

ALARACT 074/2020

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SUBJ/ALARACT 074/2020 - SERGEANT/STAFF SERGEANT PROMOTION BOARD GUIDANCE

THIS ALARACT MESSAGE HAS BEEN TRANSMITTED BY JOINT SERVICE PROVIDER ON BEHALF OF HEADQUARTERS, DEPARTMENT OF THE ARMY, DEPUTY CHIEF OF STAFF, G-1 (DAPE-MPE-PD).

1. (U) REFERENCE ARMY REGULATION (AR) 600-8-19 (ENLISTED PROMOTIONS AND REDUCTIONS), DATED 16 MAY 2019.
2. (U) THIS MESSAGE APPLIES TO THE REGULAR ARMY AND UNITED STATES ARMY RESERVE ACTIVE GUARD RESERVE. THE DIRECTOR, ARMY NATIONAL GUARD, IS ENCOURAGED TO PROVIDE SPECIFIC GUIDANCE REGARDING APPLICABILITY, AS DEEMED APPROPRIATE, RELATING TO PROMOTION BOARDS FOR TITLE 32 SOLDIERS.
3. (U) PURPOSE. TO REINFORCE TEAM AND SQUAD LEADER UNDERSTANDING OF HOW OUR ARMY CARES FOR ITS SOLDIERS, PROMOTION TO SERGEANT AND STAFF SERGEANT WILL NOW INCLUDE SITUATIONAL QUESTIONS IN THE AREAS OF SEXUAL HARASSMENT, SUICIDE PREVENTION, MISUSE OF DRUGS AND ALCOHOL, PHYSICAL AND MENTAL FITNESS, FAILURE TO ATTEND A NONCOMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT STUDY, AND A SUBORDINATE'S DECISION TO REENLIST. THE PURPOSE OF THESE QUESTIONS IS NOT TO HAVE SOLDIERS APPEARING BEFORE THE BOARD QUOTE ARMY REGULATIONS PERTAINING TO THESE SUBJECTS, BUT TO PROVIDE THE BOARD AN ASSESSMENT OF HOW THAT INDIVIDUAL WOULD REACT WITH THEIR SOLDIERS WHEN LEADING THEM THROUGH THESE ISSUES AND QUESTIONS. THESE SITUATIONAL QUESTIONS REINFORCE THE "THIS IS MY SQUAD" INITIATIVE WITHIN OUR NONCOMMISSIONED OFFICER CORPS AND THOSE SOLDIERS ABOUT TO BECOME NONCOMMISSIONED OFFICERS.
4. (U) FOR REGULAR ARMY UNITS, PRIOR TO EVALUATING ANY RECOMMENDED SOLDIER, THE BOARD PRESIDENT WILL REVIEW THE UNIT COMPARISON CHART, PREVIOUSLY KNOWN AS THE BULLS EYE CHART, NOW KNOWN AS THE COMMANDERS RISK REDUCTION TOOLKIT (ARMY VANTAGE PROGRAM), WITH BOARD MEMBERS. THE PURPOSE OF THIS REVIEW IS TO ENABLE PROMOTION BOARD QUESTIONS TO BE TAILORED TO ENSURE SOLDIERS BEING RECOMMENDED FOR PROMOTION ARE AWARE OF, TRAINED, AND PREPARED TO PREVENT, REDUCE, AND MANAGE HIGH-RISK SOLDIER BEHAVIOR.
5. (U) BOARD MEMBERS SHOULD BE WELL INFORMED ON ALL QUESTIONS POSED TO PROMOTION CANDIDATES TO ASSESS THE RESPONSES AND TO MENTOR FUTURE LEADERS. IN DETERMINING THE POTENTIAL OF THE SOLDIER TO SERVE AT THE NEXT LEVEL OF RESPONSIBILITY, THE BOARD SHOULD FOCUS ON THE SOLDIER'S OVERALL PERSONAL APPEARANCE, BEARING, SELF CONFIDENCE, ORAL EXPRESSION, CONVERSATIONAL SKILLS, AND ATTITUDE WHEN ANSWERING THESE QUESTIONS, AS REQUIRED BY AR 600-8-19.
6. (U) BOARD MEMBERS AND PROMOTION CANDIDATES ARE ENCOURAGED TO REACH OUT TO SUBJECT MATTER EXPERTS AND MENTORS IN PREPARATION FOR SITUATIONAL QUESTIONS.

7. (U) ALL PROMOTION CANDIDATES IN A SUPERVISORY ROLE WILL BE ASKED TO DISCUSS WITH THE BOARD THE SOLDIERS THEY SUPERVISE (MEMBERS OF THEIR SQUAD OR TEAM). THE PURPOSE OF THIS IS TO REINFORCE THE IMPORTANCE AND INFUSE ACROSS THE CORPS THE "THIS IS MY SQUAD" EFFORT LED BY THE SERGEANT MAJOR OF THE ARMY.

8. THIS ALARACT MESSAGE EXPIRES ON 4 SEPTEMBER 2021.