

# OSCAR TEAM TRAINING



Photo: LCpl Preston McDonald

## Pre-Reading (pages 4-11)

### Lesson 1

- Expectations

### Lesson 2

- Stress reactions

### Lesson 3

- Supporting stressed Marines

### Lesson 4

- Planning your OSCAR Team implementation

# COMMAND EXPECTATIONS



- It's our personal goal to keep Marines in the fight
- To fulfill your OSCAR Team duties, you will:
  - ☐ Build relationships
  - ☐ Plan how you'll implement OSCAR activities
  - ☐ Implement OSCAR in your unit



# COURSE INTRODUCTION

- How many of you have been exposed to overwhelming stress in your personal life or within your time in the Marine Corps?
- You will use your experience and knowledge to create a help-seeking and peer-supporting culture.





# EXERCISE 1A: TAKING ACTION

- Marines spring to action every day and in critical times.
- We'll break into five groups.
- Each group will have a case to discuss.
- Turn to Exercise 1A in your OSCAR Job Aid.





# COURSE STRATEGY



## Four lessons:

1. Outlining foundations and expectations
2. Building resiliency and managing stress
3. Supporting stressed Marines and getting them required help
4. Planning for your OSCAR Team actions



# RULES OF ENGAGEMENT

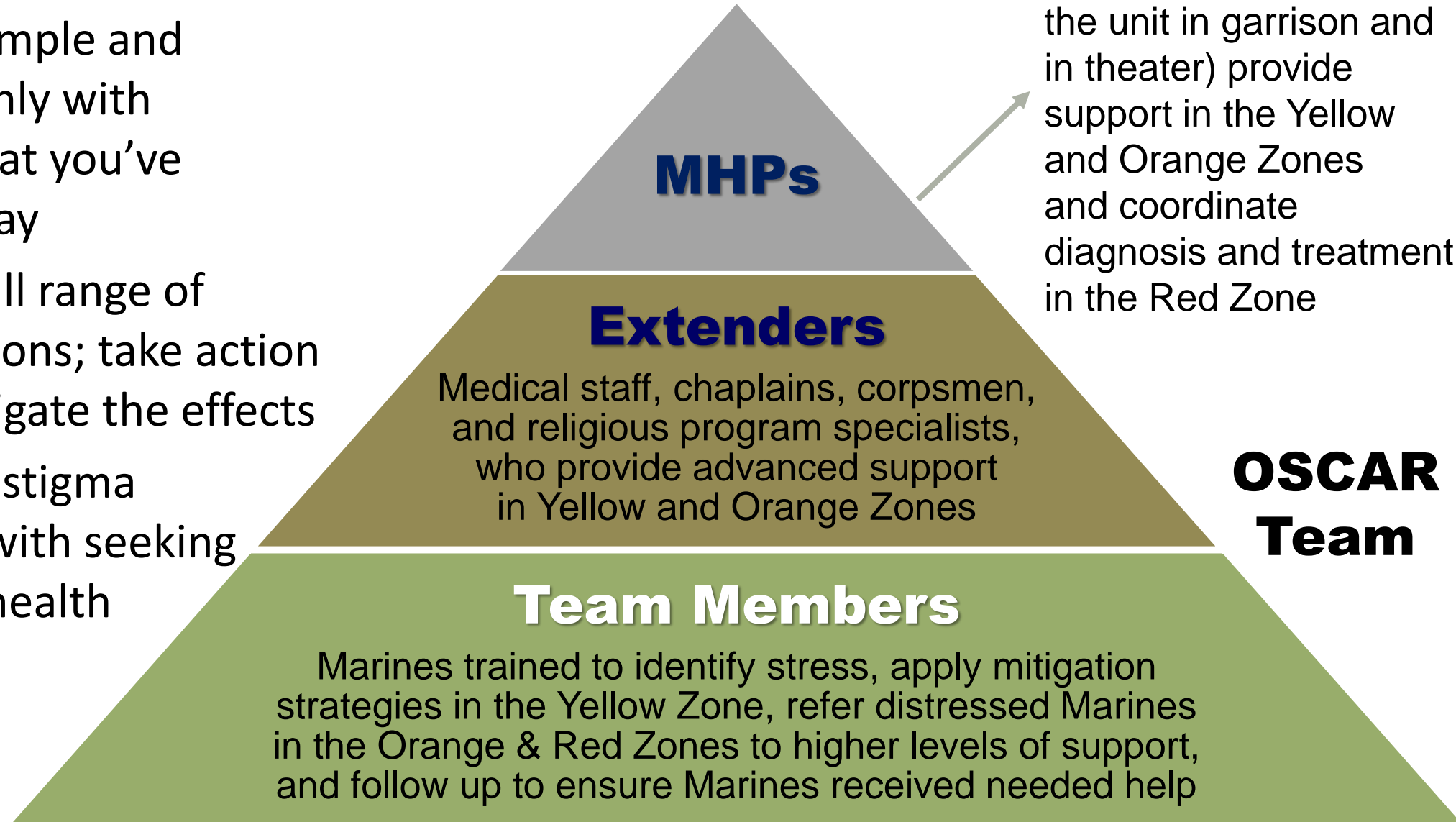
- Keep an open mind
- Actively participate in group discussions and individual exercises
- Use your Job Aid to take notes
- Think about what solutions might work in your unit





# STRESS CONTROL MISSION

- Lead by example and discuss openly with Marines what you've learned today
- Know the full range of stress reactions; take action early to mitigate the effects
- Reduce any stigma associated with seeking behavioral health assistance





# EXERCISE 1B: POSITIVE INFLUENCERS

**Positive influencers:** Leaders who model and promote healthy behaviors

1. What are qualities of positive influencers?
2. What do you look for in a mentor?
3. What are two things you like best about being a Marine?
4. What does a bias for action mean to you?

