



## Strategies to Increase Connectedness

Upon completion of your Organizational Assessment, you will identify areas requiring your attention. This paper will assist you with strategies to improve Connectedness.

### How Connectedness is measured on the DEOCS:

1. My future seems dark to me.
2. These days, I think I am a burden on people in my life.
3. These days, I feel like I belong.
4. These days, I feel that there are people I can turn to in times of need.
5. I know someone in my organization who has thought of, attempted, or died by suicide.

## Strategies

Implement policies and activities that increase support to individual including:

- Offer support groups for individuals struggling with PTSD, depression, and stress.
- Create buddy systems that improve accountability and foster trust building.
- Emphasize inclusion as a key principle that is enforced in every aspect of the organization.
- Encourage leaders to have open door policies and be available to their unit members.
- Develop training focused on knowing and recognizing changes in your subordinates behaviors.
- Promote positive reinforcement that asking for help or getting assistance a good thing.

Offer opportunities that reduce stress and foster unit camaraderie.

- Provide resources such as stress reduction and meditation workshops.
- Encourage members to spend time together outside of work in a social setting.
- Identify, promote, and encourage local opportunities to reduce stress.
- Assign junior leaders leadership roles to encourage a sense of belonging.

Create an environment that decreases role ambiguity and role conflict.

- Inform personnel of your expectations and clearly communicate them in writing when appropriate.
- Clearly define job descriptions during inprocessing and upon arrival.
- Personnel should have the resources necessary to perform their job.
- Make sure all subordinates know their roles in the unit.
- When interpersonal conflict arises, address the situation as soon as possible.
- If possible, check in with personnel weekly to make sure feelings of support are evident.

## Additional Resources:

Army: AR 600-20; AR 600-63  
Marine Corps: MCO 1000.9A  
Navy: SECNAVINST 5300.26D

Air Force: AFI 36-2706  
Coast Guard: SECNAVINST 5300.26D  
Civilian Personnel: ARI Contractor Report 2005-01  
Army TG 325D

