

SAILOR TO SAILOR

MAY 2026

The Official Newsletter of MyNAVYHR

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EVENT DATES

Feb. 01 - Dec. 31, 2026

Calendar Year 2026 E4
Meritorious Advancement
Program (MAP)

Jun. 23 - 26, 2026

Career Development
Symposium PACNORWEST

Jul. 1 - Dec. 31, 2026

Physical Readiness Program
Cycle 2

DEADLINES

June 11, 2026, 2359 CST

AC Enlisted Advancement
Selection and Screen Boards
for Chief Petty Officer Letter to
the Board

July 17, 2026, 2359 CST

Master Chief Petty Officer
of the Navy Delbert D. Black
Leadership Award Nominations
Packages

Explore the key ALNAVs/NAVADMINs released in April, highlighting the Navy's latest updates and guidance.

CHIEF PETTY OFFICER INITIATION GUIDANCE



CPO Initiation is about more than tradition. This NAVADMIN outlines key guidance, dates and training focus areas for this year's Chief Petty Officer Initiation. The message emphasizes professional development, leadership responsibility and preparing chief selectees to lead Sailors across the Fleet.

SPECIAL DUTY ASSIGNMENT PAY RECERTIFICATION



If your Sailors earn special duty pay, pay attention. Commands must complete the annual Special Duty Assignment Pay recertification process to ensure eligible Sailors continue receiving their authorized pay. Missing the deadline can stop payments, making command-level action critical for protecting Sailors.

ARCHIVING HEALTH SERVICE TREATMENT RECORDS



Maintaining medical records post-separation. This update provides guidance for archiving health service treatment records and transferring them to the Department of Veterans Affairs. Accurate and timely record handling helps support Sailors as they separate, retire or file future benefits claims.



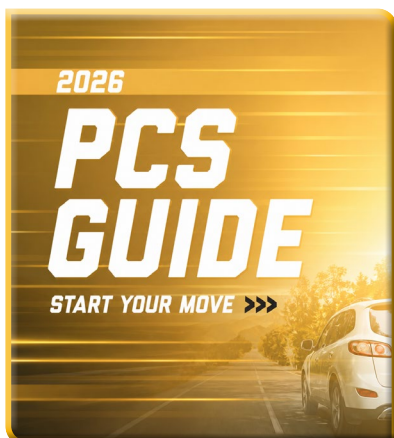
HEALTH OF THE FORCE SURVEY
The Navy wants your feedback! The 2026 Health of the Force Survey gives active

and Reserve Sailors a confidential way to share feedback on the issues that affect their daily service, readiness and quality of life. Sailor input helps leaders better understand what is working and what is not.

HEALTH OF THE FORCE SURVEY IS LIVE!



Take the 20-minute Health of the Force survey to share your feedback on Navy programs and policies with the Navy's top leaders. Your input is used to evaluate and update Navy programs and policies. Scan the QR code to take the survey!



THE NEW WARRIOR TOUGHNESS IS OUT: HERE IS MY HONEST OPINION

by Mass Communication Specialist 1st Class George M. Bell, Chief of Naval Personnel Public Affairs

I am a Leading Petty Officer at the Chief of Naval Personnel – Here, the staff writes the personnel policies that shape everyday life for Sailors – from schoolhouse training to seabag requirements to retention efforts (aka SRBs). The staff is largely made up of senior officers and enlisted Sailors who write policies with the clarity of hindsight, backed by multi-decade careers. But it doesn't end there. They also seek voices from around the Fleet to ensure policies and initiatives resonate on the deckplates, with today's Sailors. In that spirit, my Captain asked that I take a look at the revamped Warrior Toughness initiative. Here are my thoughts.

Toughness is built before the pressure hits

The driving sentiment behind Warrior Toughness is: "Toughness is built before the pressure hits." That matters to me because Warrior Toughness should not feel like another training topic; pushed aside when we need to focus on getting the job done. It should feel like something we can use when the watch is long, the schedule changes, the division is tired, or life outside the Navy starts showing up at work.

