

Annex H – NATO RTG/HFM-203 (MENTAL HEALTH TRAINING) WHITE PAPER 004

27 March 2012

SUBJECT: *Benefits of Evidence-Based Mental Health Training*

1) **Purpose:** Outline the value of evidence-based mental health training.

2) **Background:** Scientifically proven mental health training has been shown to be effective in enhancing service member performance and well-being. Such evidence-based training ensures the training meets the desired objectives. However, leaders are frequently approached by well-intended training advocates who promise quick fixes, possibly resulting in the military adopting training programs which have not been scientifically proven to be effective.

3) **Benefits of Evidence-Based Mental Health Training:** An evidence-based approach helps leaders make optimal decisions about which mental health training program to implement. Further, evidence-based approaches ensure that the training can actually deliver the desired outcomes. Specifically, an evidence-based approach:

- a) Maximizes service member performance and mental health.
- b) Reduces service member mental health problems associated with deployment.
- c) Conserves organizational resources, time, and money.
- d) Ensures training efficiency and effectiveness.
- e) Supports NATO efforts to standardize training and ensure interoperability.
- f) Allows for prioritization of the most effective training.
- g) Minimizes the likelihood that harmful or ineffective training is implemented.

4) **Achieving Evidence-Based Approaches:** In deciding what mental health training to implement, senior military mental health experts should be consulted to review the training material for appropriate fit and to determine level of scientific evidence. Programs should be adopted that have direct evidence of efficacy or are adapted from existing evidence. If adopted, these programs should initially be fielded on a small scale. An ongoing program evaluation should then be established to determine the training is being implemented as planned and is achieving the desired objectives. Systematic updates to the training material should incorporate new research findings.

5) **Way Ahead:** Consistent with this approach, the RTG/HFM-203 is building a prototype of mental health training for use in Basic Training by adapting evidence-based techniques.

Prepared by:
RTG/HFM-203 Panel Members
Leads: Col Carl Castro
Dr. Amy Adler

Appendix 1: LETTER OF ENDORSEMENT



UNCLASSIFIED / UNLIMITED

Endorsement of NATO Basic Training Study

25 OCT 10

SUBJECT: NATO Basic Training Study Letter of Endorsement

The NATO Human Factors & Medicine (HFM) Research & Technology Task Group (RTG-203) "Mental Health Training" is initiating an international study with Service Members who are completing Basic Training. The objective of this study is to assist in the development of mental health and resilience training for NATO forces. We appreciate your support of this important work.

Each NATO country will conduct interviews and surveys with at least 10 Soldiers completing Basic Training per nation. Results will be used to develop individual examples for training materials and to summarize overall trends (e.g., Soldier coping methods during Basic Training). The surveys are anonymous; no identifying information will be recorded during the interview process.

This is a critical NATO effort, and I hope that I can count on your support of our panel members as they work to accomplish this important task. If you have any questions or concerns, please don't hesitate to contact me.



CARL A. CASTRO
Colonel, Panel Chair
RTG-203

Appendix 2: MENTAL HEALTH TRAINING SURVEY FOR BASIC TRAINING NATO RTG/HFM-203

v. 1.0 - 7 JUNE 10

We're trying to develop effective mental health and resilience training for NATO forces. Our initial focus is on Basic Training and how we can improve resilience training for service members when they begin their military service.

We're asking for your help in developing this training. We would like to ask you some questions, and we would like to have you complete the attached survey about what demands you experienced during Basic Training and how you handled them.

Your input will be used by professionals from the NATO Science and Technology Organization Task Group "Mental Health Training" to develop future training.

It should be noted that any information disclosed will be confidential and anonymous. At no time will your name, unit, or any other identifiable feature be revealed. The findings will form part of an overall report, which will contain a summary of service member responses. Specific examples that we use in the training will not contain information that can be used to identify individuals. This interview and questionnaire will take approximately 60 minutes. We really appreciate your help.

