Peer-to-Peer Support Exercise:

The purpose of this exercise is to provide practice in using E-OSC components to directly engage a peer exhibiting signs of stress.

Facilitators will break students into pairs. Each pair will choose and read a scenario to act out and role-play (feel free to adlib). Each student will play a peer or E-OSC Member AND an individual seeking buddy care. When you switch roles, select a new scenario.

As a peer or E-OSC member you are aware or have been made aware of a fellow Sailor that is exhibiting signs of stress but may be unaware they are exhibiting signs of stress, or unwilling to ask for help.

Using E-OSC components – Stress Continuum Model, OSCAR Communication, COSFA, Resilience building skills (Mindfulness, Flexible Thinking, and Effective Coping), Core Leader Functions and awareness of resources, answer the Peer to Peer Support Questions below.

Peer-to-Peer Support Questions:

1. **What are the issues?**
2. **What stress zone is this individual(s)/unit in?**
3. **What COSFA actions are needed? (Check, coordinate, cover, calm, connect, competence, confidence)**
4. **What stress resilience and healthy coping techniques can be applied to help reduce these stress reactions?**
5. **What are the risks if not addressed? (Use O-S-C-A-R communication)**
6. **What Five Core Leader Functions should be applied? (Strengthen, mitigate, identify, treat, re-integrate)**
7. **What follow-up actions are needed, should be taken?**

**Scenarios**

**PCSING AND FINANCIAL TROUBLES**

Having happily served two tours in the same location, the Kaplan family has been transferred to a high cost of living area across the country. Mr. Kaplan has left behind a lucrative civilian job and has had trouble finding a new one. The family is currently living in temporary quarters until they can find affordable, permanent housing for their family of five. PO Kaplan will soon begin work-ups for an upcoming deployment. PO Kaplan is currently performing well, but seems quiet and distant, pre-occupied at times.

**LONG HOURS, NOT CONNECTING**

A first time Cyber Sailor is stationed aboard a large shore command with high security restrictions. There is very little the Cyber Sailor can share at home, so when asked about the day, the standard reply is, “just another day at the office.” This reality and the fact that it is a 12 on/12 off rotation has not been a good combination. The Cyber Sailor has stopped exercising, watching more TV, and eating more fast food. The spouse wonders if this is normal Navy life or if something is wrong with him and their relationship.

**NEW SAILOR AT COMMAND ABOUT TO DEPLOY**

A PO3 is brand new to the command and is replacing a position that was gapped for eight months. He just checked in a week ago from C school and found out the deployment was moved up, and the ship is leaving in a month instead of six months. He found out during his PCS move that his mother has cancer. He has nothing ready for deployment but wants to take emergency leave to be with his mother. He has not completed the command check-in process, spending all his time on the phone with his family.

**Scenarios**

**DROWNING IN RESPONSIBILITY**

A young Sailor who had a stellar performance record encountered some challenges after the command scuttlebutt says she went through a divorce. Now, reportedly a single parent she seems to struggle at work to maintain her normally high level of performance, has been quieter than usual, and is withdrawn. The Sailor is still meeting her job responsibilities, but something is definitely off. No one knows what is causing the change in behavior because the Sailor says she wants to keep personal issues at home and not bring them into the workplace.

**FINANCIAL AND MARITAL TROUBLES**

A PO2, who was halfway through his deployment, when not on watch, studied for and qualified for his second warfare pin along with studying for the first class exam. He was coming up on high year tenure, which was a big concern for him. As he fixated on the high year tenure issue, his performance started to decline. Later on, when he was three quarters through his deployment, he had an altercation with his division LPO and shoved the LPO against the wall. When the Chief asked him about the shoving incident, the PO2 told him that his wife has become cold and distant, and to make matters worse, he just learned that she had not made a mortgage payment in four months. His house was going into foreclosure and his wife was leaving. Now faced with an impending Captain’s Mast for the altercation with the LPO, the PO2 told a shipmate he feels guilty, really angry, and doesn’t see anything good in his life right now.

**THE YELLING LPO**

While you are working on evaluations, your LPO is yelling at the staff for a reason who you not clear about. You ask the LPO to keep it down so you can concentrate. The following week, the LPO yells at the staff again because of something else, and even yelling over the phone at another Sailor. After this incident, you realize that the LPO is not acting normally; yelling so much is out of character for him.

