



Warrior Toughness is designed to help every Sailor in the Navy take a hit and keep fighting, to optimize their performance, to perform under pressure, and to recover and excel both in combat and in life.

The Warrior Mindset separates good commands from great commands. While good commands implement some aspects of the Warrior Mindset, great commands embrace all four phases and leverage the cyclical approach to optimize performance. Good commands are able to meet the standard while great commands exceed the standard.

All Sailors: Use the Warrior Mindset as a framework for applying the skills on the back of the placemat.

Leaders: Prioritize implementation, integrate into existing evolutions and open discussions to promote learning up and down the chain of command.

Teams: Incorporate these skills into training and daily routine.

REFLECTION
 occurs at both the team and individual level to reinforce lessons learned, identify what was done well and acknowledge what could be done better. The objective is to derive information from experiences to create a continuous cycle of improvement.

EXECUTION
 is where our commitment, training and preparation are ultimately tested, as individuals and as a Navy. The application of the Warrior Toughness skills on the back of this placemat minimizes the likelihood and severity of the Fog of War.

COMMITMENT
 is foundational to the Warrior Mindset and involves identifying a sense of purpose and philosophy by and for which to live. Commitment enables Sailors to persevere through hardship and overcome challenges.

PREPARATION
 involves developing Mind, Body, and Spirit through rigorous training. To perform to a high standard of excellence, Sailors must adequately prepare for and develop the skills to manage the known challenges of serving in the U.S. Navy. We do not rise to the occasion but default to the level of our training.



Warrior Toughness is Navy's program of record to leverage stress and enhance human performance throughout the force.

Navy streamlined, simplified, and aligned Expanded Operational Stress Control (EOSC) and Warrior Toughness to meet the needs of our warfighters. Warrior Toughness introduces human performance, toughness, stress mitigation, and resilience at all accession sources. In the Fleet, the reinforcement of these skills takes place at milestone training and through on-demand resources.

Warrior Ethos: Know Your “Why”

DEFINITION A Sailor’s statement of personal values which guides the way one lives and works

OUTCOME Connection and commitment to a greater purpose to act with character, conviction, and decisiveness

UTILIZATION Review and refine regularly

Energy Management

DEFINITION Matching energy to the demands of a given situation

OUTCOME Ability to regulate appropriate energy throughout an event

UTILIZATION Maintain self-awareness and implement energy management techniques to meet the demands of the situation

Healthy Behaviors

DEFINITION Balanced strengthening of Mind, Body, and Spirit

OUTCOME Ensures fueled, rested, and ready Sailors and teams primed for peak performance

UTILIZATION Sailors treat themselves as high-performing assets

Performance Statements

DEFINITION Brief phrases used to improve self-talk and motivation

OUTCOME Increase motivation by improving self-talk to enhance performance

UTILIZATION Develop performance statements prior to events

Combat Operational Stress First Aid (COSFA)

DEFINITION Skills and support necessary to aid shipmates during stress-related injury to mitigate destructive behaviors

OUTCOME All hands preserve life, prevent harm, and promote recovery

UTILIZATION Informs peer-to-peer support and command actions

Understanding Stress

DEFINITION Recognize physical and mental responses to challenges and threats

OUTCOME Harness the positive effects of stress and mitigate the negative effects

UTILIZATION Establish the ability to identify own stress level and regulate response to the needs of the situation

Recalibration

DEFINITION A breathing technique to reduce the negative effects of stress or adrenaline

OUTCOME Enables Sailors to maintain focus and remain fully engaged in the moment

UTILIZATION Practice routinely to use in the moment without taking a time out

Mental Rehearsal

DEFINITION Imagining yourself performing a skill or routine in your mind prior to execution

OUTCOME Prepares Sailors to successfully engage in real-world events and dispel complacency

UTILIZATION Prior to the event, engage senses to imagine an event executed successfully

Flexible Thinking

DEFINITION Ability to think about a situation in a new or different way

OUTCOME The ability to weigh and correctly respond in challenging situations

UTILIZATION Anticipate, plan, and adapt to evolving situations

Peer-to-Peer Support

DEFINITION A conversation that addresses fatigue, stress, and burnout that leads to additional support when necessary

OUTCOME Sailors help each other through effective communication and knowledge of resources

UTILIZATION Engage in hard conversations to support Sailors and identify resources as needed

Mindfulness

DEFINITION Present moment awareness of self and situation

OUTCOME Produces a deliberate response versus an uncontrolled reaction in challenging environments

UTILIZATION Perform routine mental workouts to enhance mental capabilities

Intentional Recovery

DEFINITION Deliberate reset of Mind, Body, and Spirit

OUTCOME Maintains performance to consistently meet the next challenge

UTILIZATION Assess and address team and individual needs to build and sustain toughness and resilience

Goal Setting

DEFINITION Roadmap of personal milestones for continuous improvement

OUTCOME Provides direction and focus while reinforcing desired behaviors

UTILIZATION Establish, implement, and review goals while tracking progress

Emotional Intelligence (EQ)

DEFINITION Ability to understand, use, and manage your own emotions as well as understand the emotions of others

OUTCOME Build teams that are high-performing and connected

UTILIZATION Develop self-awareness, self-regulation and social skills in order to build a winning team

Core Leader Functions

DEFINITION Process to monitor stress and increase the command’s overall performance and psychological health

OUTCOME Increase readiness and operational performance

UTILIZATION Strengthen Sailors to leverage healthy stress, mitigate and treat harmful stress, and reintegrate back into the team

