

Junior Enlisted Soldiers Core Responsibilities

for discussion during
Performance Counseling

Effort & Discipline	Physical Fitness & Bearing
Technical Competence	Tactical Competence
Communication	Teamwork Leadership

The following list of questions and junior enlisted Soldier duties are intended to assist Sergeants in organizing their thoughts and preparing to conduct counseling. A focus on core areas will help develop Soldiers.

Questions to consider when thinking about a Soldier's performance:

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|-------------------------------|--|
| CRITICAL DUTIES | <ul style="list-style-type: none"> ➤ What is most critical to the Soldier's current duties? ➤ What is most critical to future duties? |
| STRENGTHS | <ul style="list-style-type: none"> ➤ What are strengths of the Soldier? ➤ What examples have you seen? |
| DEVELOPMENTAL NEEDS | <ul style="list-style-type: none"> ➤ Does the Soldier fall short of expectations in any duty area? ➤ What examples have you seen? |
| FEEDBACK | <ul style="list-style-type: none"> ➤ Which examples are appropriate to share with the Soldier? (What will help the Soldier perform better and what would be discouraging?) |
| DEVELOPMENTAL PLANNING | <ul style="list-style-type: none"> ➤ Which goals are best suited for the Soldier to focus on to enhance performance and development? ➤ What else about the Soldier's performance do you want to address? |

Core Responsibilities of Junior Enlisted Soldiers

Effort & Discipline (ADRP 1; ADRP 6-22; FM 6-22; *LeaderMap)

- Displays character - behaves consistently with Army Values, Warrior Ethos & Army Ethic
- Demonstrates hardworking effort in training and duties
- Follows instructions, rules, and regulations

Physical Fitness and Bearing (FM7-22)

- Possesses physical readiness
- Maintains hygiene and health to avoid illness and injury
- Displays military bearing in appearance and actions

Technical Competence (applicable STPs/TCs)

- Demonstrates skills and abilities required to perform MOS duties

Tactical Competence (FM7-0 / STP 21-1-SMCT)

- Performs Warrior Tasks to standard
- Contributes to the success of Battle Drills

Communication (ADRP 6-22; FM 6-22; LeaderMap)

- Conveys information clearly and with confidence
- Speaks up when appropriate to do so

Teamwork (ADRP 1; ADPR 6-22; FM 6-22; ATP 6-22.6, LeaderMap)

- Shows respect for others
- Supports, assists, and cooperates with other Soldiers
- Contributes to a positive unit environment

Leadership (ADRP 6-0; ADRP 6-22; FM 6-22; LeaderMap)

- Enacts leader's intent
- Sets a positive example for others to follow
- Assumes responsibility when he/she is the senior Soldier present or based on technical/tactical expertise

* LeaderMap is an instructional leader development app for mobile devices.