**BIAS FOR  
ACTION**

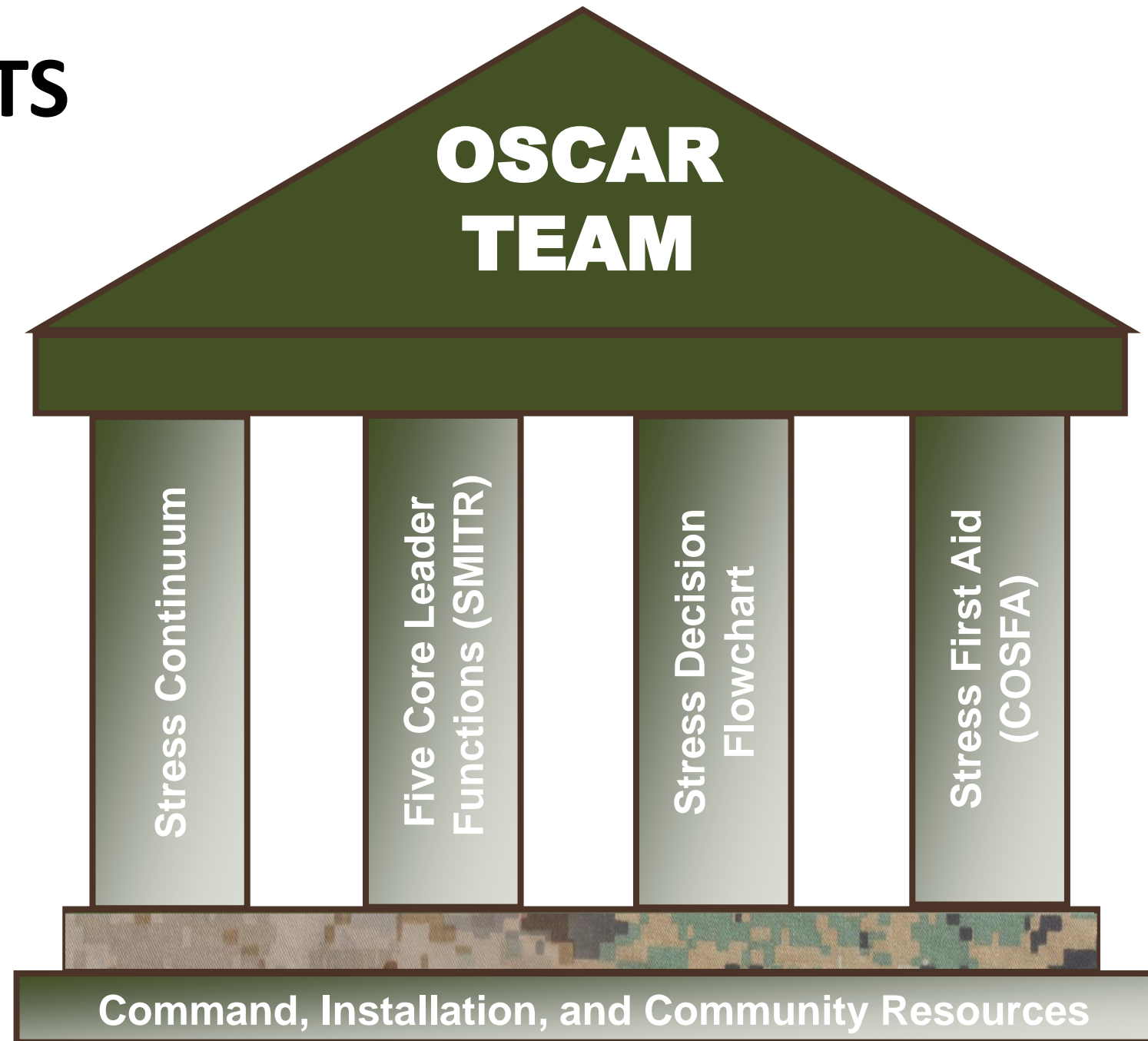
**KEY OSCAR  
TEAM  
CONCEPTS  
LEADERSHIP  
SUPPORT**

**MODEL KEY  
OSCAR TEAM  
CONCEPTS &  
EDUCATE  
OTHERS**

**ENTIRE  
MARINE  
CORPS USES  
OSCAR  
PRINCIPLES**

# KEY TEAM CONCEPTS

1. The Stress Continuum (Green, Yellow, Orange, and Red)
  2. The Five Core Leader Functions (SMITR)
  3. The Stress Decision Flowchart
  4. Stress First Aid (COSFA)
- You will find these explained in more detail in your OSCAR Job Aid.





# EXERCISE 1C: WHAT YOU BRING

- Let's "Think & Ink, Pair Share" to unpack what you bring to the OSCAR Team.
- Turn to Exercise 1C in your Stress Control Job Aid.
- Write answers and turn to your neighbor to share.



- What is your most valuable attribute as a small unit leader?
- What one experience taught you that you can handle challenges?
- What is one issue you face while leading Marines?
- What is the most challenging issue Marines face?

# YOU'RE NOT IN THIS ALONE

- **S/M** Semper Fit & Marine Corps Family Team Building
- **S/M/I/R** New Parent Support Program
- **M/I/T** Military and Family Life Counselors
- **M/I/T/R** Community Counseling Program, Family Advocacy Program, Substance Abuse Counseling Center





# LOCAL RESOURCES

**Points of contact:**

**Chaplain & RPs:** Name, Phone, Location

**Medical Staff:** Name, Phone, Location

**MHP:** Name, Phone, Location

**Substance Abuse Counseling Center, SACC:** Name, Phone, Location

**Community Counseling Program:** Name, Phone, Location

**Family Advocacy Program:** Name, Phone, Location

**New Parent Support Program:** Name, Phone, Location

**Military Family Life Counselor, MFLC:** Name, Phone, Location

**COSC Representative:** Name, Phone, Location

**EPBHC:** Name, Phone, Location

**Deployment Readiness Coordinator:** Name, Phone, Location



# BREAK 10





# LESSON 2



Photo: LCpl Preston McDonald

We will learn about stress, our natural reactions to it, and the proactive, continuous activities we'll execute for building unit and Marine resiliency. We'll dig into:

- Stress Zones: Green (ready) & Yellow (reacting)
- Core Leader Function: Strengthen

# STRESS: WHAT IS IT?

Stress is a reaction to a situation where a person feels threatened or anxious. Stress can be positive (planning for a wedding) or negative (dealing with the death of a friend). Learning healthy ways to manage stress and getting the right care and support is crucial.



