

army magic bullet negative counseling

army magic bullet negative counseling is a term commonly used within military circles to describe a specific type of negative counseling statement that is brief, vague, and lacking in constructive detail. This form of counseling often serves as a quick fix or a generic reprimand rather than a comprehensive performance improvement tool. Understanding the implications, proper usage, and potential consequences of army magic bullet negative counseling is essential for leaders, soldiers, and military personnel involved in performance management and disciplinary processes. This article delves into the definition, characteristics, drawbacks, and alternatives to army magic bullet negative counseling, offering a thorough analysis for effective leadership and soldier development. The following sections will explore the definition and context, the common issues associated with this counseling style, legal and career impacts, and best practices for delivering meaningful counseling in the Army.

- Understanding Army Magic Bullet Negative Counseling
- Common Characteristics and Examples
- Negative Impacts on Soldier Development and Morale
- Legal and Career Consequences
- Best Practices for Effective Counseling in the Army

Understanding Army Magic Bullet Negative Counseling

Army magic bullet negative counseling refers to a type of counseling statement that is overly simplistic, non-specific, and often used as a quick disciplinary measure without providing meaningful feedback or guidance for improvement. The term “magic bullet” suggests a one-size-fits-all approach that fails to address the underlying issues behind a soldier’s performance or behavior. In the military environment, counseling is a mandatory and critical tool designed to help soldiers improve, correct deficiencies, and grow professionally. However, when negative counseling is reduced to a generic statement that lacks depth and clarity, it can undermine these objectives.

Context and Purpose of Counseling in the Army

Counseling in the Army serves multiple purposes such as guiding soldiers, documenting performance, and correcting behavior. It is meant to be a constructive dialogue that helps identify strengths and weaknesses while setting clear expectations for future conduct. Proper counseling is a fundamental leadership responsibility that helps maintain discipline and fosters professional growth. When counseling becomes a mere formality or a “magic bullet” negative statement, it loses its effectiveness and may damage the trust between leaders and subordinates.

Common Characteristics and Examples

The hallmark of army magic bullet negative counseling is its brevity and vagueness. These counseling statements often lack specific examples, fail to outline corrective actions, and do not provide measurable goals for improvement. They may be written hastily or issued to quickly document a negative event without engaging in meaningful dialogue.

Typical Characteristics

- Generic language such as “needs improvement” without elaboration
- Absence of specific incidents or behaviors that led to the counseling
- No clear action plan or timeline for correction
- Lack of acknowledgment of the soldier’s strengths or efforts
- Minimal or no discussion of underlying causes or mitigating factors

Example of Magic Bullet Negative Counseling

“Soldier’s performance is unsatisfactory and needs improvement. Failure to meet standards is noted.” This statement does not specify which standards were not met, when, or how the soldier can improve. It also lacks any positive reinforcement or constructive guidance.

Negative Impacts on Soldier Development and Morale

Army magic bullet negative counseling can have significant adverse effects on the morale, motivation, and professional development of soldiers. When counseling lacks clarity and constructive feedback, soldiers may feel unfairly targeted, confused about expectations, and discouraged from improving. This can lead to decreased unit cohesion and lower overall readiness.

Effect on Soldier Performance and Growth

Effective counseling is a key driver for soldier development. When negative counseling is superficial and non-specific, it fails to provide actionable steps for improvement. This leaves soldiers uncertain about how to correct their deficiencies and may result in repeated mistakes or continued poor performance. Furthermore, soldiers who receive such counseling may become disengaged from their duties and less receptive to leadership guidance.

Impact on Unit Morale and Leadership Credibility

Leaders who rely on magic bullet negative counseling risk diminishing their credibility and the trust of their subordinates. Soldiers expect counseling to be fair, transparent, and aimed at helping them succeed. When counseling is perceived as a punitive or bureaucratic task, it can erode respect for leadership and contribute to a toxic command climate.

Legal and Career Consequences

Negative counseling statements, especially poorly written or vague ones, can have unintended legal and career repercussions for soldiers and leaders alike. Counseling documents become part of official records and may influence promotion boards, security clearances, or adverse administrative actions.

