



# R2COMMUNITYLINK

*The Army Resiliency Directorate Newsletter*



## Director's Column



Ms. Sharyn Saunders

Every new year signals a new beginning, and if you are like me, you find yourself reflecting on what was accomplished and setting goals for what can be done.

This got me thinking about when I first came to ARD and the reason I began signing my articles with Stay Ready, Live Resilient and Take Action. These words are still as relevant for me today as they were four years ago, perhaps even more so. Let me share with you why:

### Stay Ready

Personal readiness is dependent upon achieving balance in five areas of one's life. We know that by maintaining good physical health, we can attain good psychological health, greater self-esteem and improve our ability to do our jobs effectively. But, it's just as important to be social and nurture our personal networks, feed our spirits with helping others and practices that rejuvenate us, and most importantly, cultivate strong relationships with our families so we can identify what they need to have daily satisfaction.

### Live Resilient

Resilience is the ability to bounce back from adversity. We can enhance our resilience by building protective factors, that is, the skills,

strengths and resources that help us deal more effectively with day-to-day events. For example, getting the proper amount of sleep (experts recommend seven to eight hours a night) and eating well-balanced meals can help us perform optimally. Also, setting aside a portion of our income for savings, commonly known as paying yourself first, can provide a financial cushion to deal with the stress of unexpected expenses.

**"What we do, day in and day out, has a direct and significant impact on the lives of our Soldiers..."**

### Take Action

This one speaks for itself, but I would like to add that is not just taking action, but engaging. This year, as a part of our shift in strategy from intervention to prevention we are launching a new learning experience called *Engage* (more about it on page 2) that fosters building connections. By routinely engaging, we can develop the confidence to communicate one-on-one when we see or hear something that concerns us. When we take care of each other, we contribute to a Culture of Trust which results in increased personal and unit readiness.

We have a lot to look forward to in 2018. In addition to *Engage*, we will be executing Not in My Squad (NIMS) events, fielding the Commander's Risk Reduction Dashboard, publishing the AR 600-63 and building a new R2 website, just to name a few. But, before we get too busy with the constant demands and

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challenges of our work, let's take a moment to experience the extraordinary honor we have to be able to contribute to the development of Soldiers of character; resilient Soldiers who stand ready in the selfless service of our Nation. Let's not lose sight of the fact that what we do, day in and day out, has a direct and significant impact on the lives of our Soldiers, their families and all of those with whom they come in contact.

Thank you for your dedication and hard work in support of R2 and the Army's mission. I look forward to another great year working with you.



# Sustaining Readiness Through *Engage*

ARD Training



How many Soldiers would hold the door open for someone coming in behind them carrying packages? How many would say something to a fellow Soldier walking outside without cover? Why do we step in sometimes, but not in others when intervening could help prevent a potentially more serious situation? The solution is *Engage*.

## What is *Engage*?

*Engage* is an evidence-informed learning experience that leads to the development of building connections. It is designed to emphasize a Soldier's duty and obligation to take action and help a fellow Soldier when they see behavior that could affect an individual's readiness.

*Engage* can positively influence the trajectory of a person's life as it helps Soldiers to routinely engage in one-on-one communication, and recognize and respond to opportunities to connect with each other thus contributing to a culture of trust that can optimize human performance, enhance resilience and sustain readiness.

## How Does it Work?

*Engage* enables prosocial behavior, that is, it encourages bystanders to do things to benefit others, potentially with no direct benefit to themselves. As it turns out, scholars have pointed out that helping others improves our own potential for thriving because we tune ourselves to respond to the needs of others, and when we do this, we recognize that others may be able to benefit us in return (Schroeder & Graziano, 2015).

*Engage* develops the ability and skill to drive engagements at the initial alert from a deviation of standards. In other words, with *Engage*, Soldiers will learn how they can increase their situational **awareness** and notice when something is slightly off. They will understand the need to seek more information for clarification, from a person or other bystanders around, to make sure they are interpreting the behavior correctly. Secondly, Soldiers will learn that **taking responsibility** is key to helping others by considering how their choices, or lack thereof, could impact them or their community. Finally, Soldiers will understand the need for **making a plan** before they engage with others.

