

HEADQUARTERS

AIR FORCE SPACE COMMAND



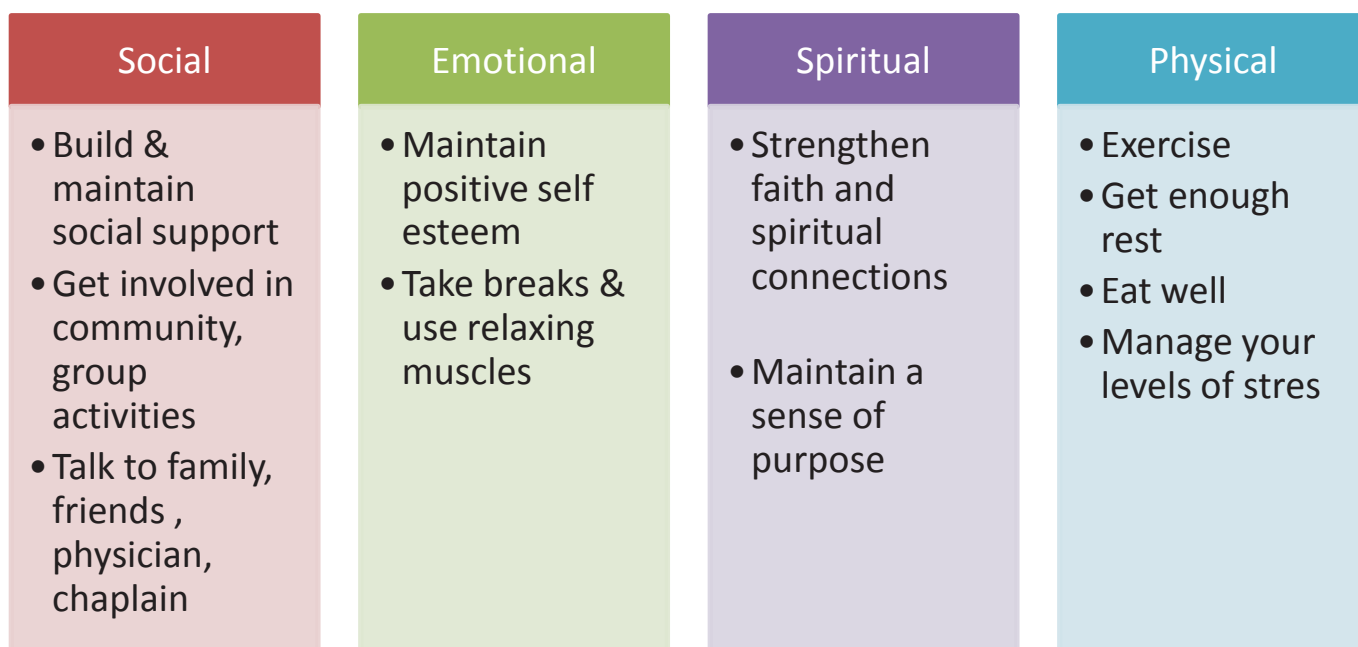
COMMANDER'S REINTEGRATION TOOLKIT



RESILIENCY

The most effective way to ensure Airmen are equipped to effectively manage the stresses associated with military life and deployment is to build their resiliency. Resilience is the ability to withstand, recover and/or grow in the face of stressors and changing demands. It is possible to develop and strengthen resiliency by focusing on the 4 Pillars of Wellness, which encompass social, emotional, spiritual and physical dimensions. Air Force leaders and supervisors should be familiar with these dimensions and understand how each can be leveraged to assist Airmen with managing their reintegration and military lifestyles. Resilient Airmen tend to take responsibility, use positive and empowering attitudes, bounce back and move through obstacles and challenges more effectively. Our goal is to reinforce resiliency by focusing on the 4 Pillars of Wellness.

4 Pillars of Wellness



Airman & Civilian Risk Assessment Tools

Commanders, First Sergeants and Supervisors may want to use the following risk assessment shown below to screen Airmen and civilian employees who have completed reintegration to help identify those who may be at risk. Particular attention and discussions are recommended for reintegrating single and/or unaccompanied Airmen that may be returning home without immediate family, social and community support and connections.

