



# Warrior Toughness

*Introduction for CPO's*



# Introduction

- Warrior Toughness is a mind, body, soul toughness initiative that establishes use of a warrior mindset, the Navy's core attributes, and performance psychology skills to enhance performance and warfighting readiness.
- Toughness and the Warrior mindset will be enculturated through training in our accession pipelines and re-enforcement throughout the Sailor's career.

# Why Warrior Toughness (WT)?

- Fleet missions and Sailor's daily routines require toughness and a warrior mentality
- Proven method to increase human performance
- Metrics from accession training, BUDs and other WT pilots programs demonstrated success
  - RTC, NNPTC, SUBFOR 10

# A Call to Arms



DEC 2019

## **FRAGO 01/2019: A DESIGN FOR MAINTAINING MARITIME SUPERIORITY**

The current security environment demands that the Navy be prepared at all levels for decentralized operations, guided by commander's intent. This operating style is reliant on clear understanding up, down, and across the chain of command. It is also underpinned by trust and confidence created by demonstrating character and competence. Our actions must always reflect our core values of Honor, Courage, and Commitment. Four Core Attributes define our professional identity and serve as guiding criteria for our decisions and actions. Leaders at all levels must continue to educate and focus our Sailors through example, education, and dialogue.

# Warrior Mindset

How do you achieve and maintain Warrior Toughness?

A cycle of excellence.



# “Myths” vs. “Reality”

Myth – Resilience is Toughness.

Reality – Resilience is a component of and a required element of toughness. A base level of resilience is required for toughness.

Myth – Toughness is about mental health.

Reality – Toughness is focused on increasing performance BEFORE, DURING and AFTER stressors/critical events.



## “Myths” vs. “Reality” Continued

Myth – Mindfulness techniques don't work because there's no time to stop during a stressor/critical event to get yourself together.

Reality – Mindfulness techniques are designed to be practiced so that stopping is not required during a stressor/critical event so that one may continue to fight through. The mind can be trained and developed through these techniques.

# Core Attributes

- Accountability
- Initiative
- Integrity
- Toughness
- What do these mean to you as a CPO?



# WT Competencies

- Mind-Body Connection
- Mindfulness
- Body / Mental Scan
- Self Talk
- Mental Rehearsal
- Advanced WT techniques that need to be taught by trained instructors and rehearsed!



# WT Competencies

- How have you used these performance psych skills in your personal or professional life?
- As a Chief, where might they be helpful in your division or department? How could you encourage rehearsal of these techniques?

# Toughness Defined - The ability to:

1. Take a hit and keep fighting.
2. Perform under pressure.
3. Excel in the day-in and day-out grind.



# As a Chief, you will have to show your ability to:

1. Take a hit and keep fighting
  - What have you experienced?
2. Perform under pressure
  - What are some examples you see your Sailors facing?
3. Excel in the day-in and day-out grind
  - How do you see WT techniques helping?

# How is WT rolling out?

- USFFC is the Executive Agent through Culture of Excellence Campaign
- NETC Domain
  - NSTC WT Center of Excellence / Model Manager
  - Adding two training sites (San Diego and Norfolk) as Fleet Touchpoints
- Three sites will provide five day Advanced Toughness Instructor training for Learning Site and Fleet lead facilitators
- Baseline WT 101 course for all that did not receive during accession ( in development).

## Advanced Toughness Training Facilitator

Advanced Toughness Training curriculum designed to support:

1. Development of WT Instructor curriculums
2. Development of WT Student curriculums
3. Provide quality control
4. Provide formal training to WT Instructors

Course(s) received: NETC Instructor Rollout Training and Advanced Training Facilitator Course

Requirement(s): 1 WT team (Clinical Psychologist (03/04), Chaplain (03/04), Warrior)

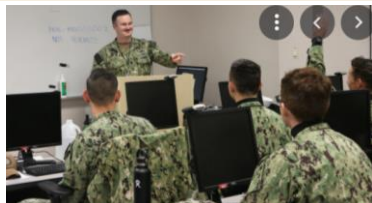


## WT Instructor

Warrior Toughness Instructor curriculum that provides a basic level of knowledge and experience in providing instruction on the skills and topics.