## What Can Leaders Do?

Effective leaders will integrate *Engage* in their daily activities and develop a unit of Soldiers who are aware, responsible, and prepared with courses of action that can lead to better outcomes. Every Soldier is a valued member of the Army team and is critical to readiness and mission accomplishment. When the act of helping each other becomes second nature, units can sustain overall readiness, increase deployability and achieve successful service.

Leaders who lead by example and live the Army Values foster a culture of trust. This environment makes it possible for everyone to care for the rights of others, express concern for their welfare and engage when they see a change in a Soldier's regular behavior that could affect their personal and unit readiness. It is the individual's personal network, leaders, peers and family members, that has the most visibility and opportunity to intervene.

## Did You Know?

### Ready and Resilient

Find a copy of the "The Leaders' Guide for Building Personal Readiness and Resilience" under "Resources."  
<http://www.army.mil/readyandresilient>

### Army Fit

Offers information on how to achieve and sustain lasting fitness.  
<https://armyfit.army.mil>

### Performance Triad

Provides ways to enhance your health with sleep, activity, and nutrition.  
<http://www.performancetriad.mil>

### Nervous System Reset

Teaches people how to recognize their stress responses.  
<http://www.nervoussystemreset.com>



# R2 Performance Centers in Action

ARD Strategic Communications

## Soldiers Use Mental Skills to Achieve Qualification on First Attempt



FORT DRUM – Soldiers from A CO 2-87 INF learned multiple performance skills to aid in their upcoming marksmanship qualification such as how to think more effectively, ways to stay focused, and how to manage their energy throughout their preparation for Expert Infantryman Badge. Skills such as attention shifting, imagery, and deliberate breathing were emphasized as they prepared to zero and group their weapons.

**Result:** Soldiers were split into two groups, with only one group receiving mental skills training; 80 percent of those who received training zeroed and grouped their weapon on the first attempt versus 20 percent of those who did not.

## Avalanche Company Improves Qualification Scores and Moves to New Marksmanship Categories



FORT WAINWRIGHT – Master Resilience Trainer-Performance Experts provided training to the 725 BSB Avalanche Company while unit members zeroed and completed range qualification activities. Training occurred concurrently with range qualification activities and was specifically implemented to be quick and unobtrusive.

**Result:** Of the 30 individuals who had previous range scores to compare, 37 percent improved their qualification scores above previous data points and 24 percent improved to new marksmanship categories.

## Gunners Increase Concentration and Composure During Gunnery Training



FORT KNOX – Master Resilience Trainer-Performance Experts from the Fort Campbell R2 Performance Center traveled to Fort Knox to train and support the 1st PLT CROW and TOW gunners during gunnery training and optimize their performance. Skills taught included visualization, attention control, and deliberate breathing.

**Result:** The training increased the Soldiers' abilities to maintain concentration and composure during gunnery training performance. It also increased the Soldiers' ability to stay task-focused rather than self-focused, as well as the Soldiers' utilization of mental rehearsal before and during execution.

## EFMB Candidates Increase Their Pass Rates By 9 Percent After Receiving Training



CAMP HUMPHREYS – Expert Field Military Badge Soldiers (EFMB) learned how to apply performance skills while training on the combat testing lanes. Senior medical leadership requested support to address training challenges and improve the performance of the candidates following review of the May 2017 EFMB results which showed a 5 percent pass rate. Training consisted of six performance modules of classroom instruction giving the Soldiers tools to improve academic and professional skills.

**Result:** Of the 144 candidates, 20 earned the EFMB, which is 14 percent.







Members of the 703rd BSB Female Mentorship Group completed physical and mental challenges during a PT session at the Fort Stewart R2 Performance Center.

