

2011 Military Health System Conference

Comprehensive Soldier Fitness: Building Resilience in the U.S. Army

“Strong Minds, Strong Bodies”

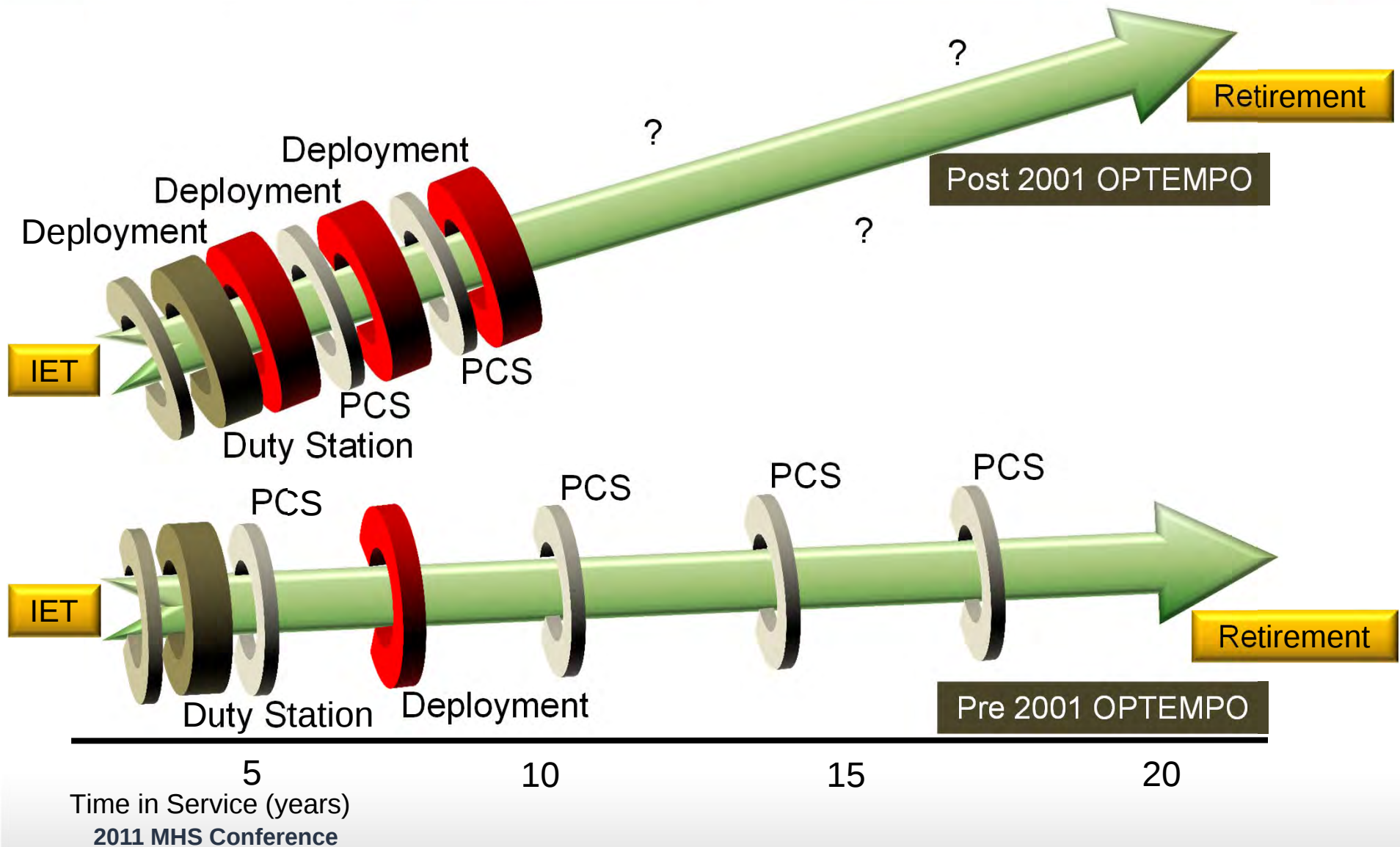
COL Tom Vail, Deputy Director

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New Age Army OPTEMPO Accelerated



What are we really seeing?

