



# R2 QUARTERLY NEWSLETTER

Live Resilient. Stay Ready. Be Army Strong

May 2016



## Director's Column



Ms. Sharyn Saunders,  
Director,  
Army Resiliency Directorate

One life lost to high-risk behavior is one too many.

Since the terrible events on 9/11, our Soldiers have faced conflict across all areas of the world. Most of our Soldiers have deployed multiple times over the years, and, with that came increased stress, not only on Soldiers but on their Families, as well. The effects of the increased stress are visible in a number of ways, from substance and alcohol abuse, to violent misconduct, increased divorce rates, and, of course, suicide.

As part of the Army's Ready and Resilient efforts, we are taking preventive, proactive measures to improve the total health and resilience of the Army population. We are reducing complexity by integrating, automating and driving unity of effort that would be more effective and efficient, allowing engaged leaders the time to know their Soldiers and giving Soldiers, and Army Civilians and Family members increased access to care.

By simplifying the environment and focusing on combating stressors, strengthening Soldiers and building protective factors, we will enable and empower leaders at all levels to develop resilient Soldiers and cohesive teams that will demonstrate and promote adherence to the Army Standards and Values, and our core competencies. This focus will build a Culture of Trust that reinforces Character and Accountability through Honorable Service, as we each are committed to and are Stewards of the Army Profession. Enabling trust at all levels: Trust between Soldiers, Civilians and Leaders; Trust between Soldiers and their Families and the Army; and Trust between the Army and America. Building trust will create Esprit de Corps, invigorate unit moral and motivation, and connect teams through a sense of belonging, which will build mission accomplishment and institutional loyalty to each other, to the Nation and to the Constitution.

We are shifting our strategy to look holistically and comprehensively at all areas of Soldier health, and taking action to build protective factors and mitigate risk factors before multiple stressors prevail or culminate in tragedy. We've found that people will find ways to express themselves, either internally through withdrawal, self-harm, or substance abuse, or through external means through assaults, toxic leadership or family violence. And we noticed that if we focus on driving down negative behavior in one area, other negative behaviors increased. So to get at this challenge, our strategy is to gain early visibility, routinely assess and then target action, resources and skills to prevent the multiple stressors from wearing down Soldiers.

We all have a personal responsibility to build and sustain our own Personal Readiness, and Leaders have a responsibility to care for those they lead by fostering an environment of trust and ensuring Soldiers, Army Civilians and Family members treat themselves and others with dignity and respect. Achieving and maintaining tactical, operational, and strategic Personal Readiness and developing a Culture of Trust across our formations will result in a ready Army of cohesive teams, and resilient individuals that can perform and who can contribute to meet the Army mission.

Click on an icon to go directly to that section



News



Training



People



Best Practices

## Staff Sgt. Nunn overcomes flu to become three-time Olympian

By Tim Higgs, U.S. Army Installation Management Command



SANTEE, California (Feb. 22, 2016) – Staff Sgt. John Nunn overcame the flu to win the 2016 U.S. Olympic Team Trials for the 50-kilometer Race Walk to earn his third Olympic berth with a personal-best time of 4 hours, 3 minutes and 21 seconds on Feb. 21.

Nunn said the day before the race his body temperature topped 100, coupled with body chills, aches and burning eyes.

“I remember lying in bed, tears were coming down,” he said, “and I was thinking, ‘I have worked so hard for this. I have devoted so much time and effort, and the Army has backed me. This can’t end this way.’”

Having attained the 4:06:00 Olympic “A” standard when he won the 2015 U.S. 50K Race Walk National Championship with a 4:03:42 clocking in November, Nunn called USA Track & Field officials Saturday to see if he could start the race on Sunday morning, drop out, and still be named to the 2016 U.S. Olympic Team.

“They said ‘You have to finish. This is not a question,’” Nunn recalled. “We’re sorry you feel this way, but you have to finish.”

Nunn was on the starting line Sunday for a 7:15 a.m. start to a 31-mile race in which one foot always must be in contact with the ground.

Nunn is a Soldier in the U.S. Army World Class Athlete Program, or WCAP, a detachment of the U.S. Army Installation Management Command’s Family and Morale, Welfare and Recreation division. The program allows Soldiers - Active, Guard and Reserve - an opportunity to train full time in an Olympic sport, and participate in the Pan American Games, World Championships, Olympic and Paralympic games while maintaining a professional military career and promoting the U.S. Army to the world.

