

## **PERFORMANCE TRIAD Talking Points to Optimize the Human Dimension**

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**BLUF – Key Takeaway Message:** The PERFORMANCE TRIAD is the platform of choice to integrate with and enable the ARCIC/CAC Human Dimension Operational Approach Line of Effort #1 to Establish Cognitive Dominance and Line of Effort #2 Execute Realistic Training both with the end state to Optimize Human Performance. (source: LTG Brown’s ILW HD panel keynote slides and HD white paper – see definition references at the end of this document)

PERFORMANCE TRIAD directly impacts the Army’s Soldier Performance Optimization Line of Effort, Force 2025 & Beyond squad overmatch objectives and allows for Total Fitness (physical, mental, social, resilience) improvements to the Total Army.

PERFORMANCE TRIAD is a comprehensive health promotion program designed to improve personal readiness and increase resilience for leaders to improve physical, emotional, and cognitive dominance through strategies that optimizes sleep, activity, and nutrition. Improving sleep, activity, and nutrition behaviors enhance personal readiness, health, and wellness.

One of the PERFORMANCE TRIAD goals is to establish a culture in which Soldiers and civilians view their membership in the Army Profession as a mandate to maintain a heightened state of personal readiness, which will help the Army maintain a decisive edge and achieve small unit overmatch.

In general, Soldiers that view themselves as Professional Soldier Athletes will invest in their own health and possess an internal mindset that drives them to optimize their physical, emotional, and cognitive fitness for the best individual and unit performance, similar to professional athletes. The PERFORMANCE TRIAD is part of the Army Medicine transition from a reactive healthcare system focusing on disease and injury

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treatment to a proactive 'System for Health' focused on illness and injury prevention, reconditioning and reintegration, and human performance optimization. (source: CAC HD White Paper draft 30 SEP 14 and given to ILW HD panel members)

PERFORMANCE TRIAD is a cornerstone of the Army Medicine readiness platform, with a unique capability to synergize and leverage best practices with other Army Human Dimension current and future efforts to meet the requirements and demands for optimizing The Professional Soldier Athlete.

PERFORMANCE TRIAD is the first Army Medicine initiative injected into the Army's Roadmap for Human Dimension and endorsed on 25 SEP 14 by TRADOC-led HD Community of Practice as quick win/proof of concept to align HD efforts and named one of the CSA's R2C Top 8 key capabilities on 29 JUL 14.

In FY14 MEDCOM conducted a PERFORMANCE TRIAD pilot study with three separate Army Battalions and established a clear baseline requirement as 99.6% of pilot study Soldiers reported not meeting Sleep, Activity and Nutrition target behaviors scientifically proven to enhance performance. In 2015, MEDCOM will pursue endorsement for a phased roll out of the PERFORMANCE TRIAD program with a revamped delivery model and a mindset centered on building Professional Soldier Athletes. Army Medicine formally requested that 2015 be the Year of the Professional Soldier Athlete and is waiting for a final decision.

2015 PERFORMANCE TRIAD implementation to the Total Army will continue to leverage our Army Wellness Center success to include:

- 62% of all AWC clients who made a follow up visit saw an average of 4% decrease in BMI
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- 60% of all AWC clinics who made a follow up visit saw an average of 15% increase in maximum oxygen volume levels;
- AWC average satisfaction rate is 97% and only 6.3% no shows;
- AWC individualized assessments would cost approximately \$3000 in the civilian market.
- Metabolic testing and wellness coaching sessions are the #1 service to lower BMI and last only 30-55 minutes. A full fitness evaluation takes only 60-90 minutes. Coaching includes comprehensive exercise prescription that is individualized for client's needs.

PERFORMANCE TRIAD is....

Modular – ready to apply to Total Army population in all settings – from Ebola in West Africa to garrisons like Fort Bragg healthy base initiatives

Flexible – mobile, virtual training tools and technology to enable Soldiers to increase scope of action in pursuing Professional Soldier Athlete status, enable leaders to coach/mentor/teach within current daily operational demands, enable units to conduct challenges and competitions to improve/monitor health and readiness levels on a real-time dashboard and enable family members/retirees to improve physical, cognitive and emotional health & fitness that supports our Professional Soldier Athletes and Soldier for Life priorities

Synchronize - existing Army-level Human Dimension efforts – MFTs, MRTs, AWCs, CSF2 training center resources on goal-setting performance enhancement, WAT enablers within IMT installations, best practices identified and able to be resourced from other HD initiatives for use by Total Army

Endorsed by TRADOC-led HD Community of Practice as quick win/proof of concept to align HD efforts & one of CSA Top 8 R2C key capabilities

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Improving Total Fitness of the Total Army is clearly the priority and even more clearly a critical challenge in optimizing the HD. So, when PERFORMANCE TRIAD improves first-line leader's total fitness performance, then this guarantees leaders champion PERFORMANCE TRIAD through coaching, teaching and mentoring Soldiers to improve small unit-level performance and indirectly improve unit cohesion and enhance unit effectiveness. The goal is for the PERFORMANCE TRIAD to influence the health habits of all leaders and Soldiers.

