

**Army Regulation 350–53**

**Training**

# **Comprehensive Soldier and Family Fitness**

**Headquarters  
Department of the Army  
Washington, DC  
19 June 2014**

**UNCLASSIFIED**

# ***SUMMARY***

AR 350-53

Comprehensive Soldier and Family Fitness

This new Department of the Army regulation, dated 19 June 2014--

- o Provides for five additional areas of training policy focus beyond the discussion found in the Army Directive 2013-07 (paras 3-1f, 4-1j, 4-2, 4-5 and 4-6).
- o Replaces Comprehensive Resilience Modules with ArmyFit as one of the two training efforts within the Self-Development Component of the Comprehensive Soldier and Family Fitness Program (para 3-1f).
- o Addresses training and certification for Spouse Master Resilience Trainers (para 4-6).
- o Updates selection and graduation criteria for Master Resilience Trainers Level 1 through Level 4 (paras 3-2a through 3-2d).
- o Provides detail in regards to the Comprehensive Soldier and Family Fitness Training Centers' locations and capabilities (paras 4-1h and 4-1j).
- o Discusses the new Human Resources Command policy for awarding eight promotion points to E-5 Master Resilience Trainer graduates (para 4-3).
- o Mandates the appointment on additional duty orders of one Army school graduated Master Resilience Trainer for every company designated organization and one Master Resilience Trainer for every 250 Army civilian employees in predominately civilian staffed Army organizations (paras 1-5c(1) and (2)).
- o Requires the annual completion of the Global Assessment Tool for Soldiers (paras 1-5c(4) and 3-1c).
- o Requires the annual training of the CSF2 Resilience and Performance Enhancement skills to every Soldier in the Total Army (paras 1-4r and 4-2).
- o Supersedes Army Directive 2013-07 and Army Directive 2013-25 (throughout).

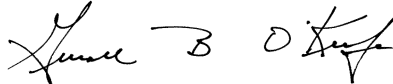
Training

Comprehensive Soldier and Family Fitness

By Order of the Secretary of the Army:

RAYMOND T. ODIERNO  
General, United States Army  
Chief of Staff

Official:



GERALD B. O'KEEFE  
Administrative Assistant to the  
Secretary of the Army

**History.** This publication is a new Department of the Army regulation.

**Summary.** This regulation prescribes policy on the Comprehensive Soldier and Family Fitness Program. It explains how the Comprehensive Soldier and Family Fitness (CSF2) Program operates and what actions are required to deliver resilience and performance enhancement training benefits to Army members and meet compliance requirements. This regulation supersedes any previous Directive, Execution Order, or All Army Activities message concerning the Comprehensive Soldier and Family Fitness Program, formerly known as Comprehensive Soldier Fitness.

**Applicability.** This regulation applies to the Active Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve, unless otherwise stated. Also, within the context of the Comprehensive Soldier and Family Fitness Program, the term "Army Family" indicates Soldiers, Department of the

Army civilians, and Family members of the Total Army (active, reserve, and National Guard).

**Proponent and exception authority.** The proponent of this regulation is the Deputy Chief of Staff, G–1. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulations. The proponent may delegate this approval authority, in writing, to a division chief within the proponent agency or its direct reporting unit or field operating agency, in the grade of colonel or the civilian equivalent. Activities may request a waiver to this regulation by providing justification that includes a full analysis of the expected benefits and must include formal review by the activity's senior legal officer. All waiver requests will be endorsed by the commander or senior leader of the requesting activity and forwarded through their higher headquarters to the policy proponent. Refer to AR 25–30 for specific guidance.

**Army internal control process.** This regulation contains internal control provisions in accordance with AR 11–2 and identifies key internal controls that must be evaluated (see appendix B).

**Supplementation.** Supplementation of this regulation and establishment of command and local forms are prohibited without prior approval from Deputy Chief of Staff, G–1 (DAPE–AR), Comprehensive Soldier and Family Fitness Division, 300 Army Pentagon, Washington, D.C. 20310–0300.

**Suggested improvements.** Users are invited to send comments and suggested

improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to the Deputy Chief of Staff, G–1 (DAPE–AR), Comprehensive Soldier and Family Fitness Division, 300 Army Pentagon, Washington D. C. 20310–0300.

**Committee management.** AR 15–1 requires the proponent to justify establishing/continuing committee(s), coordinate draft publications, and coordinate changes in committee status with the U.S. Army Resources and Programs Agency, Department of the Army Committee Management Office (AARP–ZA), 9301 Chapek Road, Building 1458, Fort Belvoir, VA 22060–5527. Further, if it is determined that an established "group" identified within this regulation, later takes on the characteristics of a committee, as found in the AR 15–1, then the proponent will follow all AR 15–1 requirements for establishing and continuing the group as a committee.

**Distribution.** This regulation is available in electronic media only and is intended for command levels A, B, C, D, and E for the Active Army, Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

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## Chapter 1 Introduction

### 1–1. Purpose

This regulation prescribes policies, procedures, and responsibilities for developing, managing, and conducting Army resilience and performance education, training, and implementation (also known as Comprehensive Soldier and Family Fitness (CSF2)).

### 1–2. References

Required and related publications and prescribed and referenced forms are listed in appendix A.

### 1–3. Explanation of terms and abbreviations

Abbreviations and special terms used in this regulation are explained in the glossary.

### 1–4. Responsibilities

*a. Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA (M&RA)).* The ASA (M&RA) is responsible for overall personnel policy oversight. The ASA (M&RA) will—

(1) Establish and oversee resilience and performance enhancement training requirements, personnel fitness issues, and structural policy for all Department of the Army Soldiers and Civilian (DAC) employees.

(2) Establish and oversee policies for the education and training of Soldiers and DAC employees that incorporate resilience and performance enhancement training at all levels of military and civilian education.

*b. Deputy Under Secretary of the Army (DUSA).* The DUSA will—

(1) Maintain operational control of the Global Assessment Tool (GAT) and all associated databases and platforms as required.

(2) Administer the Configuration Control Board for the GAT and all associated databases.

(3) Serve as CSF2 primary data analytic capability, providing empirical program evaluation and research asset support.

(4) Represent CSF2 in all data-centric requirements across Headquarters, Department of the Army (HQDA).

(5) Provide governance for the publication of any analysis that uses CSF2 data.

*c. Assistant Chief of Staff for Installation Management (ACSIM).* The ACSIM will—

(1) Coordinate with the Director, CSF2, to develop policy for the infrastructure and support required for the implementation of Comprehensive Soldier and Family Fitness Training Centers (CSF2–TCs).

(2) Develop guidelines that assign Army Community Service (ACS) Master Resilience Trainers (MRTs) to teach resilience skills to Family members and, on a space available basis, DAC staff.

*d. Deputy Chief of Staff, G–1.* The DCS, G–1 will—

(1) Act as the Department of the Army (DA) policy proponent for the CSF2 Program.

(2) Under the oversight of the ASA(M&RA) and in coordination with the DCS, G–3/5/7, develop policies for Soldiers and DAC education and training that incorporate resilience and performance enhancement training.

(3) Develop, monitor, and assess metrics to determine the efficacy of the CSF2 Program.

(4) Review and validate training seat requirements for MRT courses via the Structure and Manning Decision Review and Training Resources Arbitration Panel processes in coordination with G–3/5/7.

(5) Determine resilience and performance enhancement training requirements for DAC leadership courses, in coordination with ASA (M&RA).

(6) Approve Soldier and DAC resilience and performance enhancement training and education programs, and in coordination with DCS, G–3/5/7, serve as the Army Staff proponent for distance learning, institutional resilience and performance enhancement training management, and military schools.

(7) Implement and validate Spouse (statutory volunteer) MRT training Armywide and in coordination with the ACSIM.

(8) Manage academic training records for CSF2 resilience and performance enhancement training, facilities used for CSF2 MRT training, and individual resilience and performance enhancement training policy insofar as they relate to resilience and performance enhancement training.

(9) Prioritize resilience and performance enhancement training resource requirements during the year of execution, the budget year, and during the program objective memorandum years.

(10) Document/update CSF2 objectives within the Army Campaign Plan (ACP) and Army Ready and Resilient Campaign (R2C) Plan.

(11) Incorporate CSF2 objectives within the Army Strategy for suicide prevention.

(12) Provide management and oversight for Comprehensive Soldier and Family Fitness -Training Centers (CSF2–TCs).

- (13) Coordinate with the ACSIM to implement requirements for resilience and performance enhancement training during in-processing Armywide, and in support of the Army's Ready and Resilient Campaign.
- (14) Host a quarterly CSF2 Program Manager/State Resilience Coordinator (SRC)/U.S. Army Reserve (USAR) major subordinate command (MSC) CSF2 coordinator teleconference addressing issues and challenges, best practices, and other information unique to the program manager's area of responsibility.
- (15) ICW TRADOC and WRAIR, update curriculum changes into the training support package (TSP) for resilience and performance enhancement training as needed.
- (16) The Director, CSF2, will facilitate MRT steady state training production of requirements from all Master Resilience Trainer Course (MRT-C) venues for all components.
- (17) Establish and chair or co-chair intra-Army CSF2 Content and Curriculum Working Groups, in coordination with Walter Reed Army Institute of Research (WRAIR), and other organizations as required.
- e. Senior Commanders on Army Installations and Senior Commanders of Army Elements (SCAE) on joint bases; and where an Army Senior Commander is not assigned, Commanders of Army Commands (ACOM), Army Service Component Commands (ASCC), and Direct Reporting Units (DRU) will—*
- (1) Direct their subordinate units, and all Soldiers and DACs under their command, to engage in the CSF2 Program as outlined in this regulation and the Ready and Resilient Campaign Plan and other HQDA guidance.
- (2) Encourage resilience and performance enhancement training for Army Families.
- (3) Appoint, on collateral duty orders a CSF2 Program manager. *The program manager will—*
- (a) Advise the Commander/Senior Commander on the command's CSF2 Program.
- (b) Participate in the local Community Health Promotion Council and Suicide Prevention Task Force , and other working groups as applicable, to ensure the integration of the CSF2 Program and the Army's Ready and Resilient Campaign at all levels of health promotion, risk reduction, and suicide prevention across the activity.
- (c) Coordinate all CSF2 Program training requirements for all Army units that fall within the responsibility of the Senior Commander or SCAE.
- (d) Coordinate for the assignment of additional CSF2 Program Managers, at the direction of the Senior Commander, for subordinate commands and commands that fall under a different ACOM, ASCC, or DRU for reporting purposes as needed to manage the CSF2 Program on a particular Army installation.
- (e) Coordinate utilization of all available MRTs into training plans and strategies. These coordination efforts include GAT completion strategies, ArmyFit command emphasis and incorporation of resilience and performance training requirements into the master unit-training plan.
- (f) Assist Commanders in complying with CSF2 reporting requirements within the unit status report (USR) and AR 220-1.
- (g) Identify training seat requirements for MRT School during the annual Total Army Centralized Individual Training Solicitation Survey.
- (h) Participate in quarterly teleconferences with the CSF2 Directorate at HQDA.
- (i) Manage ordering, receipt, and the efficient application of MRT training materials and CSF2 promotional materials from the MRT Resource Center located at the CSF2 Web site, and on behalf of all assigned MRTs.
- (j) Perform the local coordination and liaison responsibility for the installation CSF2-Training Centers (if co-located in Army community, see para 4-1h of this regulation for detail) while providing the government's management and local oversight function for services support to government organizations. Regularly advise the local CSF2-TCs' site managers on mission commander's priorities and training guidance.
- (k) Track and manage MRT company-level additional duty assignment fill rates and assist supported commands with mitigation strategies and assistance.
- (l) Develop, in concordance with local customer input and CSF2-TC manager input, performance enhancement training priorities.
- f. Commanding General (CG), U.S. Army Forces Command (FORSCOM). CG, FORSCOM, in addition to the responsibilities listed in paragraph 1-4(e), above, will—*
- (1) Provide two representatives to the CSF2 Content and Curriculum Working Groups team, as requested.
- (2) Assist WRAIR in conducting implementation evaluation of operational resilience training and performance enhancement training requirements.
- (3) Develop and implement combined arms training strategies standards and metrics for assessing and evaluating the unit MRTs providing formal and informal resilience training within FORSCOM units, in conjunction with WRAIR.
- (4) Support the DCS, G-1 in implementing the CSF2 Program and resilience and performance enhancement training requirements.
- g. Commanding General, U.S. Army Training and Doctrine Command (TRADOC). CG, TRADOC, in addition to the responsibilities listed in paragraph 1-4(e), above, will—*
- (1) Modify the programs of instruction (POI), institutional training programs and other products to meet the training requirements for Soldiers, DACs, and Family members, in recognition of evolving CSF2 curriculum and best practices within the Army's institutional base.

(2) Coordinate the integration of relevant components of resilience and performance enhancement training into all levels of professional military education (PME). Establish MRT or other resilience training requirements for instructors and other curriculum-related personnel within officer branch schools and Noncommissioned Officer Academies.

(3) Appoint an administrative agent on collateral duty orders to provide habitual liaison to CSF2. Responsibilities include, but are not limited to, programming, scheduling, and coordinating the training of resilience and performance enhancement throughout the Total Army School System.