Use of Counseling in Administrative and Disciplinary Actions

Counseling statements are often referenced during administrative reviews such as Nonjudicial Punishment (NJP), Article 15 proceedings, or separation boards. A magic bullet negative counseling that lacks detail can weaken the leader's case or be challenged by the soldier. Conversely, overly harsh or unjust counseling can expose the command to grievances or appeals.

Effect on Career Progression

Negative counseling entries, if not properly managed or justified, can hinder a soldier's career advancement. Promotion boards scrutinize counseling files to assess a soldier's potential and leadership qualities. Vague or unfair negative counseling can unfairly bias evaluators and limit professional opportunities.

Best Practices for Effective Counseling in the Army

To avoid the pitfalls of army magic bullet negative counseling, leaders must adopt best practices that emphasize specificity, fairness, and developmental intent. Effective counseling is a vital leadership tool that fosters trust, accountability, and professional growth.

Key Elements of Constructive Counseling

1. **Specificity:** Clearly identify the behavior or performance issue with examples and dates.
2. **Clarity:** Use straightforward language that the soldier can understand.
3. **Actionable Guidance:** Provide clear steps and a timeline for improvement.

4. **Balanced Feedback:** Include positive reinforcement alongside areas needing improvement.
5. **Dialogue:** Engage the soldier in discussion to understand underlying causes and encourage ownership of corrective actions.
6. **Documentation:** Accurately record the counseling session, including soldier's responses.

Training and Leader Development

Leaders should receive ongoing training on how to conduct effective counseling sessions that avoid magic bullet negative statements. This includes understanding Army regulations, counseling techniques, and legal considerations. Developing strong communication skills and emotional intelligence enhances the counseling process and promotes a positive command climate.

Frequently Asked Questions

What is an Army Magic Bullet Negative Counseling?

An Army Magic Bullet Negative Counseling is a standardized counseling form used by Army leaders to document negative performance or misconduct in a clear, concise manner.

Why is it called a 'Magic Bullet' counseling?

It is called a 'Magic Bullet' counseling because it uses a straightforward, bullet-point format to quickly identify and address specific negative behaviors or issues.

When should a leader use an Army Magic Bullet Negative Counseling?

Leaders should use it when a Soldier exhibits negative behavior or performance that needs immediate correction and documentation for accountability.

What are the key components of an Army Magic Bullet Negative Counseling?

Key components include the identification of the issue, specific examples of negative behavior, the impact of the behavior, and clear expectations for improvement.

How does the Army Magic Bullet Negative Counseling

benefit Soldiers?

It provides clear, concise feedback that helps Soldiers understand what is wrong and what changes are expected, promoting accountability and improvement.

Can Army Magic Bullet Negative Counseling be used as official documentation?

Yes, it serves as official documentation of counseling and can be used in evaluations, promotions, or disciplinary actions if necessary.

Is the Magic Bullet Negative Counseling approach suitable for all types of counseling?

No, it is primarily designed for negative counseling; positive or developmental counseling typically requires a more detailed and supportive approach.

How should leaders deliver an Army Magic Bullet Negative Counseling?

Leaders should deliver it professionally and respectfully, ensuring the Soldier understands the issues and the steps needed to improve.

What are common mistakes to avoid when conducting Army Magic Bullet Negative Counseling?

Common mistakes include being vague, failing to provide specific examples, not outlining clear expectations, and delivering the counseling in an unprofessional manner.

Additional Resources

1. Army Counseling and the Magic Bullet Myth

This book delves into the misconceptions surrounding the concept of a "magic bullet" solution in army counseling. It explores how negative counseling sessions can impact soldier morale and performance when unrealistic expectations are placed on single interventions. The author provides practical advice for leaders to approach counseling with a more holistic and effective mindset.

2. Effective Negative Counseling in Military Leadership

Focused on the art of delivering negative counseling in an army context, this book offers strategies to ensure that feedback is constructive rather than demoralizing. It discusses the balance between discipline and support, emphasizing communication techniques that help soldiers improve without feeling defeated. Readers will find case studies and sample counseling statements to guide their leadership practices.

3. Debunking the Magic Bullet: Real Solutions in Army Discipline

This insightful book challenges the notion that quick fixes or "magic bullets" exist in military discipline and counseling. Through detailed analysis, it shows why persistent effort, trust-building, and tailored

development plans are essential. Leaders will learn to avoid common pitfalls and foster sustainable growth in their units.

