



UNITED STATES

NAVAL SPECIAL WARFARE COMMAND

# NAVAL SPECIAL WARFARE COMMAND



## The Practice of Psychology in NSW

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The overall classification of this briefing is:  
CONTROLLED UNCLASSIFIED INFORMATION

# Disclosure:

Neither I nor my spouse/partner has a relevant financial relationship with a commercial interest to disclose.







# NSW Organization



**NAVAL SPECIAL WARFARE COMMAND**



**8,153 Active Duty Assigned**  
**2,936 SEAL | 792 SWCC**  
**4,486 Fleet Personnel | 58 Fleet Rates**  
**1,292 Civilians**  
**471 Reserve**  
**9,977 Total Onboard\***



# Psychology in NSW: An Overview

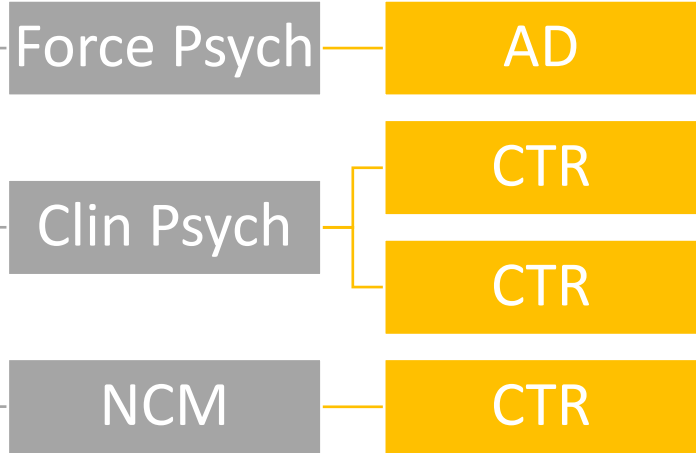
- Describe NSW psychology capabilities and mission sets:
  - ✓ Assessment and Selection: A job suitability mission
  - ✓ Force Optimization: An optimal human performance mission
  - ✓ Clinical Support and Intervention: A human factors mission
  - ✓ Operational Psychology: A national security mission
- Psychologists are special advisors, subject matter experts, behavioral science consultants, and clinicians within a complex, dynamic, and elite warfighting organization.



# NSW Psychology/Mental Health Embedded Staff



WARCOM



## NSWG1 Coronado, CA

- Psychologist
  - AD
  - AD
  - AD
  - CTR
- LCSW
  - CTR
- Psych Tech
  - AD

## NSWG2 Norfolk, VA

- Psychiatrist
  - AD
- Psychologist
  - AD
  - AD
  - CTR
  - CTR
  - CTR
- Psych Tech
  - AD

## NSWG4 SBT 20: Norfolk, VA SBT 12 Coronado, CA SBT22 Stennis, MS

- Psychologist
  - AD (VA)
  - CTR (MS)
- LCSW
  - CTR (CA)
  - CTR (VA)

## NSWG8 SRT1: Coronado, CA SRT2: Norfolk, VA SDV: Honolulu, HI

- Psychologist
  - AD (VA)
  - AD (HI)
- Op Psych
  - CTR (VA)
  - CTR (CA)
- LCSW
  - CTR (VA)
  - CTR (HI)
- Data Scientist
  - CTR
- Psych Tech
  - CTR

## NSWCEN

- Psych
  - AD
  - AD
  - AD
  - GS
  - GS
  - CTR
- Psych Tech
  - CTR
- Data Scientist
  - CTR

## NSWDG

- Op Psych
  - AD
  - AD
  - AD
  - GS
  - CTR
- Clin Psych
  - GS
  - CTR
- LCSW
  - CTR
- Psych Tech
  - CTR
  - CTR

Total:  
AD: 17  
CIV: 4  
CTR: 22

# Assessment and Selection (A&S)

- A&S efforts utilize specialized psychological assessment capabilities to support leadership's selection and development of NSW personnel.
- It is based on a well-established, gold standard process utilized across the DOD, IC, and Corporate America to select the *right person for the right job at the right time*.
- A&S programs utilize psychological principles to identify human factors related to:
  - ✓ Job suitability
  - ✓ Organizational risk
  - ✓ Fit
- A&S programs can identify, predict, and enhance attributes that contribute to mission success (both selection and development).



# Force Optimization

- “Humans are more important than hardware”
- The goal is to get to the *Left of Bang*:
  - ✓ Keep warriors in the fight
  - ✓ **Optimize performance** and mission success
  - ✓ Connect to the most relevant resources early and often
- Normalize touch points, decrease stigma, enhance performance
  - ✓ “Check Up from the Neck Up”
    - Everyone gets it, non-medical encounters & education, no big deal but can identify potential problems before they develop
    - *Every engine needs an oil change on the regular. Don't wait until your engine blows up to take your car in.*
  - ✓ Executive Coaching, education, training, feedback, & consultation



# Clinical Intervention / Support

- Although the goals for NSW are prevention, health promotion, and force optimization, this job can take a toll on Operators.
- Embedded providers (active duty, CIV, contractor) offer treatment modalities to address multiple psychological injuries and conditions (TBI, PTSD/Combat Operational Stress, grief, family stress) that is:
  - ✓ Culturally competent
  - ✓ Individually tailored
  - ✓ Evidence-based
  - ✓ Timely and proximal access to care
- Collaboration and coordination with our military and civilian partners to meet the needs, overcome barriers, and fill in the gaps and seams

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## Questions?

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