- Combat and operational stress: Changes in physical or mental functioning or behavior resulting from the experience of combat, its aftermath, or from stress that may impact us at home, in garrison, and during non-combat military operations.



# EXERCISE 2A: PULSE CHECK

- Turn to Exercise 2A in your Stress Control Job Aid.
- A video will play
- Record the positive and negative stressors you see in the appropriate columns

# BASELINE + ANOMALY = DECISION

*For all Marines:*

*(Know their baseline) + (Continually monitor for anomalies)*

*= Choose their stress zone and take action*

## Watch for (observe):

- Deployment or training stressors
- Uncharacteristic and intense negative emotions
- Changes in job performance, self-care, or relationships

## Listen for (ask about):

- Personal or home stressors
- Troubling thoughts including guilt/shame
- Physical symptoms including sleep problems or loss of self-control



WORK STRESS



CHRONIC PAIN



LIFE CHANGE



FAMILY



# BASELINE (GREEN ZONE)

## IDENTIFY

- **Good to go**
- **Well-trained**
- **Calm and steady**
- **Prepared**
- **Fit and tough**
- **Eating well**
- **Sleeping enough**
- **Sense of humor**
- **Good decisions**

## TAKE ACTION

### Green (Ready) Zone

- **Keep wellness a priority and work to stay in the “Green Zone”**
- **Grow your problem-solving and conflict management skills**
- **Continuously monitor yourself and others (check in often) for signs of distress or loss of function**

# IDENTIFY ANOMALY (YELLOW ZONE)

## REACTING

- ▶▶ Distress or impairment
- ▶▶ Mild, transient
- ▶▶ Anxious or irritable
- ▶▶ Behavior change

I don't know if I'm going to meet this deadline.

I'm about to run the PFT, and I'm not ready.

The traffic makes me crazy!

I just had a fight with my spouse.

My household goods shipment is missing some boxes.

- Difficulty relaxing and sleeping
- Loss of interest in social or recreational activities
- Any change from normal personality
- Hyperactive startle responses to noises
- Unusual and excessive fear/worry/anger
- Recurrent nightmares or troubling memories



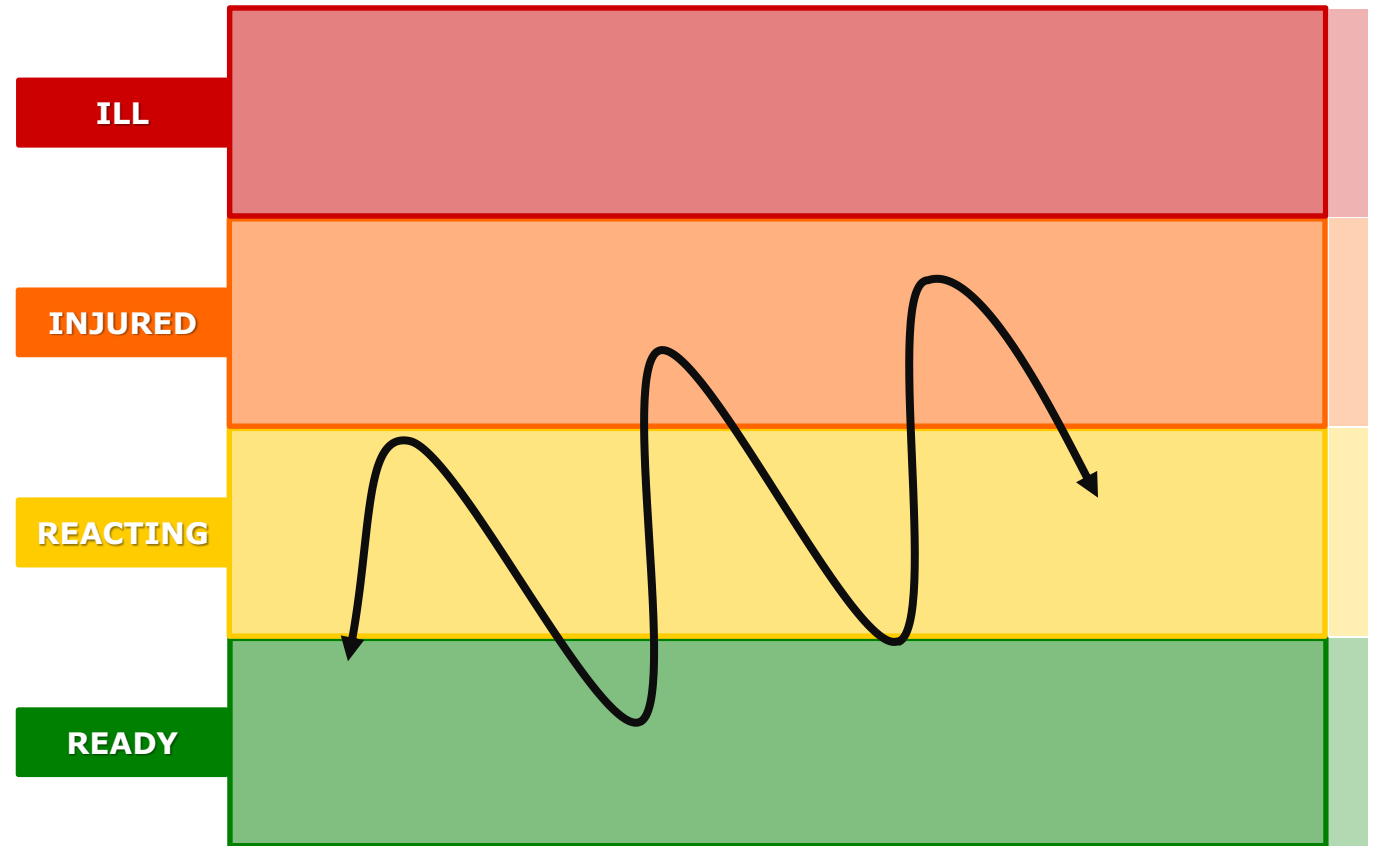
# RESILIENCE

- Withstand adversity without becoming significantly affected
- Recover quickly and fully from stress-induced distress or impairment