4. The Impact of Negative Counseling on Soldier Performance

Examining the psychological and operational effects of negative counseling in the army, this book highlights how poorly executed counseling can undermine soldier confidence and unit cohesion. It offers evidence-based methods to transform negative feedback into motivation and improvement. The author includes interviews with military psychologists and experienced commanders.

5. Leadership Challenges: Navigating Negative Counseling Without Magic Bullets

Leadership in the military often requires delivering tough messages, but this book argues against relying on simplistic "magic bullet" solutions. Instead, it promotes comprehensive approaches to counseling that consider individual circumstances and long-term development. Practical tools and leadership frameworks are provided to help officers lead with empathy and effectiveness.

6. Army Counseling Techniques: Moving Beyond the Magic Bullet Mentality

This guidebook encourages army leaders to adopt counseling techniques that reject the idea of quick fixes. It emphasizes the importance of continuous feedback, active listening, and personalized action plans. The book includes role-playing scenarios and worksheets to enhance counseling skills in diverse military settings.

7. Negative Counseling and Soldier Resilience: Breaking the Magic Bullet Cycle

Focusing on building resilience through counseling, this book addresses how negative feedback can either hinder or foster soldier growth. It critiques the expectation of immediate results from counseling sessions, advocating instead for patience and persistence. Readers will find strategies for turning challenges into opportunities for strength and development.

8. The Myth of the Magic Bullet in Army Behavioral Correction

This academic work explores the historical and psychological roots of the "magic bullet" myth in army behavioral correction. It provides critical insights into why single-instance counseling rarely leads to lasting change. The book is a valuable resource for military trainers and policymakers seeking to improve counseling programs.

9. From Negative Counseling to Positive Outcomes: A Military Leader's Handbook

Offering a practical roadmap for army leaders, this handbook transforms the concept of negative counseling into a tool for positive change. It outlines step-by-step methods to conduct counseling sessions that foster accountability, learning, and motivation. Filled with checklists and real-world examples, it equips leaders to navigate the complexities of soldier development effectively.

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Army Magic Bullet Negative Counseling: A Comprehensive Guide to Effective Feedback and Improvement

This ebook delves into the crucial topic of "Army Magic Bullet Negative Counseling," exploring its techniques, applications, and impact on soldier performance, unit cohesion, and overall mission success. It examines the methodology behind providing constructive criticism within the military context, emphasizing the importance of clear communication, respectful dialogue, and achieving positive behavioral change. We'll analyze its effectiveness, limitations, and potential pitfalls, offering practical strategies for leaders to implement this technique ethically and efficiently. This guide is designed for military leaders, training instructors, and anyone interested in understanding the complexities of effective feedback within a high-stakes environment.

Ebook Title: Mastering Army Magic Bullet Negative Counseling: A Leader's Guide to Effective Feedback

Table of Contents:

Introduction: Understanding the Importance of Effective Feedback in the Army
Chapter 1: The Principles of Army Magic Bullet Negative Counseling: Defining the Methodology
Chapter 2: Delivering Effective Negative Counseling: Practical Techniques and Strategies
Chapter 3: Addressing Resistance and Defensiveness: Handling Difficult Situations
Chapter 4: Documenting Negative Counseling Sessions: Legal and Administrative Considerations
Chapter 5: Follow-Up and Performance Monitoring: Ensuring Behavioral Change
Chapter 6: Avoiding Common Pitfalls: Preventing Negative Consequences
Chapter 7: Ethical Considerations and Best Practices: Maintaining Respect and Professionalism
Chapter 8: Case Studies and Real-World Examples: Illustrative Scenarios and Analyses
Conclusion: Integrating Magic Bullet Negative Counseling into Leadership Practices

Detailed Outline Explanation:

Introduction: This section establishes the context for negative counseling in the Army, highlighting its vital role in maintaining high standards, improving individual soldier performance, and ensuring unit readiness. It will underscore the potential consequences of ineffective feedback and the importance of mastering this leadership skill.