## Female Officer Mentorship Group Participates in Resilience Physical Training

Fort Stewart R2 Performance Center

In August, the Female Officer Mentorship Group from 703rd Brigade Support Battalion (BSB) participated in a team building and resilience physical training (PT) session at the Ready and Resilient (R2) Performance Center. The group of 10 was developed by brigade leadership to allow female officers a chance to connect with each other during specialized PT sessions and group activities. The goal is to provide support and networking opportunities for female officers in 703rd BSB, and across Fort Stewart and Hunter Army Airfield.

1st Lt. Savannah Ott, Battalion S4 OIC, Battalion Logistics Officer, organized the event, and reached out to the Fort Stewart Performance Center following a Life Skills Expo to request assistance in creating a PT event. Master Resilience Trainer and Performance Expert Adam Skoranski worked with Ott to develop the resilience PT session in a way that would line up with the goals and mission of the group, as well as provide further insight into the capabilities and training offered by the R2 Performance Center.

"We were looking for a fun, team building PT session that showcased the resources available at the R2 Performance Center. Adam [Skoranski] was able to put it all together and showcased just a fraction of the power of resiliency training," said Ott.

The Soldiers were split into four teams that would compete against each other for the quickest time during the course. At each of the seven stations, they were required to complete a physical challenge as a team, followed immediately by a cognitive challenge to test their application of mental skills. The cognitive challenges ranged from simple face matching and puzzle tasks, to complex hidden picture and attention control tasks.

An extensive debrief capped off the obstacle course, during which the Soldiers were able to articulate how lessons learned would translate to their performance within their unit. "We also wanted to discuss success, failure, and mindsets, as these topics are critical for leaders," Ott said, therefore the Soldiers discussed how beneficial or detrimental one's response to success and failure can be, especially when considering lasting impacts on confidence and performance going forward. Ott said, "Rest assured the officers in this group will continue to use [the] R2 Performance Center in the future."



# Employees Urged to Take Charge of Health

Cherish T. Gilmore, Army Materiel Command Public Affairs

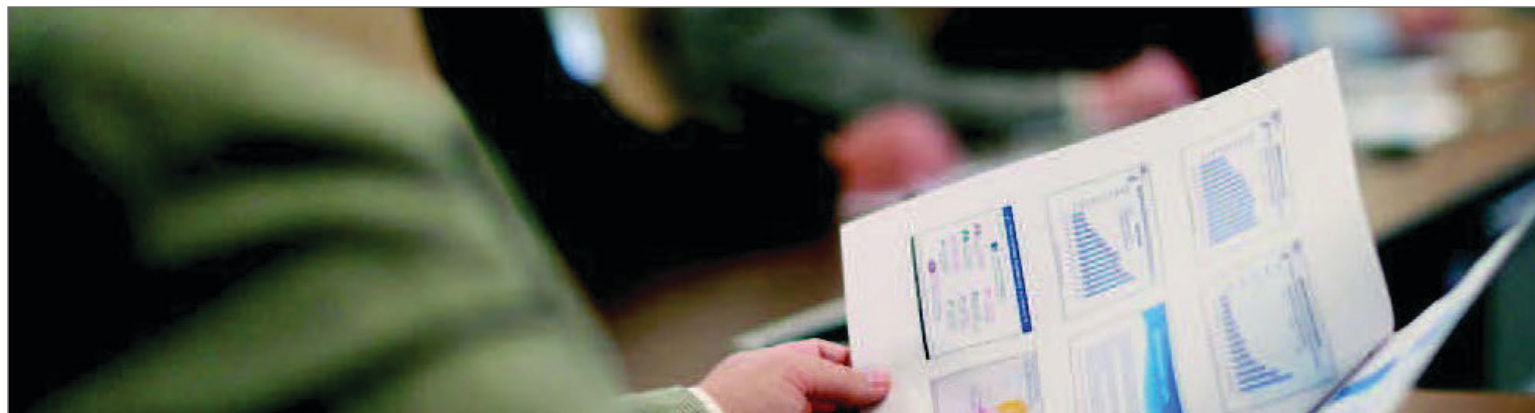


Photo: Sgt. Eben Boothby

A six-week wellness campaign urged Army Materiel Command employees to take charge of their health from October 11 through November 15. The "Take Charge of Your Health" campaign was a joint effort by the wellness and chaplain offices of the Army Materiel Command and Security Assistance Command.

