



*Career progression, community management, personnel matters, and general information from the desk of the Navy Personnel Command, Force Master Chief, FORCM Jon Port*

### **PERFORM TO SERVE STARTS AT CHECK-IN**

Sailors need to be engaged with their chain of command and the chain of command needs to be engaged with their Sailor. When a Sailor checks in with a new command, whether they're coming from boot camp, shore duty, or their fourth sea tour, they should be given a Career Development Board within the first six months. That very first career development board gives a snapshot of where a Sailor is and what they need to do to Perform to Serve. Personal and professional goals should be set with a path set to achieve them. Perform to Serve is a reality of today's Navy and it is imperative that leadership understand the program and the process so that they can explain it coherently to their Sailors. For more information visit the [Perform to Serve website](#).

### **ENLISTED AC TO RC**

[NAVADMIN 179/12](#) outlined a new process for active duty and full-time-support Sailors transitioning to the SELRES via PTS or ECTP to receive Navy Personnel Command (NPC)-funded separation orders with an intermediate stop at their requested Navy Operational Support Center (NOSC). The Career Transition Office (CTO) facilitates transitioning from the Active Component (AC) to the Reserve Component (RC) for enlisted service members. Before the Navy established CTO, a Sailor would have to separate from the Navy and contact a Reserve recruiter in order to join the Reserves, which could take months. Sailors who receive a SELRES quota through PTS or ECTP must use Career Management System/Interactive Detailing (CMS/ID) to select a NOSC nearest to the area they intend to reside after release from active duty. Working with their command career counselor, a completed Reserve affiliation screening checklist must be forwarded to CTO to ensure completion of all required enlistment and Reserve affiliation documents prior to the Sailor beginning terminal leave. Transitioning Sailors who complete this process at least two months prior to separation will receive funded orders from their command to their NOSC where they will complete their release from active duty (separation) processing and Reserve affiliation. Under this process Sailors affiliating with a NOSC greater than 50 miles from their residence are authorized up to three days per diem while completing their active duty to SELRES processing at the NOSC. This process will take an active duty Sailor affiliating with the SELRES from their current assignment to their NOSC without a break in service. Failure to comply with the process outlined in the message may cause delays in transitioning and require the Sailor to complete separation processing from their active component command. The Sailor will incur the expense in reporting to their selected NOSC.

The CTO was established under the Navy's continuum of service initiative to ease the transition of personnel from active duty to Reserve billets, decrease transition processing times and error rates, and increase Reserve affiliation among qualified Sailors leaving active duty. Since it's inception CTO has assisted 1,021 enlisted Sailors with their transition from the active duty to the Reserve component. The Navy Reserve offers a two-year deployment deferment for Sailors who join the Reserve within six months of leaving active-duty. Enlisted Sailors currently serving on Active Duty, who desire to affiliate with the Navy Reserve, or need more information about Navy Reserve programs and opportunities, should contact the CTO at (901) 874-4108 or [cto.enlisted@navy.mil](mailto:cto.enlisted@navy.mil). In many cases, this may be the option to remain in the rate in which the Sailor is currently serving. Think about it and ask about it!

### **RESILIENCE HELPS SAILORS AND FAMILIES NAVIGATE ROUGH TIMES**

Deployment work-ups, a sick child, four-section duty, marital trouble can all cause stress levels to rise. Stress is a fact of life but resiliency helps make stress manageable. Stress is normal and can help you excel and succeed, but there is a point when stress may impact your ability to meet life's challenges. The Navy's goal is to help individuals identify stressors and develop the skills and tools to be resilient and handle the curveballs life may throw. The Operational Stress Control (OSC) program is designed to help Sailors and their families recognize and navigate stress. OSC defines resilience as the capacity to withstand, recover, grow, and adapt in the face of stressors and changing demands. Sailors should strive for the following four skills that can help them and their families improve resilience:

- Maintain your body for its unique optimal performance. Balanced and nutritious meals with moderate portions help fuel the body. Getting enough sleep is critical to physical and emotional well being. Regular exercise helps you physically and improves your mood.
- Develop positive relationships. Nurturing at least one trusted friendship can help individuals achieve personal and professional success. "A friend can provide support, influence personal growth and provide a source of strength during difficult times," said Scott.
- Manage your finances – Don't let them manage you! "Financial strain is a top stressor. It can cause personality changes in an individual and has been linked to depression which can impact duty performance and interpersonal relationships," said Scott. Fleet and Family Support Centers, Navy-Marine Corps Relief Society and command financial specialists can help Sailors examine their finances and develop a budget.
- Consider spiritual wellness. "Talking with a mentor, trusted advisor or chaplain can be a great outlet for stress reduction and resiliency.

The OSC Continuum can help individuals determine what level of support is needed. The continuum is a color-coded guide for Sailors and leaders to measure their stress as it relates to one of four color-coded zones: green is ready, yellow is reacting, orange is injured and red is ill.

The green zone is where we want to be but the green zone is not stress free, it means you have the skills and the tools you need to really be able to manage what life is throwing at you. Learning from life lessons makes you stronger and more resilient - and that is our goal.

To learn more visit the Navy's official OSC blog at [www.navynavstress.com](http://www.navynavstress.com)

### ***This week in our Navy History***

**June 18<sup>th</sup>, 1812** - U.S. declares war on Great Britain for impressments of Sailors and interference with commerce.

**June 19<sup>th</sup>, 1944** - Battle of the Philippine Sea began ("The Marianas Turkey Shoot")

**June 20<sup>th</sup>, 1898** - U.S. forces occupied Guam, which became first colony of U.S. in the Pacific.

**June 21<sup>st</sup>, 1945** - Okinawa declared secure after most costly naval campaign in history. (U.S. lost 30 ships, 223 damaged, mostly from kamikaze attacks, with 5000 dead and 5000 wounded, while the Japanese lost 100,000 dead)

**June 22<sup>nd</sup>, 1865** - Confederate raider *Shenandoah* fires last shot of Civil War in Bering Strait

### ***Quote of the Day***

***"Millions of people, armed with the holy cause of liberty, and in such a country as that which we possess, are invincible by any force which our enemy can send against us"***

~Patrick Henry