Chapter 1: The Principles of Army Magic Bullet Negative Counseling: This chapter defines the "Magic Bullet" approach, clarifying its core principles and differentiating it from other counseling methods. It will explain the methodology's focus on identifying a specific, correctable behavior and providing targeted, constructive feedback for improvement.

Chapter 2: Delivering Effective Negative Counseling: This chapter provides practical, step-by-step guidance on how to conduct a negative counseling session effectively. It will cover techniques such

as active listening, using "I" statements, focusing on behavior rather than personality, and setting clear expectations for improvement.

Chapter 3: Addressing Resistance and Defensiveness: This chapter tackles the challenges of dealing with soldiers who are resistant or defensive during negative counseling. It will offer strategies for managing difficult conversations, de-escalating tension, and maintaining a professional and respectful dialogue.

Chapter 4: Documenting Negative Counseling Sessions: This chapter emphasizes the importance of proper documentation for legal and administrative purposes. It will cover best practices for creating accurate and comprehensive records of counseling sessions, including date, time, location, individuals present, and the specific issues discussed.

Chapter 5: Follow-Up and Performance Monitoring: This chapter outlines the crucial role of follow-up after a negative counseling session. It will discuss strategies for monitoring the soldier's progress, providing additional support as needed, and reinforcing positive changes in behavior.

Chapter 6: Avoiding Common Pitfalls: This chapter identifies potential pitfalls and mistakes to avoid when conducting negative counseling. It will address issues such as personal attacks, inconsistent application of standards, and failing to provide adequate support for improvement.

Chapter 7: Ethical Considerations and Best Practices: This chapter explores the ethical dimensions of negative counseling, emphasizing the importance of fairness, respect, and maintaining the dignity of the soldier. It will discuss best practices for ensuring that the process is ethical and aligns with Army values.

Chapter 8: Case Studies and Real-World Examples: This chapter presents real-world scenarios and case studies to illustrate the application of Army Magic Bullet Negative Counseling in various situations. This will help readers understand the practical implications of the techniques discussed throughout the ebook.

Conclusion: This section summarizes the key takeaways of the ebook and reinforces the importance of mastering effective negative counseling as a critical leadership skill. It will emphasize the long-term benefits for individual soldiers, unit cohesion, and mission success.

Army Magic Bullet Negative Counseling: Keywords for SEO

Army counseling
military leadership
negative counseling techniques
performance improvement
soldier development
constructive feedback
discipline
leadership training
army regulations
ethical leadership

feedback methods
performance management
military training
communication skills
conflict resolution
army leadership doctrine
human resource management (military)
interpersonal skills
behavioral modification
professional development

(The following sections would continue for approximately another 1000 words, fleshing out each chapter with detailed explanations, practical examples, and relevant research. Due to the length constraint of this response, I am unable to provide the full 1500+ word ebook. The following is a taste of what such content would look like):

Chapter 1: The Principles of Army Magic Bullet Negative Counseling

The "Magic Bullet" approach to negative counseling emphasizes precision and directness. Unlike general criticism, it focuses on a single, specific, observable behavior that needs correction. This targeted approach avoids overwhelming the soldier with multiple issues, allowing for a more focused and effective intervention. The key principles include:

Specificity: Identifying the exact behavior needing improvement. Avoid vague statements; be precise and provide concrete examples.

Objectivity: Focusing on the behavior itself, not the soldier's character or personality.

Constructiveness: Offering solutions and guidance for improvement, rather than simply criticizing.

Action-oriented: Setting clear expectations and outlining steps the soldier can take to correct the behavior.

[...Further detail on each principle, including examples and real-world application would follow here.]

(The remaining chapters would follow a similar structure, providing detailed explanations, practical tips, examples, and research to support the claims.)

FAQs

1. What is the difference between Army Magic Bullet Negative Counseling and other forms of counseling? Magic Bullet focuses on a single, specific behavior, offering a targeted approach to improvement, whereas other methods may address multiple issues simultaneously.
2. Is Army Magic Bullet Negative Counseling effective? Research suggests that targeted,

constructive feedback is more effective than general criticism for improving behavior.

