



***Victory Starts Here!***

## **Individual Soldier Risk Assessment And Counseling**

**(This form is to be maintained by the First line supervisor in a secure location. It must be safeguarded against unauthorized access. It serves as a method to monitor and mitigate risk for the Soldier).**

**Soldier:**

**1st Line Supervisor:**

**Limited Use Policy and Non-disclosure agreement:** Although Soldiers maintain the right to refuse to answer any portion of the questionnaire, the purpose of this counseling is to help Soldiers. To encourage an open counseling session and truthful answers, this counseling session will operate under a Limited Use Policy. Any information concerning possible illegal behavior derived solely from the questionnaire and counseling session cannot be used for UCMJ or adverse administrative action. Additionally, information gathered will be safeguarded and any unauthorized disclosure may result in UCMJ action against the person who released the information unless described in the PRIVACY ACT STATEMENT below. Any information collected that may create a security clearance mandatory reporting issue must be reported IAW AR 380-67, para 9-104. In addition, collecting this information may create domestic violence mandatory reporting requirements in certain States to the appropriate authorities.

### **PRIVACY ACT STATEMENT**

**AUTHORITY:** Title 10 U.S.C. Section 3013, Secretary of the Army; AR 385-10, Army Safety Program; E.O. 9397 (SSN); and Department of the Army systems notice A0001b AHRC, Unit Administrative Personnel Records.

**PRINCIPAL PURPOSE:** To assist leaders in identifying, assessing, and controlling risks and making informed decisions to mitigate these risks.

**ROUTINE USES:** In addition to those disclosures generally permitted under 5 U.S.C. 552a(b) of the Privacy Act, these records or information contained therein may specifically be disclosed outside the DoD as routine use pursuant to 5 U.S.C. 552a(b)(3) as follows: To victims and witnesses of a crime for purposes of providing information, consistent with the requirements of the Victim and Witness Assistance Program, regarding the investigation and disposition of an offense. In addition, the DoD 'Blanket Routine Uses' published at the beginning of the Army's compilation of systems of records notices also apply to this DISCLOSURE: Disclosure of your social security number and personal information to complete the Individual Soldier Risk Assessment and Counseling (ISRAC) is voluntary.

The Individual Soldier Risk Assessment and Counseling (ISRAC) booklet was designed by various agencies to include the 82<sup>nd</sup> Airborne Safety office and the Army Center for Substance Abuse to serve as a counseling tool which assists both the Soldier and their supervisor during regularly monthly counseling sessions to identify and discuss some potential risk behaviors.

The ISRAC utilizes many of the same questions used during regular counseling sessions but is designed to identify and track areas of risk; it also provides some counter measures to mitigate these risk areas. An extra benefit of the booklet is the point of contact list in the back of the booklet which lists key numbers for each area of concern.

**Steps for Using the ISRAC**

1. First line supervisors will maintain one ISRAC for each Soldier.
  2. The supervisor will utilize the Soldier’s ISRAC when they conduct their monthly performance counseling sessions with the Soldier.
- (NOTE: The object is to identify and reduce risk – not punish the Soldier. The non-disclosure statement is intended to help Soldiers answer questions honestly without fear of reprisal.)
3. The supervisor should use pencil when filling out the ISRAC as it will be used for a 12 month period. The supervisor will ask the questions and record the answers. Then score the answer of each section on the “Risk Target” located on page 6.
  4. The supervisor and Soldier will jointly discuss areas of concern and identify counter measures. If action is required utilize the POC list provided at the back of the ISRAC.
  5. The supervisor should follow up with the Soldier to ensure any counter measures which required action are completed.

By identifying risks and intervening to reduce those risks we can help our Soldiers lead more productive lives and increase mission accomplishment. Ensure you discuss relevance of the subjects identified in the ISRAC and how they affect both the individual and unit goals.

**Most importantly: We may save a Soldier’s life!**

**Monthly  
Record of Counseling**

Comments	Observed Behavior

## Monthly Record of Counseling

**Comments**

**Observed Behavior**


This risk assessment tool focuses on six predominant areas or high-risk behaviors; however there are several additional areas that might suggest a Soldier is a greater risk to self, unit, friends or family. Below is a list of some possible indicators.

**SEXUAL BEHAVIOR:** Soldier is known to have multiple sex partners, or engages in unprotected sex.

**SEXUALLY TRANSMITTED DISEASES:** Soldier has been diagnosed for a sexually transmitted disease such as HIV, Gonorrhea, Syphilis, Herpes, or Venereal Warts.

**ALCOHOL/DRUG ABUSE:** Soldier has tested positive for, or is suspected of illegal drug use; is known to abuse alcohol or has been apprehended for DWI, drunk and disorderly conduct, or public intoxication.

**TRAFFIC OFFENSES:** Consider all moving traffic violations.

**SUICIDE/PARASUICIDE:** Soldier is withdrawn, depressed or communicates suicidal thoughts or intent.

**EMOTIONAL PROBLEMS:** Soldier is moody, irritable, angry, depressed or has low self-esteem.

**FINANCIAL:** Soldier is known to have financial problems such as bad checks, indebtedness, repossessions, or calls from creditors.

