



NAVY MEDICINE
FEMALE FORCE READINESS
CLINICAL COMMUNITY



Channeling the Warrior Within: Leadership Pocket Talks

*Promoting Women in the Military to Achieve
Toughness and Resiliency in Support of a Culture
of Excellency*



Disclaimer

This resource includes materials extracted from *Expanded Operational Stress Control (E-OSC) Program*. The views presented in this resource do not reflect those of the Department of Defense and any medical information is not intended to replace advice from a professional health care provider. Any mention of books, podcasts, and other resources does not indicate endorsement but is meant for an example of what has worked for others.



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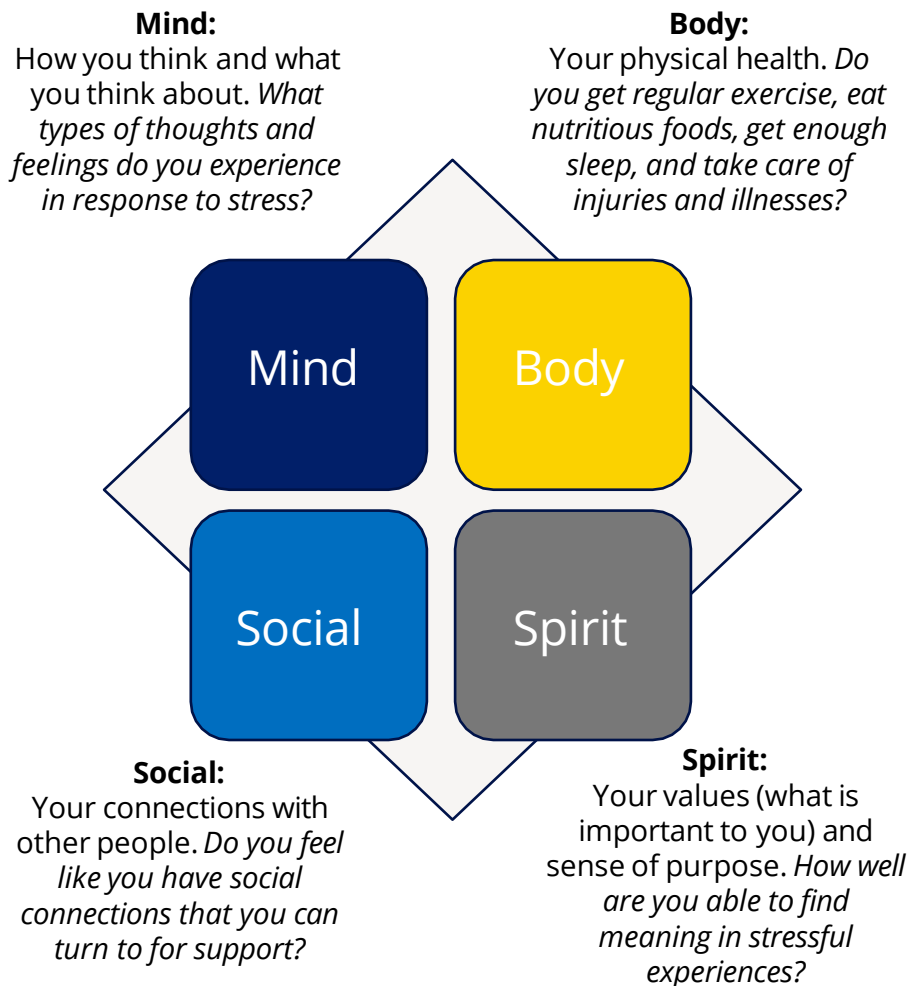
Stress and Resilience

What is Resilience?

- How do you define resilience?
 - What are ways that you aim to maintain a balanced lifestyle to assist with building your own resilience in stressful situations?
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- The capacity to withstand, recover, grow and function competently in the face of stressors, adversity and changing demands.
 - Associated with maintaining a balanced and healthy lifestyle (mind, body, spirit, social).
 - Resilience can help you:
 - Perform under pressure
 - Increase confidence
 - Overcome setbacks
 - Cope with stress
 - Cope with change you cannot control
 - Improve and eliminate barriers to optimal performance
 - Resilience is not a fixed trait or an inborn trait. It is something that develops and can change over time.



