



MARCH 2024

Warrior Toughness is designed to help every Sailor in the Navy team take a hit and keep fighting, to optimize their performance, to perform under pressure, and to recover and excel whether in combat or in life.

The Warrior Mindset separates good commands from great commands. While good commands implement some aspects of the Warrior Mindset, great commands embrace all four phases and leverage the cyclical approach to optimize performance. Good commands are able to meet the standard while great commands exceed the standard.

All Sailors: Use the Warrior mindset as a framework for applying the skills on the back of the placemat.

Leaders: Embody the skills; prioritize implementation; integrate into existing evolutions.

Teams: Incorporate these skills into their daily routine.

REFLECTION
 occurs at both the team and individual level to reinforce lessons learned, identify what was done well and acknowledge what could be done better. The objective is to derive information to create a continuous cycle of improvement.

EXECUTION
 is where our commitment, training and preparation are ultimately tested, as individuals and as a Navy. The application of the Warrior Toughness skills on the back of this placemat minimizes the likelihood and severity of the Fog of War.

COMMITMENT
 is foundational to the Warrior Mindset and involves identifying a sense of purpose and philosophy by and for which to live. Commitment enables Sailors to persevere through hardship and overcome challenges.

PREPARATION
 involves developing mind, body, and spirit through rigorous training. To perform to a high standard of excellence, Sailors must adequately prepare for and develop the skills to manage the known challenges of serving in the U.S. Navy. We do not rise to the occasion but fall to the level of our training.



Warrior Toughness and Expanded Operational Stress Control (E-OSC) have been two complimentary efforts. In response to fleet demand, they are being combined into a single approach under the Warrior Toughness label.

This Warrior Toughness placemat is the first step in this journey. Over the next year, commands are encouraged to use the Warrior Toughness placemat as part of COE 2.0, and send their Sailors to either Advanced Warrior Toughness Training (AWTT) or E-OSC training. Either will prove beneficial to any command.



COMMITMENT ► PREPARATION ► EXECUTION ► REFLECTION

Warrior Ethos

- **DEFINITION** A Sailor’s written statement of personal values
- **OUTCOME** Connection and commitment to a greater purpose to act with character, conviction, and decisiveness
- **UTILIZATION** Review and refine regularly

Mindfulness

- **DEFINITION** Present moment awareness of self and situation
- **OUTCOME** Produces a deliberate vice emotional response in challenging environments
- **UTILIZATION** Perform routine mental workouts to enhance mental capabilities

Energy Management

- **DEFINITION** Techniques for matching energy to the demands of the situation
- **OUTCOME** Sustains appropriate energy throughout the evolution
- **UTILIZATION** Establish ability to identify own energy level and adjust to the needs of the situation

Healthy Behaviors

- **DEFINITION** Balanced strengthening of mind, body, and spirit
- **OUTCOME** Ensures fueled, rested, and ready Sailors and teams primed for peak performance
- **UTILIZATION** Sailors treat themselves as high-performing assets

Goal Setting

- **DEFINITION** Roadmap of personal milestones for continuous improvement
- **OUTCOME** Provides direction and focus while reinforcing desired behaviors
- **UTILIZATION** Establish, implement, and review goals while tracking progress

Intentional Recovery

- **DEFINITION** Deliberate reset of mind, body, and spirit
- **OUTCOME** Maintains performance to consistently meet the next challenge
- **UTILIZATION** Assess and address team and individual needs to build and sustain toughness and resilience

Performance Statements

- **DEFINITION** Brief, instructive, realistic phrases used to improve focus and motivation
- **OUTCOME** Use during stress to overcome obstacles
- **UTILIZATION** Develop prior to challenging evolutions

Mental Rehearsal

- **DEFINITION** Vivid and controlled imagining of a successful evolution
- **OUTCOME** Develops confident Sailors and teams delivering better outcomes
- **UTILIZATION** Execute to prepare Sailors for high risk, high stakes operations

Flexible Thinking

- **DEFINITION** Ability to think about a situation in new or different ways
- **OUTCOME** Enhances the ability to quickly weigh and correctly respond to maintain positive momentum
- **UTILIZATION** Anticipate, plan, and adapt to evolving situations; embrace uncertainty

Recalibrate

- **DEFINITION** A breathing technique to reduce the negative effects of stress or adrenaline
- **OUTCOME** Enables Sailors to remain fully engaged in the task at hand
- **UTILIZATION** Practice routinely to use in the moment without taking a time out

Peer-to-Peer Support

- **DEFINITION** Responsibility to observe, identify, and own the well-being of shipmates
- **OUTCOME** Supporting each other builds connection and inclusion, and maximizes performance
- **UTILIZATION** Fosters proactive, confident communication between all members

Sea Stories

- **DEFINITION** Experiences which highlight skills and organizational values
- **OUTCOME** Reinforces rewards or consequence of choices or behaviors
- **UTILIZATION** Illustrate and discuss organizational values and skills using personal experience/knowledge