Course(s) received: NETC Instructor Sustainment Training (taught as part of the NITC course)

Requirement(s): Course taught by Advanced Toughness Training Facilitator



## WT Student

Warrior Toughness Foundations curriculum given throughout accession training programs:

1. USNA: Basic course taught in Plebe summer, reinforced over 4 years
2. ROTC: Basic course taught in NSI, reinforced over 4 years
3. RTC/OTC: Basic course taught over accession program
4. Follow on A and C schools: Reinforcement of WT skills and concepts within current curriculum.

Requirement(s): Course taught by general WT Instructor

## Warrior Toughness Culture



*Incorporates Science of Learning*

## OPTIMIZE PERFORMANCE THROUGH TOUGHNESS



	Plan				Implement							Sustain
	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Navy WT Roll out	<div>▲ CNSL WT Training (Norfolk by NSTC) (Pilot) ● FLEET / NETC / NSTC coordination on supportability of WT roll out</div>	<div>★ Navy WT Roll-Out Plan Finalized (USFF)</div>	<div>▲ NECC-L &amp; 15 PAX CPF WT Training (@ NSTC) (Pilot) ● CNIC plan developed &amp; integrated</div>	<div>● RESFOR plan developed &amp; integrated</div>	<div>▲ CNSP WT Training (San Diego)  ▲ CSL &amp; IFOR WT Training (Norfolk)</div>	<div>▲ CNAP &amp; CNAL WT Training (San Diego) ▲ MSC &amp; BUMED WT Training (Norfolk) ★ CNSL WT Implementation Complete</div>	<div>▲ CSP &amp; NECC-P WT Training (San Diego)  ▲ PERS WT Training (Norfolk)</div>			<div>★ CNSF &amp; IFOR WT Implementation Complete (CNSF &amp; IFOR)</div>	<div>★ CNAF WT Implementation Complete (CNAF)  ★ MSC &amp; BUMED Implementation complete (MSC &amp; BUMED)</div>	<div>★ CSF WT Implementation Complete (CSF)  ★ NECC &amp; PERS WT Implementation complete (NECC &amp; PERS)</div>
NETC WT Expansion	<div>▲ NETC Learning Center Instructors Attend AWTT</div>	<div>▲ NETC WT SMEs for LCs (Norfolk/San Diego) train @ NSTC  ▲ CPO Initiation WT Integration</div>		<div>★ WT Video and Curriculum Finalized (NETC)</div>	<div>▲ NETC WT LC Sites Stood Up (commence training 8000 instructors)</div>			<div>▲ SEA / NLEC (Newport) curriculum fully updated w/ WT concepts / skills</div>				
Supporting & Enabling Action	<div>▲ MCPON Leadership Symposium (WT brief)</div>	<div>▲ E-OSC curriculum Integration w/ WT  ▲ CPO Initiation WT delivery</div>		<div>● Commence Chaplain Syllabus Integration (CoC / NSTC) ▲ WT curriculum integration with E-OSC</div>	<div>● Solidify requirements for POM submission (NETC / CNP)</div>		<div>★ PAO Roll-Out Plan Approved / begin execution (CHINFO / CNP)</div>					
	▲ Milestone	● Coordination	★ Decision Point	■ Review								

▲ Milestone    ● Coordination    ★ Decision Point    ▼ Review

TYCOM SUSTAINMENT / TRAINING





# Conclusion

**WT improves our ability to perform at a higher level!**

“Carrying forward the legacy of those who came before you will test you and will require all the wisdom and strength that brought you to this day. The demands placed on you will be tough. I have high expectations of our Chief Petty Officers, as do the Sailors you will serve and lead. But I am confident that you will meet this challenge with humility and determination.”

ADM Gilday 28 Jan 2021



# Questions?

