



FORGED BY THE SEA

AUG 2023 | A NEWSLETTER TO ADVANCE NAVY CULTURE



POD - POW NOTES

MENTAL HEALTH PLAYBOOK 1.1 UPDATE Version 1.1 of the Mental Health Playbook is now available! This reflects recent passage of The Brandon Act (NAVADMIN 166/23), that issues policy to the Navy to implement DoD Directive-type Memo 23-005, "Self-Initiated Referral Process for Mental Health Evaluations of Service Members." Mental Health is health and every service member deserves a deliberate strategy for strengthening their mental health. **Download the Brandon Act fact sheet** to learn more.

2023 HEALTH OF THE FORCE SURVEY The survey is open through August 31st. All Active Duty Sailors are encouraged to participate. This survey provides Navy leadership with insight into the experiences of Sailors and how programs and policies impact their lives. The survey takes approximately 20 minutes to complete. **Take the survey** on your phone or computer (work or personal).

ON THE HORIZON

AUG
26

WOMEN'S EQUALITY DAY commemorates the 1920 passage of the 19th Amendment to the Constitution, giving women the right to vote.

THROUGH
AUG
31

TAKE THE 20-MINUTE HEALTH OF THE FORCE SURVEY and tell Navy leadership what you think about Navy programs and policies!

SEPT
01

ACADEMIC YEAR 2024-2025 Strategist and National Security Fellowships and Graduate Education Scholarship applications are due.

FAMILY CARE PLAN Have you completed your annual family care plan review? Family Care Plans (FCP) are mission planning tools to establish and document written plans to care for minor children or dependent adults while the Sailor is absent. Find out more [here](#).



Photo by Ed Gulick

INTEGRATED PRIMARY PREVENTION WORKFORCE IS JOINING THE FIGHT

The Integrated Primary Prevention Workforce (IPPW) is a new capability being phased into the Navy between FY23 and FY28. The IPPW will focus on primary prevention efforts to promote protective factors and reduce risk factors among individuals, within relationships, and within organizations, to maximize individual performance, and to build tough and resilient teams. The IPPW are skilled professionals who partner with leaders to implement prevention activities and promote the health of their military community. The IPPW enables Culture of Excellence (COE) 2.0 to build great people, leaders, and teams by providing consultative support to Command Leadership, Command Resilience Teams (CRTs), and other prevention stakeholders. Integrated primary prevention is integral to Command readiness and requires finding shared solutions to harmful behaviors before incidents occur. The IPPW phased rollout is acting at select locations in Norfolk, San Diego and Europe.

[FIND OUT MORE >](#)



Photo by Petty Officer 2nd Class Devin Langer, DIVDS

Why a Warrior Toughness Mindset?

Warrior Toughness trains Sailors to approach tasks utilizing the Warrior Mindset, which is a high human optimization model emphasizing a cycle of commitment, preparation, execution, and reflection. When completed repeatedly, this continuum builds and sustains toughness and resilience to win at combat and win at life.

WHAT IS WARRIOR TOUGHNESS? Warrior Toughness is an evidence-based, holistic, human optimization skillset for people, leaders and teams to maximize Navy's warfighting capacity by strengthening the minds, bodies and spirits of our Sailors. The overarching goals are to facilitate peak optimization by being self-aware and mitigating stress in all situations. It is defined as the ability to take a hit and keep fighting, perform under pressure, and excel in the daily grind.

Warrior Toughness leverages performance psychology and stress management skills validated by science and are commonly used by elite athletes and special operators. It is founded in character development and the Warrior Mindset, a series of warfighting concepts initially developed by Naval Leadership and Ethics Command and Naval Special Warfare. To maximize the performance of our people and teams, leaders should reinforce these skillsets by practicing and modeling them as well as incorporating them into everyday language, training and operations.

TOUGHNESS AND RESILIENCE — Toughness has always been a requirement to be a Navy Sailor. The Warrior Mindset seeks to imbue Sailors with toughness and resiliency supported by physical fitness, strong character, and proven mental fitness techniques—all necessary to win the next fight. Warrior Toughness must become a part of how we do business and should be seamlessly integrated

into our training and leadership. *Each of us are deck-plate leaders and we must model how Sailors should be preparing their mind, body, and spirit to win the next fight—and to manage the stressors of the daily grind—at work and at home.* We practice these skills alongside them through physical fitness, fueling with them on the mess decks, reflecting on the day and what went right—or wrong—and how we will get better, or settling in for the night to rest and recharge while identifying, mitigating and managing stress.

CORE VALUES — Navy teams need to be relentless in building the best culture with people of the highest character. Grounded in the Core Values of Honor, Courage, and Commitment, the Warrior Mindset is fundamental in building tough and resilient teams that win. Our nation needs and expects their Navy to remain above reproach, as a force they can admire and rely upon. Take fierce pride in this obligation. You are the example your team reflects.

PERFORMANCE PSYCHOLOGY SKILLS AND STRESS MANAGEMENT — Through applied skills training, Sailors are provided empirically-based mindfulness and performance psychology techniques proven to enhance the ability to perform at peak capacity. The skills taught are: Recalibrate, Mindfulness, Goal Setting, Self-Talk, Mental Rehearsal, and Energy Management. Important lessons on how to identify stress in yourself and others as well as communicating with peers through topics such as Buddy Care, OSCAR Communications, Core Leader Functions and using the Stress-O-Meter at your command.

