Agenda

• Ready and Resilient Campaign
• What is Resilience?
• Role of DHAP in Enhancing Resilience
• Role of Leaders in Building Resilience
• Closing
• Questions
Ready and Resilient Campaign

• What is it?
  – Integrates and synchronizes multiple efforts and programs to improve the readiness and resilience of the Army Family The Ready and Resilient Campaign creates a holistic, collaborative and coherent enterprise to increase individual and unit readiness and resilience.

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Components of Ready and Resilient Campaign

- **Medical Readiness**: Behavioral Health, TBI, Warrior Transition Units, Polypharmacy, Pain management
- **Personnel Readiness**: Suicide Prevention, CSF2, Sexual Harassment and Assault Prevention, Deployment Health Assessment Program, Integrated Disability Evaluation Program
- **Transition**: Hero 2 Hired, Employer Support of Guard and Reserve (ESGR), Soldier for Life, Employer Partnership
Resilience: What is it?

• Range of definitions
  – From prevention of mental health disturbance
  – To successful adaptation and recovery after experiencing life adversities
• Dynamic process that allows the individual/family to adapt to adversity
• Capacity of a system to withstand or recover from significant disturbances & continue to function effectively (Masten, 2011).
• The Army definition of resilience is the ability to grow and thrive in the face of challenges and bounce back from adversity.
HOW IS RESILIANCE DEVELOPED?
Factors That Positively Impact Resilience\textsuperscript{2,3}

- **Family system**: Supportive and stable family relationships, positive childhood family environments
- **Psychological**: Positive emotions, cognitive flexibility, meaning-making, active coping
- **Social support**: Positive family relationships, friends, faith-based system, increased social support following return from deployment
- **Military social support**: Unit cohesion, sense of military preparedness
WHAT DO THE DATA TELL US ABOUT THE RESERVE COMPONENT?
Psychiatric Evacuations from Theater

- Psychiatric evacuation rates are highest among Army members.
- Army active duty rates are highest, followed by NG then AR.
- Army active duty members have the highest likelihood returning to theater following psychiatric evacuation.
- Risk factors for psychiatric evacuation are being white, female, aged 17 – 24, high school diploma or less, married, and with one or more dependents.
• One or more mental health diagnosis, psychotropic or opioid drug fills are significant predictors for psychiatric evacuation
• The majority of psychiatric evacuations occur on first deployment
• These findings did not support the notion of increased reliance on NG/Reserve units or multiple deployments as primary contributors to the rise in psychiatric evacuations over time
Post-Deployment Risk Factors for PTSD in RC

- Factors that predicted post-deployment onset of PTSD in NG assigned to a BCT:\textsuperscript{2,4}
  - Perceived lack of military preparedness
  - History of pre-accession exposure to traumatic events
  - Frequency and intensity of combat exposure
  - Reports of sexual harassment by women
  - Perceived lack of post-deployment social support
  - Concerns about impact of deployment on career
  - Family concerns
Role of Resilience, Unit Support and Post-deployment Social Support

- Study of 272 veterans about 2 years after return
- Found that resilience, positive unit support and postdeployment social support served as buffers for PTSD, depressive symptoms and psychosocial difficulties
- Know from studies of Vietnam era Veterans, that those who had higher levels of hardiness and postwar social support had lower levels of PTSD
Resilience in RC

- Potentially more sources of Social Support than AC
- More sources of stress than the AC
- Learn to balance multiple stressors over time as a RC Soldier
- Many stay in same reserve unit for long time => increase unit cohesion

Military Career <-> Community Activities
Family <-> Civilian Career
How is Resilience Enhanced?

- Comprehensive Soldier Fitness (CSF)
- Five Dimensions
  - Social
  - Emotional
  - Family
  - Spiritual
  - Physical
Operational Resilience Training

(Deployment-Cycle)

- In-Theatre Battlemind Psychological Debriefing
- Post-Deployment Psychological Debriefing

Training/Preparation → Mobilization → Deployment → Employment → Redeployment → Post Deployment → Reconstitution

- Pre-Deployment Resilience Training for Warriors
- Pre-Deployment Resilience Training for Leaders
- Pre-Deployment Resilience Training for Spouses/Couples

- Reintegration Resilience Training (PDHA)
- 3-6 Month Post-Deployment Resilience Training (PDHRA)
- Post-Deployment Resilience Training for Spouses/Couples

During Deployment Integrated Resilience Training (in development)

MRTs receive Resilience First-Aid training & train to deliver pre and post-deployment training modules [in white boxes].
Deployment Health Assessment Program

