



316th CAV Brigade Quarterly Wellness Council



16 MAY 2014

Agenda

- Opening Remarks
- Commander's Intent and Resiliency Pillars
- Best Practices by Troops/Companies
 - Physical Resilience
 - Emotional Resilience
 - Family Resilience
 - Social Resilience
 - Spiritual Resilience
- Closing Remarks

316th CAV BDE

WELLNESS COUNCIL



Opening Remarks

Brigade Commander's Vision

Mission:

316 CAV BDE conducts a quarterly Wellness Council to coordinate efforts inside and outside the Brigade as well as making commanders aware of resources available IOT allow units to support their Soldiers through proactive health promotion, risk reduction and suicide prevention programs.

Purpose:

The purpose of the Wellness Council is to take a comprehensive approach to health promotion, risk reduction, emotional stability, family readiness, and suicide prevention to improve the long term wellness and performance of our Brigade's Soldiers.

Key Tasks:

1. Identify and establish wellness events for Soldiers
2. Identify wellness issues and develop measures to mitigate them
3. Share lessons learned and effective programs
4. Set wellness goals for the next quarter

End state:

The Brigade and its leadership are focused and ready to work to improve their unit health promotion, risk reduction and suicide prevention programs. The Brigades Soldiers have what they need to succeed in an environment that challenges them to improve themselves and their unit through Wellness programs.

Dimensions of Resiliency

Physical	Emotional	Family	Social	Spiritual
<ul style="list-style-type: none">- Risk Reduction- Safety Training- Profiles- Sick Call Trends- Injury Prevention- Illness Prevention	<ul style="list-style-type: none">- Resiliency training- EO- SHARP- Master Resiliency Training	<ul style="list-style-type: none">- FRG Groups- Sponsor Program- MRT Key Leader Training	<ul style="list-style-type: none">- BDE/SQDN Esprit de Corps Events- BOSS Events- MWR Events	<ul style="list-style-type: none">-Suicide Intervention- Confidential Counseling- Resilience Off-sites- Volunteer Support



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Physical Resilience



Hot Weather PT Mitigation Plan



CASUALTY COLLECTION POINT

Location:

