Non-Common Module
Stress Management
Module Description

Implementation Group	
Doc.:	IG/
Date :	
Origin:	IMLA

Country	Institution	Non-Common Module	ECTS
PL	**MULF**	**Stress Management**	**2.0**

Minimum Qualifications for Lecturers

Service **ALL**	• Knowledge of stress management field in theory and practice. • Knowledge of how to manage stress and use stress management in military training programmes.
Language **English**	• International experience in combat performance and combat stress behaviours. • Practical leadership experience. • Common European Framework of Reference for Languages (CEFR) Level C1 or NATO STANAG 6001 Level 3 (SLP 3333).

Prerequisites for International Participants	Goals of the Module
• English: Common European Framework of Reference for Languages (CEFR) Level B1 or NATO STANAG 6001 Level 2 (SLP 2222). • Knows the TLP. • Has basic knowledge of the MDMP. • Ability to work in a team.	• Stress management challenges and combat stress control. • Stress control and stress-reduction techniques. • Overcoming obstacles in crisis situations in a cross-cultural environment. • Communication competencies for multinational environment. • Problem-solving skills during civil-military operations. • Information exchange while working in a multinational group.

Learning Outcomes

Knowledge	• Is aware that effective leadership is through inspiration, not fear, or intimidation. • Knows the causes and implications of stress. • Knows early stress signs and symptoms to prevent chronic stress.	• Knows how to control stress through cross-training, task allocation, tasks matching and task sharing. • Knows stress management techniques.
Skills	• Is able to identify potential sources of stress • Employs various stress control techniques. • Conducts effective communication and planning.	• Identifies signs of stress in him/herself and others. • Recognises the limits of a soldier's endurance.
Competencies	• Develops communication and stress-coping skills. • Understands that danger and fear is part of leader's life and effectively deals with it. • Focuses on the process, not the outcome. • Is able to cope with failure.	• Is aware of the stress/performance curve and his/her own optimal level of stress. • Provides good, caring leadership. • Draws lessons from mistakes for self-development.

Verification of Learning Outcomes

- **Test**: Theoretical part of the Module can be conducted via the e-Learning which includes self-evaluations after each lesson, and final test verifying learned knowledge.

- **Observation**: Throughout the Module students are to discuss assigned topics within syndicates and in the plenary. During their work students are evaluated in order to verify their performance and complete a Stress indicators questionnaire.

- **Evaluation**: Group presentations of assigned topics, participation in stress-management activities, project presentations and stress management exercise scenario-based training CAX or MAPEX.

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Module Details

Main Topic	Recom-mended WH	Details	
Introduction	2	• Presentation of the goals and expected outcomes of the course. • Pre-course questionnaire.	
Stress management	3	• Introduction to stress and stress management. • Types of stress.	• Types of stress factors in the military. • Behavioural stress symptoms in the military. (can be conducted via e-learning).
Stress management and relaxation techniques	3	• Tools for stress management. • Stress-reduction techniques. • Combat stress management building blocks.	• Creation of a personal stress management plan. (can be conducted via e-learning).
Effective leadership	6 (incl. 4 SW)	• Determination of a leadership style – a questionnaire. • Time management.	• Team-building. • Effective communication. • Feedback.
Decision making under time pressure	8 (incl. 6 SW)	• Planning under time pressure – selected models. • Decision-making in chaos-scenarios. • Creation of the sense-making process allowing leaders to make informed decisions.	
Stress-reduction techniques for leaders	8 (incl. 6 SW)	• Stress levels – Identification of stress factors. • Stress-reduction techniques – calming physical reactions to stress. • Causes of stress and their effects – a post-training questionnaire to identify changes in the perception of stress indicators.	
Stress management exercise (CBST)	16 (incl. 14 SW)	• Strategy for the commander's actions in a stressful situation during combat operations. • Managing leader's reactions. • Avoiding extreme reactions. • Controlling emotions. • Reducing negative thinking and fear. • Visualising tasks.	• Dealing with information overload and managing multiple high-priority assignments. • Building team skills. • Eliminating negative thinking, embracing positive thoughts. • Monitoring and reducing subordinates' anger level.
Total	**46**		
Additional Hours to enhance learning outcomes			
	14	Private study & pre-reading hours may be counted as self-study. Course feedback provided by students.	
Total WH	**60**	The number of hours for the use of the developed e-learning content is up to the module director. He/she may replace the e-learning hours/topics with residential phases. The detailed number of hours for the respective main topic is up to the course director according to national laws or the home institution's rules.	

List of Abbreviations

B1, B2, C1 .... Common Reference Levels
CAX .... Computer-Assisted Exercise
CBST .... Competence-Based Scenario Training
CEFR .... Common European Framework of Reference for Languages
ECTS .... European Credit Transfer and Accumulation System
IG .... Implementation Group
IMLA .... International Military Leadership Academy
MAPEX .... Map Exercise
MDMP .... Military Decision-Making Process
MULF .... General Tadeusz Kosciuszko Military University of Land Forces in Wroclaw
NATO .... North Atlantic Treaty Organization
PL .... Poland
SLP .... Standardized Language Profile
STANAG .... Standardization Agreement
SW .... Syndicate Work
TLP .... Troop-Leading Procedures
WH .... Working Hour