

## A New Year of Resilience

With the start of the new year, many people make resolutions dedicated to personal improvement. For Leaders, Airmen, and Guardians, this is the perfect opportunity to set new goals regarding the **Four Pillars of Fitness** – physical, spiritual, social, and mental health.



As leaders, you shape the culture for your personnel. It is up to you to foster an environment where Airmen & Guardians feel comfortable enough to discuss their mental health—a key factor in maintaining resilience across the total force. The following are four New Year's Resolutions you can make to help build a resilient culture.

1. **Hold Regular Check-Ins:** There is no tell-all for invisible wounds; symptoms depend on the individual. As a result, it is essential to check in with your personnel on a regular basis. Go beyond the simple “How are you?” and ask specific questions, but don't push too hard. Show your Airmen & Guardians that you are there to listen, not judge.
2. **Communicate, Communicate, Communicate:** Mental health is not a one-and-done conversation. Continue to share resources with your personnel and weave the topic into regular conversations to demonstrate your support.
3. **Sharpen Your Awareness:** Leaders may have limited experience with not only identifying invisible wounds but taking the necessary next steps. Practice is key. Check out these [situational exercises](#) designed specifically for members, spouses, leaders, and others.
4. **Model Healthy Behaviors:** Mental health should go beyond talking. Share the actions you're taking to maintain your own resilience, like your exercise routine, resources you use, and tips for how you manage stress and avoid burn-out.

## DAF Resiliency Tools

To promote resilience among your Airmen & Guardians, leaders must be aware of the available resources that will help them respond to crises. Check out the tools below!

- **Prevention:** Many Airmen & Guardians experience personal and professional challenges. However, these challenges can often be resolved before they escalate into serious problems. These tools help leaders identify warning signs early on.
- **Intervention:** Leading high-risk Airmen & Guardians can be difficult, and the next step may not always be clear. These tools are intended to assist leaders in detecting and navigating a crisis.
- **Response/Postvention:** Suicide, suicide attempts, and acts of interpersonal violence are devastating to individuals, families, teammates, and the community at large. These tools are intended to help leaders through reintegration and the aftermath of a crisis.

### Resources



A free, confidential [treatment referral](#) and information service for individuals and families facing mental health and/or substance use disorders



#### [DAF Resilience](#)

Find leadership resiliency tools and resources.



Find a [list of DoD resources](#) and support options related to specific mental health conditions



The [NAMI Helpline](#) is a free service that provides information, referrals, and support to people living with a mental health condition.