

New York Army National Guard (NYARNG)

Comprehensive Soldier Fitness (CSF) Facilitators Guide

Volume 2



July 2012 – June 2013

Comprehensive Soldier Fitness Program of Instruction

The Army established CSF to increase the fitness, health and resilience of Soldiers, their Families and Army Civilians. Resilience is the ability to grow and thrive in the face of challenges and bounce back from adversity. CSF helps increase fitness, health and resilience in individuals by assessing their strengths and weaknesses, then providing training in the form of self-development modules and resilience building techniques that teach specific mental and physical skills. These techniques are designed to increase fitness and health in the financial, physical, emotional, social, Family and spiritual, dimensions of resilience.

The concept is to help Soldiers understand what the Army expects of them and is built on the Army Values and the Commanding General's focus on standards and discipline. The NYARNG CSF Program should be viewed as helping shape and dedicating time and resources to our existing culture of Soldier care. The program carves out and dedicates 30 minutes each IDT weekend for all leaders to talk with their Soldiers on a monthly basis as part of the training schedule. By directing 30 minutes of CSF for each IDT weekend we are mandating that time be dedicated which eliminates the challenges for leaders to "find the time". CSF will be annotated in every DTMS training schedule starting in July 2011. The basic tenant of the program is for first line leaders to conduct monthly 30-minute sessions with their Soldiers during monthly IDT periods.

These sessions are group discussions, facilitated by the first line leader, about situational problems/issues. First line leaders include (but are not limited to):

Squad/Section SGTs training their Soldiers
Platoon Leaders/Platoon SGTs training their Platoon Headquarters
Company Commanders/1SG training their Company Headquarters
Battalion/Brigade/Division Staff Officers/Senior NCOs training their sections
Battalion/Brigade/Division Command Group/CSM training the Command Group
JFHQs Staff Officers/Senior NCOs training their directorate

CSF must have the support of all leaders.

Suggestions to improve the program should be provided through your chain of command to JFHQs, ATTN: MNOT.



MG Patrick A. Murphy Commanding General New York Army National Guard

As Soldiers, we know about physical fitness. But being truly fit involves more than just physical abilities and personal fitness. It also involves being mentally and spiritually fit so we can make good decisions as we deal with Family, emotional, relationship and financial situations that are part of our everyday military and civilian lives. The Army implemented Comprehensive Soldier Fitness (CSF) as a component of the Resilience, Risk Reduction, and Suicide Prevention Program (R3SP) to address the needs of Soldiers and Families and to help them cope successfully with the stresses of military service.

This guide outlines the NYARNG's CSF program which is designed to enhance our ability to deal with stress by developing critical thinking skills and learning how to approach life's challenges in a positive, optimistic way. It also teaches how to recognize the signs of stress in others and what actions we should take to help our fellow Soldiers.

I believe this training effort will be helpful to all of us as we serve our state and nation. You and your Family make many sacrifices as you serve, and it's my responsibility as Adjutant General to ensure that you have all the tools, both physical and spiritual, that you need to be successful.

Purpose of Comprehensive Soldier Fitness

Leader: Familiarize yourself with the purpose of this program

- Assist Soldiers in understanding total fitness and developing life skills that contribute to their readiness and resiliency as members of the NYARNG
- Ensure that all Soldiers understand the expectations of the Army as to character and personal responsibility
- Practice the methods of achieving success in the Profession of Arms by knowing when and where to turn to access available resources when first faced with significant issues
- Improve Soldier performance and readiness, build confidence to lead, courage to stand up for one's beliefs and compassion to help others

Method of Instruction

Leader: Review and rehearse monthly program of instruction prior to facilitating the discussion. Ensure you tailor the discussion around your unit culture.

- Statement of expectation for the monthly topic
- Discussion of healthy behaviors and unhealthy behaviors
- Lead your Soldiers through the monthly scenarios
- Discuss what a buddy could do (Buddy Aid), review **ACE**

Ask your Soldiers:

What are the issues?

What are possible outcomes?

What is in the Soldier's control?

What is not in the Soldier's control?

- Conclude with your unit developing a healthy perspective to the scenario and how to obtain resources when needed

Expectations of Warrior Professionalism

Leader: Read & understand the expectations and components of CSF

- The Army expects all Soldiers to be aware of their personal values/beliefs and to comply with our Army values
- Professional and personal success are achieved through discipline, reflection and personal growth
- When there is difficulty in your life:
 - take ownership
 - look to your own behaviors and values
 - seek creative solutions
 - seek guidance and support from others to achieve success
- Proficiency in the six areas of CSF promotes growth and development which enhances a Warrior's professionalism and personal life

Training Calendar

Leader: Understand the six pillars of CSF and the monthly training cycle

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Financial	X						X					
Physical		X						X				
Family			X						X			
Social				X						X		
Emotional					X						X	
Spiritual						X						X

What is Financial Fitness?

Leader: Discuss these expectations with your Soldiers

- The Army expects Soldiers to meet their financial obligations with **INTEGRITY**
- Financial fitness is living within your means, while providing for yourself and your commitments
- Financial fitness is a lifetime skill and **PERSONAL RESPONSIBILITY**
- Financial fitness is paying your bills on time

Components of Financial Fitness

Leader: Discuss these expectations with your Soldiers

- **Budgeting** – understanding how much you make and where your money is going each month
- **Prudence** – living within your means and learning to control impulses
- **Debt Management** – using credit responsibly, such as buying a house or car that is within your means
- **Cash Flow Management** – meeting your financial obligations as they come due and not overextending
- **Planning** – planning for school, retirement or other major life events
- **Saving** – save money (safe investment or savings account) for emergencies

Unhealthy Financial Fitness Behaviors

Leader: Identify unhealthy behaviors with your Soldiers

- Bouncing a check
- Misusing credit cards
 - making impulse purchases
 - “binge spending”
 - Using GOV travel card for unauthorized purchases
- Falling behind on bills
 - letting insurance lapse
 - lapse of rent payment
- Under-employed
- No retirement planning
- Living without a budget could lead to:
 - living paycheck to paycheck
 - running out of money before payday

Unhealthy Financial Fitness Scenario

Leader: Read the following scenario to the group

You are SPC George. You and your buddy SGT Ford are sent to a course at Ft. Drum. Because of the distance, both of you have been authorized to use your POVs for travel. SGT Ford’s car breaks down the evening before your travel day, so you pick him up and drive together up to Ft. Drum. You share the cost of gas and tolls. After completion of the training, you start working on your travel vouchers. You notice that SGT Ford is claiming himself as a driver of a POV instead of a passenger and claiming the full amount of tolls. You know that SGT Ford is tight on funds, is unemployed, and plans to use the extra travel pay in order to get his car fixed. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- SGT Ford lacks **integrity**
- SGT Ford may have underlying financial issues
- SGT Ford poorly planned for his expenses
- SGT Ford failed to set a good example for a Junior Soldier
- SGT Ford appears to have no emergency funds
- Unemployment
- What else?

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be affecting SGT Ford in this situation

- SPC George thinks its SGT Ford’s responsibility to correct this
- SPC George doesn’t want to rat on SGT Ford
- Confrontation will damage professional relationship or friendship
- Both feel that everyone else does it
- SGT Ford doesn’t see this as doing anything wrong
- SGT Ford feels this is an easy short term fix to his problem
- No one will tell on SGT Ford
- No one will check SGT Ford
- The Army can afford it
- Too late to start saving money now
- “I’ll make more money next month”

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less Adaptive

- SGT Ford doesn't get caught & continues to do this
- Investigation is initiated
- Both get disciplinary action
- Loss of rank
- Loss of respect from subordinates
- Gets kicked out of the Army
- Loss of friendship
- SGT Ford is stressed by living day to day
- Financial stress makes SGT Ford and his Family's life miserable

Best Case – Adaptive

- SGT Ford Corrects the voucher on his own
- SGT Ford admits what he did to subordinates
- SGT Ford apologizes to SPC George for putting him in a bad situation
- SGT Ford regains the respect of subordinates
- Unit or program offers financial training
- Lives within budget
- Increases monthly drill pay by getting promoted
- Financial stability reduces stress

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

If both do nothing...

- Both get counseled on wrongdoing
- Both will be disciplined by unit
- Unit will be retrained
- Will lose respect of fellow Soldiers
- Will experience stress in the Family

What the Soldier can do

- Work out the shared expenses with SPC George fairly
- Report issues to CoC
- Both learn from this and be honest on travel vouchers
- SGT Ford can ask for NYARNG sponsored financial counseling
- The MFAC may refer SGT Ford to an organization that will help with car repairs
- SGT Ford gets employment assistance

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should SPC George (Battle Buddy) have done?
 - discuss/confront the issue with SGT Ford
 - offer help and insights into proper voucher completion
 - direct him to unit leadership for assistance
- What should SPC George (Battle Buddy) do now?
 - share the expenses fairly
 - see if there are other issues that might be causing the financial difficulties
 - remember that financial hardship can be very stressful and be concerned
- Remember **ACE** * (any stressful situation can lead to suicidal behavior)
 - Ask what you can do to assist the Soldier in succeeding
 - Care enough to listen and provide support
 - Escort the Soldier to resources or be one yourself as a positive influence

DO YOU HAVE AN “ACE” CARD?

