



Warrior Toughness

What is Warrior Toughness?

Warrior Toughness. The Warrior Toughness character development syllabus is rooted in the Navy’s core values (honor, courage, and commitment) and core attributes (integrity, accountability, initiative, and toughness). Sailors are receiving this training at the beginning of their careers by exploring each attribute through instruction, reflection, dialogue, and real-world case studies. Central to the character conversation are the values, beliefs, and principles that guide us individually and collectively in making decisions and setting priorities.

Surface Initiative. Providing the right training at the right time for our Surface Warfighters is imperative. Tailoring the curriculum of Warrior Toughness to meet the needs of Sailors provides an avenue of differentiated instruction to not only increase the toughness of our Sailors , but walk away with tools to weather prolonged stress and maintain their ability to think and act appropriately under fire. Sailors will have the opportunity to learn with Sailors on their ship allowing them to learn from each other and increase their identity.



Training Continuum for Surface Sailors

RTC-Basic Training (Sailor-for-Life) – 10 week Basic Military Training delivers a basically trained physically fit Sailor aligned to our Ethos, our Core Values, and a Culture of Excellence. Significant focus on Warrior Mindset, Toughness, and Warfighting Competencies.

CPO Initiation and Wardroom Warrior Toughness Introduction– Brief with video on Warrior Toughness for familiarization and beginning Warrior Toughness discussions at your command.

Warrior Toughness 101- Two day course (14 hours) Introduction, Performance Psychology and Integrity, Mindfulness and Initiative and Emotions and Accountability. Facilitated discussions to prepare leaders to build toughness and how to foster an environment of toughness.

Warrior Toughness Trainer Course– Three day course that certifies trainers to deliver curriculum at commands at all paygrades. Training will focus on leadership training and crew training with teach backs and facilitation techniques.

Reaching a Steady State



A systematic timeline to maximize feedback from leadership. Warrior Training Leads will be sourced from the TYCOM and deployed throughout AOR to train and certify Warrior Toughness Instructors.

Joint ATG/ SURFLANT Curriculum Review	Warrior Master Training Leads Qualified	CPO Initiation/ Wardroom Introduction/Pilot	Post-Pilot Revisions	MMTT Qualified and Deployed to Rota, Bahrain, Mayport and Norfolk	Warrior Trainers Qualify by MMTT	Steady State- Annual Training for Ashore
Aug21	Sept21	Oct-Nov21	Dec-Jan22	Mar22	Jun22	Maintenance Phase/ Underway Primer for Afloat

Toughness means, before the fight even begins, you have identified your sources of strength and resilience.



Warrior Toughness

The Warrior Toughness Cell at COMNAVSURFLANT



- Culture of Excellence Lead- CDR Ireland
- Warrior- GMCS Harrison
- Psychologist- CDR Blair
- Chaplain- Chaplain Thames

Warrior Toughness 101 Course Schedule

Day 1 (7.5 hours)

Pre-Test

T-1 – Warrior Toughness Introduction

- Define Toughness
- Introduce Warrior Mindset
- Train the whole person (Mind/Body/Soul)
- Define Character Development
- Introduce “Recalibrate”
- Discuss the use of Sea Stories

T-2 – Performance Psychology and Integrity

- Warrior Mindset
- Define performance psychology topics (i.e. Mental Rehearsal)
- Define Integrity
- Sea Story

Day 2 (6.5 hours)

T-3 – Mindfulness and Initiative

- Warrior Mindset
- Define Mindfulness
 - Introduce “Body Scan”
- Define Initiative and Proper Initiative
- Sea Story –Doris Miller Case Study

T-4 – Emotions and Accountability

- Warrior Mindset
- Understand emotions, their purpose and the use of emotions.
- Understand Character: Accountability as taking moral responsibility.
- Sea Story: Procedural step violation

Post Test - Certification

We are never out of the fight



Warrior Toughness

Warrior Toughness Trainer Course

Day 1 and 2 (7.5 Hours)

Pre-Test

All Topics covered in Crew Training and Leadership Training

Similarities and Differences Overview

Research Overview. Why does this work?

Facilitation Techniques

Day 3 (7.5 Hours)

Teach Backs and Post Test

Measuring Effectiveness

Post-Test

FAQ's

Who can teach Warrior Toughness 101?

- Warrior Toughness Trainers can be qualified by Sailors who have attended the Warrior Toughness Advanced Trainer. CNSL will be coordinating courses soon.
- If a Chaplain or Psychologist is not available select training team based on history or rating. (i.e. IDCs, Former RDCs, RPs, ELD Facilitators)

Will there be an Instructor Guide?

- No. This training is meant to be a facilitated discussion. Revisions after initial pilot will inform a future Facilitator Guide.

Can this training be split up by topic to support mission requirements?

- Absolutely! Warrior Toughness is meant to be personalized for each command.

What if I want to send my Sailors to a Trainer Course or need assistance?

- Contact GMCS Harrison at jessica.harrison@navy.mil.

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