"In the past, we would host a health benefit fair with the vendors from the various insurance providers," said Valerie Francis, AMC fitness and resiliency coordinator. "This year we wanted employees to not only plan for their health care, but also plan for their total health."

Guest speakers taught a broad range of topics revolving around a person's total health to include the Army's performance triad of nutrition, sleep and activity. Employees also had the opportunity to participate in a health benefit fair featuring various health insurance vendors.

Brandon Howard, a pharmacist at Fox Army Health Center, spoke on the opioid epidemic, which is trending in the news. President Donald Trump declared the opioid epidemic a public health emergency on October 26.

Dr. Mylena Morton, a physician with the Crestwood Medical Group-Madison, discussed "Knowing Your Numbers," as in your weight, blood pressure, heart rate and temperature.

Jonathan Holmes, senior logistics specialist, found the "Know Your Numbers" session beneficial, but frightening.

"There are so many numbers to be on the watch for," Holmes said. "It's scary to think about what could happen if you do not take care of yourself. I actually made an appointment with my doctor." More than 120 employees attended the guest speaker sessions. "Many of the chronic conditions in our society today that lead to

required medical care are directly related to stress, inactivity, poor nutrition habits, lack of sleep and addiction, all of which are in our control," Teri Hassell, well-being program specialist, said.

According to the Centers for Disease Control, heart disease and stroke are the first and fourth leading causes of death in the United States. "Risk factors associated with these diseases can be controlled with positive lifestyle choices like engaging in physical activity; eating more fruits and vegetables and less processed food; abstaining from the use of tobacco; and getting more restful sleep," Hassell said. "While we all need access to good health care, it's also good to take action that improves our health and quality of life."

The campaign included three components: guest speaker classes, spiritual fitness luncheon and health benefits fair.

"Thirty-five people attended the first-ever spiritual fitness luncheon, hosted by both command chaplain offices, which provided tips on how to slow down, rest and relax," Francis said. "The health benefits fair afforded employees the opportunity to meet one-on-one with agency representatives to discuss health, dental and vision plan options for 2018 in conjunction with the Federal Benefits Open Season, which ran from November 13 to December 11."

The AMC wellness office will send a survey in the future to determine the needs and interests of the workforce for future wellness campaigns.

Brain Teaser Answers, page 9

ACROSS  
DOWN

Trust  
Ready  
Volunteer  
Soldier  
Thanks  
Performance  
Family  
Resilient





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## Project Hero

Founded in 2008, Project Hero is a national, non-profit organization dedicated to helping service members, veterans and first responders affected by Post Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), and other injuries achieve rehabilitation, hope, and resilience as well as increase awareness of PTSD and TBI related issues. Project Hero and uses cycling as its core activity and offer venues, activities, resources and support to Service members, veterans, first responders and their families in more than 50 cities throughout the nation. They have helped more than 10,000 veterans and first responders.

For more information on Project Hero, visit <https://projecthero.org>.



## First SFAB Receives RPE Training

Walter Reed Army Institute of Research — Research Transition Office

Based upon a tasker from the Office of the Surgeon General, the Walter Reed Army Institute of Research Transition Office training specialists provided the Resilience and Performance Enhancement module (RPE) of the Squad Overmatch, now called Team Overmatch study, to 516 Soldiers assigned to the 1st Security Forces Assistance Brigade (SFAB) at Fort Benning, Georgia from December 15–19. The 1st SFAB was formed to assume the responsibility of training advising, assisting, accompanying and enabling foreign security forces.

The RPE module focuses on six evidence-based skills that can help Soldiers regulate their critical, but limited resources of energy and attention: self-talk, buddy talk, acceptance, grounding, what's important now (focused attention), deliberate breathing, and conducting a personal after action report. The training is facilitated through videos that examine challenging and critical incidents on a deployment and provide a context for the skills being taught.