* This may not seem to be a life threatening situation but financial problems often become overwhelming and seem hopeless. The **ACE** process guides us to assist the Soldier. Have the courage to act on behalf of a fellow Soldier. Never assume that everything is good to go until you have checked.

Healthy Financial Fitness Behaviors

Leader: Ask your Soldiers to think of good financial habits

- Be honest with yourself and in your financial dealings
- Stick to your monthly budget and track expenditures
- Have a savings plan
- Save a portion of your income for emergencies and retirement
- Full-time employment
- Strive to do your best at work and in the National Guard
- Make use of coupons and military discounts
- Plan for retirement and discuss it with NYARNG sponsored financial professionals

Available Resources

- NYARNG Personal Financial Counselor (518) 786-0406 or (877) 715-7817
- NYARNG Family Programs Office toll free (877) 715-7817 or online at www.dmna.state.ny.us/family
- NYS Dept of Labor 1-888-VETS-NYS (888-469-7365) ask for Veterans Programs. www.veterans.ny.gov
- NYARNG Employer Support of the Guard and Reserves 518-786-4605
- Military OneSource (NYARNG Representative) (518) 265-2901
- Military OneSource toll free (800) 342-9647 or online at www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Physical Fitness?

Leader: Discuss these expectations with your Soldiers

- TC 3-22.20 states “Army physical readiness is defined as the ability to meet the physical demands of any combat or duty position, accomplish the mission, and continue to fight and win”
- Physical fitness is a **DUTY** and a **PERSONAL RESPONSIBILITY**
- You are required to pass the APFT and meet height and weight requirements
- If you don't you will be flagged barring favorable actions like promotions and awards

Components of Physical Fitness

Leader: Discuss these expectations with your Soldiers

- **Mobility** – movement proficiency; the ability to move quickly and confidently, such as lifting an injured Soldier
- **Strength** – the ability to overcome resistance
- **Endurance** – the ability to sustain physical activity

Unhealthy Physical Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

- Excessive eating, smoking, drinking
- Lazy lifestyle – watching TV and playing video games, being a “couch potato” and abstaining from physical activity
- Poor motivation – doing the minimum to pass the APFT standard and being unfit for combat
- Poor flexibility – never stretching before and during exercise
- Poor hygiene – not taking care of yourself by washing, grooming, brushing your teeth and daily physical regimen
- Poor body composition – staying at the edge of the Army body fat standard (“spare tire” syndrome)
- Drug use – use of illegal drugs or misuse of legal prescription drugs
- Drinking too much – alcohol abuse

Unhealthy Physical Fitness Scenario

Leader: Read the following scenario

You are SFC Jones. SGT Gonzales is on ADOS right now and is preparing to finish his final portion of ALC so he can be up for promotion to SSG. He is required to take an APFT test within 90 days of this NCOES School. Normally this is no problem for SGT Gonzales, as he is one of the few in his section that takes time out of every day for Physical Fitness. He recently developed pain in his knee when he overextended it on a run but hasn't gone to get it checked out. He's worried about getting a running profile and not being allowed to go to NCOES. He's put off the PT test until a couple days before his report date in order to let his knee heal. When taking the PT test, he comes in two seconds slower than his required time. You're the grader. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- SGT Gonzalez is unfit for duty
- SGT Gonzales does not meet the standard to attend school
- SGT Gonzales failed to get medical attention to resolve his knee injury
- SFC Jones has a hard decision to make

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be affecting SFC Jones or SGT Gonzales in this situation

- SFC Jones does not want to hurt SGT Gonzales’ career
- SFC Jones thinks a couple of seconds doesn’t really matter
- Other Soldiers get away with it
- SGT Gonzales thinks that his past record of APFTs will get him a break
- SGT Gonzales thinks his injury gives him an excuse
- SGT Gonzales thinks his knee will get better on its own

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less adaptable

- SFC Jones ignores the standard and SGT Gonzales’ PT continues to decline
- They are both caught, counseled & disciplined
- 2 careers are damaged
- SGT Gonzales is unable to go to ALC
- SGT Gonzales loses ADOS job & promotion
- Stress negatively affects SGT Gonzales’ health and Family life
- SGT Gonzales can’t extend in the Guard

Best Case - Adaptable

- SFC Jones enforces the standard
- SFC Jones counsels & assists SGT Gonzales with a PT plan
- SFC Jones ensures SGT Gonzales gets medical attention
- SGT Gonzales gets pulled from the school and replaced with a ready Soldier
- SGT Gonzales restarts his PT plan & passes the APFT
- SGT Gonzales goes to ALC and graduates
- SGT Gonzales gets promoted to SSG
- SGT Gonzales keeps his ADOS job
- SGT Gonzales lives an active and productive lifestyle

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- SFC Jones maintains the standard
- SGT Gonzales' chain of command will not allow him to attend ALC
- SGT Gonzales gets medical care, improves and passes APFT
- SGT Gonzales is scheduled for school at a later date

What the Soldier can do:

- SFC Jones assists SGT Gonzales with medical & PT plan follow-up
- Utilize NYARNG/armory physical fitness equipment
- Get a workout buddy
- SGT Gonzales uses promotion to SSG as a motivator

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should SGT Gonzales' Battle Buddy (his peers) have done?
 - Advise him to medically checked out
- What should SGT Gonzales' Battle Buddy do now?
 - motivate him to focus rehabbing his knee and long term health
 - PT with him
- Remember **ACE** * (any stressful situation can lead to suicidal behavior)
 - Ask what you can do to assist the Soldier in succeeding
 - Care enough to listen and provide support
 - Escort the Soldier to resources or be one yourself as a positive influence

DO YOU HAVE AN "ACE" CARD?

- * Though this is not a life threatening situation, the **ACE** model helps us to get information and assist the Soldier so that a small issue does not become an unmanageable situation. Never assume that everything is good to go until you have checked.

Healthy Physical Fitness Behaviors

Leader: Ask your Soldiers to think of good physical fitness habits

- Strive to meet and exceed the Army standard
- Treat injury quickly
- Maintaining your body and health is as important as PT
- Eating well balanced, healthy meals and plan for healthy snacks
- Exercising regularly (i.e. three times per week)
- Stretching regularly throughout the day, including before and after exercise
- Use NYARNG/armory fitness equipment or join a gym
- Joining a local sports team or get a workout buddy to keep you accountable and motivated
- Building a social circle around a physical activity (pick-up basketball, golf, hiking, kayaking, cycling, etc.)

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- NYARNG/armory fitness equipment
- Unit Fitness experts
- Local gym, health and fitness clubs
- Your primary care physician through Tricare Reserve Select
- Army MOVE Program (log in to AKO then cut & paste this site into your browser):

<https://www.us.army.mil/suite/page/334846>

- NYARNG Family Programs Office 1-877-715-7817 or www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Relationship and Family Fitness?

Leader: Discuss these expectations with your Soldiers

The Army expects each Soldier to comply with AR 600-20, Army Command Policy, paragraph 5-10b.(9), April 2010:

“Soldiers bear primary responsibility for their Family and personal affairs readiness.”

It is the Soldiers’ responsibility to inform the Chain of Command of their Family dynamics and inform their Family of their Army obligations. The Army expects Soldiers who are married to be in a monogamous relationship.

The Family and Significant Relationships

Leader: Discuss these expectations with your Soldiers

- Modern Families are diverse and dynamic
 - they may be a blend of two Families or contain only one parent and not be what is often termed “traditional”
 - look at the meaningful significant relationships that a Soldier identifies as “their” Family
- Soldiers will meet all moral and legal obligations of marriage and parenting
- A healthy Family relationship need not be one of blood, but is expected to be one of support, **loyalty**, care, commitment and affection

Components of Relationship and Family Fitness

Leader: Discuss these expectations with your Soldiers

- **Family Care Plan** – if required, Soldiers will have a Family Care Plan to provide for Family members during training and deployments (ask your unit S1 for more information)
- **Family Readiness Group** – Soldiers will ensure that their Family Readiness Group have all relevant data needed for support services
- **DEERS Enrollment** – all legal dependents will be enrolled in DEERS
- **SGLI** – Soldier and spouse have been given every opportunity to purchase SGLI
- **Family Benefits** – Soldiers and Families are aware of the comprehensive NYARNG network of support
 - call for information: 1-877-715-7817

Unhealthy Family Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

- Domestic violence
 - Verbal, emotional, mental and physical abuse of spouse
 - Shaking or hitting your children
- Sexual abuse or assault
- Wearing your “rank” at home
- Putting your Family last in your priorities
- Having the Family overly and unnecessarily dependent on you
- Abusing alcohol or drugs to avoid Family issues
- Discouraging involvement in the Family Readiness Group or other community support networks
- Lying to Family or being misleading
- Failure to meet **Duty** to Family
- Failure to be a good role model

Unhealthy Family Fitness Scenario

Leader: Read the following scenario

You, 1LT Cummings, are the platoon leader. Private Singh is a new single mother. Private Singh feels overwhelmed with the responsibilities of single parenting. She has missed several drills. Unit members have told you she had difficulty obtaining child care. The unit has been unable to contact her by phone or email and as the platoon leader, you intend to recommend her for discharge. She has been an outstanding Soldier in the past who gives her best to the unit but needs help and advice to cope with daily challenges. She is just getting by financially but wants to succeed in the military to progress in life.