**Scenarios**

**RELUCTANT TO SEEK HELP**

A Sailor you supervise recognizes he has an alcohol problem but is reluctant to request treatment. Although he never touches alcohol on the job, he drinks heavily when he is off-duty. He told you he thinks he will be perceived as weak if he asks for treatment. He is also worried about his co-workers’ negative reaction to having to do his work if he does go into treatment. His work has not suffered yet, and you have not heard about him having any trouble in his home life. He has spoken to you about how much he drinks, and, despite his personal concerns, plays it off like it is not a big deal.

**NAVY FAMILY WITH PROBLEMS**

A married petty officer with a young family has successfully completed two deployments over the last couple of years. The first deployment went well, but after the second deployment, his daughter’s grades began to drop and his wife had to go to work to help pay bills. When he returned, he was often irritable. By the third deployment, his daughter was failing school, isolated herself from the family, and hanging out with a bad crowd. His son has started acting out at school. His wife has become overwhelmed and depressed. The petty officer is constantly angry, resorting to yelling and screaming, and has otherwise completely withdrawn from the family. At work the normally engaged Sailor is withdrawn.

**TOO MANY PERSONNEL ISSUES**

A new division officer at a small shore station realizes there are too many personnel issues for such a small division. One Petty Officer failed to meet body fat standards. Another Petty Officer has a letter of indebtedness. A third Petty Officer has been working to attain his college degree, but has hit a stopping point and is frustrated. The current practice is for security personnel to stand patrol on rotating schedules, changing shifts each week, which has resulted in unintended consequences. The first Sailor cannot seem to follow an exercise routine while working rotating shifts. The Sailor with indebtedness is a single parent and has difficulty finding affordable, reliable child care due to her erratic work schedule. The remaining classes the Sailor in school has to take are only offered live, and due to his rotating shifts, he is unable to attend class regularly.

**Scenarios**

**GOING IA**

GM1 Ramrod is selected for an Individual Augment (IA) deployment to Iraq. He knows he needs this deployment to make a strong package for the Chief’s Board, but he has a newborn and a worrisome wife at home. He wants to go to Iraq for professional reasons, but does not want to leave his wife at home alone during work ups and the six month deployment. While he is preparing for the deployment, GM1 has some sleep problems, some difficulty focusing on work, and he and his wife are arguing frequently about “little things”.

**NEW GUY IN FINANCIAL TROUBLE**

BU3 Newbie has recently reported to his first Seabee unit. He has had an accelerated work up and his deployment is looming on the horizon. He has gotten a little behind in his financial situation because of his TAD time away from his home. As the deployment draws near, he frequently talks of headaches, is increasingly stressed, more withdrawn with fellow Sailors, and is a little embarrassed and worried because he is receiving late payment notices and calls from creditors.

**TROUBLES POST DEPLOYMENT**

LT Doe (Naval Aviator) was sent IA to Afghanistan from his Squadron as a part of a newly formed team to help train the Afghan National Army Air Corp. His fourth deployment in five years. During the tour the team experienced an RPG attack in which a few US and Afghan servicemembers were wounded and one navy aircrew mechanic was killed. The LT was near the explosion but appeared unhurt. The LT ended his tour in Afghanistan, took leave and returned to his squadron.

After being at the squadron for a few weeks, the LT is appears solemn and then anxious at times, during briefs and training he appears to lose his thoughts and looks tired. He has complain to a few fellow pilots that he is not sleeping well, and is noticeably “jumpy” to noises and easily irritated.

**Scenarios**

**MY BEST FRIEND**

Five weeks prior to the completion of his deployment, BM3 Tripod was notified that his best friend, who he had known since they learned to walk, was tragically killed in an automobile accident. BM3 was going to miss the funeral by three weeks and there was no possible way to get BM3 Tripod back any quicker.

BM3 Tripod was distraught, unfocused on work. He was angry that he lost his best friend and could not say goodbye. He did not think his command cared. He is walking down the p-way when his LPO stops him and asked if he completed his PMS. BM3 starts yelling and screaming at his LPO, with mild aggression.

**POST IED BLAST**

Four months into his deployment, EOD2 Deuce is called to respond to a post blast with his element. In an attempt to persuade the locals to not talk to coalition forces, insurgents planted an IED on the path that children take to and from school. Eight children were killed, and the EOD team was required to conduct a forensic analysis. EOD2 Deuce had to move children’s body parts to locate and retrieve evidence.

