



Operational Stress Control

for Commissioned Officers and Chief Petty Officers

Introduction

The Navy Operational Stress Control (OSC) program is part of the Navy's 21st Century Sailor Office and is a core suicide prevention strategy. OSC is the foundation of all Navy resilience-building efforts because it promotes an understanding of stress, awareness of support resources, and provides practical stress navigation tools. OSC skills training is provided through two facilitated courses: Navy OSC Leader (NAVOSC-Lead) for commissioned officers and chief petty officers and Deckplate Leader OSC (DPL-OSC) for E4-E6 supervisors.

Overview

NAVOSC-Lead is a 3-4 hour facilitated, small-group course designed to assist Navy leaders in assessing stress levels so they can better assist their Sailors to successfully recognize, navigate, and thrive when experiencing stress. Training is characterized by interactive exercises and the sharing of personal stories to highlight the impact of stress on individuals, commands, and families, and to demonstrate how application of tools and leadership intervention can build and maintain resilience and readiness. NAVOSC-Lead is not a medical course. Rather, it is intended to build community and foster an environment supportive of help-seeking behaviors.

Objectives

NAVOSC-Lead describes the sources and effects of stress to promote an understanding of the reactions and behaviors that can result from exposure to severe or prolonged stress.

NAVOSC-Lead trains leaders to apply the Principles of Resilience (Predictability, Controllability, Relationships, Trust, Meaning) and Five Core Leadership Functions (Strengthen, Mitigate, Identify, Treat, Reintegrate) to demonstrate their commitment to Sailors while maintaining a ready force.

NAVOSC-Lead uses the Stress Continuum Model to focus leaders on prevention rather than treatment. This model identifies stress reactions across a continuum, using "stress zones" to guide appropriate responses, addressing stress injuries early on, and providing leaders with the skills to promote resilience.

NAVOSC-Lead discusses operational risk management, risk decision making, and how after action reports (AARs) can be utilized. It also stresses the importance of maintaining communication between caregivers and leaders.

NAVOSC-Lead is facilitated by Mobile Training Team members who are predominantly retired naval officers or chief petty officers and certified as Master Training Specialists.

Specific Tools Presented

Principles of Resilience	Five Core Leader Functions	Stress Decision Flow Chart
Stress Continuum Model	Training for Resilience Checklist	OSC Monitoring Tool
After Action Reviews	Pocket Guide for Navy Leaders	
Referral Sources	Combat and Operational Stress First Aid	