# BUILDING RESILIENCY

- Repeated and controlled exposure to stress + recovery time = expansion of a Marine's Green and Yellow Zone
- Decreases risk of Orange and Red Zone injuries and illnesses





# BREAK 10





# STRENGTHEN: TOTAL FITNESS

## BODY

- Meets or exceeds PFT/CFT standards
- Meets body composition standards
- Receives medical and dental clearance for full duty
- Makes lifestyle decisions that support health, fitness, and readiness

## MIND

- Feels self-confident
- Possesses strong decision-making skills
- Perseveres
- Stays focused on mission
- Exhibits hopefulness and positive outlook
- Maintains mental agility
- Assists others in need

## SPIRIT

- Engages in life's meaning and purpose
- Feels hopeful about life and future
- Makes sound moral decisions
- Connects with family, friends, and community
- Forgives self and others
- Respects self and others
- Stays true to core values and beliefs

## SOCIAL

- Enjoys strong family and support system
- Exhibits social confidence
- Possesses strong decision-making skills
- Feels a sense of community
- Maintains interest in fitness and community activities
- Respects self and others
- Builds and sustains healthy relationships



# EXERCISE 2B: TOTAL FITNESS

- (Self-care) What do you currently do to strengthen yourself in each area?  
What are three new things you will add to strengthen yourself?
- (Peer support) What will you recommend to others?

<b>BODY</b> <ul style="list-style-type: none"><li>▪ Meets or exceeds PFT/CFT standards</li><li>▪ Meets body composition standards</li><li>▪ Medically and dentally cleared for full duty</li><li>▪ Lifestyle decisions support health, fitness, and readiness</li></ul>	<b>MIND</b> <ul style="list-style-type: none"><li>▪ Self-confidence</li><li>▪ Strong coping/decision-making skills</li><li>▪ Perseverance and hopefulness</li><li>▪ Mission focus</li><li>▪ Healthy relationships</li><li>▪ Assists others in need</li></ul>
<b>SPIRIT</b> <ul style="list-style-type: none"><li>▪ Engaged in life's meaning and purpose</li><li>▪ Hopeful about life and future</li><li>▪ Makes sound moral decisions</li><li>▪ Fully engaged with family, friends, and community</li><li>▪ Able to forgive self and others</li><li>▪ Engaged in core values and beliefs</li></ul>	<b>SOCIAL</b> <ul style="list-style-type: none"><li>▪ Strong family and support system</li><li>▪ Socially confident</li><li>▪ Strong coping and decision-making skills</li><li>▪ Sense of community</li><li>▪ Interest in fitness/community activities</li><li>▪ Mission focus</li><li>▪ Respects self and others/healthy relationships</li></ul>

# EXERCISE 2C: STRENGTHEN (1<sup>ST</sup> TECHNIQUE)

- Together we'll practice Box Breathing
- Did you physically feel anything change while box breathing?
- How could you see yourself using this technique with Marines?

• **1) Inhale through your nose; expand your stomach**

**one,  
two,  
three,  
four**

• **2) Hold your breath**

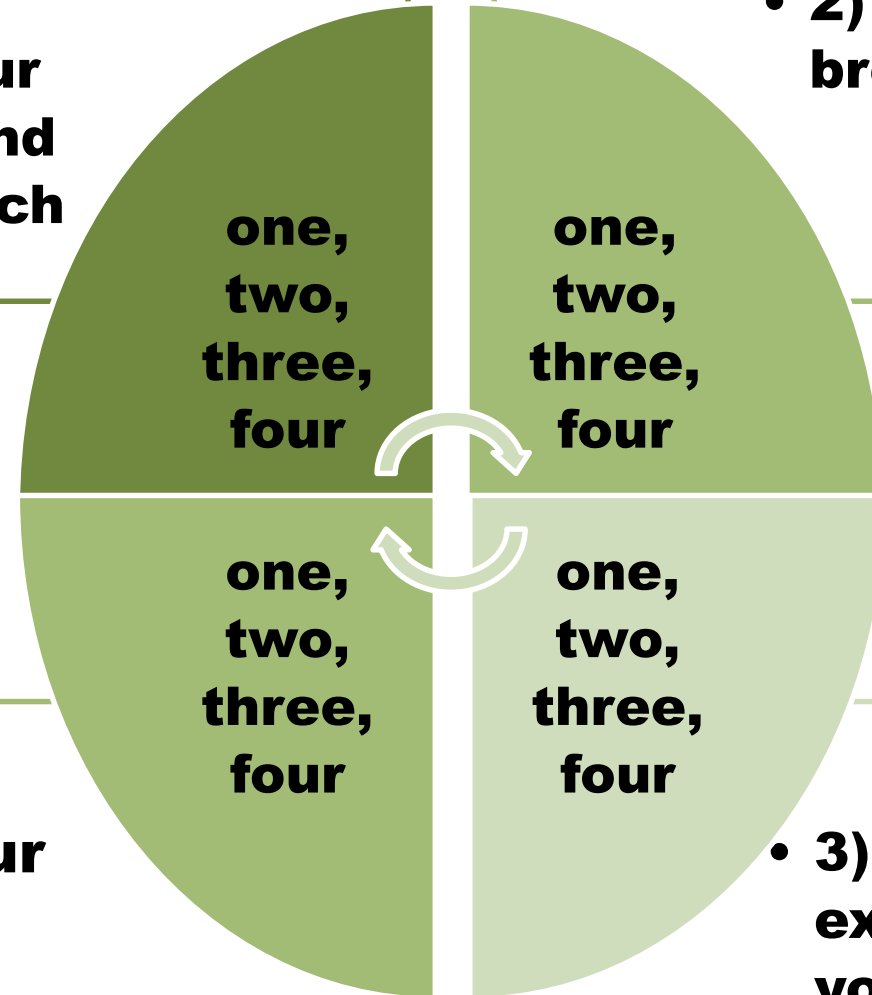
**one,  
two,  
three,  
four**

• **4) Hold your breath**

**one,  
two,  
three,  
four**

• **3) Slowly exhale through your nose**

**one,  
two,  
three,  
four**





# EXERCISE 2C: STRENGTHEN (2<sup>ND</sup> & 3<sup>RD</sup> TECHNIQUES)

- Break into groups of four participants
- Bring your Stress Control Job Aid.
- Two in each group will read the second technique: Progressive Muscle Relaxation
- Two in each group will read the third technique: Grounding
- In the groups, you will brief the techniques to each other and practice





