

Junior Enlisted Soldiers Core Responsibilities

for discussion during

Performance Counseling

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|--------------------------------|---------------------------------------|
| Effort & Discipline | Physical Fitness & Bearing |
| Technical Competence | Tactical Competence |
| Communication | Teamwork Leadership |

The following list of questions and junior enlisted Soldier duties are intended to assist Sergeants in organizing their thoughts and preparing to conduct counseling. A focus on core areas will help develop Soldiers.

Questions to consider when thinking about a Soldier's performance:

CRITICAL DUTIES

- What is most critical to the Soldier's current duties?
- What is most critical to future duties?

STRENGTHS

- What are strengths of the Soldier?
- What examples have you seen?

DEVELOPMENTAL NEEDS

- Does the Soldier fall short of expectations in any duty area?
- What examples have you seen?

FEEDBACK

- Which examples are appropriate to share with the Soldier? (What will help the Soldier perform better and what would be discouraging?)

DEVELOPMENTAL PLANNING

- Which goals are best suited for the Soldier to focus on to enhance performance and development?
- What else about the Soldier's performance do you want to address?

Core Responsibilities of Junior Enlisted Soldiers

Effort & Discipline (ADP 6-22; FM 6-22; *LeaderMap)

- Displays character - behaves consistently with Army Values, Warrior Ethos & Army Ethic
- Demonstrates hardworking effort in training and duties
- Follows instructions, rules, and regulations

Physical Fitness and Bearing (FM 7-22)

- Possesses physical readiness
- Maintains hygiene and health to avoid illness and injury
- Displays military bearing in appearance and actions

Technical Competence (applicable STPs/TCs)

- Demonstrates skills and abilities required to perform MOS duties

Tactical Competence (FM7-0 / STP 21-1-SMCT)

- Performs Warrior Tasks to standard
- Contributes to the success of Battle Drills

Communication (ADP 6-22; FM 6-22; LeaderMap)

- Conveys information clearly and with confidence
- Speaks up when appropriate to do so

Teamwork (ADP 6-22; FM 6-22; ATP 6-22.6, LeaderMap)

- Shows respect for others
- Supports, assists, and cooperates with other Soldiers
- Contributes to a positive unit environment

Leadership (ADP 6-22; FM 6-22; LeaderMap)

- Enacts leader's intent
- Sets a positive example for others to follow
- Assumes responsibility when he/she is the senior Soldier present or based on technical/tactical expertise