RTG/HFM-203 Staff Use

Survey Control Number:

Date: _____

I. Think about your experiences during basic training. Rate how much STRESS you felt about:	VERY LOW	LOW	MEDIUM	HIGH	VERY HIGH
1. Being yelled at.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Being tested on performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Lack of privacy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Being away from home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Not getting enough sleep.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Lack of down-time / personal time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Having to learn so much.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Keeping up with the physical fitness routines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Lack of regular contact with back home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Dealing with other Soldiers who aren't motivated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Not being able to contact family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Having to work as part of a team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Interacting with other service members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Interacting with instructors / drill sergeants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Fitting into the group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Things being different than I expected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Problems at home that I can't address.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Lack of support from back home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Worrying about doing well in Basic Training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Being expected to handle everything.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Not knowing what to expect, things being unpredictable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Not being able to control my own schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Having to perform when you're tired.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Worry about making a mistake.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Worry about being embarrassed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

II. Think about some of the challenges that you may have had to deal with in Basic Training. How did you respond to them? Rate how much you've used the following strategies:	I HAVEN'T BEEN DOING THIS AT ALL	I'VE BEEN DOING THIS A LITTLE BIT	I'VE BEEN DOING THIS A REASONABLE AMOUNT	I'VE BEEN DOING THIS A LOT
1. I've been concentrating my efforts on doing something about the situation I'm in.	○	○	○	○
2. I've been saying to myself "this isn't real".	○	○	○	○
3. I've been getting emotional support from others.	○	○	○	○
4. I've been taking action to try to make the situation better.	○	○	○	○
5. I've been refusing to believe that the problem has happened.	○	○	○	○
6. I've been saying things to vent my feelings.	○	○	○	○
7. I've been getting help and advice from other people.	○	○	○	○
8. I've been trying to see it in a different light.	○	○	○	○
9. I've been criticizing myself.	○	○	○	○
10. I've been trying to come up with a strategy about what to do.	○	○	○	○
11. I've been getting comfort and understanding from someone.	○	○	○	○
12. I've been trying to identify the emotion I'm feeling.	○	○	○	○
13. I've been looking for something good in what is happening.	○	○	○	○
14. I've been making jokes about it.	○	○	○	○
15. I've been doing something to think less about it, such as reading or daydreaming.	○	○	○	○
16. I've learned to live with the realities of Basic Training.	○	○	○	○
17. I've been expressing my negative feelings.	○	○	○	○
18. I've been trying to find comfort in my religion or spiritual beliefs.	○	○	○	○
19. I've been looking at how others in my situation are coping.	○	○	○	○
20. I've accepted how things are during basic training.	○	○	○	○

II. Think about some of the challenges that you may have had to deal with in Basic Training. How did you respond to them? Rate how much you've used the following strategies:	I HAVEN'T BEEN DOING THIS AT ALL	I'VE BEEN DOING THIS A LITTLE BIT	I'VE BEEN DOING THIS A REASONABLE AMOUNT	I'VE BEEN DOING THIS A LOT
21. I've been planning ways to cope with the situation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I've been blaming myself for things that happened.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. I've been praying or meditating.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Doing exactly as I was told.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Tried not to draw attention to myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

III. Rate how important it would be for service members going through Basic Training to be trained in the following:	NOT AT ALL	A LITTLE	SOME-WHAT	VERY	EXTREMELY
1. Understanding and recognizing stress and how stress affects your military performance and health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Specific skills to build psychological resilience and handle stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Specific skills to manage negative thoughts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Specific skills to manage anxiety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Specific skills to manage anger.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Specific skills to manage feelings of depression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Specific skills For building and maintaining healthy relationships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Specific skills to facilitate effective interpersonal communication.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Knowing when seeking help is needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Knowing how to support a buddy who is struggling with stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Knowing about deployment stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Specific skills for preventing stress reactions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Knowing about mental health resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

III. Rate how important it would be for service members going through Basic Training to be trained in the following:	NOT AT ALL	A LITTLE	SOME-WHAT	VERY	EXTREMELY
14. Knowing about how military service can lead to personal growth.	○	○	○	○	○
15. Knowing how to manage fatigue/sleep problems.	○	○	○	○	○
16. Specific mental skills to enhance military performance.	○	○	○	○	○

THANK YOU FOR COMPLETING THIS SURVEY!

Please write any additional comments below

Appendix 3: MENTAL HEALTH TRAINING INTERVIEW GUIDE FOR BASIC TRAINING NATO RTG/HFM-203

v. 1.0 - 7 JUNE 10

We're trying to develop effective mental health and resilience training for NATO forces. Our initial focus is on Basic Training and how we can improve resilience training for service members when they begin their military service.

We're asking for your help in developing this training. We would like to ask you some questions and we would like to have you complete a survey about what demands you experienced during Basic Training and how you handled them.

Your input will be used by professionals from the NATO Science and Technology Organization Task Group "Mental Health Training" to develop future training.

