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如何做好適應不良人員 之心理輔導

Psychological consultation
for the enlist men who didn't adapt
their service





服兵役乃國民應盡之義務，在服役期間經由軍事化訓練及生活管理，學習獨立及團體生活，因此服役被視為男子邁向成長的進階石。我國由於多數家庭子女人數減少，父母益發寵愛，加以生活物質水準大幅提昇，形成現代年輕人「依賴心重、獨立心弱、好逸惡勞」的人格特質，等循兵役管道進入各單位，因生活環境驟變，間有發生心理困擾，導致對單位適應不良，進而發生逾假，逃亡，甚至自我傷害等情事；造成適應不良的原因概有幹部的領導、管教方式或案主本身畏苦怕難及身體隱疾等，我們可從家庭、個人、單位三方面來探討：

一、家庭方面：

家庭生活方式是影響適應不良人員最重要的因素，尤其父母管教過度苛護、縱容、或放任不理，都可能造成以自我為中心，對適應不良人員的人格養成過程，家庭影響甚大。

二、個人方面：

現代的年輕人在入伍前，大都擁有屬於自己的時間及空間，對事情的取捨決定，有相當的自主性，好惡的表達，亦可率性為之。可是入伍之後，因為單位中角色的不同，在時間與空間上，不再被允許擁有屬於自己的天地，對人對事亦不能再率性而為，均須服從及遵守單位的紀律及要求；這樣的角色對有些人而言，在扮演上即產生困擾，他們堅持擁有自己的個性，抗拒目前所扮演的角色，但是自己在單位中，扮演什麼角色，如何扮演，都早有了一定的安排，自己毫無選擇，也沒有拒絕的權利，唯有服從的義務，挫折衝突於是產生。

三、單位方面：

對剛下單位的新進弟兄而言，要在短期內學會所內的一切事物，不是一件容易的事，再加上集體管理的生活方式，且執勤日夜顛倒，

The enlistment was one of the compulsory obligations for the male citizens. During this time, the soldiers could learn how to live independently and adapt group activities through the military training and life management. Therefore, the enlistment could be treated as an important step for men. Since the decreasing number of children leads parent's pampering and enhanced living standard, the young people seemed to have such personalities as "Dependence on parents, lack of independence, and indolence." After they were enlisted, the suddenly changed living environment and the occasionally confused psychological issues had them not adapted to the units and overstayed one's leave, leaved camps without permission and even committed self injuries. The reasons could be ascribed to the following reasons: the leadership of commissioned officers, the management styles, the unaffordable painstaking or personal physical conditions. These could be explored in the following three aspects of family, individual and service unit:

I. The aspect of family:

The living style of family was the most important reason, especially for those enlisted men who were overly pampered, cosseted and laissez-faire which could result in the self-centered characteristic. Family factor highly affected the personality raise process of those who didn't adapt the military service.

II. The aspect of individual:

Before being enlisted, most of the young people had more personal space and time to make their own choices and express themselves when they decided to do anything. However, in the enlistment, they were not allowed to have their personal choices toward many things and must obey the disciplines and requests in various service units. Therefore, some people felt confused at playing such roles, insisted on their personal opinions and refused to follow the rules. However, no matter which service units they were enlisted, everything had been arranged in advance and not allowed personal opinions. Every soldier must obey and couldn't refuse it. Thus, the conflicts could occur.

III. The aspect of service unit:

As for those beginners, it was very hard for them to learn everything in a short time. Besides, the strict group management, operation during abnormal working time, lack of privacy, mismanagement of the senior enlist men with the punishment for doing wrong things and difficulties to search for assistance in the service units were other reasons to make the enlist men not adapt their service. If the cadres didn't help them in time, some negative feelings like fear might occur.

Besides the previous three aspects, the following psychological and behavioral characteristics could be functioned as references:



又缺乏隱私，少數單位幹部放任老兵管理新兵，造成害怕做錯被懲處的恐懼揮之不去，且在單位尋求情緒支持不易，如幹部未能適時介入輔導，原本可逐步達成的事，可能變成退縮畏懼甚至厭惡的產生。

