

Stress Optimization & Leadership

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1

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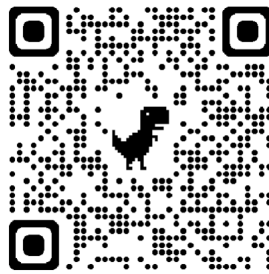


2

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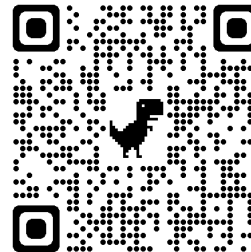


3

Logistics

- Links
- PollEverywhere
- Email us questions.
- Gabriel.Paoletti.ctr@usuhs.edu

<https://pollev.com/mentalfitness>



Welcome to mentalfitness's presentation!

Introduce yourself

Enter the screen name you would like to appear alongside your responses.

Name

Click "skip" for name

4

4

True or False

Stress is harmful to my health,
performance and growth.

5

Logistics

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Active Constructive Responding (ACR)

Active Constructive Responding (ACR) is a skill that helps you genuinely care about the people in your life. The goal of ACR is to share in their joy and help them have the conversations that matter. But why someone who practices ACR is referred to as a "Tag" Use ACR to build trust, connection, intimacy, and satisfaction in your relationships with family, friends, colleagues, or those you lead.

**Constructive | Active
EXCITEMENT
MAGNIFIER**

Provides authentic, enthusiastic support
Asks thoughtful questions that encourage the person to share more details about their experience
Tends to match and build up the speaker's excitement
"Wow! That's great! What did you say when you found out? What are you most looking forward to?"

**Destructive | Active
PROBLEM
DETECTOR**

Is critical of the event
Focuses on any negative aspects
Tends to be dismissive, demeaning, or anxious about the event, which quenches the speaker's excitement
"That sounds like a bad idea. Won't that be annoying?"

Ca

Disruption and
Seems distracted
support in a bit
Tends to cut off
conversation at
infinite dis

Da

Ignores the speaker
Shifts the focus
Tends to avoid
speaker's subject
"Before I tell you..."

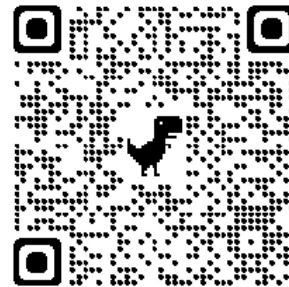
Active Constructive Responding (ACR) Worksheet

Instructions:

1. List the important people in your life.
2. Write down what causes you to fall into 1 or more of the 3 styles that damage relationships.
3. Explain what enables you to practice ACR (excitement magnifier).
4. Develop an ACR Strategic Habit statement to help you practice ACR in the future.

Important people	When are you an Excitement Magnifier, Disruptor, or Problem Detector with this person?	What can enable you to be an Excitement Magnifier?
Spouse	When I don't get enough sleep, I tend to be a problem detector.	I can remind myself this is a chance to build trust and love.

Develop a Strategic Habit "When, Then, Because" statement to help you get in the habit of applying ACR.
WHEN I notice I'm looking at my phone when someone is talking to me, **THEN** I'll put my phone in my pocket **BECAUSE** I'll enable me to be fully present and share in their joy.