Supervisor Resource Tool *Redeployment Support*

PRE-REDEPLOYMENT RESOURCE:

The Airmen and Family Readiness Center's (AFRC) Community Readiness Consultant (CRC) and the websites listed below can provide to you sustainment and separation/reintegration information

Encourage family members to participate in the various installation activities offered to support families of deployed <http://www.patrick.af.mil//units/deployedconnection/index.asp>

UPON DEPLOYED MEMBER'S RETURN:

Make every effort to meet the returning deployer (s) at the airport or at a designated location

- If member has requested emergency leave contact the Commander/First Sergeant
- Deployed member is required to report to Installation Personnel Readiness on the first duty day back at home station

Meet one-on-one with redeployed member

- Inform member of unit/shop changes, e.g., new personnel, policies
- Watch for early recognition signs of readjustment difficulty; refer to appropriate agency (contact info listed below)
- Mental Health, Family Advocacy, Military Family Life Consultant (MFLC) and Chapel are available for one-on-one consultation

ON-GOING SUPPORT AFTER DEPLOYMENT

Facilitate help-seeking behavior; DESTIGMATIZE use of readjustment support

HELPFUL WEBSITES:

- Air Force Suicide Prevention Program. <http://afspp.afms.mil>
- Mental Health is available to provide suicide prevention training for squadrons and for squadron trainers
- Leadership Guide for Managing Persons in Distress. <http://afspp.afms.mil/leadersguide/default.htm>
- AF Crossroads as a source of reintegration educational material. <https://www.afcrossroads.com>
- Air Force OneSource for information on multiple topics and for face to face counseling. 1-800-707-5784; www.airforceonesource.com

Risk Reduction Considerations

This tool will help you to identify individual Airmen who may be at risk for developing readjustment problems during post-deployment and reconstitution. The appropriate service provider that may be able to assist is indicated in the parentheses immediately following each risk consideration. (For example, (2) means the ADAPT Program) The resource key is located on the next page.

Since Reintegration has the Airman

Been involved in alcohol-related incident?	2
Been enrolled in counseling services with ADAPT?	2
Had an "At-fault" traffic accident or received traffic citations (speeding, running a light, etc)	7
Tested positive for drugs	2
Had disciplinary problems (pre, during or post deployment)	9
Been absent without leave (AWOL) or been unaccounted for at anytime?	3, 8, 9
Had serious negative encounters with his or her chain of command?	3, 9
Seemed angry or sullen and withdrawn?	4
Seemed to be a loner?	3, 4
Committed an act of domestic violence?	5, 9
Had a significant change in family or relationships (Separation or divorce, loss of boy/girl-friend, other parenting issues?)	1, 5
Threatened family member or appeared angry about family situations or events?	4, 5, 12
Had his or her spouse, family members or friend express concern about his or her well-being?	3, 4, 5
Expressed suicidal thoughts or displayed suicidal behavior?	4
Had severe financial problems?	1
Had a serious accident or become seriously ill?	7, 6
Taken shortcuts (e.g., failed to follow instructions or proper procedures, took unnecessary risks) that could have led to an accident?	1, 4
Shown signs of distress (agitation, grief, and withdrawal), guilt or that he/she is still bothered by combat or other events experienced during deployment?	4, 12
Exposure to direct combat or its effects	3, 4, 6
Could you/a family member benefit from counseling?	1, 3, 4, 5, 12
Are you getting the personal support you need?	

The following installation service agencies are available to provide assistance in assessing the extent of the problem and recommending solutions:

1. Airmen and Family Readiness Ctr	Financial Problems, Parenting, Relationship Issues, Community Resource Information
2. ADAPT Program	Alcohol and other Drug Related Issues
3. Chaplain	Privileged Communication for All Issues
4. Mental Health	Stress Issues, Suicidal Gestures/Attempts & Other Mental Health Issues
5. Family Advocacy Program	Domestic Issues
6. Medical Treatment Facility	Medical Issues
7. Safety	Accidents
8. Area Defense Council	AWOLs
9. Legal Office)	AWOLs, Disciplinary Issues
10. Equal Opportunity Office	Discrimination
11. Sexual Assault and Response Office	Sexual Assault
12. Military & Family Life Consultant	Deployment/Reintegration Issues, Family Dynamics, Positive Coping Mechanisms, Parent Education, Stress Reduction

Behavioral Health Questions

Commanders, First Sergeants and Supervisors may want to use these questions to help Airmen, civilian employees and family members discuss potentially traumatic deployment experiences and to determine whether or not to refer an individual for additional assistance.

