

BUILDING COHESIVE TEAMS THROUGH CHARACTER TRUST RESILIENCE

**Protecting Our People
Protects Our Mission.**

Rebuilding Trust

How Leaders Can Rebuild Trust

- Demonstrate humility
- Acknowledge failures
- Have a plan moving forward
- Outline expectations and emphasize their importance
- Ensure accountability
- Be equally supportive of all your Soldiers
- Check-in with your Soldiers regularly
- Ask for feedback and listen to understand

Rebuilding Trust and Leading Change to Prevent Sexual Assault

If trust is strong, teams are strong. It is vital in the prevention and eradication of sexual assault in the military. When trust and confidence is lost between senior leaders, commanders, and Soldiers, the entire unit is rendered ineffective.

When trust is broken nobody wins. Not individuals. Not teams/units. Not leaders.

Broken trust erodes an environment designed to protect the people and the mission. Without trust, mutual respect, and unit cohesion, integrity is compromised and our ability to effectively and successfully fulfill our duties diminishes.

It is incumbent on our leaders to create a culture of trust by allowing Soldiers to speak up without fear of retaliation, being ridiculed, humiliated, or undermined.

Benefits of Rebuilding Trust

- Strengthened communication
- More knowledge sharing
- More ownership of mistakes
- Soldiers are more apt to ask questions and offer opinions
- More social support
- Better decision-making
- More bystander intervention
- Healthier, cohesive unit

FY19 ARMY ANNUAL REPORT STATISTICS



3,219
Total Army Reports Made
2,551 Unrestricted | 668 Restricted



27%
of unrestricted reports were filed by men.

79%

of victims were E1- E4 (completed investigations).

Restoring Trust Through Accountability

Leaders drive culture and are responsible for the work climate in their unit. It's imperative they reinforce everyone's obligation to prevent and appropriately respond to allegations and reports of sexual harassment and sexual assault. If trust has been broken, it can be rebuilt. Leaders who restore trust, confidence, and accountability within their unit provide a safe and secure environment for all who serve to successfully carry out their mission.



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SAAPM

Sexual Assault Awareness and Prevention Month