

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; the proponent agency is TRADOC

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI)	Rank/Grade CADET	Social Security No.	Date of Counseling
Organization Army ROTC, _____		Name and Title of Counselor	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

NON-SCHOLARSHIP CADET COUNSELING PRIOR TO COMPLETION OF CC FORM 202-R (GUARANTEED RESERVE FORCES DUTY (GRFD) NON-SCHOLARSHIP CADET CONTRACT ENDORSEMENT)

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

1. YOU WILL BE ACCESSED INTO THE RESERVE COMPONENTS (ARMY NATIONAL GUARD OR ARMY RESERVE) UPON COMMISSIONING.
2. YOU WILL INCUR A 6x2 MILITARY SERVICE OBLIGATION UPON COMMISSIONING; SIX YEARS IN THE SELECTED RESERVE AND TWO YEARS IN THE INACTIVE READY RESERVE.
3. YOU ARE REQUIRED TO PARTICIPATE IN THE SIMULTANEOUS MEMBERSHIP PROGRAM (SMP).
4. YOU SHOULD NOT "ASSUME" YOUR NON-SCHOLARSHIP GRFD CADET CONTRACT ENDORSEMENT WILL BE REVOKED UPON YOUR REQUEST. ALL SUCH REQUESTS MUST INCLUDE A LOGICAL AND COHERENT JUSTIFICATION. EXAMPLES OF STRONG JUSTIFICATIONS INCLUDE BUT ARE NOT LIMITED TO CADETS WHO HAVE BEEN ACCEPTED INTO MEDICAL SCHOOL, DENTAL SCHOOL, OR WHO ARE ON COURSE TO GRADUATE WITH A NURSING DEGREE.

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

Plan of Action: *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).)*

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled: ☐ I agree ☐ disagree with the information above.

Individual counseled remarks:

Signature of Individual Counseled: _____ Date: _____

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

Signature of Counselor: _____ Date: _____

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

Counselor: _____ Individual Counseled: _____ Date of Assessment: _____

Note: Both the counselor and the individual counseled should retain a record of the counseling.