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- 1LT Cummings may not be making every effort to contact the Soldier
- PVT Singh's Family life is strained
- PVT Singh does not have someone to watch her child
- PVT Singh needs a Family Care Plan
- PVT Singh is overwhelmed and preoccupied
- Possible legal trouble (i.e. Child Protective Services, child support)
- Soldier does not know her resources
- Soldier may be subject to AWOL proceedings

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be affecting the Soldiers in this situation

- 1LT Cummings thinks AWOL Soldiers don’t deserve any extra effort
- 1LT Cummings believes the Guard is not suited for single mothers
- PVT Singh is not a good mother
- PVT Singh is on her own in this situation
- Asking for help is a sign of defeat

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less adaptive

- 1LT Cummings recommends discharge and loses a good Soldier
- Platoon thinks Platoon Leader doesn’t care
- PVT gets discharged and barred from reenlistment
- Loss of Guard income increases financial hardship
- Stress affects her (i.e. discharged from the Guard, drug or drinking abuse, enters into unhealthy relationship)
- Overwhelming feelings cause her to attempt suicide

Best Case – Adaptive

- 1LT Cummings finds a way to contact PVT Singh (goes to her house, Face Book)
- 1LT contacts NYARNG Family Programs, Unit Chaplain or Chain of Command (CoC)
- Leaders and Battle Buddies step in to assist
- Unit FRG assists with childcare
- Her fellow Soldiers **respect** her difficulties and try to assist

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- Situation and AWOLs will continue
- Family Care Plan will be resolved or she will be separated
- Soldier will have resentment from CoC and peers
- Family will continue to have issues to resolve at home
- She remains stressed, miserable and engages in unhealthy, high-risk behaviors

What the Soldier can do:

- 1LT makes the extra effort to learn about the problem and resolves it
- PVT Singh seeks help from NYARNG Family Programs, Unit Chaplain or unit CoC
- PVT Singh develops healthy relationships with her friends and Family that can be relied on in emergencies

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should PVT Singh's Battle Buddy have done?
 - Advise CoC
 - listen to her and offer assistance from Family programs
 - offer help and insights
- What should PVT Singh's Battle Buddy do now?
 - offer assistance and good advice for her and her Family
 - connect PVT Singh to the NYARNG network of support
 - share a healthy friendship with her and be supportive
- Remember **ACE** * (any stressful situation can lead to suicidal behavior)
 - Ask what you can do to assist the Soldier in succeeding
 - Care enough to listen and provide support
 - Escort the Soldier to resources or be one yourself as a positive influence

DO YOU HAVE AN "ACE" CARD?

* Though this is not a life threatening situation, the **ACE** model helps us to get information and assist the Soldier so that a small issue does not become an unmanageable situation. Never assume that everything is good to go until you have checked.

Healthy Family Fitness Behaviors

Leader: Ask your Soldiers to think of good Family fitness habits

- Leaders should demonstrate **Selfless Service** with Guard Family
- Know and understand the NYARNG network of support
- Practice positive parenting skills of **Respect, Loyalty** and **Selfless Service**
- Share Family information with the unit
- Share unit information with the Family
- Encourage Family Readiness Group involvement
- Balance Family, Guard and employer obligations
- Spend quality time with your Family
- If required, have a Family Care Plan
- Educate Family members on military benefits
- Teach and practice the Army Values (be a good role model)
- Learn and practice good listening and communication skills

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- NYARNG Director of Psychological Health, 518-786-4956 or 518-396-8993 or toll free 1-877-715-7817
- State Chaplain's Office, 518-461-2527
- Military Family Life Consultant (MFLC), 518-786-4907 or 518-786-4903 or toll free 1-877-715-7817
- Sexual Assault Response Coordinator 518-786-4734 or 518-925-5954
- NYARNG Family Programs Office, 1-877-715-7817 or www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Social Fitness?

Leader: Discuss these expectations with your Soldiers

- The Army expects a Soldier to be morally responsible and law abiding
- A Soldier who is socially fit is accepting of other peoples' beliefs and lifestyles
- A socially fit Soldier maintains basic living skills that promote a positive influence and contribute to their military and civilian communities

The Components of Social Fitness

Leader: Discuss these expectations with your Soldiers

- **Citizenship** – Soldiers must be law abiding citizens
- **Community** – The Soldier should be a respected member of the community
- **Healthy Relationships** – A Soldier should maintain proper relationships with other Soldiers in the unit
- **Role Model** – A Soldier will embody the Army Values
- **Personal Courage** – the strength to do what is right, to adhere to a higher standard of personal conduct, to lead by example, and to make tough decisions under stress and pressure
- **Respect** – a Soldier is open in communication and practices empathy that involve treating people justly

Unhealthy Social Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

Unhealthy behaviors show a lack of **respect** for one's self, others and their cultures or beliefs:

- Limited self-identity and easily influenced by trends and others
- Poor language choices and attitudes that are unsocial or disrespectful
- Breaking laws, regulations and protocol
- Over indulgent behavior or compulsive desires for anything
- Reclusive or isolative behaviors
- Poor self-esteem resulting in feeling inferior to others
- Lying and lack of **integrity**
- Lack of interpersonal skills
- Being selfish
- “Backstabbing”

Unhealthy Social Fitness Scenario

Leader: Read the following scenario

You're CPT O'Neil, the Company Commander. Your battalion is deploying next summer and most of your unit has never been deployed or activated. Your unit is struggling to complete its preparations for deployment and you are short on full-time staff. One of your best Soldiers, a seasoned combat veteran and your admin expert, is SGT Sanders. He has been a great help the past few months and you've had to lean on him a lot in order to meet your deadlines. Without him, your unit would be mission ineffective. SGT Sanders is married and has four children, but he consistently goes above and beyond the normal work day to complete the mission. Last weekend at drill, SGT Sanders' platoon leader confirmed an illicit affair between SGT Sanders and another male Soldier who is a PVT. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- Inappropriate relationship affecting good order and discipline
- Violation of command policy (fraternization)
- Soldier was unprofessional and broke the Creed of the Non-Commissioned Officer
- Soldier demonstrated poor decision making and bad behavior
- Soldier violated many of the Army Values
- Soldier engaged in high-risk behavior
- He let his Family and unit down

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be effecting this situation

- “I can’t afford to lose my go-to NCO”
- It is easier to look the other way
- “It’s alright, everybody cheats”
- Believes he can lie and get away with it
- “What I do on my time, is my business”
- No one will find out what he is doing
- “I don’t want to draw attention to my unit”
- “I don’t want to appear like I am going after a Soldier based on his/her sexual orientation

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less Adaptive

- SGT gets a divorce and loses Family
- Loss of Guard membership financial and legal difficulties
- Loss of pay, bad NCOER
- Reduction in rank
- CPT's failure to act results in loss in confidence & ability to command
- Embarrassment to friends and Family
- Loss of professional peer **respect**

Best Case – Adaptive

- CPT directs counseling for both Soldiers
- Soldier reconciles with Family
- All reexamine Army values
- All continue military career
- All learn from the experience
- Examines his relationship with Family, friends and the commitment to work and the Guard

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- CPT initiates disciplinary action
- One of the parties will be reassigned
- Loss of professional **respect**
- Receive a negative counseling statement
- **Integrity** Block on NCOER is now “Needs Improvement”
- Limited advancement opportunities

What the Soldier can do

- Leader disciplines the Soldiers and guides them to counseling
- Soldiers take responsibility
 - seek counseling
 - **honor** commitments
 - End inappropriate relationship
- Be honest to all parties

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should Battle Buddies have done
 - talk with all parties about doing the “right thing”
 - offer help and insights
- What should Battle Buddies do now?
 - Support the Chain of Command and counseling
 - reinforce the expectations of the Guard by being a good example of an NCO
- REMEMBER **ACE** * (any stressful situation can lead to suicidal behavior)
 - Ask if he understands his role in the military and what is expected of him
 - Care enough to assist the Soldier in explaining good choices and integrity
 - Escort the Soldier to success by motivation and caring

DO YOU HAVE AN “ACE” CARD?

- * Though this is not a life threatening situation we can never be certain. The **ACE** model helps us to get information and assist the Soldier so that this issue does not become an unmanageable situation. Never assume that everything is good to go until you have checked.