(4) Plan, program, budget, and monitor use of resources to support training programs.

(5) Plan, resource, manage, and operate the MRT-C additional skill identifier (ASI) 8R, 8J-awarding training school located at Victory College, Fort Jackson.

(6) Provide representatives, as needed, for the CSF2 Content and Curriculum Working Group to join representatives from CSF2 and WRAIR in developing a strategic plan that outlines the program's initiatives and ways to achieve its goals.

(7) Conduct implementation evaluations of proponent POIs in consultation with WRAIR. In consultation with proponent curriculum developers, revise content of Institutional Resilience Training (IRT) course material, as appropriate.

(8) Every 6 months, submit reports to DCS, G-1 (DAPE-AR) detailing the number of available MRTs out of the number of required MRTs for MRT-C graduate staffing requirements specific to the organization. Submit data for all requirements other than the one MRT per company requirement that uniquely apply to TRADOC organizations. Reports will be due no later than 15 October and 15 April. The one MRT per company requirement is captured in the regular, required USR submission.

*h. Chief, National Guard Bureau (CNGB).* The CNGB, or his or her designee, will—

(1) Coordinate with each state Adjutant General (TAG) to ensure appointment of an Army National Guard State Resilience Coordinator (SRC).

(2) Establish and resource a ARNG Resilience Branch (ARNG-HRS-R) that will oversee the state/ territory/district Joint Forces Headquarters SRCs and manage the critical flow of information on resilience training and doctrine within the state/territory/district and ARNG-HRS-R.

(3) Develop the Army National Guard (ARNG) initial military training (IMT) resilience training requirements, IRT for the Noncommissioned Officer and Officer Education Systems, and in-service resilience training requirements for ARNG officer, warrant, enlisted, and DAC personnel.

(4) Plan, resource, manage, and operate the MRT-C ASI 8R-awarding training schools located at Fort McCoy and Fort Custer. The method and quality of MRT instruction will meet the training requirements established by the Director, CSF2.

(5) Manage MRT course quotas allocated to the ARNG to ensure maximum attendance.

(6) Review ARNG input, graduation, and attrition data for MRT courses attended by ARNG personnel.

(7) Participate in and provide input as required to the Structure and Manning Decision Review and Training Resources Arbitration Panel processes.

(8) Provide guidance and ensure class schedules are appropriately entered into Army Training Requirements and Resources System (ATRRS) in accordance with this regulation for ARNG schools.

(9) Develop and manage all ARNG resilience training requirements at all non-Army schools.

(10) Manage quota allocation for all courses in ARNG schools.

(11) Approve all course administration data and POI for all courses unique to the ARNG school.

(12) Add, delete, or change (as appropriate) all courses in ATRRS for which the ARNG is the proponent.

(13) Update and maintain all ARNG distributed learning facility site information in ATRRS.

(14) Ensure the posting to ATRRS of input and graduation data of all military and DAC personnel attending training in ARNG schools.

(15) Provide representation or input, as requested, to the CSF2 Content and Curriculum Working Group to ensure that issues specific to the ARNG are properly addressed in the MRT curriculum. ARNG uses this platform as a means of addressing ARNG issues in resilience, performance enhancement, and training content strategy and execution.

(16) Submit quarterly reports to DCS, G-1 (DAPE-AR) detailing the number of available MRTs out of the number of required MRTs for MRT-C graduate staffing requirements specific to the organization. Submit data for all requirements other than the one MRT per company requirement that apply to the organization. The one MRT per company requirement is captured in the mandatory, habitual USR submission.

*i. Chief, U.S. Army Reserve (CAR).* CAR, in addition to the responsibilities listed in paragraph 1-4(e), above, will—

(1) Provide representation or input, as requested, to the CSF2 Content and Curriculum Working Group to ensure that issues specific to the USAR are adequately addressed in the MRT curriculum. USARC leadership will use this platform as a means of addressing Army reserve unique issues in resilience and performance enhancement training content strategy and execution.

(2) Provide a representative to the CSF2 Directorate to coordinate and resource its CSF2 reserve component implementation strategy.

*j. US Army Reserve Command (USARC).* USARC, in addition to the responsibilities listed in paragraph 1–4(e), above, will—

(1) The USAR CSF2 Enterprise Processing Committee will provide policy initiative recommendations in support of its CSF2 implementation execution strategy.

(2) USARC will submit quarterly reports to DCS, G–1 (DAPE–AR) detailing the number of available MRTs out of the number of required MRTs for MRT–C graduate staffing requirements specific to the organization. Data will be submitted for all requirements other than the one MRT per company requirement that applies to the organization. The one MRT per company requirement is captured in the mandatory, habitual USR submission.

(3) Appoint USAR coordinators for each MSC. Resilience coordinators are the single point of contact between the USARC CSF2 Branch and their subordinate commands. MSC resilience coordinators will facilitate the critical flow of information on resilience training, compliance, best practices, and doctrine within the subordinate commands.

(4) The MSC resilience coordinators will serve as the subject matter expert for the command and participate in various health promotion task forces, such as the Community Health Promotion Council and Suicide Prevention Task Force, and other working groups as appropriate, to communicate the most up-to-date training and services available.

(5) The MSC resilience coordinators will coordinate, conduct, and monitor Resilience Trainer Assistant (RTA) training within the commands.

(6) The MSC resilience coordinators will work alongside the quota source managers to screen and enroll eligible Soldiers into the Master Resilience Trainer Course (MRT–C).

(7) The MSC resilience coordinators will conduct all other resilience-related matters in accordance with the annual Fiscal Year Funding Guidance.

(8) Validate the quotas for the Structure and Manning Decision Review and the Training Resources Arbitration Panel processes.

(9) Manage quota allocations for all courses in USAR schools.

(10) Approve all course administrative data and POI for all courses unique to the USAR.

(11) Manage and coordinate USAR training support requests for the CSF2 mobile training team (MTT) in support of the USARC MRT training plan.

*k. U.S. Army Special Operations Command (USASOC).* The CG, USASOC, in addition to the responsibilities listed in paragraph 1–4(e), above, will—

(1) Utilize either Master Resilience Trainer Performance Experts (MRT–PEs) provided from a CSF2–TC or their organic operational psychologists, MFA 73B, and other resilience and performance experts assigned to the unit, such as sports coaches and physical trainers.

(2) Follow the annual GAT completion and MRT organizational assignment stipulations discussed elsewhere in this regulation as a regulatory requirement for all USASOC Soldiers and organizations.

*l. The Surgeon General of the Army (TSG).* TSG will—

(1) Provide guidance in medical, physiological, and health areas related to CSF2.

(2) Provide guidance in behavioral health, performance enhancement, and stress management. Establish and review health promotion policy developments and advise the DCS, G–1 on medical and psychiatric aspects of resilience and performance enhancement training promotion.

(3) Ensure that the most appropriate health promotion information and relevant reportable metrics are properly vetted and updated into ArmyFit, in accordance with the requirements of the CSF2 Content and Curriculum Working Groups.

*m. Commanding General, Medical Command (MEDCOM).* The CG, MEDCOM, in addition to the responsibilities listed in paragraph 1–4(e), above, will—

(1) Ensure WRAIR provides quarterly progress reports to DCS, G–1 outlining resilience and performance enhancement training, trends, and findings to be used for future content and curriculum development.

(2) Ensure WRAIR, in coordination with FORSCOM, conducts semi-annual implementation evaluations to document the results of resilience and performance enhancement training in the operational force. Final reports containing findings and recommendations will be provided to the Director, CSF2 within 30 days of completion of the analysis.

(3) Ensure WRAIR continues to serve as the specified institutional and operational resilience training developer. WRAIR also leads implementation evaluation and makes appropriate revisions to IRT modules in IMT and PME.

(4) Ensure WRAIR executes an MRT training program evaluation every two years following the completion of the previous operational force evaluation with FORSCOM.

(5) Ensure WRAIR supports the development of general learning outcomes for IMT and each level of PME, in coordination with TRADOC/Combined Arms Center.

(6) Ensure WRAIR monitors the IRT course material to determine quality and content relevance. Conducts program evaluation of IRT modules in proponent courses to ensure optimal delivery of training.

(7) Ensure WRAIR, with assistance from TRADOC/Combined Arms Center, conducts at least one regular implementation program evaluation annually of proponent POI which instruct IRT.

(8) Support CSF2 Content and Curriculum Working Groups with representation and input as requested.



(9) Appoint, on collateral duty orders, a senior CSF2 Program manager who is responsible for coordinating and managing the activities of the five regional Warrior Transition Unit (WTU) Resilience program coordinators discussed in paragraph 1–4q of this regulation.

*n. Installation Management Command (IMCOM).* The CG IMCOM will—

- (1) Ensure ACS MRTs will—
  - (a) Teach resilience skills to interested Family members and, on a space available basis, DAC staff.
  - (b) Receive appointment orders by ACS Directors as an additional duty to teach resilience skills to interested Family members.
  - (c) Provide pre/post deployment resilience training for Soldier's spouses, DACs and their spouses.
  - (d) Be encouraged to co-teach/facilitate with Soldier and Spouse MRTs.
  - (e) Not be prohibited from offering CSF2 resilience training to Soldiers and DACs on a space-available basis.
  - (f) Brief ACS Director and ACS staff upon completion.
  - (g) Develop and schedule structured resilience training (minimum of two classes per month).
  - (h) Develop/adhere to an existing Installation ACS MRT standing operating procedure.
  - (i) Ensure that Family members know how to access the Family member GAT and ArmyFit online Web sites, in coordination with CSF2 and IMCOM marketing or public affairs.
  - (j) Incorporate resilience curriculum into existing ACS instructional courses, where applicable.
  - (k) Track ACS MRT data in the Client Tracking System monthly.
- (2) Ensure garrison commanders actively engage their DAC workforce and Army Families within their sphere of influence in the CSF2 Program, specifically the resilience and performance enhancement training, as outlined in this regulation.
- (3) Prepare IMCOM MRTs to support the execution of 16 hours of formal resilience and performance enhancement training for Soldiers upon arrival and during in-processing at gaining duty stations. CSF2 will provide the TSP upon request.
- (4) Ensure that the resilience and performance enhancement training is part of the in-processing requirements checklist.
- (5) Assist CSF2, via IMCOM Child, Youth, and School Services, in the development and test fielding of an adolescent resilience and performance enhancement training curriculum for deployment to Army installations worldwide.
- (6) Provide a representative to the CSF2 Content and Curriculum Working Groups as requested.
- (7) Track and report status of ACS MRT staffing requirements and subsequent MRT position assignment fill rates specific to IMCOM. Reports will be rendered to ACSIM and DCS, G–1 (DAPE–AR) in support of major objective metrics as requested.
- (8) Ensure WRAIR, with assistance from ACSIM/IMCOM, will conduct at least one regular efficacy analysis (program evaluation) of POI within MRT training to Family members, per year.
- (9) Advise ACSIM and DCS, G–1 on all matters regarding implementation of Family member training.

*o. Army National Guard State Resilience Coordinators.* ARNG SRCs will—

- (1) Serve as the single point of contact between the ARNG Resilience Branch (ARNG–HRS–R) and the state/territory/district Joint Forces Headquarters leadership. SRCs facilitate the critical flow of information on resilience training and doctrine within the state/territory/district and ARNG–HRS–R.
- (2) Serve as the subject matter expert for the Adjutant General and participate in various health promotion task forces, such as the Community Health Promotion Council and Suicide Prevention Task Force, and other working groups as appropriate, to communicate the most up-to-date training and services available.
- (3) Coordinate, conduct, and monitor RTA training within the state/territory/district and capture this training initiative in the Army-approved DTMS.
- (4) Work alongside the state/territory/district quota source managers to screen and enroll eligible Soldiers into the MRT–C.
- (5) Conduct all other resilience-related matters in accordance with the annual Fiscal Year Funding Guidance.

*p. Warrior Transition Unit Resilience Program Coordinators.* WTU coordinators (one required per Medical Command/Regional Medical Command) will—

- (1) Coordinate training activities of WTU MRTs within their respective regions.
- (2) Participate in quarterly teleconferences with the CSF2 Directorate at HQDA.
- (3) Assist WTU/Community Based Warrior Transition Unit (CBWTU) commanders with USR requirements for the CSF2 Program compliance reporting.
- (4) Coordinate with the installation program manager for the ordering, receipt, and the efficient application of MRT training materials and CSF2 promotional materials from the MRT Resource Center located at the CSF2 Web site, and on behalf of all assigned regional MRTs.
- (5) Conduct coordination and liaison responsibility with the local installation CSF2 Program manager or SRC (for

CBWTUs) as well as the CSF2–TC supporting the WTU/CBWTU (if co-located in Army community, see para. 4–1, h, and 4–1, j (1) (c) for detail).

(6) Report regularly to the WTU/CBWTU commander the status of the unit’s progress on resilience training priorities and training guidance.

*q. Comprehensive Soldier and Family Fitness Training Center Managers.* At select Army installations; see paragraph 4–1h of this regulation. For a full discussion of all unique training services offered through the CSF2–TCs, see paragraph 4–1j of this regulation. CSF2–TC managers will—

(1) Provide the CSF2 Executive Level Course at each CSF2–TC installation, focused toward company commander/first sergeant, GS–12 -level leadership and higher, and tailored into 4-, 8- and 16-hour blocks of instruction based on the leader’s available time and level of interest.