It should be noted that any information disclosed will be confidential and anonymous. At no time will your name, unit, or any other identifiable feature be revealed. The findings will form part of an overall report, which will contain a summary of service member responses. Specific examples that we use in the training will not contain information that can be used to identify individuals. This interview and questionnaire will take approximately 60 minutes. We really appreciate your help.

HFM- RTG 203 Staff Use

Survey Control Number:

Date: _____

I. DEMOGRAPHICS (WRITE IN OR CIRCLE THE APPROPRIATE ANSWER)

I.1 Rank: _____ Rank Group: Junior Enlisted NCO Officer

I.2 Age: _____

I.3 Gender: Male Female

I.4 Level of education:

Some High School High School Degree Some College College Degree Some Graduate School Graduate School Degree

I.5 Marital status: Single Married Divorced Other

I.6 Number of Children: None 1 2 3 4 5 6 7 or more

I.7 Branch of service: Army Air Force Navy Marines Other (specify): _____

I.8 Conscript status: Yes No Other (specify): _____

II. IDENTIFY DEMANDS ENCOUNTERED BY SERVICE MEMBERS DURING BASIC TRAINING

II.1 Overall, rate how stressful Basic Training was on a scale from 1 to 5 where 1 is *very low* and 5 is *very high*. (circle one)

(1) VERY LOW (2) LOW (3) MEDIUM (4) HIGH (5) VERY HIGH

II.2 *What about Basic Training was stressful? What were the demands?*

II.3 *How did these stressful demands affect you?* (Follow-up as needed with questions about well-being, performance, relationships, and attitudes)

III. IDENTIFY WHAT RESILIENCE SKILLS SERVICE MEMBERS HAVE USED

III.1 *In general, what (if anything) did you do to cope with these demands?*

IV. ASSESS EFFECTIVENESS OF SKILLS FROM THEIR PERSPECTIVE

IV.1 *In general, how well did your coping strategies work for you? [If the person said he/she did not have any coping strategies, ask how well that worked for them]*

IV.2 *In general, how effective were you in coping during Basic Training?*

(1) NOT AT ALL (2) A LITTLE (3) SOMEWHAT (4) VERY (5) EXTREMELY

IV.3 *What did you find to be the most effective coping strategy during Basic Training?*

V. DISCUSS RESILIENCE SKILLS LEARNED FROM MILITARY SERVICE

V.1 *Did you receive any specific mental health or resilience training during Basic Training?*

NOTE: For the purposes of this study, we define mental health or resilience training as any structured, specific and targeted training designed to increase your psychological ability to cope with military demands.

V.2 *What did you learn?*

VI. IDENTIFY ADDITIONAL RESILIENCE SKILLS SERVICE MEMBERS WOULD LIKE TO BE TAUGHT

VI.1 *What would you tell someone to do to make it through Basic Training? (How would you tell them to cope with the demands?)*

VII. OBTAIN A DETAILED RESILIENCE TRAINING SCENARIO

VII.1 *We're trying to develop real-life Basic Training scenarios from various NATO Nations that we can use to help service members coming after you get good resilience training. Please think of an example from your Basic Training experience when you faced a significant psychological demand. Describe what happened. [Possible follow-up questions include: What was stressful about what happened? How long did the stressful situation last? Was this a pretty typical stressor for service members going through Basic Training? How did you handle it? Were you satisfied with how you handled the situation? Is there anything you wish you'd done differently? Is there anything you wish you'd known in terms of resilience skills?]*

VIII. ADDRESS DEMANDS THAT WOULD HAVE LED TO ATTRITION

VIII.1 *Were there any demands that got you thinking about leaving Basic Training? If yes, what were they?*

Appendix 4: MENTAL HEALTH TRAINING SURVEY FOR DEPLOYMENT NATO RTG/HFM-203

v. 1.0 - 7 JUNE 10

We're trying to develop effective mental health and resilience training for NATO forces. Our initial focus is on Basic Training and how we can improve resilience training for service members when they begin their military service.

We're asking for your help in developing this training. We would like to ask you some questions, and we would like to have you complete the attached survey about what demands you experienced during Basic Training and how you handled them.

Your input will be used by professionals from the NATO Science and Technology Organization Task Group "Mental Health Training" to develop future training.

