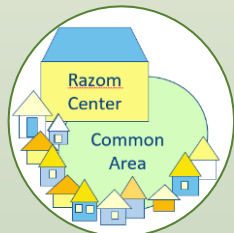




Building Total Resilience Military & Civilian Workshops

The Resilience Projects
In coordination with



Resilient Village Ukraine

An Overview of
Globally Respected Authorities
with Links & Apps to Learn More

Adapted for Military in Ukraine



Building Blocks for
Personal & Unit Resilience
on the Battlefield

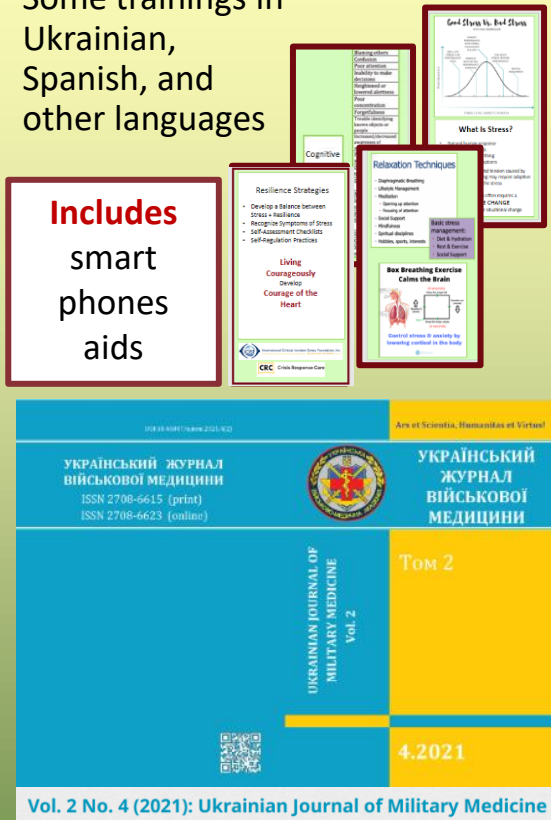
Combine with other resilience projects
for total immersion learning

An Overview of Proven Resources & Authorities

With links for certifications, refreshers, and continuing learning

Some trainings in
Ukrainian,
Spanish, and
other languages

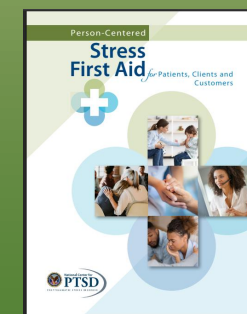
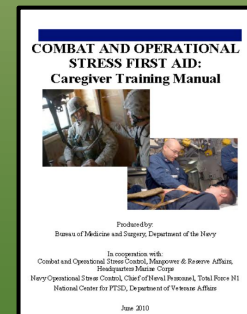
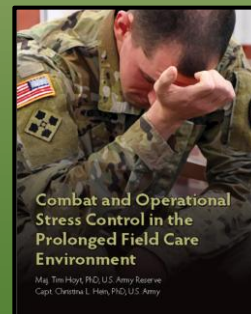
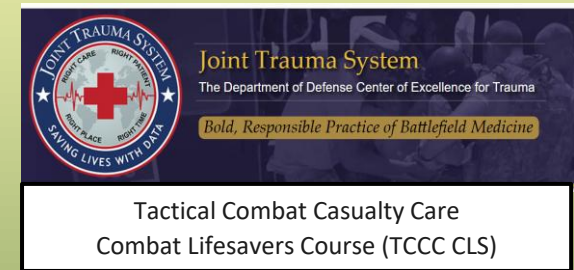
Includes
smart
phones
aids



This presentation includes examples from:

- ICISF Critical Incident Stress Management Training
- FEMA Emergency Management Independent Study Courses
- U.S. Department of Veterans Affairs on PTSD, Combat and Operational Stress First Aid (COSFA)
- USMC Operational Stress Combat & Readiness (OSCAR)
- National Institutes of Health (NIH) – Holistic Body Mind, Spirit (BMS) need
- Boulder Crest PTG Center
- British Army Mental Resilience Training
- NATO standards –
- Ukrainian Military standards adopted including US Army's Combat and Operational Stress Control (COSC) system

Workshops are available for segments of this presentation



NATO Standards for Ukrainian Military

Results

- Importance of the Combat and Operational Stress Control system in the US Army,

Main trends in NATO:

- Training programs to increase psychological resilience
- Expanding knowledge among servicemen about
 - cognitive
 - behavioral
 - physiological processes in combat
- Normalization of stress response
- Provide effective coping strategies to overcome stress
- Assist commanders in maintaining and strengthening the mental health of subordinates

Vol. 2 No. 4 (2021): Ukrainian Journal of Military Medicine

Jun 1, 2025

The Armed Forces of Ukraine signaled a need for Combat and Operational Stress Control (COSC) training within their formations. [lineofdeparture.army.mil › June-2025 › UK...](#)

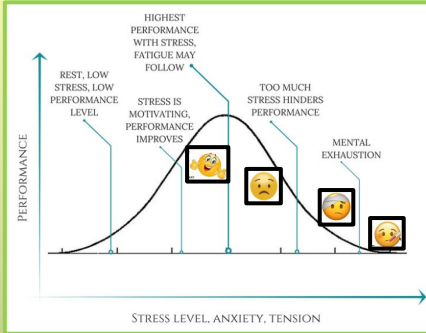
... **psycho-medical rehabilitation of military personnel**

in the armed forces of the leading NATO member countries and partnership for peace countries is one of the fundamental aspects for

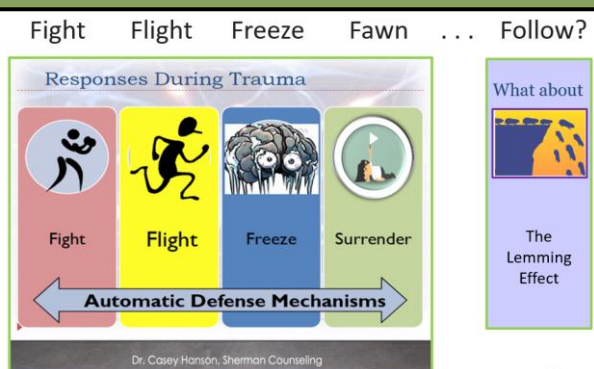
implementation in the Armed Forces of Ukraine

Samples from Resilience Presentations

Resilient fieldwork since 2005 - staff & volunteer - 15+ CSOs
10,000+ working hours in disaster response & recovery



About the Speaker

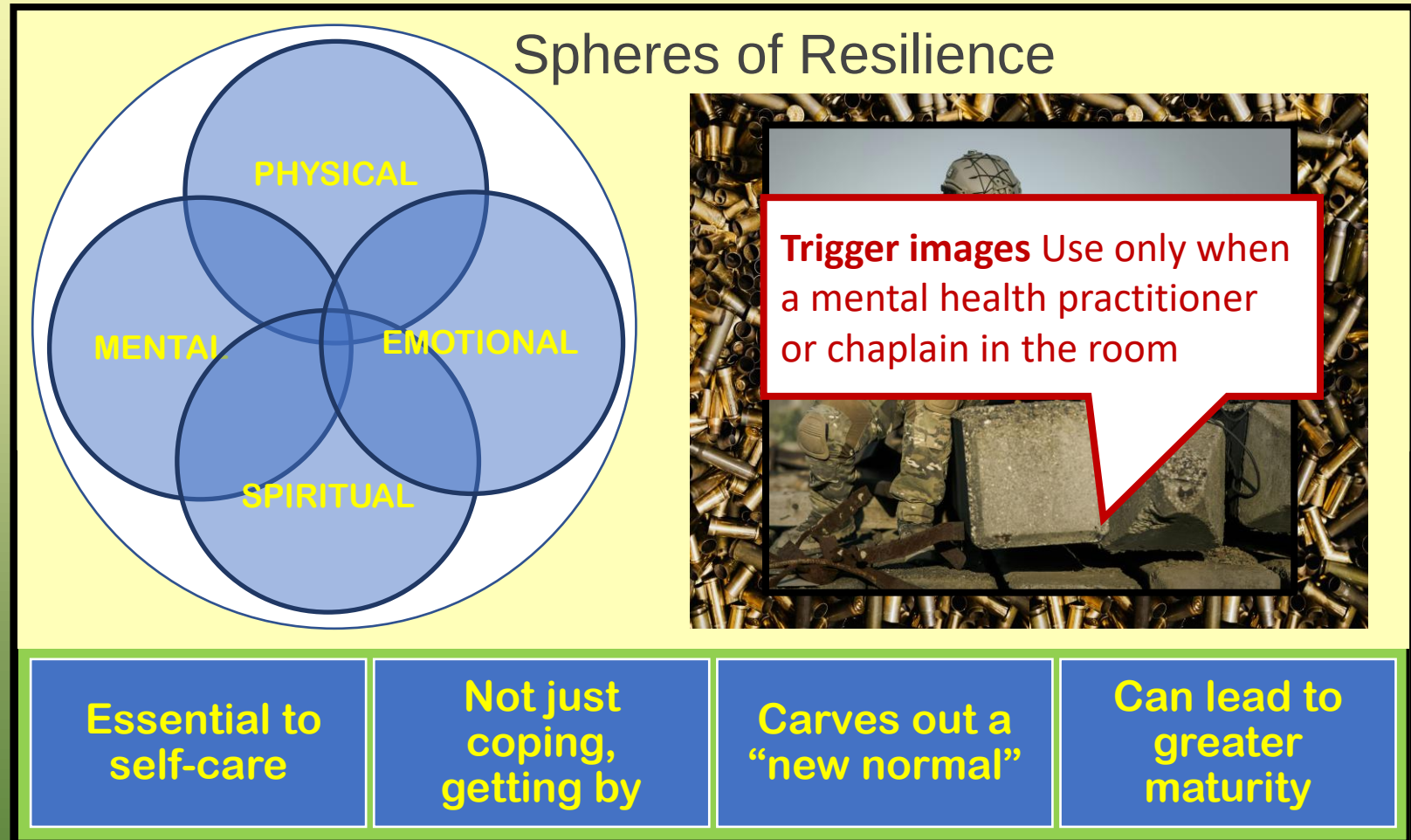


What Is Resilience?

Resilience must involve
the total person:

- **Physical**
The discipline to keep the body under **stress** as healthy & strong as possible
- **Mental**
The drive to maintain effective cognitive functions even under great **stress**
- **Emotional**
The ability to adapt to **stressful** situations or traumatic events
- **Spiritual**
The ability to sustain meaning & purpose even when the **stresses** of life overwhelm

But how do you adapt to stress?



**How DO you
adapt to stress?**

Battlefield: Stress

**Stress is a
defensive weapon**

- No cure-all
- Combination of strategies
- Varies in different situations
- Experiment to discover the best techniques for you

Stress is Normal

- Natural human response
- Everyone has stress
- Stress is not a bad thing
- Many possible symptoms

What Causes Stress?