(2) The CSF2–TC conducts Level 1 MRT training on the installation and is the primary source of subject matter experts on resilience and performance enhancement training.

(3) Provide the local installation with performance enhancement training for appropriate audiences as prioritized by the local commander, through the appropriate CSF2 Program manager.

(4) Provide QC/QE of all resilience training on the installation, utilizing assigned CSF2 MRT–PEs, in coordination with the appropriate CSF2 Program manager.

(5) Conduct initial training and refresher training for installation MRTs, to include deployment cycle training (in conjunction with support from WRAIR personnel as needed) and serve as a platform for training MRTs in new CSF2 resilience training material.

(6) Provide team building training for units and organizations assigned to the installation.

(7) Plan, organize, lead, and operate the CSF2–TC.

(8) Participate in Army Community Health Promotion Council.

(9) Ensure quality control of all MRT–PEs, including—

(a) Professional certification.

(b) MRT progression to higher levels.

(c) Conduct rehearsals for training presentations (determines when a newly assigned MRT–PE is ready to teach).

(d) Local approval for all MRT–PEs’ “readiness to teach” qualification determinations.

*r. Company, battalion, and brigade commanders.* Commanders will—

(1) Appoint one Army MRT–C graduated MRT, on additional duty orders, for each company-sized unit, or for a predominately DAC employee organization, 1 MRT per 250 personnel.

(2) Accomplish the annual training requirement of the mandatory resilience skills to every Soldier (see section 4–2).

(3) Oversee and engage unit members in the completion of the GAT once a year for all Soldiers (unless deployed to combat theaters).

(4) Endorse and resource resilience and performance enhancement training.

## **1–5. Army resilience and performance enhancement overview**

*a.* The Army established CSF2 to increase the resilience and enhance the performance of Soldiers, Families, and DACs. Resilience is the mental, physical, emotional, and behavioral ability to face and cope with adversity, adapt to change, recover, learn, and grow from setbacks. A resilient and fit individual is better able to leverage intellectual and emotional skills and behaviors that promote enhanced performance and optimize their long-term health. The purpose of the performance enhancement training effort is to develop the full potential of Soldiers, DACs, and Families using a systematic process that expands the mental skills essential to the pursuit of personal strength, professional excellence, and the Warrior Ethos. Performance enhancement training contributes to readiness through the intentional and deliberate application of self-regulatory skills for consistently performing to one’s potential under challenging circumstances. Resilience, performance, and physical health are closely related, and research indicates that individuals who demonstrate strong characteristics in one area are usually strong in the other areas also.

*b.* CSF2 accomplishes its mission by assessing and training specific mental and physical resilience and performance enhancement techniques and skills. These techniques and skills increase physical, emotional, social, spiritual, and family strengths (the Five Dimensions of Strength) through the judicious application of different combinations of services offered through the CSF2 Program components (see chapter 3 of this regulation).

*c.* This regulation requires—

(1) The assignment of one Army MRT–C graduated MRT to each company-designated unit.

(2) For a predominately DAC employee organization, one MRT for each 250 assigned personnel.

(3) The annual training of the resilience and performance enhancement skills to every Soldier.

(4) Completion of the GAT once a year for all Soldiers (unless deployed to combat theaters).

(5) Additional requirements and qualifying detail are discussed in subsequent sections.

## 1–6. Program objectives

*a. Mission.* Execute the CSF2 Program in order to increase the physical and psychological health, resilience, and performance of Soldiers, Families, and DACs.

*b. Vision.* A Total Army team of physically healthy and psychologically strong Soldiers, Families, and DACs whose resilience and total fitness enables them to thrive in the military and civilian sector and to meet a wide range of operational demands.

## 1–7. Concepts

*a.* CSF2 accomplishes its mission by providing instruction utilizing four primary training delivery methods—

(1) *Online assessment and self-development training.* Offered via the ArmyFit web site at <https://ArmyFit.army.mil>. This web site allows anyone with a common access card, or enrolled in the Defense Enrollment Eligibility Reporting System (DEERS) the ability to complete any version of the GAT. Once the GAT is complete, the user will be automatically referred to a uniquely tailored playlist of areas within ArmyFit that are appropriate to that individual user as indicated by their GAT results.

(2) *Formal institutional resilience training.* Offered during IMT, to include basic combat training, Reserve Officer Training Course, and Officer Candidate School, and at every level of PME from the Warrior Leader Course, Warrant Officer Basic Course, and Basic Officer Leaders Course-B, through the Sergeants Major Course, Warrant Officer Senior Staff Course, and the Army War College. See paragraph 3–2g of this regulation for general information on courses.

(3) *Organization/Army Community Service Center Master Resilience Trainers.* Provide unit/community level resilience training to each Soldier, DAC, and Family member, based on the stipulations of this regulation, and on the commander's intent and training guidance. MRT teaching curriculum and course materials are available at the MRT Resource Center at <http://csf2.army.mil/mrtresource.html>.

(4) *Comprehensive Soldier and Family Fitness Training Center.* CSF2–TCs provide resilience and performance enhancement training to Soldiers, DACs, and Family members. Primary missions of the CSF2–TC include—

(a) Installation-wide MRT Level I and Level II training.

(b) Performance enhancement training.

(c) Executive Level Course resilience training.

(d) MRT Quality Assurance/Quality Enhancement (QA/QE). See paragraphs 4–1j(2)(b) and (c) of this regulation for additional information.

*b.* Army guidance on leadership promotes demonstrating care for the wellbeing of subordinates as an element of creating a positive environment. As such—

(1) A Soldier's resilience and performance are readiness issues.

(2) Resilience and performance are core Soldier competencies.

(3) Army leaders at all levels endorse and resource resilience and performance enhancement training.

(4) Every initial entry trainee participates in resilience and performance enhancement training and is required to take the GAT for Trainees.

(5) Every Soldier participates in resilience and performance enhancement training and is required to take the GAT for Soldiers annually.

(6) Every DAC is authorized and encouraged to participate in resilience and performance enhancement training and is encouraged to take the GAT.

(7) Families are encouraged to participate in resilience and performance enhancement training and to take the GAT for Families.

## Chapter 2

### The Five Dimensions of Strength

#### 2–1. Overview

The goal of CSF2 is to increase resilience and performance enhancement skills by building on the following Five Dimensions of Strength: physical, emotional, social, spiritual, and family.

#### 2–2. Physical dimension

Performing and excelling in physical activities that require aerobic fitness, endurance, strength, healthy body composition and flexibility derived through exercise, nutrition and training describes the physical dimension. The physical dimension also encompasses the Office of the Surgeon General Performance Triad initiative of sleep, activity, and nutrition to improve personal and unit performance, resilience, and readiness. The physical dimension of CSF2 focuses on the development of a comprehensive approach to assessing physical health, and to educate the force on the

important connection between physical and psychological health, while providing the knowledge and skills to improve it.

### **2–3. Emotional dimension**

Approaching life's challenges in a positive, optimistic way by demonstrating self-control, stamina, and good character with your choices and actions. Regardless of one's role in the Army, whether Soldier, Family member, or DAC, the challenges our community regularly face can potentially erode one's emotional control. Because emotions drive how we approach challenges and problem solving, emotional control is critical to the development and sustainment of resilience and psychological health. Resilience in Soldiers helps prevent moral injuries in the complex environment of combat. The GAT assesses one's ability to approach life's challenges in a positive, optimistic way and to demonstrate self-control, stamina, and good character in choices and actions.

### **2–4. Social dimension**

Developing and maintaining trusted, valued relationships and friendships that are personally fulfilling and foster good communication, including a comfortable exchange of ideas, views, and experiences. Adherence to the Army Values and other beliefs embodied in the Army profession and ethics help form and strengthen bonds of trust and esprit de corps that promote relationships and enhance resilience. These relationships are important because they serve as a support network for those who experience setbacks in life. Training provided by CSF2 is designed to help Soldiers, DACs, and Family members develop quality relationships that will endure and be available when needed.

### **2–5. Spiritual dimension**

Identifying one's purpose, core values, beliefs, identity, and life vision define the spiritual dimension. These elements, which define the essence of a person, enable one to build inner strength, make meaning of experiences, behave ethically, persevere through challenges, and be resilient when faced with adversity. An individual's spirituality draws upon personal, philosophical, psychological, and/or religious teachings or beliefs, and forms the basis of their character.

### **2–6. Family dimension**

A nurturing Family unit is one that is safe, supportive, loving, and provides the resources needed for all members to live in a healthy and secure environment. Regardless of how a person defines his or her Family, it is often their primary source of support. A dysfunctional Family dynamic can result in personal distraction and degraded performance. CSF2 training provides tools with which Soldiers, DACs, and Family members can address issues at home that might otherwise escalate into an unnecessarily stressful and potentially adverse situation. CSF2 training is designed to help change outlooks, improving empathy as well as the ability to downgrade conflicts into more manageable situations.

## **Chapter 3 Program Components**

### **3–1. Online assessment and self-development**

*a. GAT.* The GAT is a secure web-based instrument hosted on ArmyFit (see 3–1, f. below) that combines objective health and fitness metrics (such as APFT and blood pressure data) with survey-based questions, providing the individual self-awareness within the Five Dimensions of Strength as well as scores in the Performance Triad (sleep, activity, and nutrition) and other metrics designed to motivate the user towards behavioral change. In addition to providing a variety of scores and metrics, the user receives personalized self-development training in a variety of formats including videos and articles, health news, unique program applications, geo-specific uniform resource locator-linked reference material, and regular emails (upon user opt-in) containing personalized fitness tips. All individual GAT results are completely confidential. Individual question responses and dimensional scores will not be made available to anyone other than the individual taking the GAT, unless the user chooses to share their results either through the platform or through some other means. All GAT versions will comply with the following:

- (1) The GAT is administered on the ArmyFit Web site at <https://armyfit.army.mil/Protected/>, and results are confidential.
- (2) The GAT will not be used as a selection tool for promotion, command, assignment, or schooling.
- (3) CSF2 retains the management function of, and is the Army proponent for the GAT survey instrument.
- (4) Users may login and re-take the GAT at any time during the year to monitor progress and changes in fitness metrics.

(5) Users may login to ArmyFit from any internet enabled computer with their CAC and a CAC reader, DEERS registration information, or by using other unique personal identification means in order to offer a variety of access options and locations.

*b. Global Assessment Tool-Initial Entry Trainee (GAT-Trainee).*

- (1) The GAT–Trainee will not be used to screen initial entry trainees for service.
- (2) The GAT–Trainee is administered approximately 14 days from the Soldier’s arrival at the Army Training Center’s reception battalion or Basic Officer Leadership Course-B.
- (3) To protect trainee training time, the GAT–Trainee does not link to ArmyFit. Initial Entry Trainees (IET) complete the GAT–Trainee survey to establish their individual resilience baseline and will be able to see their results and explore ArmyFit once they arrive at their first duty assignment.

*c. Global Assessment Tool-Soldier (GAT–S).*

- (1) All Soldiers must complete the GAT annually, unless they are in a deployed status when their GAT expires. In this case, Soldiers must complete the GAT within 60 days of redeployment.
- (2) Soldiers are not required to release or discuss their GAT results with anyone. If Soldiers have questions about their results, they are encouraged to seek out their unit MRT.
- (3) The Army Knowledge Online homepage displays a “Stoplight” function that notifies individual users, when they need to retake the GAT.
- (4) Users will receive emails when they are within 30 days of needing to complete the annual requirement.

*d. Global Assessment Tool-Department of the Army Civilian (GAT–DAC).*

- (1) The GAT–DAC can be taken annually and on a voluntary basis for non-deployable DACs.
- (2) All deployable DACs are required to take the GAT–DAC 90 days prior to deployment and within 90 days after redeployment.
- (3) DACs are not required to release or discuss their results with anyone. If DACs have questions about their results, they are encouraged to seek out their unit or activity MRT or another trusted advisor.

*e. Global Assessment Tool-Family (GAT–F).*

- (1) Spouses of Service members and DACs are encouraged to take the GAT–F annually.
- (2) The GAT–F allows Family members to access and participate in both the same training as their Soldier or DAC Family member, as well as participate in and review ArmyFit material expressly designed for the needs of the Army Family.
- (3) Family members who complete the GAT–F are encouraged to use those results to focus family growth activities on post, in the community, or with each other.
- (4) Family members are not required to release or discuss their results with anyone. If Family members have questions about their results, they are encouraged to seek out their organizational MRT or another trusted advisor.

