

TOP 50 NEWSGRAM

Nov-Dec 2011



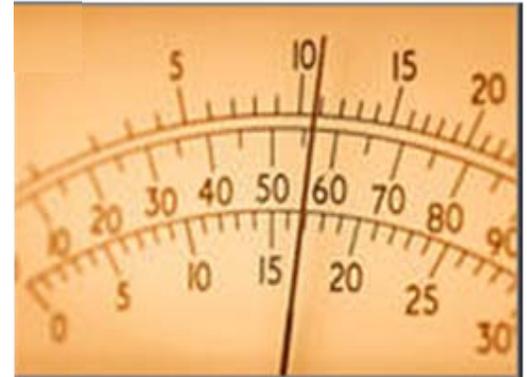
A New Stress Assessment Tool

Coming to a Command Survey Near You!

With the current and future Naval environment defined by increasing potential stressors, it is critical for our leadership to have ready-to-use tools to adequately identify current levels of stress and create improvement strategies. The Navy's Operational Stress Control (OSC) team, with support from Navy Personnel Research, Studies and Technology (NPRST) and Defense Equal Opportunity Management Institute (DEOMI), has created a module which will be included as part of its required command climate assessment survey.

In accordance with Navy Equal Opportunity Policy (OPNAVINST 5354.1F), Commanders must complete the survey within 90 days after taking command and annually. "It was important to ensure commanders don't view our stress assessment questions as another survey they have to do," says CAPT Lori Laraway, OSC program director. "This is why we incorporate these questions into a survey already required."

The module gives leadership "here and now" stress levels of command personnel. "It will enable leadership to rapidly identify levels of stress and intervene when mission effectiveness is being threatened," says Leanne Braddock, an OSC manager. It is meant to be an early intervention tool, identifying problems before they occur."



(Continued on next page)



Awards Corner

Upcoming Awards	Deadline to NIZ	Submission Deadline	Expected Notification
Disability Matters	15 Nov 2011	15 Dec 2011	Feb 2012
Electronic Recruiting Exchange	6 Dec 2011	6 Jan 2012	Mar 2012

Submitted Awards

- Excellence in Practice Award, *American Society for Training and Development* (expect notification in January 2012)
- Training 125 List, *Training Magazine* (expect ranking in February 2012)

For a complete list of awards received to-date, visit:

<http://www.public.navy.mil/bupers-npc/organization/bupers/Top50/Pages/AwardsToDate.aspx>

A New Stress Assessment Tool

(continued from page 1)

Additionally, the set of questions can provide leaders with opportunities to identify gaps which need to be addressed. Asking questions that range from demographics to average work weeks and perceived stress levels both inside and outside work over the previous 12 months, the results roll up into a unique OSC report. Says Laraway, “This report is written in ways that commanders can drill down easily into aggregated responses collected on other organizations.”

Once three like commands have taken the stress assessment, key comparisons are provided to the commanding officer, making the information increasingly valuable both to them and their Immediate Superior in Command (ISIC).

Comparisons will also be provided by demographic group and the command’s own history, and results will detail possible actions leadership can take to close critical gaps and positively affect damaging stress levels. Additionally, more detailed interpretation of results will be available through consultation opportunities with OSC staff or the tool designer.

“It has never been more important than now for command leadership at all levels to take the pulse of the organization and take it regularly,” continues Laraway. Force management actions such as the Enlisted Retention Board (ERB), spouse and family stressors and general feelings about the effect future constrained service budgets will have on job security, deployment frequency and duration, and equipment upgrades can only add to stress levels. Taking that temperature with these question will, coupled with our new OSC leadership training, provide the important tools leadership will need to create innovative strategies to address stress issues before they become problems.

When will the stress assessment questions be ready to roll out? “We expect everything, including our data retrieval system, allowing the generic comparisons, to be operational by NLT 31 January 2012,” says Ms. Braddock.

Updates on any changes to the operational date for activation of the stress assessment tool can be found by calling Navy OSC at 901-874-6800 or going to www.navy.navstress.com.

Quote of the Month

“Our Sailors and families make enormous sacrifices to serve their country and to support the Navy’s mission,” said Adm. Jonathan W. Greenert. “We have a professional and moral obligation to uphold a covenant with Sailors and their families -- in turn, we must always be ready, at any moment, to get them the necessary care and support they have earned.”

ADM Greenert, CNO

Did You Know?

- ❖ In a recent Navy Behavioral Health Quick Poll, “some” or “a lot” stress responses increased from 2008 to 2010 for enlisted Sailors from 74% to 82% and 75% to 85% for officers.
- ❖ The number one stressor sighted in the Quick Poll was “lack of personnel in workgroup to get job done” for both officer and enlisted.
- ❖ Those with “some” or “a lot” of stress were more likely (nearly double) than those with “no stress” to report working below normal performance levels, leaving work early, and being late for work by 30 minutes or more, once or more in the past 12 months.