Four Domains of Resilience



Worksheet: Domain of Resilience

Step 1: Write down what you do in each domain to replenish your “leaky bucket” to build or preserve your resilience

Step 2: What are things you can improve upon in replenishing your “leaky bucket”?

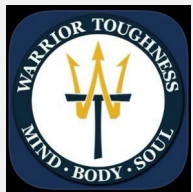
DOMAIN	TWO QUALITIES I HAVE	TWO QUALITIES I CAN BUILD
Mind: Your style of thinking about, and coping with challenges (Flexible thinking, Optimism, Behavior control, Problem Solving)		
Body: Your physical health (Physical activity, Healthy diet, Quality of sleep, Taking care of injuries and illnesses)		
Spirit: Your values and what gives you meaning and purpose (Prayer Meditation, Quiet Reflection, Long walks)		
Social: Your connection with other people and resources (Developing and maintaining a trusted social support system)		



Stress and Resilience

Resilience vs. Toughness

- What are some ways one could be resilient, but not tough?



***All WT materials are derived from the WT App - download for additional info**

- **Warrior Toughness (WT)** is an existing evidence-based holistic program first introduced to U.S. Navy sailors at boot camp. Based on concepts used by Naval Special Warfare and elite athletes, WT was created to strengthen mental, physical, and spiritual toughness. Complementary to EOSC's focus on stress management, WT emphasizes the pursuit of peak performance.
- **Resilience** = the “maintenance manual”
 - The ability to persevere, adapt, and grow through challenges
- **Toughness** = the “operator’s manual”
 - Optimizing performance



Well-Being and Toughness as Military Women

Being a military woman requires:

- Focusing on well-being by managing stressors (EOSC) unique to female sailors.
- Pursuit of peak performance (Toughness) as sailors, leaders, moms, spouses, etc.

Toughness means:

- Responding under pressure.
- Taking a hit and keep fighting.
- Excelling in the day in and day out grind.

What is an **experience unique to you** as a military woman in which you demonstrated any part of the **definition of toughness**?



Applying the Warrior Mindset

Toughness requires the co-equal development of mind, body, and soul through a Warrior Mindset.

Commit– Identify your personal “why” for body, mind, and soul.

Prepare– We fall to the level of our training– how do you train your body, mind, and soul?

Execute– Commitment and preparation are tested. It requires mental flexibility, prioritization, and behavior in line with the values you committed to.

Reflect– How well did you execute what you committed to and prepared for in mind, body, and soul? Reflecting on mistakes and parts of execution that went well renews commitment.





Developing Toughness

Mindfulness Training

Mindfulness **training** (preparation) is key to **strengthening** the part of our brain that helps us to sustain focus, perform under pressure, and continue to fight when we take hits.

- Mindfulness exercises have you practice *focusing* on the present moment and *refocusing* nonjudgmentally when your mind wanders.
- Effective training is 3-4x per week, as many reps as possible per 12 minute "set."

Performance Psychology Skills

These **performance psychology skills**, are the keys to developing mental toughness:

- Mindfulness
- Self-talk
- Mental rehearsal
- Energy management
- Effective goal-setting

Physical, mental, and spiritual toughness is trained through "**reps and sets**"



Self Reflection Questions

Question
One

How much do you understand your own moods, emotions, and drives?
Where are your blind spots?

Question
Two

In what situations do you find it difficult to control your responses or mood?
What impacts you most in these times?

Question
Three

What motivates you to be your best as a leader?

Question
Four

Are you able to understand or consider the feelings of those around you? How will this make you a stronger leader?

Question
Five

Why is it important to be able to build positive relationships with your teams as a leader? How can you build relationships?



Supporting Resources and Warrior Education

Listen: *The Military Working Mom* Podcast with Drea Jones



Dr. MacAulay cites a “wake up call” where she realized how the narratives she had about herself were holding her back.

- What is a narrative that is potentially holding you back from being fully present with the people/activities you care about most?