*f. ArmyFit.*

- (1) The Web-based ArmyFit environment serves as a socially enabled platform that hosts the GAT and provides opportunities that extend beyond taking an assessment to meet the day to day needs of the users. It allows for personal development, social connection, education, additional in-depth self-assessments, and personalized programs to use during the year to improve fitness. ArmyFit also allows users to connect with each other, as well as nationally recognized experts in the fields of health and fitness as well as provides local resources in their community that might be of interest. The ArmyFit platform offers various modules on resilience and performance enhancement training and supports the integration of data from modern wearable technology that might measure step counts and other physical data.
- (2) The ArmyFit platform also has personalized opt-in e-mail messaging tailored to the needs of the Army Family. The platform allows authorized senior military leaders to provide personal messaging to Soldiers who may benefit from their expertise in a manner that protects the confidentiality of the user. Participants may connect with other users of the platform. The friending/following functionality of ArmyFit is also controlled by the user as is the visibility of their personal ArmyFit activity wall.
- (3) The ArmyFit environment is located at <https://www.ArmyFit.army.mil/> and is common access card-enabled or DEERS accessible through providing a name and Social Security Number.

### **3–2. Training**

A MRT is a graduate of the 10-day MRT–C, which is offered at various continental United States (CONUS) and outside the continental United States (OCONUS) locations. The CSF2 MTT is deployable world-wide based on organizational need and after a favorable cost-benefit analysis of temporary duty (TDY) costs is accomplished. The DCS, G–1 (DAPE–AR), Chief, CSF2, sanctions all of these MRT-producing courses. The 10-day course focuses on resilience core competencies, resilience skills, and key philosophies from the sports/performance psychology body of knowledge and practice that underlie extraordinary performance. MRTs return to their units to serve as the commander’s resilience and performance enhancement training subject matter expert and advisor. MRTs train resilience and select performance enhancement training skills to Soldiers, DACs, and Family members, according to the commander’s/ACS Director’s guidance. Only certified Level 1 through Level 4 MRTs (and battalion commanders, command sergeants major, and DAC equivalents) are permitted access to the MRT Resource Center located at the CSF2 Web site. The MRT Resource Center offers the MRT practitioner a wide range of services and support mechanisms (for

example; marketing and training material, contact rosters for MRTs collocated on the same and other installations, points of contact for CSF2 leadership and subject matter experts, training videos, and more).

*a. Level 1 Master Resilience Trainer (additional skill identifier 8R).* Level 1 MRT is the basic, entry-level trainer who is responsible for small group (25–30 personnel) resilience and performance enhancement training in the unit/ACS Center and community, as well as the advisor to the commander/ACS Director on mandatory CSF2 compliance requirements and best practices.

(1) *Requirements.* The Level 1 MRTs will perform their duties in the same capacity as outlined in the organizational staffing requirements section in paragraph 3–2f of this regulation for the Level 1 through Level 4 MRTs. Within the Army’s modified table of organization and equipment (MTOE) and table of distribution and allowances (TDA) unit and school organizational structure, the Level 1 through Level 4 MRTs are interchangeable in their ability to accomplish resilience and performance enhancement training and assist the command in developing a resilience and performance enhancement training plan.

(2) *Selection criteria.* The selection process is company or battalion level command nomination and enrollment via ATRRS.

*(a)* Enlisted MRTs will be in the grade of E–6 through E–8 (for E–5 exception, see subparagraph 5, below), and—

1. Nominees must meet the enlisted service remaining requirements per AR 614–200.
2. Nominees must be in good standing, without flags, bars to reenlistment, or pending judicial non-judicial, or adverse administrative actions.
3. Nominees must have more than 12 months remaining in position after graduation from the MRT course to positively influence the unit resilience program.
4. Nominees must comply with AR 600–9, AR 350–1, and Army Physical Fitness Test (APFT) policies. Candidates will possess a current, successful APFT. An exception to policy for profiles will be signed by the candidate’s battalion commander and addressed to the CSF2 executive officer for approval.

5. Noncommissioned officers (NCOs) in the grade of E–5 who are granted permission to attend the MRT–C by their command, should e-mail a memo, containing the endorsement from the granting command/authority to CSF2. The CSF2 operations division will accomplish the ATRRS override, based on the E–5’s e-mail with command endorsement. CSF2 e-mail listing is located at <http://csf2.army.mil/contact.html>.

6. ACS MRTs are staff members nominated by their ACS Directors and must be approved by IMCOM G–9 to attend any of the MRT–C training venues.

*(b)* Officer MRTs will be primarily in the grade of O–1 to O–4, and—

1. Must be in good standing, without flags, and not pending judicial, non-judicial actions or adverse administrative actions.
2. Must be in a position that allows them the time to plan, schedule, and direct the unit’s resilience program.
3. Nominees must have more than 12 months remaining in position after graduation from the MRT–C to positively impact the unit resilience program.
4. Nominees must comply with AR 600–9, AR 350–1, and APFT policies. Candidates will possess a current, successful APFT upon reporting to the course. An exception to policy for profiles will be signed by the candidate’s battalion commander and addressed to the CSF2 executive officer for approval.

*(c)* Warrant officer MRTs will be in the grade of W–1 through W–4, and—

1. Must be in good standing, without flags, nor pending judicial, non-judicial or adverse administrative actions.
2. Must be in a duty position that allows them the time to plan, schedule, and direct the unit’s resilience program.
3. Nominees must have more than 12 months remaining in position after graduation from the MRT–C to positively affect the unit resilience program.
4. Nominees must comply with AR 600–9 and AR 350–1 APFT policies. Candidates will possess a current, successful APFT upon reporting to the course. An exception to policy for profiles will be signed by the candidate’s battalion commander and addressed to the CSF2 executive officer for approval.

*(d)* DAC MRT candidates will be DACs in the grade of GS–5 through GS–13. IMCOM ACS MRT candidates will be in the grade of GS–7 through GS–12. All —

1. Must be in good standing within their organization and have at least two years federal service remaining before retirement.
2. Must be in a job position that allows them to plan, schedule, and direct the organization’s resilience program.

*(e)* Army Spouse MRTs must be statutory volunteers per AR 608–1. A Spouse MRT candidate is nominated by their Spouse’s command to attend either an MTT-conducted local MRT–C or a CSF2- TC-sponsored local MRT–C. In all cases, training seat allocations come from the assigned inventory for that command (see para 4–6 of this regulation for additional detail).

*(f)* Personal traits and attributes for an MRT nominee and the job position qualities that help make an MRT successful are—

1. Nominee is in a duty position that will afford them the opportunity to be the primary resilience and performance trainer for the unit with an average of 6 to 8 hours of dedicated training time each month.

2. Nominee must be comfortable teaching small and large groups of mixed ranks in formal and informal settings.
3. Nominee must be physically fit and demonstrate daily physical maintenance.
4. Nominee must be a self-starter and capable of organizing, coordinating, and developing training plans for the unit.
5. Nominee must be willing to initiate one-on-one resilience and performance enhancement counseling with all ranks.
6. Nominee is an outgoing leader who is open and honest and will take the time to demonstrate empathy.
7. Nominee must show a keen interest in lifelong learning and is eager to adopt new ideas or change.
8. Nominee is an individual who is willing to think creatively and find solutions to problems with an open-minded perspective.
9. Nominee must demonstrate a willingness to learn about themselves and create change through positive thinking platforms.
10. Nominee must be respected in the organization by superiors as well as peers and subordinates.
11. Nominee must be mentally agile, able to compartmentalize thoughts and feelings that present a professional image as a role model.
12. Nominee lives the Army Value system and is proud to be a part of something more important than themselves.
13. Nominee must demonstrate a higher level of social awareness that allows the engagement of unit Family members without appearing overbearing or offensive.
14. Nominee has the demonstrated ability to facilitate a discussion rather than reading slides and distributing handouts.

(3) *Graduation criteria.* Level 1 MRTs must successfully pass a multiple choice, closed book exam that tests their knowledge of the skills and concepts taught during all phases of the MRT-C. Students who successfully pass the written exam will receive the 8R ASI. Individuals who do not obtain a passing score are provided additional instruction and afforded the opportunity to retest. The 8R ASI will not be awarded to students who experience two successive failures on the test.

(4) *Roles and responsibilities.* Each MRT departs the Level 1 class with an individualized implementation plan for the unit. Roles and responsibilities of MRTs, after school completion, are as follows:

(a) Serves as the commander's subject matter expert and principle advisor on the CSF2 Program and resilience and performance enhancement training.

(b) Serves as the primary trainer of the operational resilience training modules, replacing the chaplains as the primary unit trainers. These operational resilience training modules, also known as deployment cycle support training, take 2 to 3 hours to teach, and include pre-deployment resilience training for Soldiers, post-deployment resilience training for Soldiers (reintegration), and a second post-deployment resilience training for Soldiers (3 to 6 months after return). These three modules replace the deployment cycle modules, formerly known as Battlemind Training. MRTs will be trained and certified after an 8-hour instructional session conducted at their installation CSF2-TC or by a special training team from WRAIR (for installations without a CSF2-TC). This MRT certification and operational resilience training is only required after issuance of unit deployment orders. As the operational resilience training material is refreshed and new modules are developed and launched through CSF2-TCs and the WRAIR RTO (see para 3-2g(4) of this regulation), subsequent train-up sessions leading to certification will be provided through the CSF2-TCs and by WRAIR training teams.

(c) Teach informal and structured, formal classes, to include the resilience and performance skills. MRTs facilitate the training of additional performance enhancement skills with assistance of MRT-PEs.

(d) Assist unit training NCO in including resilience and performance enhancement training throughout the unit training calendar, such that everyone receives formal and informal resilience and performance enhancement training in a manner that is routine, and on a published schedule.

(e) Assist unit training NCO in documenting resilience and performance enhancement training for the training brief.

(f) Ensure the implementation of the commander's training guidance as it relates to resilience and performance enhancement training. Coordinates schedules and delivers operational resilience training modules for Soldiers deploying/returning from deployments that exceed 90 days. Ensures resilience training is conducted per Army Deployment Cycle Support Directive, 27 March 2007 and DA Form 7631 (Deployment Cycle Support Checklist). See paragraph 3-2g(4) of this regulation for information regarding WRAIR RTO workshops for assistance in coordinating and delivering this deployment cycle support material.

(g) All three classifications of MRTs, (Soldier, DAC, and Spouse) are encouraged to provide resilience training to all members of the Army Family (Soldiers, DACs, and adult Family members). A mixed training team approach to the formal resilience training effort offers the student different perspectives and expanded life experiences helping to better deliver clarity and understanding of the concepts underlying the resilience and performance enhancement skills.

(h) Document and track resilience training for USR reporting.

(i) Provide resilience and performance enhancement training to NCO/officer professional development and Sergeant's Time training venues.

- (j) Train other supervisory level leaders on incorporating resilience and performance skills and techniques into professional and developmental counseling.
- (k) Provide resilience and performance subject matter expertise and assistance to non-MRTs instructing IRT material as part of proponent POI.
- (l) Model resilience and performance enhancement skills for others to emulate.
- b. *Level 2 Master Resilience Trainer-Facilitator (MRT-F) (ASI 8J)*. The MRT-F Course is designed to build the MRT depth of knowledge and develop a facilitation style that maximizes the MRT learning environment. MRT-F graduates are not qualified to do anything differently at the unit level. An MRT can only be certified by completing a DCS, G-1 (DAPE-AR)-approved course by invitation.
- (1) *Requirements*. The Level 2 MRT will serve in the same capacity as outlined in the organizational staffing requirements section in subparagraph 3-2f of this regulation for Level 1 through Level 4 MRTs. Within the Army's MTOE and TDA unit and school organizational structure, the Level 1 through Level 4 MRTs are interchangeable in their ability to accomplish resilience and performance enhancement training and assist the command in developing a resilience and performance enhancement training plan.
- (2) *Selection criteria*. The Level 2 candidates are graduates of the MRT-C (Level 1 course) and recommended by the training team faculty to attend the follow-on MRT-F Course.
- (a) Must meet all the selection criteria established in subparagraph 3-2a(2), above, for the MRT Level 1 candidate.
- (b) Will have a minimum of one year remaining in the Army upon graduation from the Level 2 course.
- (c) Level 2 MRT graduates will be available for tasking by ACOM to help instruct follow-on MRT courses for at least three MRT training iterations in a 12-month period following graduation. This requirement is in addition to the MRT's habitual unit CSF2 Program training responsibilities.
- (d) A Level 1 MRT who did not receive a recommendation from the training team (see subparagraph e, below), and desires attendance to the Level 2 course, must—
1. Have completed at least 4 months of experiential teaching within their unit.
  2. Send an e-mail (e-mail address is located at the MRT Resource Center Web site, "We Want Your Feedback" button) to CSF2 with the level 1 MRT's request for selection to level 2 training. Include a personal letter requesting consideration for selection. This letter will include a brief discussion of personal contributions to the unit in terms of resilience training, impact of training efforts on the Army Family, and personal reasons for requesting additional MRT development.
  3. Include an endorsement from the company or battalion commander, or 1SG or CSM recommending approval of the request (ARNG and USAR will route the request through the appropriate program manager for submission to CSF2).
- (e) Training team Level 2 selection process is outlined below—
1. Each training team member will rate participants with whom they worked with on days 6, 7, and 8, in the interactive games portion of knowledge tests using the breakout group ratings sheets. Training team members will only rate participants with whom they have worked directly (but not including those times when they are playing the role of a new student learning the material for the first time).
  2. Ratings are done independently. The ratings will not be shared with other training team members.
  3. When making the ratings, it is critical that the rater is consistent in how they rate a 1, 2, 3, 4, and 5. A 2 must mean the same thing no matter which participant is being rated. It is less important that ratings be calibrated and aligned between team members.
  4. The rating is for their content knowledge.
    - a. A rating of 1 means no knowledge (for example, the participant can't separate an "Activating event" from the "Thoughts" from the "Consequences"). That is, the participant was unable to answer any question correctly. The participant could not define any of the concepts of the course. The participant could not give any relevant examples of the concepts or skills.
    - b. A rating of 5 means thorough content knowledge and the participant is ready to facilitate immediately. That is, the participant answered every question correctly. The participant was able to correctly define each of the concepts. The participant was able to provide relevant examples of the concepts and skills.
- (3) *Graduation criteria*. Requirements for Level 2 graduation are obtaining a passing score on a multiple choice, closed book exam. Additionally, students will be required to demonstrate a clear depth of knowledge of the MRT skills, have the ability to accurately articulate the resilience training concepts, and correctly instruct the completion of MRT course practical exercises. Students who successfully master these criteria will receive the 8J ASI.
- (4) *Roles and responsibilities*. The same as in subparagraph 3-2a(2) and 3-2b(2), above, for Level 1, plus—
- (a) The MRT-F's role is to assist in managing the breakout classroom environment (timing, capturing learning points from the students, etc.) of the MRT Level 1 training course.
  - (b) Because of greater exposure to the MRT curriculum, MRT-Fs will be utilized to guide resilience and performance enhancement programs at higher echelons (battalions and brigades).
  - (c) MRT-Fs are not authorized to conduct independent MRT courses that train ASI 8R-awarded MRTs or award the



8R ASI. MRT-Fs are particularly well prepared to lead the RTA certification effort and certify new RTAs upon successful completion of the RTA training course.