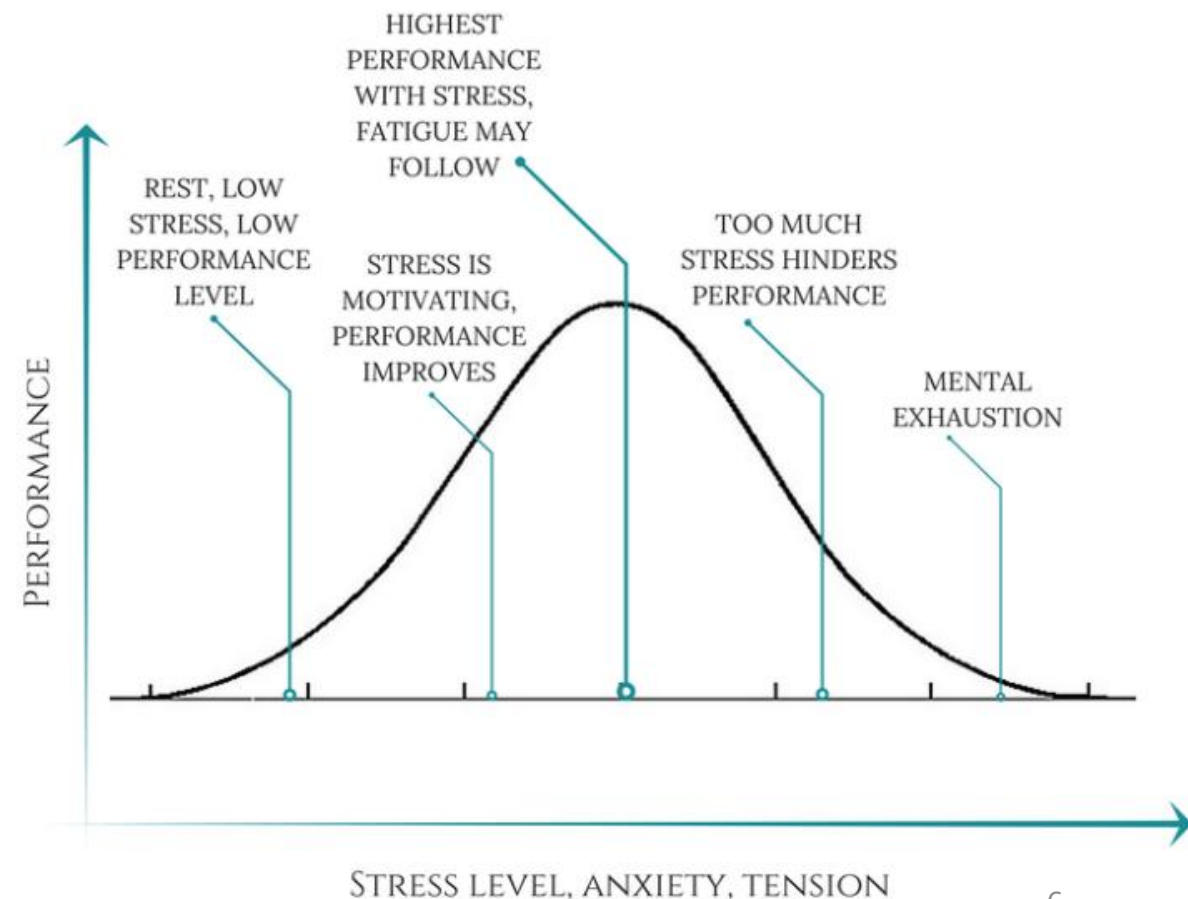
- Life Changes
 - Relationships
 - Health
 - Family
 - Finances
 - Chronic Issues
- For the Military:
- Language
 - Lifestyle
 - Combat
 - Training
 - Civilian to Military to Veteran

Chronic Severe Stress?

Ongoing worry
or mental tension
caused by threats
to your well being
may require
adaptive solutions

Good Stress Vs. Bad Stress

www.rose-minded.com



Stress Response Types

Fight Flight Freeze Fawn ... Follow?

How Do You Respond to Stress?

Fight or flight used to be the two basic reactions discussed.

However, there are other types of responses that people might have when they are under stress.



What about



The
Lemming
Effect

Accepted Practices Military & Veterans Groups

Samples from Internet-available documents developed or used by military services or veterans organizations in

USA

UK

Australia

NATO

Stress Management

- For yourself
- Peer-to-peer support
- Family support
- Group intervention



The Pillars of Mental Resilience Training (MRT) UK

- **SELF-BELIEF** – confidence in your own abilities & judgement
- **POSITIVE AFFECT** – ability to interact with life in a positive way
- **EMOTIONAL CONTROL** – ability to understand and express your emotions
- **MENTAL CONTROL** – ability to control thinking, attention, focus, concentration, self-awareness, reflexivity, problem-solving
- **SENSE OF PURPOSE** – motivation that drives you forward
- **COPING** – adaptability, natural coping strategies you have learnt through coping in previous stressful situations
- **SOCIAL SUPPORT** – your social network and ways you use it

Operational Stress Control and Readiness (OSCAR) Teams

MARINE TOTAL FITNESS SELF CHECK TOOL Human Performance Branch / Resilience

This is a private self-assessment tool that may help a Marine or Sailor identify a need for support. It is not designed for use by the chain of command to evaluate a Marine's fitness or readiness.



Physical Fitness

RESOURCES: Gym/HITT/MCMAP/Personal Trainers/Nutritionist/Dietician

Please indicate how much you agree with the following statements:

	Agree	Somewhat agree	Neutral	Somewhat disagree	Disagree
a. I have the physical fitness necessary to perform all of my duties with confidence (both deployed and in garrison).	☐	☐	☐	☐	☐
b. My duties are not affected by an unreported medical or dental condition.	☐	☐	☐	☐	☐
c. In the past 30 days, poor physical health did not keep me from my usual activities or from performing my duties.	☐	☐	☐	☐	☐
d. I have the necessary knowledge to make good choices regarding nutrition, alcohol use, tobacco use, and safe sex practices.	☐	☐	☐	☐	☐
e. I meet my body composition standards (height and weight or body fat).	☐	☐	☐	☐	☐
f. Please indicate your most recent PFT/CFT classification.	☐	☐	☐	☐	☐

Physical Fitness Total: ☐ 0 ☒ 19-24 ☐ 13-18 ☐ 7-12 ☐ 0-6

Mental Fitness

RESOURCES: Mental Health/MCCS/MFLC/Chaplain

Please indicate how much you agree with the following statements:

	Agree	Somewhat agree	Neutral	Somewhat disagree	Disagree
a. I feel pride in my accomplishments.	☐	☐	☐	☐	☐
b. I look forward to beginning each day.	☐	☐	☐	☐	☐
c. I am making a real contribution toward mission accomplishment.	☐	☐	☐	☐	☐
d. I usually know what I can and cannot control.	☐	☐	☐	☐	☐
e. I am comfortable seeking assistance and asking for help in times of emotional challenge or crisis	☐	☐	☐	☐	☐
f. I am currently engaged in activities (reading and education) that contribute to growth	☐	☐	☐	☐	☐

Mental Fitness Total: ☐ 0 ☒ 19-24 ☐ 13-18 ☐ 7-12 ☐ 0-6

Spiritual Fitness

RESOURCES: Chaplain, Civilian Clergy, Counselor, Mentor

Please indicate how much you agree with the following statements:

	Agree	Somewhat agree	Neutral	Somewhat disagree	Disagree
a. My life has meaning/purpose.	☐	☐	☐	☐	☐
b. I am hopeful about life/the future.	☐	☐	☐	☐	☐
c. My decisions are always moral.	☐	☐	☐	☐	☐
d. I have no problem forgiving myself or others.	☐	☐	☐	☐	☐
e. I am respectful of people of other beliefs.	☐	☐	☐	☐	☐
f. I am engaged in core values/beliefs.	☐	☐	☐	☐	☐

Spiritual Fitness Total: ☐ 0 ☒ 19-24 ☐ 13-18 ☐ 7-12 ☐ 0-6

Social Fitness

RESOURCES: Single Marine Program, MCCS, Chaplain, CREDO Retreats

Please indicate how much you agree with the following statements:

	Agree	Somewhat agree	Neutral	Somewhat disagree	Disagree
a. I am respectful of the members of my unit.	☐	☐	☐	☐	☐
b. I can depend on my spouse/significant other/friends for support.	☐	☐	☐	☐	☐
c. I get along well with members in my unit.	☐	☐	☐	☐	☐
d. I get involved in efforts to improve the community.	☐	☐	☐	☐	☐
e. I actively participate in base or community events and activities.	☐	☐	☐	☐	☐
f. I effectively use USMC and/or local civilian community resources.	☐	☐	☐	☐	☐

See Pages two and three for information and resources to increase your overall health and resiliency.

Social Fitness Total: ☐ 0 ☒ 19-24 ☐ 13-18 ☐ 7-12 ☐ 0-6

TOTAL FITNESS SCORE ☐ 0 ☒ 73-96 ☐ 49-72 ☐ 25-48 ☐ 0-24

ptsd.va.gov/disaster_events/for_providers/SFA/docs/NCPTSD_SFA_30min_Instructors_Manual.pdf

Strategy to influence:
command climate,
culture,

unit cohesion,

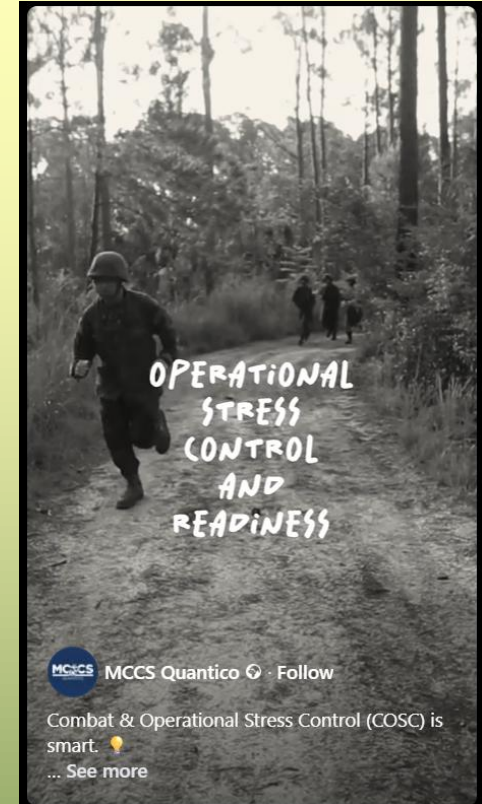
Marine Corps Total Fitness
(MCTF)

Goal: To keep Marines ready for combat and for life by ensuring they receive help quickly when needed

- Makes units stronger
- more prepared as warfighters
- Empowers small unit leaders to recognize early signs of stress

OSCAR team members

- Selected for their strong leadership skills and commitment to helping others
- Support their fellow Marines