6

**If could remove all stress
from your life by the end of
this session... would you
want us to?**



7

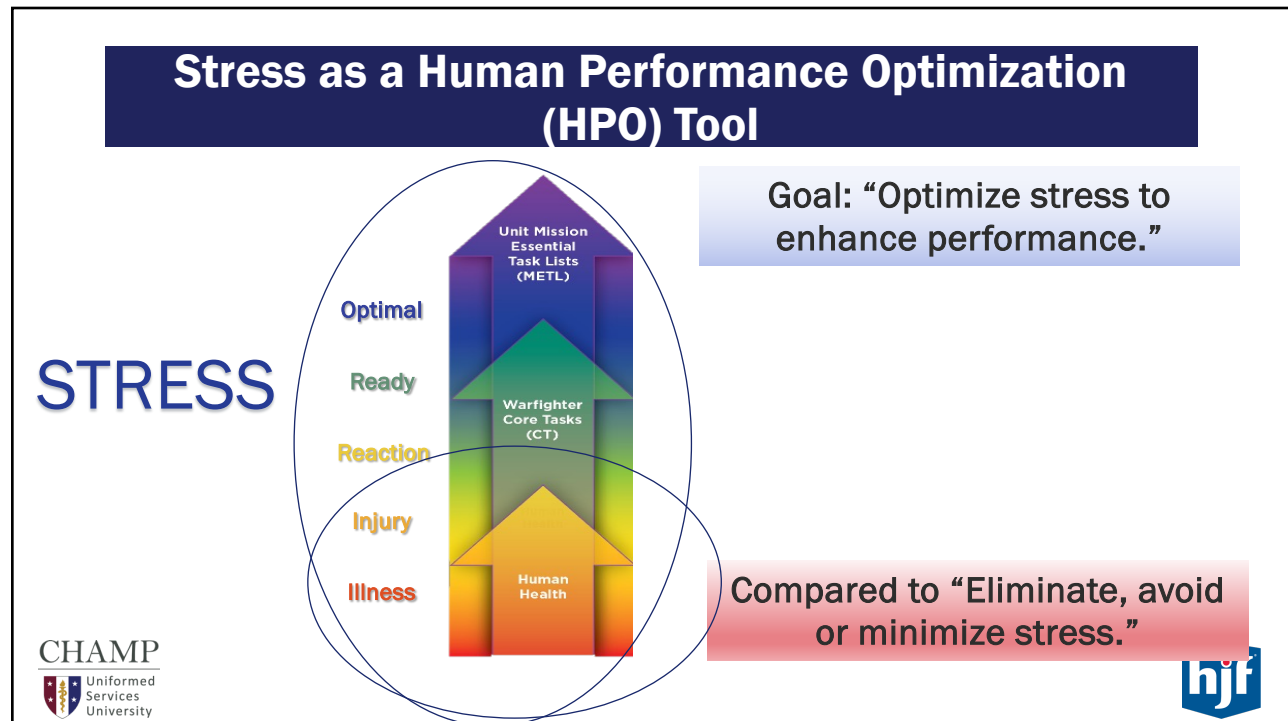
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**Stress is the response of
your body and brain when
you believe something you
care about is at stake.**

— Kelly McGonigal



8

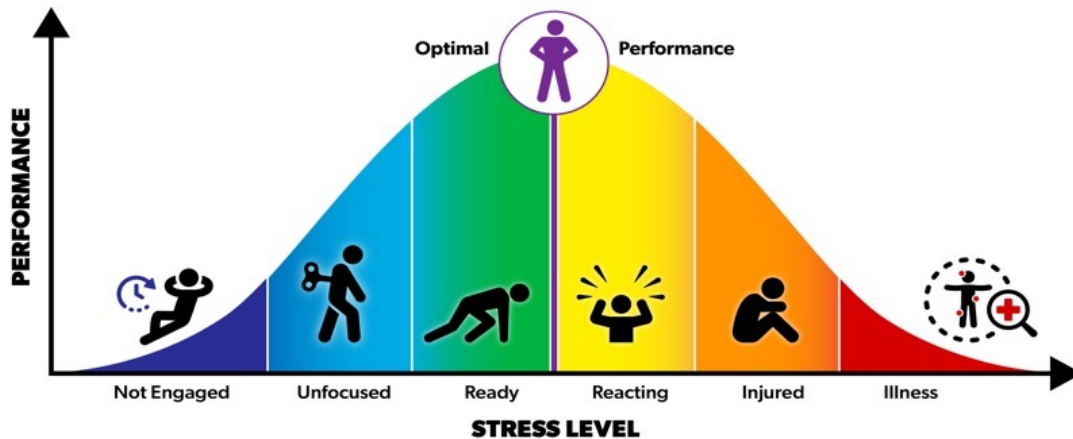


9



10

How to be good at stress?



11

Who is on your stress team?



12

WHO NEEDS YOU? Stress and leadership

Sometimes, when
OTHERS are at their
most unlovable is when
THEY need love the
most

13

How to Elevate Others



Name a meaningful
relationship in your life that
you wish was stronger.

14

Active Constructive Responding (ACR)

There are 4 ways we tend to respond when someone shares good news with us. Only one of these 4, ACR, enhances our:



Active Constructive Responding (ACR)



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Active Constructive Responding (ACR)

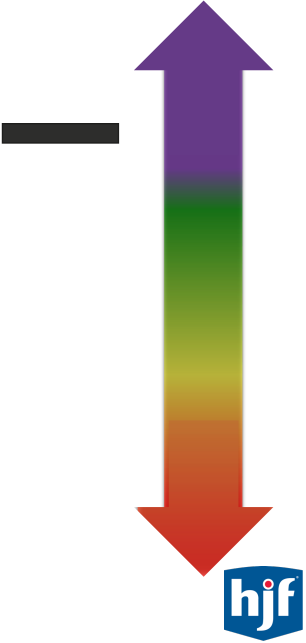
Active Constructive Responding (ACR) is a skill that helps you genuinely react to someone's good news. The goal of ACR is to share in their joy and help them keep the conversation as long as they want to. That's why someone who practices ACR is referred to as an "Excitement Magnifier". Use ACR to build trust, connection, intimacy, and satisfaction in your relationships—with your fellow Coasties, spouses, kids, or those you lead.