# BREAK 5





# LESSON 3



Our efforts must be focused on mitigating stress before it progresses. We do this by knowing:

- Stress Zones: Orange (injured) & Red (ill)
- Core Leader  
Function: Mitigate & Identify



# THE FOUR As OF DEALING WITH STRESS



- **Avoid**  
the stressor
- **Alter**  
the stressor
- **Adapt** to the  
stressor
- **Accept**  
the stressor



# EXERCISE 3A: MANAGING STRESSORS

- Turn to Exercise 3A in your Job Aid, and list all the stress management techniques you can imagine (easy ones and harder to resource ones).
- They can be silly. Write down anything that comes to mind. Start writing; you have 3 minutes.
- Take 1 additional minute to answer the two exercise questions.





# MITIGATE & MENTAL AGILITY: TURN & TALK

- Mental agility exercises can improve your ability to mitigate stress by:
  - Controlling the things you can control
  - Lessening the impact of things you can't control
  - Understanding the difference





## EXERCISE 3B: CONTROL WHAT YOU CAN

- Turn to Exercise 3B in your Job Aid, and you'll find this exercise.
- Write down stressors you can control in the first column and how you can mitigate those stressors in the second column.
- Write down the stressors you can't control in the third column and how you can mitigate those in the fourth column.

STRESSORS I <u>CAN</u> CONTROL	HOW CAN I MITIGATE THEM?	STRESSORS I <u>CAN'T</u> CONTROL	HOW CAN I MITIGATE THEM?
Weight gain	Cut out junk food; exercise more; get adequate sleep	I'm getting older	Talk to Semper Fit about ways to keep fit
Boredom	Take part in Single Marine Program activities; volunteer with a community group	Stuck in a 5-mile backup on the interstate while driving home from work	Call a friend or relative you haven't talked to in a while; download a podcast or audio book; listen to your favorite radio station

# EXERCISE 3C: SLEEP TEST

- Sleep is the time for the body to repair itself
- You need it for physical and mental health
- Lack of sleep hurts performance, concentration, mood, and the ability to solve problems
- Turn to page 27 in your Job Aid.





# EXERCISE 3D: INJURED & ILL DIFFERENCES

1. What are the differences between the Yellow & Orange Zones?
2. Why is this distinction important?
3. What actions of ours are different between the Yellow & Orange Zones?





# BREAK 5





# DEFEATING THE STIGMA OF SEEKING HELP

**Marines might hesitate to seek help because:**

- They perceive it to be a sign of weakness
- They think they don't have time
- They don't recognize they have a problem
- They worry it will affect their career



# WILL SEEKING HELP HURT MY CLEARANCE?

## EO 12968:

“...No negative inference concerning the standards in this section may be raised solely on the basis of mental health counseling. **Such counseling can be a positive factor in eligibility determinations.** However, mental health counseling, where relevant to the adjudication of access to classified information, may justify further inquiry to determine whether the standards of subsection (b) (casts doubt on individuals judgement, reliability, or trustworthiness) of this section are satisfied, and mental health may be considered where it directly relates to those standards.”

Standard Form 86  
Revised December 2010  
U.S. Office of Personnel Management  
5 CFR Parts 731, 732, and 736

## QUESTIONNAIRE FOR NATIONAL SECURITY POSITIONS

Form approved:  
OMB No. 3206 0005

### Section 21 - Psychological and Emotional Health

Mental health counseling in and of itself is not a reason to revoke or deny eligibility for access to classified information or for a sensitive position, suitability or fitness to obtain or retain Federal employment, fitness to obtain or retain contract employment, or eligibility for physical or logical access to federally controlled facilities or information systems.

**21.1** In the last seven (7) years, have you consulted with a health care professional regarding an emotional or mental health condition or were you hospitalized for such a condition? Answer 'No' if the counseling was for any of the following reasons and was not court-ordered:

- strictly marital, family, grief not related to violence by you; or
- strictly related to adjustments from service in a military combat environment

Please respond to this question with the following additional instruction: Victims of sexual assault who have consulted with the health care professional regarding an emotional or mental health condition during this period strictly in relation to the sexual assault are instructed to answer No.

☐ YES ☐ NO (If NO, proceed to Section 22)



# DISCUSSION: BEING A MARINE IS THE EASY PART

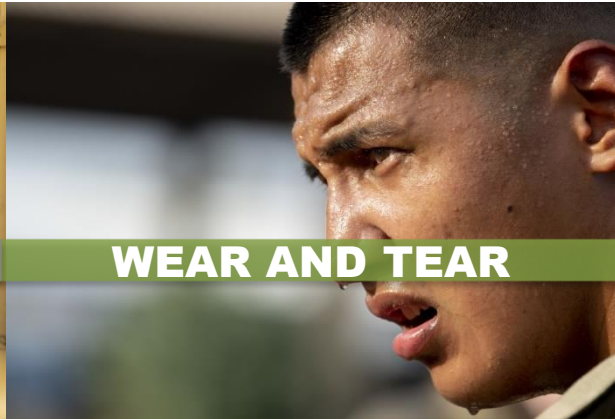
“My spouse had a difficult childhood. We got married, and I knew what I was signing up for, but it’s harder than I expected. We’ve been married two years and nothing ever seems to be good enough. We take lavish vacations and on social media appear to be the ‘perfect’ family. In reality, my spouse unleashes such hurtful comments that I wonder if it’s emotional abuse. I’m not sure how much more I can take before I lose my cool. And being a Marine? Um, yeah, work is my reprieve. It’s where I feel most comfortable right now— but I can tell my Marines are worried about me. Is it showing in my work performance? I hope not, but I don’t know. I hate going home. ”

# IDENTIFY: WATCH FOR CRITICAL STRESSORS



**LIFE THREAT**

Life threat is any time a person might get killed. It's an immediate threat to your life.



**WEAR AND TEAR**

Wear and tear is prolonged stress. It could be work-ups or long stretches of repeated missions in theater with little down time.