Proper recovery from operational demands is critical to optimize Soldier and unit performance, as well as decreasing injury and attrition rates. The PERFORMANCE TRIAD target behaviors are scientifically proven to enhance a Soldier's ability to recover, decide and act, therefore increasing the cognitive dominance in the areas of memory, attention, reaction time and other components of sound decision making.

At AUSA Medical Hot Topics on 10 SEP 2014, Army Senior Leaders (GEN Allyn, LTG McMaster and LTG Brown) clearly reinforced the Army's commitment to FORCE2025B and the unwavering value of Soldier Performance Optimization. Specifically, the PERFORMANCE TRIAD was named as the program of choice to further develop and implement to this end.

The Performance Triad enhances cognitive agility, adaptive learning, physical performance and readiness while simultaneously protecting the Soldier against anxiety, stress and depression in any situation. The Performance Triad supports the readiness and agility of the Army and its ability to retain overmatch and conduct operations to prevent, shape and win wars.

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**\*Sleep**-optimal sleep improves cognitive abilities, decision making, and mental agility. Poor sleep has been linked with increased accidents on the job, decreased attention, memory and problem solving abilities. It is critical in optimizing cognitive performance but also has shown to improve physical capacities and protect from mood disorders such as depression and anxiety.

- \* Just one sleepless night (< 4 hours) can impair performance as much as a 0.10% blood-alcohol level
- \* Under 7 hours sleep for 3+ days correlates to a 20% decrease in cognitive ability
- \* Lack of adequate sleep over time has been associated with a shortened lifespan & emotional disorders

**\*\*Activity**-activity with aerobic and resistance exercise is critical for optimizing physical performance. In addition, research has shown that physical activity exerts powerful influences on cognitive abilities, and protects the individual from depression and anxiety.

- \*\* 6 hours of sitting negates benefits of morning physical training towards extending life span
- \*\* ↑ physical activity to 2.5 hours per week and 5% weight reduction could ↓ diabetes by 58%
- \*\* 43K active duty (~12 BCTs) are non-deployable due to medical profiles

**\*\*\* Nutrition**-The right fuel at the right time has shown to improve athletic and physical performance and recovery. Additionally, obesity is linked with decreased attention and processing, memory, learning and high-level brain functions. The right nutrition also lowers the chance of depression and increases life span.

- \*\*\* 7+ vegetables/fruit per day reduces your risk of death by 42% at any time compared to 1 portion
  - \*\*\* 5+ fruit/vegetables is associated with a 5-time increase in mental well-being compared to 1 portion
  - \*\*\* Overweight recruits are **47%** more likely to become injured and use **49%** more healthcare resources in first 90 days
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### TERMS OF REFERENCE definitions on Optimize the Human Dimension Operational Approach

Total Fitness reference in Human Dimension White Paper: By investing in the human, the Army will be capable of fielding a future force that will maintain and exploit both a decisive cognitive edge and physical supremacy over potential adversaries. Achieving this cognitive edge requires a renewed investment in education, training, leader development, and talent management, while achieving physical supremacy requires investment in holistic health, and **total fitness**.

Total Fitness reference in LTG Brown's keynote slides for AUSA Human Dimension panel: Fitness has gone from 'basic physical conditioning' in 1945 to **Total Fitness** (physical, mental, social, resilience) now

From LTG Brown's slides for HD panel and HD white paper it defines **Cognitive Dominance** as "A position of intellectual advantage over a situation or adversary that fosters agility over adaptation, facilitating the ability to anticipate change before it occurs." It defines **Realistic Training** as "The ability to prepare regionally aligned forces and leverage teams that will dominate against future complex global threats and challenges."

Also from HD white paper: The **Cognitive Dominance line of effort** describes all of the activities related to the creation of resilient Soldiers and adaptive leaders who are comfortable adapting to novel experiences and can improve and thrive in uncertain and chaotic environments. The **Realistic Training line of effort** encompasses all the activities related to the creation of cohesive teams of Army professionals who have the foundation of trust upon which to build a culture that practices mission command, adapting to ambiguous situations through the decentralized execution of commander's intent. The Army must adopt a new training paradigm that incorporates the complexity of the human dimension into training and limits rote repetition in a sterile environment. (i.e. training must stress and improve the brain)

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