

Practical tools



TRAINING FOR RESILIENCE CHECKLIST

TRAINING FOR RESILIENCE CHECKLIST	
<input type="checkbox"/>	Is the training REALISTIC and RELEVANT ?
<input type="checkbox"/>	Will the training allow Sailors to master the same SPECIFIC CHALLENGES they will probably face during deployment?
<input type="checkbox"/>	Will the training occur in an ENVIRONMENT that mimics the SIGHTS, SOUNDS, and SMELLS they will experience during deployment?
<input type="checkbox"/>	Will the training prepare Sailors so thoroughly that there will be FEW SURPRISES during deployment?
<input type="checkbox"/>	Will the training encourage Sailors to develop NEW SKILLS & COMPETENCIES ?
<input type="checkbox"/>	Will the training PUSH Sailors BEYOND their CURRENT level of KNOWLEDGE and SKILL ?
<input type="checkbox"/>	Will the INCREASE in knowledge and skill continue STEPWISE during training?
<input type="checkbox"/>	Will the training provide experiences of SUCCESS and MASTERY ?
<input type="checkbox"/>	Will the training set expectations that will be TOUGH but ACHIEVABLE ?
<input type="checkbox"/>	Will Sailors be able to KEEP TRYING until they MASTER each challenge?
<input type="checkbox"/>	Will the training encourage Sailors to SOLVE PROBLEMS in UNFAMILIAR situations?
<input type="checkbox"/>	Does the training include opportunities to THINK, PLAN, and DECIDE , as well as to respond to known situations with rehearsed patterns of action?
<input type="checkbox"/>	Will the training encourage TEAM PROBLEM SOLVING ?
<input type="checkbox"/>	Will the training INOCULATE Sailors to likely INTENSE operational STRESSORS ?
<input type="checkbox"/>	If Sailors may face life threat during deployment, does training mimic LIFE THREAT in a subdued, tolerable form?
<input type="checkbox"/>	If Sailors may face the AFTERMATH of VIOLENCE during deployment, does training include exposure to the sights, sounds, and smells of death or injury?
<input type="checkbox"/>	Does the training include a mechanism for leaders to MONITOR Sailors' responses to stress to ensure they react with PROGRESSIVELY LESS ALARM ?
<input type="checkbox"/>	Do safeguards exist to prevent STRESS INJURIES during training?
<input type="checkbox"/>	Will leaders continuously MONITOR the STRESS ZONES of Sailors?
<input type="checkbox"/>	Will leaders ensure adequate SLEEP and RECOVERY time?
<input type="checkbox"/>	Will the training require Sailors to COMMUNICATE and TRUST in EACH OTHER ?
<input type="checkbox"/>	Will the training require and promote TEAMWORK ?
<input type="checkbox"/>	Will success during training be perceived as TEAM ACHIEVEMENTS ?
<input type="checkbox"/>	Does the training include SHARED HARDSHIPS and ADVERSITIES ?
<input type="checkbox"/>	Will the training enhance Sailors' COMMUNICATION with and TRUST in unit LEADERS ?
<input type="checkbox"/>	Will the training require VERTICAL COMMUNICATION in the chain of command?
<input type="checkbox"/>	Will the training include HARDSHIP SHARED by LEADERS as well as Sailors?
<input type="checkbox"/>	Will the training challenge but ensure the SUCCESS by LEADERS of small units?
<input type="checkbox"/>	Will the training reinforce CORE VALUES and ETHICAL DECISION MAKING ?
<input type="checkbox"/>	Will the training include CHALLENGES for ETHICAL DECISION MAKING under stress?
<input type="checkbox"/>	Will there be discussions of how CORE VALUES are reflected in the training?
<input type="checkbox"/>	Will the training teach stress management and STRESS FIRST AID knowledge and skills?
<input type="checkbox"/>	Will the training teach SELF CARE and BUDDY CARE to reduce and mitigate stress?

