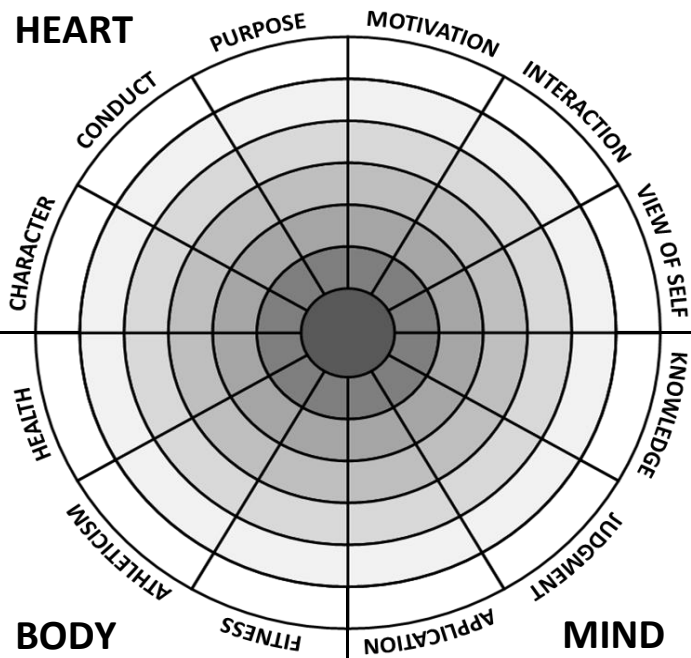
	Frequency Impact Category	BAD			NEUTRAL	GOOD		
		Always Unacceptable Separate	Nearly Always Very Bad Problem Soldier	Usually Bad Needs Some Work	Mixed Marginal Minimum Standard	Usually Good Bit Over Standard	Nearly Always Very Good Strong Performer	Always Excellent One of Very Best
HEART	<b>CHARACTER</b> Honor, Integrity, Candor, Personal Courage	<i>Looks for loopholes and lacks the integrity to be trusted. Won't take a stand for what is right. Tells half-truths under pressure.</i>				<i>Can be trusted to do what is right, even when nobody is looking. Willing to stand up for what is right. Tells the whole truth, even when painful.</i>		
	<b>CONDUCT</b> Maturity, Discipline, Responsibility, Bearing, Coolness	<i>Needs constant supervision and doesn't lead a balanced life. Blames others rather than taking responsibility. Disrespectful and dramatic when upset.</i>				<i>Mature, performs well without supervision, and acts within intent. Takes responsibility for mistakes and corrects them. Maintains bearing under stress.</i>		
	<b>PURPOSE</b> Selfless Service, Sacrifice, Commitment, Loyalty, Duty	<i>Not a team player and displays a selfish attitude through actions. Tends to put personal desires before others and the mission.</i>				<i>Selfless member of the team with loyalty to the mission and ideals larger than self. Committed to performing duties even when sacrifice is required.</i>		
	<b>MOTIVATION</b> Drive, Determination, Endurance, Resilience, Grit	<i>Lacks determination and drive to get the job done. Has difficulty bouncing back from setbacks or seeing tough tasks through.</i>				<i>Possesses the will to win and puts forth best effort. Sees setbacks as chances to learn, bounces back, and fights through. Inspires motivation in others.</i>		
	<b>INTERACTION</b> Respect, Empathy, Compassion, Humor	<i>Cynical, negative, and inconsistent towards others. Critical and/or demeaning towards others. Takes energy away from the team.</i>				<i>Positive, respectful, genuine, and humorous. Makes others comfortable to share ideas/issues and adds to team atmosphere.</i>		
	<b>VIEW OF SELF</b> Confidence, Self-Esteem, Self-Efficacy	<i>Lacks confidence and is unsure of ability to accomplish the mission or personal goals. Thinks of excuses when failure may happen.</i>				<i>Displays confidence in communication and execution of tasks. Understands value to team, isn't afraid to fail, and believes in ability to contribute.</i>		
<b>FACTS and OBSERVATIONS:</b>								