Warrior Toughness is a set of 15 skills designed to help Sailors perform under pressure, recover quickly, and excel in daily challenges. The skills are more than a memorization drill; they are the tools that help you show up when it matters – for your career, for your family, and for yourself. To back that up, the [Warrior Toughness rollout](#) includes a [playbook](#), wellness resources, podcasts, videos, and teaching aides. There is something for everyone to strengthen the mind, body, and spirit. The best part is there is zero expectation of overnight mastery, or a mad dash to create a make-shift program that gets bolted onto

the standing battle rhythm. That means there is both the time and the infrastructure to do it right.

confused? What is the first thing you will do if something goes wrong? That is not extra training. That is preparation.

In high school, I played brass in the band to make my mom happy, and I played football for me. Mental rehearsal was key for excelling as an individual and as a team in both. It prepared me for what came next. In band, I went from Freshman to 1st Chair – All-City, All-State; 3 years running. In football, I went from a freshman playing Junior Varsity to Varsity – #1 in the city and #1 in the state, three years running. That's not bragging, it's just proof that we can all grow into the goals we set, with the right investment in ourselves and each other.

I have seen Sailors get tripped up – not because they did not care – but because the moment got bigger than their preparation. Mental Rehearsal gives us a way to slow the moment down before it arrives. It builds confidence before the pressure starts.

Peer-to-Peer support is critical throughout this evolution. No leader can see everything. But Sailors see each other. They know when someone is quieter than usual, more irritated than usual, or just not themselves.

Built. Practiced. Lived.

Warrior Toughness is not about pretending everything is fine. It is about having tools when everything is not fine. It is about knowing your "why," recognizing stress, managing your energy, supporting your shipmates, and recovering before stress becomes the next problem. The point is not to escape stress. The point is to recover from it with purpose.

For my team, I will not measure success by whether Sailors can list all 15 skills. I will measure it by whether they can use one when it matters.

That is Warrior Toughness in real life. Built. Practiced. Lived.

WARRIOR TOUGHNESS

15 SKILLS TO BUILD TOUGHNESS BEFORE THE PRESSURE HITS

Warrior Toughness gives Sailors practical skills to perform under pressure, recover quickly and stay ready for the next challenge.

1 WARRIOR ETHOS Know your why. Stay grounded in who you are, what you value and who you serve.	2 UNDERSTANDING STRESS Recognize how stress shows up in your mind, body and behavior.	3 MINDFULNESS Train your attention to stay present and respond with control.	4 ENERGY MANAGEMENT Match your energy to the task so you can perform at your best.	5 RECALIBRATION Use breathing to reset in the moment and regain focus under pressure.
PERFORM & RECOVER				
6 INTENTIONAL RECOVERY Recover with purpose so stress does not keep stacking up.	7 HEALTHY BEHAVIORS Build readiness through sleep, fitness, nutrition and spiritual grounding.	8 MENTAL REHEARSAL Walk through the moment before it happens to improve execution.	9 GOAL SETTING Turn big outcomes into daily action with clear targets.	10 PERFORMANCE STATEMENTS Use short phrases to keep your self-talk focused and useful.
ADAPT & LEAD				
11 FLEXIBLE THINKING Challenge unhelpful thoughts and adapt when the plan changes.	12 EMOTIONAL INTELLIGENCE Recognize emotions, choose better responses and build trust.	13 COSFA Recognize stress reactions early and calm, connect and coordinate support.	14 PEER-TO-PEER SUPPORT Notice changes, start the conversation and support shipmates early.	15 CORE LEADER FUNCTIONS Strengthen Sailors, mitigate stress and support recovery across the team.

BOTTOM LINE
BUILT. PRACTICED. LIVED. >>>
#WarriorToughness

Perfect Practice Makes Perfect

In my shop, I am starting small – implementing Warrior Toughness one skill at a time. I am do not expect Sailors to memorize all 15 skills. I'm highlighting the one that aligns with the moment and folding it into daily requirements until it becomes muscle memory; so that my team has the confidence and the cadence to be carried through adversity by their training.

For example, if we had a major inspection, qualification board, or high-risk evolution coming up, I would use mental rehearsal before we got there. I would ask my Sailors to walk through the event step by step. What are you going to see? What equipment will you need? Where are you most likely to get