



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

Contact your local DPRR R2 Performance Center for more information.