Beyond First Aid An Ongoing Cyclical Approach

Stress First Aid Model



1. CHECK

Assess: observe and listen

2. COORDINATE

Get help, refer as needed

Repeat
1 & 2

Throughout

Primary Aid

3. COVER

Get to safety ASAP

4. CALM

Relax, slow down, refocus

5. CONNECT

Get support from others

6. COMPETENCE

Restore effectiveness

7. CONFIDENCE

Restore self-esteem and hope

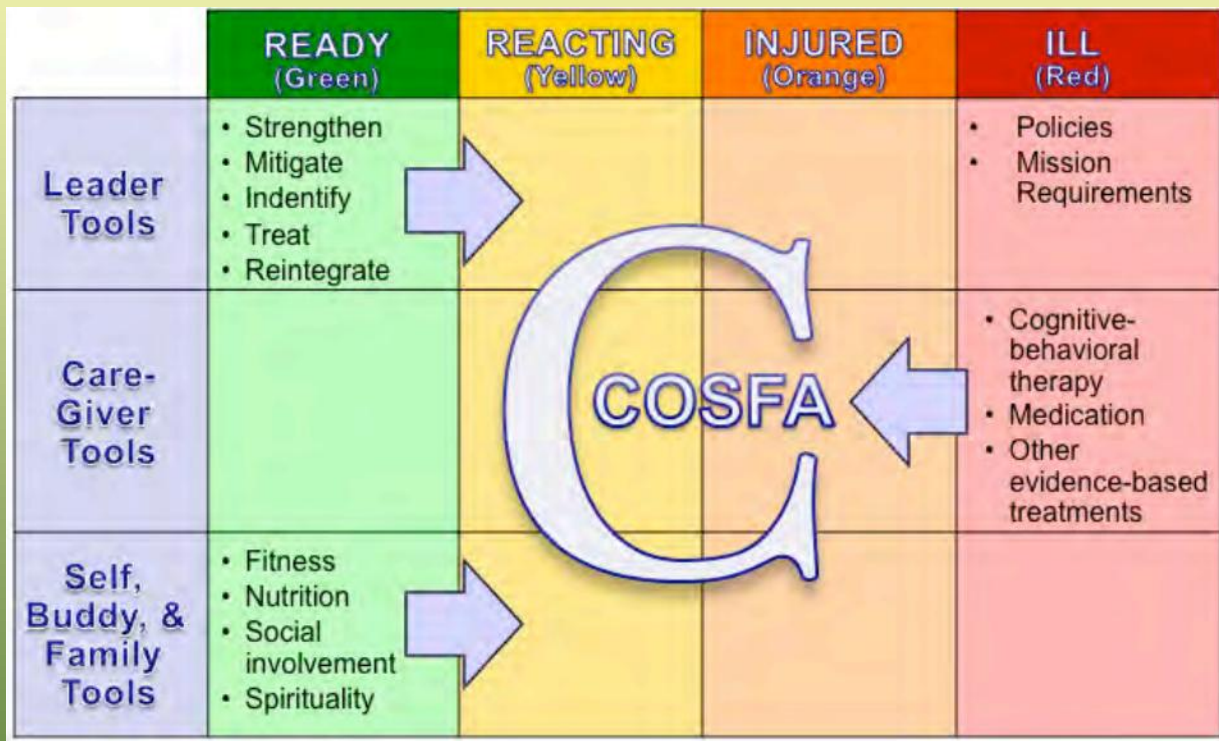
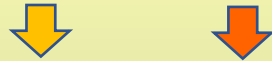
Secondary Aid

Person-Centered
Stress First Aid
for Patients, Clients and Customers



Combat & Operational Stress First Aid (COSFA)

COSFA, like many other assessment processes, use the **Stress Continuum** for individuals or units experiencing symptoms in the **Yellow** or **Orange** zones.



The Goal Is Green!

Goals:

- **Preserve life**
- **Prevent further harm**
- **Promote recovery**

Provides crisis care to help restore:

- **Physical**
- **Psychological**
- **Social**
- **Spiritual**

support structures that exist in the military

Adapted from

Operational Stress First Aid. "Competence."

Developed by Bureau of Medicine and Surgery, Department of the Navy, June 2010. .

ess ptsd.va.gov/disaster_events/for_providers/stress_first_aid.asp

COMBAT AND OPERATIONAL STRESS FIRST AID: Caregiver Training Manual



Produced by:
Bureau of Medicine and Surgery, Department of the Navy

In cooperation with:
Combat and Operational Stress Control, Manpower & Reserve Affairs,
Headquarters Marine Corps
Navy Operational Stress Control, Chief of Naval Personnel, Total Force N1
National Center for PTSD, Department of Veterans Affairs

June 2010

The Stress Continuum

The Stress Continuum is a widely-used model, giving a colorful “voice” to stress levels. It helps identify warning signs (Yellow or Orange) to encourage prompt intervention and support. This reduces the chance of severe (Red zone) stress levels that likely require professional help and may interfere with combat readiness. Remember: the goal is Green!

Four Sources of Orange Zone Injury

Intense or Prolonged Combat or Operational Stress

Life Threat

- A traumatic injury
- Due to an experience of death provoking terror, horror, or helplessness

Loss

- A grief injury
- Due to the loss of cherished people, things, or parts of oneself

Inner Conflict

- A moral injury
- Due to behaviors or the witnessing of behaviors that violate moral values

Wear & Tear

- A fatigue injury
- Due to the accumulation of stress from all sources over time without sufficient rest and recovery

READY (Green)

DEFINITION

- Optimal functioning
- Adaptive growth
- Wellness

FEATURES

- At one's best
- Well trained and prepared
- In control
- Physically, mentally, and spiritually fit
- Mission focused
- Motivated
- Calm and steady
- Having fun
- Behaving ethically

REACTING (Yellow)

DEFINITION

- Mild and transient distress or impairment
- Always goes away
- Low risk

CAUSES

- Any stressor

FEATURES

- Feeling irritable, anxious, or down
- Loss of motivation
- Loss of focus
- Difficulty sleeping
- Muscle tension or other physical changes
- Not having fun

INJURED (Orange)

DEFINITION

- More severe and persistent distress or impairment
- Leaves a scar
- Higher risk

CAUSES

- Life threat
- Loss
- Moral injury
- Wear and tear

FEATURES

- Loss of control
- Panic, rage, or depression
- No longer feeling like normal self
- Excessive guilt, shame, or blame

ILL (Red)

DEFINITION

- Clinical mental disorder
- Unhealed stress injury causing life impairment

TYPES

- PTSD
- Depression
- Anxiety
- Substance abuse

FEATURES

- Symptoms persist and worsen over time
- Severe distress or social or occupational impairment

Leader
Responsibility

Individual, Shipmate,
Family Responsibility

Caregiver
Responsibility

Special Case:

Post-Traumatic Stress

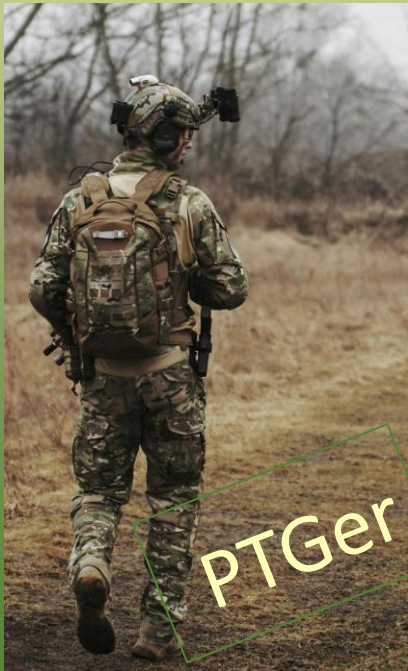
PTSD Post-Traumatic Stress

Disorder – A clinical diagnosis viewed by many as a stigma label

or PTSI?

Post-Traumatic Stress Injury, a term that aims to reduce the stigma associated with PTSD

How
about
PTG!



Post-Traumatic GROWTH

In times of great trauma

We are capable of great GROWTH!

The 5 Domains of Growth

Struggle > strength > growth

purpose in pain

triumph in tragedy

5 Essential Components of a Life Worth Living

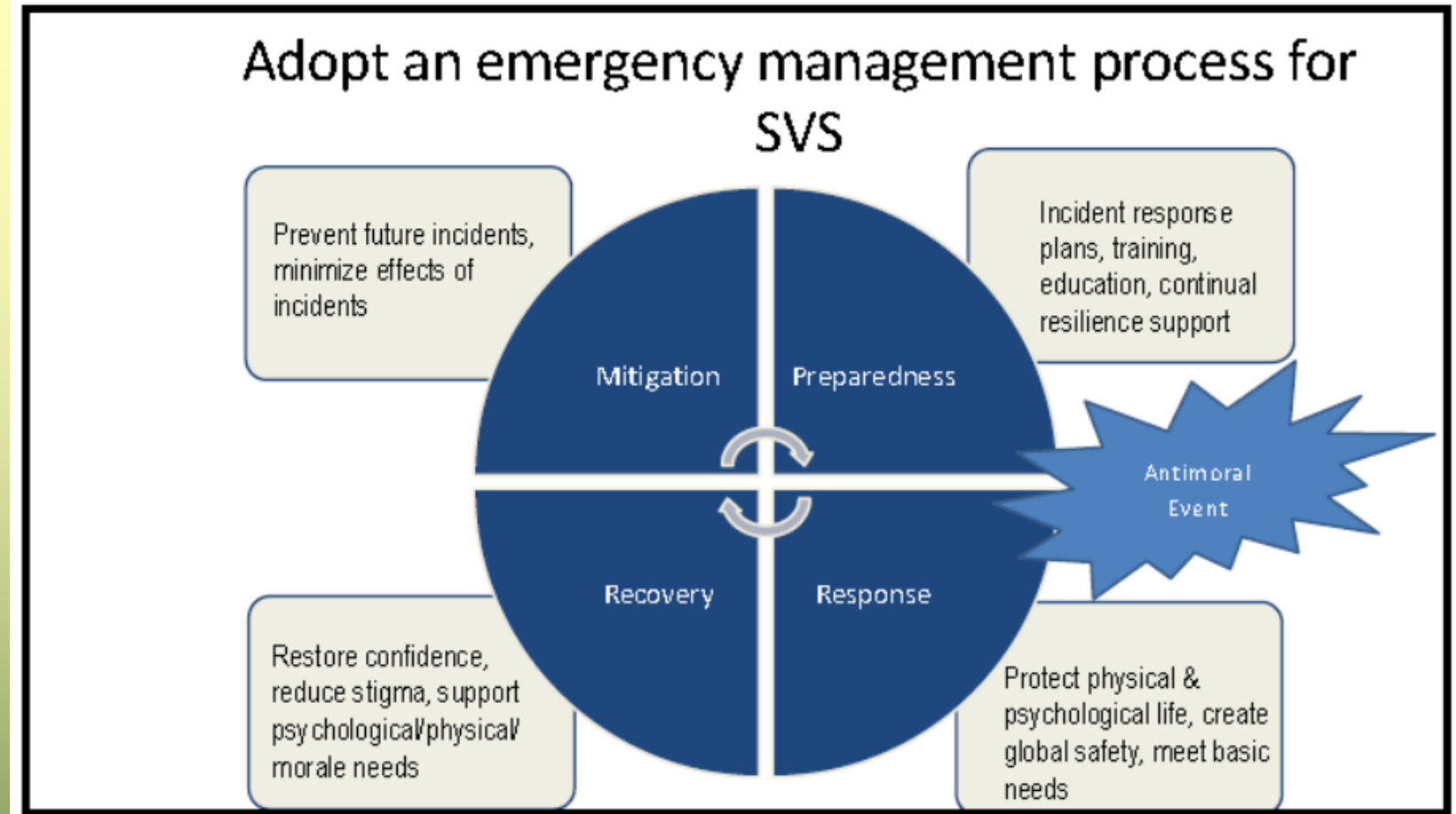
1. New possibilities
2. Deeper relationships
3. Personal strength if I can get thru this ... anything!
4. Appreciation for life - shift in priorities, gratitude for what we have
5. Spiritual & Existential Belonging - why am I here? Where do I belong?