“It definitely was a race where knowing that I had the support of the Army was a huge factor that helped pull me through,” Nunn said. “I was like, ‘You know what? I know I’m sick, but we’re going to go take care of this now.’”

Before the race began, Nunn explained to civilian training partner Nick Christie that he had the flu and would attempt to walk with him for 30 kilometers to help Christie obtain the Olympic qualifying standard, but then he likely would slow down and simply try to finish.

As it turned out, the race went exactly opposite.

Nunn, 38, and Christie, 24, walked side-by-side for the first 28 of 40 laps around the 1.25-kilometer circuit. They were both on pace to hit the Olympic standard. On Lap 29, Christie surged about five meters ahead of Nunn, but not for long. When Nunn retook the lead one lap later, Christie dropped off the pace and finished a distant second in 4:22:31 – 16 minutes off the standard.

“The first 25K was so hard,” Nunn said. “Everybody was saying that I looked so relaxed, but my stomach was hurting so bad.”

By the 30K mark, Nunn said his body “went numb.”

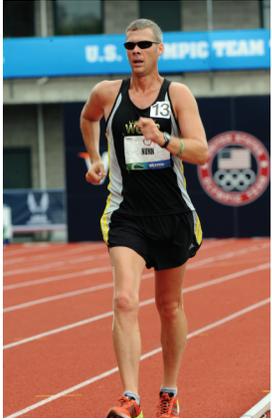
At that point, he and Christie had lapped the field three times, so he told himself “If you end up passing out, stop to throw up, or your body crashes, you can still pull second,” Nunn recalled.

Christie, on the other hand, had nothing left.

(continued on next page)



## Staff Sgt. Nunn overcomes flu to become three-time Olympian (cont'd)



"Everything looked good, and all of a sudden it's what happens in 50K and marathon: the body just gave out and I crashed badly," Christie said.

Nunn sensed finishing the 50K was within his reach, and decided no flu or stomach bug was going to stop him.

"I started pushing it," Nunn recalled. "And when Nick fell off of me, I felt really bad for him. I was hoping he would stay with me for another 10K or so and then let adrenaline take over for the last five laps and get the standard, but he fell off and I ended up lapping him."

Nunn lapped Christie a second time during the final 15 kilometers. By then, with victory and a third Olympic berth virtually in hand, the Soldier-athlete needed another source of inspiration.

It came from U.S. Army World Class Athlete Program Chief Willie Wilson, a retired command sergeant major who has supported Nunn throughout most of his Army career, cheering Nunn on from the sidelines.

"I heard him say something to the effect of 'the unit's behind you and the Army's proud of you,'" recalled Nunn, whose gait grew stronger as the race grew shorter. "He said Soldiers would be excited to know what was about to happen."

"It put things very much in perspective," Nunn said. "This is so much bigger than just me. I'm not out here racing for some [small-time] sponsor that I convinced them to let me do it. This is the United States Army and they believe in me enough that they've invested time and money and emotion and other people into this."

Wilson saw on Saturday that Nunn "was really struggling with stomach problems and temperature – very flu-like symptoms."

"But he showed up on Sunday, still not feeling the best, but determined to give it his all by representing the Army, IMCOM and the World Class Athlete Program as a professional Soldier," Wilson said. "He had a phenomenal performance. He persevered and worked through struggling with cramps and pain. What an example of resiliency."

Wilson sensed that Nunn knew he was walking for something larger than himself.

"I think he took his situation and refocused off of the pain and problems that he was having and started focusing on (1) wanting to represent the Army and the United States at the Olympic Games in Rio, and (2) he realized that he was out there for something a little bigger than just Sergeant Nunn."

In the end, Nunn walked his fastest time ever.

"I remember rounding the back turn on the last lap," Nunn recalled. "I looked down at my watch and I was walking faster than what I had been going, and I was like 'Man, you can get a personal best – just go get it.'

"Yeah, I freaked out Saturday," Nunn said. "But when the race started, it was 'OK, it's time for business. I don't care how you feel or what's going on, you have to do everything that you can to make sure this goes right.'"

If you have feedback on the newsletter or you would like to contribute, please contact R2 Public Affairs ([usarmy.pentagon.hqda-dcs-g-1.list.r2pao@mail.mil](mailto:usarmy.pentagon.hqda-dcs-g-1.list.r2pao@mail.mil)).