*c. Level 3 Master Resilience Trainer-Assistant Primary Instructor (MRT-API) (ASI 8K).* The MRT-API Course is offered to MRT-Fs who excel in their role as MRT-Fs by demonstrating a significant depth of knowledge of the MRT materials, are exceptionally confident, have a personable presentation style, and also possess a high degree of motivation. Candidates are eligible for Level 3 selection after servicing three iterations at MRT-C, 8R-producing courses as an MRT-F. The 5-day MRT-API course prepares the graduate to assist CSF2 in the delivery of the MRT course. MRT-APIs lead breakout group instruction during the MRT-C. An MRT-API's primary role is to lead practical exercises and reinforce the key principles taught during the plenary/large group portion of the course. The MRT-API curriculum focuses on building the students' depth of knowledge and understanding of the research behind the University of Pennsylvania Resilience Project and the field of positive psychology. MRT-API graduates are not authorized to certify MRTs or grant the ASI. Nominees, with the approval of their command, must agree to make themselves available for tasking by ACOM for at least three MRT training iterations in a 12-month period after earning the MRT-API title.

(1) *Requirements.* The Level 3 MRT will serve in the same capacity as outlined in the requirements section in subparagraph 3-2e of this regulation. Within the Army's MTOE and TDA unit and school organizational structure, the Level 1 through Level 4 MRTs are interchangeable in their ability to accomplish resilience and performance enhancement training at the unit level and assist the command in developing a resilience training plan.

(2) *Selection criteria.* Students who excel in the MRT Level 1 and Level 2 courses are invited to attend the MRT Assistant Primary Instructor Course.

(a) Must meet all the selection criteria established in subparagraphs 3-2a (2) and 3-2b (2), above, for the MRT Level 1 and Level 2 candidate.

(b) Are exceptionally confident, informal leaders.

(c) Have a personable presentation style, and possess a high degree of motivation.

(d) Are eligible for Level 3 selection after serving three iterations at MRT-C 8R-producing courses as an MRT-F.

(e) Are graduates of the MRT-F (Level 2 course) and selected within 12 months of graduation by the training team faculty to attend the follow-on MRT-API course.

(f) A unit level MRT with at least 6 months of experiential teaching to Soldiers, DACs, and Family members prior to attending the course.

(g) Have demonstrated a significant depth of knowledge of the MRT materials.

(h) Must have one year remaining in the Army upon graduation from the Level 3 course.

(i) Level 3 candidates must be available for tasking by ACOM for at least three MRT training iterations in a 12-month period following graduation.

(3) *Graduation criteria.* The requirement for graduation from Level 3 is to pass a multiple choice, closed book exam, demonstrate a clear depth of knowledge of the MRT skills, be able to accurately articulate key MRT principles in a small group setting, set up practical exercises in small groups, and effectively summarize critical concepts. Students who successfully master these criteria are authorized to receive the ASI 8K.

(4) *Roles and responsibilities.* The same as in subparagraph 3-2a(4) and 3-2b(4), above, for Level 1 and Level 2, and—

(a) The MRT-API's role is to lead the breakout group instruction during the MRT-C. Additionally the MRT-API leads practical exercises and reinforces the key principles taught during the plenary/large group portion of the course.

(b) MRT-APIs are not authorized to conduct independent MRT-Cs that train 8R certified MRTs or award the 8R ASI.

*d. Level 4 Master Resilience Trainer-Primary Instructor (MRT-PI) (ASI 8L).* The MRT-PI is the lead instructor for the MRT-C. The MRT-PI is responsible for plenary/large group session instruction and oversees breakout group instruction. The PI presents key material, debriefs exercises completed in breakout groups, maintains appropriate balance among didactic presentation, experiential learning, consolidation of the material, and sets the overall tone of the class. The MRT-PI is responsible for creating a positive, reflective, and energetic learning environment in the plenary room and consistency of instruction in the breakout groups. The MRT-PI provides leadership for his/her team of MRT-APIs and MRT-Fs, and ensures the smooth delivery of training in order to optimize participants' mastery of the material. The PI also assesses and makes recommendations for subordinate MRT-APIs' and MRT-Fs' potential for resilience training advancement. The 10-day MRT-PI Course is intensive and consists of experiential teaching and practical exercises, as well as student-led instruction in order to demonstrate depth of content, knowledge, and teaching ability.

(1) *Requirements.* The Level 4 MRT will serve in the same capacity as outlined in the requirements section in subparagraph 3-2f (MRT organizational staffing requirements), below. Within the Army's MTOE and TDA unit and school organizational structure, the Level 1 through Level 4 MRTs are interchangeable in their ability to accomplish resilience and performance enhancement training and assist the command in developing a resilience training plan.

(2) *Selection criteria.* Any Level 3 MRT may apply to compete for selection to Level 4 training after meeting the following requirements: Candidates will have completed all previous levels of training and gained experience at each

level. Level 3/APIs may apply for the level 4/PI course after serving four iterations as a Level 3 MRT–Assistant Primary Instructor at any combination of MRT–C Level 1 ASI 8R producing venues. After receipt of an applicant’s written request, including their command’s endorsement, CSF2 will convene a panel that will evaluate all applicants, and the Army’s need for Primary Instructors. Once the board has convened, both selectees and those not selected, and their respective chains of command, will be notified. This selection cycle will occur two to three times a year, dependent upon Army MRT Level 4 requirements. Selection to attend this course is only by invitation from the Director, CSF2 Directorate.

(3) *Graduation criteria.* Requirements for graduation from Level 4 include obtaining a passing score on a multiple choice, closed book exam, and demonstrating a strong depth of knowledge and theory of the MRT skills. Successful graduates are required to have the ability to introduce key course concepts and skills to large audiences, define the rationale behind these concepts, and effectively link them to real world outcomes. The ability to effectively communicate and engage large audiences is a critical element for completion of this course. Students who successfully master these criteria will receive the 8L ASI.

(4) *Roles and responsibilities.* Same as in subparagraphs 3–2a(4), 3–2b(4), 3–2c(4), above. In addition, graduates may perform senior-level duties at MRT-producing school locations or at a CSF2 Directorate-supporting assignment, based on CSF2 requirements and guidance.

*e. Resilience Training Assistant (RTA) Selection and Training.* : Master Resilience Trainers may train a cadre of RTAs in order to assist them with the execution of Resilience Training within their units. A certified RTA is the unit MRT’s only authorized training assistant. As such the RTA—

(1) MRTs may train a cadre of RTAs to assist them with the execution of resilience training within their units. A certified RTA is the unit MRT’s only authorized training assistant. As such—

(2) Must meet the same selection criteria and standards as the school-trained MRTs.

(3) Selection must be approved by the chain of command, up to the Company Commander.

(4) Training will only be conducted by an ASI-awarded 8R, 8J, 8K, or 8L MRT.

(5) are not authorized to conduct resilience training. RTAs under the direct supervision of certified MRTs are there to assist the MRT when the MRT is conducting resilience and performance enhancement training.

(6) Adjacent units with MRTs are encouraged to consolidate venues and support each other for RTA training.

(7) RTA training consists of a 25-hour block of MRT core competencies focusing on the resilience and performance enhancement skills taught over no less than three consecutive days. Understanding the basic concepts underpinning each of the skills is fundamental to being assessed as a qualified RTA (the 25-hour block of training can be modified for ARNG and USAR Soldiers, based on the necessity of their respective drill schedules).

(8) RTA training classes will not exceed 12 students per MRT (not less than a 1:12 ratio).

(9) MRTs will evaluate RTA performance during the training course and when RTAs assist with resilience training to small groups. MRTs will mentor and develop RTAs throughout the year, as needed. Document RTA training evaluations using a DA Form 4856 (Developmental Counseling Form).

(10) The MRT Resource Center Website provides the approved RTA certificate of completion for those that accomplish the training and are assessed to be a competent RTA by the senior MRT conducting the RTA training course. The certificate is located in the section entitled “Download the Latest MRT Curriculum.”

*f. MRT organizational staffing requirements.* The unit MRT assists the commander in resilience training efforts that are designed to help enhance communication skills, problem solving skills, critical thinking skills, optimistic thinking skills, and other skills identified as critical to individuals living and working in a stressful environment. The desired outcome is to improve performance and readiness, build the confidence to lead, the courage to stand up for one’s beliefs, and the compassion to help others. MRT organizational requirements are as follows:

(1) Each company-level command is required to have a minimum of one MRT–C graduate on additional duty orders as the unit MRT in the active Army, USAR, and the ARNG. Army school requirements and the USAR/ARNG Regional Training Institutes are addressed separately, beginning in the following subparagraph 3–2g.

(2) A minimum of one officer and one NCO at each recruiting brigade headquarters. One MRT is required for each recruiting battalion headquarters. These battalion MRTs may be a DAC, NCO, or officer. In addition, one MRT is required for each recruiting company/center/station located greater than 50 miles away from their battalion headquarters.

(3) Agencies and activities with primarily DAC employees are required one MRT, either a Soldier or DAC on additional duty orders, per company level equivalent sized organization (a 1:250 ratio).

(4) One MRT trained officer or NCO for each named observer/controller team at the National Training Center, Joint Readiness Training Center, Joint Multi-National Readiness Center, and the Combat Maneuver Training Center. One MRT trained officer or NCO at each reserve component power projection platform and Power support platform.

(5) Two MRT trained staff or faculty members of the Professional Education Center at the National Training Center for the ARNG, either officer, NCO, or DAC.

(6) Each stand-alone ARNG company and reserve center facility commander is responsible for MRT training for all

Army personnel within that facility, regardless of unit affiliation. Trained MRTs are allocated as follows: O-6 facility command, one officer MRT and one NCO MRT; O-5 facility command, one NCO MRT.

(7) One MRT trained officer and NCO for each ARNG state Joint Forces Headquarters. One MRT trained Family Readiness Support Assistant, Survivor Outreach Services coordinator, lead Child and Youth Coordinator, and one Family Assistance Center coordinator for each Family Assistance Center to provide reach back capabilities to geographically-dispersed Families and Soldiers.

(8) Garrison commanders will ensure that each ACS Center has a minimum of two trained MRTs per office. It is important that one of the trained ACS MRT staff have experience in mobilization and deployment. ACS MRTs are encouraged to co-teach/facilitate with Soldier and statutory volunteer MRTs, and are not prohibited from offering resilience training to Soldiers and DACs on a space available basis.

(9) CSF2 Program managers and state CSF2 coordinators should be MRT-C (Level 1) graduates.

*g. Institutional resilience training.* IRT within the context of IMT and PME are sequential and progressive levels of military education that prepare Soldiers for Army service and leadership positions. This training is included in IMT and all levels of PME for commissioned officers, warrant officers, and NCOs. The PME is progressive in the sense that at every level of a Soldier's career and rank, the opportunity for formal education is available and builds on what was taught previously. The following discussion outlines the specific type of resilience training found at different career levels within the Army's PME System:

(1) Officer institutional resilience training.

*(a) Resilience and performance enhancement training for officer pre-commissioning sources.* I. introduces fundamental resilience and performance skills during officer pre-commissioning education and training.

*(b) Resilience and performance enhancement training for Basic Officer Leaders Course/Warrant Officer Basic Course.* This series of modules introduces resilience skills (seven thinking skills, character strengths, active constructive responding, effective communication, and optimism), and two performance skills (goal setting and energy management).

*(c) Resilience training for Career Captains Course/Warrant Officer Advanced Course.* Resilience and performance enhancement training for mid-grade leaders provides leaders with the skills for mitigating the impact of operations on unit resilience and identifies how resilience and performance skills can be adapted for operations on and off the battlefield.

