



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
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PENSACOLA, FLORIDA 32508-5220

NETCINST 1700.2
DTO
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NETC INSTRUCTION 1700.2

From: Commander, Naval Education and Training Command

Subj: WARRIOR TOUGHNESS CURRICULUM AND CULTURE IMPLEMENTATION

Ref: (a) Chief of Naval Operations FRAGO 01/2019: A Design for Maintaining Maritime Superiority
(b) Chief of Naval Operations Navigation Plan of Jan 21
(c) CNO WASHINGTON DC 121637Z Nov 19 (NAVADMIN 254/19)
(d) CNO WASHINGTON DC 171540z Sep 21 (NAVADMIN 205/21)
(e) NAVPERS 158391
(f) NAVPERS 18068F
(g) NETCINST 5040.1C
(h) NETCINST 5200.1A
(i) NAVEDTRA 135D

1. Purpose. To provide guidance and procedures for the implementation of Warrior Toughness (WT) as a supporting element to the Navy's Culture of Excellence approach, as mentioned in references (a) and (b) and further outlined in reference (c). The WT curriculum empowers the fleet to achieve warfighting excellence by fostering mental, physical, and spiritual toughness; promoting organizational trust and transparency; and ensuring inclusion and connectedness among every Sailor, throughout their Navy journey. WT is an element within the Culture of Excellence Line of Effort to Develop a Lethal Warfighting Force, and Line of Operation 3: Institutionalize Toughness and Resilience.

2. Scope and Applicability. The provisions of this instruction apply to all Naval Education and Training Command (NETC) activities that manage and/or deliver training courses.

3. Discussion. Sailors are the Navy's asymmetric advantage in a complex and contested environment. Optimizing Navy team performance requires a Culture of Excellence built on the ideals espoused in the Navy's Core Values of Honor, Courage, and Commitment. WT helps to advance this culture by strengthening a Sailor's mind, body, and soul. It does this by developing a Sailor's self-confidence and self-control to perform their duties under intense pressure and stress, such as in emergency

and combat environments. It consists of several techniques that focus on building a Sailor's intrinsic motivation around the pillars of commitment, preparation, execution, and reflection. WT augments existing technical training efforts and has demonstrated improvements in performance by enhancing warfighting skills, capabilities, and connectedness to the organization and shipmates.

4. Policy. WT skills and concepts will be woven into all NETC courses. The reinforcement of WT skills will not increase course length. They will be integrated into an appropriate portion of each course, highlighting fleet application of WT skills.

5. WT Campaign Plan

a. Line of Effort (LOE) 1: Develop Toughness. WT is introduced at all initial accession training courses to include Recruit Training Command (RTC), Officer Training Command (OTC), and Naval Reserve Officer Training Corps (NROTC). Naval Service Training Command (NSTC) will lead this LOE.

b. LOE 2: Fortify Toughness. WT is integrated into all post-accession training courses to include, but not limited to, basic and advanced technical training (A and C schools), professional development and team training (F and T schools). NETC Director of Training Operations (DTO) will lead this LOE supported by NETC Training Development and Delivery (N7) Directorate, in coordination with all NETC Learning Centers (LC).

c. LOE 3: Institutionalize Toughness. WT is incorporated into fleet activities and operations. This LOE is being led by United States Fleet Forces Command (USFFC) as part of their "Optimize Performance Through Toughness" initiative. NETC is supporting USFFC in this effort. USFFC is designated the Executive Agent for the Chief of Naval Operation's Navigation Plan Implementation Framework task to develop an overarching continuum of toughness and mental health support which serves from initial accession until a Sailor departs the Navy per reference (d).

6. WT Instructional Hierarchy

a. **WT Team Experts:** Individual members assigned to one of three teams located in Great Lakes, IL, San Diego, CA, or Dam Neck, VA consisting of a Clinical Psychologist, a Chaplain, and a Warrior (a warfare qualified Sailor, E7 or above, with fleet experience leading individuals and teams during intense operations or casualties). These three-person instructor teams deliver the Advanced Warrior Toughness Training (AWTT) course. The AWTT course provides graduates with the WT concepts and skills that are to be woven into all NETC courses of instruction. These teams are available to support Mobile Training Team (MTT) requests.

b. **AWTT:** Graduates of AWTT guide and train command personnel in determining the most appropriate injection points for WT skills and concepts. Officer and enlisted personnel are considered AWTT certified upon successful graduation from the AWTT course. Course graduates will be assigned a WT Additional Qualification Designator (AQD) per reference (e) or WT Tracking Navy Enlisted Classification (NEC) per reference (f), as appropriate, once the AQD and NEC are established.

c. **WT Instructor.** WT instructors deliver WT-enhanced courses. Officer and enlisted personnel are considered WT Instructors upon successful completion of:

(1) Navy Instructor Training Course (NITC) that includes WT. This new version of the NITC course has an estimated delivery date of second quarter of Fiscal Year 2022 (FY22) with a Course Identification Number (CIN) A-012-0077B, or;

(2) Recruit Division Commander (RDC) Course, CIN A-012-0037.

d. **WT Student.** All individuals who receive WT training in accession and follow-on training that introduces or fortifies WT concepts and skills.