## Real Warriors Campaign Products to Support Strong Psychological Health and Mission Readiness



The Real Warriors Campaign ([realwarriors.net](http://realwarriors.net)) is a multimedia public awareness initiative sponsored by the Defense Centers of Excellence for Psychological Health and Traumatic Brain Injury (DCoE) that encourages service members to seek care for psychological health concerns. The campaign offers free materials to support mission readiness for service members, veterans and military families. Resources include: **"5 Apps for Staying Mission Ready"** mini-brochure, featuring free apps to connect with 24/7 telehealth resources to stay mission ready; **"5 Questions to Ask Your Psychological Health Provider"** trifold, that provides tips on what to expect at a psychological health appointment; **"Know the Facts"** psychological health awareness booklet, designed to test your knowledge on how to keep your mind fit;

**"5 Tips to Stay Mission Ready"** infographic, **"Take the First Step"** infographic, **"I Can I Will Be There For My Buddies"** poster and **"I Can I Will Stay Mission Ready"** poster.

Support tools featured in campaign products include Military Health System (MHS) resources, the DCoE Outreach Center, the Military Crisis Line and interactive sections for service members to learn more about psychological health concerns and write down notes. These products are available to order from the Real Warriors shopping cart (<http://www.realwarriors.net/materials/order>), and can also be viewed and downloaded on the campaign's website (<http://www.realwarriors.net/materials>). The shopping cart allows organizations, installations and individuals around the world to access and order materials, free of charge in any quantity, to support psychological health. Unit leaders, program managers and health professionals can also use these materials for supporting service members, military families and/or veterans, and display them in their facilities.

## CSF2 Training Centers expand to U.S. Army Europe

Just a few months after opening its doors, the USAREUR CSF2 Training Center (TC) is already making an impact in Europe. In addition to Master Resilience Trainers Courses, the TC developed partnerships with Armed Forces Network (AFN), and Vilseck High School (VHS). The TC started work with AFN four months ago with a Master Resilience Trainer-Performance Expert (MRT-PE) appearing weekly. MRT-PEs hold advanced degrees in the fields of sport and performance psychology and are located at each CSF2 Training Center. They conduct the Performance Skills Training offered by CSF2.

MRT-PEs discuss various resilience and performance skills. So far they've talked about the nuances of Goal-Setting and Growth Mindsets. This platform directly led to an opportunity to serve at VHS. The Coach of the Lady Falcon's soccer team, Kevin Anglin, sought out the TC's help for his squad. MRT-PEs Val Alston and Daren Koehler observed practice sessions at the school, and built a performance plan to work on Team-Building, Mindsets, Goal-Setting and Attention Control.

Team-building activities, designed to facilitate communication and understanding among the players, led to players identifying a fixed mindset in themselves. This realization helped usher in the discussion of fixed and growth mindsets. Having a fixed mindset means you believe a skill set is 'fixed,' that no amount of effort will change your skill level. A growth mindset is the opposite- you see effort as key to improving or mastering a skill set. With this, the student-athletes realized the need for a growth mindset for themselves, as well as the squad. In the Goal-Setting session players worked together to craft four distinct goals for the team. Then, the girls developed goals for themselves coinciding with team objectives. One of the goals was to communicate better on the field. This led to a lesson on Attention Control.

The MRT-PEs introduced Attention Control and immediately applied it on the pitch. This taught the athletes how to be 'in the moment' while realizing their view of the field may be different than a teammate's. This was then circled back to communication and how they let their partners know that there is a tactical advantage to exploit. The partnership with VHS Lady Falcon's Soccer team led to the opening of many doors. Several coaches across VHS expressed interest in the program. The USAREUR TC looks forward to helping them all on their journey in competition.

