

Resilience and Risk Reduction

Comprehensive Resilience Module

Social Dimension

“Building Resilient Teams”

Supporting a Resilient and Ready Force

Overview of Building Resilient Teams



Resilient Teams

A cohesive, diverse, and resilient team / unit.

To have social resilience, Team members / you have to be able to build and sustain positive relationships.

You have to have strong bonds with people who allow you to be yourself, and help you be a stronger person

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Relationships That Strengthen Us

❑ Social Resilience:

❑ Isn't just about being the strongest fighting force

It's also about :

- Having a unit who you can have fun with
- Confide in
- You being there for them when they need you

❑ It's during stressful times, when you find out:

- Who you can count on to be there for you...
- Who is only a "Good Time Charlie,"
not to be counted on when the chips are down.



Sharing Positive Experiences



Sharing Funny Stories



Catching a Ballgame Together



Soldier Competition

Experiences in wartime can test our relationships.

When experiences are good:



They can contribute in a powerful way to helping us become more socially resilient.



They can help us recover quickly from traumatic events, overcome difficult obstacles that stand in our way, and make long-term deployments easier to bare.

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What's Common Among All Strength-Building Relationships

- ☐ Relationships that build your social resilience can develop in lots of ways.

Understands You	Appreciates You	Caring About You
<p>Means that the other person truly "gets you" or knows who you are deep down inside:</p> <ul style="list-style-type: none"> ➤ Strengths and weaknesses ➤ What you care about ➤ Where you come from ➤ What you see as important in life 	<p>Means that despite knowing your weaknesses and flaws, this person knows that you are a worthy human being who has a lot to contribute to your friendships, your families, your unit, and to the world.</p>	<p>This Person wants:</p> <ul style="list-style-type: none"> ➤ Your needs to be met ➤ For you to be happy and satisfied ➤ For you to have a good life within the constraints of the situation

- ☐ You can see this by the simple things that your friends do or say.
- ☐ People tend to treat others in the same way in which they are treated.
- ☐ Treating others in your unit with respect, you contribute to the unit as a whole becoming mutually respectful.

Why These Relationships Are Important

- ❑ As Soldiers during a time of war, to deal with this type of stress, Soldiers may pull away or withdraw from their fellow Soldiers and other people.
- ❑ Holding back from enjoying the benefits of friendship and camaraderie can:



And may even increase the negative effects of stress.

- ❑ Soldiers who feel alone during traumatic events may feel:
 - They have no one to help them get beyond the event
 - No-one to talk to about what happened
 - No-one to help them find meaning or gain closure



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Social Resilience Can Benefit The Command Climate

- ❑ The social resilience of the unit can be beneficial to the Command Climate
- ❑ Even during the most painful experiences, by continuing to connect with other Soldiers, sharing your thoughts and feelings, your bond becomes stronger, you are able to bounce back much more quickly from painful or traumatic events.



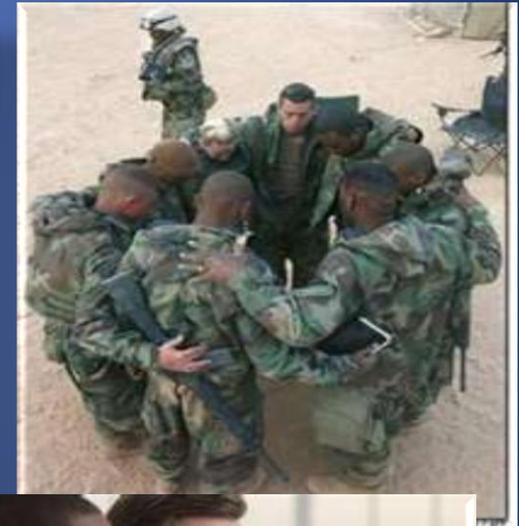
- ❑ When someone close to you dies, the strong positive experiences you had with that person allows you to recover more fully from your grief.
- ❑ The ability to talk with others, allows you to find ways to learn from the loss.

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Building Bonds

Strategies That Build Stronger Social Connections:

- ❑ Responsive listening
- ❑ Willingness to share personal information
- ❑ Paying attention to other people's emotions.



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Building Bonds

Responsive Listening

- ❑ Sharing information about ourselves is a common and powerful way we form and cement friendships.
- ❑ Responsive listeners encourage people to share stories and help them make sense of events.

