



Royal Norwegian Air Force Human Performance Optimization Program

*Bobbie Ray-Sannerud, Dr. Psychol
Clinical & Organizational Psychologist
Norwegian Institute of Aviation Medicine
University of Oslo*



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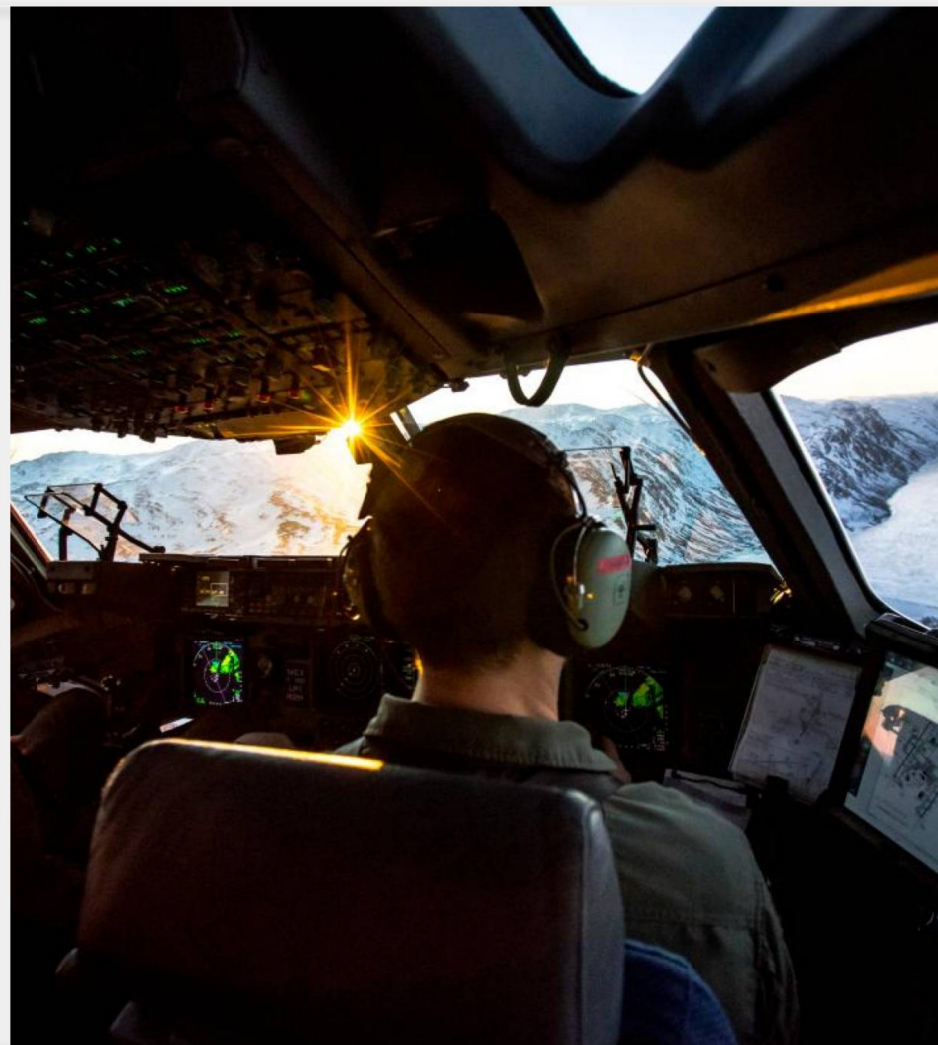
- Norway - active participant in NATO since April 1949.
- Approx. 2,430 employees
- Fighter and maritime focused and operates Norway's search and rescue helicopters.
- Norwegian Institute of Aviation Medicine
 - 16 Physicians
 - 2 Psychologists



Human Performance Optimization Program

- Recognizes that effective human performance is fundamental to operational safety in aviation.
- Goal is to build and maintain aircrew mental and physical health through organizational and individual **tailored** performance strategies.

Launched 2023



Bottom-up Approach

- Higher adaptability
- Growth Culture
- Increase trust

1:1 Psychological Consults



**Fit-to-Operate
development
guide**



1:1 Psychological Consults

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1:1 Psychological Consults



Increase operational presence of psychologist at squadron.



Tailor interventions around life functioning, enhance coping strategies resilience, and flight readiness to the individual.



Inspired by USAF, Behavioral Health Optimization Program (BHOP.)



30 min 1:1 consults focused on tailoring interventions for improving daily functioning, improved resilience, and flight readiness.