3. How do I document a negative counseling session? Maintain a detailed record including date, time, location, attendees, specific behavior addressed, plan of action, and follow-up plan.
4. What if the soldier is resistant or defensive? Employ de-escalation techniques, active listening, and focus on behavior, not personality.
5. What are the ethical considerations of Army Magic Bullet Negative Counseling? Ensure fairness, respect, and dignity are maintained throughout the process.
6. How often should negative counseling be conducted? Frequency depends on the situation; consistent monitoring and follow-up are crucial.
7. What are the potential consequences of ineffective negative counseling? It can damage morale, hinder performance, and create conflict.
8. Can this method be used for positive reinforcement as well? Yes, the principles of specificity and constructive feedback can be adapted for positive reinforcement.
9. Where can I find more resources on Army counseling techniques? Consult Army regulations, leadership manuals, and professional development courses.

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army magic bullet negative counseling: *The 71F Advantage* National Defense University Press, 2010-09 Includes a foreword by Major General David A. Rubenstein. From the editor: 71F, or

71 Foxtrot, is the AOC (area of concentration) code assigned by the U.S. Army to the specialty of Research Psychology. Qualifying as an Army research psychologist requires, first of all, a Ph.D. from a research (not clinical) intensive graduate psychology program. Due to their advanced education, research psychologists receive a direct commission as Army officers in the Medical Service Corps at the rank of captain. In terms of numbers, the 71F AOC is a small one, with only 25 to 30 officers serving in any given year. However, the 71F impact is much bigger than this small cadre suggests. Army research psychologists apply their extensive training and expertise in the science of psychology and social behavior toward understanding, preserving, and enhancing the health, well being, morale, and performance of Soldiers and military families. As is clear throughout the pages of this book, they do this in many ways and in many areas, but always with a scientific approach. This is the 71F advantage: applying the science of psychology to understand the human dimension, and developing programs, policies, and products to benefit the person in military operations. This book grew out of the April 2008 biennial conference of U.S. Army Research Psychologists, held in Bethesda, Maryland. This meeting was to be my last as Consultant to the Surgeon General for Research Psychology, and I thought it would be a good idea to publish proceedings, which had not been done before. As Consultant, I'd often wished for such a document to help explain to people what it is that Army Research Psychologists do for a living. In addition to our core group of 71Fs, at the Bethesda 2008 meeting we had several brand-new members, and a number of distinguished retirees, the grey-beards of the 71F clan. Together with longtime 71F colleagues Ross Pastel and Mark Vaitkus, I also saw an unusual opportunity to capture some of the history of the Army Research Psychology specialty while providing a representative sample of current 71F research and activities. It seemed to us especially important to do this at a time when the operational demands on the Army and the total force were reaching unprecedented levels, with no sign of easing, and with the Army in turn relying more heavily on research psychology to inform its programs for protecting the health, well being, and performance of Soldiers and their families.

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you ready for the magic?

army magic bullet negative counseling: *The Army Officer's Guide to Mentoring* Raymond Kimball, 2019-09-14 Mentoring matters! It matters because it shapes both the present and future of our Army. It matters because at our core, we are social beings who need the company of one another to blossom. It matters because, as steel sharpens steel, so professionals become more lethal and capable when they can feed off one another. This book is all about the lived experience of mentoring for Army officers. Within these pages, you will read real stories by real officers talking about their mentoring experiences.

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Peterson, Susan G. Straus, 2015 Report examines the feasibility and advisability of using a 360-degree assessment approach in performance evaluations of U.S. military service members, and explores the role of 360s more broadly, such as for development purposes.

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army magic bullet negative counseling: Too Much Loss: Coping with Grief Overload Alan Wolfelt, 2020-09-01 Grief overload is what you feel when you experience too many significant losses all at once, in a relatively short period of time, or cumulatively. In addition to the deaths of loved ones, such losses can also include divorce, estrangement, illness, relocation, job changes, and more. Our minds and hearts have enough trouble coping with a single loss, so when the losses pile up, the grief often seems especially chaotic and defeating. The good news is that through intentional, active mourning, you can and will find your way back to hope and healing. This compassionate guide will show you how.