Constructive Active EXCITEMENT MAGNIFIER	Constructive Passive EXCITEMENT EXTINGUISHER
<p>Provides authentic, enthusiastic support Asks thoughtful questions that encourage the person to share more details about their experience Tends to match and build up the share's excitement "Wow! That's great! What did you say when you found out? What are you most looking forward to?"</p>	<p>Downplays support Seems distracted and quiet while offering delayed support in a low-energy manner Tends to stifle the share's excitement as the conversation deteriorates "Good for you..." (while distractedly staring at cell phone)</p>
Destructive Active PROBLEM DETECTOR	Destructive Passive ONE-UPPER
<p>Is critical of the news Focuses on any negative aspects Tends to be dismissive, demeaning, or sarcastic about the event, which quenches the share's excitement "That sounds like a bad idea. Won't that be annoying?"</p>	<p>Ignore the shared news Shifts the focus to a different topic Tends to avoid the conversation and offset the share's excitement "Before we talk about you... let me tell you about me. My situation is so much better"</p>

Constructive | Passive
EXCITEMENT EXTINGUISHER

Downplays support
Seems distracted and quiet while offering delayed support in a low-energy manner
Tends to stifle the sharer's excitement as the conversation deteriorates

"Good for you..."
(while distractedly staring at cell phone)



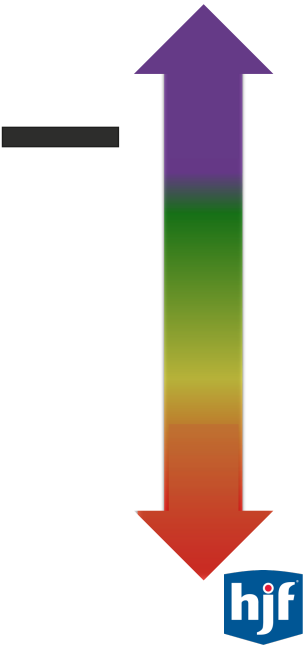





17

Destructive | Passive
ONE-UPPER

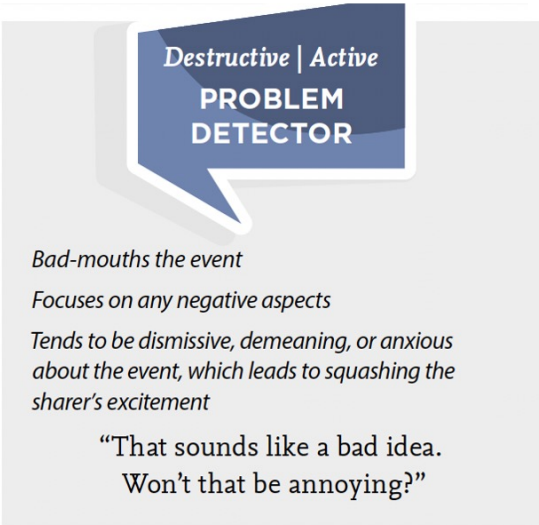
Ignores the shared news
Shifts the focus to a different topic
Tends to avoid the conversation and stifles the sharer's excitement

"Before we talk about you...let me tell you about me. My situation is so much better!"



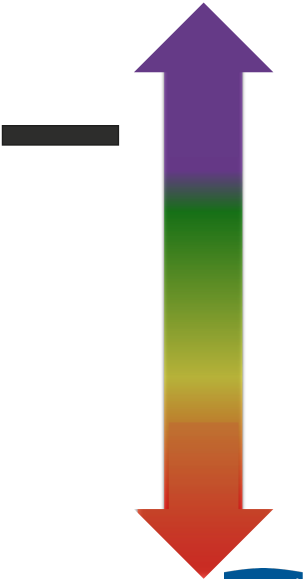
18



**Destructive | Active
PROBLEM
DETECTOR**

Bad-mouths the event
Focuses on any negative aspects
Tends to be dismissive, demeaning, or anxious about the event, which leads to squashing the sharer's excitement