*(d) Resilience and performance enhancement training for Intermediate Leader Education/Warrant Officer Staff Course.* Addresses strategies for building resilient organizations and reducing stigma; reviews research on behavioral health and operations.

*(e) Resilience and performance enhancement training for pre-command.* Prepares senior leaders to develop resilience in subordinate leaders during combat operations and training.

*(f) Resilience training for strategic leaders, Army War College/Warrant Officer Senior Staff Course.* Resilience training for strategic leaders reviews CSF2 methodology and resilience training programs.

(2) Enlisted institutional resilience training.

*(a) Resilience training for basic combat training.* Introduces fundamental resilience and performance enhancement skills to "check and adjust" individual and "battle-buddy" responses to stressful events during basic combat training.

*(b) Resilience training for Warrior Leader Course.* This series of modules introduces resilience skills (seven thinking skills, character strengths, active constructive responding, effective communication, and optimism) and two performance enhancement skills (energy management and goal setting).

*(c) Resilience training for leaders.* Trains leader principles and skills that enhance Soldier resilience and performance enhancement in garrison and during operations.

*(d) Resilience and performance enhancement training for mid-grade leaders.* Provides leaders with the skills to mitigate the impact of operations on unit resilience; identifies how resilience and performance skills can be adapted for operations on the battlefield and elsewhere.

*(e) Resilience and performance enhancement training for senior leaders.* Addresses strategies for building resilient and high performing organizations and reducing stigma; reviews research on behavioral health and the effect on operations.

*(f) Resilience and performance enhancement training for pre-command.* Resilience training for pre-command prepares senior leaders to develop resilience and superior performance in subordinate leaders during operations. The Sergeant Major Academy teaches the MRT-C Level 1 program of instruction to students, and the academy graduate is awarded the 8R ASI.

(3) Master Resilience Trainer institutional resilience training staffing requirements.

*(a)* All advanced individual training platoon sergeants are required to complete the MRT-C.

*(b)* There will be a minimum of one MRT-C qualified officer and one qualified NCO per Reserve Officer Training Corps' brigade (a DAC MRT may be substituted).

*(c)* The requirement for Basic Officer Leader Course-A is twenty five percent (25%) of all instructors will be MRT-C qualified. All Basic Officer Leader Course-B and Warrant Officer Basic Course instructors (grades O-2

through O-4, CW3 through CW4, and E-6 through E-8) whose primary responsibility is the direct training of common Soldier skills will be MRT certified.

(d) Twenty five percent of active component drill sergeants and 10 percent of reserve component drill sergeants are required to complete the MRT-C.

(e) At PME schools, there will be a minimum of—

1. One military or DAC MRT per—

- a. Center of Excellence Directorate of Training or equivalent.
- b. Branch School Directorate of Training or equivalent.
- c. Command and General Staff College Directorate of Training or equivalent.
- d. Warrant Officer Career College Directorate of Training or equivalent.
- e. U.S. Army Sergeants Major Academy Directorate of Training or equivalent.
- f. The Army War College Directorate of Training or equivalent.

2. One small group leader/instructor will be MRT-C qualified at—

- a. Warrior Leader Course.
- b. Advanced Leaders Course.
- c. Senior Leader Course.
- d. Sergeants Major Course.
- e. Captains Career Course.
- f. Company Commander/First Sergeant Pre-Command Course.
- g. Intermediate level education.
- h. Battalion and Brigade Pre-Command Course (Phase I Branch Immaterial).
- i. The Army War College.
- j. Warrant Officer Advanced Course.
- k. Warrant Officer Staff Officer Course.
- l. Warrant Officer Senior Staff Course.

(f) There will be two MRT trained staff or faculty members per ARNG and USAR Regional Training Institute, Total Army School System training battalion, and general studies training battalion.

(g) Twenty five percent of the ARNG Recruit Sustainment program cadre.

(h) Twenty five percent of the USAR Regional Training Institute instructors.

(4) *Walter Reed Army Institute of Research, Research Transition Office.* WRAIR has created and fielded workshops that provide subject matter expertise with site assistance visits to selected FORSCOM, TRADOC, and reserve component (ARNG and USAR) training venues in the following areas:

(a) FORSCOM workshops are available for AC and RC units and/or individual MRTs that are required to provide deployment cycle support (operational) pre-/post-deployment modules. Assistance is in the form of instructor support for MRTs who may not feel competent or experienced enough to present the operational resilience training modules.

(b) IRT PME and Pre-Command Courses training assistance is provided when requested.

(c) TRADOC workshops were created for MRT instructors who are unfamiliar with or require refresher training for TRADOC IRT material that is associated with an existing POI. Assistance is in the form of instructor training support for MRTs who may not feel fully competent or confident to present the IRT module(s) to standard.

(d) Refresher training on deployment cycle support (operational resilience training) pre-/post-deployment resilience training material for MRTs presenting Soldier and Spouse modules and training per the Army Deployment Cycle Support Directive and the DA Form 7631 (Deployment Cycle Support Checklist).

*h. Performance enhancement.* The goal of the performance enhancement effort is to empower Soldiers with important skills that allow them to consistently maximize their training and perform their best. This support effort includes several training programs designed to enhance all aspects of performance, including skill development, skill execution, learning, injury recovery, and life transitions (see skills discussion in para 4-2 of this regulation). Soldiers will receive performance enhancement skills training from a Master Resilience Trainer Performance Expert (MRT-PE). Performance enhancement training is also offered to DACs and Army Families based on availability of training seats. Commanders must be mindful of the limited density of CSF2 MRT-PE instructor resources and available training throughput when prioritizing performance enhancement training. CSF2 is rapidly expanding the number of CSF2-TCs and the numbers of available MRT-PEs (see para 4-1h of this regulation).

(1) Performance enhancement training methodology.

(a) *General.* The CSF2-TC performance enhancement training methodology provides the fundamental understanding of all of the mental skills, how they are interrelated, and why they are important to developing mental and emotional abilities. The five phases that comprise the methodology include assessment, education, acquisition, application, and mastery.

(b) *Assessment.* At the organizational level, an assessment consists of a detailed coordination meeting and intake between CSF2-TC staff and unit leaders. During an initial meeting, both parties determine the desired outcomes and

objectives of the mental skills training and education based on the specific performance contexts being affected, such as individual, collective, and mission-related tasks. These desired outcomes and objectives then allow CSF2–TC personnel to determine and advise unit leaders on the necessary time, interval, and resources required in order to provide the best possible quantity and quality of training for the organization or unit. Unit leaders are expected to share their before and after performance enhancement training comparative, qualitative, and quantitative metrics with their local CSF2TC. This feedback is critical to CSF2’s ability to conduct an internal analysis of the effects reached through enhanced performance mental skills training.

(c) *Education and acquisition.* At the organizational level, these phases include group and/or unit instruction on how to develop a personal or unit philosophy of performance excellence and the fundamental theories, concepts, and tools drawn from cutting edge sport and performance psychology scholarship. Depending on the performance contexts and size of the audience, the acquisition phase involves group workshops and individualized practical exercises, and provides the opportunity to practice and develop a working knowledge of the skills, receive feedback, and demonstrate basic proficiency. This approach allows Soldiers, Family members, and DACs to internalize the training material, allowing the information to be personalized and transferable to other aspects or activities throughout everyday life in garrison, combat, and/or the home environment.

(d) *Application.* The application phase consists of individuals or units using the mental skills they have recently acquired in a personal or professional context, based on specific tasks and purposes within the scope of the Soldier or unit mission

(e) *Mastery.* Mastery training is conducted on a limited space available basis for individuals desiring additional personal and professional assistance (for example, marksmanship, combative, tank gunnery, combat lifesaving, Expert Infantry Badge, National Training Center rotations, and so forth, as well as in academically challenging educational courses, such as MEDCOM medical residence courses, Jumpmaster certification, or language training). All individual mastery is scheduled by appointment, at the request of the user, which further contributes to the CSF2–TC’s non-stigmatized approach to personal and professional development.

(f) *Assessment phase revisited.* The assessment phase both starts and ends the training process. At the conclusion of training, it is a multifaceted assessment of the effects of the mental skills training on unit performance, based on leader observations, user feedback, and other objective or subjective performance measures. A thorough after action review with users and leaders during this assessment phase also determines the lessons learned that can then serve as a catalyst for gaining a depth of knowledge, further acquisition of skills in other areas, and mastery of how to best apply mental skills. As a continuous approach, CSF2–TC instructors then provide follow-up support to units in order to facilitate the further education, acquisition, and application of mental skills in order to enhance future mission success.

(2) *Time and effort.* The time and effort required to build psychological fitness must be viewed similarly to the time and effort required to build physical fitness. Individuals and units that understand and practice these mental skills on a regular basis will be more effective, efficient, and consistent through enhanced confidence, composure, focus, motivation, and mental rehearsal. Applying and practicing mental skills in all aspects of life leads to an improved ability to self-regulate and perform optimally every day, and especially in the most challenging circumstances.

### **3–3. Metrics and evaluation**

CSF2 constantly monitors its effectiveness and outcomes. Through research and command monitoring, with the support of various internal and external organizations, CSF2 has been able to scientifically validate its effectiveness.

a. *Technical reports and research.* Broadly, the Research Facilitation Team, Office of the Deputy Under Secretary of the Army, published a meta-analysis (a statistical analysis of all published studies) on resilience development programs showing that resilience indeed can be developed in both military and civilian populations. More specific to CSF2, the Research Facilitation Team has also published technical reports focusing on program evaluation that outlines the effectiveness of MRT training. The findings in these reports show that MRT-led training indeed led to improvements of resilience and decreased the rates of diagnoses for drug and alcohol abuse and anxiety, depression, and Post-Traumatic Stress Disorder in units where Soldiers were exposed to the training. CSF2 training leads to improvements in Soldier resilience and objective health outcomes. Future research will continue and examine not only CSF2’s return on investment to establish the immediate and long-term costs associated with not developing, and maintaining a resilient force, but also continue to examine other topics related to the resilience and psychological health of the Army. Soldiers may access all CSF2 research at <http://csf2.army.mil/mrtresource.html>.

b. *Unit status reporting.* HQDA measures the execution and compliance with the CSF2 Program requirement through the USR. All Army company-sized units or larger, to include active Army, USAR, and ARNG, report monthly on the status of the MRTs and resilience training. The units report the formal training of resilience and performance skills conducted within the last 12 months. Required USR reporting of skills training must accurately reflect the information recorded in DTMS for that particular unit.

c. *Health Promotion/Risk Reduction Program Portfolio Capabilities Assessment.* The Ready and Resilient Portfolio Capabilities Assessment is Phase 3 of the ASA (M&RA)’s effort to build a culture of accountability, integration, and response to high risk behavior among Army programs that promote readiness and resilience. The Army’s Ready and Resilient Portfolio Capabilities Assessment involves using a program evaluation process and standard measures of effectiveness to determine which programs in the Ready and Resilient Portfolio are able to provide evidence that they

impact key Ready and Resilient measures of effectiveness. The assessment categorizes programs according to which target populations they serve, which measures of effectiveness they impact, how they help Army members, and where their services are available to ensure programs in the Ready and Resilient Portfolio are fully integrated and synchronized. The results of the Ready and Resilient Portfolio Capabilities Assessment will be used to identify gaps and overlaps in services, and to inform the Army's strategy for addressing readiness and resilience.

*d. Army Campaign Plan Metrics in the Strategic Management System.* Input, output, and outcome metrics have been developed for the CSF2 Program to provide senior Army leadership with key gauges of CSF2 Program fielding, program execution, and program results in support of the overarching ACP. Under the ACP, with an intended Army end-state of "a versatile and agile mix of capabilities and formations that is rapidly deployable and sustainable in order to prevent, shape, and win our nation's wars," CSF2 is managed and tracked as the Major Objective 4-4 "Develop Resilient Soldiers, Civilians and Units" that lays out the metrics that are being used or will be used to report the relevant status of the CSF2 Program.

*e. Walter Reed Army Institute of Research inspections on implementation.* The WRAIR RTO performs ongoing program evaluation of CSF2 resilience training to determine whether instructors are training the material to standard. In addition, a series of on-going program evaluations are being conducted by RTO. These program evaluations address FORSCOM, TRADOC, and ARNG implementation of the MRT program.

## **Chapter 4**

### **Resilience and Performance Enhancement Skills, Comprehensive Soldier and Family Fitness Training Centers, and the Spouse Master Resilience Trainer**

#### **4-1. Overview of resilience and performance enhancement skills training**

Commanders insist on realistic and tough performance-oriented training that focuses on the physical, moral, personal, and professional well-being and growth of their Soldiers. This type of training is foundational to building a Soldier's and DAC's resilience and performance. Commanders must incorporate resilience and performance enhancement training into all of their training plans and strategies.

*a.* All centrally-developed training will be evidence based. Unit-level resilience training must adhere to and follow the doctrine and methodology taught and demonstrated during the CSF2-sponsored MRT-C.

*b.* The unit resilience training plan is administered by a certified, ASI-qualified 8R, 8J, 8K or 8L MRT utilizing CSF2-approved training materials. The most recent resilience training materials approved by CSF2 are available to all MRTs for download via the MRT Resource Center.

