Leaders bridging the gap between Soldiers in need and the resources available to help them.
USE OF THIS MANUAL:

This manual is designed to give you confidence when you begin to deliver this training. You can read the script off of the paper until you are comfortable, but please take time to get familiar with the contents of each slide so you can develop your own training style and dialogue.

If the text is underlined, it is not to be read. It is a trainer’s note with information to help you with the details of the slide.

If you read the printed words, DO NOT read the slide also. The printed script is designed to be read while the Soldiers review the content on the slide.

Slide 1
Good morning, my name is ______ and my co-trainer is __________. We will be giving you a block of instruction on how to use the Soldier Leader Risk Reduction Tool, also known as the SLRRT.

Slide 2
The number of suicides across the Army have increased. A lesson learned from reviewing the 15-6 investigations is that many of the deceased Soldiers had issues that were not properly addressed. It is important that we tackle issues as soon as possible to prevent a serious outcome such as suicide.

Slide 3
These are the regulatory guidance and forms you should have available when conducting the SLRRT.

Slide 4
Today we are going to cover leadership skills and things that will help you tailor your counseling conversation with your Soldiers.

By a show of hands, how many of you have heard of the SLRRT before today?

How many of you have used the SLRRT in your counseling sessions?

Well, this tool has not been formally taught in the past and our goal is to increase the use of the tool through training events like this. We encourage you to mentor your junior leaders on the use of the tool as well. The SLRRT is used to enhance the counseling that you are already doing and to help you focus on identifying when your Soldier needs additional resources to deal with stressors in their lives.

Slide 5
This is how we will run this 2-hour course. I will be here to facilitate the discussion and you will bring your personal experiences and best practices to help us all learn good techniques in leadership. We will work in small groups for some of the exercises and you will all share your results to the class so that we can all learn from each other.

Slide 6
Take a moment to read the ELOs of lesson 1.

(Pause)

If you are already utilizing the tool, this training will help you add to the skills you already have. Not everyone can pick up a tool and immediately know how to use it so today we will work with you on how to properly use the Soldier Leader Risk Reduction Tool.
Slide 7

It is important to have great communication skills to conduct counseling.

We are going to start this training off with an exercise to get your input on communication skills.

As I stated, you will work in small group fashion.

There are 3 questions on the board.

(Assign a question to each table. For classes with less than 8 people, you can assign each group to answer all three questions.

(Trainers should number the tables prior to the class. You can do this by putting a folded 3x5 card on each table with the number clearly writing on each side. Use the table #’s when you assign a question to a group. Only use the numbers 1, 2 and 3. That will determine which question they answer.)

You will have 5 minutes to discuss your answers as a group. Please have one person from each table record your group answers and you will share your answers with the whole class at the end of your discussion.

You have 5 minutes. Timekeeper, start the time now.

(Trainers should walk around and observe the groups. Once the time is up. Ask each table to share their answers. Allow for a total of 5 minutes of discussion.)

We have already heard many good tips to use and good information to be aware of as a leader. You have many good ideas to help you interact with your Soldiers. One final question for the group. I would like to hear some of your good counseling skills you have learned.

You can find additional information on team building and leadership in FM 6-22 as listed on the bottom of the slide.

(Get about 3-4 answers, then move to the next slide.)

Slide 8

These are the forms that you should have present when you conduct a counseling session. You should all be familiar with the 4856 and now we will familiarize you with the SLRRT and the DA form 3881 which is the Rights Warning Procedure/Waiver Certificate.

Slide 9

I want to direct your attention to the list on the left side of the slide for a moment. (pause for 10 seconds.) Most of these are common sense and are applicable with all aspects of being a leader.

Now, let’s look at the items of the right side. A common misconception is that this is just another checklist. It is not. This will help you tailor your discussion with your Soldier.

There may be times when Soldiers open up to you about information that is criminal in nature – maybe it violates UCMJ or local laws. If that happens, you must make sure you inform them of their rights. Most of you do not know how to advise someone of their rights, so we will do that in this course just briefly.

Slide 10

Now let’s talk about when to use the SLRRT.

You can see on the slide a list of ideal times to use the SLRRT. These timelines came directly out of the SLRRT Guide.

