

## **HELPFUL HINTS TO CREATING A POSITIVE COMMAND CLIMATE**

- I. Help to create a climate of respect and trust.
  - A. Set a positive tone
  - B. Insure each person is seen as a valued member of team.
  - C. Insure each person is able to contribute.
  - D. Express appreciation for people coming to events and contributing.
  - E. Discourage gossip or rumors.
- II. Show your interest (whether actively involved with command or not)
  - A. Make contact with other members of the command team (XO and CMC/COB spouses and ombudsman).
    - 1. Discuss your level of involvement so they know what to expect from you.
    - 2. If geographically separate be sure they know who will be acting in your stead (and allow that person to act).
    - 3. Invite XO spouse, CMC/COB spouse and ombudsman to lunch regularly.
  - B. Make and maintain contact with families in the command.
    - 1. Through support group activities.
    - 2. Through periodic telephone calls (especially helpful during deployment).
    - 3. Through welcome note, phone call or small token such as a plant to new members of the command.
    - 4. Through contact with families not in the local area.
    - 5. Through birthday cards to family members or cards for special occasions (birth of baby, etc.).
    - 6. Through articles in the ombudsman's newsletter.
    - 7. Even spouses geographically separated can show interest and maintain contact using any of the methods above.
- III. Encourage activities for group.
  - A. Your involvement
    - 1. Don't have to plan or manage every event (find those in a group who like to plan or lead).
    - 2. Attend according to your schedule and interest.
    - 3. Show interest in family members and how they are doing.
  - B. Listen to needs of the group (varies with age and their interests and needs).
    - 1. Help to plan activities to meet their interests and needs.

2. Numbers who attend are not significant if meeting the needs of those who came.
3. Suggest community projects (i.e. Adopt a School, toy drive) that involve all members of the command.
4. Don't force togetherness if the group is happy and productive with its own activities.

C. Suggestions for group activities

1. If the ship is going to a special port, plan an event around that place (food, music, dress)
2. Make Your Own Pizza Night – everyone brings a topping.
3. Wedding album night – Shared memories (chance for group to see you as a real person).
4. Potluck supper with speaker (Use Fleet and Family Support Center).
5. Try to plan command activities that include single sailors in the command.
6. Plan some events for the children of the command.

IV. Maintain a positive attitude.

- A. Assess your style and comfort level and act accordingly.
- B. Take time out for yourself to cut down on stress.
- C. Realize that your experience and “calm in the storm” are valuable assets to the group.
- D. Take advantage of opportunities to nurture younger spouses.
- E. Establish or maintain friendships outside the command so you have a support network.
- F. Support your spouse – complement each other's roles.
- G. Enjoy.

V. Turnover.

- A. Maintain a “notebook/journal” during command.
  1. Social roster.
  2. Phone trees.
  3. Support group information.
  4. Important telephone numbers.
- B. Contact the prospective CO's spouse in a timely manner.