

# RESILIENCE OVERVIEW

Where are we at currently and where are we going



RESILIENCE

# AGENDA



## Evidence Behind Resilience

The Why



## Where We Are

Current status of MRTs  
How and where training is offered



## Where We Want to Be

Five main efforts  
Building Resilience Community Model  
Integration  
Targeted  
Evaluating

# 1. THE WHY

## EVIDENCE BEHIND AIR FORCE RESILIENCE

# COMPEHENSIVE AIRMAN FITNESS



# RESILIENCE MISSION AND VISION

## Resilience

- The ability to withstand, recover and/or grow in the face of stressors and changing demands.

## Mission

- Build and sustain a thriving and resilient Air Force Community that fosters mental, physical, social and spiritual fitness

## Vision

- A thriving and resilient Air Force Community ready to meet any challenge



Why

2014

Defense Centers of Excellence published 3 studies evaluating AF Resilience Skills

**HIGHER**

RESILIENCE, MORALE, and PSYCHOLOGICAL HEALTH

Units with MRTs vs. those without

ARMY

Similar Results

**INCREASE**

POSITIVE WHILE DECREASING NEGATIVE BEHAVIORS

DOD services show similar effects; increase in positive outcomes, reduction in negative ones

Resilience

Matters

NAVY

Similar Results

**LOWER**

LOWER SUBSTANCE ABUSE DIAGNOSES and MENTAL HEALTH DIAGNOSES

Units with MRTs vs. those without

The Evidence

# COPING

Positively associated with problem-solving, coping, improved relationships, reduce depressive symptoms, and retention

# POSITIVE

PYSCHOLOGY

Supported by 60 evidenced studies

Behind

It

# WELL-BEING

Associated with positive outcomes, reduction in negative ones



# Associated Protective Factors

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1. Awareness
2. Adaptability
3. Decision Making
4. Positive Thinking
5. Reduce Stress
6. Decrease Anxiety
7. Endurance
8. Nutrition
9. Recovery
10. Strength
11. Prevent Burnout
12. Communication
13. Connectedness
14. Social Support
15. Teamwork
16. Reduce Depressive Symptoms
17. Core Values
18. Perseverance
19. Perspective
20. Purpose
21. Focus and Attention