*c.* All active component installations and ACOMs, Army service component commands, and direct reporting units are mandated to conduct a minimum of 16 hours of resilience and performance enhancement training during installation/unit in-processing for each CONUS and OCONUS assigned Soldier.

*d.* Soldiers receive resilience training based on mission requirements and the commander's training guidance, but this regulation requires that, as a minimum training threshold, all skills be taught to each Soldier once every 12 months (see para 4-2, below). The CAR and the DARNG will determine the yearly training requirements for their respective organizations, based on deployment cycles, the monthly drill schedule, and other factors unique to the reserve component.

*e.* Units should evaluate any locally-contracted resilience and performance enhancement training efforts to ensure that they meet the intent of resilience and performance enhancement training directed by the CSF2 Program. Unit leadership will evaluate local contracts and be critical of any program that does not have evidence to support its effectiveness.

*f.* Resilience and performance enhancement skills training is taught at the unit level and in IRT courses. Training is conducted by an ASI-awarded MRT Level 1 through Level 4 using approved training materials and including current core resilience and performance skills and deployment cycle modules, when appropriate. Formal Resilience training is defined as events that are generally classroom-based and include the use of CSF2 training materials and methods. These events are scheduled and led by an MRT (with or without assistance from trained RTAs) with the objective of teaching a specific skill that results in a person understanding and mastering the fundamental concepts of that skill. Training is not complete until the practical exercise associated with that skill is accomplished. Resilience and Performance skills training is documented within DTMS for each Soldier upon successful completion.

*g.* Just as important as conducting the Resilience and Performance Enhancement training is operationalizing the skills and inculcating them into the Army culture. This means that the skills are applied to everyday Army activities and life. Incorporating Resilience and Performance skills into scheduled and unscheduled unit activities and tailored to unit needs is the process by which Soldiers learn how to think about and apply the training to themselves and others. Leaders can ingrain Resilience and Performance thinking skills by utilizing the skills in everyday activities. Utilizing the skills in everyday activities does not take additional time; it merely enhances the activity and outcomes. Soldiers will not embrace training that is merely theoretical and classroom-based; they require relevant and practical training they see as empowering, improving their strength, and enhancing their personal health and performance. Best practices

include incorporating resilience and performance enhancement training into physical training (a resilience minute before physical training, for example), at gunneries, in the motor pool during maintenance days, as part of Family Readiness Group meetings, and at Friday formations. Additional examples are—

- (1) Idle time before or after physical training.
- (2) At the weapons qualification range when firing orders are waiting their turn.
- (3) While waiting in line for lunch at the dining facility.

*h.* CSF2 resources and manages Resilience and Performance Enhancement Training Centers, CSF2-TCs, located at many CONUS Army installations and select overseas installations. These CSF2-TC's are staffed with more than 150 certified MRT-Performance Experts (instructors). Additional CSF2-Training Center information, to include locations and contact phone numbers, can be found at <http://csf2.army.mil/locations.html>.

*i.* The CSF2-TC site structure is standardized across the Army system. Each location is staffed by a group of professionals consisting of a CSF2-TC manager, three to fifteen MRT-PEs, administrative support personnel, and unique, specialized training equipment. Each MRT-PE has a master's or doctoral degree in psychology, counseling, or kinesiology with a specialized emphasis in sport and/or performance psychology. The MRT-PE must complete a rigorous two-week Army-oriented certification program that involves in-depth instruction by the CSF2 curriculum development team, followed by field experience at an established CSF2-TC. MRT-PEs are MRT-trained Level 1 through Level 4, with the goal of reaching a minimum attainment of Level 3. Additionally, MRT-PEs are certified, or pursuing certification, by the Association for Applied Sport Psychology.

*j.* The services offered at CSF2-TCs are continually evolving to fit the needs of the Army and its members. Each CSF2-TC is accountable for the following habitual training, support, and services:

- (1) Standardized or customized training.

*(a) Performance enhancement.* Provide training to empower Soldiers with skills that allow them to maximize their training and perform their best consistently (for more detail, see paras 4-4 and 4-5 of this regulation).

*(b) Learning enhancement.* Integrates scientific research and best practices in study skills instruction with performance psychology skills to increase Soldiers' academic excellence and reduce attrition at academically-rigorous Army schools. As a developmental branch of the performance enhancement effort, learning enhancement develops self-regulated learners through the following units: planning and prioritizing, academic study regimens, memory strategies, active reading and note-taking strategies, effective peer studying, and test mastery. All instruction includes self-awareness activities and strategies to monitor and evaluate progress towards meeting academically-focused goals.

*(c) Transition enhancement.* Provide resilience and performance enhancement training to all members of the WTU community and by supporting embedded WTU unit MRTs who provide resilience training at the local, individual level. This includes Soldiers assigned to the WTU, cadre and staff.

*(d) Team building.* Provide MRT-PEs upon request to tailor unit-level team building activities and training exercises to enhance group dynamics and functioning within a unit.

*(e) Executive level.* Provide resilience and performance enhancement training focused toward company-level leadership and higher, tailored into 4-, 8- or 16-hour blocks of instruction, based on the preference of the customer.

*(f) Leader development.* Provide junior Army leaders, who are imbued with Army-developed leadership attributes, training that helps them to both value and effectively apply performance enhancement skills to themselves and to their subordinates. The goal of this training is to further develop leaders who deliberately employ performance psychology principles to better set the conditions for individual and unit skill development and success. Leaders in this training are expected to incorporate these skills into their unit's training to develop consistently high performing squads/platoons/companies. This training requires 40 hours of instruction.

*(g) Performance and Resilience Integration Mastery Education.* Provide targeted resilience and performance enhancement training to Soldiers who are identified by their commands. This course, called Performance and Resilience Integration Mastery Education, is aimed at both high performers and at-risk Soldiers who receive specialized classroom and applied training aimed at internalizing resilience and performance skills in order to improve their individual performance as a part of their unit.

- (2) MRT certification training.

*(a)* MRT courses provide local, expanded Level 1 MRT training seat availability (Soldiers, Spouses, and DACs) and allow the Army to achieve its steady state MRT density goal while providing an increased number of local training venues for all Army components. The CSF2-TC training MRT courses will also increase the robustness of Spouse MRT Level 1 training locally vice the costly expense of TDY and the family separation issues sometimes experienced during TDY.

*(b)* MRT QA/QE is designed to provide feedback and professional development to MRTs who are conducting resilience training with Soldiers in their units. MRT-PEs are trained to provide MRTs with feedback and observation notes with respect to content, teaching, and presentation skills. Coordination of MRT QA/QE should be done through both Program Managers and Training Center Managers. Program Managers may also use QA/QE as a method for targeting candidates for the Level 2 course or MRT refresher/recertification (see below).

- (c)* MRT refresher/recertification is designed by CSF2 as a method to provide updates, new evidence based material,

or any new developments to the CSF2 Program or instructional content to existing MRTs. MRT refresher/recertification is targeted to the specific needs of the MRTs attending the training; therefore there is no formal agenda or timeline associated with this training. Coordination of MRT refresher/recertification should be done through both Program Managers and Training Center Managers.

(d) Deployment cycle resilience training provides training and assistance for MRTs who are required to deliver mandatory deployment cycle resilience training and either did not learn how to provide the training as part of the MRT course, or who are not experienced in providing the training (available at select CSF2-TCs and after completion of MRT-PE Deployment Cycle Support module train-up and certification by WRAIR).

(e) Execution of unit-level (group) and mastery (individual) performance enhancement training to increase availability to all Soldiers, DACs, and Family members.

(f) Facilitation of Army-wide achievement of the Ready and Resilient Campaign objectives.

(g) Introduction and execution of updated CSF2 training.

1. Delivery of resilience and performance enhancement training and subject matter expertise support to regionally dispersed USAR and ARNG units and Families upon request.

2. Subject matter expertise for resilience and performance for local senior commanders and program managers.

#### **4-2. The CSF2 resilience and performance enhancement skills**

The CSF2 skills target resilience and performance enhancement training fundamentals, and provide the base thinking discipline necessary to educate and instill resilience and performance enhancement into the Total Force. MRTs are authorized and encouraged to access the resilience and performance skills inventory and teaching materials at the MRT Resource Center, <http://csf2.army.mil/mrtresource.html>, for the most up to date teaching materials and skills list. CSF2 is the sole proponent to add, delete, or modify skills. These skills are the mandatory, annual training requirement for Soldiers as tabulated in DTMS.

#### **4-3. Master Resilience Trainer Course**

Conducts training that awards ASI 8R, 8J, 8K, and 8L upon successful graduation of the respective course. The ASIs are automatically awarded to the graduate upon completion of the course. The MRT-C is a formal military training course listed in ATRRS which authorizes promotion points at the rate of 4 promotion points per week (defined as 40 training hours) of military training. E-5 graduates are authorized 8 promotion points upon graduation. All personnel who attend the MRT-C are granted access to the MRT Resource Center located at the CSF2 Web site during the first week of the course. Access to the MRT Resource Center is revoked, if a student does not successfully graduate the course. The MRT Resource Center offers MRT practitioners access to the latest training curriculum, the ability to locate other MRTs by installation and/or unit identification code, review MRT refresher videos, download CRMs, and many other utilities. At this Web site, CSF2 Program managers are able to order pre-printed marketing and training materials, in bulk quantities, shipped directly to their location and free of charge to the user. The MRT Resource Center is accessed at <http://csf2.army.mil/mrtresource.html>.

a. *MRT-Courses.* The MRT-Courses are offered at Victory College, Fort Jackson, other fixed site locations (see para 4-1h of this regulation), and via MTT courses offered by CSF2 at various locations around the world.

(1) This regulation establishes an exception to the standard Army small group instructor to student ratios. Based on demonstrated efficacy in the academic domain, the standard small group instructor to student ratio for the facilitated portions (breakout sessions) of the MRT-C will be 1:5. A ratio at or above 1:6 requires an exception to policy approved by the Director, CSF2. In regards to the Level 2 MRT-F Course, the ratio of one MRT-API to every 4 students is required and authorized; and one Level 4 MRT-PI per class is mandatory.

(2) The MRT-C trains resilience skills in order to provide the Army with a cadre of resilience and performance training experts. The course also provides training in two performance enhancement skills, so that MRTs are able to coordinate across the Army spectrum of missions to support the resilience and performance enhancement training requirements of their units.

(3) CSF2 leadership (Director, XO, SGM), in coordination with the local command, retain the authority to dismiss students from training, at the recommendation of the senior training team military/DAC member onsite. The criteria to dismiss are—

(a) Students will not miss more than 2 hours of class in the 10-day period under EXCUSABLE conditions (An EXCUSABLE absence is an approved absence from the CSF2 Course Administrator only).

(b) Any UNEXCUSED absence will result in immediate release from the course.

(c) Students must pass the written exam (multiple choice and True/False) on Day 9 with a 70% score or higher in a 1 and 1/2-hour period. This test is closed book and covers all course materials. Students who fail to score 70% or higher will receive additional training at the end of class on Day 9 and will retest on Day 10. Failure to pass the exam with a 70% or higher in the second test will result in class drop and the student will not be awarded the 8R ASI.

(d) Students must attend all class sessions, complete all assignments, and conduct themselves according to the standards set forth in the Army Values, Soldier's Creed, and Civilian Corps Creed.



(e) Cheating, plagiarism, and fraternization are violations of the UCMJ, will not be tolerated, and dismissal from the course for these offenses is immediate.

b. *Revocation of the ASI.* The Director, CSF2 can revoke an MRT ASI when—

(1) The MRT refuses to perform the normal training duties associated with an organizational MRT, or demonstrates incompetence in performing the duties of the MRT.

(2) When a commander decides that an MRT is no longer qualified (see (1) above), a request to withdraw the ASI is forwarded through channels to the Director, CSF2 for endorsement, and then forwarded to the Human Resources Command for ASI revocation.

#### **4-4. Performance enhancement training**

Performance enhancement (PE) training provides Soldiers with the specific mental and emotional skills that underlie optimal human performance when it matters most, including in combat, healing after an injury, or managing work and home life. For a more detailed discussion of performance enhancement skills, review paragraphs 3-2g and 5-2 of this regulation. CSF2-TCs deliver mental skills education and training based on four overlapping phases—assessment, education, acquisition, and application. In keeping with the CSF2-TC's ability to tailor education and training to meet the needs of specific populations, this process begins with a vital initial intake session. On the organizational level, an intake consists of a detailed coordination meeting and intake between CSF2-TC staff and unit leaders. During an initial meeting, both parties determine the desired outcomes and objectives of the mental skills training and education based on the specific performance contexts being affected, such as individual, collective, and mission-related tasks. These desired outcomes and objectives then allow CSF2-TC personnel to determine and advise unit leaders on the necessary time, interval, and resources required in order to provide the best possible quantity and quality of training for the organization or unit. Unit leaders are expected to share their before and after performance enhancement training comparative qualitative and quantitative metrics with their local CSF2TC. This feedback is critical to CSF2's ability to conduct an internal analysis of the effects reached through enhanced performance mental skills training.