Healthy Social Fitness Behaviors

Leader: Ask your Soldiers to think of good social fitness habits

Healthy behaviors demonstrate **respect** for one’s self, others and their cultures or beliefs:

- “Standards and Discipline” – follow laws and regulations
- Be honest, candid and maintain personal **integrity**
- Be sensitive to others
- Honor commitments to Family, fellow Soldiers and unit
- Practice **respect** of others
- Show **respect** for the beliefs, opinions, property and space of others
- Have **personal courage** to act on behalf of others when they do not have the ability or the capacity to act on their own
- Know your community and your responsibilities – be a good citizen
- Develop a confident, positive attitude

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- NYARNG Director of Psychological Health, 518-786-4956 or 518-396-8993 or toll free 1-877-715-7817
- State Chaplain's Office, 518-461-2527
- Military Family Life Consultant (MFLC), 518-786-4907 or 518-786-4903 or toll free 1-877-715-7817
- Sexual Assault Response Coordinator 518-786-4734 or 518-925-5954
- NYARNG Family Programs Office, 1-877-715-7817 or www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Emotional Fitness?

Leader: Discuss these expectations with your Soldiers

- A Soldier who is emotionally fit, approaches life's challenges in a positive, optimistic way by demonstrating self-control, stamina and good character with their choices and actions
- A Soldier should demonstrate standards, discipline and **integrity**
- Soldiers who are emotionally fit are aware of their feelings and emotions and seek balance

Components of Emotional Fitness

Leader: Discuss these expectations with your Soldiers

People have hopes, fears, concerns and dreams; a Soldier's self-control, balance, and stability greatly influence their ability to interact with others

- **Self-Control** - maintaining self-control inspires calm confidence in the team
- **Balance** – balanced Soldiers know how to convey that things are urgent without throwing the entire organization into chaos
- **Stability** - calm and rational under pressure

Unhealthy Emotional Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

An unbalanced Soldier exhibits anger, frustration, avoids close relationships, shuts out Family and friends and often finds escapes through unhealthy habits

- difficulty in maintaining unit and Soldier responsibilities
- abuses drugs or alcohol to numb feelings or to feel normal
- uneasy in public not knowing where they belong
- avoids Family, friends and unit activities and is isolated
- has angry or other emotional outbursts
- engages in unhealthy habits that can be self-destructive
- is continually depressed
- difficulty with intimacy

Unhealthy Emotional Fitness Scenario

Leader: Read the following scenario

You are SFC Adams, platoon sergeant. One of your squad leaders, SSG Ross, was told he will be deploying for the third time in 5 years. There is another qualified SSG who has not deployed and is a personal friend of the commander. SSG Ross reacts in anger and takes it out on his squad. SSG Ross doesn't tell his family about the upcoming deployment because his wife threatened to divorce him if he deploys again.

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- Perception of unfairness in the Chain of Command (CoC)
- SSG Ross demonstrates lack of professionalism and bearing
- Poor communication between him and his wife
- SSG Ross is worried that his wife can't handle the separation
- SSG Ross is being forced to choose between his career and Family

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be effecting the Soldier in this situation

- I’ve “paid my dues” and I don’t have to go
- I’m done with the Guard
- I can’t win with my wife
- Things are going to get worse
- If I go, my wife will leave me
- “Good Old Boy” network is alive and well

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less Adaptive

- SFC Adams does nothing
- Confronts SFC Adams for not looking out for him
- Loses SL position due to ineffective anger management
- Has crisis of faith
- Hits wife (domestic violence)
- Wife files for divorce
- AWOL
- Calls company commander out

Best Case - Adaptive

- SFC Adams engages the NCO Support channel
- CoC reconsiders and sends the other sergeant
- SFC Adams comes to terms with the deployment and fulfills his responsibilities
- SFC Adams participates in a Strong Bonds weekend with his wife and finds balance
- SSG Ross reengages his squad in a professional manner

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- Other sergeant deploys in place of SSG Ross
- Continues in the Guard
- May be disciplined by the unit and counseled
- Potential deployment revealed marriage issues and need for counseling

What the Soldier can do

- SFC Adams takes the hard right over the easy wrong
- Seek help from the NYARNG network of support
- SSG Ross encourages his wife to participate in the unit Family Readiness Group
- Attend Strong Bonds and Yellow Ribbon events
- Talk to his NCO peers
- Ask Family and friends to help support his marriage

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should Battle Buddies have done?
 - Talk to SSG Ross on his actions and how they affect other unit members
 - offer help and insight into the situation
- What should Battle Buddies do now?
 - Engage SSG Ross about his visible behavior and inquire as to his situation
 - remind the SSG to maintain his professionalism until the situation is resolved
 - Introduce to the NYARNG network of support
- REMEMBER **ACE*** (any stressful situation can lead to suicidal behavior)
 - Ask the Soldier if he is thinking of hurting himself and, if so, stay with him until he meets with a professional care giver. If he is not suicidal, ask what you might be able to do to assist him to feel better.
 - Care enough to assist the Soldier by listening and sharing good advice
 - Escort the Soldier to a professional to assist in working through the issues

DO YOU HAVE AN “ACE” CARD?

- * Frustrating events can turn into a life threatening situation, the **ACE** model helps us to get information and assist the Soldier so that we engage the Soldier before this becomes an unmanageable situation.

Healthy Emotional Fitness Behaviors

Leader: Ask your Soldiers to think of good emotional fitness habits

A Soldier who exhibits healthy emotions has a sense of balance, stability and self-control which leads to happiness and contentment

- has healthy outlets for stress
- copes with stressful social situations
- has a good support network
- physically well – “feels good” about his or herself
- seeks balance
- is confident and respects others
- gravitates toward the positive side of life
- proud to be a Soldier in the Guard

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- NYARNG Director of Psychological Health, 518-786-4956 or 518-396-8993 or toll free 1-877-715-7817
- State Chaplain’s Office, 518-461-2527
- Military Family Life Consultant (MFLC), 518-786-4907 or 518-786-4903 or toll free 1-877-715-7817
- Sexual Assault Response Coordinator 518-786-4734 or 518-925-5954
- NYARNG Family Programs Office, 1-877-715-7817 or www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Spiritual Fitness?

Leader: Read the first bullet and discuss these expectations with your Soldiers

- **SPIRITUAL FITNESS IS NOT NECESSARILY ABOUT RELIGION. IT CAN BE IF YOUR PERSONAL BELIEFS AND VALUES INCLUDE RELIGION.**
- Spiritual fitness develops the personal qualities needed to sustain a Soldier in times of danger, hardship and tragedy
- The Army expects you to live by American values, which are the moral foundations of good citizenship and character
- Spiritual qualities form the basis of character, decision-making and **integrity** (FM 1-05, paragraph 1-14)
- Chaplains are NON-DENOMINATIONAL and highly experienced counselors

Components of Spiritual Fitness

Leader: Discuss these expectations with your Soldiers

- Spiritual fitness is strengthening a set of beliefs, principles or values that sustain a person beyond Family and friends
 - socially, culturally and legally acceptable
 - lead to success
 - engage in activities that strengthen character and values
 - strengthen inner-self to build confidence
- Think about your behavior and attitude and its effect on others
 - maintain a positive attitude toward self and others
 - seek out a community that provides support and guidance

Unhealthy Spiritual Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

A Soldier with unhealthy behaviors:

- little or no interest in anything positive
- makes no future plans and becomes isolated
- hesitates to act
- makes poor decisions
- is defensive and/or judgmental
- may strike out at those who are different
- feels lost and/or hopeless
- has conflicting values
- lives in fear and anxiety
- when asked, “How do you feel?” response is typically “I don’t know”

Unhealthy Spiritual Fitness Scenario

Leader: Read the following scenario

You are SPC Jackson and you’ve been dating SPC Wright for a couple of months. You’re both in the Guard, but different units. You’re not really that serious and have even talked about seeing other people. Yesterday your unit got an alert that it is being deployed next spring. SPC Wright’s unit is not deploying. She comes over to hang out at your place after drill and starts talking about all the additional BAH and Family Separation Allowance (FSA) married Soldiers get while deployed. SPC Wright asks if you’d think about getting married before the deployment so you can both split dependent BAH & FSA, about \$3,000 apiece over one year . What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- Getting married only for the money
- Not understanding the commitment of marriage
- Short sighted and not considering life beyond deployment
- Lack of **integrity** and **respect**

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be affecting these Soldiers

- “I can make more money”
- “I can always get divorced later”
- It’s a marriage of convenience
- “We are entitled to the money just like Soldiers who are married”
- “If we don’t get married, we will be separated”

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case –Less Adaptive

- They get divorced after deployment
- Incurs additional debt due to divorce
- Marriage issues are distractions during missions
- Loses faith
- Feels worthless and hopeless
- Total despair (i.e. “Screw it”)
- Becomes self-destructive and contemplates suicide to end it

Best Case – Adaptive

- They don’t get married but work on the relationship
- Turns to Battle Buddies, Family and/or friends for advice
- Seeks help from professionals (i.e. unit Chaplain, Combat Stress Team, battalion medical team, Master Resiliency Trainer)
- They realize that they need to get married for the right reasons
- Takes positive steps to build future relationships (i.e. uses social networks to communicate with friends at home)

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- Puts off marriage until after deployment
- They test the relationship during the deployment
- Make a marriage decision based on their experiences
- Talks to friend or Family member
- Finds new partner if relationship doesn’t work out

What can the Soldier can do?