## 2. WHERE WE ARE

# RESILIENCE PROGRAM

Established in 2012



5.6k

## Master Resilience Trainers

To date there have been 5693 trained Master Resilience Trainers

200K

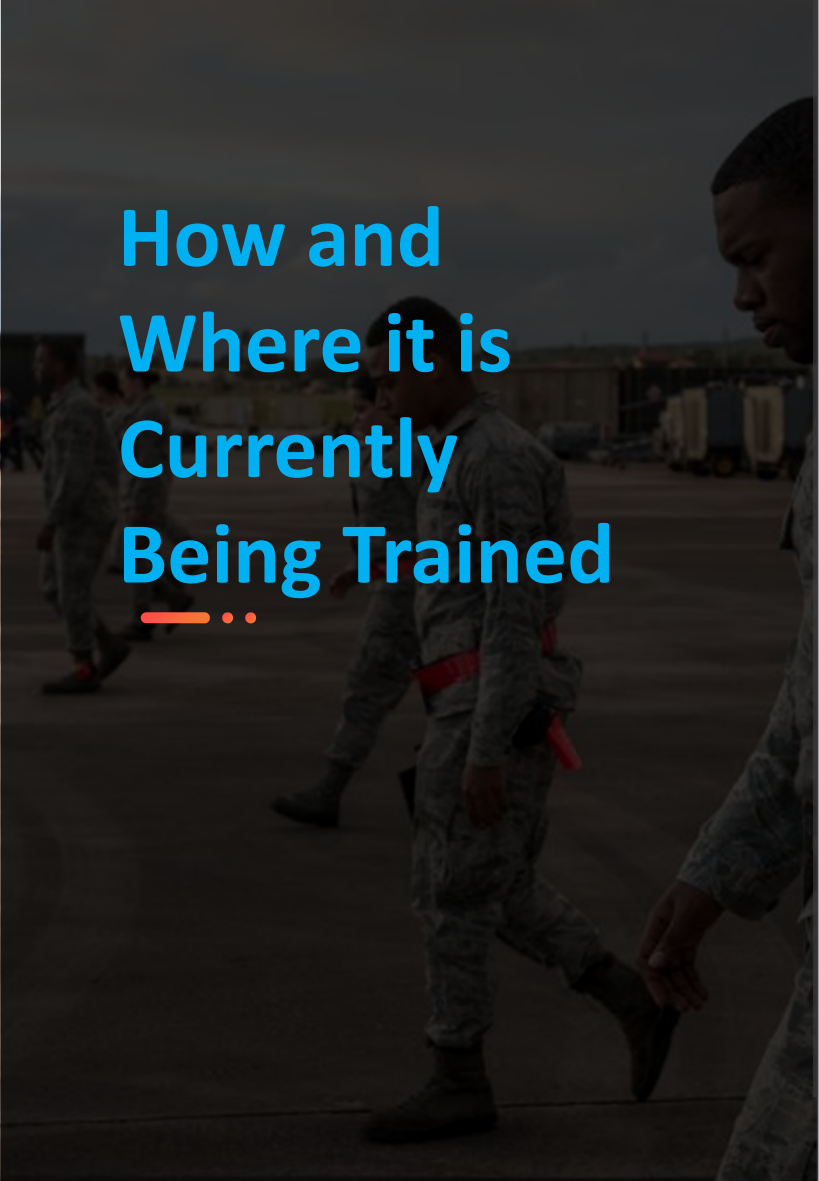
## Airmen Trained

Approximately 200K Airmen have been trained through FTAC on the AF Resilience Skills

3

## Curriculum Changes

Over the past 7 years there have been 3 curriculum changes



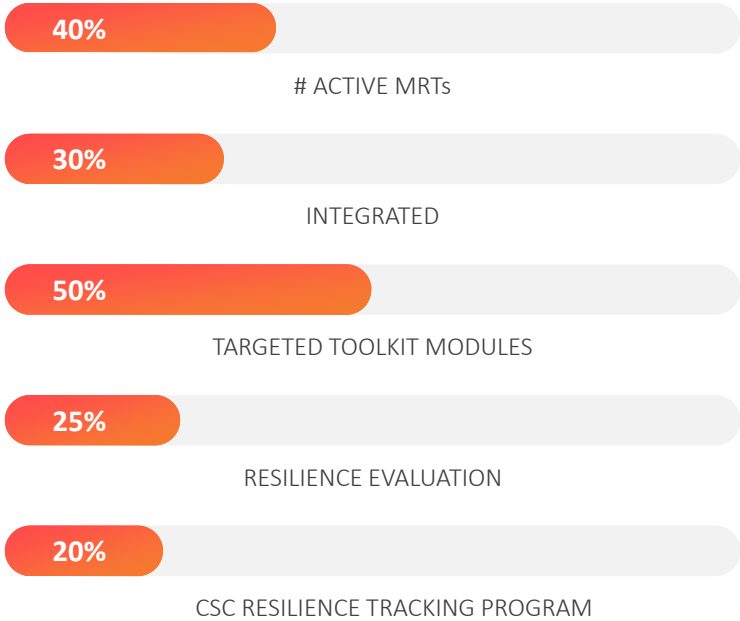
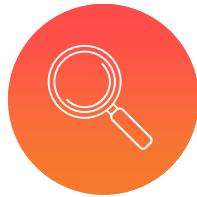
# How and Where it is Currently Being Trained