It should be noted that any information disclosed will be confidential and anonymous. At no time will your name, unit, or any other identifiable feature be revealed. The findings will form part of an overall report, which will contain a summary of service member responses. Specific examples that we use in the training will not contain information that can be used to identify individuals. This interview and questionnaire will take approximately 60 minutes. We really appreciate your help.

HFM- RTG 203 Staff Use

Survey Control Number:

Date: _____

I. Think about your experiences during basic training. Rate how much STRESS you felt about:	VERY LOW	LOW	MEDIUM	HIGH	VERY HIGH
19. Being yelled at.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Being tested on performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Lack of privacy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Being away from home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Not getting enough sleep.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Lack of down time/personal time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Having to learn so much.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Keeping up with the physical fitness routines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Lack of regular contact with back home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Dealing with other Soldiers who aren't motivated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Not being able to contact family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Having to work as part of a team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Interacting with other service members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Interacting with instructors/drill sergeants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Fitting into the group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Things being different than I expected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Problems at home that I can't address.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Lack of support from back home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Worrying about doing well in Basic Training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Being expected to handle everything.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Not knowing what to expect, things being unpredictable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Not being able to control my own schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Having to perform when you're tired.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Worry about making a mistake.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Worry about being embarrassed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

II. Think about some of the challenges that you may have had to deal with in Basic Training. How did you respond to them? Rate how much you've used the following strategies:	I HAVEN'T BEEN DOING THIS AT ALL	I'VE BEEN DOING THIS A LITTLE BIT	I'VE BEEN DOING THIS A REASONABLE AMOUNT	I'VE BEEN DOING THIS A LOT
14. I've been concentrating my efforts on doing something about the situation I'm in.	○	○	○	○
15. I've been saying to myself "this isn't real".	○	○	○	○
16. I've been getting emotional support from others.	○	○	○	○
17. I've been taking action to try to make the situation better.	○	○	○	○
18. I've been refusing to believe that the problem has happened.	○	○	○	○
19. I've been saying things to vent my feelings.	○	○	○	○
20. I've been getting help and advice from other people.	○	○	○	○
21. I've been trying to see it in a different light.	○	○	○	○
22. I've been criticizing myself.	○	○	○	○
23. I've been trying to come up with a strategy about what to do.	○	○	○	○
24. I've been getting comfort and understanding from someone.	○	○	○	○
25. I've been trying to identify the emotion I'm feeling.	○	○	○	○
26. I've been looking for something good in what is happening.	○	○	○	○
27. I've been making jokes about it.	○	○	○	○

II. CONTINUED Think about some of the problems that you may have had to deal with in Basic Training so far. How did you respond to them? Rate how much you've used the following responses:	I HAVEN'T BEEN DOING THIS AT ALL	I'VE BEEN DOING THIS A LITTLE BIT	I'VE BEEN DOING THIS A REASONABLE AMOUNT	I'VE BEEN DOING THIS A LOT
28. I've been doing something to think less about it, such as reading or daydreaming.	○	○	○	○
29. I've learned to live with the realities of basic training.	○	○	○	○
30. I've been expressing my negative feelings.	○	○	○	○
31. I've been trying to find comfort in my religion or spiritual beliefs.	○	○	○	○
32. I've been looking at how others in my situation are coping.	○	○	○	○
33. I've accepted how things are during basic training.	○	○	○	○
34. I've been planning ways to cope with the situation.	○	○	○	○
35. I've been blaming myself for things that happened.	○	○	○	○
36. I've been praying or meditating.	○	○	○	○
37. Doing exactly as I was told.	○	○	○	○
38. Tried not to draw attention to myself.	○	○	○	○
39. Not taking Basic Training too seriously.	○	○	○	○
40. I've been blaming others.	○	○	○	○

III. Rate how important it would be for service members going through Basic Training to be trained in the following:	NOT AT ALL	A LITTLE	SOME-WHAT	VERY	EXTREMELY
9. Understanding and recognizing stress and how stress affects your military performance and health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Specific skills to build psychological resilience and handle stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Specific skills to manage negative thoughts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Specific skills to manage anxiety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Specific skills to manage anger.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Specific skills to manage feelings of depression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Specific skills. For building and maintaining healthy relationships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Specific skills to facilitate effective interpersonal communication.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Knowing when seeking help is needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Knowing how to support a buddy who is struggling with stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Knowing about deployment stress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Specific skills for preventing stress reactions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Knowing about mental health resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Knowing about how military service can lead to personal growth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Knowing how to manage fatigue/sleep problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Specific mental skills to enhance military performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

THANK YOU FOR COMPLETING THIS SURVEY!