- Talk to close friends or Battle Buddy
- Ask for assistance from
 - unit Chain of Command
 - unit Chaplain
 - Behavioral health personnel
- Considers help from Family Programs like Strong Bonds for Single Soldiers

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should Battle Buddies have done?
 - Offer help, share experiences and insights
 - Encourage Battle Buddies to do what is right
- What should Battle Buddies do now?
 - take the time and talk it through
 - Support the relationship
- Remember **ACE*** (any stressful situation can lead to suicidal behavior)
 - Ask if the Soldier is considering hurting himself
 - Care enough to listen and if suicidal, stay with the Soldier
 - Escort him when appropriate to helpful resources

DO YOU HAVE AN “ACE” CARD?

* Soldier is in a seemingly hopeless situation and needs support. This can easily become a life threatening situation, the **ACE** model helps us to get information and assist the Soldier. Have the **Personal Courage** to act on behalf of a fellow Soldier. Never assume that everything is good to go until you have checked.

Healthy Spiritual Fitness Behaviors

Leader: Ask your Soldiers to think of good spiritual fitness habits

A Soldier who exhibits healthy spiritual behavior:

- has strong network of Family and friends
- adapts to situations and has a clear direction of what is right and what is wrong
- plans for the future and helps others
- takes time to think about direction in life
- thinks about how their actions affect others
- **respect** others
- works to achieve objectives and goals
- listens and watches out for their Battle Buddy
- has good self-esteem

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- State Chaplain's Office, 518-461-2527
- NYARNG Director of Psychological Health, 518-786-4956 or 518-396-8993 or toll free 1-877-715-7817
- Military Family Life Consultant (MFLC), 518-786-4907 or 518-786-4903 or toll free 1-877-715-7817
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- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Financial Fitness?

Leader: Discuss these expectations with your Soldiers

- The Army expects Soldiers to meet their financial obligations with **INTEGRITY**
- Financial fitness is living within your means, while providing for yourself and your commitments
- Financial fitness is a lifetime skill and **PERSONAL RESPONSIBILITY**

Components of Financial Fitness

Leader: Discuss these expectations with your Soldiers

- **Budgeting** – understanding how much you make and where your money is going each month
- **Prudence** – living within your means and learning to control impulses
- **Debt Management** – using credit responsibly, such as buying a house or car that is within your means
- **Cash Flow Management** – meeting your financial obligations as they come due and not overextending
- **Planning** – planning for school, retirement or other major life events
- **Saving** – save money (safe investment or savings account) for emergencies

Unhealthy Financial Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

- Bouncing a check
- Misusing credit cards
 - making impulse purchases
 - “binge spending”
- Falling behind on bills
 - letting insurance lapse
 - lapse of rent payment
- Under-employed
- No retirement planning
- Living without a budget could lead to:
 - living paycheck to paycheck
 - running out of money before payday

Unhealthy Financial Fitness Scenario

Leader: Read the following scenario

You are LT Jacobs, a newly commissioned officer and college graduate. Despite your ROTC scholarship, you have some college debt remaining and have had difficulty finding full time work because of the slow economy. Two months ago, you worked in the armory for a couple of days during the week to help the S-3 in preparation for an exercise at Camp Smith and were told that you would be paid 2 RMAs. You just got an LES yesterday for the two days worked but it shows that you worked a whole week: 7 RMAs. You really need the money and had to wait over two months to get paid. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- Overpayment of RMAs
- Improper payroll accounting
- LT Jacobs has outstanding college debt
- No full time employment

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be affecting LT Jacobs in this situation

- “It’s their mistake, not mine”
- “The Army can afford to overpay me”
- “I earned it for all the other work I did on my own time”
- “ If I don’t say anything, nobody else will know”
- It’s too hard to get it fixed

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less Adaptive

- Investigation is initiated
- Subordinates loses faith in him
- Receives a referred OER
- Overpayment is recouped
- Defaults on his college loans
- Loses security clearance due to bad credit
- Loses commission

Best Case – Adaptive

- Gets debt and credit counseling from NYARNG
- Develops a budget and pays off his debt
- Builds savings and stability
- Keeps security clearance and commission

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- He works extra days for the difference in pay
- He develops money management skills
- Military One Source delivers financial counseling to the unit

What the Soldier can do

- Seek NYARNG sponsored debt and credit counseling
- Develop and stick to a budget
- Work with unit sponsor and Dept. of Labor for job opportunities
- Live within his means

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should LT Jacobs' Battle Buddy have done?
 - offer help and insights (“the Guard is Family”)
 - help LT Jacobs to understand that debt management is vital in financial fitness
- What should LT Jacobs' Battle Buddy do now?
 - share insights on effective planning
 - ensure LT Jacobs reports discrepancy immediately
 - remember that financial hardship can be very stressful and be concerned
- Remember **ACE** * (any stressful situation can lead to suicidal behavior)
 - Ask what you can do to assist the Soldier in succeeding
 - Care enough to listen and provide support
 - Escort the Soldier to resources or be one yourself as a positive influence

DO YOU HAVE AN “ACE” CARD?

* This may not seem to be a life threatening situation but financial problems often become overwhelming and seem hopeless. The **ACE** process guides us to assist the Soldier. Have the courage to act on behalf of a fellow Soldier. Never assume that everything is good to go until you have checked.

Healthy Financial Fitness Behaviors

Leader: Ask your Soldiers to think of good financial habits

- Have a savings plan
- Full-time employment
- Strive to do your best at work and in the National Guard
- Stick to your monthly budget and track expenditures
- Save a portion of your income for emergencies and retirement
- Make use of coupons and military discounts
- Use government benefits to their maximum potential (i.e. Tricare Reserve Select, SGLI, GI Bill, VA, TSP, etc.)
- Save for the down payment on a house or car
- Maintain insurance (home, renter's, automotive, etc.)
- Think about a plan for the future

Available Resources

- NYARNG Personal Financial Counselor (518) 786-0406 or (877) 715-7817
- NYNG Family Programs Office toll free (877) 715-7817 or online at www.dmna.state.ny.us/family
- NYS Dept of Labor 1-888-VETS-NYS (888-469-7365) ask for Veterans Programs. www.veterans.ny.gov
- NYARNG Employer Support of the Guard and Reserves 518-786-4605
- Military OneSource (NYARNG Representative) (518) 265-2901
- Military OneSource toll free (800) 342-9647 or online at www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Physical Fitness?

Leader: Discuss these expectations with your Soldiers

- TC 3-22.20 states “Army physical readiness is defined as the ability to meet the physical demands of any combat or duty position, accomplish the mission, and continue to fight and win”
- Physical fitness is a **DUTY** and a **PERSONAL RESPONSIBILITY**
- You are required to pass the APFT and meet height and weight requirements
- If you don’t you will be flagged barring favorable actions like promotions and awards

Components of Physical Fitness

Leader: Discuss these expectations with your Soldiers

- **Mobility** – movement proficiency; the ability to move quickly and confidently, such as lifting an injured Soldier
- **Strength** – the ability to overcome resistance
- **Endurance** – the ability to sustain physical activity

Unhealthy Physical Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

- Excessive eating, smoking, drinking
- Lazy lifestyle – watching TV and playing video games, being a “couch potato” and abstaining from physical activity
- Poor motivation – doing the minimum to pass the APFT standard and being unfit for combat
- Poor flexibility – never stretching before and during exercise
- Poor hygiene – not taking care of yourself by washing, grooming, brushing your teeth and daily physical regimen
- Poor body composition – staying at the edge of the Army body fat standard (“spare tire” syndrome)
- Drug use – use of illegal drugs or misuse of legal prescription drugs
- Drinking too much – alcohol abuse

Unhealthy Physical Fitness Scenario

Leader: Read the following scenario

You are SPC Taylor and are assisting SGT Malone after an APFT by recording information for the taping of those who were overweight. Three of the Soldiers being taped, though they are overweight, have all exceeded the Army standard on the APFT, scoring between 250 and 280. The same three Soldiers took today’s APFT in order to come on full time to help prep for an upcoming deployment. They are all great Soldiers; they’re highly skilled and very knowledgeable and the unit is really short-staffed right now. You notice that SGT Malone’s measuring technique is a bit off as he is keeping the tape loose around their necks and cinched up around their waists in order to assure they pass tape. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- SGT Malone is not adhering to standards (AR 600-9)
- SGT Malone is willing to compromise his values so the Soldiers can take the full time job
- All Soldiers lack **integrity**
- Soldiers may not be properly trained to conduct tape test

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be affecting this situation

- The PT score outweighs the ht/wt problem
- “Maybe I can get my Platoon Sergeant to pencil-whip my ht/wt.”
- “They need us. We’re indispensable.”
- “I was just following the example of my superior”
- “I don’t want to be the rat”
- “I don’t want to be in the ‘fat-boy club’, I passed with high PT score”

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less Adaptive

- Soldiers fail ht/wt and don't get ADOS job
- Everyone is counseled about proper tape test
- Preparation for deployment is delayed
- Everybody gets retrained on Army values and how to conduct an APFT

Best Case - Adaptive

- Soldiers are enrolled in weight control program
- Soldiers make smarter eating decisions and lose weight
- Soldiers passes height/weight standards
- Soldiers live an active and productive lifestyle

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- Chain of Command will not allow Soldiers to come on ADOS
- SGT Malone will receive a 'NO' for integrity on his NCOER
- Soldiers feel cheated of full time job and develops poor work ethics

What the Soldier can do:

- Use Military OneSource to develop a diet plan
- Use TC 3-22.20 to develop a physical fitness plan
- Utilize NYARNG/armory physical fitness equipment
- Use physical fitness as a motivator to improve ht/wt

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should Battle Buddies have done?
 - approach Soldiers on their lifestyle choices
 - offer help, insights and encouragement to his friend
- What should Battle Buddies do now?
 - ensure standards are maintained
 - share good information with help them achieve success
 - get Soldiers to exercise regularly, eat right and stay off the couch
- Remember **ACE** * (any stressful situation can lead to suicidal behavior)
 - Ask what you can do to assist the Soldier in succeeding
 - Care enough to listen and provide support
 - Escort the Soldier to resources or be one yourself as a positive influence

DO YOU HAVE AN “ACE” CARD?