Survey results from 1:1 Psychological Consults

- 35 Pilots scheduled; 2 no-show due to flying duties
- 100% participated in the consult (volunteer basis)
- Anonymous survey sent day after consult
- 15 Responses (more coming in)

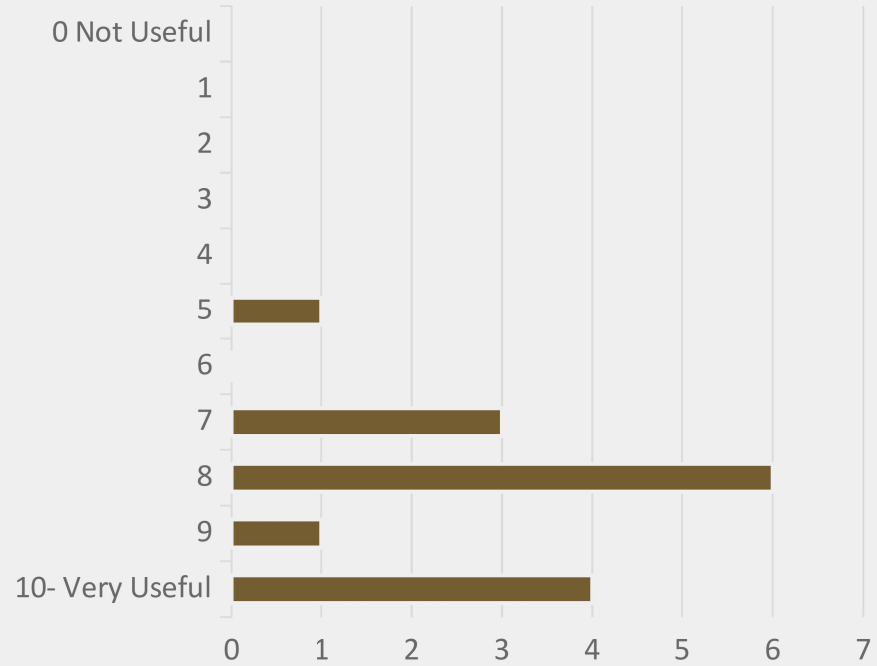


Survey results from 1:1 Psychological Consults

What was the theme of your discussion with the psychologist?



How useful was the discussion with the psychologist to your performance at work?

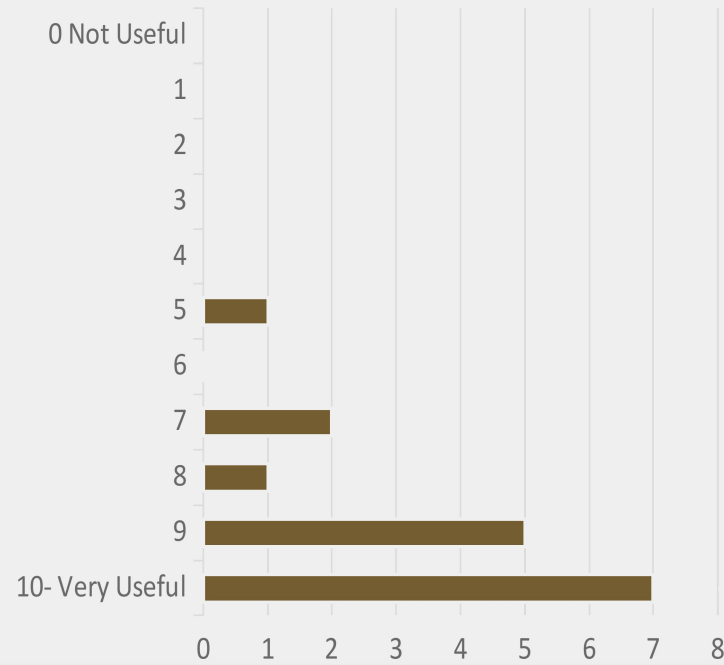


Survey results from 1:1 Psychological Consults

What discussion points were most helpful to you?



Do you see value in having a psychologist return to the squadron for a similar consult?





*Operational specific
Fit-to-operate pre-flight
checklist*

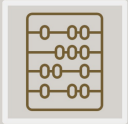
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Operational specific Fit-to-Operate pre-flight checklist



Squadrons indicate need for checklist to promote self-monitoring of mental & physical health prior to engaging flying operations.



Sources of fatigue and operational needs differ amongst squadrons.



Project with F35 Sq validated motivation to use checklist with their input to their design and implementation preferences



**An 8-Step Guide
Development of Fit-to-Operate checklist
to promote self-monitoring of mental &
physical health pre-flight**

Norwegian Institute of Aviation Medicine

Usability & design principals

Development of fit-to-operate checklist



Effectiveness: It supports the pilot in assessing their level of fatigue accurately as it pertains to engaging in flight operations



Efficiency: It performs the task quickly through the easiest process.



Engagement: Pilots find the checklist pleasant to use



Ease of learning: New pilots can complete the checklist easily

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1:1 Psychological Consults



Fit-to-Operate development guide