



HOLISTIC WELLNESS CHALLENGE

CULTURE CHANGE IN THE WORKPLACE




Make Your VOICE HEARD
Participate in the 2024 DEOCS

The National Guard's highest priority is our people. The organization is dedicated to building healthy workplace environments that increase protective factors and promote a healthy environment.

The DEOCS is an annual DoD-directed Command Climate Assessment tool. It provides National Guard leaders with data to develop actionable feedback which enhances command climate. To include input from all National Guard members, we encourage every Soldier, Airman, and civilian to take the DEOCS.

Through this anonymous survey, Service members can provide input on their unit, organization, immediate supervisor, unit commander, organizational leader, and chain of command.

Insights from the DEOCS will help commanders and other leaders identify challenges that may negatively impact their unit. Findings will also allow decision makers at the strategic level to direct resources to the units, organizations, or locations that are most in need of prevention support.

The 2024 DEOCS fielding window opened August 1 and closes November 30. Surveys must be initiated no later than October 31 to meet the November 30 deadline. All National Guard members are strongly encouraged to participate. Every voice matters!

CHALLENGE our Service members and yourself to utilize at least one of the recommended resources to promote workplace wellness.

FACTS & FIGURES: DID YOU KNOW?

- Workplace difficulties were cited in 29.8% of National Guard suicides and 26.1% of suicide attempts.¹
- Creating a culture that fosters a healthy workplace environment can reduce the risk of harm and prevent suicide, according to the Centers for Disease Control and Prevention.²

CULTIVATE A HEALTHY COMMAND CLIMATE

Work-related stress can cause physical and psychological harm which decreases mission readiness. Supportive workplace environments act as a protective factor that promote well-being and mitigate risk. Steps to help cultivate a healthy command climate include:



Enhancing connections

Develop healthy relationships that increase a sense of belonging and purpose.



Reducing stigma

Encourage open dialogue that promotes help-seeking behaviors as a sign of strength.



Increasing access to care

Make cost-effective and flexible support services available to meet the unique needs of National Guard members.

CONTACT US

For more information on workplace wellness or other topics, email us at: nq.ncr.ngb.mbx.integrated-prevention-branch@army.mil



HALLMARKS OF A HEALTHY WORKPLACE

What does it mean?

- A positive, encouraging, and respectful work environment promotes well-being and reduces the risk of harm.

Why does it matter?

- Workplace stress negatively affects the mental and physical health of Service members, which reduces resiliency, readiness, recruitment, and retention.

What can you do?

- Create healthy connections in your workplace to increase a sense of belonging and reduce the risk of harm.
- Encourage Service members to ask for help before manageable problems become unmanageable.
- Remind others that seeking support is a sign of strength.
- Make Service members aware of the free and flexible services available to them.
- Promote participation in the DEOCS and provide ample time for Service members to complete the survey within work hours.
- Consider your leadership style or interactions with others to ensure that you are supporting a healthy workplace environment.

TRAITS TO EMULATE

Leaders that demonstrate positive and inclusive characteristics can create supportive environments that enhance the health and well-being of their Service members. Traits include:³

- **Commitment.** Prioritize equal opportunity compliance.
- **Courage.** Admit mistakes; show humility; and accept feedback.
- **Cognizance of bias.** Acknowledge personal blind spots.
- **Curiosity.** Listen and seek to understand other perspectives.
- **Cultural competence.** Value and interact with other cultures.
- **Collaboration.** Empower others and build cohesion.



RESOURCES TO RECOMMEND



Military OneSource offers a collection of breathing exercises to help manage stress. Available on Google Play, the App Store, and at www.militaryonesource.mil/resources/mobile-apps/breathe2relax



Cohen Veterans Network offers free, in-person and virtual mental health services, making it easier for National Guard members to receive support when and where they need it. www.cohenveteransnetwork.org



Give an Hour provides free, in-person, and virtual mental health counseling, peer support, and resources to increase access to care for geographically dispersed National Guard members. www.giveanhour.org



HPRC at the Uniform Service University developed a Team-Building Resource Guide, which includes activities to enhance cohesion, communication, and trust. www.hprc-online.org/social-fitness/teams-leadership/hprc-team-building-resource-guide



SPOTLIGHT: NG CONNECTEDNESS AND RELATIONSHIP EDUCATION SYSTEM (CARES)

- Developed by the National Guard for the National Guard, NG CARES provides an integrated, comprehensive, and person-centered approach to increasing connection, cohesion, readiness, and resiliency of Service members and their families throughout their military career.
- NG CARES includes multiple courses, workshops, and processes to choose from. One course works with leaders to improve their communication and coaching skills so that they can develop their Service members more effectively. Another course builds trust within a unit, increases unit cohesion, and improves leadership skills to increase protective factors and decrease risk factors.
- NG CARES is available across the National Guard. To date, 30 of the 54 States, Territories, and District of Columbia have participated in the Train-the-Trainer program. Over 4,500 Service members have benefitted from the training, indicating positive trends in unit cohesion, interpersonal relationships, resiliency, and connectedness.

REFERENCES:

1. Annual Report on Suicide in the Military, CY2022 www.dsapo.mil
2. Centers for Disease Control and Prevention. National Institute for Occupational Safety and Health. www.cdc.gov/niosh/stress/suicide/index.html
3. Human Performance Resources by CHAMP. www.hprc-online.org