除了這三方面，尚有以下心理及行為特徵可供參考：

一、缺乏自信：

個人在執行勤務或交付的任務時，常希望有人協助，跟其他弟兄比起來，常有不如人的感覺，對自己的能力過於低估。

二、認知觀念不正確：

高估單位任務難度，認為長官要求太高，永遠達不到。

三、生活態度消極：

常會羨慕藉機打混逃避的弟兄，覺得生活在灰暗中，對適應單位生活不抱希望或認為單位任務與未來生活毫無關連，沒有意義，學習意願低落。

四、意志力薄弱：

對交付的工作常感力不從心，對工作之執行亦常半途而廢或敷衍交差了事。

五、心因性的生理不適：

例如在交付個人排斥的工作前突然的心悸、胃痛、胸悶、甚至抽筋，卻無法找出身體不適的原因，但在壓力解決後，這些症狀也跟著消失。

由此可知一個身負管教責任的幹部，對於弟兄心理的自我防衛與自我調適，必須有相當的理解，謹慎的去觀察與分析有效的協助處理以杜防惡性循環。如何輔導適應不良人員有下列幾點提供參考：



I. Lack of confidence:

When the enlist men executed the assignments or ordered missions, they usually hoped that they could acquire assistance from others. If they felt less comparison with the others, they might sometimes underestimate their own abilities.

II. Incorrect cognition:

Sometimes, the enlist men might overestimate the difficulty of assignment and thought that they would never achieve the requests of officers.

III. Passive attitude:

The enlist men sometimes envied those who fooled around in units and felt that their lives were hopeless. They were not eager to adapt the lives in the military service and thought there was no connection between their assignments and future lives. They showed their unwillingness to learn anything.

IV. Weak willpower:

The enlist men lacked the willing to fulfill their assignments and usually gave up halfway or were negligent in doing their works.

V. Physical unsuitable by mental reasons:

This reason can suddenly happen to the one with symptoms of palpitations, stomachache, spasm and discomfort in the chest after designated the assignments but hardly found out the reason, however the symptoms were gone after the pressure was released.

Thus, the cadre who was in charge of management should get a better understanding of self-defense and self-adaptation of the enlist men and should carefully observe and help them avoid vicious circle. The ways of assisting the enlist men who didn't adapt their service were listed as follows:



一、對情緒不穩，適應不良的人員，幹部要多加關照，且以親切和建立良好關係為首要目標，讓對方產生信賴感，以開放式的問話誘導弟兄將心中所壓抑的情緒傾吐出來，並藉由真誠的態度，來同理弟兄心結，一方面就其心路歷程，價值認知及個人背景等作一深入瞭解，另一方面讓弟兄能明顯的感覺自己受到重視。

二、對缺乏自信人員可利用各種方式肯定對方能力，使其建立信心，例如運用其專長，肯定其工作能力，並於公開場合表揚，以培養其自信心。

三、運用行為改變技術，鼓勵所屬弟兄主動與適應不良人員建立良好的人際關係，並要求各級幹部於日常生活中多關心適應不良人員之行為，並對其正確行為即多予鼓勵，而對錯誤行為立即給予糾正並說明原因，使適應不良人員一方面能重新學習及增強其正確之行為模式，另一方面又能強化其支持系統，逐次的改變其行為。

四、輔導適應不良人員單靠單位的努力是不夠的，幹部要主動與適應不良人員家屬聯繫，並告之其在單位之生活狀況，一起協助共同配合適應不良人員重整自我。

近年來，社會變遷快速，為肆應現代潮流，各單位的管教作為也在適度調整，針對單位內少數弟兄的適應問題，仍有賴幹部的關懷協助，才能防制意外事故發生。

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I. The cadre should pay more attention on those who didn't adapt in their service and were usually in the bad moods. The objective of communication was to build up the good relationship and trust. It attempted to let them express their opinions through more open style conversation. By means of genuine attitude, it intended to solve the problems between each other. On the one hand, the cadres were willing to understand their inner world, value cognition and personal background. On the other hand, it aimed to make the enlist men feel being emphasized.

II. The cadre should try various ways to definite abilities of the enlist men and help them build up confidence. For instance, using their professional specialty, definition their working capability and praising them publicly were ways to help them cultivate the confidence.

III. With the behavioral changing skills, the cadres should encourage the other enlist men to build up a relationship with those who didn't adapt in the enlistment and ask the commissioned officers concern about them in the daily life. Besides, the cadres should not only encourage their good behavior and correct wrong doings, which could help learn the correct behavioral models but strengthen the mental supporters in order to help them change their behavior gradually.

IV. To assist those who didn't adapt in the military service should not just depend on the military sections. The cadres should contact family of the enlist man and inform the living status in the units so as to help them adapt in the military service together.

Recently, the society has been changing very quickly. To orientate the current trends, the management in different sections has been adjusted as well. In the light of some soldiers who didn't adapt in the enlistment, it still depended on the assistance of the cadres in order to prevent the occurrence of accidents.

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