- Key role in early identification of physical and psychological issues
- Includes a component of resilience training
- Works to dispel myths and stigma
- Conduit to treatment, referral to financial, family support and other programs

- A healthy mind and body are essential to individual readiness and a key Army priority for Soldiers, civilians and families.
Behavioral Health

- People with behavioral health issues can return to lead productive and engaging lives.
- Research shows that low hardiness/resilience and an avoidance coping style can lead to abuse of alcohol in an attempt to cope.
- Data show that younger military members are at highest risk for heavy drinking.
- Important to consider stress of deployment on children, especially RC children, as they may be the only child in their class with a deployed parent.
Suicide Prevention

- Total AR Suicides Year To Date: 32
- In July: Army Reserve (not on active duty): 2 potential suicides; 4 suicides in June
- The Army Reserve views suicide prevention as a shared responsibility of commanders, Soldiers, civilian employees, family members and communities.
- Army Reserve approach to suicide prevention is three-fold:
  - Educate
  - Engage
  - Act
Educate, Engage, Act

• Build strong relationships, know your Soldiers
• Encourage proper sleep, exercise, nutrition
• Reduce stigma around help-seeking
• Ensure all leaders have a list of referral sources both within the military and VA as well local, civilian resources
• Identify risky behavior in Soldiers and refer for help
  – Excessive alcohol use
  – Risky sexual behavior
  – Violence
  – Reports of sexual harassment
The Role of Leaders in Building Soldier Resilience

• Leadership entails a deeply personal relationship with, and responsibility for, those in your charge.
• Leaders must also ensure they are resilient, have self-awareness.
• It also requires the ability to form and share sound and compelling vision, at every level.

www.resilience.army.mil
Institutional Resilience Training

(Enlisted Life-Cycle)

Basic Combat Training:
Introduces fundamental resilience skills to “check and adjust” individual and buddy responses to stressful events during BCT (2 hours)

Warrior Leader Course:
Introduces resilient skills (7 thinking skills, character strengths, active constructive responding, effective communication and optimism) (12 hours)

Leaders:
Trains leader principles and skills that enhance Soldier resilience in garrison and during operations (2 hours)

Mid-Grade Leaders:
Trains leader skills for mitigating the impact of operations on unit resilience; identifies how resilient skills can be adapted for operations (2 hours)

Senior Leaders:
Addresses strategies for building resilient organizations and reducing stigma; reviews research on behavioral health and operations (2 hours)

Pre-Command:
Prepares senior leaders to develop resilience in subordinate leaders during operations (1 hour)
Institutional Resilience Training
(Officer Life-Cycle)

**BOLC A**

**BOLC B/WOBC**

**CCC/WOAC**

**ILE/WOSC**

**PCC**

**AWC/WOSSC**

**ROTC:**
Introduces fundamental resilience and performance skills (2 hours)

**BOLC B and WOBC:**
Introduces resilient skills (7 thinking skills, character strengths, active constructive responding, effective communication and optimism) (12 hours)

**Mid-Grade Leaders:**
Trains leader skills for mitigating the impact of operations on unit resilience; identifies how resilient skills can be adapted for operations (2 hours)

**Senior Leaders:**
Addresses strategies for building resilient organizations and reducing stigma; reviews research on behavioral health and operations (1 hour)

**Pre-Command:**
Prepares senior leaders to develop resilience in subordinate leaders during operations (1.5 hours)

**Strategic Leaders:**
Reviews Comprehensive Soldier Fitness and resilience training programs (1 hour)
PROGRAMS THAT ENHANCE SOCIAL SUPPORT
Yellow Ribbon Program

- Since 2008, more than 1.1 million National Guard and Reserve Service members and their families have benefited from the deployment cycle information, resources, programs, services, and referrals offered by the Yellow Ribbon Program.
- The Yellow Ribbon Program seeks to educate and empower members of the military community to develop skills and encourage behaviors that strengthen self-reliance, promote retention, and enhance readiness.
The Strength of Family Support

The mission of the family programs is to educate members of the military community to encourage behaviors that:

• Strengthen self-reliance
• Promote retention
• Enhance readiness

The programs offer a range of support in:

• Education
• Training
• Awareness
• Outreach
• Information
Employer Support for Soldiers

- Over **3,500 employers** participate in the Employer Partnership Program
- **1,393 Soldiers** found employment through EPO in Fiscal Year 2012
- ESGR: Work with employers to understand transition back to civilian career
Closing

From our military leaders to members of our community: We need every member of our community to get involved in the lives of our soldiers and let them know that we care deeply.
QUESTIONS?
References