The bottom bullet is the one I want you to focus on. If you feel that your Soldier could benefit from the use of
the tool - go ahead and use it. If you see that your Soldier is having issues, or you notice changes in your Soldier that cause you to have concern form them you should go ahead and schedule a counseling session with them, using the SLRRT as a tool to guide your discussion.

Slide 11
Please take out your copy of the SLRRT. Notice it has two columns: one column addresses the issues of concern, the other column informs the leaders of actions they should take. We will discuss this is more details on the next slide.

Slide 12
We are going to go into exercise #2. This is an individual exercise, not a group exercise. Right now I am going to orient you to the SLRRT. It is a 2-page document and it should be a total of 27 questions. The USARC Supplement to the SLRRT is a one-page document with the yellow banner at the top.

I want you to do two things in this exercise. First, I want you to circle the item number of the issues that you feel a leader would most likely know about a Soldier.

The second task I need you to do is put a star beside the items that you feel would identify a Soldier as a high-risk. You are going to have 5 minutes to do this individual exercise. Timekeeper, start the time now.

(After 5 minutes have passed. You have 5 minutes to discuss the answers and complete this slide.)

Okay, time is up. What I would like for you to do now is to count the number of items you circled on your paper and write that number in the top corner of your SLRRT.

Does everyone have that written on the top of the paper? Great. Who would like to share with us the number that is on the top of their paper? (allow for a few answers – acknowledge each answer). What we see is that there are different levels of leadership and interaction with our Soldiers. A 1SG may have a lower number than a team leader may have because they have a different level of interaction with individual Soldiers. The number you circled is not important but this helps you to understand that the SLRRT is not a daunting task for you to do as a leader. If you already know 10 of the questions on the tool, there are only 17 more things that you should talk to your Soldier about during the course of the year.

Slide 13
Have someone read the slide.
Now you know a little about the characters that we are going to be following throughout the course.

We are going to see a series of videos that will show how the SLRRT should be used and how to use the other forms we showed your previously.

Slide 14
Show video. It should start automatically but if it does not, click the slide.
(*Once the video is done)
We can see in this scenario that a Soldier has a recurring issue with her tires. You saw how things could have ended up, but we will follow through with this Soldier and her NCO to see how this situation will end.
Making decisions and listening is a key part of leadership counseling. Sometimes you may have to make TOUGH decisions. The goal of this training is to help you make right decisions as a first line leader. You can find additional reading on decision making in FM 6-22, Chapter 5.

They have two choices – Waiver and speak or Non-waiver and remain silent.

If they choose to do a non-waiver (not to speak) you can continue your counseling session, you just cannot speak to them about the criminal act, however, it is best to close out the counseling session and reschedule it for another time.

(The trainer should have a thorough understanding of the 3881 prior to training the session. It is best to do a rehearsal of filling out the form prior to the class.)

Notice the different sections on the form. Section A informs them of the rights. Section B is the waiver section – which means they are willing to speak and Section C is the Non-waiver which means they do NOT want to speak and/or they want a lawyer. We are going to go over each section in detail.

We recommend you have a witness present when you fill out the form. This is for both the leader and the Soldiers protection. You don’t want to be accused of forcing a Soldier to talk about something against their will.

It is easier if you give the Soldier their own copy of the form to look at and you maintain a copy for yourself.

Fill out the date and time once they sign the form. A Soldier may want to take this form to a lawyer for a consultation before they make their final decision so you will fill in the date and time once they are ready to sign the form.

Having the Soldier read the rights statements aloud ensures they understand their rights.
This section WILL spark a lot of discussion. That is the intent. Leaders must be aware of the rights of Soldiers. Reading a person their rights is their RIGHT. It is not a BAD thing, but an informational duty.

Slide 20

It is very clear that if you KNOW a crime has occurred, you need to advise your Soldier of their rights.

If you SUSPECT a crime has occurred, you should also advise them of their rights.

What is an advantage of informing a Soldier of their rights?

What is a disadvantage of informing them of their rights?

**DO NOT READ ALOUD**

FYI *Common answers will be:*

1. You will lose the respect of the Soldier and other Soldiers
   
   **Response:** Letting a Soldier know their rights shows them you respect them and you want them to know your obligation to report it before they tell you things that are self-incriminating.

