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SUBJ/EXPANDED OPERATIONAL STRESS CONTROL AND WARRIOR TOUGHNESS//

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NARR/REF A IS NAVADMIN 222/19, OPERATIONAL STRESS CONTROL POLICY UPDATE.
REF B IS NAVADMIN 332/20, EXPANDED OPERATIONAL STRESS CONTROL.
REF C IS NAVADMIN 115/21, EXPANDED OPERATIONAL STRESS CONTROL TRAINERS TRAINING SCHEDULE.
REF D IS DOWINST 6490.05, MAINTENANCE OF PSYCHOLOGICAL HEALTH IN MILITARY OPERATIONS.
REF E IS NETCINST 1700.2, WARRIOR TOUGHNESS CURRICULUM AND CULTURE IMPLEMENTATION.

1. This NAVADMIN cancels references (a) through (c). Effective immediately, the Expanded Operational Stress Control (E-OSC) program and the legacy Warrior Toughness (WT) initiative are combined into a single initiative under the Warrior Toughness name. All requirements for commands to send representatives to either E-OSC or WT training are rescinded.

2. Background. WT is the Navy's program of record for stress management. It teaches human performance techniques that increase Sailor readiness, reduce harmful stress, and optimize the Sailor's ability to perform both in combat and in life.

3. Purpose. In accordance with the tenets of continuous improvement and in alignment with the Total Sailor: Fit to Fight framework of building great people, great leaders, and great teams, we have simplified and aligned these two legacy programs. Both E-OSC and WT provided practical tools for warfighter performance optimization. When applied, these skills mitigate harmful stress and fortify the Mind, Body, and Spirit, enabling Sailors to perform at their peak. Under WT, and in accordance with reference (d), Commanding Officers are expected to understand the stress levels within their command, equip their teams to apply these mitigation techniques, and incorporate them into everyday training to build a more tough and resilient force.

4. Approach. To the maximum extent possible, formal WT training will leverage existing training milestones, provide readily accessible educational materials to all Sailors across a variety of formats, and focus on embedding

stress mitigation and performance optimization techniques into daily operational rhythms. Actions taken to date include:

a. Career Continuum Integration. To build enduring resilience, WT principles and practices are being woven into key developmental milestones across a Sailor's career. This integration includes foundational training in accession programs, reinforcement in all A and C Schools, and advanced application within the Enlisted Leader Development (ELD) curriculum.

b. Foundational Resources. This NAVADMIN announces the release of the WT Placemat and Playbook. The Placemat serves as a quick-reference tool detailing the definition, expected outcome, and execution method for each of the 15 WT skills. The companion Playbook provides comprehensive guidance on how to operationalize these stress mitigation techniques in everyday situations.

c. Multimedia Training Suite. To accommodate diverse learning styles and operational tempos, we leveraged feedback from over 500 Sailors to develop a multi-platform educational suite. For each of the 15 WT skills, the following resources will be available: Short- and long-form video content, audio podcasts, quick-reference infographics, in-depth magazine-style articles, and facilitator presentation decks with speaker notes.

5. The Placemat, Playbook, and the complete multimedia training suite are available for download via the MyNavy HR portal. Navigate to the "Support Services" and "Culture & Resilience" sections or use the direct link: <https://www.mynavyhr.navy.mil/Support-Services/Culture-Resilience/Warrior-Toughness/>.

6. Way Ahead. To ensure sustained integration, the following actions will be executed prior to the end of FY 2026:

a. Standardize Curriculum: Update all ELD materials, replacing legacy E-OSC and WT terminology with the unified WT lexicon.

b. Expand Leadership Training: Incorporate the WT initiative into all command-level milestone training pipelines (e.g., PCO/PXO, CMC/COB, SEA).

c. Assess Fleet Requirements: Collaborate with Fleet and Type Commanders to identify and address any additional, operational-specific training needs.

7. The point of contact is CDR Joe Robbins, at (703) 604-1027/DSN 224-1027 or via email at warriortoughness@us.navy.mil

8. This NAVADMIN will remain in effect until superseded or canceled, whichever occurs first.

9. Released by Vice Admiral Jeffrey J. Czerewko, N1.//

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