Photo: Pfc. Zoe Garbarino



# Installation Prevention Team Aims to Reduce High-Risk Behavior

Erinn Burgess, USAG Rheinland-Pfalz

KAISERSLAUTERN, Germany — The weekly police blotter published in the Kaiserslautern American reports incidents within our community, such as traffic violations, alcohol-related offenses and domestic abuse — to name a few.

However, there are also situations that aren't common public knowledge — suicide attempts, financial issues, Soldiers going AWOL.

One team spends hours sifting through this data with a sole purpose in mind: to find a way to prevent and mitigate high-risk behavior.

The U.S. Army Garrison Rheinland-Pfalz Installation Prevention Team (IPT) is made up of several key players representing different human services agencies within the community. The team's mission is to monitor incidents and high-risk behaviors and develop and implement prevention plans.

Dr. Camille Owen, Army Substance Abuse Program Risk Reduction (ASAP) coordinator and IPT co-facilitator, explained that data is collected from each agency monthly and presented at a quarterly meeting comprised of subject matter experts and chaired by USAG RP Commander Col. Keith E. Igyarto.

"We look at trends and decide how to mitigate those high-risk areas," Owen said. "We analyze the data and say, 'okay — this is what's going on.'"

Data obtained for each Army unit within the garrison footprint includes number of deaths, accidents, self-harm or suicide attempts, drug offenses, alcohol offenses, AWOL, traffic violations, crimes against persons, crimes against property, crimes against society and other relevant statistics.

Subject matter experts from Casualty Affairs, Safety, Behavioral Health, ASAP, Army Community Service, Directorate of Emergency Services, Criminal Investigation Command and the Office of the Staff Judge Advocate work together to spot correlations between incidents and high-risk behavior, along with consideration for situational factors.



A Soldier receives information from Army Community Service at a Summer Safety Event. Army Community Service is one of the many organizations that is a part of the Installation Prevention Team.

Though programs and services exist and are available for these high-risk behaviors, Owen and IPT Co-facilitator Leslie Sweeney found they were not being utilized to their full extent. The IPT has worked to overcome this hurdle by bringing the subject matter experts directly to the battalion, brigade and company commanders to address their unit-specific issues and formulate prevention plans.

"If you're going to affect change, it has to start from the top," Owen explained.

"We're really driving it in at the brigade or battalion level, so it's coming from the top down, which is much more effective than a program manager trying to drive into the units from the bottom up," agreed Sweeney, ASAP manager and Community Readiness and Resiliency Integrator.

Sweeney, who took a lead role in standing up the IPT in 2016, has worked hard to fine-tune the process to make it effective for the community. She explained that the IPT has led to a revitalization of community efforts to address high-risk behaviors.

"We go forward as a community instead of as individual programs to get within the units and organizations to complete our training and other mitigations to reduce high-risk behavior," Sweeney said. "IPT brings all of the players together in one place to discuss support of the readiness and resiliency of our entire community."

The result is that the programs are getting out there and getting into the units like never before with a focus on encouraging Soldiers to make the right choices. When issues arise, Owen stated, "There are programs in place and people who are willing to sit down and listen."

If you are seeking guidance, training or counseling on a behavior mentioned above, ASAP can help point you in the right direction to get help. Please contact DSN 493-1710.





# New Year, New Me, Tobacco Free!

From our partners at the Community Health Promotion Council

Looking for a way to quit smoking? It's never too late. Try Quit Tobacco – UCanQuit2 and make 2018 the year you stop using tobacco for good!

As you begin your journey, consider the following first steps:

- Think of some reasons. It could be to improve your health, save some money or make your family proud.
- Prepare by creating a plan and picking a date.
- Research the different programs, resources and medications available to you and decide which ones you will use.
- Talk to your health care provider for advice.
- Reach out to your local Army Wellness Center for help and more resources.

These steps will help get you started in the right direction. Also, don't forget to keep an eye out for encouraging messages, cessation resources and more with posts tagged #NewMeTobaccoFree on UCanQuit2 social media.