#### **4-5. Performance enhancement skills**

a. *Mental skills foundations.* Identifying things that impact performance and understanding what can be controlled to maximize training and ensure optimal performance regardless of the situation.

b. *Building confidence.* Setting the conditions for confident, optimal, and consistent performance by developing effective thinking patterns.

c. *Attention control.* Maintaining present awareness to ensure consistent, optimal performance by identifying strategies for shifting one's attention to what is most relevant.

d. *Energy management.* Maintaining composure under pressure and ensuring effective, efficient, and consistent performance by developing personalized strategies to regulate mental and physical activation.

e. *Goal setting.* Building self-motivation and empowering pursuit of excellence by developing strategies to deliberately energize, direct, and sustain behavior toward personally relevant and meaningful objectives.

f. *Integrating imagery.* Accelerating physical training, preparation, recovery, or healing, and ensuring maximum consistent performance through the use of anticipation and mental rehearsal techniques.

#### **4-6. Spouse Master Resilience Trainer Program**

Army leadership recognizes that military life impacts not only Soldiers and DACs, but also on spouses and other Family members. In an effort to mitigate the challenges and intra-personal strain sometimes encountered within Army Families, CSF2 has established a program to train spouse statutory volunteers (see Glossary, section II for definition) as MRTs at multiple installations across the Army. The program is available Army-wide and allows local commanders who control allocation of MRT training seats the ability to send Soldiers' spouses to a local MRT training course to become a qualified MRT. The requirement is that Army approved statutory volunteer, MRT-C graduated Spouses will assist in training other Family members in the CSF2 resilience and performance enhancement skills through the Family Readiness Groups and other appropriate community service groups, organized at their Soldier Spouse's unit and installation. The goal is to have one spouse MRT for each company-level Family Readiness Group. Spouse MRTs are encouraged to present CSF2 training to Soldiers, DACs, and adult Family members, in accordance with local command guidance, program requirements, and statutory volunteer permissions. Statutory volunteer agreements are required to be in-place and length-of-service stipulations apply (a minimum of six months of service to the local Army community). Training seats for spouses are derived from that commander's normal allocation of slots, and are not in addition to the annual number already assigned. Prior to the nomination and selection of spouse MRT candidates for attendance to the MRT-C, the organization sponsoring the spouse will ensure that all requirements from the Spouse/Family Master Resilience Trainer standard operating procedures have been satisfied. The CSF2 Spouse MRT standard operating procedures, which includes program administration, volunteer nomination forms, and screening criteria, is available on

the MRT Resource Center or by contacting DCS, G-1 (DAPE-AR). Any travel or other costs for spouse MRT nominees will be borne by the sponsoring organization.

## **Chapter 5 Reporting**

### **5-1. Unit status reporting**

*a.* The USR contains questions to measure execution and compliance with the CSF2 Program regulatory requirements applicable to the Total Army. Execution and compliance with program guidance specific to a single Army component or ACOM will be captured elsewhere.

*b.* Company-sized or larger reporting units with active Army-level UICs (battalions, separate companies, and Headquarters companies, typically TOE units) will report CSF2 training data for their individual units and for all company-sized or larger non-reporting subordinate units). Commanders of composite reporting units (units with FF-level UICs, which typically signifies composite units such as brigade combat teams, made up from many active Army subordinate units) are not required to report.

*c.* Formal taskings will be published as needed through issuance of a Executive Order (EXORD) or Fragmentary Order (FRAGO) from HQDA.

### **5-2. ArmyFit senior leader reporting**

*a.* As an integrating function, ArmyFit allows Army senior leadership to examine health age/chronological age deltas and the impact of community resources, as well as examine resilience indicators and their correlation with physical health, training, deployments, location, and other routinely-collected information.

*b.* The report provides a roster of everyone who has and has not completed the GAT in the last year. This information is tracked and reported by Soldier name, by company-sized unit or larger, and by unit identification code.

*c.* This regulations stipulates that GAT results are for Soldier self-awareness purposes only, not command surveillance. CSF2 does not provide GAT results by individual name to anyone, to include commanders, physicians, and chaplains.

*d.* Leadership reports are accessible at <https://armyfit.army.mil>. and the portal is found in the bottom center area of the page footer information block.

### **5-3. Additional reporting requirements**

As needed for CSF2 to comply with ACP major objective metrics, CSF2 may task ACOMs with additional reporting requirements. Additional reporting requirements will serve to measure compliance with program guidance specific to a single subordinate organization, Army component, or ACOM.

### **5-4. Digital Training Management System**

*a.* Units will use DTMS to track resilience training requirements and compliance. Through DTMS, units will be able to track their assigned soldier's completion of the required resilience and performance skills (see para 4-2 of this regulation) in the "My Professional Data" section of the Army Knowledge Online homepage. At the unit level, MRTs will be able to reference DTMS for resilience skills training completion data for input into the USR.

*b.* APFT data in DTMS will be loaded into the Soldier Fitness Tracker weekly. Data includes name, date and time of the latest APFT, push-ups score (points), sit-ups score (points), run score (points), and total points score of the APFT. Units will use DTMS as a tool to report and track GAT compliance, along with all formal resilience training completed.

## **Appendix A References**

### **Section I Required Publications**

#### **AR 220-1**

Army Unit Status Reporting and Force Registration- Consolidated Policies (Cited in paras 1-4e(3), B-4d.)

#### **AR 350-1**

Army Training and Leader Development (Cited in paras 1-4d(4), 3-2a(2)(a)4, 3-2a(2)(b)4, 3-2a(2)(c)4, B-4d.)

#### **AR 600-9**

The Army Body Composition Program (Cited in paras 3-2a(2)(a)4, 3-2a(2)(b)4, 3-2a(2)(c)4, B-4d.)

#### **AR 600-20**

Army Command Policy (Cited in para 4d.)

#### **AR 614-200**

Enlisted Assignments and Utilization Management (Cited in para 3-2a(2)(a)1.)

### **Section II Related Publications**

A related publication is a source of additional information. The user does not have to read a related publication to understand this publication.

#### **AR 15-1**

Committee Management

#### **AR 25-30**

The Army Publishing Program

#### **AR 600-63**

Army Health Promotion

#### **AR 608-1**

Army Community Service

#### **AD 2013-07**

Comprehensive Soldier and Family Fitness

#### **ADRP 6-22**

Army Leadership

#### **ALARACT #128/2013**

Comprehensive Soldier and Family Fitness Resilience Reporting Requirements in the Unit Status Report

#### **10 USC 1588**

Authority to accept certain voluntary services

### **Section III Prescribed Forms**

This section contains no entries.

### **Section IV Referenced Forms**

DA forms are available on the Army Publishing Directorate's Web site, <http://www.apd.army.mil/>.

#### **DA Form 11-2**

Internal Control Evaluation Certification

**DA Form 2028**

Recommended Changes to Publications and Blank Forms

**DA Form 4856**

Developmental Counseling Form

**DA Form 7631**

Deployment Cycle Support Checklist

**Appendix B  
Internal Control Evaluation****B-1. Function**

The function of this evaluation is to ensure effective implementation of Army training.

**B-2. Purpose**

The purpose of this evaluation is to provide feedback to unit commanders regarding compliance with the training and reporting procedures specified in this regulation.

**B-3. Instructions**

Answers must be based upon actual testing of key internal controls, such as document analysis, direct observation, interviews, sampling, and simulation. Answers that indicate deficiencies must be explained, and corrective action indicated in supporting documentation. These internal controls must be evaluated annually, each time a command inspection program occurs, or at a minimum, once every three years. Certification that this evaluation has been conducted will be accomplished on DA Form 11-2 (Internal Control Evaluation Certification).

**B-4. Test questions**

*a.* Are units recording the completion of HQDA mandatory training requirements as outlined in this regulation and prescribed in proponent regulations and other command directed training in the individual training record in DTMS?

*b.* Are units using the mission essential task list and trained/partially trained/untrained assessment processes within DTMS to develop unit resilience training plans?

*c.* Is there an Army MRT-C certified, Level 1 (or higher level) MRT on orders for each company-sized unit, or company-sized equivalent DAC organization of 250 personnel?

*d.* Additionally, the following proponent regulations contain internal controls related to HQDA mandatory training, administrative and reporting topics identified in this regulation: AR 350-1; AR 220-1; AR 600-9; AR 600-20; and AR 600-63.

**B-5. Supersession**

This is the initial checklist for Army resilience training.

**B-6. Comments**

Help make this a better tool for evaluating internal controls. Submit comments to the DCS, G-1 (DAPE-AR), 400 Army Pentagon, Washington, DC 20310-0450.

## **Glossary**

### **Section I Abbreviations**

#### **AA**

Active Army

#### **ACOM**

Army command

#### **ACP**

Army Campaign Plan

#### **ACS**

Army Community Service

#### **ACSIM**

Assistant Chief of Staff for Installation Management

#### **ALARACT**

All Army Activities

#### **AMC**

Army Material Command

#### **APFT**

Army Physical Fitness Test

#### **ARNG**

Army National Guard

#### **ASA (M&RA)**

Assistant Secretary of the Army (Manpower and Reserve Affairs)

#### **ASI**

additional skill identifier

#### **ATRRS**

Army Training Requirements and Resources System

#### **CAR**

Chief, Army Reserve

#### **CG**

Commanding General

#### **CBWTU**

Community Based Warrior Transition Unit

#### **CONUS**

Continental United States

#### **CRM**

Comprehensive Resilience Modules

#### **CSF2**

Comprehensive Soldier and Family Fitness

#### **CSF2-TC**

Comprehensive Soldier and Family Fitness-Training Center

**DA**

Department of the Army

**DAC**

Department of the Army civilian

**DARNG**

Director, Army National Guard

**DCS**

Deputy Chief of Staff

**DEERS**

Defense Enrollment Eligibility Reporting System

**DTMS**

Digital Training Management System

**DUSA/RFT**

Deputy Under Secretary of the Army/Research Facilitation Team

**FORSCOM**

Forces Command

**GAT**

Global Assessment Tool

**GAT-DAC**

Global Assessment Tool-Department of the Army Civilian

**GAT-F**

Global Assessment Tool-Family

**GAT-S**

Global Assessment Tool-Soldier

**HQDA**

Headquarters Department of the Army

**IDEAL**

identify, describe, express, ask, list

**IMCOM**

Installation Management Command

**IMT**

Initial military training

**IRT**

Institutional Resilience Training

**MEDCOM**

Medical Command

**MRT**

Master Resilience Trainer

**MRT-API**

Master Resilience Trainer-Assistant Primary Instructor

**MRT-C**

Master Resilience Trainer-Course

**MRT-F**

Master Resilience Trainer-Facilitator

**MRT-PE**

Master Resilience Trainer Performance Expert

**MRT-PI**

Master Resilience Trainer-Primary Instructor

**MSC**

major subordinate command

**MTOE**

modified table of organization and equipment

**MTT**

mobile training team

**NCO**

noncommissioned officer

**OCONUS**

Outside Continental United States

**PME**

professional military education

**POI**

program of instruction

**QA**

quality assurance

**QE**

quality enhancement

**RTA**

Resilience Trainer Assistant

**RTO**

Research Transition Office

**SRC**

State Resilience Coordinator

**TDA**

table of distribution and allowances

**TDY**

temporary duty

**TRADOC**

Training and Doctrine Command

**TSG**

The Surgeon General

**TSP**

training support package

**USAR**

U.S. Army Reserve

**USARC**

United States Army Reserve Command

**USASOC**

U.S. Army Special Operations Command

**USR**

Unit Status Report

**WTU**

Warrior Transition Unit

**WRAIR**

Walter Reed Army Institute of Research

**Section II****Terms****Holistic Fitness**

Emphasizing the importance of the whole and the interdependence of its parts. The holistic approach to health is multidimensional. It assumes that there is a complex connection between mind, body, and spirit. Advocates of "holistic fitness" are concerned with the enhancement of all five dimension of a person's strength, not just one, two or three.

**Army Volunteer (see Army Regulation 608–1, Army Community Service, para 5–3, 5–12, and 5–14)**

*a. Statutory volunteers.* Statutory volunteers, covered under 10 USC 1588, are those individuals who donate their services to the Army, including the Comprehensive Soldier and Family Fitness Program. Persons providing gratuitous service to the Army outside of the scope of 10 USC 1588 and individuals who donate their services to public, private, or commercial organizations or contractors for the Government even when such services are in direct support of a program providing a service to Soldiers and their Families are not statutory volunteers.

*b. Private organization volunteers.* Individuals providing service to a private organization are volunteers of that organization and are not Army volunteers. Volunteer management is conducted according to the guidelines established by the private organization.

*c. Individuals providing gratuitous service.* Army policy is to accept volunteer services under the statutory volunteer policy described above. Under limited circumstances, Army activities may accept gratuitous service from individuals, who provide service to the Army without any expectation of compensation, to include salary, tips, or benefits such as workers' compensation, tort claims, and reimbursements of incidental expenses (such as child care) from APF or NAF. Gratuitous servants are not considered statutory volunteers afforded benefits applicable to volunteers under 10 USC 1588. Individuals providing such service should receive recognition as detailed in AR 608–1.

**Section III****Special Abbreviations and Terms**

This section contains no entries.



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**PIN 103671-000**