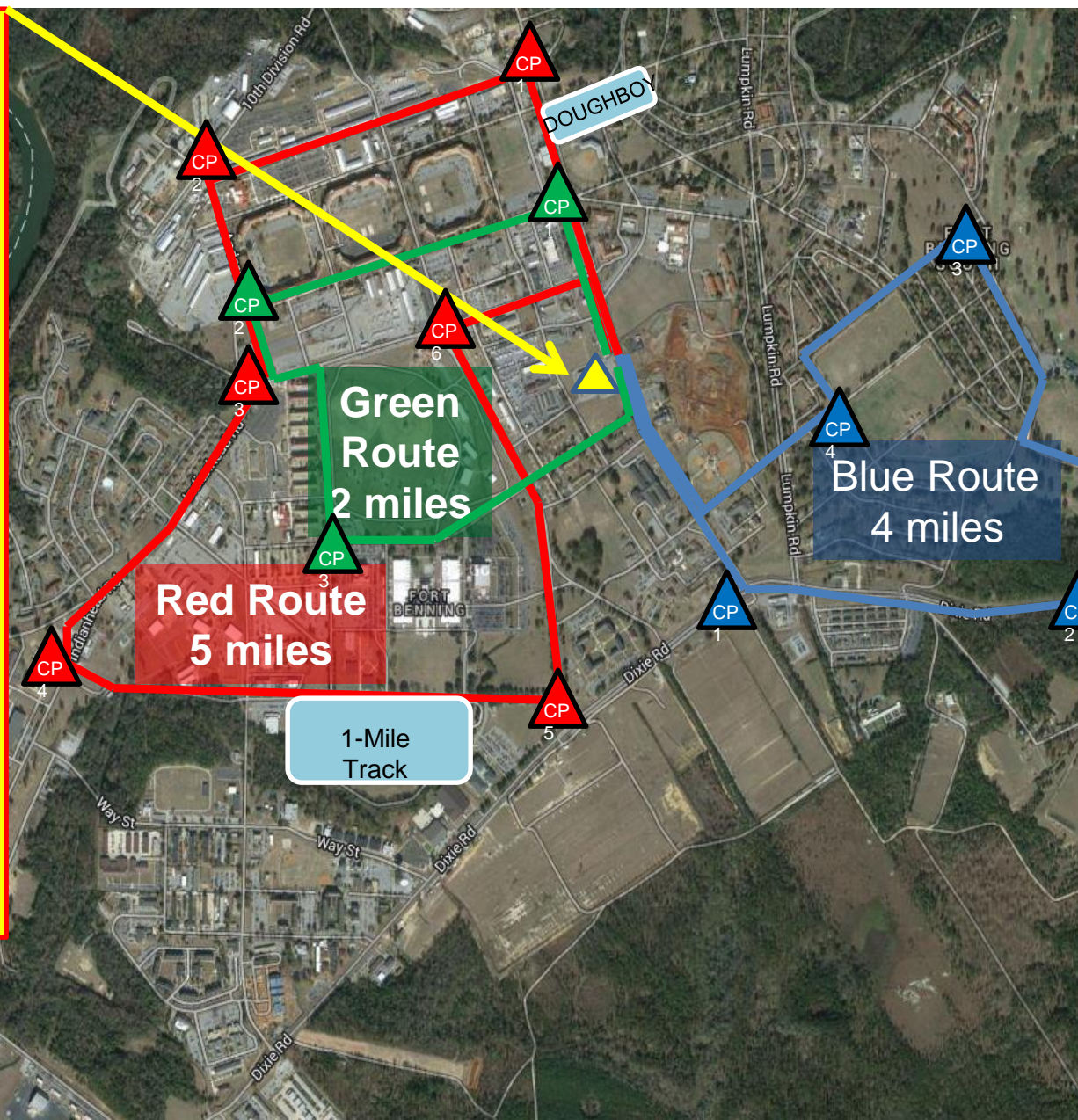
☐ Main Post Movie Theater

Equipment:

- ☐ 1x vehicle
- ☐ Ice Sheets
- ☐ Water Cooler
- ☐ IVs
- ☐ First Responder

Kit

- ☐ 2x personnel
- ☐ Radio



Unit: 1-29 IN

POC: MAJ McCray (S3)

When: xx0600XXX2014

Where: Main Post Movie Theater

What: 1-29 IN units conduct safe and challenging PRT w Students

Why: IOT foster esprit de corps, build unit cohesion, and ensure it is conducted safely and with risk mitigation factors implemented

Concept of Operation:

- The start location for all Main Post PT is the movie theater.
- PRT Preparation and Recovery Drills are performed in neighboring fields
- Units will conduct PT either at Doughboy Stadium, the 1-mile track, or one of the three highlighted run routes.
- Communicating by radio, 1x cadre member per group will radio location to Soldiers at CCP
- If there is an issue, the Soldiers at the CCP will know the location and be able to move there in order to provide proper medical support



Heat Training

D Company, 123 CAV

- Past Issue: Students suffering from Heat Injuries during Land Navigation.
- Metric/Goal: NO Students suffering from Heat Injuries during Land Navigation.
- Best Practice: Insure Proper education for both Students and Cadre on about proper hydration and eating strategies to maintain electrolyte balance as they Navigate the terrain.
Sings and symptoms of heat injuries (battle buddy checks)
- Measured Result: No Students suffering from Heat Injuries during Land Navigation.



Physical Resilience

A Company, 123 IN



- Past Issue: 20 Soldiers MEB, 36 Soldiers Permanent Profile (Hearing/Vision profiles not included)
- Metric/Goal: Reduce the amount of injured Soldiers
- Best Practice: Re-align platoon PT schedules to better incorporate PRT. Reserve time in afternoon to allow profiles to further rehabilitate injuries. Send two NCOs to be MFT certified. Send representatives from each platoon to train with MFTs and incorporate practices into platoon PRT schedules. Utilize WAT Program (TNG scheduled for 27MAY14). Incorporate injury prevention into quarterly MRT TNG (One of our MFT NCOs is also MRT certified).
- Measured Result: Reduced number of MEBs from 20 to 6. Reduced number of permanent profiles from 36 to 21.