Special Case: Secondary Trauma

Experiencing (PTSD) symptoms after being exposed to the trauma of another person. It can affect care providers, chaplains, emergency responders, or military at all levels, after a someone, perceived to be in their care, is negatively impacted

Vicarious trauma occurs after a buildup of repeated, secondary exposure to traumatic stories

Secondary trauma occurs in a moment, in response to one event.



Second Victim Syndrome

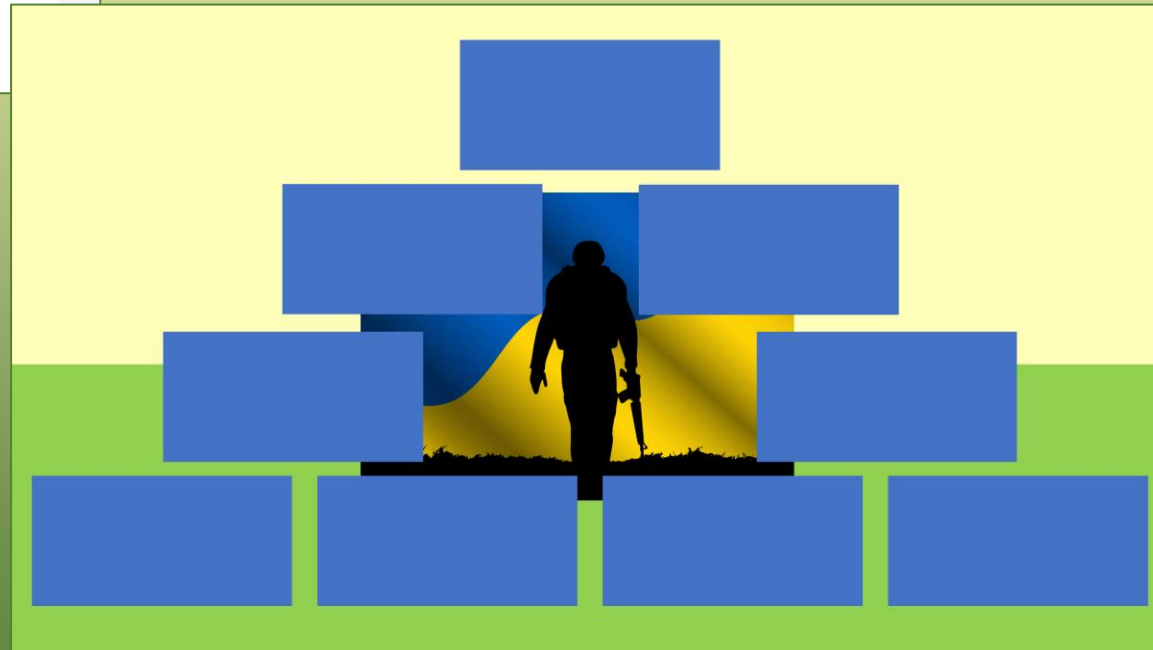
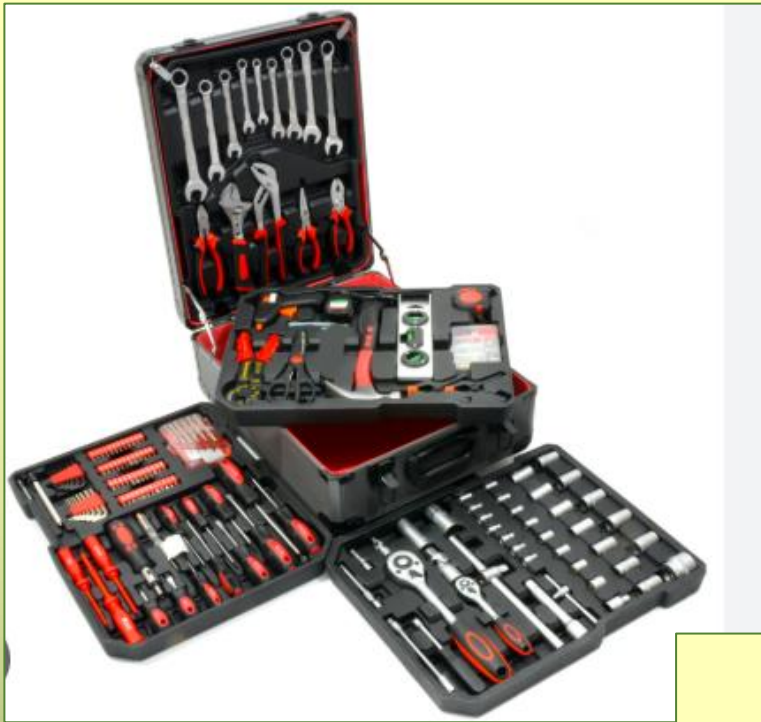
A Unique Form of Moral Injury

"Second victims are health care providers who are involved in an unanticipated adverse patient event, in a medical error and/or a patient related injury and become victimized in the sense that the provider is traumatized by the event. Frequently, these individuals feel personally responsible for the patient outcome. Many feel as though they have failed the patient, second guessing their clinical skills and knowledge base."

Scott, et al. 2009

Basic Equipment: Stress Management Tools

Build
Resilience



Communication Skills

Active Listening



Compassionate
Response



Effective Crisis
Communication

Hearing or
Listening?

Establish
Rapport

Empathy or
Sympathy?

Communicate
with Caution

Informed
Sensitivity

Power of
Silence

Language
Challenges

Ethics of Crisis Communication

- Privilege
- Confidentiality
- Privacy
- Legal obligations?



Deciding if/when to make
referrals to professionals

Intervention Actions



For Communications during Crisis

- Respond non-defensively to criticism
- Non-judgmental
- Problems, options > problem solving
- Solution focused
- Sensitivity to Diversity

For Challenging Situations

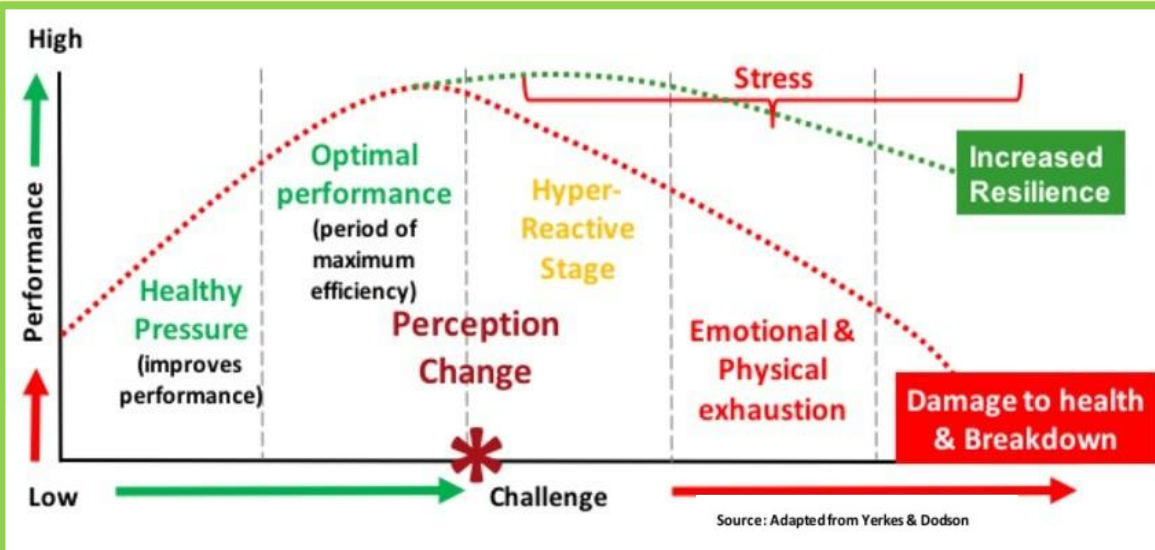
- Fear
- Grief
- Anger
- Suicide or homicide



The relationship between **Stress** & **Resilience**

Resilience

- Cope with adversity
- Bounce back from trauma
- Attitudes, actions, and approaches that help you overcome problems and recover faster



Improving quality of life for those around you improves your life as well

- Enhance the vision & mission
- Meet your team's challenges
- Build steel-clad unit cohesion
- Promote new opportunities
- Encourage brainstorming for all
- Encourage positive adjustment & adaptation
- Blow winds of change into a toxic atmosphere
- Cultivate an atmosphere of healing & restoration
- Work together to overcome



Ready	Reacting	Injured	Ill
• Good to go • Well trained • Prepared • Fit and tough • Cohesive units, ready families	• Distress or impairment • Mild, transient • Anxious or irritable • Behavior change	• More-severe or persistent distress or impairment • Leaves lasting evidence (personality change)	• Stress injuries that do not heal without intervention • Diagnosable – PTSD – Depression – Anxiety – Addictive disorder



Build Resilience

Identify the Stressor

- **Analyze the situation:** Identify specific events or situations causing your stress
- **Journals, Mind maps, Color-Coded Bullets:** Write down, draw, chart incidents that act as triggers, significant feelings & experiences (good & bad) to gain clarity on what triggers your stress as well as what can relieve it.

Can You Control or Eliminate the Stressor?