## Web Resources

### Federal Employment Health Benefit Program (FEHB)

All health plans in the FEHB program cover for free: counseling sessions, approved tobacco cessation medications, including over the counter medications and no copayments, coinsurance or deductibles.

- <https://www.benefits.gov/benefits/benefit-details/4440>

### Smoking Cessation

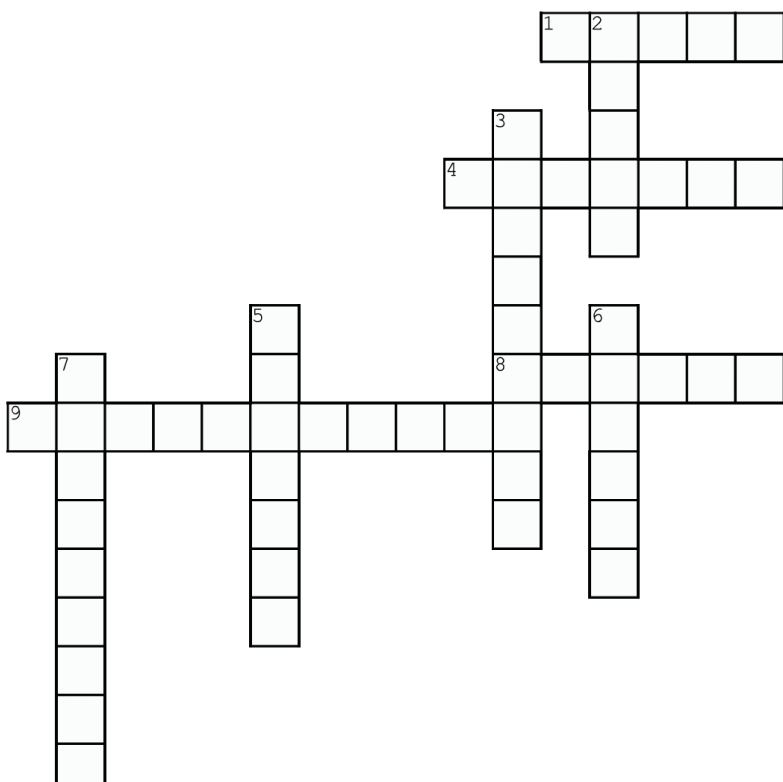
These websites offer materials for personalized plans, 24/7 chat with cessation coaches and other resources to help you quit.

- U Can Quit 2
  - <https://tricare.mil/ucanquit2>
- Army Public Health Center Tobacco Free Living
  - <http://phc.amedd.army.mil/topics/healthyliving/tfl/PagesTobaccoCessationEducationforIndividuals.aspx>
- Centers for Disease Control Tips From Former Smokers
  - <https://www.cdc.gov/tobacco/campaign/tips/index.html>





# Brain Teaser



**ACROSS:**

- 1. Culture of \_\_\_\_
- 4. Member of the Army
- 8. An expression of gratitude
- 9. The act of accomplishing a task

**DOWN:**

- 2. Being fully prepared
- 3. Freely offering to do something
- 5. Time spent in the Armed Forces
- 6. Mom, dad, brother, sister, friend, battle-buddy
- 7. Ability to recover from adversity

Answers on page 5.

## MilPetED App

The new app, **milPetED**, provides Soldiers, family members and retirees with animal health information, an interactive Veterinary Treatment Facility finder, and even a section where users can submit pictures of their furry, feathered or finned friends. The comprehensive and accessible app leads the user through the various aspects of having a pet, from the basics such as considering what sort of pet would be best for you and your family, to the harder topics such as understanding the grief that accompanies losing a beloved pet. The app is available for free download from iTunes and Google Play.



## Questions or Comments?

Contact R2 Public Affairs at [usarmy.pentagon.hqda-dcs-g-1.list.r2pao@mail.mil](mailto:usarmy.pentagon.hqda-dcs-g-1.list.r2pao@mail.mil)



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