

## SENIOR REVIEW GROUP (SRG) THEMES AND TRENDS (Volume 1)

### **1. THEME: SOLDIERS FALL THROUGH THE CRACKS DURING TRANSITION**

- Vulnerable Periods: PCS, ETS, Departure to / Return from Professional Military Education Courses, Deployment / Redeployment, and Changes of Leadership
- Soldiers are not aggressively integrated / sponsored and end up feeling alone and without support
- Commanders are not aware of new Soldier' problems
- Senior leaders worry that disclosing problems 'brands' them
- Commanders and Soldiers are unfamiliar with support resources available at their location
- Commanders and Soldiers are unsure how to access support services at new location
- Soldiers have not established social support at new location
- Stigma remains a major barrier to seeking help
- Coming home from deployment is not always a positive time
- Leaders assume "all is well" as long as there are no performance changes noted
- When personal problems have been identified the impact is minimized.

### **2. THEME: BEHAVIORAL HEALTH / ASAP SHORT CIRCUITS**

- Leaders must ensure Soldiers attend command-directed programs and follow up to ensure compliance
- Clinical ASAP not following up with commanders when Soldiers miss appointments
- Commanders need to refer Soldiers for Army Substance Abuse Program assessment after positive urinalysis or alcohol / drug-related incident
- Commanders are not implementing random / Smart Testing Urinalysis procedures
- There is a shortage of ASAP and Behavioral Health providers
- Leaders need to provide the facts about medication-use to all Soldiers
- Commanders are not aware when Soldiers are prescribed medications that impact duty performance

- Soldiers are mixing prescription medication with energy drinks, alcohol, herbal supplements and other medications. Mixing energy drinks with other substances can cause sleep problems and may contribute to additional issues
- Provider and leader compassion fatigue is increasing
- Initiating medication within 90 days of deployment interferes with deployment readiness

### **3. THEME: PSEUDO-BATTLE BUDDIES**

- Battle Buddies are reluctant to inform the chain of command when they know a Soldier is having problems
- Buddies and lower-level unit leaders are not adequately trained to recognize and identify that changes in behavior may be indicative of a problem
- Isolated duty positions increase risk

### **4. THEME: SOLDIER SPEED BUMPS**

- Decreased performance
- Loner with little unit support
- Loss of or perceived negatives in relationship
- Financial or legal problems / current or pending UCMJ actions
- Separation proceedings
- Loss of status for senior Soldiers
- Enhanced stigma concerns for leaders
- Feelings of loneliness or depression

## **5. THEME: RESERVE COMPONENT ECCENTRICITIES**

- Inconsistent unit and battle buddy support
- Inability to consistently monitor changes in behavior
- Economic challenges such as civilian unemployment
- Failure to follow-up with Soldiers who miss battle assemblies
- Failure to initiate separation proceedings for repeated A & D rehab failures
- Leaders have limited active duty time to address Soldier needs