



ARMY RESILIENCE DIRECTORATE

ENGAGE SKILL

FACTSHEET

Proactive Model for ARD

Ready and Resilient is the Army's strategy for strengthening personal and unit readiness and building a Culture of Trust. The Army is shifting to a true prevention model that emphasizes Soldier-to-Soldier engagement at the earliest sign of a deviation from normal behavior or standards. These early engagements provide the opportunity to change the trajectory of ones behavior to be consistent with Army Values.

Why Engage?

In the Army, Leaders and Soldiers are aware of the alerts and the resources available in a time of need; however, Soldiers require more practice to successfully and routinely execute professional confrontations:

- Engage develops the ability and skill to drive engagements at the initial alert from a deviation of standards
- By routinely engaging, Soldiers develop confidence for future crisis interventions
- The Engage skill is the enabler to achieving bystander intervention:
 - As an individual skill, Soldiers routinely engage Soldiers in one-on-one communication. They routinely practice personal/professional confrontations and recognize the personal duty and obligation to be aware, be responsible, and have a plan when a fellow Soldier deviates from the standard.
 - As an institutional skill, Soldiers develop a culture of trust, engagement and responsibility in leading. They also recognize the personal duty and obligation to foster leader and Soldier connections, encourage Soldier-to-Soldier engagement, and enhance their social network.

How Does it Work?

Research on prosocial behavior has shown that helping others improves our connections and our trust of others. This research also indicates that offering help to another person is a cognitive process and is dependent on an individual's ability to say "yes" at critical choice points:

Choice Point #1: Awareness

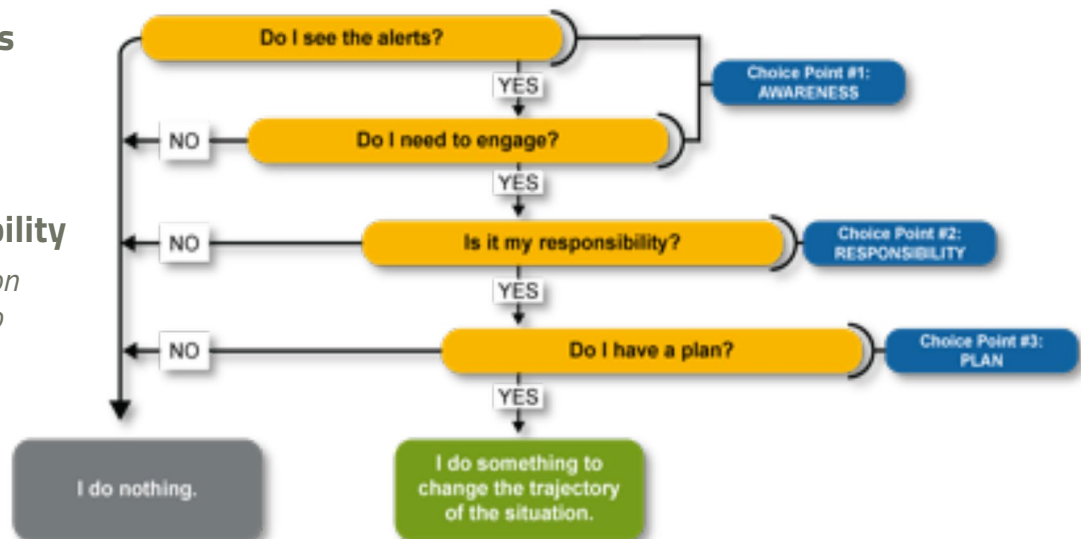
*Do I see the alerts?
Do I accept or reject the alerts?*

Choice Point #2: Responsibility

*Do I take ownership of the situation
acknowledging that it's my duty to
step up?*

Choice Point #3: Plan

Do I know what to do?



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The 3 Components of *Engage*

1. Why do I need to be aware?

- Awareness of alerts prompts the need for engagement
- It is important to not dismiss the alerts because they do not meet the threshold for engagement
- We must seek more information to confirm the need for engagement

2. Why do I need to take responsibility?

- Soldiers have a duty and obligation to take responsibility
- When there is no clear person in charge, people tend to defuse responsibility by saying, "It's not my job."
- When one person takes responsibility and moves to engage, others are more likely to follow

3. Why do I need to have a plan?

- If we don't know what to do, chances are we will not act
- If we create and practice a plan, it increases the likelihood of action



Engage Key Points

Engage is based on 50 years of research on bystander interventions and prosocial behavior.

- *Engage* is tailorable and can be used to encourage engagement across a wide variety of situations and peer groups to increase personal readiness by enhancing communication and building a Culture of Trust
- *Engage* is based on experiential learning in accordance with the Army Learning Concept IAW TRADOC
- *Engage* gives time back to commanders and leaders by utilizing a dosage training concept IAW current HQDA initiatives to reduce requirements at the BCT and below
- 32 R2 Performance Centers are fully capable of training the *Engage* skill. Contact your nearest R2 Performance Center: www.armyresilience.army.mil/ard/R2.