Physical Resilience

B Company, 123 IN



- Past Issue: On 11FEB14, a new NCO failed initial record APFT (182 points) when he came to the company.
- Metric/Goal: NCO must be able to pass APFT within 90 days of failed record APFT.
- Best Practice: NCO received individual metabolic conditioning training during PT and strength training in the afternoons. Diet was strictly monitored after an intermittent fasting strategy to burn fat and gain muscle. NCO attended smoking cessation class and began process of quitting smoking.
- Measured Result: NCO was able to pass record APFT (233 points) and lose 26 pounds (two percent of body fat as well) in 65 days. NCO is still in process of quitting smoking.



Physical Resilience

C Company, 123 IN



- Past Issue: Soldiers overreacting to stressors
- Metric/Goal: Soldiers are able to spot their icebergs and adjust their reactions accordingly
- Best Practice: Routine resiliency training in small groups. Visualization exercises and open discussions about everyone's icebergs followed by sharing personal practices on how to shrink icebergs when they are near.
- Measured Result: Soldiers are able to be critiqued and react to developing situations without "losing their cool". This has paid dividends working with other agencies such as DOTS and allowed us to build productive relationships.



Physical Resilience

C Troop 123 CAV



- Past Issue: SPC Service Member (SM) was involved in several domestic disputes with spouse where SM was apparently the victim.
- Metric/Goal: Council Soldiers in similar situations on the Family Advocacy Program.
- Best Practice: SM pulled himself out of situation, notified his CoC and sought treatment at MACH. CoC issued a no contact order. CoC effectively coordinated with SM and their spouse to bring them into a FAP Social Worker to discuss their underlying issues.
- Measured Result: SM and spouse have made significant progress in the FAP program and will continue counseling and treatment to assist in their marriage.



Physical Resilience

B Company, 123 CAV



- Past Issue: An average of 4 Soldiers are historically on our Overweight Program since FY12.
- Metric/Goal: Develop a comprehensive plan to lower numbers to zero, and, more importantly, keep it at that level.
- Best Practice: W.A.T. delivers preliminary briefs on weight management and best scenarios for weight loss. The Special Population PT Program and MFT personnel will work closely with overweight Soldiers, ensuring nutritional goals are established (and being met). Knowing and understanding exactly who is on overweight, and why, is key to the reconditioning of their body.
- Measured Result: Plan is currently in action. 4 Soldiers overweight



Physical Resilience

A, 123 CAV



- Past Issue: Students suffering from Heat Injuries during Land Navigation
- Metric/Goal: Students do not suffer any heat injury during the Land Nav PE
- Best Practice: Cadre talk to students about proper hydration and eating strategies to maintain electrolyte balance as they Navigate the terrain of AO Darby. Include reduction of caffeine, and how to fuel your body as you conduct training.
- Measured Result: Leadership saw only one student with heat cramps. That student admitted not to properly fueling his body as he moved thru the PE and prior to execution.



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Emotional Resilience



Emotional Resilience

D Company, 123 IN



- Past Issue: Soldier had issues dealing with stressful life conditions out of her control and turned to alcohol and received a DUI.
- Metric/Goal: Soldier is able to cope with life events without the aid of alcohol.
- Best Practice: Indentify the issues early and refer the Soldier to ASAP prior to the event not after, have the Soldier attend group counseling, and as a last resort in-patient treatment.
- Measured Result: Soldier is able to cope with stressful situations and is able to perform their duties without turning to Alcohol.



Emotional Resilience

C Company, 123 IN



- Past Issue: Soldier issues have often times taken on a life of their own. Everything from marriage, money, UCMJ, family etc.
- Metric/Goal: An open flow of information between the leadership and Soldiers. Soldiers feel issues can be brought to the attention of the leadership before a small problem becomes a big one.
- Best Practice: Leadership within the unit have taken personal interest in Soldier issues. Leaders use past experiences and available resources to help develop the best course of action for each issue.
- Measured Result: A mutual respect between all Soldier's within the unit. Soldier feel that issues can be brought up to the leadership before a potentially damaging problem occurs.



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Family Resilience



Family Resilience

C Troop, 123 CAV



- Past Issue: Soldiers and family having domestic issues without a proper FRG.
- Metric/Goal: An established FRG that has a phone tree and information network affording all troopers and families the ability to call for help/advice. Dispel negative established opinions of FRG.
- Best Practice: CO/1SG conduct monthly events, have an information distribution network and phone tree. Updated upon reception and integration of all troopers.(MWR events, FAP, Chaplain support etc. distributed.)
- Measured Result: Will evaluate feed back after first organizational day on 22 MAY 14.



