

## Promotion Board Situational Questions and Answers -Army

What do you do if you have a soldier missing hit times, has poor attitude and is performing below the standards? When counseling the soldier he refuses to sign it. - answerYou just write that the SM refuses to sign and push up the issues to your leadership

(You aren't passing him on you're just notifying higher ups of the situation. Another event oriented counseling may be required for demonstrating poor attitude and lack of good order and discipline)

What are some steps to do when preparing for a monthly counseling(performance counseling)? - answerReview last months counseling, ensure things are going as planned on last counseling.

A new soldier is assigned to your team. How do you counsel that soldier? - answerAn initial reception and orientation counseling.(you're thinking about sponsors, unit history, things to do on and off post, getting to know the soldier and what the unit has to offer the soldier.

You're preparing to counsel a soldier for failing an ACFT(could be APFT, ABCP, or any standard failing) Describe what you must advise the soldier about continued performance. - answerAdvise the soldier of the drawbacks of not meeting the standards and punishments when the soldier continues to not meet the standard.(may result in adverse action, administrative action, punitive or non punitive action. Can effect benefits including educational, medical and VA. Soldier may be flagged. Advise a plan of action to meet goals to uphold the standards.

A soldier is demonstrating signs of mental stress. They call you off duty and say they can't do this anymore, they apologize and hang up. How do you react? - answerregain control of the convo, move to SM if necessary, notify leadership, have CQ go to soldiers room and check on soldier. If they live off post go to their house. Call MPs if necessary.(especially if there is a possibility of suicide) Communicate with the the SM and show concern for their well being and ask if they're having suicidal thoughts and if anything leans towards yes have them go to behavior health, the chaplain or even the hospital.

Only commanders can issue punishment but what can NCOs use? - answerCorrective training

You have a female soldier on your team. How would you assist them on placing their awards and nameplate on their ASUs? - answerI will be respectful and ask for permission no matter the gender of the soldier.

A junior enlist solder tells you that their NCO will not let them go to the board bc they are a female. What do you do? - answerI would ask why they feel they aren't being given the Opportunity to go to the board. If they feel it is because of gender I would take them to the EO leader. I would let them know that they can approach the situation directly and talk to their NCO. I would also offer to talk to their NCO.

What do you do if your soldier fails a diagnostic ACFT? - answerDetermine their weak points. Recommend they be enrolled in remedial PT. Offer your time after hours to conduct PT. Formally

# Army Promotion Board Situational Questions

**J Elliott**

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