Navy is in the process of combining concepts of **Warrior Toughness** and **Expanded Operational Stress Control (E-OSC)** into a single, unified continuum. While the two programs are still located on their legacy web pages, in the near future the information will migrate to the [MyNavy HR website](#).

DID YOU KNOW?

The Fiscal Year 2024 **Suicide Prevention Handbook** and **Prevention Guide for Suicide Prevention Coordinators**

will be released this month. Download it today and customize your plan to prevent suicide in 2024!

[DOWNLOAD IT TODAY!](#)



ALNAV 035/23 clarifies the Navy's policy on the **consumption of poppy seeds**, which may be compromised with morphine and codeine and can cause Service Members to test positive for opioids during a routine urinalysis testing.

Avoid food products and baked goods that contain poppy seeds. [FIND OUT MORE](#)



If you, your dependents, a fellow Service member, or a veteran are **struggling with substance misuse**, please contact the Psychological Health Resource Center at **866-966-1020** or through the live chat feature at health.mil/phrc

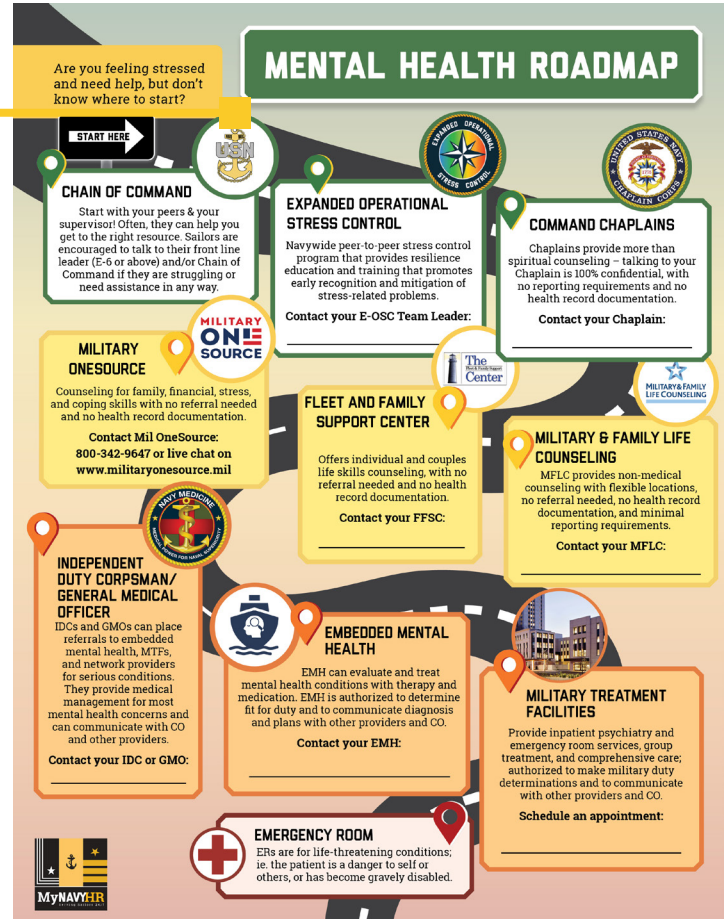
[FIND OUT MORE](#)

PROPERLY STORING FIREARMS CAN HELP PREVENT SUICIDE

Suicide is preventable. The main evidence-based tool that reduces suicide rates sustainably over time is ensuring that highly lethal means and methods of suicide (including firearms, some prescription medication and structural hazards) are out of reach during times of increased stress. Lethal Means Safety can reduce suicide risk and save lives. It means increasing the time and distance between someone with suicidal intent and the means to attempt suicide. Personally owned firearms remain the most common method of suicide among Sailors and their family members. Safe storage prevents other high-risk behaviors in addition to suicide—domestic violence, interpersonal violence, or accidental death. Safe storage of firearms means storing your weapon in a locked container, with ammunition in a separate locked container, using a gunlock, and/or storing your firearm outside of your house (most bases offer a temporary, safe surrender program).

Remember, the **Mental Health Roadmap** is always a good place to start if you or somebody you know is feeling stressed and needs help, but doesn't know where to start.

[FIND OUT MORE >](#)



RESOURCES

MY NAVY HR SUPPORT SERVICES
Visit: [MyNavyHR Culture & Resilience](#)

MILITARY ONE SOURCE
Call: 1-800-342-9647
Chat: [Military One Source](#)

SAPR CONNECT
Visit: [SAPR Connect](#)

SAFE HELPLINE
Call: 877-995-5247
Visit: [Safe Helpline](#)

SAMHSA
Call: 800-662-HELP (4357)
Visit: [SAMSHA-Find Help](#)

SUICIDE & CRISIS LIFELINE
Dial 988 then press 1

NAVY WOUNDED WARRIOR
Call: 855-NAVY-WWP • (628-9997)
Visit: [Navy Wounded Warrior](#)

DONCEAP (DON CIVILIAN EMPLOYEE ASSISTANCE PROGRAM)
Visit: [Magellan Ascend](#)

EMPLOYEE ASSISTANCE PROGRAM BY CNIC
Visit: [ACI website](#)



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