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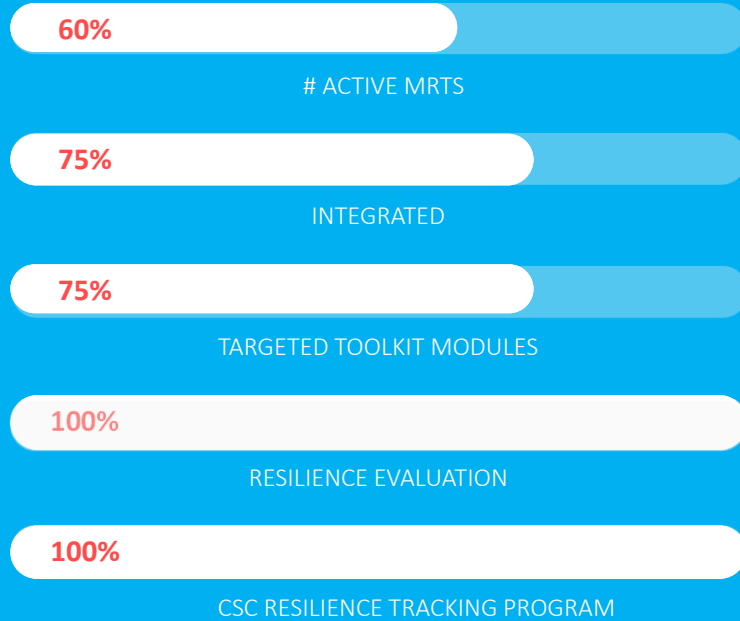
<b>Basic Military Training</b>	Approximately 4 hours are dedicated to learning basic principles of CAF domains, gratitude, mindfulness, and goal setting. This is done in small group discussions.
<b>Technical Training</b>	Approximately 4 hours are dedicated to resilience training covering growth mindset tools as part of developing Airmanship within our enlisted Airmen.
<b>First Term Airman Course</b>	8 hours in a classroom setting is dedicated to teaching 6 foundational skills: Gratitude, Mindfulness, Re-Frame, Balance Your Thinking, Value Based Goal Setting, and Active Constructive Responding.
<b>Military Training Leader (MTL) Course</b>	Students (MTLs) receive Resilience Training Assistant certification.
<b>First Sergeant Academy</b>	Students (First Sergeants) receive Resilience Training Assistant Course curriculum.

# 3. WHERE WE WANT TO BE

# WHERE WE ARE



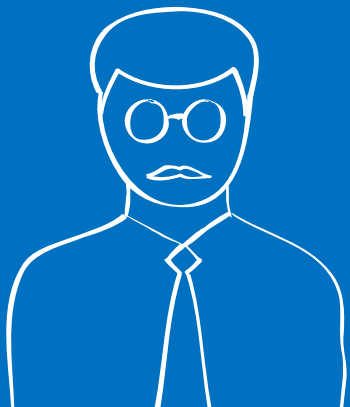
# WHERE WE WANT TO BE



**Goal**

**4 IN 5 MRTS**

ACTIVE



# Integration



*examples*

## Programs and Agencies that Support CAF

# Air Force Family

A F S C A N D K E Y L I F E C Y C L E T O U C H P O I N T S

## TARGETED EFFORTS



### Life Touchpoint

The specialty modules target some key life touchpoints that impact military members and their families. Feedback on what works, does not work, and how we can better integrate is crucial.



### AFSC

There is flexibility for installations to tailor modules targeted to specific AFSCs. We want to take that a step further and have ready to go product for our teams. Please share your targeted approaches.



### Beyond FTAC

Continuing to reinforce the foundational skills taught in BMT, Tech Training, and FTAC is critical to optimally developing our Airmen. Targeted modules to life touchpoints is key.



### Leaders

A1Z, Air University, and Resilience Operations are developing tools for leaders and also exploring opportunities to strategically place resilience skills into professional development.



# EVALUATING RESILIENCE



## Quality of Training

This is 2 part. Air University continuously measures the quality of training at the Master Resilience Trainer Course. Resilience Operations is partnering with the Air Force Survey Office to implement a continuous evaluation of resilience skills training at the installation level for FTAC.

## Effectiveness

Currently, an evaluation is occurring to measure the quality and effectiveness of the training. Results will be provided to CSPMS.

## Feedback

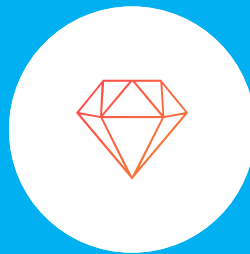
A survey will be posted on the Resilience Operations SharePoint to collect feedback from CSPMs, CSCs, MRTs, and RTAs about Resilience Skills Training and efforts. The projected date for this is 01 Jan 2020. This will assist the team in future enhancements.

# TOOL TO TRACK AND MANAGE



## TRAINER TRACKING

Resilience Ops is working with an IT team to explore automating MRT/RTA tracking.