# Resilience Comic

## Which are you?



**RICH'S PRINTER IS OUT OF TONER!!  
HOW SHOULD HE HANDLE THE SITUATION?**

<p><b>1</b></p>	<p><b>2</b></p>	<p><b>3</b></p>
<p><b>PRODUCTIVE EMOTION / REACTION</b></p> <p>Recognizes heat-of-the-moment thoughts are not helping the situation; remains composed</p> <p>Tells his boss he needs a few extra minutes to correct a printer issue and print his slides</p> <p>Calmly acknowledges the situation and looks for office manager to replace the toner</p>	<p><b>ABRUPT EMOTION / REACTION</b></p> <p>Scared and nervous</p> <p>Pushes multiple buttons real hard on printer</p> <p>Throws papers on floor and storms off</p>	<p><b>COUNTERPRODUCTIVE EMOTION / REACTION</b></p> <p>Yells at assistant</p> <p>Slams the printer door</p> <p>Blames office manager for improper maintenance of copier</p>

## AMC seeks to create better teams with resilience training

By Cherish T. Gilmore, Army Materiel Command Public Affairs



**Venessa Harris-Bennett,**  
budget analyst with the  
AMC Integration and Cost  
division

REDSTONE ARSENAL, Ala. – Creating a more resilient Army Family is a top priority for the Army Resiliency Directorate and civilians are no exception.

Several divisions and teams throughout the U.S. Army Materiel Command have undergone resilience training to create stronger, high-performing teams.

Venessa Harris-Bennett, budget analyst with the AMC Integration and Cost division, went through the resilience training first as an individual and then along with her teammates.

“It’s a great class and I really encourage everyone to take it,” Harris-Bennett said. “It teaches you how to be resilient and how to bounce like a ball instead of breaking like an egg. Of course in life there are going to be challenges encountered, but we need to be able to overcome them.”

Skills learned include goal setting, energy management, emotion awareness and regulation, impulse control, de-catastrophizing, putting it in perspective, effective communication, problem solving, and real time resilience.

Two of the skills Harris-Bennett enjoyed the most was put it in perspective and mental games.

“Put it in perspective teaches you to lower the anxiety and refocus your energy to solve or overcome whatever the challenge is,” Harris-Bennett said. “It teaches you not to catastrophize, which is something many of us tend to do.” For someone like Harris-Bennett, who works with numbers and spreadsheets all day, mental games was a way that she could take a break and re-focus.

“It could be something as simple as a short Sudoku game, or going through the alphabet naming celebrities in reverse,” said Harris-Bennett. “It only take 5-10 minutes and then you can return to the task at hand and be refreshed with a new perspective.”

During the course, teammates can take a values in action survey to understand what their character strengths and weakness are, which opens a window for teammates to understand how they interact. The stress level of Harris-Bennett’s team is high.

“We have reduced (employees) by greater than half in three years with the same workload,” Harris-Bennett said. “This has caused a lot of stress and strain on individuals and work relationships.”

“The training taught us to step back from stressful situations, so that you can refocus and redirect energy and determine the most efficient method forward for everyone, Harris-Bennett said. “We have to be successful not only as individuals, but as a team.”

## Team Redstone to host their very first Master Resilience train-the-trainer course

By Cherish T. Gilmore, Army Materiel Command Public Affairs



**Valerie Francis Army Materiel Command fitness and resiliency coordinator**

REDSTONE ARSENAL, Ala. -- Team Redstone will host the first-ever 10 day train-the-trainer course in master resilience here, May 9-20 at Toftoy Hall.

Attendees will learn resilience and performance enhancing skills, how to apply them and how to instill these skills in others. Upon course completion, newly certified Master Resilience Trainers will be expected to conduct resilience training classes and serve as subject matter experts for their organization. The course open to Soldiers and civilians assigned to Team Redstone.

"Especially during a time of limited funding and resources, what a perfect opportunity for a mobile training team to visit Redstone so local tenants do not have to send their staff TDY for training" said Valerie Francis, AMC fitness and resiliency coordinator.

This Comprehensive Soldier and Family Fitness program is a major component of the Army Resiliency Directorate and is designed as a proactive approach to creating a stronger, more resilient workforce.

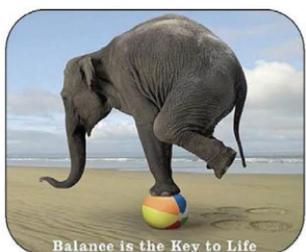
Francis stresses for leaders around post to be open-minded to the training.

"If you are a leader that is not familiar with the program or if you are one that has not fully embraced it's value," Francis said. "Take a closer look at what the program is about and how you can leverage it to strengthen your organization. Personnel is our largest and greatest asset so the training is worth the investment to help build a ready and resilience Army."