- **Take control:** For controllable stressors:
 - Take proactive steps to resolve underlying issue
 - Set SMART Goals
- **Time management:** Use time-management techniques to organize and control your schedule
- **Set boundaries:** Create healthy boundaries to protect your time and energy
- **Avoid triggers:** Reduce or eliminate things contributing to your stress, (excessive news consumption, alcohol, caffeine)
- **Get an Accountability Partner** to keep you on track

Know Your Enemy

Trigger images Use only when a mental health practitioner or chaplain in the room

Build Resilience



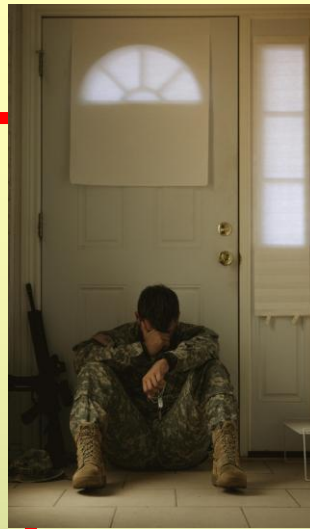
Trigger images Use only when a mental health practitioner or chaplain in the room



Sources of Personal Stress

- Physical: temperature extremes, dehydration, sleeplessness, noise, toxins, injury, illness
- Mental: preoccupation, boredom, info overload, uncertainty, hyper-focus
- Emotional:
- Spiritual:
- Social:
- Financial:

EMOTIONAL	Fear of injury or death Grief Isolation Administration	Fear of failure Anger Loss of personal space Broken relationships Committees
SOCIAL	Being away from loved ones Congregants Administration	Loss of personal space Broken relationships Committees
FINANCIAL	Debt Lack of funds	Poor economy Great needs Taxes Poverty
SPIRITUAL	Life doesn't make sense like it used to Challenge of faith Ambiguous mission	Moral conflict Lack of ministry calling



Sources of Military Stress

- Deployment to combat zones
- Long separations from families
- Exposure to high-risk situations
- Dealing with horrific injury, death
- Challenges transitioning back to civilian life after deployment

Trigger images Use only when a mental health practitioner or chaplain in the room

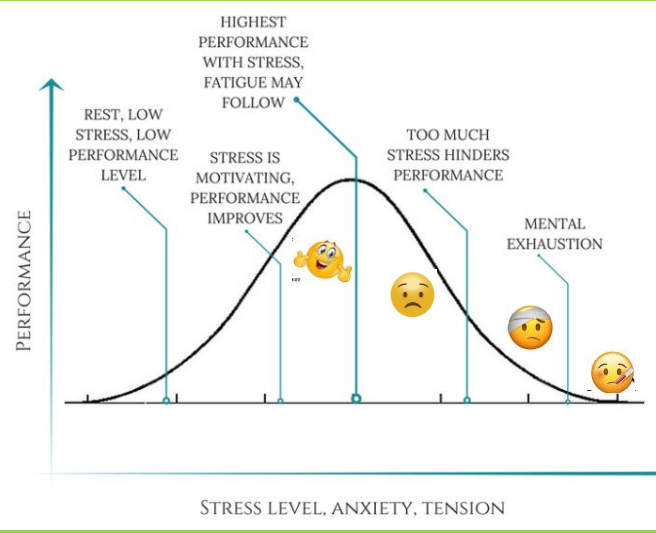


Build Resilience

Stress Reactions

Stress Awareness Exercise

- What are your typical early warning signs?
- What signs do you pay attention to?
- Which signs do you ignore? Why?
- What do others notice?
- Which stresses are triggered by events?
- Which just happen with no known cause?



Handout

Common Signs and Symptoms of a Stress Reaction

Physical*	Cognitive	Emotional	Behavioral
Fatigue	Blaming others	Denial	Substance abuse
Insomnia	Confusion	Anxiety	Change in speech
Muscle tremors	Poor attention	Grief	Suspiciousness
Twitches	Inability to make decisions	Survivor guilt/self-blame	Emotional outbursts
Difficulty breathing	Heightened or lowered alertness	Severe pain (rare)	Change in communication
Elevated blood pressure	Poor concentration	Fear of loss/of going crazy	Withdrawal from others
Rapid breathing	Forgetfulness	Uncertainty	Inability to rest
Rapid heartbeat	Trouble identifying known objects or people	Loss of emotional control	Changes in normal activities
Chest pain	Increased/decreased awareness of surroundings	Emotionally numb	Intensified startle reflex
Headaches	Poor problem solving	Depression	Appetite disturbance
Visual difficulties	Disorientation of time/place/person	Lack of capacity for enjoyment	Decreased personal hygiene
Nausea/vomiting	Disturbed thinking	Apprehension	Erratic movements
Thirst	Nightmares	Intense anger	Pacing
Hunger	Inescapable images	Irritability	Changed sexual behavior
Dizziness	Flashbacks	Agitation	Antisocial acts
Excessive sweating	Suicidal ideas	Feelings of worthlessness	Prolonged silences
Chills	Disbelief	Mistrust	Accident prone
Weakness	Change in values	Helplessness	
Fainting	Search for meaning	Apathy/boredom	

*Any of these symptoms may indicate the need for medical assistance. When in doubt contact your physician.

READY	REACTING	INJURED	ILL
Calm and steady Confident and competent Getting the job done In control Sense of humor Sleeping enough Eating the right amount Working, staying fit Playing well and often Socially and spiritually active 	Anxious, irritable Worried Cutting corners on the job Short-tempered or mean Irritable or grouchy Trouble sleeping Eating too much or too little Apathy, loss of interest Keeping to oneself Negative, pessimistic 	Loss of control of body functions, emotions or thinking Can't fall or stay asleep Recurrent, vivid nightmare Intense guilt or shame Panic or rage attacks Inability to enjoy activities Disruption of moral values Serious suicidal or homicidal thoughts 	Stress injury symptoms that last for several weeks after the stressors have ended or subsided Symptoms that get worse instead of better Symptoms that get better for a while, then return even worse 

Operational Stress First Aid

OSFA Assessment Checklists

Handouts

1.Spirituality

Creativity, order, connection

Okay	Needs Work	Needs Help
☐ Enjoy worship ☐ Happy with fellowship ☐ Happy with spiritual expression ☐ Able to give and receive love ☐ Appreciating beauty ☐ Creative ☐ Comfortable with your place in world ☐ Connected, peaceful	☐ Less tolerant of different beliefs ☐ Feeling distant from God; want to get closer ☐ Don't know how to love or feel loved ☐ Feeling distant from others ☐ Struggling to understand others ☐ Not sure where you fit in ☐ Something's missing	☐ No reverence for anything outside self ☐ Alone and wandering aimlessly ☐ Spiritually empty ☐ Don't care about others ☐ Nothing seems important ☐ Feel powerless to change life ☐ Out of touch ☐ Loss of purpose ☐ Lacking a "moral compass"

2.Emotional/Mental/Physical Health

Fitness, wellness, self-esteem, control

Okay	Needs Work	Needs Help
☐ Sleeping well ☐ No bad nightmares ☐ Working out regularly ☐ Good nutrition ☐ Good energy level ☐ Good emotional control ☐ Able to enjoy life ☐ Not troubled by memories ☐ Feeling good about self	☐ Trouble getting to sleep ☐ Keep waking up ☐ Out of shape ☐ Eating too much or too little ☐ Loss of interest in life ☐ Feeling anxious or worried ☐ Feeling irritable ☐ Painful memories ☐ Feeling guilty	☐ Can't sleep enough ☐ Repeated disturbing thoughts ☐ Trouble pushing memories out of mind ☐ Panic attacks (heart pounding, shaking) ☐ Rage outbursts ☐ Depressed mood ☐ Keep blaming self ☐ Thoughts of suicide or homicide

3.Relationships

Spouse, significant other, family, friends

Okay	Needs Work	Needs Help
☐ Good communication ☐ Feeling close ☐ Looking forward to seeing ☐ Cooperating well ☐ Playing well ☐ Good sex ☐ Good conversation ☐ Affection ☐ Openness ☐ Responsiveness	☐ Trouble communicating ☐ Occasional fights and disagreements ☐ Uncomfortable being together ☐ Not having fun ☐ Staying apart ☐ Difficult or rare sex ☐ Complaints from partner ☐ Ambivalence ☐ Guardedness	☐ Poor comm. ☐ Frequent fighting ☐ Dreading contact ☐ Emotional coldness ☐ No sex ☐ Irresolvable conflict ☐ Criticism ☐ Contempt ☐ Defensiveness ☐ Emotionally numb ☐ Thoughts of hurting others or self

4.Roles in Life

Leader, coach, parishioner, citizen, provider

Okay	Needs Work	Needs Help
☐ Comfortable in roles ☐ Meeting your own expectations in roles ☐ Able to balance competing demands ☐ Fulfilled ☐ Energized	☐ Some strain in roles ☐ Not meeting own expectations in roles ☐ Not able to fit the pieces together ☐ Out of balance ☐ Pressured ☐ Drained	☐ Pulled apart ☐ Too many demands ☐ Tension between roles ☐ Serious conflict with others over roles ☐ Exhausted

5.Public Behavior

Driving, waiting, dealing with public, patience

Okay	Needs Work	Needs Help
☐ Comfortable in public ☐ Appropriate in public ☐ Good and careful driver ☐ Patient in frustrating situations ☐ Calm, even with rude people ☐ Friendly ☐ No police involvement	☐ Avoiding going out in public ☐ Suspicious of strangers ☐ Absent minded ☐ Getting frustrated easily ☐ Impatient ☐ Occasionally angry or irritable ☐ Driving too fast ☐ Driving recklessly	☐ Paranoid in public ☐ Road rage ☐ Picking fights ☐ Rage outbursts in public ☐ Panic attacks in public ☐ Persistent hyperactive startle responses ☐ Arrests

6.Work Function

Shop, supervisors, goals, promotion, rewards

Okay	Needs Work	Needs Help
☐ Achieving ☐ Feeling like a team ☐ Mentoring subordinates ☐ Getting rewarded ☐ Career goals progressing ☐ Job satisfaction ☐ Enjoying going to work ☐ Respected by subordinates	☐ Cutting corners ☐ Needing a lot of supervision ☐ Animosity toward peers or leaders ☐ Being apathetic or unmotivated ☐ Unrewarding ☐ Stagnating ☐ Indifferent	☐ No respect for self or others ☐ Defying authority ☐ Being a tyrant to subordinates ☐ Hostile environment ☐ Disorganized/lack of leadership ☐ Held back ☐ Unsupported ☐ Abandoned ☐ Abused

7.Money and Finances

Budget, purchases, credit, bills, savings

Okay	Needs Work	Needs Help
☐ Saving money ☐ Bills paid up to date ☐ Keeping to budget ☐ Debt under control ☐ Working a financial plan ☐ Spending in sync with spouse	☐ Minimal savings ☐ Bills past due ☐ Financial worries ☐ Uncomfortable debt ☐ Vague financial plan ☐ Conflict with spouse over spending	☐ No savings ☐ Collection notices ☐ Major financial stress ☐ Large debt load ☐ Creditors contacting self, office, home ☐ Total disagreement over spending ☐ Financial trouble