Coping Strategies



Adaptive, Mature, Desirable

- Journaling
- Mentally reframing the issue
- Physical Exercise
- Meditation, Yoga
- Active Problem Solving
- Talking to trusted friend, Chaplain, family member

Maladaptive, Immature, Undesirable

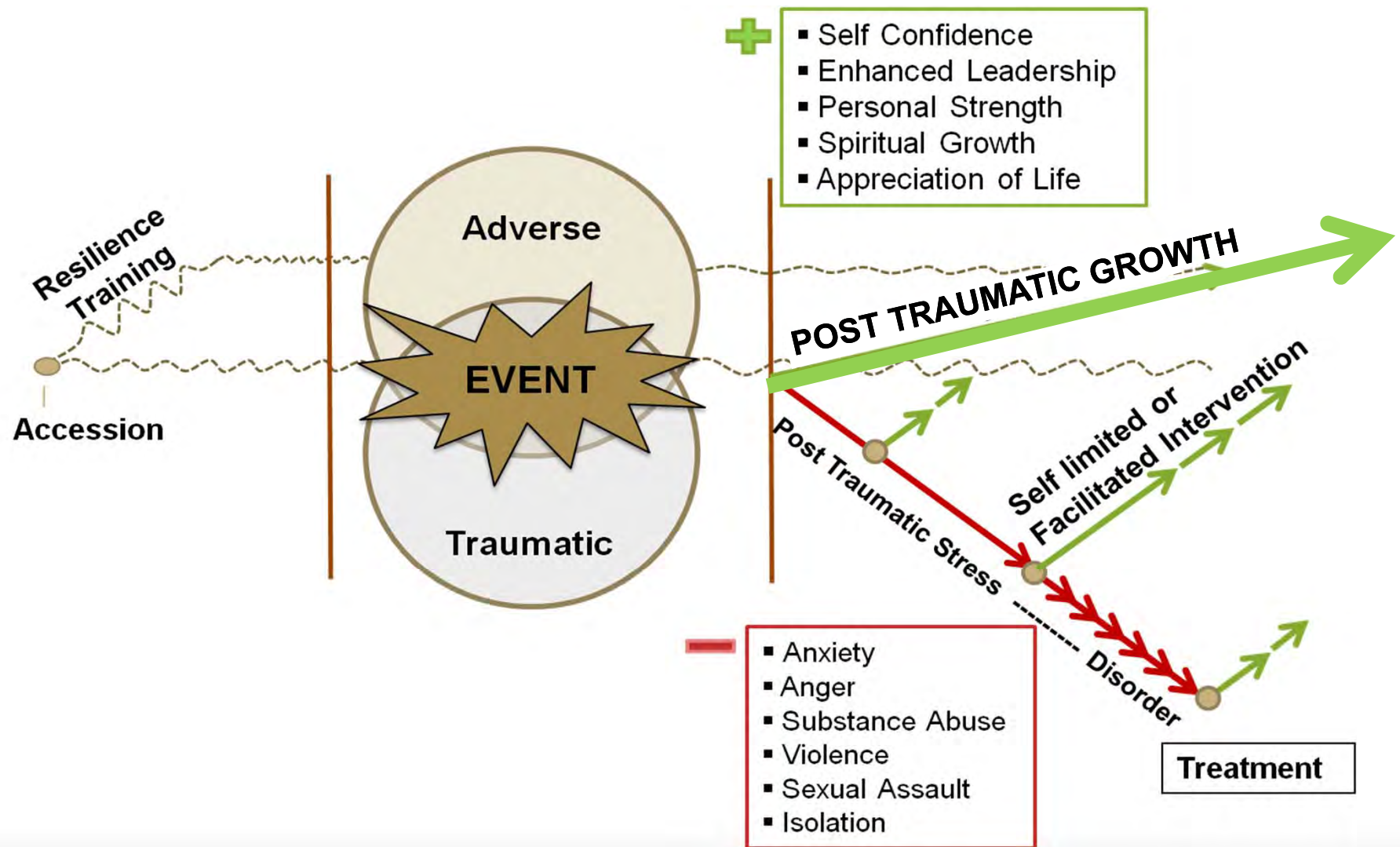
- Smoking
- Illicit Drugs
- Excess Alcohol intake
- Excess eating
- Fighting
- High Risk Behaviors (casual sex, speeding, etc)
- Self mutilation
- Suicide