Resilience training is particularly important as the Army is reshaping, Francis said. Recent reports state the Army is on a glide path to reduce active-duty Soldiers from 513,000 to 450,000 by 2017 unless Congress repeals the spending limits set by law.

"That is adversity," said Francis. "The master resilience training program will teach your employees life skills to help them deal with challenges during difficult times, not only at work but also in their personal lives."

## Health Life Balance Program at JBSA-Fort Sam Houston



"According to the World Health Organization (WHO), Health is a state of complete physical, mental, and social well-being." Healthy living is the steps, actions and strategies we use to achieve health and well-being. Healthy Living requires a balance of responsible and smart health choices: eating right, daily physical activity, promoting emotional and spiritual wellness, ensuring adequate sleep, avoiding harmful drugs, alcohol, tobacco, illness, stress, & safeguarding a good work-life balance.

Army Public Health Nursing at JBSA-Fort Sam Houston offers the Healthy Life Balance Program. This program offers individual or group health risk assessment(s), coupled with education classes on the impact and importance of proper sleep, activity, nutrition, and stress management. These classes are designed and instructed by health educators, providing the fundamental tools and motivation necessary to help individuals reach their healthy lifestyle goals using a model of healthy behavior change. There will be a classroom portion and an activity portion.

Initial sessions will be once a week for 12 weeks. After the initial 12 classes, they will gradually become less frequent. Active Duty and those under Tricare are eligible to attend.

**Call JBSA-FSH Health Promotion to register. 210.916.7646 or 916.8824**

**People**

**Soldier For Life spotlight of the week**



Comprehensive Soldier and Family Fitness is proud a former member of its ranks, Master Sgt. (Ret) Jennifer Loredo, was featured as Soldier For Life’s spotlight of the week. Here is the write up:

Our Soldier For Life Spotlight of the week is Retired Master Sgt. Jennifer R Loredo. She served in the U.S. Army for 21 years as a Dental Specialist, and her last assignment was as the Senior Enlisted Advisor of Comprehensive Soldier and Family Fitness (CSF2). She also served as a level 3 Master Resilience Trainer (MRT) and oversaw the planning and execution of all MRT

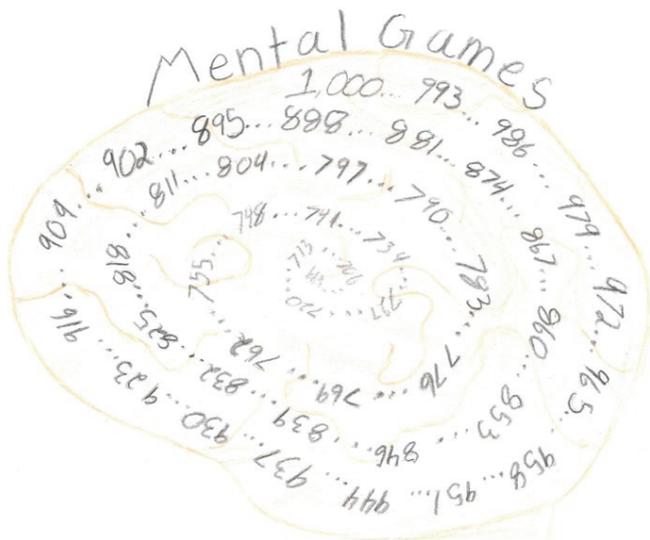
Courses worldwide. Jennifer also developed and led the successful implementation of the Executive Resilience and Performance Course for Army leaders, training over 5,000. Jennifer is a featured blogger for Operation Live Well, a U.S. Department of Defense (DOD) initiative working to improve the health and wellness of the defense community.

She was named a “Face of Strength” by the U.S. Army in 2011 and serves on the Chief of Staff of the Army’s Survivor Advisory Board. Jennifer loves to crossfit. She is also a crossfit level 1 coach and a certified Crossfit Kids trainer. Jennifer is a Gold Star Wife and has two children, ages 18 and 8. Her favorite ice cream is chocolate chip cookie dough and her favorite song is “Don’t Stop Believin” by Journey.

