FORGED NAVY BY THE SEA ĔXĊĖĽĽĔŇĊĖ

BUILDING OUR WARFIGHTERS & TEAMS READY TO FIGHT & WIN

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Honor

- > Be accountable
- > Display uncompromising integrity
- > Uphold the highest standards

Courage

- > Do the right thing, always
- > Act despite your fear
- > Ask for help

Commitment

- > Get Better, as a person and Team
- > Know and do your job
- > Be selfless and humble

Sailor's Creed

Preparation

- > Strengthen our Mind, Body, and
- Spirit > Train with realism—leverage stress
- > Be the example of what right looks like

Execution

- > Adjust to the demands of the mission
- > Maintain situational awareness
- > Respond mindfully, not emotionally

Reflection

PROGRAMS

TOOLS

- > Reflect as an individual
- Conduct after actions as a Team
- > Commit to continuous improvement

> Warrior Toughness Placemat



Mind

GREAT

PEOPLE

- > Social: Build healthy relationships
- > Psychological: Manage stress,
- recognize warning signs, ask for help
- > Life Skills: Learn skills to navigate everyday life

Body

- > Nutrition: Eat to better your health, avoid risky substances
- > Physical: Get restorative sleep, stay active
- > Medical/Dental: Meet standards for duty, utilize preventative health

Spirit

- > Connect with something greater
- > Sustain a sense of purpose
- > Know your personal values
 - > Mental Health Playbook > Programs at Fleet and Family
 - Chaplains Religious Enrichment
 - **Development Operation (CREDO)**
 - PROGRAMS Armed Forces Wellness Center
 - (AFWC)
 - Health Evaluation and Lifestyle Management (HELM)

ACCOUNTABLE TO YOUR PEOPLE

Character

GREAT

LEADERS

- > Set the standard, be transparent > Own your mission, empower your
- people > Master self-awareness and emotional intelligence

Competence

- > Deliver outcomes, self-assess & self-correct
- > Manage risk, act on what matters most
- > Solve hard problems, fix or elevate barriers

Culture

TOOLS

- > Take care of your people
- > Build winning teams
- > Ensure a safe & healthy environment

> Navy Leader Development Framework PROGRAMS Enlisted Leader Development (ELD) > Navy Performance Improvement Educational Resource (N-PIER)

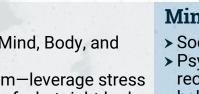
- - Handbook
 - Afloat Culture Workshops (ACW)



PROGRAMS

LOOLS





MARCH 2025







ACCOUNTABLE TO EACH OTHER

Mission

- > Value & Respect everyone
- > Be brilliant on the basics
- > Achieve excellence

Learning

- > Establish trust
- > Discuss successes & failures
- > Improve, continuously

Community

- > Include families
- > End workplace hostility & toxicity
- > Eliminate harassing behaviors

TOOLS AND PROGRAMS

Prevention & Response Programs Integrated Primary Prevention Work Force Navy Family Framework

> Suicide Related Behavior

Response and Postvention Guide





FORGING NAVY'S CULTURE A TOOL TO SELF-ASSESS YOUR COMMAND'S CULTURE

IT ALL STARTS AT THE TOP

HE SEA

How connected and cohesive is YOUR Triad?

ONBOARDING

FORGED

- > Sponsorship & Indoc Programs
- Career Development Boards (CDB)
- > Ombudsman

TOUGHNESS & PREVENTION

- > Warrior Toughness
- > Human Factors Boards (HFB)/Councils (HFC)
- > All Prevention Programs
- > Response Plans

LISTENING & ACTING

Command Climate Assessments (CCA)

Ask yourself

- Command Resilience Teams (CRT)
- Listening to Understand

GOOD GOOD	BETTER
 PG Sailors contacted early by trusted sponsors Triad engaged with Indoc—every new Sailor attends (Officer <u>and</u> Enlisted) CDBs conducted for every Sailor (Officer <u>and</u> Enlisted) - Warrior Ethos is discussed/refined 	 Inbound families connected early to OMBUDSMAN and FRG Influencers within your command (People bought-into your culture) identified and made part of your onboarding Sailors surveyed for feedback on CDBs
 Command embraces and manages stress, provides tools to assist HFBs held for Sailors in need, HFCs held before & during high-risk periods Stigma removed for seeking mental health care and for reporting incidents of harassment, discrimination or assault Sailors get help when needed. Commands are ready to provide responses to: Suicides, suicide attempts, suicide related behaviors, sexual assaults, and other harmful behaviors Warm Handoffs occur for high-risk Sailors 	 Command self-assesses through reflection and AARs Leaders provide time for Sailors to take care of their Minds, Bodies, and Spirits Individual/unit PT and/or NOFFS are normal activities Leaders at all levels actively message about harmful behaviors, Risk and Protective Factors Collateral Duties assigned based on aptitude, approachability, and influence in the command
 CCA used as a way to get better DEOCS participation incentivized Results debriefed to command & ISIC Toxic/Hostile/Sexist/Racist Leaders identified; 	 CCA action items messaged to command throughout the year CRT recommendations (including from CO's suggestion box) affect command calendar

- actions taken
- > CRTs meet on a periodic basis & provide actionable insights

Chief's Mess and the Wardroom?

Are they united?

- > Face to face meetings occur frequently to pass information and explain the WHY
 - How is the relationship between your

Virtual CO's Suggestion Box used by triad

Factors decrease

> Each year, Protective Factors increase & Risk





- > Indoc is an "event" with team-building, families, and tours
- > Sailor CDB goals are discussed with leadership during check-in
- > Mentorship is tangible and effective
- > Warrior Toughness principles deliberately incorporated into evolutions
- > Commands tie Warrior Toughness skills into Sailor development opportunities (e.g., CDB, HFC, Evals, counseling)
- > Sailor recognition opportunities are frequent, wellattended, and tie award to Command or Core Values > Leaders commonly practice emotional intelligence, transparency, and acceptance of differing points of view
- > CRT assessment validated by CCA/DEOCS (nothing new revealed)
- Additional surveys used to assist Triad/CRT
- CMT facilitated with thoughtfulness and
- discussion-what are we trying to learn/achieve?
- CRT used to facilitate CMT