



Engage Workshop Fact Sheet

ENGAGE COURSE

Engage is a two-hour workshop that helps participants develop the ability and skills to take responsibility to intervene safely, early, and effectively with a team member, subordinate, or supervisor before a problem or issue escalates.

WHAT IS ENGAGE?

- Engage is based on a wide range of positive social behaviors called prosocial behavior, which is defined as actions that are intended to help others without expecting anything in return. These behaviors can be motivated by empathy, moral values, or a desire for social approval.
- Engage is a type of prosocial behavior, like checking in with a friend who had a bad day or assisting a stranded motorist. Prosocial behaviors could be considered either “small” or “large” actions, and don’t necessarily need to be direct actions.
- Engage is not an acronym; it is a directive. Soldiers have a duty as members of the Army community to uphold their personal and Army values by looking out for one another.

Choice Point #1: Awareness

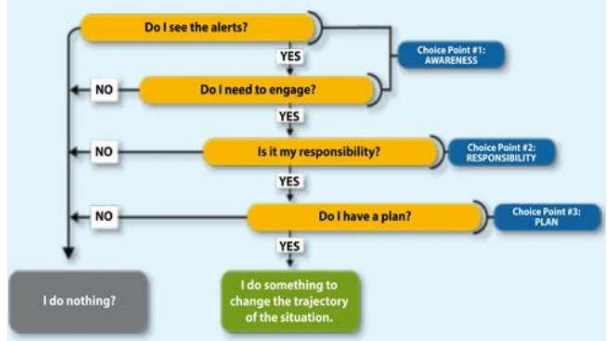
*Do I see the alerts?
Do I accept or reject the alerts?*

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?



Engage consists of three components: having awareness, taking responsibility, and executing a plan of action.

I Am Aware: Participants will apply their own experiences to identifying common alerts and conduct an activity leading to a discussion of threshold, triangulation, and seeking more information. Understand and apply suicide specific alerts to a vignette and determine when to Engage.

I Am Responsible: Participants will critique the barriers that keep individuals from taking responsibility. Identify general and personal barriers using a real-life scenario. Discuss strategies to challenge personally identified barriers to taking responsibility.

I Have a Plan: Participants will demonstrate how to use an appropriate tactic and apply communication strategies in their Engagement plan. Distinguish between the tactics to determine the appropriateness of each in different situations. Discuss a variety of strategies to start a conversation and deal with common resistance. Investigate available military and national resources.

COURSE REQUIREMENTS

- Engage is offered by Performance Experts at **Ready and Resilient (R2) Performance Centers** and others who are certified through the Engage Certification Course.