**RELATIONSHIP PROBLEMS:** Soldier is known to have severe conflicts in relationships with spouse, children, or friends.

**WORK PROBLEMS:** Soldier is not a team player, does not get along with peers, consistently late for work, failure to complete assigned task, or lacks initiative.

**AWOL POTENTIAL:** Soldier has been AWOL, or in the leader's view, the Trooper has AWOL potential due to other allegations or problems.

**LEGAL PROBLEMS:** Soldier has custody, alimony, support disputes or other legal problems which may be detrimental to the Soldier's welfare and readiness.

**HOUSING PROBLEMS:** Soldier is in danger of losing quarters through eviction or has received a warning letter.

**SAFETY:** Soldier demonstrates unsafe work habits or personal behavior.

**INJURIES/ACCIDENTS:** Soldier has been injured resulting in lost work days.

**RECURRING SICK CALL:** Soldier uses sick call excessively.

**EQUAL OPPORTUNITY:** Soldier is the victim/perpetrator of racial slurs, jokes or sexually offensive remarks.

**Sexual Behavior (only for single Soldiers)**

- a. How many times have you had unprotected sexual intercourse during the last 12 months?  
1 or less = Low      2 or more = High
- b. In the last month, how frequently did you or your partner use birth control during sexual intercourse that may prevent an unplanned pregnancy?  
Always = Low      50% of time = Medium      Rarely = High
- c. How many partners have you had sexual intercourse with over the past 12 months?  
1 or less=Low      2-5=Medium      6 or more = High

**Alcohol Behavior**

- a. How many drinks (beer, liquor, wine) per week do you consume:  
0-3 = Low      4-13 = Medium      14 or more = High
- b. On average how many drinks do you consume at one time?  
0-3 = Low      4-6 = Medium      more than 6 = High
- c. How often do you drink alcohol when you're upset or stressed?  
Rarely = Low      Sometimes = Medium      Often = High
- d. How often do you plan alternate means to get home when going out when you will be drinking alcohol, i.e. designated driver, taxi, etc.?  
Always = Low      Sometimes = Medium      Rarely = High

**Drug Behavior**

- a. How often, in the last 30 days, were you in an environment where illegal drugs were used?  
0-1 = Low      2 or more = High

**Violence/Depression**

- a. During the past 30 days, how many times have you been in a physical fight?  
0 = Low      1 or more = High
- b. During the last 30 days, did you get so mad that you wanted to hit, slap, or physically hurt your spouse?  
No = Low      Yes = Medium      I did hit my spouse = High

**In the box below are three things I will most likely do in the next 30 days that could be considered high risk behavior and also what I can do to change that behavior or reduce the risk.**

<b>1.</b>	
<b>2.</b>	
<b>3.</b>	

## Discussion Points

- Counseling is available to assist you with any area of concern.
- You are an important member of the TRADOC team, your contributions make a difference!
- Regardless of your rank, if you see an unsafe act you must say something, you may be the one person who breaks the chain of unsafe acts leading to an accident.
- You need to keep an eye on your buddies, you should all work to help each other.

## Means to Mitigate Risk

- Motorcycle Safety Foundation Experienced Riders Course (MSFERC) - not only is it required if you plan to operate a motorcycle on or off the installation, but it will make you a better rider.
- Driver Improvement Training (DIT) - squad leaders will direct Soldiers to this training if the Soldier has driving issues or was cited for a moving violation outlined in the TRADOC Safety Plan.
- Simply knowing what programs are out there and using those programs can often stop a potential issue.
- Physical Training is a great way to reduce stress!

## Points of Contact

**Commands fill in their appropriate POC #s**

**ACS:**

**ASAP Training:**

**ASAP:**

**Chaplain:**

**Mental Health Clinic:**

**Preventive Medicine:**

**Safety:**

**SJA:**

**Surgeon:**

**Family Advocacy:**

**Bde Safety:**

**[www.armyonesource.com](http://www.armyonesource.com)**

**[www.hooah4health.com](http://www.hooah4health.com)**

c. How often, during the last 30 days, have you felt depressed or sad due to family concerns?

Rarely = Low      Sometimes = Medium      Often = High

d. How often, during the last 30 days, have you had thoughts of cutting on yourself or killing yourself?

Never = Low      Sometimes = High

### Financial

a. Do you have a budget that you use each month to pay your bills?

Yes = Low      No = High

b. How much credit card debt do you have?

\$0-1500 = Low      \$1500-2500 = Medium      \$2500 or more = High

c. Do you only make minimum payments on credit card debt?

No, always pay more = Low      Pay more occasionally = Medium

Never, can't afford to = High

d. Do you currently have a second job to help pay off debt or to help earn extra money for your family?

No = Low      Yes = High

e. How frequently do you find yourself struggling to pay bills, provide for your family, or have bill collectors hounding you at your home?

Never = Low      Sometimes = Medium      Often = High

### Driving

a. In the last 30 days how many traffic citations have you received?