8.Substance Use/Abuse

Tobacco, alcohol, drugs, sugars, fats

Okay	Needs Work	Needs Help
☐ Good control over intake of alcohol ☐ Not tempted to use drugs ☐ Not smoking chewing more ☐ Nobody who knows you thinks you are abusing	☐ Others express concern over drinking ☐ Got drunk when didn't intend to ☐ Use alcohol to get to sleep ☐ Drinking is getting in the way ☐ Smoking or chewing more	☐ Anger when others complain about drinking ☐ Lying to keep drinking ☐ Hiding drinking ☐ Harm to life from alcohol ☐ Using illegal drugs ☐ Blackouts ☐ Frequent drinking to intoxication

Build
Resilience



Traditional Ways to Build Resilience

Stress Management Techniques

Build Resilience

- Education, preparation, training
- Catharsis, reflection, cognitive restructuring
- Emotional regulation, thought awareness
- Stress management
- Social support
- Values and beliefs

- Education, preparation, training
 - Learn about stress, crisis, resilience
 - Prepare for duties, responsibilities, aftermath
 - Train under supervision to increase skills
- Catharsis, reflection, cognitive restructuring
 - Processing the experience in the cognitive realm while being informed by the affective realm
 - Verbal, written, art, music
 - Considering the event and reactions through multiple lens
 - Maintain perspective

- Emotional regulation, thought awareness
 - Diaphragmatic breathing
 - Progressive muscle relaxation
 - Grounding
 - Never a victim but a survivor
 - Optimism, positive thinking
- Stress management
 - Regular exercise and rest
 - Healthy diet and hydration
 - Control over alcohol, drugs, prescriptions

- Social support
 - Maintain healthy relationships
 - Family, friends, colleagues
 - Provide and expect respectful treatment
 - Maintain community spirit and morale
- Values and beliefs
 - Clarify personal values
 - Define personal and corporate mission
 - Set challenging and achievable goals
- Practice spiritual disciplines
 - Prayer, meditation, scripture reading, worship

- **Basic stress management:**
 - Diet & Hydration
 - Rest & Exercise
 - Social Support

Achieving Balance

- Career
- Family
- Financial
- Mental



- Physical
- Social
- Spiritual
- Other

Stress Management Techniques

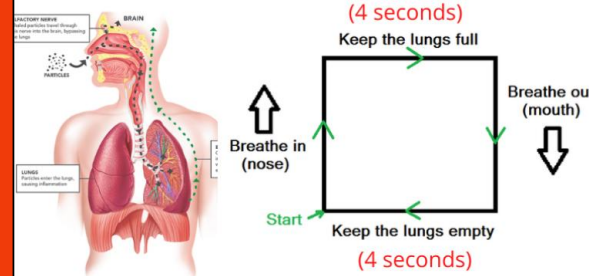
Build Resilience

Relaxation Techniques

- Diaphragmatic Breathing
- Lifestyle Management
- Meditation
 - Opening up attention
 - Focusing of attention
- Social Support
- Mindfulness
- Spiritual disciplines
- Hobbies, sports, interests



Box Breathing Exercise Calms the Brain



Control stress & anxiety by lowering cortisol in the body

Dr Steven Lin

Self-Regulation: Choose Your Response

- Ability to respond appropriately
- Acting consistent with your values and beliefs
- Ability to self-soothe when upset
- Ability to lift your own spirits
- Ability to control impulses
- Requires motivation and discipline

⚠ CAUTION

**YOU ARE
ENTERING
YOUR
COMFORT ZONE**



Flow State **Get in the Zone**

Align & Channel
your
Focus & Emotions

CONCENTRATE!
on a single task

Put your blinders on

FLOW Is:

- Productively pursuing a form of leisure matching your skill set
- The melding together of action & consciousness finding balance between a skill & the challenge of a task
- Demands a high level of concentration
- A coping skill for stress & anxiety

Mirvis, Philip H. (July 1991). "Flow: The Psychology of Optimal Experience"
The Psychology of Optimal Experience, by Csikszentmihalyi Michael.

Stress Management Techniques

Handout

Strategy to Create a State of Flow

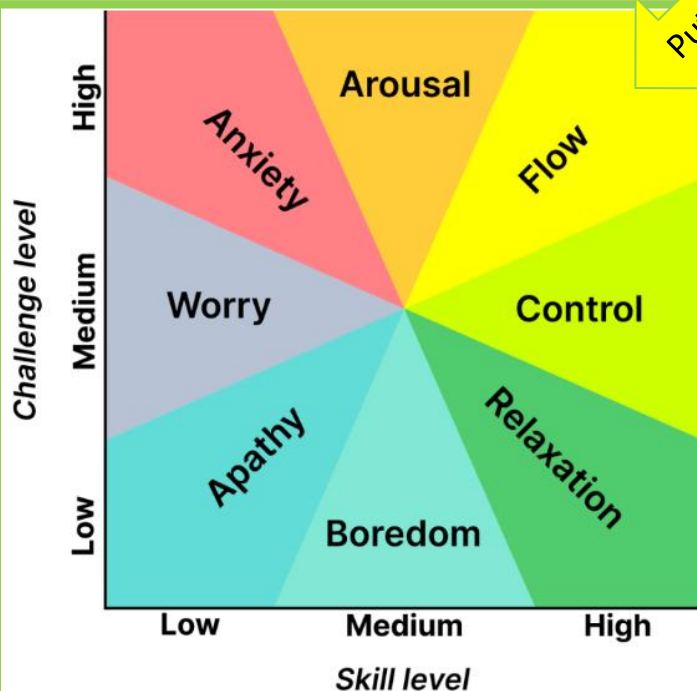
1. Choose something you enjoy
Name it _____
2. Eliminate distractions
Name your distractions _____
3. Commit to a Goal
State your goal _____
4. Embrace the challenge!
Recite what you will do _____
5. Focus
Verbalize your experience of the here and now _____

Get into the Zone!
Emotions + Focus
aligned & channeled
Toward a single task

Flow Theory

1. The activity must have clear goals and progress.
This establishes structure and direction.
2. The task must provide clear and immediate feedback.
This helps to negotiate any changing demands and allows adjusting performance to maintain the flow state.
3. Good balance is required between
the *perceived* challenges of the task and
one's *perceived* skills.

Confidence in the ability to complete the task is required.



**Build
Resilience**

Stress

Personal Stress Hardiness Plan

Create a personal self care plan for optimum performance and satisfaction at work and play.

Step 1. **Learn** about Yourself Self Assessment

1. What are my early warning signs of excessive stress?
2. What do I do now on a daily basis for self care?
3. What do I do on a weekly basis to improve self care?
4. What do I do when my stress level is unusually high?
5. What do I do to address the impact of vicarious trauma in my life?



LAPS for Functional Stress Hardiness

Learn
Attitude
Plan
Support

Using the **LAPS** model
and your handout
create a personal self-care plan
for optimum performance
and satisfaction
at work and play

Personal Stress Hardiness Plan

Using the LAPS model, create a personal self-care plan for optimum performance and satisfaction at work and play.

1. LEARN about yourself:

- What are my early warning signs of excessive stress?
- What do I do now on a daily basis for self-care?
- What do I do on a weekly basis to improve self-care?
- What do I do when my stress level is unusually high?
- What do I do to address the impact of vicarious trauma in my life?

2. ATTITUDE What motivates you?

- Why do I want to be functionally stress hardy?
- How can I make LAPS more fun?
- What will it take to make LAPS a part of my daily routine?
- What will I do when I don't feel like doing LAPS?
- How much flexibility will I allow myself when I can't do LAPS?
- What reward will I gain by doing LAPS?
- What's the main reason I want to have lower stress and be able to function in a healthy way under difficult circumstances?

3. PLAN What's your strategy?

- What can I add to my self-care routine? (identify several if possible)
- How will I make time for these new strategies for self-care?
- How often should I review what I am doing?
- What challenges do I expect to have with self-care as I make these changes?
- How will I know if the changes are helping?
- What do I hope will be the important outcomes I will notice as I improve self-care?

4. SUPPORT How will you stay accountable?

- Who can I turn to for support with my plan?
- How often should I check in with him/her?
- What professional support is available to me if I need it?

Handout

Step 2. **Attitude** What motivates you?

1. Why do I want to be functionally stress hardy?
2. How can I make **LAPS** more fun?
3. What will it take to make **LAPS** a part of my daily routine?
4. What will I do when I don't feel like doing **LAPS**?
5. How much flexibility will I allow myself when I can't do **LAPS**?
6. What reward will I gain by doing **LAPS**?
7. What's the main reason I want to have lower stress and be able to function in a healthy way under difficult circumstances?

Step 3. **Plan** What's your Strategy

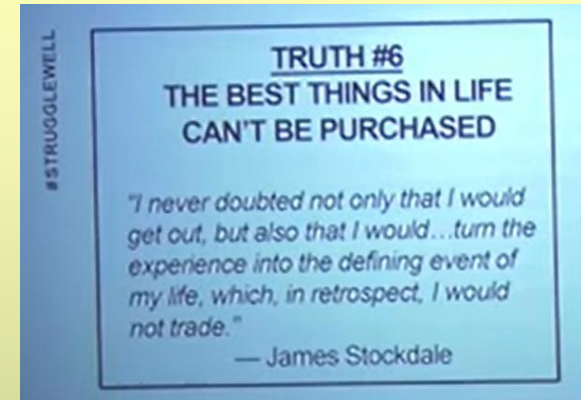
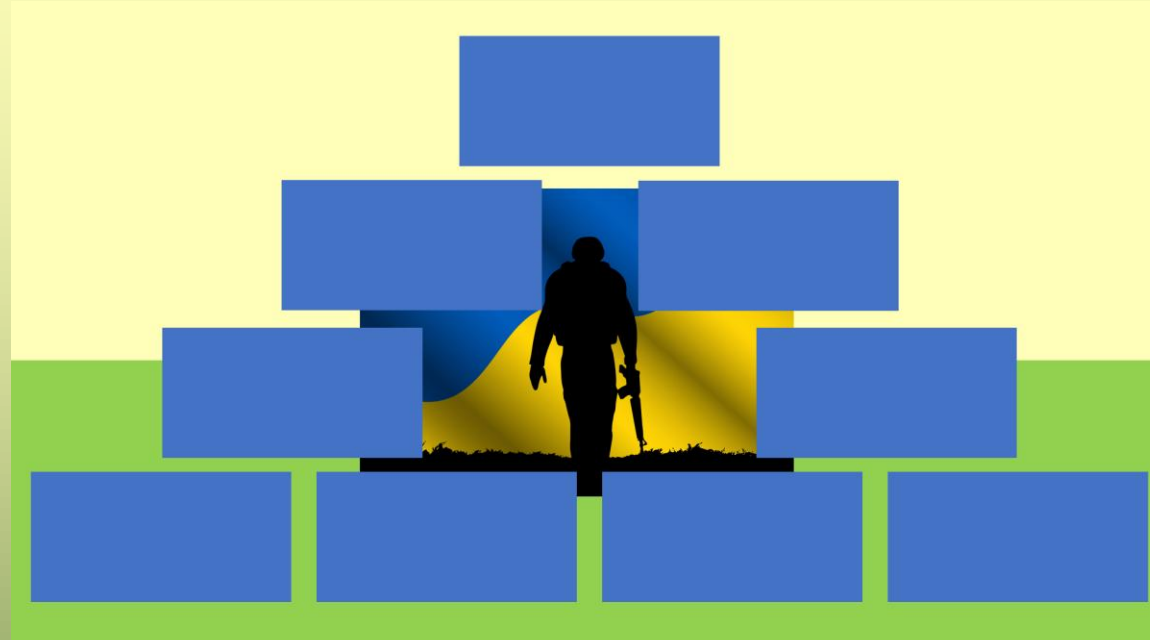
1. What can I add to my self care routine? (identify several if possible)
2. How will I make time for these new strategies for self care?
3. How often should I review what I am doing?
4. What challenges do I expect to have with self care as I make these changes?
5. How will I know if the changes are helping? What do I hope will be the important outcomes I will notice as I improve self care?