7. Roles and Responsibilities

a. NETC

(1) Commander, NETC is the lead for WT implementation in the NETC Enterprise. The NETC DTO is the primary point of contact for WT.

(2) Maintain this WT instruction (NETC DTO).

(3) Coordinate WT implementation with Office of the Chief of Naval Operations (OPNAV) N17 as a component of the Navy's Culture of Excellence.

(4) Incorporate the review of WT implementation into the NETC Command Inspection Program and Manager's Internal Control Program (MICP) per references (g) and (h).

(5) Develop a WT communication strategy to include development of a WT campaign video, website, mobile application, and frequently asked questions.

(6) Support USFFC initiatives to scale WT for the fleet. This includes working with USFFC and Type Commanders as they develop a Commander's Intent, Concept of Operations, and define fleet implementation requirements.

(7) Provide in-progress reviews to the Chief of Naval Personnel and USFFC as requested.

b. NSTC

(1) Designated as the WT Culture of Excellence subject matter expert, WT Curriculum Control Authority (CCA) (reference (i) lists CCA roles and responsibilities), and the lead for LOE 1: Develop Toughness implementation.

(2) Develop AWTT course curriculum and deliver Great Lakes AWTT course.

(a) Course graduates of AWTT will be assigned a AQD/Tracking NEC once established.

(b) The following individuals may apply for retroactive assignment of the AWTT tracking AQD/NEC once established:

1. Graduates of the legacy 3-day AWTT course, CIN A-302-0031.

2. Graduates of the RDC course, CIN A-012-0037, who completed WT On-the-Job Training and WT Job Qualification Requirements, and are "WT Certified" by RTC staff.

(3) Submit the Navy Officer Manpower and Personnel Classification System package or the Navy Enlisted Manpower and Personnel Classifications and Occupational Standards package, per references (e) and (f), requesting the establishment of a WT tracking AQD and NEC to include the requests to retroactively assign to individuals, as noted in paragraph 7b(2). Once established, maintain the AQD and Tracking NEC.

(4) Support the Center for Service Support (CSS) NITC Instructional Systems Specialist to incorporate WT curriculum into NITC.

(5) Support the Naval Leadership and Ethics Center (NLEC) and Senior Enlisted Academy (SEA) in incorporating WT into all leadership courses.

(6) Incorporate WT in all initial accession training, to include RTC, OTC, and NROTC.

(7) Maintain the WT resource page on the NETC iNavy SharePoint site. Include standardized WT products (e.g., the WT Leadership Guide, glossary of WT terms, and the current version of the WT curriculum on that site).

c. Naval Education and Training Professional Development Center will incorporate WT principles into the Professional Military Knowledge Eligibility Exam by the end of FY22.

d. CSS

(1) Integrate WT into NITC with NSTC support no later than the first quarter of Calendar Year 2022.

(2) Establish and maintain the AWTT training teams and courses in San Diego, CA and Dam Neck, VA.

(3) Support AWTT MTT requests.

e. LC/Learning Sites (LS), NLEC, and SEA.

(1) Maintain a minimum of 5 percent of the LC/LS domain instructor population with AWTT graduates. These individuals serve as WT curriculum integrators, provide in-house WT training to other instructors and staff, and monitor WT execution to ensure quality control. LCs/LSs will distribute the AWTT graduates throughout their Area of Responsibility to optimize WT implementation.

(2) Execute LOE 2: Fortify Toughness implementation and integrate WT concepts and skills tailored to the unique requirements of each course by the end of FY22. WT will be fortified (integrated and reinforced) in all courses across the training continuum in the following order of priority:

(a) Initial accession A schools.

(b) Follow-on A and C schools after initial accession courses.

(c) Other C schools.

(d) All other NETC courses of instruction (F, T, etc.).

(3) Include WT in MICP and present WT implementation status during NETC Command Inspections, references (g) and (h) refer.

(4) Provide NETC and NSTC feedback on WT implementation and curriculum.

(5) Provide the status of WT implementation in the Monthly Report to the NETC DTO until otherwise directed.


8. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy Assistant for Administration, Directives and Records Management Division portal page at

<https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager.

9. Review and Effective Date. Per OPNAVINST 5215.17A, NETC will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, Department of Defense, Secretary of the Navy, and Navy policy and statutory authority using OPNAV 5215/40 (Review of Instruction). This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.



P. A. GARVIN

Releasability and distribution:

This instruction is cleared for public release and is available electronically on the NETC Public Website (www.netc.navy.mil), via the NETC Reference Library in DON TRACKER, or by email at netc_directives@navy.mil.