

Resilience and Risk Reduction

Comprehensive Resilience Module

Social Dimension

“The Importance of Team Chemistry”

Supporting a Resilient and Ready Force

Overview of The Importance of Team Chemistry



Team chemistry works because of the strong bonds developed within the group in which each member identifies themselves as part of the team.

It helps us face even the most unpredictable situations.

Team chemistry happens when everyone within a team works cohesively and has practiced so much together that their reactions are instinctive and almost second nature under any circumstances.



“Each Soldier places the unit’s needs ahead of their own and trusts the rest will do the same.”

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Maslow's Hierarchy of Needs



Maslow's Hierarchy of Needs

Self Actualization

Personal Growth and Fulfillment

Esteem Needs

Achievement, Status, Responsibility, Reputation, Respect of others, Respect by others

Belonging and Love Needs

Family, Affection, Relationships, Workgroup

Safety Needs

Protection, Security, Order, Law, Limits, Stability

Biological and Physiological Needs

Basic life needs, Air, Food, Drink, Shelter, Warmth, Sleep



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The Need to Belong

- ❑ We must be united to be resilient



When we feel valued, we feel pleasure

People feel good when they feel accepted by well-functioning groups

When our need to belong is not met, it doesn't feel good.

People have a need to belong



- ❑ The feelings that accompany our need to belong are sort of like a mental alarm system — they exist to help us pay attention to our need to connect with other people.

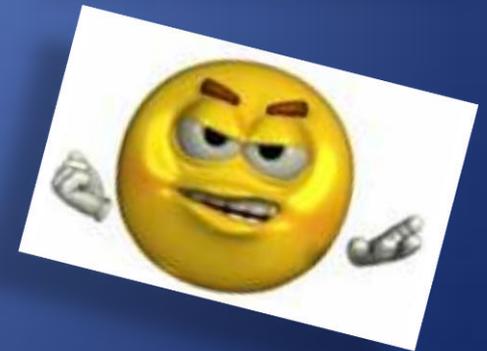
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Why We Exclude

- ❑ No matter the reason why we exclude, these types of feelings hurt, and can negatively impact or slowly break down the individual's and the unit's overall resilience.



- ❑ It can even lead to bad behavior within the individual who is feeling hurt.



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The Dangers Of Exclusion



- ❑ As a unit, you rely on every Soldier to be at their very best, working together as a united team.



Their problem solving skills are impaired; and, they are less willing to help others.



They naturally try to protect themselves from harm either by striking out at others or by isolating themselves.

When people feel excluded or even worried about the possibility of exclusion,

They may turn to drugs or alcohol to alleviate the pain of loneliness and isolation.

- ❑ These feelings can erupt in any of us , they not only affect the overall morale of the unit, but they can also cost people their lives.
- ❑ It serves everyone in the group when everyone feels they are welcomed and valued
 - ❑ Such a group has better team chemistry, is better able to adapt to problems and challenges, and is more resilient.

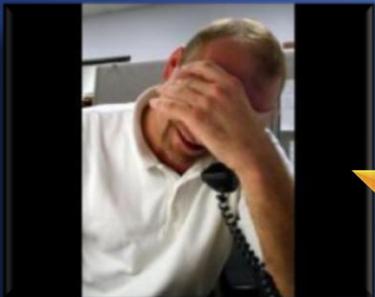
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Team Cohesion Is Everyone's Responsibility

❑ Every Soldier has a responsibility to help maintain a strongly cohesive unit.

❑ For Soldiers who don't feel like valued members of the unit:

- Trying to push down your feelings doesn't work.
- These feelings are reminding you of a fundamental need to connect with other people.
- Reach out to other Soldiers in your unit and demonstrate how you can be a valued member of the team.
- Take small steps at first by simply reaching out and offering a helping hand or sharing an activity with a common goal.



❑ If you see that Soldiers are being excluded from the unit or appear saddened, anxious or lonely:

- It's important that you reach out and connect with those Soldiers and help them feel like a valued member of the team.
- Simply ask that Soldier to hang out with you and other Soldiers in your unit while off duty .
- Recognize that Soldier for something he or she has done to help the team.

❑ Every Soldier needs to look out for each other, and every Soldier matters.



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We Feel What Others Feel

□ Part 2- Building Resilience In Times of Adversity



YAWNING



Yawning

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Emotions Can Be Contagious

- The emotions of others are contagious and this is especially true for highly cohesive groups.