**"That sounds like a bad idea.
Won't that be annoying?"**



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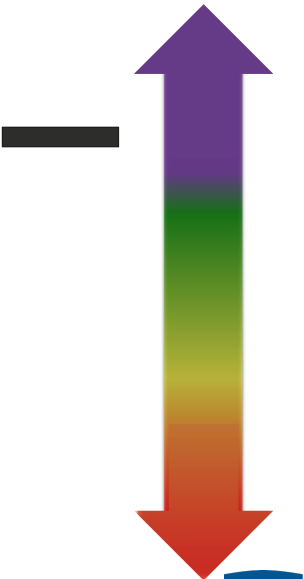
19



**Constructive | Active
EXCITEMENT
MAGNIFIER**

Provides authentic, enthusiastic support
Asks thoughtful questions that encourage the person to share more details about their experience
Tends to match and build up the sharer's excitement

**"Wow! That's great! What did you
say when you found out? What are you
most looking forward to?"**



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20

What makes ACR tough?

What gets in the way of my reaction to good news?

Work stress




Active Constructive Responding (ACR)

List the important people in your life.

For each person list:

- What causes you to fall into 1 or more of the 3 styles that damage relationships?
- What enables you to practice ACR (excitement magnifier)?

Important people	When are you an Excitement Extinguisher, One-Upper, or Problem Detector with this person?	What can enable you to be an Excitement Magnifier? Consider mottos, personal strengths, or values.
Spouse	When I don't get enough sleep, I tend to be a problem detector.	I can remind myself this is a chance to build our trust and love.
		

ACR Strategic Habits



When
(cue)

I notice I'm looking at my phone when someone is talking to me.



Then
(action)

I'll put my phone in my pocket.



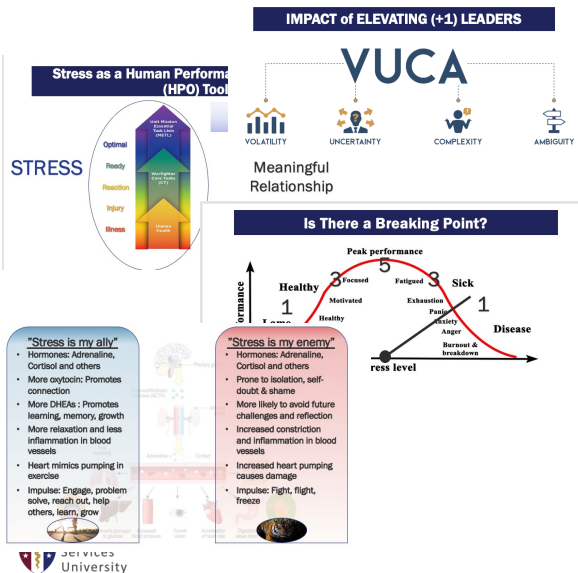
Because
(reward)

It'll enable me to be fully present and share in their joy.

ACR & Leadership



How to be Resilient when under Stress



- Stress is a team sport.
- Know your breaking points and have strategies to elevate self.
- Stress Mindset: Stress is a tool that can enhance your performance, health and growth.

Check out [HPRC-ONLINE.ORG](https://www.hprc-online.org) for more Stress Optimization Resources

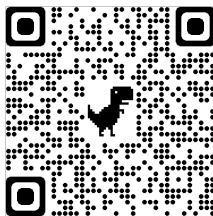


25

Questions

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CHAMP Human Performance Resources

Ask the Expert

All information is treated as confidential. It can take us 3 to 7 business days or more to prepare an answer to each question. If this is an emergency, please call 911, the Military Crisis Line at 800-273-8255, or Military OneSource at 800-342-9647. You must complete all fields in order to submit your question.