**LOSS**

Loss is the death of someone close to you, the loss of a relationship or a job, or something else important to you.



**INNER CONFLICT**

Inner conflict is anything that causes guilt or doesn't sit right with your beliefs.

***Identify these four types of stressors. When your Marines experience one or more of these stressors, be aware of the increased risk of Orange or Red Zone.***



# IDENTIFY ANOMALY (ORANGE ZONE)

## INJURED

- ▶▶ More severe or persistent distress or impairment
- ▶▶ May leave lasting evidence (personality change)

I keep having the same nightmare.

I might lose it and hurt somebody.

It was all my fault.

I haven't slept in weeks.

I have lost all energy.

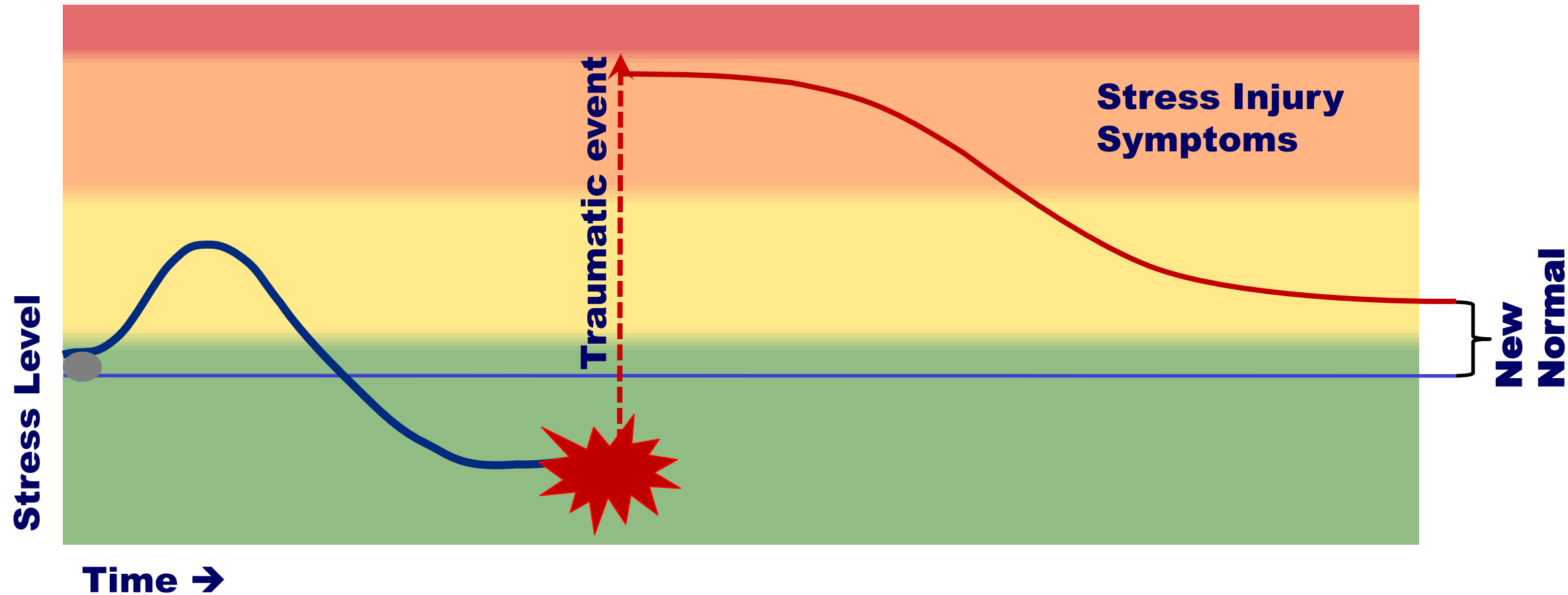
- Inability to fall asleep or stay asleep
- Withdrawal from social or recreational activities
- Uncharacteristic outbursts of rage or panic
- Nightmares or memories that increase heart rate
- Inability to control emotions
- Loss of usual concern for moral values
- Serious suicidal or homicidal thoughts

# DISCUSSION: HELPLESS

“I’m wearing my Marines out. And it seems like there is nothing I can do. I am truly trying to be a good leader. I send them home when the work is done, but just when we think we’re going to get a breather, another call comes in. Last Friday, I sent my Marines home and told them to enjoy the weekend, but at 2200 received a call I would need two of them to be drivers for a special pop-up run at 0200. This isn’t war. They should be able to relax and spend time with their friends and family. But I have my leadership calling me, and I have no choice but to task out my Marines. I know they’re exhausted. I’ve lost one to suicide in the last year, and two others have expressed suicidal ideations. It’s the wear and tear. I feel helpless in advocating for them.”



# RECAP: INVOLUNTARY STRESS RESPONSES



# GARRISON LIFE

## Stress Combo

**Life Experiences**



**Common Stressors**



**Deployment or Operational Experiences**



LIFE THREAT



WEAR AND TEAR



LOSS



INNER CONFLICT

**Garrison**

## Garrison Factors

- Repetitiveness or monotony
- Too much or too little money
- Strained relationships
- Loss of identity
- Isolation
- Availability of alcohol
- Time to think

## Potential Outcomes

**Job Performance**

**Relationship Breakdown**

**Misconduct**

**Mental Health Issues**



## EXERCISE 3E: THINGS WENT SIDEWAYS

“My unit goes from being so bored to too busy, all the time. Just three days ago, a couple Marines and I were real bored, so we went to a party. We were trying to have fun, but that went sideways. I drank too much, I’m underage, and I needed medical attention. My buddy called an ambulance, and I woke up in the emergency room with my SNCO. I’ve never been in trouble before, and my SNCO took care of it. But word got all the way around my unit, and Sergeant Major wants to see my leadership immediately. I know things are bad, and I don’t want my mentors catching heat for my actions. I was in a good relationship for years and had someone who listened to my issues, but we broke up recently: I don’t know who I can talk to now.”

# IDENTIFY ANOMALY (RED ZONE)

## ILL

- ▶▶ Unhealed stress injuries can become illnesses
- ▶▶ High likelihood of abuse or dependence on substances
- ▶▶ Increased risk for aggression, other misconduct

I don't see any reason to go on living.

