

## **Master Resilience Trainer (MRT) Program**

1. One of the Army's top priorities is to deliver a holistic fitness program for Soldiers, Family members, and DA Civilians in order to enhance performance and build resilience. One component of this new initiative is the development of an Army resilience training program built on concepts taught as part of an existing resilience course developed at the University of Pennsylvania. Individuals will be taught critical thinking skills which are proven to increase core competencies: optimism, mental agility, self-regulation, self awareness, self efficacy, and connection.
2. The University of Pennsylvania's resilience instruction materials and format have been modified and tailored for use in an Army population. The purpose for building this program is to set conditions for "Soldiers helping Soldiers", and "Families helping Families". An initial group of thirty NCOs from Training and Doctrine Command (TRADOC), Family members and DA civilians attended an abbreviated training course in May 2009 at the University of Pennsylvania to participate in the training and assist with the modification of curriculum materials. The modified materials were then used to train a pilot group of 50 NCOs, Officers, Family members and DA Civilians from 10-19 August 2009. These materials are now used to train all Master Resilience Trainers.
3. In November 2009, 180 NCOs, Officers, and Army Civilians attended the first official 10 day Resilience Training course at the University of Pennsylvania and Fort Jackson South Carolina. Simultaneously, 15 Family members conducted a Family Focus Group to further refine implementation of the program with Army Families.
4. Master Resilience Trainer courses are now offered regularly and graduates are generally assigned to TRADOC or FORSCOM units. MRT course graduates are certified as Master Resilience Trainers and assist the commander in overseeing the unit's resilience program. A subset of MRT graduates attend an additional 5 days of training and will then serve as MRT facilitators.
5. Long range goals of the program include building and fielding a cadre of Resilience Trainers within 5 years and completing a Training Support Package that will be used to meet this goal. As the number of Army Master Resilience Trainers increases, the University of Pennsylvania curriculum based training will transition to TRADOC.
6. Currently, there are over 800 MRT course graduates dispersed throughout the Department of the Army. MRT graduates will be awarded the Additional Skill Identifier 8R and will be tracked by G-1 for appropriate distribution throughout the force.

## Master Resilience Trainer Selection Criteria and Responsibilities

### Selection Criteria:

1. Enlisted MRTs will be in the minimum grade of E-6.  
Meet the enlisted service remaining requirements IAW AR 614-200, Chapter 4.  
Must be in good standing, without flags, pending judicial or non-judicial actions.  
Must be in a duty position that allows them to both train Soldiers and advise the unit commander on the unit's resilience program.
2. Officer MRTs will be in the grade of O-3 to O-5.  
Must be in good standing, without flags, pending judicial or non-judicial actions.  
Must be in a duty position that allows them to plan, schedule, and direct the unit's resilience program.
3. Warrant Officer MRTs will be in the minimum grade of WO-2.  
Must be in good standing, without flags, pending judicial or non-judicial actions.  
Must be in a duty position that allows them to plan, schedule, teach and/or direct the unit's resilience program
4. Civilian MRTs must be Army Civilians in the minimum grade of GS-7.  
Must be an employee in good standing and holding a duty position that allows them to plan, schedule, teach and/or direct the organization's resilience program

### Responsibilities:

1. The commander's principle advisor on CSF and resilience.
2. Responsible for providing Sustainment Resilience Training (SRT) to the unit. Serve as the resilience trainer for the unit.
3. Teach structured courses, provided by the MRT School.
4. Provides Sustainment, and Enhancement Military Resilience Training.
5. Assist unit training NCO in including the five dimensions of fitness throughout the unit training calendar such that everyone gets some amount of training in each dimension every quarter.
6. Assist unit training NCO in documenting resilience training for the Quarterly Training Brief.
7. Ensures the implementation of the commander's training guidance as it relates to resilience training.
8. Assist commanders in providing resilience training for family members.
9. Provides resilience training to NCOPD/OPD and Sergeant's Time Training.
10. Responsible for training other supervisory level leaders on incorporating resilience skills and techniques into professional and developmental counseling.
11. Provides and coordinates for training that improves fitness in all five dimensions.

### Master Resilience Trainer – Facilitator's Qualifications Requirements:

1. A graduate of the MRTC selected by the faculty and the soldier's unit commander to attend the facilitator course.
2. A graduate of the MRT Facilitator course.
3. A unit level MRT with at least six months of experiential learning prior to attending the Facilitator's course. This requirement is waived until the first facilitator course of calendar year 2011.

## **Comprehensive Resilience Modules (CRM)**

1. Upon completion of the Global Assessment Tool, Soldiers, Family members and DA Civilians will be directed to a menu of online Comprehensive Resilience Modules (CRM).
2. CRMs will provide evidence-based training in each area of fitness available based on individual needs, as demonstrated by physical and psychological assessments. The Social, Emotional, Spiritual, and Family modules will consist of 3 levels for each dimension with 1 Module per level.
3. Training at each level will be offered virtually for maximum accessibility to all Army, Family members and DA civilian Components. Where available, the menu will include local installation courses or programs that are available that have been shown to be effective.
4. CSF has assembled workgroups of military and civilian experts for the Social, Emotional, Spiritual, and Family dimensions. These groups have identified the desired attributes, knowledge, skills and behaviors for their respective dimensions, and will function to provide quality assurance for the training modules.
5. CRMs will utilize technology to integrate outcomes; the results will guide decisions about which programs will be supported, expanded, or eliminated. The CFMs will be linked with existing Army databases and will be displayed as a component of the Army Career Tracker.
6. There are currently eight CRM's online, and a total of 20 will be available by the end of August 2010.