Attend

- Pay full attention to what the other person is saying and show genuine interest.
- Do not judge, interpret, or criticize.

Be There

- Remain responsive throughout the conversation. As your buddy speaks, smile, laugh and show sympathy when appropriate.
- When speaking, address your buddy by his name and speak in terms of “we” to include the other person.

Care

- Try to see things from your buddy’s perspective and openly accept how it looks from his or her side.
- Express yourself in a way that shows warmth, caring, and acceptance.

Don't interrupt

- Do not interrupt or anticipate, but patiently listen until your buddy is finished speaking.

Encourage

- Elaborate on your buddy’s thoughts and feelings, and encourage him/her to say more..

Think of these as the A B C D E's of building positive social relationships and social resilience.

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Building Bonds

Importance Of Sharing

- ❑ In addition to being a good listener, you must let others get to know who you are and what you are about.
- ❑ This includes sharing the good stuff about yourself and the bad stuff.



For the Good Stuff:

- They need to know about your goals in life
- What you see as your greatest strengths and accomplishments

Sharing the not so good Stuff:

- They need to know your worries
- Your struggles and shortcomings



- ❑ When you open up, you allow people to feel more connected to you.
- ❑ It allows you to feel that people value and accept the real you.

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Building Bonds

Reading Others Emotions

When it comes to connecting with others, it doesn't take words to recognize when someone is feeling a moment of joy or peace, or is angry or sad.



People are more complex and often feel a mixture of emotions at one time.

Most people have the capacity to step into the shoes of others and to reflect on what they are thinking and feeling.

We tend to project our own emotions onto others, it's always best to check the accuracy of the emotions.

With practicing good communication, you can sharpen your skills so that you are able to sense when someone is in need by paying attention to their emotions.

Consider how bonded your unit could be if every Soldier was able to assess the emotional status of fellow Soldiers and reached out to those who seem frightened, anxious, lonely, or disconnected.

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Module Activity

- In this activity, you will practice using responsive listening skills to engage in a conversation with another Soldier in your unit.
- Your job is to listen to what the Soldier is saying and then decide how to best employ the A B C D E's of responsive listening at various points in the conversation.

[Main Conversation simulation #1 between You and Him]

[You:] “Hey man, I noticed you’ve been keeping to yourself lately. What’s going on?”

[Him:] (upset) “It’s nothing. Just sick of being away from my wife and kid.”

Group(s) chooses from 1 of 3 responses:

Response 1 - We all are, man. No sense stewing about it. You can't change it so lets go get our minds off of it.

Response 2 - Yeah, I hear ya. You wanna talk about it?

Response 3 - Oh, not this again. Look, there's nothing you can do, so no sense stewing about it.

Get Response feedback from group(s):

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[[Main Conversation Part 2]

- [Him] “My daughter’s 4 now, and I can’t be there to see her get her first bike. It’s her first Christmas where she ...” [pauses]

Group(s) chooses from 1 of 3 responses:

- Response 1 - Dude, that's rough. The holidays are touch. So, why don't we go play Xbox and then later, you can call her on Skype?
- Response 2 - Put you hand on the Soldier's shoulder and wait for him to continue.
- Response 3 - You think you've got it bad? My wife's afraid my son is going to be expelled 'cause he keeps mouthing off to his teacher. So, things could be worse, right?
- **Response feedback:**

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[Main Conversation Part 3]

- [Him] “...where she really seems to know what’s going on. I keep thinking she’s going to be all grown up, and I’m going to miss everything.”

Group chooses from 1 of 2 responses:

- Response 1 - Yeah, it's tough... especially at the holidays. A lot of us are feeling the same way. It might help if you talk about it.
- Response 2 - So what can you do to keep in better touch with them?

Response feedback:

Take Away

- ❑ Essential to social resilience is fostering, engaging in, and sustaining positive social relationships with people who understand, appreciate, and care for you.
- ❑ By building such connections with other Soldiers, you will have people who you can turn to and help you bounce back from the difficult challenges that are thrown your way.
- ❑ Being able to develop these relationships requires:
 - Being a good listener
 - Being willing to share personal details about yourself to others
 - Being able to sense other people's emotions and reach out to them in a positive way.



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