Family Resilience

B Troop, 123 CAV



- Past Issue: SSG X has had a long history of poor financial decision making resulting in marital strife
- Metric/Goal: SSG X consolidates debt and successfully completes marriage counseling
- Best Practice: Open Dialogue with both SSG X and his wife as well as being involved in their marital counseling (family life ministries) and financial planning classes.
- Measured Result: SSG X through debt consolidation and financial counseling was able to free up enough additional money each pay period to allow his wife to cut back her hours and spend additional time at home with their son, this additionally made a significant reduction in child care costs.



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Social Resilience



Social Resilience

D Company, 123 IN



- Past Issue: Soldiers receiving refund checks for income tax and not having a well-developed spending plan
- Metric/Goal: Soldiers establish a budget and plan accordingly for big purchases
- Best Practice: We conducted a financial readiness class given by ACS to give Soldiers sound financial advise. Also, finance was made a special point of discussion in monthly counseling.
- Measured Result: Still ongoing; however there has not been any overly expensive purchases made since the tax season began



Social Resilience



A Troop, 123 CAV

- Past Issue: Platoons were not working together as a team to accomplish the mission.
- Metric/Goal: Foster an environment where good cross-talk, exchanging of ideas, interaction of Soldiers between different Platoons, and recommendations to make the unit more efficient are the standard.
- Best Practice: Planning and executing team building / esprit de corps events such as the orienteering course, combat water survival test, obstacle course, Family 5k run etc..
- Measured Result: Soldiers interaction builds bonds with each other and they look to their peers and junior leaders for guidance first. Increase of Soldiers issues handled at the lowest level possible.



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Spiritual Resilience

**(due to shortage of unit submissions,
we will conduct an LPD this month)**



Spiritual Resilience Training

Brigade Chaplain



*Impacts of Temperament (preference) on
Loyalty (Team-building)
Duty (Decision-making)
and Selfless Service*

*using
the Keirseey Temperament Sorter II*

References:

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- Goleman, D. (2004). Working with emotional intelligence. *Bantum Books: New York, NY*
- Higgs, M. (2001). Is there a relationship between the Myers-Briggs type indicator and emotional intelligence? *Journal of Managerial Psychology*, 16 (7/8) 509-533
- Moss, S, Ritossa, D. and Ngu, S. (2006). The effect of follower regulatory focus and extraversion on leadership behavior. *Journal of Individual Differences*, 27(2), 93-107
- Wang, Y. and Huang T. (2009). The relationship of transformational leadership with group cohesiveness and emotional intelligence, *Social Behavior and Personality*, 37 (3), 379-392



Functional Definition of Spiritual:



Involves personal convictions of...

- what individuals value as “good”
 - ethical (Good, with a capital “G”)
 - effective/efficient (for Good goals)
 - enjoyable
- what individuals believe as “true” (real)
 - exists in my spheres of influence
 - elicits action/attention in my spheres

BLUFs for Loyalty, Duty & Selfless Service:

Distinguish 'ethical', 'effective/efficient' and 'enjoyable'

Identify extreme preferences in self and others

Seek mentors who are balanced in your extremes

Team with others who prefer what you do not prefer

Restrain self from sole investment in extremes IOT
avoid an extreme bounce to an opposite area later

Schedule self for regular action in non-preferences
IOT build proficiency in loyalty, duty & selfless service

The best leaders act in a variety of ways – even in areas that seem to be “opposites”:

Action-oriented (**E**xtraverted) Contemplative (**I**ntroverted)

Pragmatic (**S**ensing) Visionary (i**N**tuitive)

Logical (**T**hinking) Compassionate (**F**eeling)

Decisive (**J**udging) Adaptable (**P**erceiving)