Immaturity x Low Fitness = Indiscipline (SEL BCT)



AWOL	90	23	18	40	E1-E3 (77 of 90)
Cocaine (Use or Possession)	38	24	18	36	E1-E3 (34 of 38)
Misc. Traffic Violations	33	26	19	49	E1-E3 (18 of 33)
Traffic Accident	28	27	18	37	E1-E3 (21 of 28)
Assault	23	24	19	34	E1-E4 (19 of 23)
Driving w/ Invalid License	23	26	19	37	E2 (12 of 23)
Larceny	17	21	18	29	E1-E3 (15 of 17)
Marijuana (Use or Possession)	15	22	19	26	E1-E3 (All)
DWI	15	23	19	30	E1-E4 (13 of 15)
Domestic Assault	14	25	21	30	E1-E3 (10 of 14)
Reckless Driving	6	20	19	21	E-2 (4 of 6)
Drunk and Disorderly	6	25	19	29	E1-E2 (4 of 6)
Suicide Gesture	5	27	19	34	E1-E3 (All)
Possession of Alcohol in POV	4	20	19	21	E1 (2 of 4)
possession of child porn	2	21	19	23	e2, e4
Unlawful Entry	2	21	20	22	E1, E3
Fail to Obey Order	2	25	24	26	E4
Possession of Drug Paraphernalia	2	20	19	20	E1, E2
Disorderly Conduct	2	18	17	19	E2
Domestic Disturbance	2	23	22	24	E2, E3