## COURSE TRACKING

ETMS is a tool installations can use to offer courses. For more information go to the ETMS SharePoint

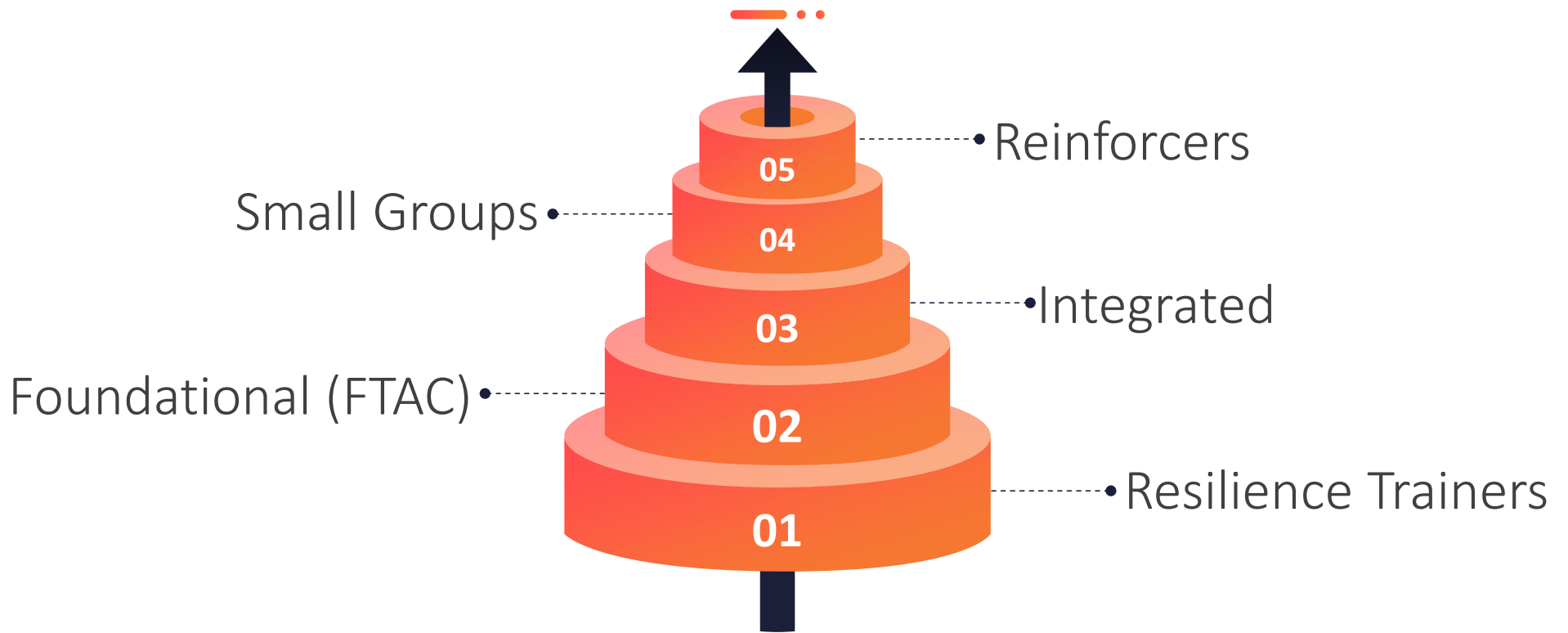
<https://cs2.eis.af.mil/sites/12510/default.aspx>



## SHAREPOINT

The Resilience Ops SharePoint hosts a library of resources and tools. We encourage installations through MAJCOMS to submit innovative ideas via the SharePoint.

# RESILIENCE TO THE TOP





M A S T E R   R E S I L I E N C E   T R A I N E R

# MEET YOUR MRTS



## 01 COMPLETE MRT COURSE

This is a 1 week in residence course. It is offered throughout the year at Air University. Installations may also submit a request to host an on site course, there are requirements for this option and it is based on availability.

## 04 KEY SPOUSE & FAMILY

MRTs assist in training Key Spouses in resilience skills. In addition, they assist in teaching and reinforcing skills amongst family members.

## 02 TEACH IN FTAC

The Resilience Skills Training (RST) in FTAC is foundational to building Resilient Airmen. It is important for the MRT to work with the CSC to ensure an optimal training experience is achieved.

## 05 COMMUNITY RESILIENCE

MRTs work closely with their installation CSC to develop ways to build and enhance resilience skills amongst various populations assigned to the installation.