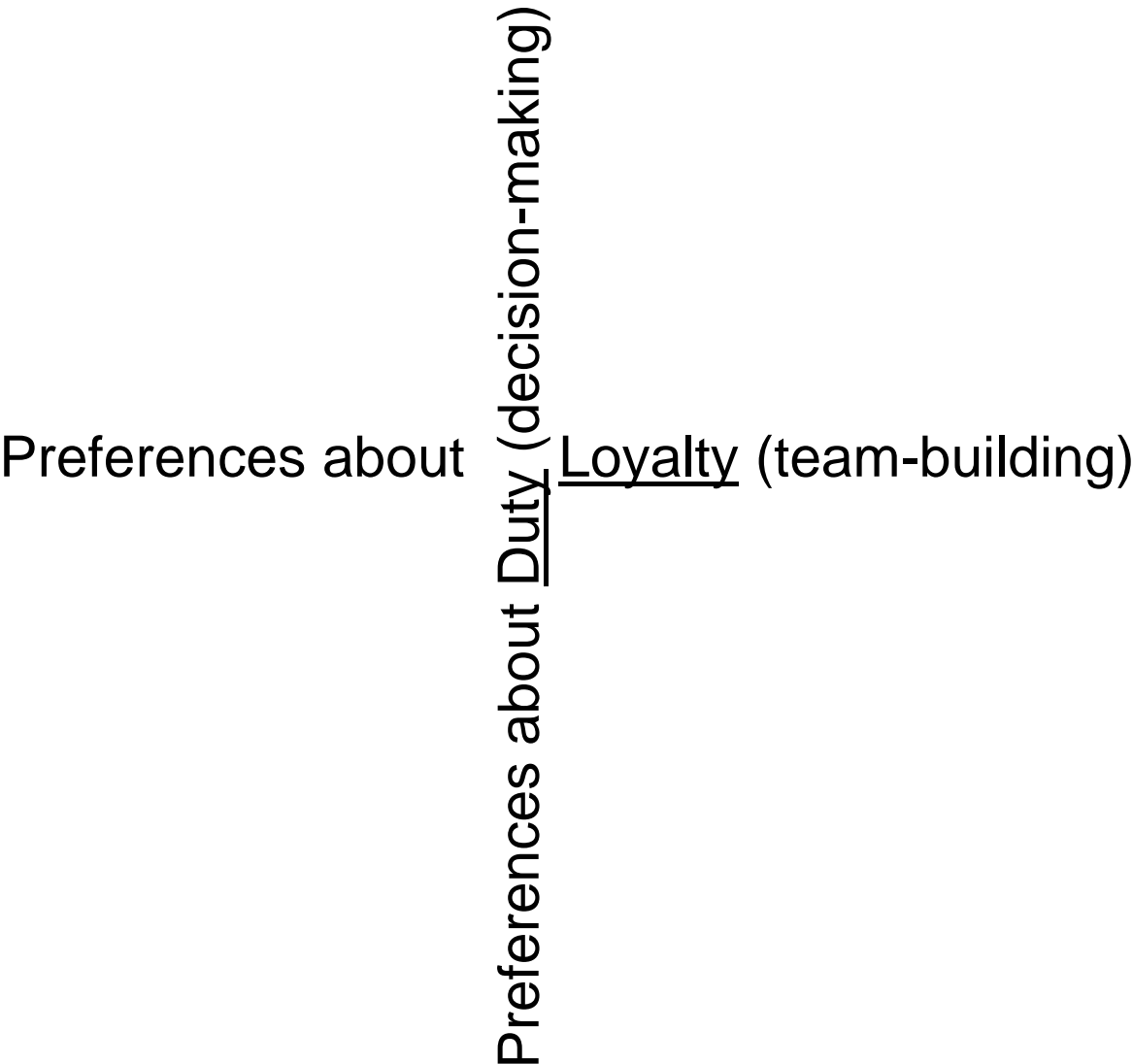


A question for experienced players:

“If you are playing racquetball, tennis, handball, etc., where on the court would you want to stand to play your best?”