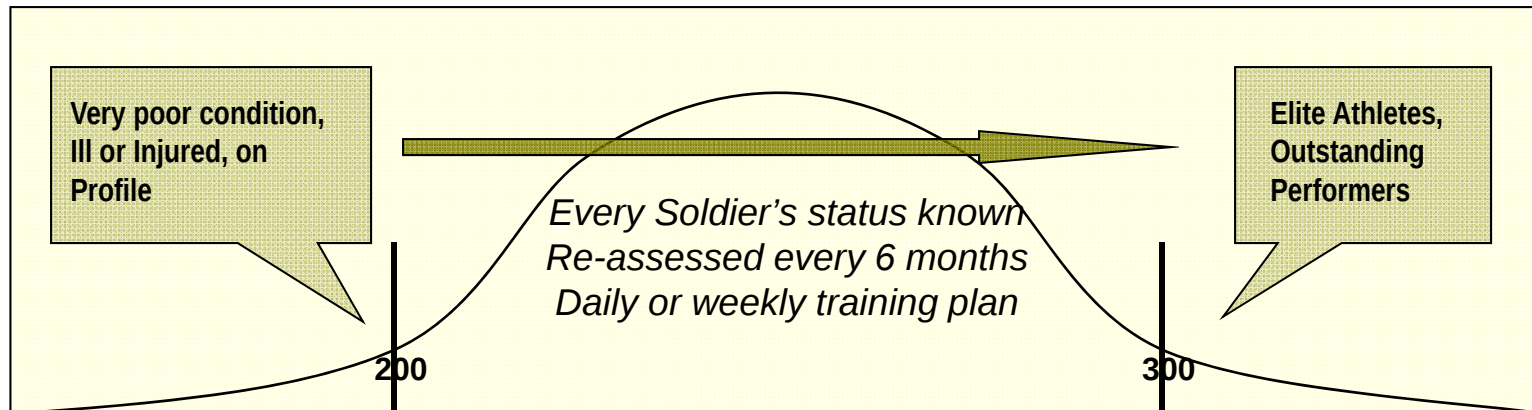
Comprehensive Soldier Fitness



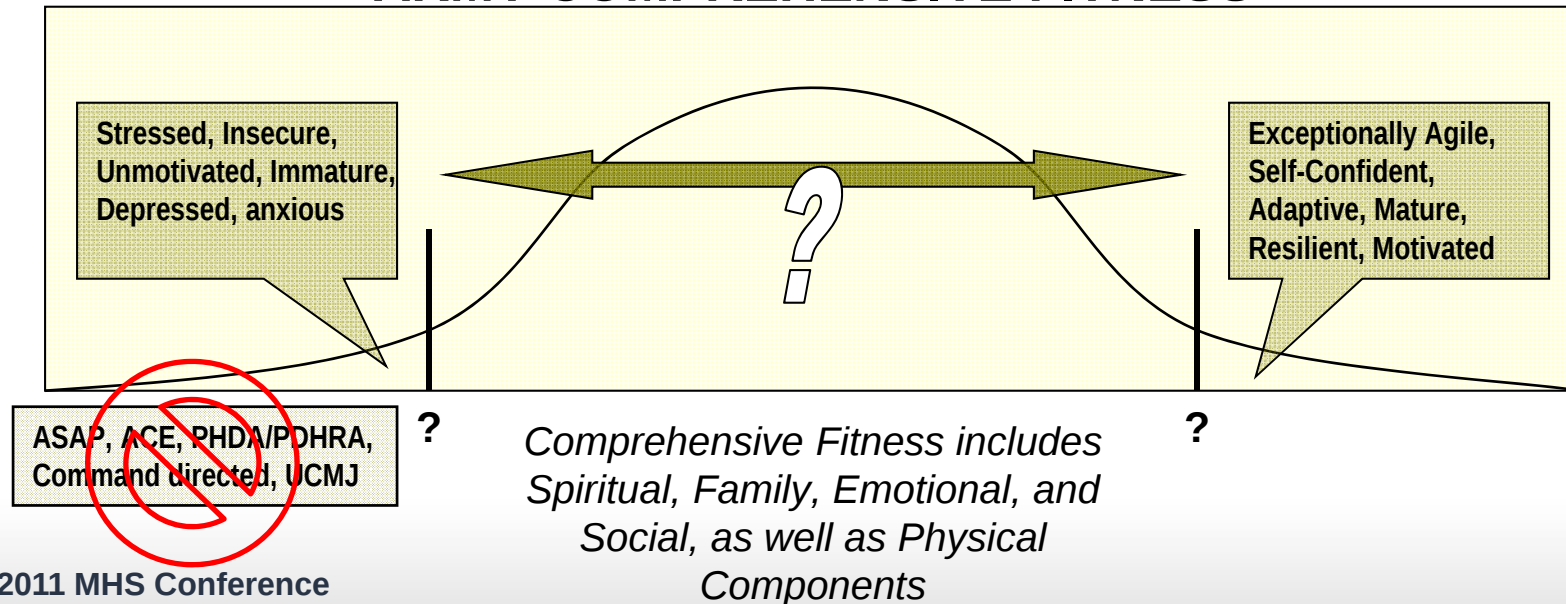
Model of CSF



ARMY PHYSICAL FITNESS



ARMY COMPREHENSIVE FITNESS



CSF- What is it?



CSF is...

“A structured, long term assessment and development program to build the resilience and enhance the performance of every Soldier, Family member and DA civilian.”

GEN George Casey, CSA

CSF is not...

- Not a single course, event, or requirement
- There is no stand-down or chain-teach!
- Not a “screen” for any physical or psychological disease or dysfunction, including suicide
- Not something we “do” after a Soldier has a negative psychological, physical, social, or professional outcome

Four Pillars of the CSF Program (1/5)



- **Global Assessment Tool (GAT)**
 - Online survey-based self assessment tool
 - Takes approximately 13 minutes to complete
 - Individual scores are confidential, not reported to command or leadership
 - Mandatory for Soldiers, voluntary for Family members and DA civilians

- **Comprehensive Resilience (Self Development) Modules**
 - Online training linked to performance on the GAT
 - Training tailored to performance levels
 - Mandatory for Soldiers, voluntary for Family members and DA civilians

- **Master Resilience Trainers**
 - Teach resilience skills to unit personnel and their Families
 - Taught at civilian institution short-term; TRADOC (Ft. Jackson) long-term
 - 3 Modes of Production: UPENN MRT, Victory University MRT, MRT MTT
 - MRTs will be at the Unit and Installation level

