

## Case Study: E-8 Ordered to DAPA

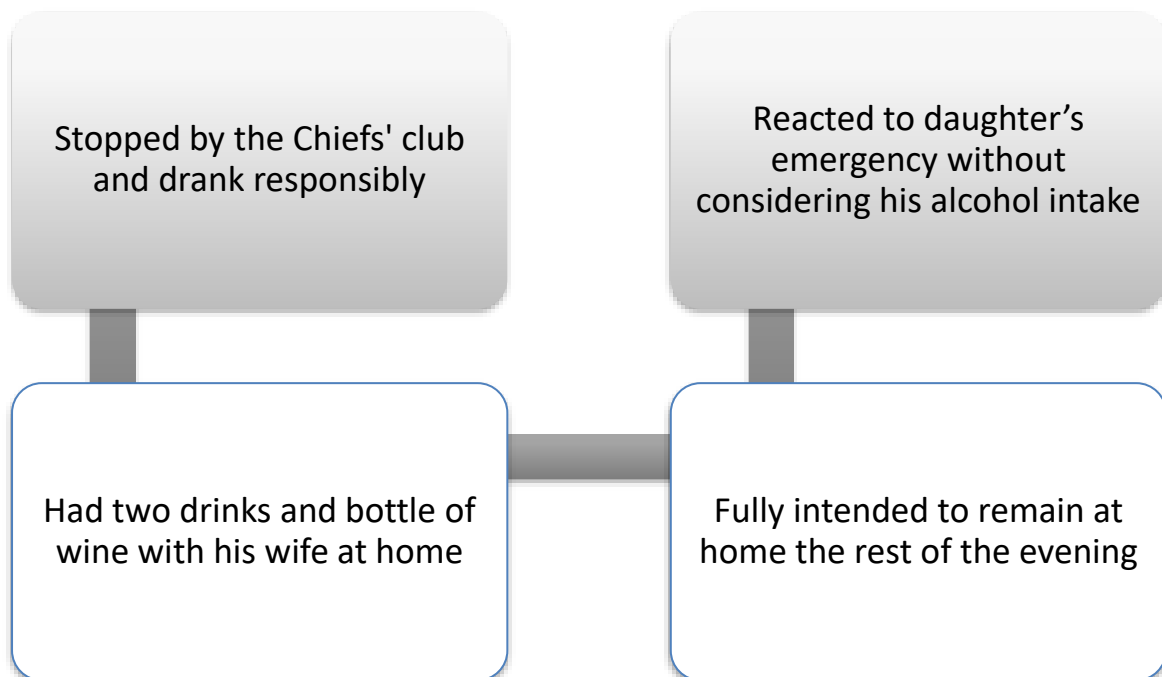
<b>Description:</b>	Senior Chief Petty Officer (SCPO) gets DUI and is ordered to DAPA treatment.
<b>Background:</b>	Chief of Naval Operations (CNO) policy dictates that everyone convicted of DUI will attend mandatory DAPA treatment. E-8 issued orders to DAPA treatment because of DUI. E-8's commanding officer initiates an informal investigation to examine the circumstances behind this front-running Senior Chief's mistake.

### Findings:

1. E-8 stopped by the Chiefs' Club Friday after work. He consumed three beers with friends over the course of an hour and a half.
2. E-8 drove home and he and his wife each had two vodka martinis prior to dinner.
3. At approximately 1900, their daughter, a freshman in college, left on a date with a guy she met at school.
4. E-8 and wife shared a bottle of wine with dinner.
5. E-8 and wife settled down to watch TV and at approximately 2200, the daughter called. She was crying and upset. Her date had disappeared with her purse and left her in a very dangerous part of the city.
6. The E-8 dressed and drove to pick up his daughter.
7. The E-8 was stopped for speeding and arrested for DUI.

### Facilitation Questions:

1. Diagram the thought-to-action chain for the CMC.
  - a. Stopped by the Chiefs' club and drank responsibly, had two drinks and bottle of wine with his wife, fully intended to remain at home the rest of the evening, daughter has an emergency, E-8 responds without thinking about his alcohol consumption.
2. Have you ever experienced or witnessed an event like this? This is a true story.
3. Was there anything wrong with the E-8's actions up to the point where he reacted to his daughter's emergency?
4. Do you think the E-8 drank too much considering it was a Friday night and he intended to stay home and watch TV?
5. How do you feel about the policy requiring all DUI convictions report for treatment at DAPA?



### **Constructive Confrontation Discussion:**

1. The first opportunity for constructive confrontation is always internal. In this case, the SCPO would benefit from a constructive confrontation with himself. He wants to go rescue his daughter, and that is noble, but that does not mean he must throw caution to the wind and hop into his car. He can accomplish the same by getting a taxi, either for himself or for her, and avoid the dangers of driving drunk.
2. A next opportunity for confrontation might come from a friend or colleague. These “on-lookers” often know about or strongly suspect when someone is in danger with alcohol. Although this case study does not point to a long-term alcohol issue, for all we know, the SCPO could be getting drunk frequently and others are aware. Have you ever been in such a situation? Approaching a friend or co-worker in such a situation would be very difficult and you would have to be sure that real, negative consequences were likely. Using the case study, your own observations, or a hypothetical example, how would you realistically handle such a confrontation? Look at the wheel below for a template.

### **Preparation:**

1. Put yourself in the position of a co-worker who observes the SCPO often coming to work with a hangover. His conversations carry the fact that he and his wife drink a lot most nights. Would you consider intervening in such a case? What would it take for you to do so? If you did, what does this step mean to you? How would you prepare? In what setting would this type of confrontation best take place?

### **Statement of Problem:**

1. What is the problem (or likely result) of the misbehavior? What problem is it for you? What problem is it for the unit, etc.?
2. How would you state this to your colleague/friend?
3. What would you listen for from the SCPO? How might you refute his anticipated comments?

**Results of Problem:**

1. Using the example, what are likely results of negative outcomes from the problem and how would you state that to the friend?
2. Listen

**Required Change:**

1. What change in behavior do you want to see? How would you state that?
2. Listen.

**Consequences If No Change:**

1. Hopefully, by this point in the confrontation you are having a discussion and not a shouting match. The understanding of consequences would be something that both of you are agreeing on, vice you listing them.

**Case Conclusions:**

1. What are your main thoughts about this case study? What did you take away from it?
2. What are your concerns as a facilitator?