For over 30 days EOD2 Deuce has been noticed to be thrashing, crying and yelling in his sleep. When questioned, he denies problems. Usually a jokester, he is now irritable, and gets angered easily, in fact he always seems angry then sad. He is easily frustrated and has lost interest in exercising. He looks tired all the time, appears to be “spooked” easy, and is making a few unusual mistakes during training. He has disassociated himself from his fellow Sailors.

**Scenarios**

**POST DEPLOYMENT RE-INTEGRATION ISSUES**

After returning from a deployment to the Mediterranean, LCPO, ABHC Leader who had all the answers and made all the decisions during his six month deployment now finds himself in the way of his wife, his 3 year old son and 18 month old daughter. He has no knowledge of their daily schedule and feels like he gets in the way when he tries to help. Some days he wishes he was back on deployment when everyone looked to him for the answers.

The Chief has been irritable, with some occasional outbursts, has been “hitting” the bar before he goes home every day, and is not focusing on work. Normally a “PT” fanatic, he has missed several group workouts. When asked by a friend, he states “life seemed simpler on deployment.”

**VBSS MISSIONS**

ET2 Motivator has been on numerous VBSS missions with several being hostile non-compliant boarding’s. Usually very engaged and positive with his Sailors, he seems short tempered and has been keeping to himself.

Lately, on occasion, he has been worrying and has developed an uncharacteristicly pessimistic attitude towards the “luck” of the VBSS team. His previous attitude of diligent training has become a little apathetic. When talking with fellow Sailors he states feeling a little anxious and is having some trouble sleeping, but feels he can function to his full ability.

**Scenarios**

**EVEN THE STRONG EXPERIENCE STRESS**

MMCS (Nuc) Veteran has completed three deployments on both SSNs and SSBNs and is one of the best Chiefs not just on “his” sub, but in the squadron. After numerous successful submarine inspections, the MMCS becomes very anxious about an upcoming Operational Reactor Safeguard Examination (ORSE). He has lost key personnel and his newer Sailors are not adapting well to the submarine environment. His department has been working long hours every day, seven days a week, on and off for the past three months. Things are “not well at home.”

He begins to regularly lose his temper uncharacteristically with subordinates. As a fellow Chief, you talk to MMCS, and he says he is fine, except he just isn’t sleeping much anymore. “This is the way it is sometimes in the sub community. See you at the bar again tonight?”

**FIRST DEPLOYMENT**

IT2 First Time listened and took seriously the simple things to do to be healthy and ready to fight the fight. During his first deployment, as a part of the Coastal Riverine Force (CRF) conducting maritime security operations with a few offensive combat operations. He and several others have admitted to being tired from long hours and been scared at times during hostile engagements. He and others have had a few headaches and restlessness from stress, and a little anxiety about being in danger on missions. After 4 months on his first deployment in Afghanistan, IT2 First Time and the team are doing ok. Even with the deployment being extended.

**TROUBLES AT HOME**

LT “Deployed Again” is getting frustrated. He is continually getting emails about how hard it is for his wife back home. The kids are not behaving, one of his son’s grades has dropped, and there are problems with the house and some bill issues. They were not communicating well before he left and are still not communicating effectively and arguing on emails, she is exhausted and having trouble sleeping.

He has been having trouble sleeping, loss of appetite, and during a drill AAR the XO noted that he was “sloppy” in some of his procedures. Noticing his behaviour change, LT “Deployed Again” is engaged by the Unit SEL. The SEL’s wife pay’s the Chief’s wife a visit back home. The children are acting out and the home is cluttered and there seem to be several days of dishes in the sink.

**Scenarios**

**SINGLE PARENT**

CTM1 Single parent loves her kids and her job, but Pre-deployment preparations have consumed a lot of CMT1’s time. Her parents, especially her father has reservations about watching the children while she is on deployment. Even before she has deployed, CTM1 is feeling anxious, not sleeping well, concerned for her children and her parents. She becomes quite irritable.

On deployment CTM1 gets numerous emails from the kids complaining about grandpa, and from grandpa complaining about the kids.

CTM1 becomes increasingly jumpy and irritable, cannot sleep, is constantly worrying, and gets easily agitated. She looks to be losing a lot of weight, she cannot focus on anything but home. CTM1 is very worried about her kids and mother. She is torn about requesting to go home, and doing her job. She knows if she leaves someone who just recently deployed will have to be pulled to cover. She is always quiet now, withdrawn, and sad, and has bad headaches all the time.