

Core Leader Functions

The Core Leader Functions reinforce a leader's commitment to Sailors, families and overall command psychological health. Leaders at all levels are responsible for preserving the psychological health of their Sailors.

Reintegrate Sailors who have been injured by stress and either have recovered or are in the process of recovering.

Goals:

- Ensure psychological readiness
- Prevent unnecessary loss of personnel
- Restore a sense of honor to the wounded
- Reduce stigma associated with treatment

Strategies:

- Keep with unit if possible
- Expect return to full duty
- Continually address stigma
- Don't allow retribution or harassment
- Communicate with treating professionals (both ways)

Strengthen against stress reactions, injuries and illnesses

- Instill knowledge through tough, realistic, & necessary training
- Foster unit/social cohesion
- Direct & continuous involvement of leadership to instill discipline, hardiness, courage
- Clear communication and inclusion

Mitigate stress for optimal functioning by reducing the force and intensity of stressors experienced whenever possible.

- Remove unnecessary stressors
- Help balance competing priorities
- Ensure adequate sleep, rest and recreation
- Conduct After-Action Review (AAR)/debriefs after any operational or training event

Identify and monitor the stress zones and stressors affecting individuals, understand their specific strengths and weaknesses, and implement timely interventions to prevent small problems from becoming significant issues.

- Identify, Watch and Listen for:
 - Stressors encountered
 - Level of distress (stress reactions)
 - If functioning and performance have been degraded

Treatment starts with actions taken by leaders to promote healing and hasten recovery from stress reactions, injuries and illnesses

- Ensure appropriate and timely support is delivered
- Defeat social stigma attached to asking for help within unit, medical & mental health