* Though this is not a life threatening situation, the **ACE** model helps us to get information and assist the Soldier so that a small issue does not become an unmanageable situation. Never assume that everything is good to go until you have checked.

Healthy Physical Fitness Behaviors

Leader: Ask your Soldiers to think of good physical fitness habits

- Eating well balanced, healthy meals and plan for healthy snacks
- Don't smoke and avoid heavy drinking
- Exercising regularly (i.e. 3-5 times per week)
- Stretching regularly throughout the day, including before and after exercise
- Use NYARNG/armory fitness equipment or join a gym
- Joining a local sports team or get a workout buddy to keep you accountable and motivated
- Building a social circle around a physical activity (pick-up basketball, golf, hiking, kayaking, cycling, etc.)
- Taking a self-administered APFT once a quarter and trying to beat your last score
- Strive to meet and exceed the Army standard

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- NYARNG/armory fitness equipment
- Unit fitness experts
- Local gym, health and fitness clubs
- Your primary care physician through Tricare Reserve Select
- Army MOVE Program (log in to AKO then cut & paste this site into your browser):
<https://www.us.army.mil/suite/page/334846>
- NYARNG Family Programs Office 1-877-715-7817 or
www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or
www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Relationship and Family Fitness?

Leader: Discuss these expectations with your Soldiers

The Army expects each Soldier to comply with AR 600-20, Army Command Policy, paragraph 5-10b.(9), April 2010:

“Soldiers bear primary responsibility for their Family and personal affairs readiness.”

It is the Soldiers’ responsibility to inform the Chain of Command of their Family dynamics and inform their Family of their Army obligations. The Army expects Soldiers who are married to be in a monogamous relationship.

The Family and Significant Relationships

Leader: Discuss these expectations with your Soldiers

- Modern Families are diverse and dynamic
 - they may be a blend of two Families or contain only one parent and not be what is often termed “traditional”
 - look at the meaningful significant relationships that a Soldier identifies as “their” Family
- Soldiers will meet all moral and legal obligations of marriage and parenting
- A healthy Family relationship need not be one of blood, but is expected to be one of support, **loyalty**, care, commitment and affection

Components of Relationship and Family Fitness

Leader: Discuss these expectations with your Soldiers

- **Family Care Plan** – if required, Soldiers will have a Family Care Plan to provide for Family members during training and deployments (ask your unit S1 for more information)
- **Family Readiness Group** – Soldiers will ensure that their Family Readiness Group have all relevant data needed for support services
- **DEERS Enrollment** – all legal dependents will be enrolled in DEERS
- **SGLI** – Soldier and spouse have been given every opportunity to purchase SGLI
- **Family Benefits** – Soldiers and Families are aware of the comprehensive NYARNG network of support
 - call for information: 1-877-715-7817

Unhealthy Family Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

- Domestic violence
 - verbal and physical abuse of spouse
 - shaking or hitting your children
- Sexual abuse or assault
- Wearing your “rank” at home
- Putting your Family last in your priorities
- Having the Family overly and unnecessarily dependent on you
- Abusing alcohol or drugs to avoid Family issues
- Discouraging involvement in the Family Readiness Group or other community support networks
- Lying to Family or being misleading
- Failure to meet **Duty** to Family
- Failure to be a good role model

Unhealthy Family Fitness Scenario

Leader: Read the following scenario

You are LT Chang and you just returned from deployment. Ever since you redeployed, you and your wife are having marital problems. To help work through some of the problems, you surprised your wife with a Spring Break vacation. Fortunately, you got a good deal and purchased a travel package. The new drill schedule just came out, and according to the schedule, you are supposed to be at drill during your vacation. You know your wife is going to have a fit because she is excited for this vacation. Since the deployment, she is unsupportive of your Guard service. Next year, your ROTC commitment expires. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- LT Chang is having marital problems
- Conflict between Family and duty
- LT Chang’s wife is not supportive of his service in the Guard
- Financial hardship as a result of paid vacation package
- LT Chang will be forced to choose between Family and career in the Guard

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be effecting CPL Brown in this situation

- His wife wants him to get out of the Guard
- “If I don’t go on vacation, I might get divorced”
- “If I don’t go to drill, they might kick me out”
- “My vacation package is already paid for and is non-refundable or transferrable”
- “If I ask for a SUTA, the commander will hold that against me”

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less Adaptive

- They don't go on vacation and lose the money
- He goes to drill and puts marriage in jeopardy
- He doesn't go to drill and gets a referred OER
- Loses the respect of Soldiers

Best Case - Adaptive

- Soldier presents issue and is given alternate UTA
- Family reschedules vacation without further issue
- Soldier and spouse seek counseling and attend Strong Bonds weekend

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- Allowed to SUTA
- Go on vacation as scheduled
- Spends quality Family time
- Continues career in the Army

What the Soldier can do:

- Plan vacations after drill schedule is published
- Seek counseling with his spouse through NYARNG sponsored Strong Bonds Event
- Get the Family involved in the Family Readiness Group (FRG)
- Check with unit about drill schedule prior to publication

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should LT Chang’s Battle Buddy have done?
 - talk with LT about getting information from training NCO even before drill schedule is published
 - Assist LT in arranging marriage counseling
- What should LT Chang’s Battle Buddy do now?
 - share information about the NYARNG network of support
 - remind the Soldier of his responsibilities to the unit and Family
- Remember **ACE** * (any stressful situation can lead to suicidal behavior)
 - Ask what you can do to assist the Soldier in succeeding
 - Care enough to listen and provide support
 - Escort the Soldier to resources or be one yourself as a positive influence

DO YOU HAVE AN “ACE” CARD?

* Though this is not a life threatening situation, the **ACE** model helps us to get information and assist the Soldier so that a small issue does not become an unmanageable situation. Never assume that everything is good to go until you have checked.

Healthy Family Fitness Behaviors

Leader: Ask your Soldiers to think of good Family fitness habits

- Know and understand the NYARNG network of support
- Practice positive parenting skills of **Respect, Loyalty** and **Selfless Service**
- Share Family information with the unit
- Share unit information with the Family
- Encourage Family Readiness Group involvement
- Balance Family, Guard and employer obligations
- Spend quality time with your Family
- If required, have a Family Care Plan
- Educate Family members on military benefits
- Teach and practice the Army Values (be a good role model)
- Learn and practice good listening and communication skills
- Encourage positive, interactive Family environment

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- NYARNG Director of Psychological Health, 518-786-4956 or 518-396-8993 or toll free 1-877-715-7817
- State Chaplain's Office, 518-461-2527
- Military Family Life Consultant (MFLC), 518-786-4907 or 518-786-4903 or toll free 1-877-715-7817
- Sexual Assault Response Coordinator 518-786-4734 or 518-925-5954
- NYARNG Family Programs Office, 1-877-715-7817 or www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Social Fitness?