- **Institutional Military Resilience Training**
 - Taught in TRADOC schools (NCOES / OES); progressive, sequential
 - Training targeted to unit deployment cycle

Global Assessment Tool - GAT (2/5)



- The GAT is a **105** question survey administered online that measures a host of variables related to psychological resilience
- Must be taken annually
- Takes < 15 minutes to complete
- Most questions are **not** new / original → **90%** were already published in peer-reviewed scientific journals before the GAT was created
- Taken over 900,000 times (Oct '09 – Oct '10) → Once every 35 seconds
- Feedback: Narrative + bar chart scores + comparison to others (demographically)
- Results are confidential → Not shared with command, investigators, doctors, etc

**THE GAT ONLY WORKS IF SOLDIERS ANSWER HONESTLY
CONFIDENTIALITY → TRUST → HONEST ANSWERS**

Comprehensive Resilience Modules - CRM (3/5)



- Soldiers, DA Civilians, and Family members directed to a menu of self-development modules based on GAT results
- Provides evidence-based training in each dimension of health based on individual needs
- Training offered online to all Soldiers (3 Compos), Family members and DA Civilians
- Military and civilian expert workgroups determined the knowledge, skills and attributes for each dimension



A Master Resilience Trainer...

- Lives the skills they have been taught
- Uses the skills during formal and informal counseling
- Teaches the skills
 - With periodic structured courses on unit training calendars
 - Teaches Deployment Modules based on rotation schedules
 - Instruct resilience training in selected TRADOC courses
- Serves as Commander's advisor regarding total fitness and resilience training related issues
- Knows when to refer Soldiers for professional counseling to Behavioral Health providers, Chaplains or other appropriate resources

Resilience Training Lifecycle: Institutional (5/5)



Enlisted

BCT	Warrior Leaders Course	Advanced Leaders Course	Senior Leaders Course	Sergeant Major Course	Pre-Command Course
• 2 hrs Resilience Training for BCT • Implement July 10 • Module complete	• 3 hrs Resilience Training for WLC • To SME after BOLC-B pilot content complete (July 2010) • Module complete	• 2 hrs Resilience Training for Leaders • Implement NLT 31 May • Module Complete	• 2 hrs Resilience Training for Mid-Grade Leaders • Implement NLT 30 June 2010 • Module Complete	• 1.5-2 hrs Resilience Training for Senior Leaders • Module to USASMA Complete	• 1 hr CSF Overview in place • (BG Cornum brief) • Module Complete

Officer

BOLC-A (ROTC/USMA)	BOLC-B / WOBC	CCC / WOAC	ILE / WOSC	Pre-Command Course	War College/ WOCC
• 2x2 hrs/yr for ROTC to begin in AY 10-11. 3 hrs of ROTC classes submitted to SMEs 14 June 2010 • USMA Module Complete	• 12 hrs Resilience Training for BOLC-B • MI and AV pilot courses May-June (WRAIR Evaluation in progress) • Decision Brief to DCG-IMT in July • Module Complete	• 2 hrs Resilience Training for Mid-Grade Leaders • Implement 30 June 2010 • Module Complete	• ILE 2 hrs Resilience Tng for Sr. Leaders & guest spkrs • ILE 24 hr CSF Total Fitness elective (Fall 2010) • 1.5-2 hrs Resilience Tng for Sr. Leaders • ILE Module Complete	• 1 hr CSF Overview in place • (BG Cornum brief) • Module Complete	• 1 hr Resilience Training for Strategic Leaders • AWC complete • SSC Module to WOCC in June 2010 • Module Complete

CSF Update



Global Assessment Tool (GAT)

- GAT-Soldier Completion:
- AC:**449,504** RC:**173,820** NG:**221,832**
- GAT-Family Completion (Family members):
7,368
- GAT-DAC (DA Civilians)
7,562

(As of 20JAN11)

1,011,214
GAT TOTAL

Comprehensive Resilience Modules

- 20x CRMs Currently Online
 - 5x Emotional Modules
 - 5x Family Modules (+5x 27JUN11)
 - 5x Spiritual Module
 - 5x Social Module
- 7x Physical Modules live on 10OCT11
- Over **730,000** completed

Resilience Training (RT)