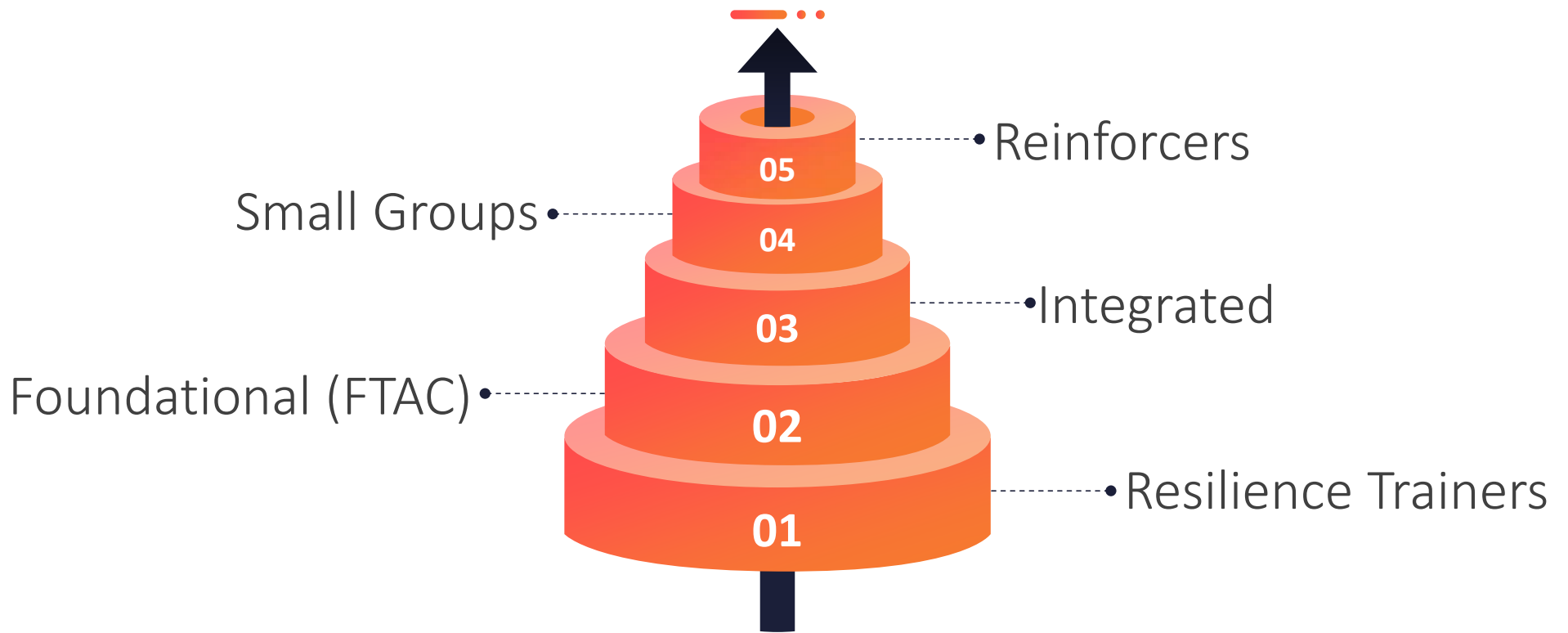
## 03 CONDUCT RTA COURSE

RTA courses are 3 days in length that comprise of 2 day of skills instruction and 1 day of student teach backs. Each student must complete 2 teach backs to complete the course.

## 06 ASSIST COMMAND TEAM

MRTs serve as a positive asset to the unit. They support commands team as requested. MRTs are afforded flexibility to tailor resilience efforts to fit the needs of the unit.

# RESILIENCE TO THE TOP





RESILIENCE

# FTAC COURSE



FTAC Resilience Skills Training is conducted using Air Force approved curriculum.

