

Getting the Military to THRIVE*

14 Mar 2017

Issue – Women do as well as men, but don't stay as long
More difficult than in corporate world to replace or rehire them

*Inspired by Arianna Huffington's Book *Thrive: The Third Metric to Redefining Success and Creating a Life of Well-Being, Wisdom and Wonder* (and Giving) focuses on the idea,
You can be successful without burning-out.

US Military can leverage on these themes, but not be limited to them.
Could improve both recruiting and retention of women and men, especially those of
the Millennial generation, thereby enhancing readiness and saving money.

Success is more than just power and money... All the latest science is conclusive that,
there is no trade-off between living a well-rounded life and high performance,
performance is actually improved when we prioritize our health and well-being.

Some common issues:

Sleep deprivation (Follow on book, *The Sleep Revolution: Transforming Your Life, One Night at a Time*)
Sleep quality more important than quantity
Multi-tasking
Digital overload – including sleeping with smartphones

Some possible solutions to include:

- mindfulness – resilience- (relaxation exercises, meditating, finding stillness etc.)
- unplugging
- Predictable Time Off (PTO) – set times when are not to be contacted, except in emergencies

Ideas/Resources/Studies already available to Military – few seem to have wide-spread use

- 2015 Rand Study – Sleep in the Military
- Performance Triad - Sleep, Activity, and Nutrition
- Circadian-based Watch Schedules
- EUCOM Commander GEN Scaparrotti's 2-10-4-8 plan & video
- Thriving in the Military Facebook Group – to put out to & get ideas from the grassroots level

Recommendations – use resources already available, PLUS

- Senior Leader Buy-in
- Incorporate at Leadership Courses (PCO/PXO, Sargent Major's Academy, Captain's Course, etc.)
- Focus on the “carrot” rather than the “stick” – increased productivity, weight loss

Added benefits:

Reduced incidence of PTSD and physical injuries as a result of individuals being more resilient and
commanders making better decisions.

30+ yrs. ago the military led the way in cracking down on the systemic problems with alcohol and illegal
drugs. No one says this will be easy, but it can be done.