Dr. MacAulay presents the importance of articulating purpose through deliberate reflection through a few questions.

- What gives your life value as a woman, wife, mom, female sailor/leader, etc.?
- What gives you purpose?
- How do you define success?

“We [tend to] measure our value based on how much stress is in our lives.”

- What messages have you received in your career and life in general that reinforce this idea?



[The Military Working Mom Podcast: Training Your Mind To Be A High Performing Leader and Mom](#)



Listen: *When Women Fly* Podcast with Shannon Huffman Polson

The episode starts by talking about how our early experiences influence our toughness/grit.

- What is one experience from your childhood where you demonstrated toughness and maybe didn't realize it?

Polson draws the analogy of each of us sitting in our own cockpits, receiving tons of input, and being able to turn down "the noise."

- What kinds of activities help you turn down the noise to focus on what's important?

Polson talks about the cycle--Commit, Learn, and Launch-- in developing grit/toughness.

- Relating to Commit, what is a major event from your life and what did you learn during or from that event? How does that translate into a value you hold?

Grounded optimism is about your ability to choose how to react to what you're given.

- Think of a challenge you recently experienced and consider how you could reframe it with "grounded, measured optimism"



[When Women Fly Podcast: Grit and Optimism](#)



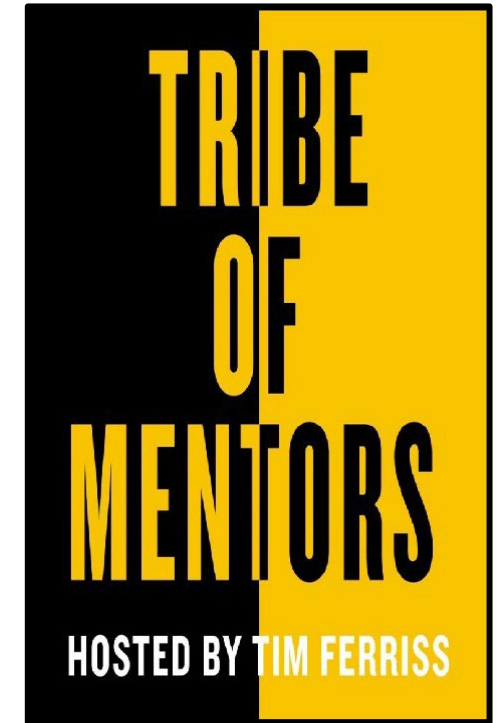
Listen: *Tim Ferriss' Tribe of Mentors* Podcast with Bear Grylls

“Storms make us stronger. Tackle things head on; it gives us a chance to define and distinguish ourselves.”

- What do you think about Bear’s belief that tenacity matters more than talent?
- Is his standpoint that failure is good?

Bear talks about learning to enjoy the process vs. striving for the future to embrace every moment, both positive and negative.

- How can your unit use this during an average workday in garrison? In the field?
- What is his mantra? How might you use it to achieve your goals?



[Tribe of Mentors Podcast: From SAS to TV Star](#)



Listen: *Man's Search for Meaning* and *How Adversity Reveals Human Nature* Podcasts



[Bookworm: Man's Search for Meaning by Victor Frankl](#)

In *Man's Search for Meaning*, Frankl argues that when all else is taken away from a human being, there still remains “the last of the human freedoms—to choose one’s attitude” (p. 69). Do you agree or disagree? Why?



[Jocko Podcast: How Adversity Reveals Human Nature. Are You Worthy of Your Suffering?](#)