Step 4. **Support** How will you stay accountable?

1. Who can I turn to for support with my plan?
2. How often should I check in with him/her?
3. What professional support is available to me if I need it?

**Build
Resilience**

Beyond Stress: The Resilient Leader



The 21 Irrefutable Laws of Leadership – John Maxwell

POSITIVE ATTITUDE

CHARISMA

PASSION

RESPONSIBILITY

SELF-DISCIPLINE

SECURITY

SERVANTHOOD

FOCUS

GENEROSITY

INITIATIVE

LISTENING

PROBLEM SOLVING

ATTITUDE

RELATIONSHIPS

VISION

CHARACTER

COMPETENCE

TEACHABILITY

COMMITMENT

COMMUNICATION

COURAGE

DISCERNMENT

BMS: A Holistic Approach

Body

- sensation
- energy
- physical strength
- body functions
- physiological responses, etc.

Mind

- cognition
- perception
- mood
- affection
- problem-solving ability
- memory
- willpower, etc.

Spirituality

- meaning
- life goals
- morality
- values
- commitment and fulfillment
- relationship with higher being and cosmos



Common Signs and Symptoms of a Stress Reaction

Physical*	Cognitive	Emotional	Behavioral
Fatigue	Blaming others	Denial	Substance abuse
Insomnia	Confusion	Anxiety	Change in speech
Muscle tremors	Poor attention	Grief	Suspiciousness
Twitches	Inability to make decisions	Survivor guilt/self-blame	Emotional outbursts
Difficulty breathing	Heightened or lowered alertness	Severe pain (rare)	Change in communication
Elevated blood pressure	Poor concentration	Fear of loss/of going crazy	Withdrawal from others
Rapid breathing	Forgetfulness	Uncertainty	Inability to rest
Rapid heartbeat	Trouble identifying known objects or people	Loss of emotional control	Changes in normal activities
Chest pain	Increased/decreased awareness of surroundings	Emotionally numb	Intensified startle reflex
Headaches	Poor problem solving	Depression	Appetite disturbance
Visual difficulties	Disorientation of time/place/person	Lack of capacity for enjoyment	Decreased personal hygiene
Nausea/vomiting	Disturbed thinking	Apprehension	Erratic movements
Thirst	Nightmares	Intense anger	Pacing
Hunger	Inescapable images	Irritability	Changed sexual behavior
Dizziness	Flashbacks	Agitation	Antisocial acts
Excessive sweating	Suicidal ideas	Feelings of worthlessness	Prolonged silences
Chills	Disbelief	Mistrust	Accident prone
Weakness	Change in values	Helplessness	
Fainting	Search for meaning	Apathy/boredom	

*Any of these symptoms may indicate the need for medical assistance. When in doubt contact your physician.

- Holistic health is a state of internal balance, not just an absence of illness
- It emphasizes the connection of the mind, body, and spirit (BMS)
- This NIH* study found no common definition of BMS

* National Institutes of Health
[pmc.ncbi.nlm.nih.gov/articles/PMC9168865](https://pubmed.ncbi.nlm.nih.gov/articles/PMC9168865)

Most stress management techniques are about **Lifestyle Change** not temporary or situational change

Crisis experience includes positive emotions of resolve:

- Courage
- Compassion
- Hope

8 Essential Stress Survival Skills

Sense of Humor

Reverence for Life

Spirit of Adventure

Vision

Team Spirit

Vitality

Courage

Resilience

Living Courageously

Demands developing **Habits of the Heart** challenge our vulnerability Connects us authentically

Courage:
Latin *cor*
or “heart”

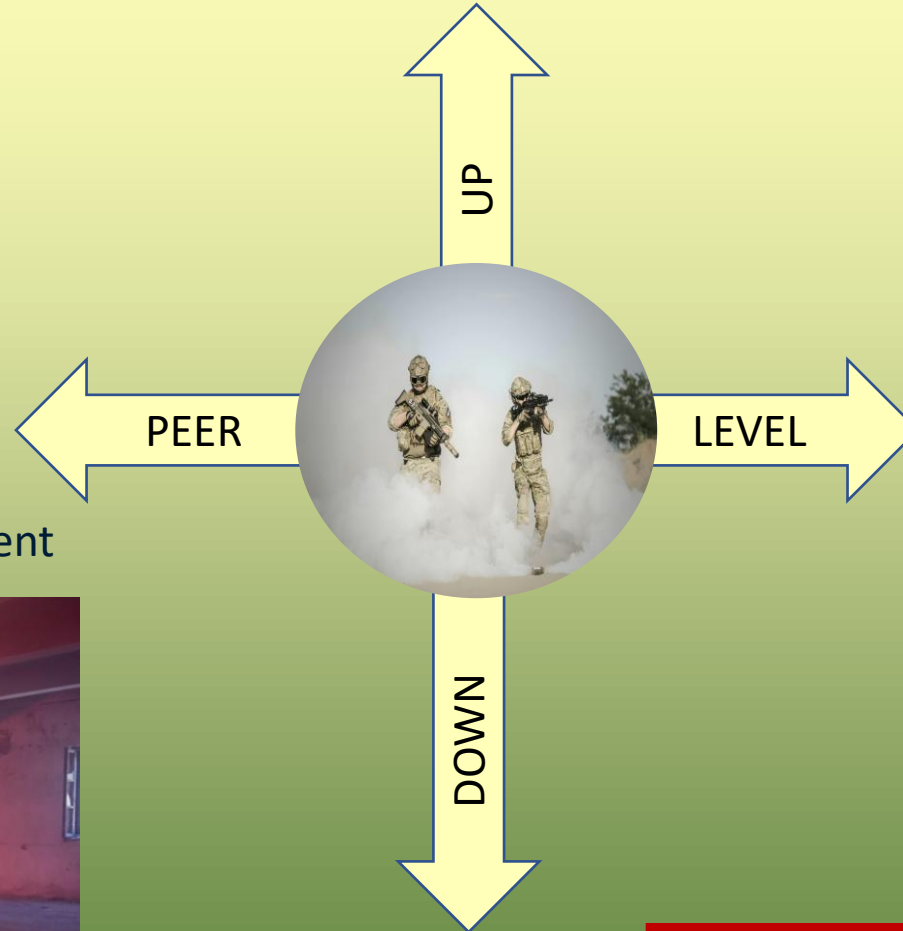


From Surviving to Leading

Applying 360-Degree Leadership

Key Skills & Qualities

- Integrity & Character
- Communication
- Adaptability & Resilience
- Empathy & Motivation
- Decision-Making
- Influence
- Self-Awareness
- Empowerment & Talent Development



360-Degree Leaders in the Military

- Influence at All Levels
- Problem-Solving & Anticipation
- Reliability & Proactiveness.
- Process Improvement
- Character & Competence

Military Context

- Operational Readiness
- Teamwork
- Formal vs. Informal Power



Trigger images Use only when a mental health practitioner or chaplain in the room

Critical Thinking – a Military Approach

The Challenge

Divide &
Conquer

Account for
Biases

Research &
Assess Facts

Adjust Plans
Accordingly

Implement
Best Solution

Critical thinking is needed to adapt to an increasingly complex and uncertain operational environment

I couldn't solely depend on my experience as an infantryman. Instead, I had to sharpen my critical thinking skills to adapt to the unique challenges we faced.



Another approach:

I D E A S

5-Step Critical-Thinking General Problem Solving Process

IDENTIFY the Problem and Set Priorities

DETERMINE Relevant Information & Deepen Understanding

ENUMERATE Options and Anticipate Consequence

ASSESS Situation and Make a Preliminary Decision

SCRUTINIZE Process and Self-Correct as Needed

researchgate.net/publication/251303244_Critical_Thinking_What_It_Is_and_Why_It_Counts

Emotional Intelligence

**Self
Awareness**

**Social
Awareness**

**Self
Management**

**Relationship
Management**

**Emotional
Awareness**

**Emotional
Balance**

Empathy

Influence

Adaptability

**Organizational
Awareness**

**Coach &
Mentor**

**Positive
Outlook**

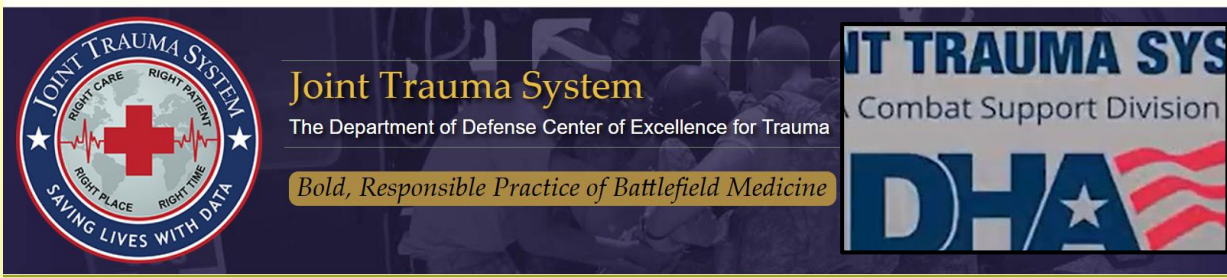
**Conflict
Management**

**Achievement
Orientation**

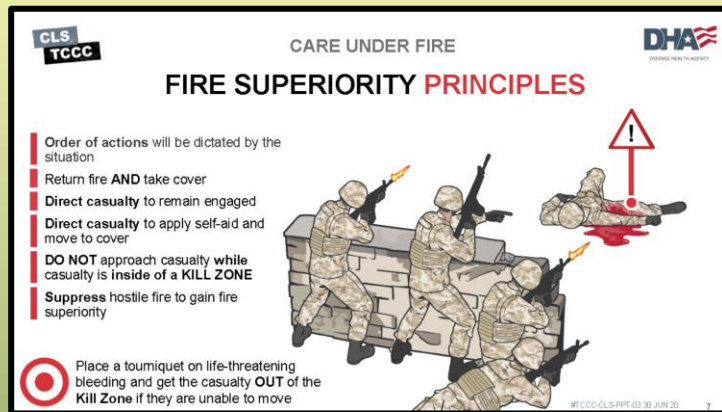
Teamwork

**Inspirational
Leadership**

Trigger images Use only when
a mental health practitioner or
chaplain in the room



Materials created by: Joint Trauma System Defense Health Agency
Serving the Army, Navy, and Air Force



Free materials including realistic videos:

tccc.org.ua/en/collection/tccc-cls

These resources can be used as:

- stand-alone course or woven into an existing course
- hip pocket or spontaneous training beyond formal courses
- on the job performance support while in the field

jts.health.mil

Hands-On Practice

Manuals, Videos,
Skills Assessment

English & Ukrainian
Other Languages Available

Topics include:

- Care under Fire: Bleeding Control
- Usage of Tourniquets:
 - ratchet and windlass styles, one- or two-handed
- Massive Hemorrhage Control
- Airway Management
- Evacuation Procedures

Trigger images Use only
when a mental health
practitioner or chaplain in
the room

Tactical Combat Casualty Care Combat Lifesavers Course (TCCC CLS)

**All Service
Members
Course**

Provides an intermediate step
between All Service Members and
Combat Medics, Corpsman
training to replicate *some* (not all)
advanced medic techniques until
advanced care is available.



