



ARMY RESILIENCE DIRECTORATE

Enhancing counseling skills to
improve relationships,
performance, and overall climate

The interactive and unique two-and-a-half day **Counseling Enhancement Workshop (CEW)** is aligned with the Army's People First Initiative to improve the relationships leaders have with their subordinates. Participants learn and practice fundamental counseling and communication skills and immediately apply the skills in scenario-based counseling role-plays. The workshop includes skills that participants can apply while counseling subordinates to become better team members, maintain or improve performance, and prepare for the future.



Conversation tools and skills integrated into the role-plays include:

- Active listening to understand, interpret, and provide feedback in counseling sessions
- Non-verbal communication
- Mental cues and critical questions to avoid thinking traps
- Awareness of how values, beliefs, and behaviors can have an impact on the counseling process
- Understanding how personal biases can lead to misinterpretation of situations or people
- Effective feedback
- Assertive communication to identify, understand, and address a problem
- Sources of motivation

Overall battle rhythm of the CEW:

- Discuss and practice tools and skills for effective counseling
- Participate in role-plays to implement each conversation tool and skill
- Provide feedback on verbal and non-verbal communication in the role-play
- Create counseling scenarios based on personal experiences for final role-plays with feedback from peers and instructors



"I recommend this course to everyone. I think it provides a reference point. It's being cognizant of what you're doing. I'm doing this – this isn't the most effective way to communicate, let me re-approach the situation. It's really a reflection upon yourself and how you're going to tackle that challenge of getting the whole story, hearing their side of it, how they feel about it, how you can develop a change together, and how it can start to reflect better on the Soldier and yourself as a leader." – Pfc. Joshua Hibbard, 5-5th ADA

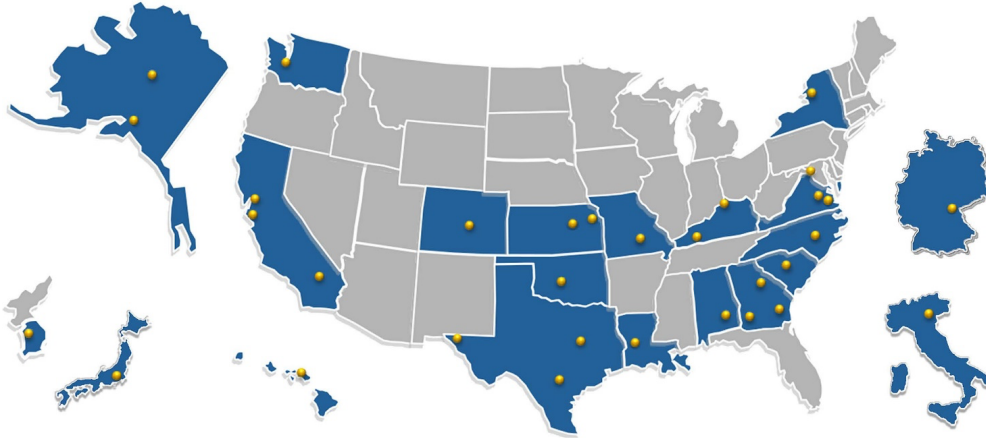


ARMY RESILIENCE DIRECTORATE

GET STARTED: SCHEDULE AN R2 TRAINING

Contact a nearby Performance Center. Services are available to individual Soldiers who walk in or entire groups who need training. Visit the R2 website for more information:

<https://www.armyresilience.army.mil/ard/R2/index.html>



R2 PERFORMANCE CENTERS

Camp Humphreys	DSN 315-755-0748	Fort Leonard Wood	573-563-4208
Camp Zama and Torii Station Okinawa	+81 80 3344 2014	Fort Leavenworth	785-491-0876
Fort Belvoir (National Capital Region)	703-806-0613	Fort Polk	337-531-2427
Fort Benning	706-626-8563	Fort Riley	785-239-8835
Fort Bliss	915-568-6684	Fort Rucker	334-255-9203
Fort Bragg	910-908-4459	Fort Sill	580-442-6054
Fort Campbell	270-412-5390	Fort Stewart	912-767-4153
Fort Carson	719-526-0828	Fort Wainwright / Joint Base Elmendorf- Richardson	907-353-5803
Fort Drum	315-774-2321	Joint Base Langley-Eustis	703-571-7294
Fort Gordon	706-791-2582	Joint Base Lewis-McChord	253-968-7642
Fort Hood	254-288-4372	Joint Base San Antonio - Fort Sam Houston	210-808-6089
Fort Irwin	760-380-7885	Parks Reserve Forces Training Area / Presidio of Monterey / DLI	925-875-4808
Fort Jackson	803-751-5913	Schofield Barracks	808-655-9804
Fort Knox	502-624-3222	Vicenza, Italy	210-808-6089
Fort Lee	703-571-7294	Vilseck, Germany	DSN 314-476-2333