Listen: *Tribe of Mentors* Podcast: Discipline Equals Freedom by Jocko Willink



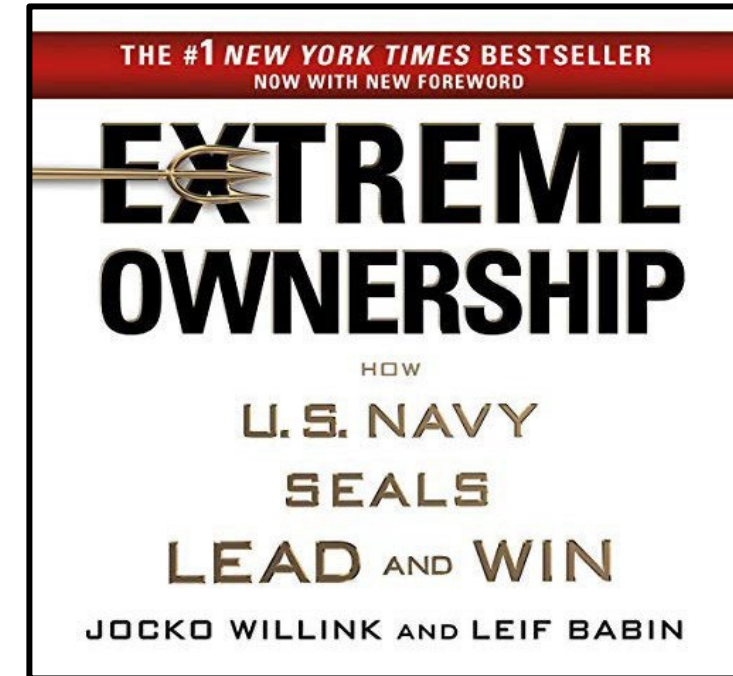
Discipline equals freedom: e.g. in order to have more time, have better time management. This idea can be applied to any challenging area of life.

- How can you attempt this strategy?
- Jocko admits that it is likely for anyone to hate their first, second, or even third job but asserts that if you work harder than everyone else there you will ultimately get to where you want to be in a job you love.

“You might have to make some tactical retreats in order to win the long war, but never quit on your strategic vision. Never quit on getting to the ultimate place where you want to go.” -Jocko Willink

Cover and move- teamwork; **Simple-** communicate in a clear and concise manner; **Prioritize and execute-** when overwhelmed, take a step back and assess, choose the issue with the biggest impact and execute on that; **decentralized command-** everybody leads.

- How can those in your unit use the Fundamental Combat Leadership Principles in daily operations?



[Tribe of Mentors Podcast: Discipline Equals Freedom](#)



Listen: *Daily Stoic* Podcast: Building Mental Strength with Ultramarathoner Courtney Dauwalter

This episode starts by discussing the importance of understanding “red flags” from both your body and mind

- What helps you recognize or differentiate between those signals?
- Describe a time when you stopped when you could have kept going through a challenging situation. And vice versa?

- What messages have you received about being a woman that may influence your perceived limits, especially physically?
- How do your perceived physical abilities (e.g., athletically, on the job, etc.) affect your confidence in doing difficult things in general?

This episode talks about exploring the “pain cave” during endurance running.

- What have you learned about yourself and mental toughness through experiencing and enduring physical discomfort?