## Course Facilitation

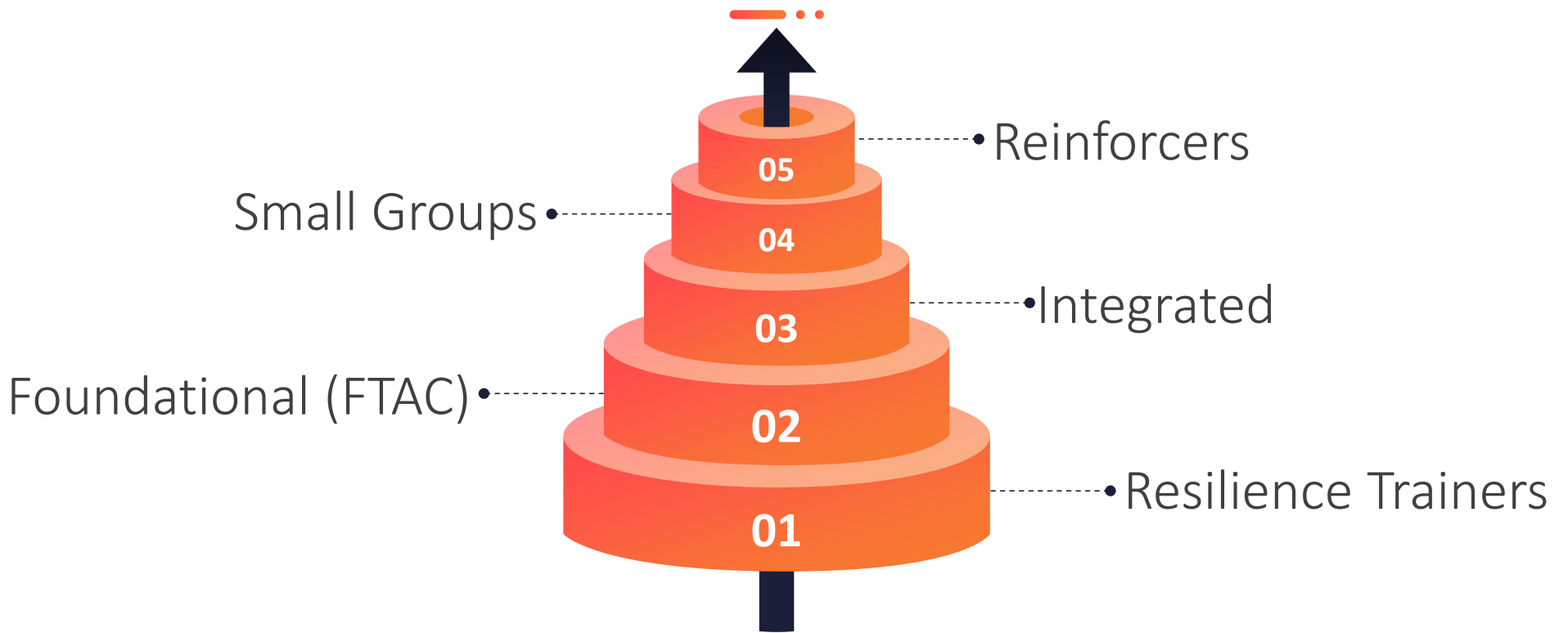
8 Hour Course  
Taught by MRT  
RTAs may assist

## Scheduling

Community Support Coordinator  
Career Assistance Advisor  
MRT Lead

**Note:** AFRC and ANG Airmen will receive resilience skills familiarization as directed by local leadership

# RESILIENCE TO THE TOP





**Groups of 10 or less**

RESILIENCE

## **SMALL GROUP**



Tools are provided to engage in meaningful discussions and are framed to meet the immediate needs of the unit. They are a supplement to formalized training. They are not intended to be conducted in a classroom setting.

