



MRT Resource Center: <https://armyfit.army.mil/>

MRT Competencies: Self-awareness • Self-regulation • Optimism • Mental Agility • Strengths of Character • Connection

Goal Setting



Identify, plan for, and commit to the pursuit of a goal that results in more optimal performance, sustained motivation, and increased effort.

7 Steps of Goal Setting:

- Step 1: Define your goal
- Step 2: Know where you are right now
- Step 3: Decide what you need to develop
- Step 4: Make a plan for steady improvement
- Step 5: Pursue regular action
- Step 6: Commit yourself completely
- Step 7: Continually monitor your progress

Hunt the Good Stuff



Hunt the Good Stuff to counter the Negativity Bias, to create positive emotion, and to notice and analyze what is good.

Record three good things each day and write a reflection next to each positive event about one or more of the following topics:

- Why this good thing happened
- What this good thing means to you
- What you can do tomorrow to enable more of this good thing
- What ways you or others contribute to this good thing

ATC

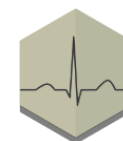


Identify your Thoughts about an Activating Event and the Consequences of those Thoughts.

Separate the A (Activating Event) from your T (Thoughts) from the C (Consequences: Emotions and Reactions) in order to understand your reactions to a situation.

Thought Themes	Emotions/Reactions
Loss	Sadness/Withdrawal
Danger	Anxiety/Agitation
Trespass	Anger/Aggression
Inflicting harm	Guilt/Apologizing
Negative comparison	Embarrassment/Hiding
Positive contribution	Pride/Sharing, planning future achievements
Appreciating what you have received	Gratitude/Giving thanks, paying forward
Positive future	Hope/Energizing, taking action

Energy Management



Take control of your physical state, bring your focus to the present moment, and perform more optimally.

2 Components of Deliberate Breathing:

- Rhythmic Breathing: Breathe deeply to a slow cadence, focus on your breathing, and unlock muscle tension during exhalation
- ATC Control: work towards becoming proficient at exerting control over our Thoughts, Emotions, and physical Reactions

Avoid Thinking Traps



Identify and correct counterproductive patterns in thinking through the use of Mental Cues and Critical Questions.

Use the Mental Cues and Critical Questions to identify information you missed because of the Thinking Trap.

- Jumping to Conclusions: Slow Down- What is the evidence?
- Mind Reading: Speak up- Did I express myself? Did I ask for information?
- Me, Me, Me: Look outward- How did others and/or circumstances contribute?
- Them, Them, Them: Look inward- How did I contribute?
- Always, Always, Always: Grab control- What's changeable? What can I control?
- Everything, Everything, Everything: Get specific- What is the specific behavior that explains the situation? What specific area of my life will be affected?

Detect Icebergs



Identify and evaluate core beliefs and core values that fuel out-of-proportion emotions and reactions.

Use the "What" questions in any order to help identify the Iceberg:

- What is the most upsetting part of that for me?
- What does that mean to me?
- What is the worst part of that for me?
- Assuming that is true, what about that is so upsetting to me?

Once you've identified your Iceberg, think about...

- whether you still believe/value this Iceberg and consider whether or not the Iceberg is overly rigid in some situations.
- whether your Iceberg is getting in your way in some situations and what specific actions you would take if you want to change your Iceberg.
- what you can do to change your emotions or reactions to make these types of situations go better for yourself and others.
- whether there is a more direct conversation you need to have with someone and what the conversation is about.

Problem Solving



Accurately identify what caused the problem and identify solution strategies.

Identify your thoughts about why the problem happened, identify other factors with Critical Questions, test them for accuracy, and then identify solution strategies:

- Step 1: What's the problem you're trying to solve?
- Step 2: What caused the problem?
- Step 3: What did you miss?
- Step 4: What's the evidence that each factor contributed to the problem?
- Step 5: What really caused the problem?
- Step 6: What can you do about it?

Fight the Confirmation Bias: Distance yourself from your thought, ask fair questions to gather the evidence for and against your thought, and consult with others.



Put It In Perspective



Stop catastrophic thinking, reduce anxiety, and improve problem solving by identifying the Worst, Best, and Most Likely outcomes of a situation.

Identify the Worst, Best, and Most Likely outcomes of a situation in that order and develop a plan for dealing with the Most Likely outcomes:

- Step 1: Describe the Activating Event
- Step 2: Capture Worst Case thoughts and ask, "And then what happens?" or "What else?"
- Step 3: Generate Best Case thoughts and ask, "And then what happens?" or "What else?"
- Step 4: Identify Most Likely outcomes
- Step 5: Develop a plan for dealing with Most Likely outcomes

Mental Games



Change the focus away from counterproductive thinking to enable greater concentration and focus on the task at hand.

Take your mind off of counterproductive thoughts by using games that:

- Require your full attention
- Are hard and fun
- Can be done within a few minutes

Real-Time Resilience



Shut down counterproductive thinking to enable greater concentration and focus on the task at hand.

Fight back against counterproductive thoughts by using the Sentence Starters:

- That's not completely true because...(Evidence)
- A more optimistic way of seeing this is...(Optimism)
- The most likely implication is...and I can...(Perspective)

Avoid the common Pitfalls: Dismissing the grain of truth, minimizing the situation, rationalizing or excusing one's contribution to a problem, and weak responses

Identify Character Strengths in Self and Others



Identify Character Strengths in yourself and in others to build on the best of yourself and the best of others.

Identify your top Character Strengths and those of others and identify ways to use your strengths to increase your effectiveness and strengthen your relationships.

VIA Character Strengths (based on the work of Dr. Christopher Peterson):

- Appreciation of beauty and excellence • Bravery • Capacity to love • Caution, prudence • Citizenship, teamwork • Creativity • Curiosity • Fairness • Forgiveness • Gratitude • Honesty • Hope • Humor • Industry, perseverance • Judgment, critical thinking • Kindness • Leadership • Love of learning • Modesty • Perspective • Self-control and self-regulation • Social intelligence • Spirituality, sense of purpose • Zest

Character Strengths: Challenges and Leadership



Use Character Strengths in yourself and others to overcome challenges, increase team effectiveness and strengthen your leadership.

Identify the Character Strengths you will use and the specific actions those Character Strengths will lead to:

- Name the Character Strengths that was used or will be used.
- Use your Character Strengths to be a more effective leader.
- Draw on Character Strengths of team members for complex challenges.

Assertive Communication



Communicate clearly and with respect, especially during a conflict or challenge. Use the IDEAL Model to communicate in a Confident, Clear, and Controlled manner.

Use the IDEAL Model to communicate assertively:

- I = Identify and understand the problem
- D = Describe the problem objectively
- E = Express your concerns and how you feel
- A = Ask the other person for his/her perspective and ask for a reasonable change
- L = List the positive outcomes that will occur if the person makes the agreed upon change

Effective Praise and Active Constructive Responding



Praise to build mastery and winning streaks. Respond to others with authentic, active and constructive interest to build strong relationships.

Create "winning streaks" by using Effective Praise to name strategies, processes, or behaviors that led to the good outcome. Active Constructive Responding is a style of responding to someone's good news. It is the only style that strengthens the relationship. ACR is based on the work of Dr. Shelly Gable.

	Constructive	Destructive
Active	Joy Multiplier Authentic interest, elaborates the experience	Joy Thief Squashing the event; negative focus
Passive	Conversation Killer Quiet, understated support; conversation fizzles out	Conversation Hijacker Ignoring the event; changing the conversation to another topic