2. Soldiers may decide not to speak to you if they know you are going to read them their rights.
   
   **Response:** If you create a climate of trust with your Soldiers, you will be able to read a Soldier their rights and still have open communication with your other Soldiers. Remember that this form is only done with someone who has done a criminal act. If you fail to enforce standards, you are showing that you support criminal activity.

3. You will shut down a Soldier once you bring out that form.

If the discussion goes too long, you must stop them and continue on. Bottom line: If a leader is not comfortable reading a Soldier their rights, they should stop the Soldier from speaking and immediately take them to the chain of command for them to take action.

It is not okay to violate a Soldier’s rights.

Slide 21

Please take time to review the FAQ sheet.

Next we are going to see how to use the DA Form 3881. Please follow along with your sheet as we watch the next video.

Slide 22

Play the video

(After video is complete)

I hope you followed along. Now I would like to get 2 volunteers.

(Switch slide).

Slide 23

That was a bit challenging, but I think you got it. Let’s do a check on learning to see how well you learned.
Slide 24
(Go through each line and ask them to fill in the blanks. The answer key is in the notes page and listed below.)

ANSWER KEY:
Leader Actions:
Instruct Soldier to review blocks # “1-8”. (Blocks 2 and 3 are done after signing the document.)
Ask the Soldier to read section “A”, lines 1-4 to ensure they understand their rights.
Instructs the Soldier to “initial” at the end of each statement after reading them.

Soldier Actions:
Decides to Waive, which means “they want to talk” or Non-Waive, which means to “remain silent”.
Signs block “B3” if they Waive.
Signs block “C2” if they Non-Waive
Witness Actions:
Signs in Section “B”

Can someone tell me the main difference between moderate and low risk? (acknowledge their answers, facilitate discussion.)
(Moderate risk means they are NOT getting adequate assistance; Exhibits a pattern of risk taking behavior.)

Now, what are the differences between Moderate and High? (acknowledge their answers, facilitate discussion.)
(High risk means there are serious problems that need to be addressed immediately)

You want to ensure that if you are in doubt about the level of your soldier, please confer with your leadership and seek guidance from them.

(Students may say that they are not counselors and want to know what qualifies them to put a Soldier into a category. They may also speak about a liability of putting them into the wrong category. Refer to the following guidance)

- Leaders have other tools to deal with Soldiers how are at risk of harming themselves or others; they should use their ACE, ACE-SI and ASIST skills in conjunction with the SLRRT
- Leaders must use their observations, past counseling sessions, and reliable reporting sources to help determine the risk level
- The SLRRT is a tool to help guide Soldiers to the proper resources
- Never leave a Soldier alone if you feel they are at a high risk of harming themselves or others
- When in doubt, utilize your leadership chain for assistance

Slide 25
This is our second Enabling Learning Objective. Risk levels and resources.

Slide 26
Let’s talk about risk levels. There are 3 levels on the SLRRT form.
A Soldier can be dealing with many issues, but as long as they have support to help them, they may not be a high risk.

Slide 27
What I would like for you to do now is take out the final sheet in your packet which is the Resource Sheet. It is a two-page document with ideal smart phone apps on one side and a list of resources on the other side. Take a look at the resources side and you will notice there are national resources listed on the top half of the page. The bottom
of the page is left blank and it has a spot for you to write in the City and State that you live in.

We know that SPC Hall had a few unresolved issues. For this exercise, you will play the role of SPC Hall’s supervisor. You must find resources in YOUR LOCAL community that could address these issues.

Your homework after this class is to find out what is available in your community for the other resources. You may already know of many resources and I would like you to write them in on your sheet.

I encourage you to display this in a common area and share it with your fellow leaders.

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**Slide 28**

What assistance did you find in your community that could possibly help SPC Hall with tires? Who could help with food?

What is available in your community to help her with employment?

When and how would you do a follow up with this Soldier?

(Allow for group discussion).

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**Slide 29**

Now we will watch the final outcome for SPC Hall.

(play video)

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**Slide 30**

During this course, we have covered a lot of information. We have explored leadership traits and talked about the way the SLRRT should be used. You learned how to use the required forms and you had an opportunity to expand your resource list to help Soldiers.

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**Slide 31**

Do you have any questions?

**TRAINERS:**

At the conclusion of the class, do the AAR Form and send to your SPPM.