Happy -that happiness can spread to others

Negative emotions can undermine group cohesiveness



Happiness can be good for building up the morale of your unit

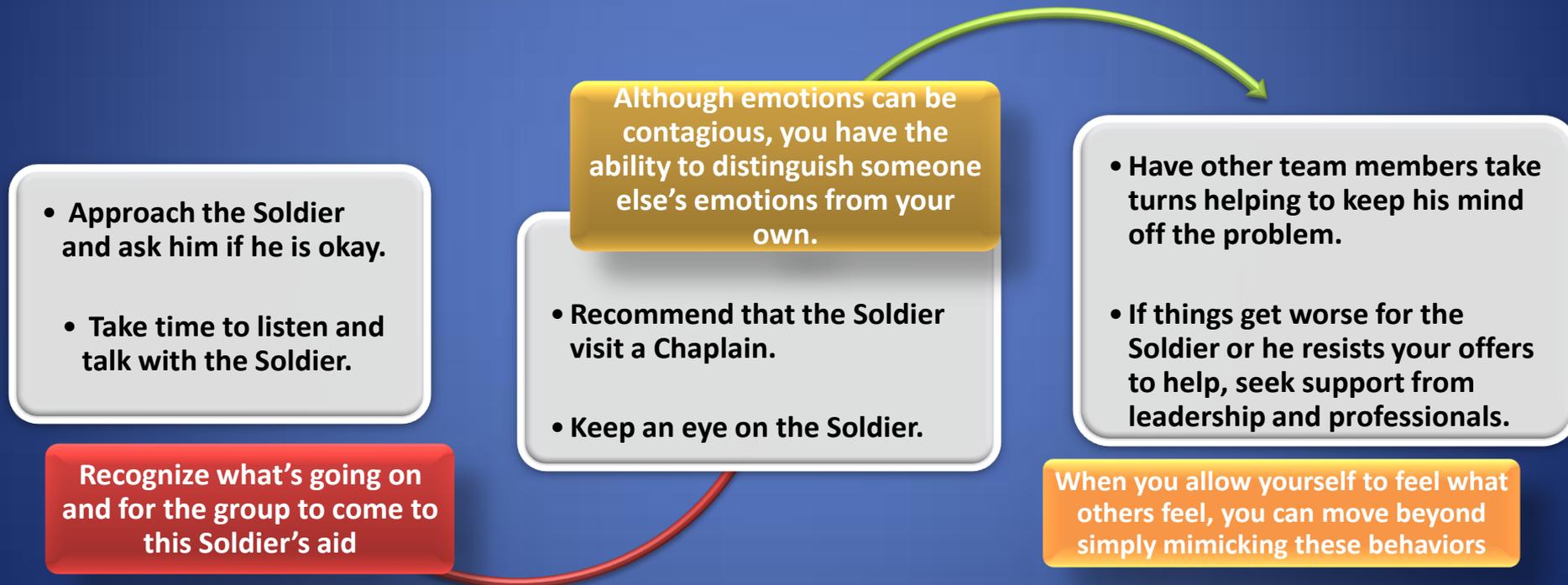
Like a wildfire, once negative emotions start to spread, they can be hard to stamp out in a group

Successful resolution of negative emotions and conflicts within a unit actually strengthen the unit, making it more resilient in the future.

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Distinguishing “Self” From “Other”

- Knowing that emotions are contagious, how do you protect yourself from the stress and loneliness of other Soldiers?



It is important to prevent negative emotions from spreading. Take action to reach out to the person who is angry rather than insulating yourself away from the emotion.

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Discovery Activity

In this activity you are going to identify which Soldiers in this scene are putting your unit's team chemistry at risk.

- Situation 1:
Soldier 1 speaking to Soldier 2- "She's cheating. I call her, and she doesn't pick up."
Soldier 2 responds - "That sucks. But, do you think there might be another reason- like maybe she lost her phone?"
- Situation 2: 4 Soldiers sitting at a table playing cards. One soldier says "Don't worry about that new guy messing up, 'cause long as I'm here, I've got your back."
- Situation 3:
Soldier sitting eating at counter by himself. This soldier doesn't usually eat alone, and his performance on the range wasn't good today which is unlike him.
- Situation 4:
Soldier sitting by himself playing a video game. From working with this Soldier for a while, you know that it's normal for him to spend about 30 minutes playing Xbox by himself to decompress.

Take Away



A unit in which everyone feels they are a welcomed and valued member has better “team chemistry,” is better able to adapt to problems and challenges, and is more socially resilient

- It’s every Soldier’s responsibility to ensure every Soldier within their unit feels like a contributing and valued member of the team.



As a strongly cohesive unit, we tend to feel what others feel, meaning that both positive and negative emotions can spread throughout the group.

- Although negative emotions can serve to undermine the cohesion of the group, they can serve as alerts that something, or someone, needs attention and support.



We are socially resilient when we can feel what others feel, and take action to benefit the group’s mission by selecting to go with the flow of the group, or take a different approach when needed, leading the group to a more resilient outcome.