### **Quick Grips**

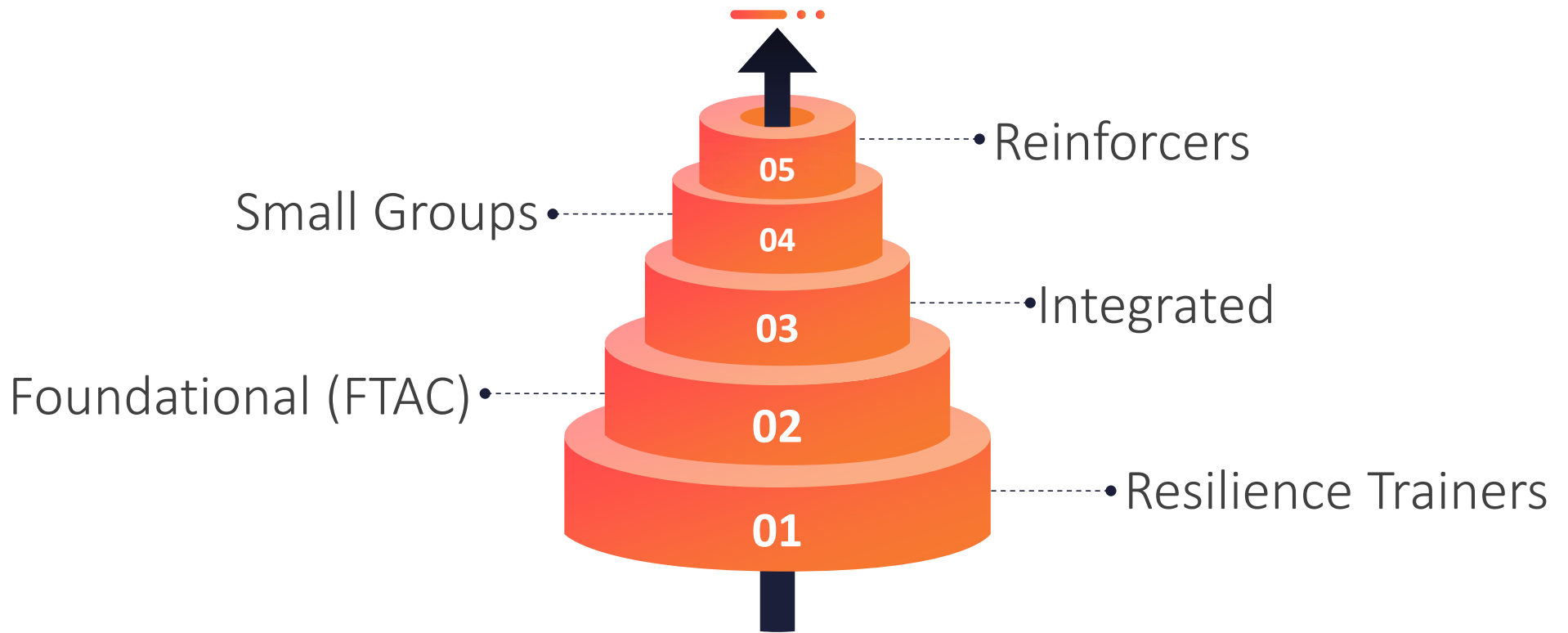
Complement RST  
12 Optional Quick Grips

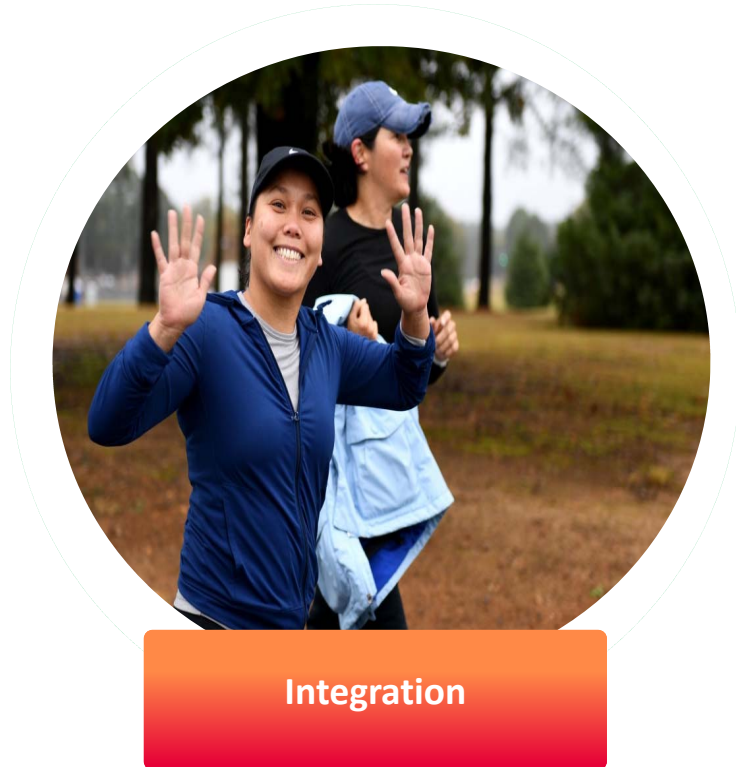
### **Hip Pocket Training**

Discussion Questions  
15 Minutes or Less



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RESILIENCE

## INTEGRATE SKILLS



Integrating skills into already existing formal and informal efforts and initiatives is a key element to building resilience communities.