I might lose it and hurt somebody.

I've been getting blackout drunk every night.

I don't want to get out of bed anymore.

I haven't slept for months.

- Stress injuries that don't get better over time
- Stress injuries that get worse over time
- Stress injuries that get better and then come back worse
- Post-deployment stress injury symptoms lasting for more than several weeks should be evaluated for Red Zone



# RED ZONE: ILLNESS

***ONLY A QUALIFIED MEDICAL OFFICER CAN  
DIAGNOSE DISORDERS***

- If you think a Marine is in the Red Zone, refer the Marine to medical right away
- Follow up and ensure Marine has received proper treatment
- Mentor Marine back to full duty if possible and reintegrate into unit

# BREAK 5





# LESSON 4



Photo: LCpl Preston McDonald

## PREVIEW

- Core Leader Functions: Treat & Reintegrate
- Stress First Aid Practical Applications
- OSCAR Activities Planning

# TREAT: INTERVENTION

- All actions to promote recovery from Yellow, Orange, and Red Zone stressors
- Regardless of where or by whom those “treat” actions are taken





# TREAT: CONNECT WITH MARINES



- How do you approach your Marines to get them to talk?
- What do you do if a Marine is resisting your advice?
- How important is it to gauge how a Marine is feeling?
- How good are you at reading how a Marine is feeling?

# EXERCISE 4A: WAYS TO ENGAGE WITH MARINES

- Turn to Exercise 4A in your Job Aid.
- Read the scenario, and then partner with your neighbor to use one of the engagement techniques to start a conversation with the Marine.
- You'll have 6 minutes for this exercise.





# EXERCISE PREP: PRIMARY AID (COSFA)



**CHECK.** Assess, watch, and listen for unusual stressors, severe distress, and changes in behavior.

**COORDINATE.** Get help. Inform chain of command (at least one level up), refer Marine to OSCAR Extender, and follow up.

**COVER.** Get this person to safety. Recognize danger posed by or to a stressed person. Neutralize the danger. Keep person safe until he or she recovers.

**CALM.** Help the person relax; slow down. Use box breathing; muscle relaxation; grounding. Refocus the Marine's thinking.

# EXERCISE 4B: MORE THAN A BITE & BEER

- Turn to Exercise 4B in your Job Aid. Remember your stress control skills, including Stress First Aid--COSFA.
- After we read the scenario, you will have 2 minutes to answer the questions.

It's Friday night after a long week of field training, and you and your buddies can't wait to hit the local bar. A group meets at a popular local spot, orders several appetizers, and enjoys a round of beers. You suddenly notice an escalation between Smith and Jones. They are shouting, and you hear something about football. They both move into the lobby. Before everyone realizes what is happening, punches are thrown. You and others separate them and know it's time to leave. You separate into two groups. Some go with Jones, and you and a few others go with Smith. You begin to walk down the street, and Smith still seems a little escalated.



# EXERCISE PREP: SECONDARY AID (COSFA)



**CONNECT.** Spend time with Marine; encourage peer support.

**COMPETENCE.** Encourage and mentor Marine back to full function. Restore effectiveness; retrain if necessary.

**CONFIDENCE.** Be positive reinforcement as Marine reintegrates with unit. Restore self-esteem. Give the Marine increasing responsibility.

# EXERCISE 4C: NO TIME

- Turn to Exercise 4C in your Job Aid. Remember your stress control skills, including Stress First Aid—COSFA.
- After we read the scenario, you will have 2 minutes to answer the questions.

“I came into work smelling like alcohol. So, I’ve been enrolled in the Substance Abuse Program. I’m not happy about it, but at least the staff are nice, and I am actually learning a lot. The classes got me thinking that I want to attend anger management as well. They meet once a week for a couple hours, but I’m already out of the office for my substance abuse classes, so my leadership thinks I’m just trying to get out of work. I enrolled in anger management but had to drop the course after leadership said they can’t afford to have me out of the office any more than what I already am. My spouse is busy with our child most of the time, but there seems to be a huge disconnect there as well. The op tempo is unbelievable. I understand why they need me at work as much as possible, but, damn, I want to get to the bottom of my problems and why I started drinking in the first place. I want to be a Marine, but I want to get myself straight, too. I can’t be the best Marine, parent and spouse if I don’t get some of this mess resolved.”



# REINTEGRATION



Successful reintegration after seeking help means a Marine returns to the unit, or returns to his or her specific job, **grows** from challenging experiences, and rebuilds competence and confidence with help from command and peers.