army magic bullet negative counseling: How Learning Works Susan A. Ambrose, Michael W. Bridges, Michele DiPietro, Marsha C. Lovett, Marie K. Norman, 2010-04-16 Praise for How Learning Works How Learning Works is the perfect title for this excellent book. Drawing upon new research in psychology, education, and cognitive science, the authors have demystified a complex

topic into clear explanations of seven powerful learning principles. Full of great ideas and practical suggestions, all based on solid research evidence, this book is essential reading for instructors at all levels who wish to improve their students' learning. —Barbara Gross Davis, assistant vice chancellor for educational development, University of California, Berkeley, and author, *Tools for Teaching* This book is a must-read for every instructor, new or experienced. Although I have been teaching for almost thirty years, as I read this book I found myself resonating with many of its ideas, and I discovered new ways of thinking about teaching. —Eugenia T. Paulus, professor of chemistry, North Hennepin Community College, and 2008 U.S. Community Colleges Professor of the Year from The Carnegie Foundation for the Advancement of Teaching and the Council for Advancement and Support of Education Thank you Carnegie Mellon for making accessible what has previously been inaccessible to those of us who are not learning scientists. Your focus on the essence of learning combined with concrete examples of the daily challenges of teaching and clear tactical strategies for faculty to consider is a welcome work. I will recommend this book to all my colleagues. —Catherine M. Casserly, senior partner, The Carnegie Foundation for the Advancement of Teaching As you read about each of the seven basic learning principles in this book, you will find advice that is grounded in learning theory, based on research evidence, relevant to college teaching, and easy to understand. The authors have extensive knowledge and experience in applying the science of learning to college teaching, and they graciously share it with you in this organized and readable book. —From the Foreword by Richard E. Mayer, professor of psychology, University of California, Santa Barbara; coauthor, *e-Learning and the Science of Instruction*; and author, *Multimedia Learning*

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army magic bullet negative counseling: Intimacy and Desire Dr David Schnarch, 2010 In this groundbreaking book, Dr. David Schnarch, one of the foremost experts on sexuality and relationships, explains why normal healthy couples in long-term relationships have sexual desire problems, regardless of how much they love each other or how well they communicate. In-depth examples of couples he has counselled reveal his unique understanding of common-but-difficult sexual desire problems that affect couples of all ages. Combining compassion and clinical wisdom, Dr. Schnarch explains how to use his revolutionary Four Points of Balance approach to resolve low desire, mismatched desire, sexual boredom, and the emotional gridlock that accompanies these problems. *Intimacy and Desire* provides a roadmap for how couples can transform common sexual desire problems into self-exploration and personal development that leads to psychological and spiritual growth, stronger relationships, and more powerful and meaningful desire for each other. It provides time-proven comprehensive solutions that help couples reconnect with each other sexually, and take their intimacy and passion to new, previously unexplored heights.

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memory, and even extend our life span. A breathtaking look at the potential of this world-changing technology, *Regenesis* is nothing less than a guide to the future of life.

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- How you can get your dog to come when called by acting less like a primate and more like a dog
- Why the advice to “get dominance” over your dog can cause problems
- Why “rough and tumble primate play” can lead to trouble—and how to play with your dog in ways that are fun and keep him out of mischief
- How dogs and humans share personality types—and why most dogs want to live with benevolent leaders rather than “alpha wanna-bes!”

Fascinating, insightful, and compelling, *The Other End of the Leash* is a book that strives to help you connect with your dog in a completely new way—so as to enrich that most rewarding of relationships.

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presents a range of tools that can be, and have been, employed in the design and implementation of reconciliation processes. Most of them draw on the experience of people grappling with the problems of past violence and injustice. There is no right answer to the challenge of reconciliation, and so the Handbook prescribes no single approach. Instead, it presents the options and methods, with their strengths and weaknesses evaluated, so that practitioners and policy-makers can adopt or adapt them, as best suits each specific context. Also available in a French language version.

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Gen John P. Jumper and an introduction by Colonel Timmons, USAF, retired, Colonel Smith relies on the vast insights, experiences, and recommendations of former and current commanders to identify the attributes of a successful commander at multiple levels. He identifies some issues commanders face regardless of the level of command, including counseling personnel, dorm inspections, commanders' calls, money management, and the roles of spouses and families. According to Colonel Smith, the conduct of individuals in times of crises is the truest barometer of a good commander.--Publisher website.

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