MIND	<b>KNOWLEDGE</b> Job Tasks, Skills, Education, Trainability, Learning	<i>Does not know basic job tasks or skills. Difficult to train and doesn't learn on own. Lacks technical competence.</i>				<i>Knows basic tasks and higher level tasks. Takes part in own training as a lifelong learner. Reaches skill mastery.</i>		
	<b>JUDGEMENT</b> Common Sense, Logic, Insight, Understanding, Adaptive, Flexible	<i>Displays lack of sound judgement and common sense. Doesn't recognize or adjust to important factors in varying circumstances.</i>				<i>Makes good decisions in routine situations and new ones. Sees the big picture and what is important. Recognizes when to change the course of action.</i>		
	<b>APPLICATION</b> Planning, Communicating, Executing	<i>Continually reliant on others to carry out the mission. Misses details in planning and communicating. Does not get the job done.</i>				<i>Able to translate decisions into actions. Communicates clear and complete plan and can organize efforts of the team. Accomplishes the mission.</i>		
<b>FACTS and OBSERVATIONS:</b>								

BODY	<b>FITNESS</b> Cardio Endurance/Strength, Muscular Endurance/Strength	<i>Does not meet established Army standards. Cannot carry his/her share of the load. Poor performance during PT and physically demanding conditions.</i>				<i>Exceeds Army standards and demonstrates the strength and endurance to accomplish the mission. Carries more than his/her share of the load.</i>		
	<b>ATHLETICISM</b> Coordination, Agility, Balance, Power, Speed, Flexibility, Accuracy, Reaction Time	<i>Moves awkwardly and struggles with tasks requiring coordination. Unable to fight or live up to unforeseen physical challenges.</i>				<i>Soldier is an athlete and performs under a variety of conditions. Controls the body to powerfully complete complex physical movement.</i>		
	<b>HEALTH</b> Nutrition, Rest, Hygiene	<i>Unhealthy habits contribute to poor performance. Doesn't get the rest required to maintain performance. Poor hygiene makes susceptible to illness.</i>				<i>Demonstrates balance in nutrition, rest, and personal habits. Maintains a reserve to meet demands. Takes care of body has good hygiene habits.</i>		
<b>FACTS and OBSERVATIONS:</b>								

**PART III - ANALYSIS**

**HEART**



**LEADER INSIGHTS:** (Summary of performance as a whole, affirmation of strengths, and areas for improvement. Identification of risks, root causes, or underlying factors. Strategy for improvement. )

<b>DD93</b>	<b>SGLV</b>	<b>Hearing</b>	<b>Vision</b>	<b>HIV</b>	<b>Dental</b>	<b>DNA</b>	<b>PHA</b>	<b>IMM</b>	<b>IME</b>	<b>Medication</b>	<b>GT Score</b>
Date:	Date:	Date:	Date:	Date:	Date:	Date:	Date:				
<b>Height</b>		<b>Weight</b>		<b>Body Fat %</b>		<b>APFT</b>		<b>WPN Qualification</b>		<b>Profile</b>	
						Score:		Score:			
Date:						Date:		Date:			

**PART IV - AGREEMENTS**

<b>AREAS</b>	<b>ASPIRATIONS</b> Long-Term Goals	<b>ACTIONS</b> SMART Short-Term (Specific, Measurable, Action-Based, Realistic, Time-Bound)	<b>ASSISTANCE</b> Leader Responsibilities
<b>FOCUS</b> Professional development goals to sustain strengths, improve weaknesses, and implement strategy discussed above. This also includes schools, promotion, and retention.			
<b>FITNESS/FOOD</b> Physical goals to sustain strengths and improve weaknesses supporting health and performance.			
<b>FINANCES</b> Personal financial goals to include reducing debt, saving, and spending.			
<b>FAMILY/FRIENDS</b> Personal relational goals contributing to support system.			
<b>FUN</b> Personal goals to enjoy life while balancing risks of unhealthy or unsafe actions.			
<b>FAITH</b> Personal goals to align life with values, ideals, and/or spiritual beliefs.			

Soldier Signature: \_\_\_\_\_ Leader Signature: \_\_\_\_\_ Date: \_\_\_\_\_