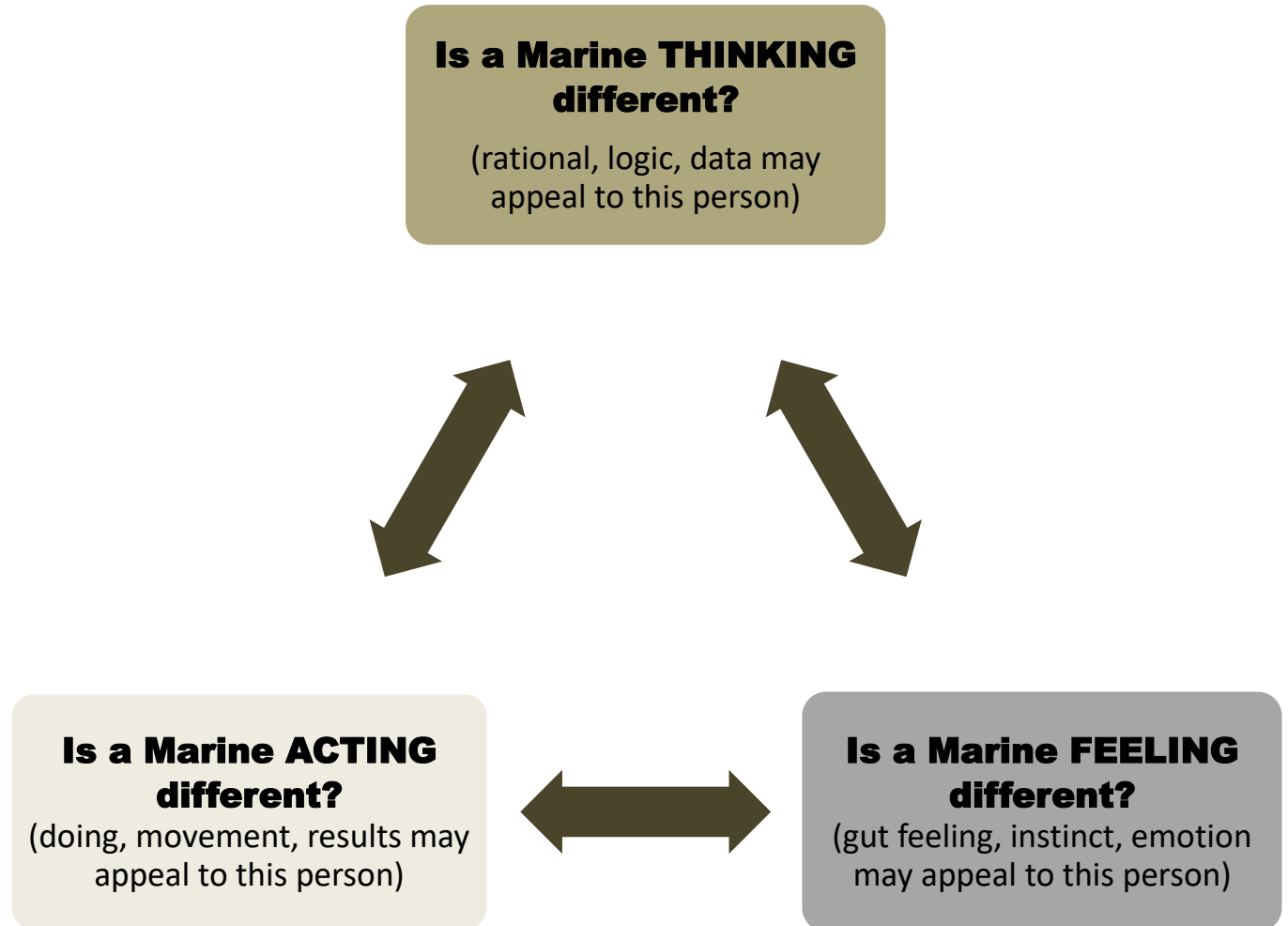
# REINTEGRATION GOALS

- Communicate an attitude of respect and trust.
- Help the Marine refocus on the mission and rebuild confidence.
- Ensure others don't undermine any Marine's reputation.
- Recognize that Marines who are in treatment or have recently completed treatment are still at risk and need continued support.



# EXERCISE 4D: CHANGE

- Turn to Exercise 4D in your Job Aid.
- Read the scenario, and then partner with your neighbor to use one of the engagement techniques to start a conversation with the Marine.
- You'll have 6 minutes for this exercise.



# BREAK 10





# YOUR OSCAR TEAM'S NETWORK

- Identify specific events that have recently heightened awareness of the issues within your community/installation
- Identify key sources of data about the problem
- Develop a list of individuals and organizations/groups in the community/installation who are affected by the main issues
- Are there regular meetings of groups you can attend to avoid any duplication of efforts?



# OSCAR BEST PRACTICES

APPROACHES TO  
STRESS CONTROL



# EXERCISE 4E: YOUR OSCAR ACTIVITIES PLAN

- Turn to Exercise 4E in your Job Aid.
- Brainstorm activities across SMITR, use these ideas to get started.

EXERCISE 4E: OSCAR TEAM ACTIVITIES PLAN				
These are ideas of how you can put your OSCAR Team training to work across the SMITR spectrum. You will brainstorm ideas that will work best for your unit's team.				
STRENGTHEN	MITIGATE	IDENTIFY	TREAT	REINTEGRATE
<ul style="list-style-type: none"><li>• Mentor peers and junior Marines in one on one conversations</li><li>• Apply MCLD teach, coach, mentor &amp; SMART goals</li><li>• Build healthy behaviors</li><li>• Conversations, empathy</li><li>• Influence use of sponsorship programs in unit for all new joins</li><li>• Group fitness activities</li><li>• Group</li></ul>	<ul style="list-style-type: none"><li>• Teach coping skills to Marines</li><li>• Assess marine's 'fitness' (mind, body, spirit, social) and find areas where a Marine may be able to improve</li><li>• Assess potential morale issues within the unit and find ways to improve cohesion</li><li>• Have conversations</li></ul>	<ul style="list-style-type: none"><li>• Assess for events that may increase stress, or for times when multiple stressors are impacting a marine</li><li>• Assess behaviors for changes in the face of stressors</li><li>• Assess coping skills and level of functioning</li><li>• Intervening when seeing a Marine in trouble (e.g.</li></ul>	<ul style="list-style-type: none"><li>• Know available resources, MTF, MCCS, Chaplain, MFLC, phone numbers, locations</li><li>• Peer mentorship and leaders should be engaged throughout treatment</li><li>• Follow up on treatment appointments, take Marine to appointments</li></ul>	<ul style="list-style-type: none"><li>• Have positive reintegration plan for Marines who return from counseling/medical care</li><li>• Change attitudes of peers who may not accept these Marines in the unit</li><li>• Normalize use of counseling</li><li>• Empathy, listening, conversation skills</li><li>• Support</li></ul>

# EXERCISE 4F: LEADERS DRIVE STRESS CONTROL

- Turn to Exercise 4F in your Job Aid.
- List three ideas for your growth in both categories.

## LEADERSHIP

- Establish intent
- Generate buy-in
- Set the example/inspire
- Know available resources
- Instill fitness of body, mind, spirit, social
- Supervise
- Foster healthy relationships
- Know your Marines and look out for their welfare

## INDIVIDUAL

- Know yourself, seek self-improvement
- Take personal responsibility
- Intervene on fellow Marine's behalf
- Know available resources
- Embody fitness of body, mind, spirit, social



# CALL TO ACTION

- Use your leadership skills to inspire Marines to get help when they need it.
- Share your OSCAR Activities Plan with your chain of command, COSC Representative, and your OSCAR Team Network.