0 = Low      1 = Medium      2 or more = High

b. How often do you wear a seatbelt/helmet?

Always = Low      Sometimes = High (Automatic Red-High Risk)

c. On average how much do you exceed the speed limit?

0-5 miles = Low      6-10 miles = Medium      11 or more miles = High

d. In the last 30 days, how many at fault vehicle accidents have you been involved in?

0 = Low      1 or more = High

e. Do you own or use a radar detector?

No = Low      Yes = High

f. Did your POV pass the last unit safety inspection?

Yes = Low      No = High

### General

a. In the last 30 days, how many times have you been counseled for poor performance or conduct, on or off duty?

0 = Low      1 = Medium      2 or more = High

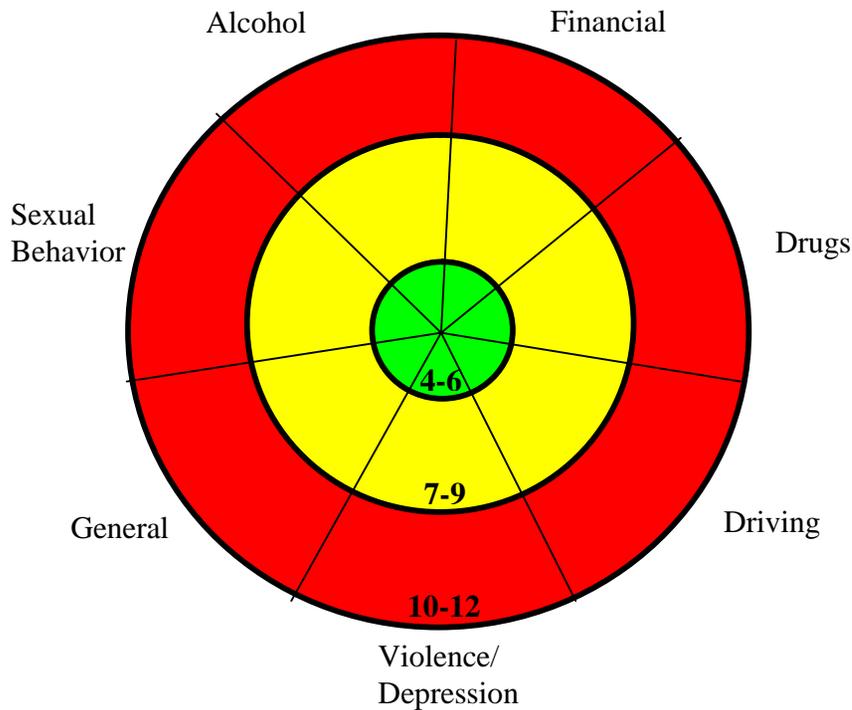
b. In the last 6 months, how many times have you received non-judicial punishment?

0 = Low      1 or more = High

c. Would you tell someone in your chain of command if you know of a peer that exhibits high risk behavior?

Yes = Low      No = High

# Risk Target



Review Soldier answers to questions.

Low = 1 point

Medium = 2 points

High = 3 points

Now score each group of questions:

4-6 = Green (low risk). No countermeasures necessary

7-9 = Amber (medium risk). Countermeasures must include education, coaching and mentoring on the steps to take to reduce the risk – see countermeasures page

10-12 = Red (high risk) Countermeasures require command involvement and referrals to appropriate agencies – see countermeasures page.

# Counter Measures

## Financial Behavior

Medium risk measures: - Counsel Soldier on the importance of having a budget.  
- Encourage the use of available financial services (ACS)  
- <http://www.armycommunityservice.org>

High risk measures: - Inform command  
- Refer to ACS, Legal

## Drug Behavior

Medium risk measures: - Counsel Soldier on the risks associated with picking the wrong friends etc.  
- Counsel Soldier on the available services  
- <http://www.drugfreeamerica.org>

High risk measures: - Inform command  
- Refer to SARS/ASAP (<http://acsap.army.mil>)

## Vehicle Behavior

Medium risk measures: - Counsel Soldier regarding safe driving.  
- Website review on safe driving <https://crc.army.mil/home/>

High risk measures: - Inform command.  
- Refer to defensive driving class or 4 hour remedial driving class.

## Violence/Depression

Medium risk measures: - Counsel Soldier on available services and encourage self referral.  
- review commander's domestic violence policy with Soldier  
- Website review on mental health (<http://www.cdc.gov>)

High risk measures: - Inform command  
- Command refer to mental health

## Sexual Behavior

Medium risk measures: - Counsel Soldier regarding risks  
- Website review (<http://www.cdc.gov>)

High risk measures: - Inform command  
- Refer to preventive medicine and/or consider a unit briefing if significant numbers indicate a unit problem.

## Alcohol Behavior

Medium risk measures: - Counsel Soldier regarding risks.  
- Inform of available services  
- Website review (<http://www.alcoholics-anonymous.org>)

High risk measures: - Inform command  
- SARS/ASAP referral (<http://acsap.army.mil>)