**Combat
Medics,
Corpsman**

ICISF/CISM A Global Authority



icisf.org

Assisting Individuals in Crisis

Course Description:

Crisis Intervention is a humanitarian and emergency service role. The purpose of crisis intervention is to provide psychological first aid to individuals in crisis. This course is designed for professionals in the mental health industry, crisis intervention, and stress management.

Highlights:

- Psychological crisis and psychological crisis intervention
- Resistance, resiliency, recovery continuum
- Critical incident stress management
- Evidence-based practice
- Basic crisis communication techniques
- Common psychological and behavioral crisis reactions
- Putative and empirically-derived mechanisms
- SAFER-Revised model
- Suicide intervention
- Risks of iatrogenic “harm”

Core courses are pre-requisites for many humanitarian and emergency service roles:

- **Assisting Individuals in Crisis**
- **Group Crisis Intervention**
- **Peer to Peer Crisis Intervention**



United Nations

Department of Safety and Security

3 Crisis Intervention Systems in Place in the World

UN professionals incorporate these 3 programs into the fabric of UN staff support:

- **Early Medical-Psychological Intervention** program developed by Dr. Louis Crocq at the French Institute for Research and Education in Trauma and Stress in Paris, France
- **Acute Trauma Management** program of the American Academy of Experts in Traumatic Stress
- **Critical Incident Stress Management program (CISM) of the International Critical Incident Stress Foundation (ICISF)**

Spiritual & Psychological First Aid The 10 P's

1. **Presence:** A ministry of presence, benefits of “just being there
2. **Protection:** Protecting from harm and “Do no harm”
3. **Practical Assistance:** Provision of identified needs, its scope
4. **Perception:** Perception of survivor, empathic sensitivity
5. **Problem:** What matters most?
6. **Psychological Resiliency & Post-traumatic Growth:**
Bouncing back and growing after adversity
7. **Processing:** Processing head and heart dimensions
8. **Purpose:** Finding purpose & hope in crisis
9. **Preparing:** Preparing for the future
10. **Passing Off:** Community of care

Sample

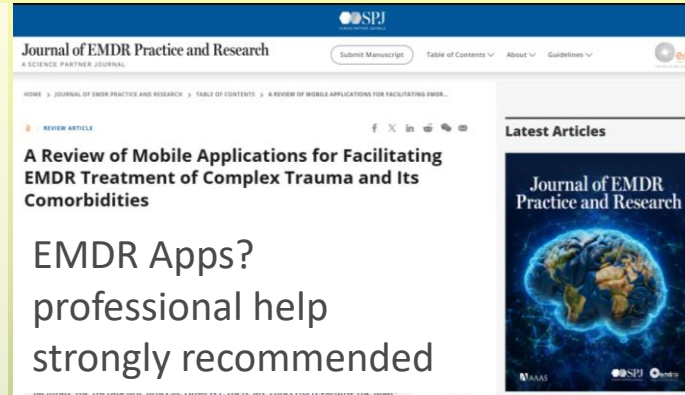
Stress Aids & Apps



Best Meditation & Therapy App 2025?

Headspace

Recommended by several top reviewers



EMDR Apps?
professional help
strongly recommended

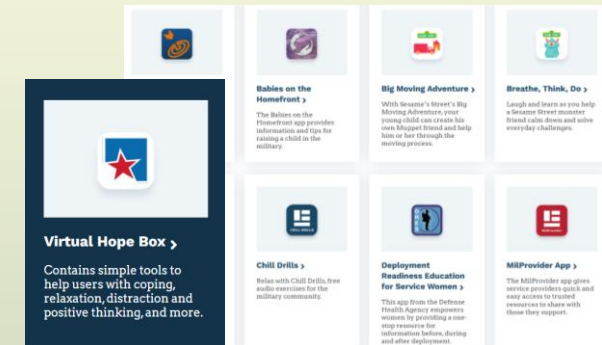
Military Meditation Coach

This podcast series strengthens your mind with a variety of meditation, mindfulness and relaxation exercises

dvidshub.net/podcast/530/military-meditation-coach



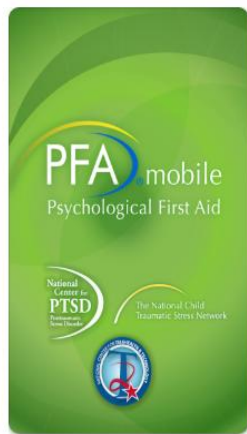
Military OneSource Wellness Apps



Available to anyone
at App Store

NCTSN

The National Child Traumatic Stress Network



Moving Forward - depression, anxiety or stress? self-paced, totally anonymous, **free web training course** designed to assist veterans and service members.

Available to anyone
veterantraining.va.gov/movingforward
youtu.be/ttHhEK-cY_A

militaryonesource.mil
militaryonesource.mil/resources/millife-guides/stress-management



Best Disaster Management Courses

Strengthen your resilience with disaster management education

In our interconnected world, crises such as wars, diseases, earthquakes, and extreme weather events send shockwaves globally, impacting communities in profound ways. First responders often come from affected communities, but with limited resources, external assistance becomes crucial. Our free online disaster management courses, selected in conjunction with Catalyst 2030, empower individuals worldwide to play a vital role in disaster readiness, response, and recovery.

Most Popular Disaster Management Courses

All Levels

Beginner Level

Intermediate Level

Advanced Level

Filter by: All Course Types



Health
Confined Space Safety
2-3 hrs 20,750 learners
More Info Start Learning



Health
Basic Life Support (BLS)
4-5 hrs 254,383 learners
More Info Start Learning



Management
Introduction to Emergency Crisis Management
2-3 hrs 8,129 learners
More Info Start Learning



Education
High Performance CPR, Emergencies and First Aid for Lay Responders
2-3 hrs 17,903 learners
More Info Start Learning



Personal-Development
Wildfire Awareness and Risk Assessment
More Info Start Learning



Personal-Development
Understanding the Problem of Modern Slavery
More Info Start Learning



Management
Organizing and Managing the Emergency Action Plan (EAP)
More Info Start Learning



Health
Shipboard Safety: Emergency Equipment and Life-Saving Appliances
More Info Start Learning

14 Free Courses

79,194 Learners

20,680 Certificates & Diplomas Earned



Other Online Training Including free offers

English العربية Français Español

About Courses Certifications Partnerships Train Your People Log In



Cornerstone OnDemand Foundation

Free certifications and free certificate programs for humanitarian and development professionals

Demonstrate your professional skills, knowledge, and commitment to your work while increasing your credibility and confidence

More than 1,500 Training Titles, 100% Free

Take courses anywhere, anytime, on any device

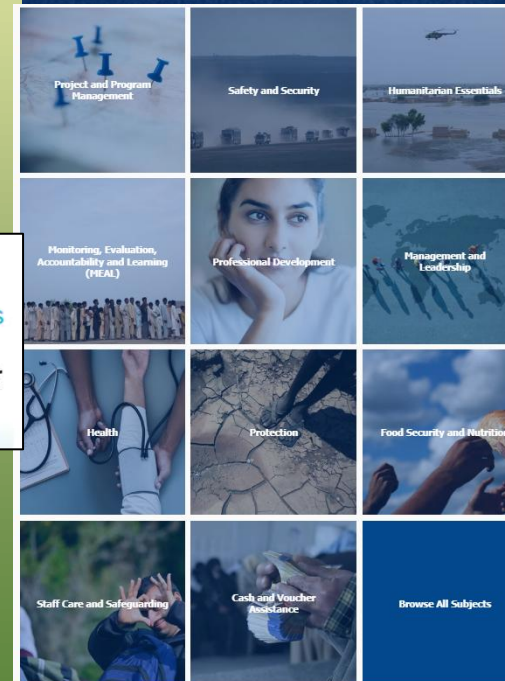
 Online Learning Library

We're always expanding our library of online learning resources.

 Certifications

Demonstrate your expertise by completing courses in DisasterReady and passing an assessment to achieve certification.

Explore over 1,500 free online training resources curated and developed with experts from leading humanitarian and development organizations



 Save a Life by NHCPs

Free BLS, ACLS, PALS, and NRP Algorithms

★★★★★ Rated - Based on

The #1 Online Medical Certification Provider

- Fast and Convenient
- Nationally Accepted
- 100% Online Certification
- Instant Provider Card

English العربية



About Courses Certifications

Free certifications and free certificate programs for humanitarian and development professionals

Combination Programs

Teaching, Training, Organizing, Funding

- Conversational Multi-Language classes
- Classes with translator – possible topics:
 - Military Resilience
 - Personal & community resiliency
 - Helping children in crisis situations
 - Humanitarian Skills for personal & organizational resiliency
 - Crisis intervention (chaplain) skills
 - Workshops at military hospitals, rehab centers

Activities to Engage Right & Left Brain

- Sustainable & safe deconstruction
- repurposing war debris, permaculture, sustainable living
- Making dragons teeth and other combat aids from sand, clay and war debris
- EkoPich build your own Rocket Mass Heating systems from brick & concrete salvage
- Building arch truss homes, greenhouses, work centers

The Resilience Projects
In coordination with



Resilient Village Ukraine

Draft version for personal use only.

For information on free workshops in Ukraine, please contact:

Leslie L Wilson

Emergency Manager, Disaster Response & Recovery (retd)

Vulnerable Population Specialist

Bucha, Ukraine

Leslie@ResilientVillageUkraine.org

YouTube.com/@ResilientVillageUkraine

Signal & Telegram: : +380 99 669 0298

WhatsApp: +380 98 263 0792

LinkedIn: linkedin.com/in/LLWilsonServices

Check out our new website!

ResilientVillageUkraine.org

Free resources to build
resilience & growth in Ukraine



Signal



WhatsApp



Telegram



YouTube