Chaplains, Mental Health, Family Advocacy and other on and off-base providers can provide assistance, as requested by Airmen and Commanders.

Note: Certain symptoms are typical immediately after a deployment and during reintegration, and are not necessarily indicators of a deeper problem. Relationships change during deployment, and reintegration may be difficult and take time. Leaders should consider whether or not the symptoms are more than they would normally expect. If symptoms persist for several months and cause distress or affect work performance, additional support should be obtained.

Sleep problems are frequently reported by Airmen and civilian employees after deployment and may relate to their clinical problems such as depression or posttraumatic stress disorder (PTSD). Reporting sleep problems may be a less stigmatizing way of conveying other stress-related concerns and can sometimes be an early warning signal for other issues.

Spiritual Wellness

<i>Possible Questions</i>
Do you spend a portion of your time in prayer, meditation and/or personal reflection?
Do you feel that your life has a positive purpose?
Do you feel that your work is consistent with your values?
To what degree are you enjoying your work and family life?

Physical Wellness

<i>Symptoms</i>	<i>Possible Questions</i>
Seems lethargic and out of shape	Have you been participating in physical activities at least 30 minutes 4 or more times a week?
Appears to have gained/lost weight in a short amount of time	Have you been eating a balanced diet? (low fat, lean meats, 5 fruits/vegetables)
Frequently discussing or showing physical pain/injury	<p>Have you injured yourself recently?</p> <p>When was the last time to saw the Flight physician for a medical checkup or have you had a doctor look into your pain/injury?</p> <p>Were any of your medical or dental visits directly related to the deployment?</p>
	Have you had to go on medical or dental sick call since you returned from deployment?

Social Wellness

<i>Symptoms</i>	<i>Possible Questions</i>
<p>Has become a loner, isolated</p> <p>Seems to be less engaged and involved with usual friendships and former activities</p>	<p>Do you feel that you are maintaining work-life balance?</p> <p>Since your return have you been spending leisure time with your family and/or friends doing things you enjoy?</p> <p>Do you feel a part of a group or community?</p>

Emotional Wellness

Post Traumatic Stress

<i>Symptoms</i>	<i>Possible Questions</i>
Cannot stop thinking about what happened	Have you been having nightmares about what happened? Are you thinking about what happened all the time?
Tries to avoid thinking about what happened	Have you tried to avoid thinking about what happened? Do things that remind you of what happened upset you?
Appears numb or disconnected from others	Have you felt disconnected or detached from others since you returned? Are you less interested in being with your friends?
Appears jumpy or keyed up	Have you felt on edge since you returned?

Anger

<i>Symptoms</i>	<i>Possible Questions</i>
Has physical fights, loses temper, throws things	Are you getting into fights?
Has verbal fights, gets into lots of arguments with others	Are you arguing with people?
Appears irritable or short-fused	Do little things irritate you?
Appears on the verge of losing temper	Have you been feeling like you are on the verge of losing your temper? Do you think about hurting other or smashing things?

Sleep Deprivation Issues

<i>Symptoms</i>	<i>Possible Questions</i>
Appears overly tired and lethargic	Have you been having problems sleeping (falling asleep, staying asleep, sleeping restlessly)?
Reports difficulty sleeping or still feels tired after sleeping	Do you think your sleep problem could be related to medications, caffeine or a medical condition? Could your sleeping difficulties be related to feeling stressed, upset or worried?
Fatigue is interfering with work performance	Would you like some help in dealing with your sleep problem?