- Unit Level RT Implementation
 - **Minimum 2hr / Qtr of resilience training**
- Family Resilience Training Opportunities
 - 1-4 MRT trained per ACS location
 - Family GAT and CRMs available
- Taught at all OES / NCOES schools
- MRT a pre-requisite for all AIT PSGs
- **CSF Program Guide TBP (FEB2011)**

2011 MHS Conference

Master Resilience Trainers (MRT)

- Surge (PENN, Victory University, MTTs)
- ACS MRT Course completed AUG 2010
- Europe and Korea MRT MTTs in CY10
- 5 MTTs planned in FY11
- Executive Short Course in development
- National Guard and Reserve MRTs = 315

- **2,950 Total MRTs trained**
- **6,000 end of Fiscal Year**



Directives / References

- CSF EXORD ALARACT 097/2010 (06 Apr 2010)
- CSF EXORD MOD 1 097/2010 (26 Jun 2010)
- MILPER MSG 10-309 (Retention requirement) (01 Dec 2010)
- TRADOC OPORD 10-009 (22 Apr 2010)
- Warrior Tasks and Battle Drills (Adapt: Build Resilience)
- "CSA Sends" DRAFT, pending release
- G-1 Deployment Cycle Support Plan (SRT)
- CSF CONPLAN / TDA Approval (FEB2011)
- CSF EXORD FRAGO 2 097/2010 (In Staffing)
- AR 350-1 (Appendix G4) rewrite (In Staffing)



Best Practices

- Command Emphasis / Aggressive Implementation Plan
- Synchronization with BN and Co Training Calendars
- Deliberate selection and implementation of Top-NCO RTAs
- Inclusion of Family / Community (FRSAs)
- Inclusion of Sustain and Enhance skills in the CDRs toolkit



Unit Implementation Example



UNCLASSIFIED // FOUO

USD-S Victory Strong and Basra Strong Programs

USD-S Resiliency Campus Ribbon Cutting Ceremony

1030 on 9 SEP 10

★ Get Stronger ★

Come join us for the Grand Opening of the USD-S Resiliency Campus, located behind the USO/Gym.

The campus will be open 24 hours a day and provides a variety of resources for you to Get Stronger!

Pillars of Comprehensive Soldier Fitness	USD-S Resiliency Campus Resources
Physical Performing and excelling in physical activities that require aerobic fitness, endurance, strength, healthy body composition and flexibility derived through exercise, nutrition, and training.	• Cross-Fit Gym • Nutritional Counseling • Master Fitness Trainers • Fitness Literature • Mail Fit • Body Fat Analysis • Metabolism Analysis
Emotional Approaching life's challenges in a positive, optimistic way by demonstrating self-control, stamina and good character with choices and actions.	• Massage Chairs • Biofeedback Room • Literature • Stress Balls • Unit Behavioral Health Advocates
Social Developing and maintaining trusted, valued relationships and friendships that are personally fulfilling and foster good communication including a constructive exchange of ideas, views and experiences.	• EO Office • OSAC Office • Small Assets • IG Veterans • ARAK events • Sumo Suits • A.M. Strong Literature
Spiritual Strengthening a set of beliefs, principles or values that sustain a person beyond family, institutions and social constructs of strength.	• Counseling and Spiritual Guidance • Meditation Room • Chaplain Office • Religious Literature
Family Being part of a family unit that is safe, supportive and loving and provides the resources needed for all members to live in a healthy and secure environment.	• SHAW Center with Private Booth • Address for Counseling • Marriage Strengthening Literature

COMPREHENSIVE SOLDIER FITNESS
STRONG MINDS • STRONG BODIES

USD-S RESILIENCY CAMPUS

Located in Trenchard Lines behind the Basrah USO

NCOIC: SFC James Padilla
www.usdforiraq.mil

Chaplain 318-858-4224
Classroom 318-858-4235
CrossFit Gym 318-858-4410
Emotional Room 318-858-4204
Equal Opportunity 318-858-4224
Physical Room 318-858-4283

Reception Desk: 318-858-4238

2011 MHS Conference

1ID Resilience Campus Camp Taji, Iraq

- **USD-S Resiliency Campus**
 - Provides programs / resources to help Soldiers get stronger in the five CSF pillars
- **USD-S Victory Strong Program**
 - Provides Soldiers in USD-S an opportunity to access the programs / resources available at the Resiliency Campus from remote locations
 - Structured five day program that includes Master Resilience Training and small group pillar-specific training.



