



# HOLISTIC WELLNESS CHALLENGE



## WORKPLACE WELLNESS

**CHALLENGE** your Service members to participate in the Force-Wide Climate Assessment and adopt at least one of the recommended resources this month to reduce workplace stress

### FACTS & FIGURES: DID YOU KNOW?

- Workplace difficulties were cited in **11.9%** of National Guard suicides and **17.5%** of suicide attempts<sup>1</sup>
- **84%** of U.S. workers reported that their workplace conditions had contributed to at least one mental health challenge<sup>2</sup>
- **81%** of U.S. workers said that they will be looking for workplaces that support mental health in the future<sup>3</sup>

### WORK STRESS DECREASES RESILIENCE



#### Body

- ↑ Blood Pressure
- ↑ Headaches
- ↑ Physical Injury
- ↓ Immune System



#### Mind

- ↑ Anxiety
- ↑ Depression
- ↓ Job Satisfaction
- ↓ Sense of Purpose



#### Behavior

- ↓ Performance
- ↑ Tobacco Use
- ↑ Alcohol Misuse
- ↑ Substance Abuse

**CONTACT US**  
 For more information on workplace wellness or other wellness topics, email us at: [ng.ncr.ngb.mbx.integrated-prevention-branch@army.mil](mailto:ng.ncr.ngb.mbx.integrated-prevention-branch@army.mil)

### 2023 FORCE-WIDE CLIMATE ASSESSMENT

#### Every Voice Matters

The National Guard is supporting the DoD-directed Force-Wide Climate Assessment by ensuring units conduct an annual Defense Organizational Climate Survey (DEOCS) to obtain an in-depth understanding of command culture. The Workplace and Gender Relations (WGR) Survey is also underway to estimate the prevalence of sexual assault, sexual harassment, and gender discrimination in the military. **National Guard members are strongly encouraged to participate.**

#### Why should Service members participate?

Insights from the DEOCS will inform the development of a Comprehensive Integrated Primary Prevention Plan that reduces harmful behaviors among Service members. Findings from the WGR will inform policies and programs that better protect Service members from assault, harassment, and discrimination in the workplace.

#### When will the surveys be conducted?

Per DoDI 6400.11, the DEOCS fielding window is open once per year between August 1 and November 30. Surveys must be initiated no later than October 31 to meet the November 30 deadline. The WGR, which is a biennial survey, is being fielded during the 2023 DEOCS window.

#### How can Service members participate?

Service members will receive an email from the DEOCS system inviting them to participate in the confidential survey. All Service members are encouraged to visit [www.DoDSurveys.mil](http://www.DoDSurveys.mil) to participate in a general WGR. A select number of Service members will be invited to participate in a more detailed WGR.

#### When will the survey results be released?

Results of the Force-Wide Climate Assessment will be available January 31, 2024.



## WORKPLACE WELLNESS FOR THE WIN

### What does it mean?

- A positive workplace environment encourages healthy behaviors and reduces the risk of harm.

### Why does it matter?

- Workplace stress can negatively impact the mental and physical health of Service members, as well as Force-wide recruitment and retention efforts.

### What can you do?

- Create a healthy and supportive climate that promotes help-seeking behaviors.
- Encourage participation in the DEOCS and WGR and provide Service members with time to complete the surveys during working hours.
- Remind Service members that their voice matters and results of the surveys will inform prevention activities to better protect the Force.
- Share survey results and actionable next steps with Service members.
- Talk to Service members about how to spot signs of burnout and recommend the tips and resources to improve mental and physical health.
- Conduct a self-review to ensure your leadership style supports a positive work environment and encourages diversity and inclusion among your ranks.



## RESOURCES TO RECOMMEND



A collection of audio mindfulness exercises to minimize stress. Available free on Google Play, the App Store, and Military OneSource. [www.militaryonesource.mil/resources/mobile-apps/de-stress-and-relax-with-chill-drills-by-military-onesource](http://www.militaryonesource.mil/resources/mobile-apps/de-stress-and-relax-with-chill-drills-by-military-onesource)



Tips for managing work-life balance in the military. <https://www.hprc-online.org/social-fitness/teams-leadership/work-life-balance-military>



The U.S. Surgeon General's Framework for Workplace Mental Health and Well-Being. <https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>

## TIPS FOR AVOIDING BURNOUT

The World Health Organization classified "burnout" as a syndrome related to chronic workplace stress. Symptoms include fatigue, lack of motivation, negativism, and reduced productivity. Follow these tips to reduce burnout and improve health<sup>4</sup>:

- Get regular exercise. The brain releases chemicals during exercise that protect the body against stress.
- Optimize nutritional fitness. \* Nutrient-dense foods promote a healthy gut, which fuels performance and improves mental health.
- Practice mindful meditation. Concentrating on the present and disconnecting from past stress enhances well-being.
- Focus on gratitude. Being thankful increases positivity, which builds resilience and reduces stress.
- Foster healthy relationships. \* Connections give us purpose and form a protective buffer that reduces the risk of harm.
- Maintain good sleep habits. \* Quality sleep manages stress, controls emotions, and sharpens mental readiness.

\* Check out previous Holistic Wellness Challenges for more information on select topics at: [www.nationalguard.mil/Resources/Holistic-Wellness-Challenge](http://www.nationalguard.mil/Resources/Holistic-Wellness-Challenge)



## SPOTLIGHT: CONNECTEDNESS AND RELATIONSHIP EDUCATION (CARE)

- A national program that builds trust through connectedness and relationship skills training.
- The 5-part program increases relational awareness, builds trust between leaders and subordinates, and facilitates unit cohesion.
- Non-Commissioned Officers and Officers are trained to recognize and mitigate harmful behaviors early to help develop ready and resilient Service members.
- For more information, email: [ng.ncr.ngb-arng.mbx.ngb-j1-partnerships@army.mil](mailto:ng.ncr.ngb-arng.mbx.ngb-j1-partnerships@army.mil)

## REFERENCES:

1. DoD Annual Report on Suicide in the Military 2021 [www.dsps.mil/Portals/113/Documents/2022 ASR/Annual Report on Suicide in the Military CY 2021 with CY21 DoDSER \(1\).pdf?ver=tat8FRrUUh2IIndFrCGbsA%3d%3d](http://www.dsps.mil/Portals/113/Documents/2022%20ASR/Annual%20Report%20on%20Suicide%20in%20the%20Military%20CY%202021%20with%20CY21%20DoDSER%20(1).pdf?ver=tat8FRrUUh2IIndFrCGbsA%3d%3d)
2. Mind Share Partners' 2021 Mental Health at Work Report [www.mindsharepartners.org/mentalhealthatworkreport-2021](http://www.mindsharepartners.org/mentalhealthatworkreport-2021)
3. American Psychological Association's 2022 Work and Well-being Survey [www.apa.org/pubs/reports/work-well-being](http://www.apa.org/pubs/reports/work-well-being)
4. Optimize Your Performance to Prevent Burnout <https://www.hprc-online.org/total-force-fitness/tff-strategies/optimize-your-performance-prevent-burnout>