



by Aaron “Butch” Pucetas

The Army’s current rewards system is mostly top-down, leader-driven, and formal in nature. If a Soldier excels in an event or area, their supervisor recommends them for a reward and it is processed through the chain of command. Once verified and approved by the chain of command, the Soldier is rewarded with time off, recognition at a unit formation, and/or an award that improves their performance file. In this rewards system, it is up to the supervisor to witness the exemplary behavior and initiate the process. Then the chain of command must verify and approve the reward. Furthermore, the accounting of the rewards is left to the unit. Command teams and their public affairs professionals must mine unit newsletters, S1 files/systems, and other data sources to paint a picture of how many “good things” happened in the unit over a given quarter or year.

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