Playing on a Court for Selfless Service



Forces A/S
Refuses I/R

"My Way or the Highway!!"
(100% Authority/Structure)

Forces A/S
Forces I/R

Demands A/S
Avoids I/R

Demands A/S
Demands I/R

**"Get Outta
My Face!!"**
**(0% Intimacy/
Relationship)**

Prefers A/S
Accepts I/R

Prefers A/S
Prefers I/R

**"Together
Forever!!"**
**(100% Intimacy/
Relationship)**

Accepts A/S
Accepts I/R

Accepts A/S
Prefers I/R

Avoids A/S
Avoids I/R

Avoids A/S
Demands I/R

Refuses A/S
Refuses I/R

"Whatever, Dude"
(0% Authority/Structure)

Refuses A/S
Forces I/R

Four areas of temperament for information impact “Loyalty”, “Duty” and “Selfless Service”

‘Speed’



‘J’ or ‘P’

How fast do you
prefer to act on
information:

‘Goal’



‘T’ or ‘F’

Why do you
prefer to have
information:

‘Method’



‘S’ or ‘N’

How do you
prefer to gather
information:

‘Energy’



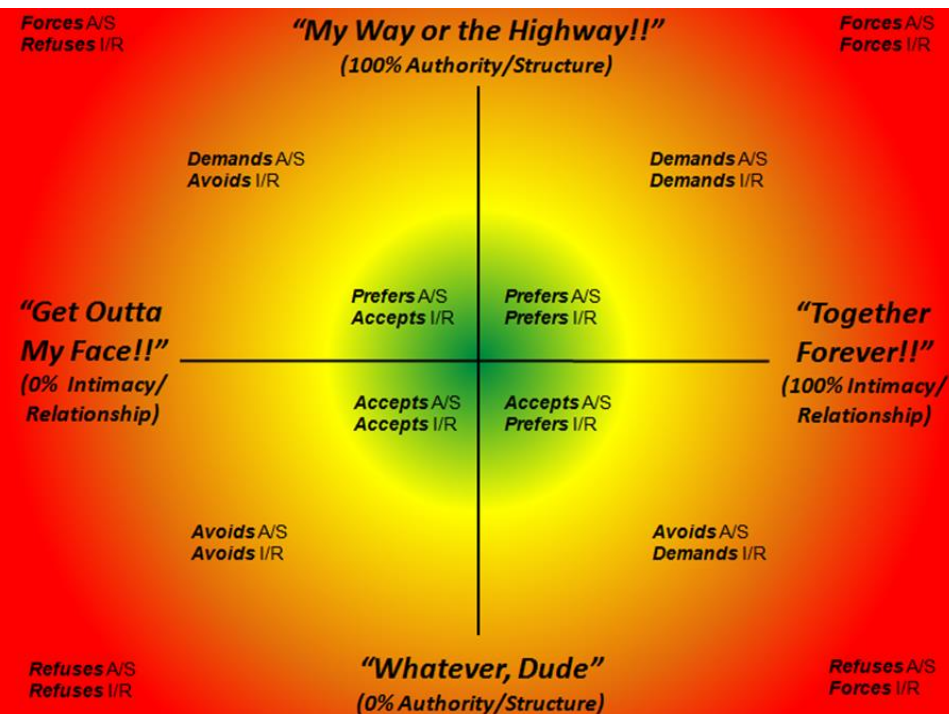
‘E’ or ‘I’

Where do you
prefer to get
energized:

<i><u>quickly to decide</u></i> or <i><u>slowly to</u></i> <i><u>understand?</u></i>	<i><u>logical ends</u></i> or <i><u>relational ends?</u></i>	your <i><u>senses</u></i> or <i><u>intuition?</u></i>	among <i><u>many</u></i> or <i><u>a few/alone?</u></i>
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Comments/Discussion:

advantages/disadvantages for
Loyalty, Duty, & Selfless Service



“J”s prefer to decide quickly

“P”s prefer time to understand

“T”s prefer goal of logic

“F”s prefer goal of relationship

“S”s prefer to know by senses

“F”s prefer to know by intuition

“E”s prefer energy by many

“I”s prefer energy by a few/alone

We tend to invest energy and resources in what's most enjoyable
So we become more effective/efficient in our areas of preference
And we begin to see our preferences as Ethical and others as bad

BLUFs for Loyalty, Duty & Selfless Service:

Distinguish 'ethical', 'effective/efficient' and 'enjoyable'

Identify extreme preferences in self and others

Seek mentors who are balanced in your extremes

Team with others who prefer what you do not prefer

Restrain self from sole investment in extremes to avoid an extreme bounce to an opposite area later

Schedule self for regular action in non-preferences to build proficiency in loyalty, duty and selfless service

Questions/Comments?

Way Ahead

- FY14 3rd Qtr 316th CAV BDE Wellness Council is TBA in the Brigade Headquarters



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Closing Remarks