Depression

<i>Symptoms</i>	<i>Possible Questions</i>
Lacks energy or is restless and fidgety	Do you have little interest or pleasure in things you used to enjoy
Appears sad or hopeless	Have you been feeling down, depressed or hopeless
Appears Irritable	Do you feel like things get on your nerves? Are you getting easily annoyed?
Shows an increase or decrease in appetite	Have you noticed your appetite changing (either increased or decreased)?
Has difficulty sleeping or is sleeping too much	Have you had trouble falling asleep or waking up and not being able to get back to sleep?
Has difficulty concentrating	Have you found it harder to concentrate?
Lacks energy	Have you felt tired or run down?

Drinking Concerns

Symptoms	Possible Questions
Cannot stop or cut down on drinking	Have you tried to cut down on your drinking and found that you could not?
Drinks more or needs to drink more to get the same effect (tolerance level has increased)	Do you need to drink more to get the same effect? Are you drinking more than you used to?
Drinking appears to be affecting relationships with others	Is your drinking causing problems at home or with your friends? Are people complaining or worried about how much you drink?
Drinking appears to be affecting work performance	Have you noticed if your drinking is affecting how you do your job? Is it getting harder for you to bounce back in the mornings and be ready to focus on work?
Wants alcohol early in the morning	Do you want to drink when you first wake up in the morning?

Relationship Concerns

<i>Symptoms</i>	<i>Possible Questions</i>
Appears to have problems with spouse	Have you and your spouse been arguing a lot? Is this causing problems in your marriage? Are you worried about the stability of your marriage? Have you or your spouse spoken with anyone to get help such as a chaplain or a counselor? How has your family adjusted to your return? Are you functioning as a family unit similar to how you were functioning before your deployment?
Appears to have problems involving infidelity	Are you having arguments about being faithful to each other? Are you worried about your spouse being faithful? Is your spouse worried about you being faithful?
Appears to have problems involving physical or mental abuse	Are you worried that your arguments might get out of control?
Appears to have problems with finances	Are you arguing about money a lot? Are arguments about money affecting your marriage?

Single Airmen

Single and/or unaccompanied Airmen may require additional support during reintegration phases, especially if they do not have family or other significant social support systems in the immediate area. The following are best practices recommendations successfully used by Air Force and Army leaders:

Tactics	Recommended Actions
Encourage squadron members to greet single Airmen at the Airport	Ensure Airman has housing arrangements, as they may relinquish their apartments during deployments
Assign a “Reintegration Wingman” for single Airmen	<p>Preferably another Airman who has experienced a similar deployment</p> <p>Inquire about the Airmen’s R & R plans, ensure you know how to contact the Airman</p> <p>Establish procedures and/or protocols to ensure Airmen connect regularly focusing on reintegration and acclimation</p>
Arrange a “Reintegration Roundtable” with a several Single Airmen	<p>Allows single Airmen to talk about their experiences with others in similar situations</p> <p>Engage Chaplain and/or MFLC to facilitate and guide the discussion</p>
If you installation has a Single Airmen Program, encourage your Airmen to participate	<p>Single Airmen Programs offer Airmen the opportunity to provide feedback to the chain of command by identifying quality of life and concerns</p> <p>Single Airmen Programs offer recreational, social, community volunteerism opportunities that help Airmen stay connected to the Airmen and off-base community</p> <p>If you have enough Airmen in your squadron/ Wing/Group consider creating special Single Airmen programs for deploying and reintegrating Airmen</p>
Establish Rapport, they may not be the same person as before they left.	Take the time to find out who you are talking with and then establish how you can better assist/encourage them

Show continued interest in Single Airmen	Find out what activities they have planned for the down time following deployment; check-in with them via phone to ensure their well-being Continued interest in their lives and what is happening can make them feel like part of the community. Trying to find out how to fit in as a Single Airmen, can be challenging
Show Single Airmen that you care and are interested in their ongoing well being	Follow up with Single Airmen, show them where they fit in the community and how they are an important part of the continued mission. Listen to their experiences, let them talk. If they are single, most times they don't have someone to listen. They need someone to listen. Hear what they have to say; do not look at them as a mission but as people able to accomplish a mission.