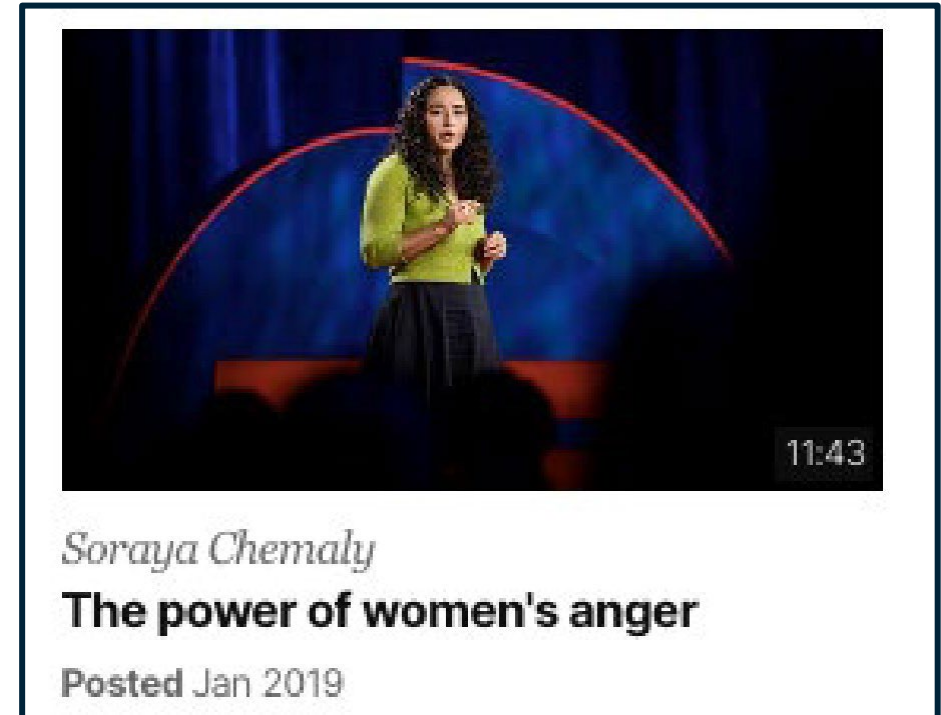


[Daily Stoic Podcast: Building Mental Strength](#)



Watch: *The Power of Women's Anger* by Soraya Chemaly

- What kinds of messages did you hear about how women express anger as young girls?
- How have those messages influenced your own experience and expression of anger?
- What costs has suppressing anger had on your ability to either get through challenging life events or bounce back from adversity?



[TED Talk: The Power of Women's Anger](#)

Listen: *The Tim Ferriss Show* Episode 430 with Elizabeth Gilbert



Gilbert talks about walking into grief “naked and broken” and letting grief “take you.”

- What do you feel she means by this?
- How can this help you manage your own grief or stressors to improve your emotional strength?

Gilbert quoted *East Coker*, a poem by T.S. Elliot, to discuss what happens when someone reaches the end of their own power. The statement “wait without thought” was mentioned as a guide to starting meditation/mindfulness.

- How could you use this technique for yourself?

Ferriss and Gilbert discuss Marcus Aurelius and his journals to himself to help improve his mental health. They discuss the idea of letting your fear speak, asking your fear to step aside, and inviting in wisdom.

- What does this mean to you? Try this method regarding a stressor in your own life and observe what you learn about yourself.



[The Tim Ferriss Show: #430: Elizabeth Gilbert's Creative Path: Saying No, Trusting Your Intuition, Index Cards, Integrity Checks, Grief, Awe, and Much More](#)

Listen : The Tim Ferriss Show Episode 430 with Elizabeth Gilbert



As an “inner compass” to guide Gilbert through her life and help her maintain inner integrity, she pays attention to her “sternum to navel feeling.”

- How would you describe your own “inner compass” or gut feeling?
- How often do you pay attention to it and not let culture or societal pressures change your course of action?
- In what ways can you improve your emotional bank by listening to this gut feeling?

The technique “And No” is a way of staying empathetic and understanding of those requesting something of you while also allowing you to put yourself and your mental health first.

- How could this be incorporated in your own life and military career?
- What examples can you think of where this could be reasonably used at work or socially?



[The Tim Ferriss Show: #430: Elizabeth Gilbert's Creative Path: Saying No, Trusting Your Intuition, Index Cards, Integrity Checks, Grief, Awe, and Much More](#)



Watch: *The Power of Vulnerability* by Brené Brown

Brown talks about vulnerability being the birthplace of joy, creativity, belonging, and love.

- What does being vulnerable mean to you? Did Brown's message change the way you think about vulnerability? If so, how?
- In what ways do you live in a vulnerable world within the military? How can embracing this vulnerability help build emotional resilience?
- Think about Brown's message "let ourselves be seen." How would your emotional strength be affected by embracing this message?

If you have time, watch Brené Brown's follow-up TED Talk, *Listening to Shame* next. [Brené Brown: Listening to shame | TED Talk](#)

- How did you react to the idea of shame being the "swampland of the soul"? What does it mean to you to "put on galoshes and find our way around"?
- Brown talks about shame being organized by sex. As a woman in the military, we are in a unique environment where we can encounter both blurring and dividing of sex-based roles and expectations on a daily basis. How would understanding how shame manifests differently in each person help you better understand yourself?



[TED Talk: The power of vulnerability](#)



Listen: *Rest* by the Resilient Black Women

McGowen and Simpson define rest as not just sleep, but when you “feel safe, understood, have fairness around (them), have opportunities, and can unplug”. They identify obstacles to getting enough rest for women, and especially Black women, including a sense that they do not deserve to rest.