Building Resilience: The War Fighters Perspective



2011 MHS Conference



DISCUSSION





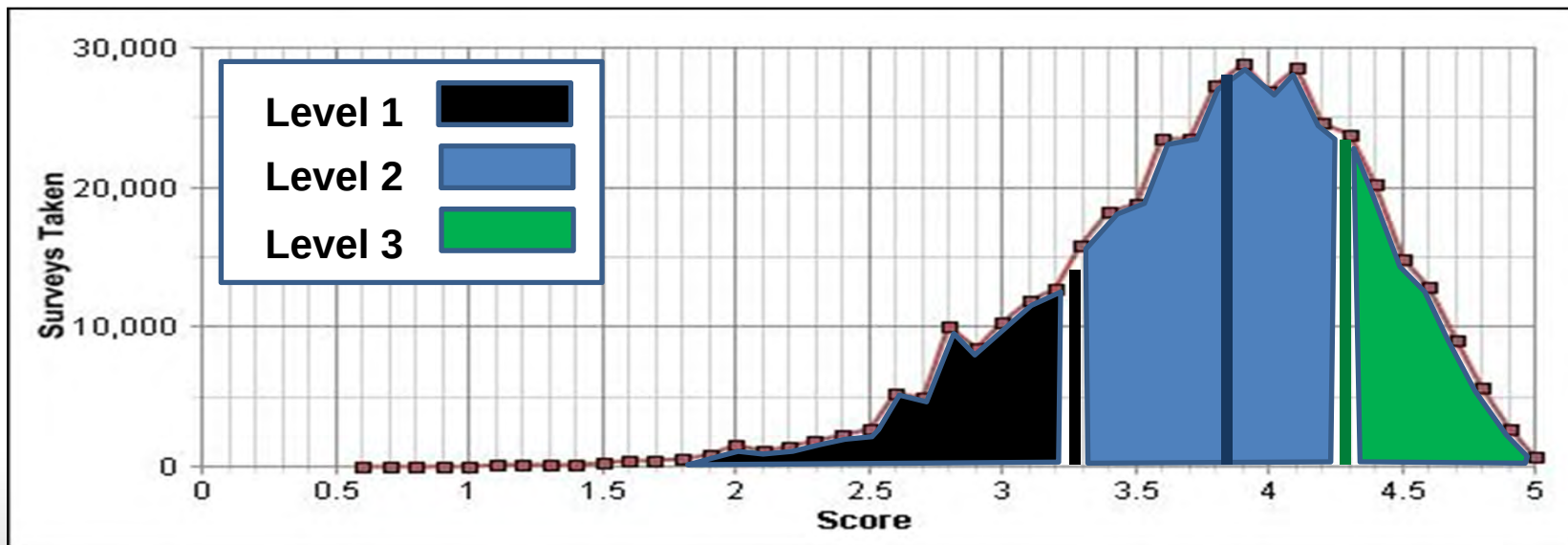
Back-Up Slides

CRMs: Need-Based (3/5)



Focus on Attributes, Knowledge, Skills and Behavior

- **Level 1**: Understand what makes a resilient person, acquire basic skills
- **Level 2**: Developing greater Individual resilience
- **Level 3**: Leadership- Builds on Level 2, focus on establishing a command or organizational climate that facilitates others' development, being a role model



Master Resilience Trainers



- Increase core competencies such as optimism, mental agility, and self-regulation
- Teach Non Commissioned Officers, “Soldiers helping Soldiers”
- Modified University of Pennsylvania PRP materials to a Military population

Master Resilience Trainer Levels

Master Resilience Trainer (MRT-C)

Attend 10 day course
Primary supervisor of Soldiers

MRT Course Facilitator (MRT-F)

MRT trained;
additional 5 day training course
Facilitate MRT Course break out group training

MRT Course Trainer (MRT-T)

MRT-F trained;
additional 5 day training course
Lead MRT Course break out group training