Source: https://quickpolling.nprst.navy.mil/execsum_2010BehavioralHealth_Jun10.pdf

A Letter from the Editor

All military services are feeling the strain of war, extended deployments, and our current economic environment. Coupled with the stresses of household moves, deployments, and separations, the stress Sailors and their families experience is magnified. It becomes critical for us as leaders, peers, and mentors to recognize when someone is beginning to lose the battle with stress.

In this edition of Top 50, we examine two support elements of stress management. Our feature story covers a command stress assessment tool created by the Navy OSC team. Our Top 10 list details ideas to manage stress while separated from loved ones during the holidays. We provide a list of carefully selected tools in combating Sailor and family stress. We highlight those who can offer you 24/7 live counselor or support personnel help.

We are completing CY2011 on a high note with award recognition. Most recently, we have taken home six different awards in this year's Sloan Award in workplace flexibility and have become the first organization to win three Optimas Awards in a row. Word of our innovative excellence is getting out.

We at Top 50 wish you and your families the happiest and safest of holiday seasons.

All the Best,
Wayne Wagner

Top 10...

...ways family members can keep connected with loved ones and manage stress

1. Plan ahead for the holidays. Discuss how you will manage the holiday season. Discuss plans through letters, e-mail or phone calls.
2. Get an early start with gifts and cards.
3. Record a family holiday message for the member deployed. Do it in advance so your loved one receives it in time for the holiday. Mark it "Do Not Open Until..."
4. Be flexible with phone calls. It is best not to expect a call on the holiday. Keep your cell phone on.
5. Attend holiday events for families of deployed service members. Build strength with others like yourself.
6. Volunteer for a good cause. Ask your Family Support Center about opportunities in your area. The website www.navyformoms.com is a great meeting place!
7. Get involved. Help organize a holiday party.
8. Attend holiday school events. Volunteer to help your children's teachers.
9. Do something you wouldn't normally do. Keep busy in a memorable way.
10. Prepare yourself for a post-holiday let down. Keep your support system in place.

Web Resources for Stress Management

www.dcoe.health.mil (offers 24/7 live help)
www.militaryhomefront.dod.mil
www.suicide.navy.mil
wwwa.nko.navy.mil/portal/operationstresscontrol/operationstresscontrol
www.nmcphc.med.navy.mil
www.veteranscrisisline.net (offers 24/7 live help)
www.militaryonesource.com (offers 24/7 live help)
www.navyformoms.com

www.navynavstress.com
www.milspouse.com
www.militarymentalhealth.org
http://afterdeployment.org
www.focusproject.org
www.bluestarfam.org
www.stress.org
www.nffsp.org



Award Spotlight

2012 Human Capital Management for Defense Awards

Description: This set of awards is the only award opportunity under the Top 50 initiative that competes with other government organizations. It gives commands the opportunity to submit their innovative programs under four different workforce support categories including: most innovative recruitment, best workforce development, best implementation of an enterprise technology system and best leadership development.

Criteria: The application consists of four questions with responses limited to a maximum of 150 words. It may be accompanied by brochures, figures, statistics or testimonials as attachments. Questions include: how the program addressed organizational challenges, how it has driven innovation, how the organization has benefited, and how the program addresses the goals of the command.

Past winners: Navy received awards last year for NETC's Credentialing Opportunities Online (COOL) and NAVSEA's Wounded Warrior recruiting programs.

Application deadline: For DCNO (MPT&E) Domain organizations, the deadline for submission to NIZ is December 27th. All others should submit their applications directly to HCMD by January 27th.

<http://www.wbresearch.com/hcmdusa/awardsnomination.aspx>

Tools and Resources

1. Videos on the Navy's stress zones. <http://www.youtube.com/watch?NR=1&v=bCUICRPoyEU>
Forty-five second video on the "Red Zone" (videos of the other zones can be accessed after watching this video).
2. Easy to access Navy and Department of Defense webinars on key stress related issues.
<http://www.dcoe.health.mil/Training/MonthlyWebinars.aspx>
Use this site to regularly access webinars (live and archived) that cover stress related subjects. Consider viewing the archived Nov 17th webinar *Holidays Apart From Family: Coping with Increased Stress*.
3. Navy's Systematic Stress Management Program
http://aipm.wellnesscheckpoint.com/usnavy/banner_main.asp?P=887E2ASM21
Includes interactive quizzes and assessments to help you problem solve, plan and set goals.
4. Take an anonymous mental health screening-online
<http://www.militarymentalhealth.org/Welcome.aspx>
Tells you whether or not you have symptoms that are consistent with a condition or concern that would benefit from further evaluation or treatment. It also gives guidance as to where you might seek help.

Points of Contact

Mr. Wayne Wagner
(Primary)
Strategic Affairs Office, NIZ
703-693-2322
wayne.wagner@navy.mil

LCDR Jessica Morera
Chief Strategist, NIZ
703-693-0184
jessica.morera@navy.mil

CDR Kathy Kesler
NI Public Affairs Officer
703-693-0865
kathleen.kesler@navy.mil