Please write any additional comments below

Appendix 5: MENTAL HEALTH TRAINING INTERVIEW GUIDE FOR DEPLOYMENT NATO RTG/HFM-203

v. 1.0 - 7 JUNE 10

We're trying to develop effective mental health and resilience training for NATO forces. Our initial focus is on Basic Training and how we can improve resilience training for service members when they begin their military service.

We're asking for your help in developing this training. We would like to ask you some questions and we would like to have you complete a survey about what demands you experienced during Basic Training and how you handled them.

Your input will be used by professionals from the NATO Science and Technology Organization Task Group "Mental Health Training" to develop future training.

It should be noted that any information disclosed will be confidential and anonymous. At no time will your name, unit, or any other identifiable feature be revealed. The findings will form part of an overall report, which will contain a summary of service member responses. Specific examples that we use in the training will not contain information that can be used to identify individuals. This interview and questionnaire will take approximately 60 minutes. We really appreciate your help.

I. DEMOGRAPHICS (WRITE IN OR CIRCLE THE APPROPRIATE ANSWER)

- I.1 Rank: _____ Rank Group: Junior Enlisted NCO Officer
- I.2 Age: _____
- I.3 Gender: Male Female
- I.5 Marital status: Single Married Divorced Other
- I.6 Number of Children: None 1 2 3 4 5 6 7 or more
- I.7 Branch of service: Army Air Force Navy Marines Other (specify): _____

II. DEPLOYMENT HISTORY

Identify demands encountered before deployment (think of most recent deployment):

II.1 Overall, rate how stressful preparing for this deployment was on a scale from 1 to 5 where 1 is *very low* and 5 is *very high*. (circle one)

(1) VERY LOW (2) LOW (3) MEDIUM (4) HIGH (5) VERY HIGH

II.2 *What about Basic Training was stressful? What were the demands?*

Identify demands encountered during deployment:

II.2 Overall, rate how stressful deployment was on a scale from 1 to 5 where 1 is *very low* and 5 is *very high*. (circle one)

(1) VERY LOW (2) LOW (3) MEDIUM (4) HIGH (5) VERY HIGH

II.2 *What about Basic Training was stressful? What were the demands?*

II.3 *How did these stressful demands affect you?* (Follow-up as needed with questions about well-being, performance, relationships, and attitudes)

III. IDENTIFY WHAT RESILIENCE SKILLS SERVICE MEMBERS HAVE USED

III.1 *In general, what (if anything) did you do to cope with these demands?*

IV. ASSESS EFFECTIVENESS OF SKILLS FROM THEIR PERSPECTIVE

IV.1 *In general, how well did your coping strategies work for you? [If the person said he/she did not have any coping strategies, ask how well that worked for them]*

IV.2 *In general, how effective were you in coping during Basic Training?*

(1) NOT AT ALL (2) A LITTLE (3) SOMEWHAT (4) VERY (5) EXTREMELY

IV.3 *What did you find to be the most effective coping strategy during Basic Training?*

V. DISCUSS RESILIENCE SKILLS LEARNED FROM MILITARY SERVICE

V.1 *Did you receive any specific mental health or resilience training during Basic Training?*

NOTE: For the purposes of this study, we define mental health or resilience training as any structured, specific and targeted training designed to increase your psychological ability to cope with military demands.

V.2 *What did you learn?*

VI. IDENTIFY ADDITIONAL RESILIENCE SKILLS SERVICE MEMBERS WOULD LIKE TO BE TAUGHT

V1.1 *What would you tell someone to do to make it through Basic Training? (How would you tell them to cope with the demands?)*

VII. OBTAIN A DETAILED RESILIENCE TRAINING SCENARIO

VII.1 *We're trying to develop real-life Basic Training scenarios from various NATO Nations that we can use to help service members coming after you get good resilience training. Please think of an example from your Basic Training experience when you faced a significant psychological demand. Describe what happened. [Possible follow-up questions include: What was stressful about what happened? How long did the stressful situation last? Was this a pretty typical stressor for service members going through Basic Training? How did you handle it? Were you satisfied with how you handled the situation? Is there anything you wish you'd done differently? Is there anything you wish you'd known in terms of resilience skills?]*

VIII. ADDRESS DEMANDS THAT WOULD HAVE LED TO ATTRITION

Were there any demands that got you thinking about leaving Basic Training? If yes, what were they?