



HOLISTIC WELLNESS CHALLENGE



CHALLENGE yourself and your Service members to use at least one of the recommended resources to strengthen your command climate and connection with your fellow Service members.

FACTS & FIGURES: DID YOU KNOW?

- Higher levels of unit cohesion are directly associated with increased psychological resilience and lower PTSD severity.¹
- 79% of personnel in the National Guard rated their unit/organization as cohesive in 2024.²
- Stress was reported as a top command climate risk factor among the National Guard, according to the 2024 DEOCS Survey.³
- 86% of National Guard DEOCS respondents in 2024 viewed the support they received from their immediate supervisor as favorable.⁴
- Those who get along socially or work well together benefit from improved job satisfaction and overall well-being.⁵

CULTURE DRIVES READINESS

A strong command climate is built on the qualities that shape how we work, lead, and support one another every day. **Demonstrating the following attributes strengthen our culture, reinforce readiness, and ensure our units are prepared for every mission.**



CNGB & SEA Corner

Always Ready, Always There

A positive command climate is anchored in trust—trust built upon the values we uphold, that we put into one another, and that we ultimately place in our leaders. Soldiers and Airman help shape that command climate every day by the roles and actions they take.

When each of us speak up and hold ourselves accountable, we strengthen our environment where we serve and train and improve our readiness as a force.

You can contribute now by sharing your voice through the Defense Organizational Climate Survey (DEOCS). Your honest feedback helps leaders understand what is working, areas to improve, and ways to build units where every member can thrive. A strong command climate is built on clear communication by all.

Stronger Together, Stronger Tomorrow.

Steven S. Nordhaus John T. Raines III

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BUILD TRUSTING TEAMS

Trust is at the foundation of a strong team and positive command climate. As a unit, it is important to trust each other. Try these tactics to build and maintain trust:

1. Strengthen your bonds by sharing experiences and having fun together.
2. Show vulnerability by owning up to mistakes, sharing challenges, and encouraging open communication.
3. Align your unit by defining common values, goals, and beliefs.

To learn more on building group trust visit: <https://www.hprc-online.org/social-fitness/teams-leadership/build-group-trust-these-3-tactics>

CONTACT US

For more information on building a healthy command climate or other topics email: ng.ncr.ngb.mbx.integrated-prevention-branch@army.mil

POSITIVE COMMAND CLIMATE

What does it mean?

- A command climate refers to the shared perceptions, feelings, and beliefs that team members have about their organization, its environment, and its leadership. A positive command climate is characterized by trust, open communication, mutual respect, and a clear understanding of goals and expectations.

Why does it matter?

- A positive command climate leads to:
 - Better unit cohesion
 - Higher retention
 - Greater trust in leadership
 - Improved readiness and increased resilience

What can you do?

- **Make your voice heard** - share concerns before they become problems and keep leaders informed of any issues that may affect readiness. Take the 2026 DEOCS.
- **Don't make assumptions** - ask questions when guidance is unclear.
- **Support new members** by introducing yourself, helping them understand expectations and culture, checking in during and after drills.
- **Promote unit cohesion** by ensuring everyone has a voice and welcoming different perspectives and experiences.
- **Address conflict directly and respectfully** and use the chain of command appropriately.
- **Look out for your fellow Service members** by checking in and recognizing warning signs of stress, burnout, or family challenges. Connect them with available resources when needed.



Make Your

VOICE HEARD

Participate in the 2026 DEOCS

The **Defense Organizational Climate Survey (DEOCS)** is a valuable tool for assessing the command climate of our military units, which has a critical role in readiness and mission success.

As we begin this year's DEOCS cycle August 1 - November 1, we encourage you to participate. All responses are 100% confidential, ensuring that your honest feedback remains anonymous and secure.

This is your opportunity to share your perspectives and recommend actionable solutions. If you have encountered issues within your unit, such as concerns with cohesion or connectedness, highlight specific ways these challenges can be addressed. For example, if you feel there is a lack of unit cohesion, consider recommending methods that would help the unit connect and work together more effectively.

Look for an email from the DEOCS system inviting you to participate.

Complete the survey. Your honest input drives real change.



RESOURCES TO RECOMMEND



National Guard's (NG) Psychological Health Program supports Guardsmen and their families with any psychological health need. Find local support: <https://www.nationalguard.mil/Resources/Psychological-Health>



The National Guard Connectedness & Relationship Education System (NG CARES) First Line Leader course is designed to increase relational awareness, build trust and connectedness, facilitate unit cohesion, and train leaders to recognize and mitigate risks early to prevent harmful behaviors. For additional information on NG CARES, email: NG_Cares@Army.mil.



Use the **Human Performance Resources by CHAMP (HPRC)** Team-Building Resource Guide to boost your team's dynamics, health, and performance: https://www.hprc-online.org/sites/default/files/document/HPRC_Team-Building_Guide_030124_508_1.pdf. For additional team-building resources, visit <https://www.hprc-online.org/social-fitness/teams-leadership>



SPOTLIGHT: WYOMING & SOUTH DAKOTA LEAD THE WAY IN PEER SUPPORT PILOT

- Wyoming and South Dakota NG Service members completed the inaugural pilot of the newly updated Wyoming National Guard Peer Support Program, setting a new benchmark for force resilience and readiness.
- As the first cohort to experience this modernized, evidence-based curriculum, participants brought exceptional energy and collaboration, strengthening their ability to identify challenges early, connect peers to resources, and reinforce a culture of care within their units.
- Their commitment to supporting fellow Service members and enhancing cohesion across formations showcases the powerful impact of peer-led prevention and the strength of our NG community.



REFERENCES:

1. Veterans Affairs. <https://www.research.va.gov/currents/summer2014/summer2014-27.cfm>
- 2-4. Department of War. <https://www.prevention.mil/Portals/130/Documents/Forging%20an%20Unbreakable%20Force%20-%20Annual%20Report%20on%20Command%20Climate%202024.pdf?ver=j4DbOPmAUtkSRi8x9qeP1A%3d%3d>
5. HPRC. <https://www.hprc-online.org/social-fitness/teams-leadership/set-and-attain-team-goals>