Leader: Discuss these expectations with your Soldiers

- The Army expects a Soldier to be morally responsible and law abiding
- A Soldier who is socially fit is accepting of other peoples' beliefs and lifestyles
- A socially fit Soldier maintains basic living skills that promote a positive influence and contribute to their military and civilian communities

The Components of Social Fitness

Leader: Discuss these expectations with your Soldiers

- **Citizenship** – Soldiers must be law abiding citizens
- **Community** – The Soldier should be a respected member of the community
- **Healthy Relationships** – A Soldier should maintain proper relationships with other Soldiers in the unit
- **Role Model** – A Soldier will embody the Army Values
- **Personal Courage** – the strength to do what is right, to adhere to a higher standard of personal conduct, to lead by example, and to make tough decisions under stress and pressure
- **Respect** – a Soldier is open in communication and practices empathy that involve treating people justly

Unhealthy Social Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

Unhealthy behaviors show a lack of **respect** for one's self, others and their cultures or beliefs:

- Limited self-identity and easily influenced by trends and others
- Poor language choices and attitudes that are unsocial or disrespectful
- Breaking laws, regulations and protocol
- Over indulgent behavior or compulsive desires for anything
- Reclusive or isolative behaviors
- Poor self-esteem resulting in feeling inferior to others
- Lying and lack of **integrity**
- Lack of interpersonal skills
- Being selfish
- “Backstabbing”

Unhealthy Social Fitness Scenario

Leader: Read the following scenario

You are SPC Connors. You're one of six females in a company of a hundred Soldiers and the only female in your platoon. As you begin pre-mobilization training at Fort Drum, some of the high speed male Soldiers in your platoon start with inappropriate jokes, comments, and stories. It begins to wear on you. You let it go for a while, but eventually you talk to your squad leader about the issue and he takes two of the Soldiers who were causing the most problems aside and has a five-minute talk with them. Things are okay for the rest of the day, but the next day, it's back to the way it was. You feel like you're having a negative effect on morale in the platoon by bringing the problem up and you don't want to get anyone in trouble. But, you can't help shake this feeling that much of what you hear on a daily basis from your platoon members is simply inappropriate conduct for professional Soldiers. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- Lack of sensitivity toward female Soldier
- Failure to adhere to Army Policy
- Leadership and Soldiers have failed to take action
- Failure to take action resulted in poor unit cohesion
- Mission readiness is degraded
- Soldier is traumatized and needs assistance

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be effecting the Soldier in this situation

- **Offender:**
 - This is the way it has been, this is the way it is going to be
 - I can get away with it
- **Leadership/bystander:**
 - It’s not a priority issue
 - I don’t need to get involved anymore than I already did
 - If you want to be in the ‘boy’s club’, you have to be one of the boys.
- **Soldier (victim):**
 - I can’t do anything about it, I’m trapped
 - No one cares about me; the Guard doesn’t care
 - Am I safe in my unit?
 - I’ll look for another unit

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case – Less Adaptive

- Leadership and fellow Soldiers ignore harassment
- Fellow Soldiers tolerate harassment
- Soldiers continue to engage in disrespectful and rude behavior
- Bystanding Soldiers demonstrate lack of **Personal Courage** and **Integrity**
- Victimized Soldier job performance suffers
- Harassment escalates to assault

Best Case – Adaptive

- Soldier reports the incident to the PL/PSG who take appropriate action
- Fellow Soldiers pressure offending Soldier to stop
- Unit commander retrains Soldiers in professional standards
- The issue is resolved and the victimized Soldier becomes a valuable member of the team

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- Appropriate action is taken
 - Soldiers gain confidence in unit leadership
- Offending Soldiers are counseled and retrained
- Victim considers counseling
- If offending Soldiers continue, they are disciplined

What the Soldier can do

- Reach out to CoC or a Victim Advocate
- Tell a Battle Buddy
- Call NYARNG Sexual Assault Response Coordinator (SARC)
- Reach out to Family and friends
- Remember that she is not alone and part of the team
- Remember that professional Soldiers respect and demonstrate lawful behavior
 - “Do the right thing”
 - “Standards and Discipline”

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- If SPC Connors’ Battle Buddy had known about the harassment, what should he/she have done?
 - approach SPC Connors on this situation or report it to the CoC
 - offer help and insights
- What should SPC Connors’ Battle Buddy do now?
 - have the **Personal Courage** to do the right thing
 - report the incident immediately
 - talk to SPC Connors
- REMEMBER **ACE** * (any stressful situation can lead to self destructive/suicidal behavior)
 - Ask SPC Connors if she is thinking of suicide & how you might be able to help
 - Care enough to assist the Soldier by listening, advocating and protecting her
 - Escort the Soldier to the right resources to help her with the situation

This can easily become a life threatening situation, the **ACE** model helps us to get information and assist the Soldier; have the **Personal Courage** to act on behalf of a fellow Soldier. Never assume that everything is good to go until you have checked.

Healthy Social Fitness Behaviors

Leader: Ask your Soldiers to think of good social fitness habits

Healthy behaviors demonstrate **respect** for one's self, others and their cultures or beliefs:

- “Standards and Discipline” – follow laws and regulations
- Develop a confident, positive attitude
- Be sensitive to others
- Know your personal limitations and strengths
- Practice **respect** of others through manners and social etiquette
- Show **respect** the beliefs, opinions, property and space of others
- Be honest, candid and maintain personal **integrity** – tell the truth
- Have **personal courage** to act on behalf of others when they do not have the ability or the capacity to act on their own
- Know your community and your responsibilities – be a good citizen

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- NYARNG Director of Psychological Health, 518-786-4956 or 518-396-8993 or toll free 1-877-715-7817
- State Chaplain's Office, 518-461-2527
- Military Family Life Consultant (MFLC), 518-786-4907 or 518-786-4903 or toll free 1-877-715-7817
- Sexual Assault Response Coordinator 518-786-4734 or 518-925-5954
- NYARNG Family Programs Office, 1-877-715-7817 or www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

What is Emotional Fitness?

Leader: Discuss these expectations with your Soldiers

- A Soldier who is emotionally fit, approaches life's challenges in a positive, optimistic way by demonstrating self-control, stamina and good character with their choices and actions
- A Soldier should demonstrate standards, discipline and **integrity**
- Soldiers who are emotionally fit are aware of their feelings and emotions and seek balance

Components of Emotional Fitness

Leader: Discuss these expectations with your Soldiers

People have hopes, fears, concerns and dreams; a Soldier's self-control, balance, and stability greatly influence their ability to interact with others

- **Self-Control** - maintaining self-control inspires calm confidence in the team
- **Balance** – balanced Soldiers know how to convey that things are urgent without throwing the entire organization into chaos
- **Stability** - calm and rational under pressure

Unhealthy Emotional Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

An unbalanced Soldier exhibits anger, frustration, avoids close relationships, shuts out Family and friends and often finds escapes through unhealthy habits

- difficulty in maintaining unit and Soldier responsibilities
- abuses drugs or alcohol to numb feelings or to feel normal
- uneasy in public not knowing where they belong
- avoids Family, friends and unit activities and is isolated
- has angry or other emotional outbursts
- engages in unhealthy habits that can be self-destructive
- is continually depressed
- difficulty with intimacy

Unhealthy Emotional Fitness Scenario

Leader: Read the following scenario

You're SFC Capa. You're the only female Platoon Sergeant in Alpha Company, 227th MP BN. You also spent time on the trail as a Senior Drill Sergeant at Fort Jackson and have multiple combat deployments to Iraq and Afghanistan. During annual training, you schedule a tactical road march for your platoon with a start time at 0600, but you notice one of your Soldiers, SPC Langsam is sitting on his cot putting on his boots. His rucksack is not packed and he is only half dressed. You ask him why he's not ready to go, since wake up was at 0500. He responds with a highly annoyed tone, "I don't take orders from a woman." You've overheard him complaining about being told what to do by a female. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- SPC Langsam has resentment toward female superiors
- SPC Langsam is not in control of his emotions
- Lack of discipline in the platoon
- Lack of junior leadership enforcing basic **standards and discipline**

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be affecting the Soldiers in this situation

- “Men are better leaders than women”
- “Women shouldn’t be in the military”
- Soldiers thinks SFC Capa has something to prove because she is a female
- SFC Capa will not be taken seriously because she is a female
- SFC Capa has to be better than the males because she is female

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case - Less Adaptive

- Soldiers fail to follow orders
- Soldier lashes out at SFC Capa
- Unit discipline degrades
- SPC Langsam is disciplined & removed from the military
- Inaction could cause SFC Capa to lose her platoon

Best Case - Adaptive

- Soldier is counseled and apologizes to SFC Capa
- Corrects inappropriate behavior
- Discipline of the platoon is maintained
- SFC Capa earned and maintained respect from her platoon

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- Soldier understands prejudice will not be tolerated
 - Soldier maintains military bearing
 - Soldier follows orders without question
 - Soldier is retrained
- SFC Capa instructs her junior NCOs to deal with discipline issues
- SFC Capa maintains discipline

What the Soldier can do:

- Seeks help from peers and NCOs
- Talks to a close Battle Buddy, friend or Family member
- Talks to unit Chaplain to process emotions
- Consider NYARNG network of support

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

- What should SPC Langsam’s Battle Buddy have done?
 - Helped SPC Langsam prepare for training
 - Helped him change his attitude about female leaders
 - Listen and offer help and insights
- What should SPC Langsam’s Battle Buddy do now?
 - take time to speak with the Soldier and direct him to peers and the NYARNG network of support
 - encourage him to be a professional Soldier
- REMEMBER ACE* (any stressful situation can lead to suicidal behavior)
 - Ask the Soldier if there is something wrong and if he is thinking of hurting himself and check his attitude in general
 - Care enough to assist the Soldier and listen to his concerns and issues
 - Escort the Soldier to success by motivation and caring
 - **DO YOU HAVE AN “ACE” CARD?**
To the Soldier this is a potentially hopeless and life threatening situation, the ACE model helps us to get information and assist the Soldier. Hopelessness is often a factor in suicidal behavior. A Soldier in this situation needs to get help. Never assume that everything is good to go until you have checked.

