



## Lesson 5

# Chief Petty Officer Selectee Leadership Course

CPPD-LEAD09-004

# Lesson 5

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- Operational Stress Control (OSC)



# Objectives

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- Describe Operational Stress Control and how it relates to mission accomplishment.
- Describe the Stress Continuum Model.
- Recognize the warning signs of unhealthy stress responses.
- Identify the Chief Petty Officer's responsibility regarding operational stress across the stress continuum.



# Navy Definition of Stress

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“The process by which we respond to challenges to the body or mind.”



# Stress Reactions

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How people respond to the things that cause them stress is a stress reaction. Since not everyone is affected by the same stressors, it is important for leaders to continually monitor their Sailors for signs of stress.

– *[http://www-nmcphc.med.navy.mil/lguide/op\\_stress.aspx](http://www-nmcphc.med.navy.mil/lguide/op_stress.aspx)*



# Top Stressors for Navy Personnel

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- Lack of personnel
- Being away from family
- Unpredictability of operations/job duties
- Lack of time for home responsibilities
- Long work hours before and following deployment



# Sailor Maintenance

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- How can you help your Sailors and their families deal with stress?
  - Intervene and engage
- Maintenance is always easier than repair
- Know your Sailors
- Deckplate leadership



# Stress Continuum Model



Stressor

READY (Green)	REACTING (Yellow)	INJURED (Orange)	ILL (Red)
<ul style="list-style-type: none"><li>• Good-to-go</li><li>• Well-trained</li><li>• Prepared</li><li>• Fit-and-focused</li><li>• Cohesive units &amp; ready families</li></ul>	<ul style="list-style-type: none"><li>• Distress or impairment</li><li>• Mild and transient</li><li>• Anxious, irritable, or sad</li><li>• Behavior change</li></ul>	<ul style="list-style-type: none"><li>• More severe or persistent distress or impairment</li><li>• May leave lasting memories, reactions, and expectations</li></ul>	<ul style="list-style-type: none"><li>• Stress injuries that don't heal without help</li><li>• Symptoms persist for &gt;60 days, get worse, or initially get better and then return worse</li></ul>

Unit Leader  
Responsibility

Individual, Shipmate, Family  
Responsibility

Caregiver  
Responsibility



# What Are Signs of Stress in You or Others?

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## Yellow Zone

- Anxious or irritable
- Worried
- Bored
- Cutting corners on the job
- Trouble sleeping
- Keeping to oneself

## Orange Zone

- Severe distress
- Some loss of function (signals damage to the mind, brain, or spirit)
- Persistent change in behavior or personality



# As Chief Petty Officers, What Can We Do?

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- Evaluate the fitness and deployability of the Sailors in our divisions.
- Make recommendations based on performance and capabilities.
- Engage and encourage Sailors to understand and use resources.



# Stress Management Techniques

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- Initiate and support stress management programs (exercise, sleep, and healthy eating)
- Build unit cohesion
- Promote ethics and Navy Core Values
- Foster a climate where asking for help is a sign of strength and commitment to the team



# Five Core Leader Functions Cycle

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# Using Open-Ended Questions

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- An open-ended question can't be answered with a YES or NO.
- To probe for more information, begin questions with:
  - How?
  - When?
  - What?
  - Why?



# Role-Play

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# Five Core Leader Functions

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Strengthen

Mitigate

Identify

Treat

Reintegrate



# Knowledge Check

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- Define stress and how it relates to mission accomplishment.
- Describe the zones of the Stress Continuum Model.
- Describe four warning signs a Sailor might display when dealing with stress.
- What is the Chief Petty Officer's (CPO) responsibility regarding operational stress across the Stress Continuum?





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# Summary

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