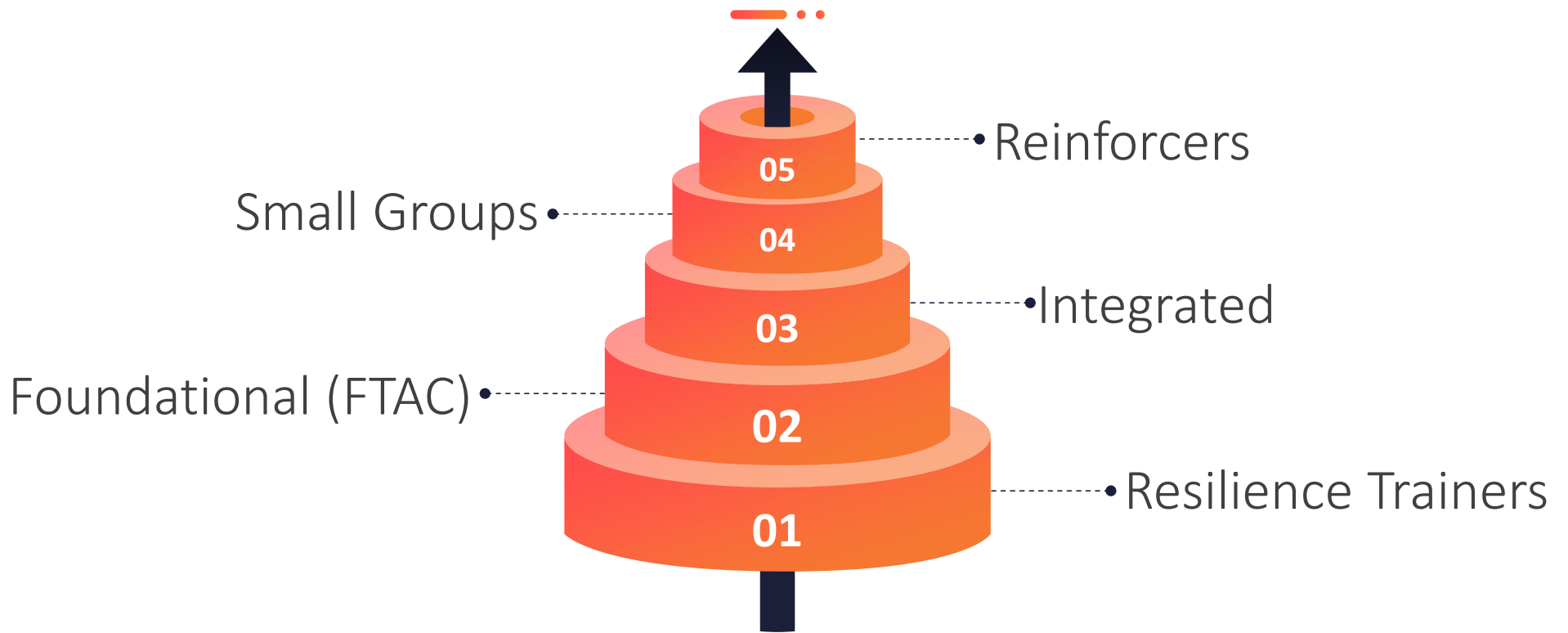
### Formal

Existing Educational Forums  
Existing Forums (e.g.  
CC/calls)

### Informal

Clubs and Groups  
Physical Training (PT)

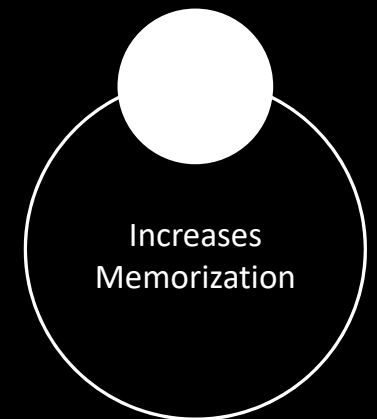
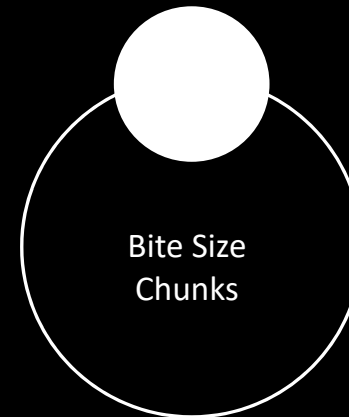
# RESILIENCE TO THE TOP





# REINFORCER VIDEOS

CHUNKING VIGNETTES



# REINFORCER MARKETING

HIGH QUALITY READY FOR SOCIAL MEDIA or PRINT



WHAT YOU DO MATTERS

THANK YOU



Submit questions to

[AFPC.DPF.ResilienceOps@us.af.mil](mailto:AFPC.DPF.ResilienceOps@us.af.mil)