Healthy Emotional Fitness Behaviors

Leader: Ask your Soldiers to think of good emotional fitness habits

- A Soldier who exhibits healthy emotions has a sense of balance, stability and self-control which leads to happiness and contentment
 - is confident with themselves and respects others
 - has healthy outlets for stress
 - copes with social situations
 - has friends
 - physically well – “feels good” about his or herself
 - seeks balance
 - they know how they “want to feel”
 - gravitates toward the positive side of life
 - proud to be a Soldier in the Guard

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- NYARNG Director of Psychological Health, 518-786-4956 or 518-396-8993 or toll free 1-877-715-7817
- State Chaplain's Office, 518-461-2527
- Military Family Life Consultant (MFLC), 518-786-4907 or 518-786-4903 or toll free 1-877-715-7817
- State Equal Employment Management (SEEM) Office
seem@ny.ngb.army.mil EO/EEO Phone: (518) 786-4733
DSN: 489-4733 or Phone: (518) 786-4621
Sexual Assault Response Coordinator 518-786-4734 or 518-925-5954
- NYARNG Family Programs Office, 1-877-715-7817 or www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com

What is Spiritual Fitness?

Leader: Read the first bullet and discuss these expectations with your Soldiers

- **SPIRITUAL FITNESS IS NOT NECESSARILY ABOUT RELIGION. IT CAN BE IF YOUR PERSONAL BELIEFS AND VALUES INCLUDE RELIGION.**
- Spiritual fitness develops the personal qualities needed to sustain a Soldier in times of danger, hardship and tragedy
- The Army expects you to live by American values, which are the moral foundations of good citizenship and character
- Spiritual qualities form the basis of character, decision-making and **integrity** (FM 1-05, paragraph 1-14)
- Chaplains are NON-DENOMINATIONAL and highly experienced counselors

Components of Spiritual Fitness

Leader: Discuss these expectations with your Soldiers

- Spiritual fitness is strengthening a set of beliefs, principles or values that sustain a person beyond Family and friends
 - socially, culturally and legally acceptable
 - lead to success
 - engage in activities that strengthen character and values
 - strengthen inner-self to build confidence
- Think about your behavior and attitude and its effect on others
 - maintain a positive attitude toward self and others
 - seek out a community that provides support and guidance

Unhealthy Spiritual Fitness Behaviors

Leader: Review unhealthy behaviors with your Soldiers

A Soldier with unhealthy behaviors:

- little or no interest in anything positive
- makes no future plans and becomes isolated
- hesitates to act
- makes poor decisions
- is defensive and/or judgmental
- may strike out at those who are different
- feels lost and/or hopeless
- has conflicting values
- lives in fear and anxiety
- when asked, “How do you feel?” response is typically “I don’t know”

Unhealthy Spiritual Fitness Scenario

Leader: Read the following scenario

You are PVT Mallard. Ever since you reported to Basic Training, you have come to believe that enlisting in the National Guard may have been a bad idea because you are struggling with the physical demands of Soldiering. Now that you are back, you are getting pressure from your girlfriend to get out of the Guard because she is afraid that one day you might get killed. At the last drill, you spoke to SPC Smith who told you that all you need to do to get separated from the Guard was to come up positive on the next urinalysis test. If you did, the commander would kick you out. You have never done drugs before, but are pretty sure that you want to get out of the Guard. What should you do?

Scenario – The Problem

Leader: Ask your Soldiers what they perceive the problem to be

- He feels he made a horrible mistake joining the military
- He is angry, depressed and feels hopeless
- His girlfriend does not understand the Guard
- His girlfriend is dictating his actions
- He is getting bad advice from SPC Smith
- He is about to make a decision that would negatively affect his military career and his life

Scenario – Thinking Traps

Leader: Discuss what are the “thinking traps” that might be affecting PVT Mallard in this situation

- “I’m not cut out for this”
- “I’m going to take the easy way out”
- “I will let others do the thinking for me”
- “I will do whatever it takes to get out of this”
- “Who cares about the future?”

Scenario – Putting Things Into Perspective

Leader: Ask what is the worst, then what is the best thing that could happen in this situation and ask your Soldiers to list them

Worst Case - Less Adaptive

- Becomes a drug addict
- Gets arrested and removed from the military
- Loses faith in himself
- Loses his moral center
- Feels worthless and hopeless
- Total despair (i.e. “screw it”)
- Becomes self-destructive and contemplates suicide to end it

Best Case - Adaptive

- Talks to CoC
- Turns to reliable Battle Buddies, Family and/or friends
- Seeks help from professionals (i.e. unit Chaplain, Combat Stress Team, battalion medical team, Master Resiliency Trainer)
- Gets back “out there”
- Communicates with girlfriend about FRG and the long term benefits of Guard membership

Scenario – Putting Things Into Perspective

Leader: Ask what would most likely happen and what the Soldier can do to take control and responsibility for the situation and what resources are available to help the Soldier

Most Likely Case

- He develops his own value system based on the Army values
- Seeks answers to faith questions
- Talks about his concerns to his CoC, friends and Family
- Has moral **courage** to choose the hard right over the easy wrong
- His girlfriend attends FRG and learns about the Guard

What the Soldier can do

- Talk to good Battle Buddies, close friends or Family about his fears
- Talk to the CoC and Unit Chaplain
- Take positive actions to deal with the challenges of being in the Guard
- Seek out additional training opportunities to overcome hardships
- Introduce girlfriend to friends in the Guard

Scenario – Battle Buddy Aid

Leader: Ask about responsibility of Battle Buddies and how they can assist in the situation and review ACE

What should PVT Mallard's Battle Buddy have done:

- Encouraged him to express concerns to CoC or the unit Chaplain
- Explained to him that drug use is not the answer

What should PVT Mallard's Battle Buddy do now?

- Help him deal with challenges
- Contact FRG to reach out to him and his girlfriend
- Ensure he and his girlfriend attends FRG meeting

Remember **ACE*** (any stressful situation can lead to suicidal behavior)

- Ask if the Soldier is considering hurting himself or suicide
- Care enough to listen and if suicidal, stay with the Soldier
- Escort him when appropriate to helpful resources and remain part of his life

DO YOU HAVE AN "ACE" CARD?

- * Dealing with life and death issues may seem hopeless and doing so can easily become a life threatening situation. The **ACE** model helps us to get information and assist the Soldier. Have the **Personal Courage** to act on behalf of a fellow Soldier. Never assume that everything is good to go until you have checked.

Healthy Spiritual Fitness Behaviors

Leader: Ask your Soldiers to think of good spiritual fitness habits

A Soldier who exhibits healthy spiritual behavior:

- takes time to think about direction in life
- works to achieve objectives and goals
- Develops his value system
- Engages in activities to strengthen his character
- has strong network Family and friends
- adapts to situations and has a clear direction of what is right /wrong
- plans for the future and helps others
- thinks about how their actions affect others
- **respect** others
- listens and watches out for their Battle Buddy
- has good self-esteem

Available Resources

Leader: Reviews available resources and remind Soldiers that seeking them is not a sign of weakness but part of fitness

- State Chaplain's Office, 518-461-2527
- NYARNG Director of Psychological Health, 518-786-4956 or 518-396-8993 or toll free 1-877-715-7817
- Military Family Life Consultant (MFLC), 518-786-4907 or 518-786-4903 or toll free 1-877-715-7817
- Sexual Assault Response Coordinator 518-786-4734 or 518-925-5954
- NYARNG Family Programs Office, 1-877-715-7817 or www.dmna.state.ny.us/family
- Military OneSource (NYARNG Representative), 518-265-2901
- Military OneSource toll free at 1-800-342-9647 or www.militaryonesource.com
- Vets4Warriors peer support line, 1-855-838-8255 (1-855-VET-TALK), <http://www.vets4warriors.com/>

NYARNG Network of Support

Important Links and Telephone Numbers

All leaders should be aware of the NYARNG Network of Support and the methods to access that network. Soldiers should be educated on the network and resources available to them and their Families. The NYARNG Network of Support can refer Soldiers, Family members, and Army Civilian Employees to more than 250 different federal, state, local, and community organizations, agencies and outsource providers. Most of these services are also available to veterans.

When someone needs assistance accessing the NYARNG Network of Support, refer them to:

NYARNG Family Programs Office at 1-877-715-7817, or
www.dmna.state.ny.us/family

Other important resource phone numbers and links include:

Military OneSource at 1-800-342-9647 or www.militaryonesource.com
Suicide Hot Line at 1-800-273-8255

We expect leaders to talk with all their Soldiers between IDT periods. Leaders must follow-up and keep in contact with those that have issues they are working through.

Leaders are leaders 24 hours a day, 7 days a week.

ARMYSTRONG



U.S. ARMY



ACE

Suicide Intervention



Ask your buddy

- Have the courage to ask the question, but stay calm
- Ask the question directly, e.g., Are you thinking of killing yourself?

Care for your buddy

- Remove any means that could be used for self-injury
- Calmly control the situation; do not use force
- Actively listen to produce relief

Escort your buddy

- Never leave your buddy alone
- Escort to the chain of command, a Chaplain, a behavioral health professional, or a primary care provider

<http://chppm-www.apgea.army.mil/> USACHPPM

1-800-273-TALK(8255)



TA - 095 - 0605

**NYARNG
CSF**

**Facilitators
Guide**

Volume 2
July 2012 –
June 2013