CHECKLIST FOR PRESERVING RESOURCES TO MITIGATE STRESS

Resource Category		Physical	Mental & Emotional	Social
Physical	<input type="checkbox"/> Health and Wellbeing	<input type="checkbox"/> Sleep <input type="checkbox"/> Overexertion <input type="checkbox"/> Injury <input type="checkbox"/> Illness		
	<input type="checkbox"/> Personal Space & Possessions	<input type="checkbox"/> Loss of income <input type="checkbox"/> Family breakups <input type="checkbox"/> Loss of personal space	<input type="checkbox"/> Help SMs/FMs plan for losses of income <input type="checkbox"/> Inform SMs about deployment schedule <input type="checkbox"/> Protect personal possessions & space	<input type="checkbox"/> Support families throughout deployments <input type="checkbox"/> Allow time & communication with family <input type="checkbox"/> Allow time for moonlighting if warranted
Mental & Emotional	<input type="checkbox"/> Safety and Security	<input type="checkbox"/> Life threat situations <input type="checkbox"/> Handling bodies and body parts <input type="checkbox"/> Unexpected attacks <input type="checkbox"/> Being in passive or helpless positions	<input type="checkbox"/> Minimize close-up experience of death <input type="checkbox"/> After-action reviews to restore confidence <input type="checkbox"/> Prepare for the unexpected <input type="checkbox"/> Enhance physical safety and security	<input type="checkbox"/> Model courage during life threat <input type="checkbox"/> Maintain unit cohesion as a fear antidote <input type="checkbox"/> Train and retrain to increase confidence <input type="checkbox"/> Keep SMs & FMs active, not passive
	<input type="checkbox"/> Morale	<input type="checkbox"/> Prolonged or repeated deployments <input type="checkbox"/> Abusive or inconsistent leadership <input type="checkbox"/> Boredom, lack of accomplishment <input type="checkbox"/> Not enough information getting to SMs	<input type="checkbox"/> Get SMs home as soon as possible <input type="checkbox"/> Be honest about schedule changes <input type="checkbox"/> Listen to your Sailors, Marines and FMs <input type="checkbox"/> Set & achieve realistic goals continuously	<input type="checkbox"/> Vary routines and assignments <input type="checkbox"/> Rejuvenate unit activities <input type="checkbox"/> Explain meaning and value of mission <input type="checkbox"/> Reward accomplishments
Social	<input type="checkbox"/> Pride and Self Esteem	<input type="checkbox"/> Failures or mistakes <input type="checkbox"/> Excessive self blame (e.g. guilt) <input type="checkbox"/> Scapegoating or social shunning	<input type="checkbox"/> Mentor correction of mistakes with humor <input type="checkbox"/> Anticipate and limit self blame <input type="checkbox"/> Mentor misfits fully into or out of unit	<input type="checkbox"/> Reward individual and unit achievements <input type="checkbox"/> Share praise and blame appropriately <input type="checkbox"/> Match responsibilities to abilities
	<input type="checkbox"/> Peer Support	<input type="checkbox"/> UMs joining late or leaving early <input type="checkbox"/> Leadership turnover <input type="checkbox"/> Ethical violations by UMs <input type="checkbox"/> Hazing by peers or abuse by leaders	<input type="checkbox"/> Keep UMs who transfer out part of unit <input type="checkbox"/> Ensure leadership continuity <input type="checkbox"/> Enforce ethics and Law of War <input type="checkbox"/> Zero tolerance for hazing or abuse	<input type="checkbox"/> Vertical & horizontal communications <input type="checkbox"/> Consistency of leadership <input type="checkbox"/> Shared adversity and sacrifices <input type="checkbox"/> Shared achievements and victories
Social	<input type="checkbox"/> Family Support	<input type="checkbox"/> Irresolvable family conflicts <input type="checkbox"/> Family or relationship breakups <input type="checkbox"/> Injuries or illnesses in FMs	<input type="checkbox"/> Solve FM problems before deployments <input type="checkbox"/> Teach coping & communication skills <input type="checkbox"/> Train FMs to recognize stress injuries	<input type="checkbox"/> Treat FMs like important part of the unit <input type="checkbox"/> Support families throughout deployments <input type="checkbox"/> Keep communication lines open

Sources of Information and Factors For Commanders to Determine Psychological Fitness				
Source of information:	Medical and Mental Health Personnel	Chain of Command and Chaplains	Peers and Family Members	Service Members Themselves
Service Member is Psychologically Fit and Deployable if:	<input type="checkbox"/> DSM meets medical standards for retention <input type="checkbox"/> DSM is currently not significantly impaired in performance of duties due to stress injury or illness symptoms <input type="checkbox"/> The expected demands of future deployments are not likely to cause SM to become significantly impaired <input type="checkbox"/> DSM is motivated <input type="checkbox"/> Medical personnel are OK deploying with SM	<input type="checkbox"/> DSM has demonstrated competency in all essential knowledge, skills, and attitudes throughout recent training <input type="checkbox"/> DSM is confident in their own abilities, and in leaders, peers, and equipment <input type="checkbox"/> If SM is not now fully competent or confident, these can be regained in near future <input type="checkbox"/> DSM is trusted by other members of their team <input type="checkbox"/> DSM contributes positively to cohesion and morale <input type="checkbox"/> DSM displays adequate leadership skills <input type="checkbox"/> DSM is motivated <input type="checkbox"/> Chain of command trusts SM	<input type="checkbox"/> DSM has not demonstrated any unsafe behaviors (e.g. strong suicidal thoughts or violent impulses) <input type="checkbox"/> DSM is not drinking excessively or engaging in any other dangerous behavior <input type="checkbox"/> DSM appears to those most familiar with him or her to have returned to their normal or usual self <input type="checkbox"/> Peers and family members are comfortable living and working with SM	<input type="checkbox"/> DSM feels confident in their ability to perform effectively and remain well <input type="checkbox"/> DSM is motivated to remain on active duty and deploy
In Spite of Mental Health Treatment:	<input type="checkbox"/> Needed psychotherapy treatment will be concluded within 6-12 mos. <input type="checkbox"/> Current medications do not cause potential side effects <input type="checkbox"/> Current medications are on a stable dosage (e.g. 3 months or more) <input type="checkbox"/> Medication is safe to take on deployment <input type="checkbox"/> No risk for serious withdrawal symptoms if medication is stopped <input type="checkbox"/> No risk for serious worsening of symptoms if treatment is stopped	<input type="checkbox"/> DSM is compliant with all prescribed		

GUIDELINES FOR EVALUATING FITNESS AND DEPLOYABILITY

Command OSC Monitoring



Date:					
GROUP	Green	Yellow	Orange	Red	Leader's Comments
Name	X				
	X				
	X				
	X				
	X				
	X				
	X				Worried about doing a good job, stresses over performance --good stress could lead to "overload"
	X				
		X			Marriage Issues, placed on low stress jobs
	X				
	X				
		X			Not talking about incidents, internalizing, less communicative
	X				
	X				
			X		Irritable to hostile, does not work well with others (never has but more so now), counseled, referred to stress team
	X				
				X	Unable to safely complete duties. Fixated on events of last deployment. Referred to mental health.