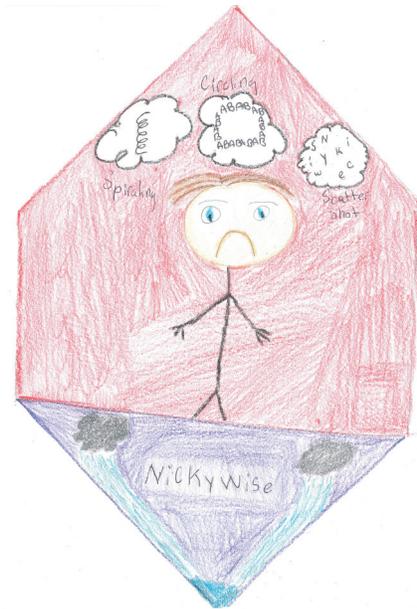


Check out the Soldier For Life playlist: [spoti.fi/1nbNOXG](https://spoti.fi/1nbNOXG) and be sure to visit our page next week for a new spotlight.

**Illustrations from Fort Polk Teens interpreting Resilience Skills**



Mental Games



Put It In Perspective



## Best Practice

### Are you getting enough sleep?

By MAJ Shannon Foster, Family Medicine, Sleep Fellow, San Antonio Military Health System



Sleep is an essential and important part of a healthy lifestyle. The National Sleep Foundation recommends 7-9 hours of sleep a night for adults. Many adults do not get the recommended amount of sleep, with 30% of employed U.S. adults reporting <6 hours of sleep a night (short sleep duration).

Soldiers report even higher rates of short sleep duration, with > 70% of Soldiers obtaining < 6 hours in some studies. Factors that affect sleep include shift work, 24 hour duty, failure to plan for sleep, illnesses, staying up late on weekends, and environmental noise. Shift workers and people in certain industries (health care, manufacturing, military and transportation) are at a higher risk for short sleep duration.

Not obtaining enough sleep has many important long-term health implications. Short sleep duration is linked with obesity as well as type II diabetes. The cause is not fully understood, but not obtaining enough sleep changes levels of the hormones that control appetite. Short sleep duration is also associated with fatigue, lack of energy and reduced physical activity. Individuals who have short sleep duration are more likely to have high blood pressure, and even a single night of poor sleep can increase your blood pressure. Breast, colorectal, and prostate cancers are all associated with shorter sleep times. Adults with short sleep duration have an increased long-term risk of death compared to those sleeping the recommended amount.

In the short term not obtaining enough sleep has significant effects on concentration, memory, and motor skills. In fact, studies show that sleep deprivation causes impairments similar to those seen with alcohol consumption. Twenty-four hours without sleep results in impairment similar to legal intoxication. Further, not getting enough sleep can affect both your work and home life. People who sleep less than 7 hours per night miss more days from work due to illnesses than those who sleep at least 7 hours. There is even some evidence showing that people with short sleep duration are at increased risk of work disability.

Make sleep a priority! Think about it, where else do you get the chance to do something you enjoy that improves your health and optimizes your performance. There are a few things you can do to help maximize your sleep. One of the most important is sticking to a regular, consistent sleep schedule, with the same bedtime and wake time 7 days a week.

Avoid all electronics at least 1 hour before bedtime, including smartphones, tablets, television, and video games. Be cautious of sodas, teas, energy drinks and other foods that may contain caffeine up to 6 hours before bedtime. If you are sleepy during the day or have other concerns about your sleep, make an appointment with your primary care provider to talk about how you can improve your sleep.

#### Source/References:

*Short sleep duration among workers—United States, 2010. MMWR Morb Mortal Wkly Rep. 2012;61(16):281-5.*

*Whinnery J, Jackson N, Rattanaumpawan P, Grandner M. Short and long sleep duration associated with race/ethnicity, sociodemographics, and socioeconomic position. Sleep 2014;37(3):601-611.*

*Gottlieb D, Redline S, Nieto J, et al. Association of usual sleep duration with hypertension: the sleep heart health study. Sleep 2006;29(8):1009-1014.*

*Cappuccio FP, D'Elia L, Strazzullo P, Miller MA. Sleep duration and all-cause mortality: a systematic review and meta-analysis of prospective studies. Sleep 2010;33(5):585-92.*

*Luyster FS, Strollo P, Zee PC, Walsh JK. Sleep: a health imperative. Sleep. 2012;35(6):727-734.*

*Lallukka T, Kaikkonen R, Harkanen T et al. Sleep and sickness absence: a nationally representative register based follow-up study. Sleep 2014;37(9):1413-1425.*