- How do you prioritize rest as part of your resiliency plan?
 - How much time do you allocate for self-care?
- How does your spirituality impact your beliefs regarding rest?
- What obstacles do you face in taking time to rest?

When thinking of how your body is feeling, consider the holistic perspective of the biopsychosocial model to ensure that you are doing well.

- How has your racial & ethnic identity influenced your conceptualization of what toughness and resilience means?
- What unique obstacles do you face as a BIPOC woman that can make it challenging to prioritize rest and develop toughness & resilience?
- How have you advocated for yourself as a BIPOC female sailor/marine? Or alternatively, how have you seen BIPOC peers and/or leaders advocate for their mental well-being?



[The Resilient Black Women Podcast: Rest](#)



Emotional Intelligence

Components of EQ

Self-Awareness	Self-Regulation	Motivation	Empathy	Social Skills	Reflection Questions
<p>The ability to recognize and understand your moods, emotions, and drives, as well as their effect on others</p>	<p>The ability to control or redirect disruptive impulses and moods; to think before speaking and acting</p>	<p>Being driven to achieve for the sake of achievement. A passion beyond money or status; to pursue goals with energy and persistence</p>	<p>The ability to understand the emotional makeup of other people; considering others' feelings, especially when making decisions</p>	<p>Proficiency in managing relationships and building networks; an ability to find common ground and build rapport</p>	<ol style="list-style-type: none"> 1. How will enhancing your skills around the components of EQ benefit you as a leader?
<ul style="list-style-type: none"> • Self-confidence • Awareness of your strengths as well as weaknesses • Realistic self-assessment • Self-deprecating sense of humor 	<ul style="list-style-type: none"> • Trustworthiness and integrity • Comfort with ambiguity • Openness to change • Remaining calm in every situation 	<ul style="list-style-type: none"> • Leading by example • Strong drive to achieve • Optimism even in the face of failure • Organizational Commitment 	<ul style="list-style-type: none"> • Expertise in building and retaining talent • Cross-cultural sensitivity • Service to others • Ability to develop others 	<ul style="list-style-type: none"> • Effectiveness in leading change • Persuasiveness • Expertise in building and leading teams 	<ol style="list-style-type: none"> 2. Which component on this list do you think you need to work on? How will you do so?



Hardiness and Readiness Reflection

Hardiness

Hardiness (**Challenge, Control, and Commitment**) is a pathway to resilience, and is what allows people to turn stressful experiences into opportunities for growth.

- **Challenge:** A belief that stress and change is a normal part of living, and an opportunity to learn, develop, and grow in wisdom.
- **Control:** A desire and belief in one's own ability to have influence on the outcomes going on around you, no matter how difficult.
- **Commitment:** A sense of purpose in life, seeing the world as interesting and meaningful. To be involved with events and people around you, no matter how stressful.

Leadership Challenges

- Think of a time that you have been challenged. What did you learn about yourself during this time?
- As a leader, what are you able to control? How do you maintain focus on these areas and increase your belief in the ability to influence outcomes?
- What gives you a sense of purpose as a leader? How can you commit to this ideal?
- What are some barriers that impact your ability to enact the components of hardiness? How do you overcome these barriers?

Hardiness and resilience requires the **adoption of coping strategies** (stress resiliency skills) that allows individuals to work through the challenges of life.



Additional Podcasts and Books

- 1 | **MissUnderstood podcast featuring Kellie Hall Sbrocchi**
- 2 | **Women in the Military podcast**
- 3 | **She with Jordan Lee Dooley podcast**
- 4 | **Psychathletes podcast**
- 5 | **Be Well Cartel podcast-- episode: Balancing the Masculine and Feminine Sides of Mental Toughness**
- 6 | **"The Grit Factor: Courage, Resilience, and Leadership in the Most Male Dominated Organization in the World" by Shannon Huffman Polson**
- 7 | **"The Memo: What Women of Color Need to Know to Secure a Seat at the Table" by Miranda Harts**

