

GENERAL COUNSELING FORM

For use of this form, see AR 635-200; the proponent agency is MILPERCEN

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, 10 USC 3012(G). **PRINCIPAL PURPOSE:** To record counseling data pertaining to service members. **ROUTINE USES:** Prerequisite counseling under paragraphs 5-8, 5-13, chapters 11, 13 or section III, chapter 14, AR 635-200. May also be used to document failures of rehabilitation efforts in administrative discharge proceedings. **DISCLOSURE:** Disclosure is voluntary, but failure to provide the information may result in recording of a negative counseling session indicative of the subordinate's lack of a desire to solve his problems.

PART I - BASIC DATA

1. NAME (last, first, MI) LAKE, MICHAEL J	2. SOCIAL SECURITY NO [REDACTED]	3. GRADE PFC	4. SEX MALE
5. UNIT 158th MAINT DET 58th LCM FBNC	FOR TRAINING UNITS ONLY		
	6. WEEK OF TRAINING	7. TRAINING SCORES HIGH ___ MED ___ LOW ___	

PART II - OBSERVATIONS

8. DATE AND CIRCUMSTANCES	<u>EXCELLENT</u>	<u>GOOD</u>	<u>FAIR</u>	<u>POOR</u>
a. Appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b. Attactiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
c. Conduct	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
d. Military Courtesy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Motivation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
f. Mastery of Training Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>TECHNICAL</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>CTT</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Self-Discipline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
h. Physical Fitness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
i. Others: <u>timely</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>performance of task</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
OVERALL ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. REMARKS: SEE BELOW				

destructive, harmful to equip. + others.
 tardy, hygiene
 NEEDS TO PUT FORTH SELF IMPROVEMENT.
 snails pace, walking around with cigarette in one hand and coke in other hand. No hands for work.

9. DATE AND SUMMARY OF COUNSELING **7 APR 90 / 115**

1) Slow in performance of any task, moves like a "snail", stares off into space or at inanimate objects for long periods of time. Absolutely no motivation, has to be told to do everything

2) Instead of utilizing troubleshooting techniques taught in school or outlined in manuals, your utilizing your own self taught methods sometimes resulting in damage to equipment, Do Not ever tell someone else to use your methods unless you have documentation to back you up.

3) Gets on others equipment when told to leave it alone. Waits till technician walks away

4) Doesn't follow shop procedure in work order flow, but works on what you want not oldest.

5) Will not listen to specific instructions, blantly ignores them and does as pleases if you feel your right.

6) Attitude "Always someone else's fault, something elses," An excuse for everything, never wrong

7) No comradery with peers, or associates

Finally, This is Areas you must improve in prior to even being considered for promotion. As long as you need supervision you can not supervise. Straighten your act and be a soldier or leave my Army.

NAME, GRADE, SIGNATURE OF COUNSELOR

DATE

Rothmeier, Diana R SSG Diana R Rothmeier

6 APR 90

I acknowledge having been counseled by the above individual and understand the reason for this counseling session. I concur (nonconcur) that the information above accurately reflects this counseling session. I nonconcur for the following reasons:

~~MSA~~ A formal statement will be written by me within the allotted time. ^{MSL} ^{MJI}

NAME, GRADE, SIGNATURE OF INDIVIDUAL COUNSELED

DATE

Michael J. Lake, E-3, Michael J. Lake

6 April 1990

IF COUNSELED INDIVIDUAL REFUSES TO SIGN COUNSELING NOTES, COUNSELOR WILL INITIAL THIS BLOCK.

PART IV - REHABILITATION

REHABILITATION RESULTS/COMMENTS

NAME, GRADE, SIGNATURE OF INDIVIDUAL COUNSELED

DATE

NAME, GRADE, SIGNATURE OF COUNSELOR

DATE

PART V - UNIT COMMANDER INTERVIEW

INTERVIEW RESULTS AND RECOMMENDATION

NAME, GRADE, SIGNATURE OF UNIT COMMANDER

DATE

response to my counsel , on the 6th of April 1990, I give my opinion on each point cited.

1) I do not understand how I am slow in the performance of any task. I have been slow at tasks on occasion due to stress, lack of normal sleep, etc. However, I feel that I am not alone in this. I may "stare off into space" for several minutes at a time, but that is only a sign that my full awareness is being used to solve a complex problem. Yes, this may appear to be laziness. Indeed, I can stop doing this but I will follow unnecessary dead ends in troubleshooting and be more prone to error. I feel that I only lack motivation in seeking further education and other personal matters. I have not gone to the education center because I felt work needed to be done in the shop.

2) I use the procedures in TMI's if available, or troubleshooting techniques taught in AIT. I have never used any self taught methods. Everything I have done was mentioned by one of my instructors in AIT. I will point out that I graduated as Distinguished Graduate. I had tried to tell PFC Smith the proper way to troubleshoot a SPS as stated in the Microfix -12 manual, but was ignored and harassed. Yes, I should have gone to my supervisor and reported him for not using proper procedures. Any equipment I have damaged resulted from discrepancies in instruction, or in one case slipping with a probe. I have witnessed this happen to at least two others more than once, and believe this is a normal human occurrence. I claim no neglect, and point out that as a 33T10 I was primarily taught to switch LRU's, not troubleshoot to component. Considering this, and that I have repaired many pieces of equipment with no problems, I had thought I was doing excellent.

3) I have been told to watch others repair equipment in order to pick up more skill. However, I have found personality differences keep this from happening.

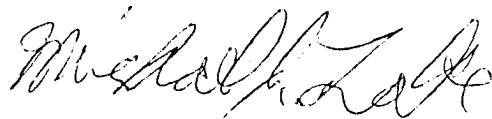
4) The shop foreman assigns work. I always ask him when I feel I am unsure what to do.

5) I feel that I follow specific instructions to the letter. If in doubt I have sought guidance. I may have forgotten the instructions at the times I have been told to do separate things by up to five different individuals who outrank me.

6) When I am to blame it is hard for me to recognize. I have never or will never intentionally do anything wrongful or to hurt another person. When I have done so and recognized it I have done my best to correct the situation.

7) I have done my best to associate with others in my shop. However, it appears that I must be like them or not be accepted. I take pride in that I continue to excel in the areas that are useful to me. One thing that I don't like is being treated like an outcast. I have been told I have pleasant manners and an agreeable nature by many individuals. My main intellectual interest is in areas of science, and I do accept the fact that it bothers coworkers. Working in a shop with electronics indeed stimulates such thought, but that should be to the benefit of the army.

Finally, I feel shocked to hear "Straighten out your act and be a soldier or leave my Army." I had no indication from previous monthly councilings that I was such a failure. If this was true, I would leave in order not to cause problems. I have taken almost two weeks to write this nonconcordal because of the conflict between what I thought had happened and what I was counceled for. Sgt. Ford and Sgt. Frasier were witness to many of the events that occurred and may give more information.



Michael J. Lake, PFC