

LEADER'S ACCIDENT RISK ASSESSMENT OF SUBORDINATES



I'm Sergeant Major of the Army Ken Preston and I want to thank you for your contributions to keeping our nation safe during the Global War on Terrorism. I ask for your help in keeping our Soldiers safe from accidents. As leaders, identifying and knowing those Soldiers who are high risk in your formation is essential to successful engagements to prevent accidents. It's already proven that disciplined leaders engaged at all echelons, immediately promote a safer operational environment. Standard based units are inherently safer units. Be a leader and be engaged. Use Army tools, such as the Individual Risk Assessments and the Army Readiness Assessment Program, specifically developed to help you know your Soldiers, your peers, your formation's safety climate and even your own high-risk tendencies. Investing and understanding these areas can target your leadership and work to prevent the next accident.

Kenneth O. Preston
Sergeant Major of the Army
Kenneth O. Preston



WILL ONE OF YOUR PERSONNEL CAUSE THE NEXT ACCIDENT?

Research has shown that leader engagement directly impacts the reduction of accidents caused by human error. Human error accounts for 80 percent of Army ground and aviation accidents and includes: lack of self-discipline, inadequate training, inadequate standards, insufficient support and/or lack of supervision.

This assessment was designed to allow leaders to assess the risk level of their Soldiers. This tool applies to any individual no matter their level, rank or career field.

Use this assessment and increase your awareness of who may be the next person in your formation to have an accident. Who is at risk? This may save their life or the life of a buddy.

After completion of this assessment use the controls to address any areas of risk identified.



U.S. ARMY

ARMY STRONG



U.S. ARMY COMBAT READINESS/SAFETY CENTER

<https://crc.army.mil>



CONTROLS

For all questions contact:
Military OneSource (1-800-342-9647)
www.militaryonesource.com
Enter local numbers in spaces below:

Flip this page over to pair with your Personnel

Military OneSource, Installation Mental Health Team _____

Military OneSource, Local Chaplain _____

Military OneSource, Local Chaplain _____

Military OneSource, Unit Staff Judge Advocate _____

Military OneSource, Local Family Advocacy, _____ AER (866-878-6378) _____

Military OneSource, Army Substance Abuse Program (1-800-342-9647), local ASAP _____

Military OneSource, Installation Staff Judge Advocate _____

Prior to referral, please contact company leadership!

**Reserve/National Guard Soldiers can contact VA medical and veteran centers that provide veterans with mental health services. Free confidential counseling (up to six sessions) in the civilian community is available for all Soldiers.

DIRECTIONS Answer the questions below for your personnel. If the answer is yes, then write the corresponding points in the appropriate block. If the answer is no, then write a zero in the appropriate block. Add up the total points and identify your personnel's risk level of causing the next accident by using the legend. Then flip the left portion of this form over to match "Controls" with the answers. Use these controls to address any areas of risk identified through this assessment. This assessment on your Soldiers should be based on your personal /or command knowledge. Information should not be derived from direct questioning of your Soldiers.

Name

1. Is the individual a male age 25 or under?	2								
2. Has the individual had multiple combat or imminent danger deployments?	2								
3. Has the individual been exposed to combat situations within the past 180 days?	2								
4. Has the individual been involved in physical or verbal confrontation 2 or more times in the last 12 months?	7								
5. Has the individual ever had any life experience that was so frightening, horrible or upsetting that, in the past month they could answer yes to one or more of the below: - Had nightmares about it or thought about it when they did not want to - Tried hard not to think about it or went out of their way to avoid situations that reminded them of it - Were constantly on guard, watchful or easily startled - Felt numb or detached from others, activities or their surroundings	3								
6. Has the individual expressed or displayed any acts of self-harm?	10								
7. Experienced recent stressful family challenges (adoption, marriage, divorce, separation, parent-child conflicts, death, etc.)?	3								
8. Has the individual experienced recent social challenges (difficulty making friends, bad influences/peer pressure, friend's death, etc.)?	3								
9. Experienced recent legal challenges (law suits, restraining orders, domestic violence allegations, Uniform Code of Military Justice / legal actions or non-judicial punishment, etc.)?	5								
10. Has the individual experienced recent financial challenges (home/vehicle purchases, extended debt, foreclosure/repossession, bad credit, etc.)?	3								
11. During the past 12 months, has the individual's use of alcohol or drugs resulted in any of the following: - Missed all or part of a workday because of alcohol or illegal drug use - Reported for duty while under the influence of alcohol or illegal drugs - Referred to Community Mental Health or other agency for alcohol/drug abuse evaluation - Illegal drug use (marijuana, GHB, Ecstasy, huffing, etc) - Alcohol use in violation of existing laws/policies (boating, driving, using machinery/weapons)	8								
12. Experienced two or more at-fault accidents (vehicle or non-vehicle, on or off duty) or traffic citations (DUI, speeding, cell phone use, seatbelts, reckless driving, etc.) in the past 12 months?	4								
13. Has the individual been counseled (written or verbally) for poor performance or conduct in the last 12 months on or off duty? Examples: - Electing not to follow instructions, procedures or laws - Unnecessary risk taking - Inappropriate personal conduct or irresponsibility - Not finishing assigned work (dependability) - Lateness - Not being a team player	4								
14. Does the individual display any of the below examples: - Is not readily available to give guidance - Does not have sufficient technical knowledge, experience or management ability to properly supervise - Tolerates below-standard performance - Rarely makes on-the-spot corrections - Is reluctant to take disciplinary action - Allows cutting corners to get a job done	1								
15. Soldier has not been properly trained to perform their current job tasks, which could result in an accident.	1								
16. Does the individual frequently perform tasks for which written task-conditions-standards or procedures do not exist, are not clear or practical?	1								

POINTS																			
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LOW = 0-5 pts **MEDIUM = 6-15 pts** **HIGH = 16+ pts**

Total Points
Individual's Overall Risk Level