



Expanded Operational Stress Control and Warrior Toughness

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BLUF

NAVADMIN 134/26 announces the release of the Warrior Toughness Playbook.

Who needs to know?

- Every Sailor – Officer and Enlisted; Active and Reserve

What you need to know – key points

- Warrior Toughness is a set of 15 skills that enable Sailors to take a hit and keep fighting, perform under pressure, and excel in daily challenges. It's not a program; it is how we train to win.
- These skills are not new concepts; they are proven habits used by high performers across elite domains from professional athletes to special operations forces.
- Previously rooted in the Expanded-Operational Stress Control (E-OSC) program and the legacy Warrior Toughness program, these skills are now unified into a single effort focused on human performance optimization and stress control under the Warrior Toughness name.
- The following supporting documents will be available on the MyNavyHR website at <https://www.mynavyhr.navy.mil/Support-Services/Culture-Resilience/Warrior-Toughness>:
 - Warrior Toughness Placemat
 - Warrior Toughness Playbook
 - Multimedia Training Suite on each of the 15 skills that include:
 - Short- and long-form video content
 - Audio podcasts.
 - Quick-reference infographics
 - In-depth, magazine-style articles
 - Facilitator presentation decks with speaker notes
- Warrior Toughness is embedded across the Sailor development pipeline, reinforced from accession training through A/C Schools and advanced leadership courses.
- Sailors aren't expected to memorize all 15 skills—just practice one or two consistently, then build from there.
- Commands don't need dedicated stand-downs—just integrate Warrior Toughness into what they already do.

What's coming soon

- Standardized Curriculum: Update all Enlisted Leader Development (ELD) materials, replacing legacy E-OSC and WT terminology with the unified Warrior Toughness lexicon.
- Expand Leadership Training: Incorporate the Warrior Toughness program into all command-level milestone training pipelines (e.g., PCO/PXO, CMC/COB, SEA).
- Assess Fleet Requirements: Collaborate with Fleet and Type Commanders to identify and address any additional, operational-specific training needs.

Sample POD/POW Note

- The Navy has released the Warrior Toughness Playbook. Warrior Toughness is the Navy's program for giving Sailors the tools to perform under pressure and in the daily grind. It is built on four pillars: Toughness, Resilience, Optimizing Performance, and Mitigating Stress. Across this year, the POD will surface the skills that make those pillars real. Read each note. Try each skill. You build toughness one day at a time.