What's your current role?
Select Role

Status
☐ Active Duty
☐ Reserve
☐ N/A

Are you a healthcare provider?
☐ Yes
☐ No

Email Address

Subject

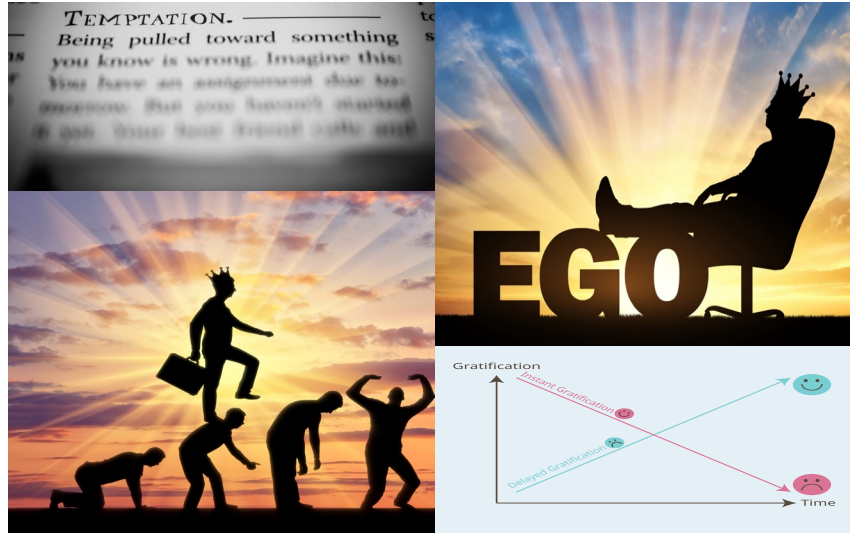
Additional Resources

HPRC's Team
Our team draws on the experience of professionals from a variety of areas to collect, filter, translate, and publish the best and most recent evidence-based information on human performance optimization. At the head of the organization is its Director, Dr. Patricia Deuster.

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Slides reviewed by Lauren Messina, PhD (HJF)
Assistant Professor, CAHS, USU

26

Elevating Leaders & Adversity



27

27



28



29

Post-Traumatic Growth

Considering the ancient Greek/Roman concept of the hero as an ordinary person who experiences an extraordinary event, survives it, and returns to the everyday world to express an important truth about life.



(Tedeschi & McNally, 2011)

30

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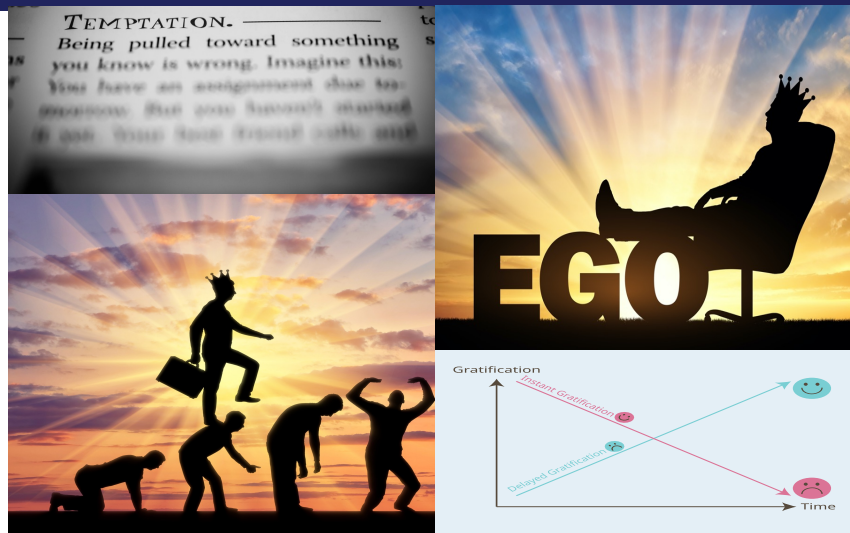
Post-traumatic Growth (PTG)

- Post-traumatic stress (PTS) can lead to PTG.
- PTG can occur at any point in time after the trauma. It's never too late.
- PTG can be triggered by any event that shatters your worldview.
- Experiences of PTG are universal across cultures and throughout time.
- PTG often leads to growth for self and a desire to serve one's family, community, the world, or some higher cause.

(Tedeschi & McNally, 2011)



31

Suffering Through Our Own Actions



32

Post-Traumatic Growth Survey

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[Total Force Fitness](#)
[Physical Fitness](#)
[Mental Fitness](#)
[Nutritional Fitness](#)

Have I experienced post-traumatic growth?

Use this self-reflection survey adapted from the Posttraumatic Growth Inventory to reflect on if you have experienced the benefits of post-traumatic growth *from a recent crisis you faced*.

- Stronger relationships. Traumatic events often allow you to discover the care and concern others might be willing to show during your recovery. Many people report experiencing growth and improvement in their relationships. Accepting support from others, reaching out for help, expressing emotions, and learning you can count on others during times of trouble all serve to strengthen the connection you might feel to those around you. How much do you agree with the following statements?
 - I feel closer to those who matter to me.
 - I learned a great deal about how wonderful people are.
- Awareness of new possibilities. Sometimes trauma closes the door to goals that people set out to accomplish. In having to reestablish priorities and identify new goals for their lives, some can see new pathways and possibilities they never knew existed. How much do you agree with the following statements?
 - I can do better things with my life.
 - I established a new path for my life.
- Increased personal strength. When people experience trauma, they often find opportunities to learn more

