



Canadian Army Integrated Performance Strategy



Canadian Army Performance Triad (CAP3): Leader's Guide



STRONG. PROUD. READY.
FORTS. FIER. PRÊTS.

Preface / INTRODUCTORY LETTER

The mission of the Canadian Army Integrated Performance Strategy (CAIPS) is to promote the adoption of a performance-oriented, health and fitness based culture in order to increase readiness by generating better prepared and more resilient soldiers.

Readiness is about the Canadian Army being prepared to deploy on operations at home and abroad. Personal readiness is the individual component of the Army collective readiness which encompasses individual soldiers, small teams, formed units and formations.

Resilience is the capacity of a soldier to resist, adapt, and thrive in the face of the stress imposed by Army life, in all of its facets. Stress is not an obstacle or detriment to success - it is a normal part of what allows us to grow.

The CAIPS is based upon four pillars that collectively enable the Canadian Army team to grow, become stronger, and ultimately foster a culture of readiness and resilience. These four pillars will:

Raise awareness and gain buy-in from Army leaders, soldiers, public servants and families on the vital importance of focusing on the well-being of our people;

In cooperation with our partners, build and maintain a Website providing easy access to all CAIPS services available (www.strongproudready.ca);

Institute a cultural shift towards understanding and embracing the importance and relationship between lifestyle and overall fitness; and

Provide leaders the tools and resources necessary to enhance readiness and resiliency amongst the Canadian Army team.

Nested within the third pillar, and a key to individual readiness and resilience, is the concept of optimized performance via the methodology promoted by the Canadian Army Performance Triad (CAP3). CAP3 is about adopting a healthy lifestyle that is based on achieving the optimal level and mix of activity, the right amount of restorative sleep, and fueling the body and brain with the right food. Along with other programs such as the CAF Fitness testing and the PSP Health Promotion initiatives, CAP3 will ensure soldiers are armed with the information, tools and resources to optimize their performance.

I am providing Canadian Army leaders this guide to equip you with the knowledge and messages needed to lead, coach and mentor your team. My expectations are high. As leaders, you are the centre of gravity for the success of your team and I will hold you accountable for the personal readiness and resilience of your team. To enable and empower you, the Canadian Army has launched CAIPS. Be personally engaged, educate yourself, and contribute to the development of CAIPS. Your involvement is key to ensuring that our troops are as ready and resilient as they can be. We owe them absolutely nothing less.

Lieutenant-General J.M.M. Hainse
Commander
Canadian Army

Page 2.	Introduction – Ready and Resilient Leads the Way
Page 3.	Call to Action – Improving Readiness, Performance, and Resilience in the Canadian Army
Page 4.	The Canadian Army Readiness and Resilience Concept (CAR2C) - Readiness and Resiliency <ul style="list-style-type: none"> ◇ CAR2C Diagram ◇ Mental Readiness
Page 7.	Canadian Army Performance Triad (CAP3) <ul style="list-style-type: none"> ◇ Components of CAP3 ◇ Optimize Your Performance ◇ Personal and Unit Readiness Enhancements through CAP3 <ul style="list-style-type: none"> ◇ How does CAP3 help Soldiers, civilians and their Families?
Page 11.	Leadership as the Cornerstone of the CAP3 - Leader Engagement <ul style="list-style-type: none"> ◇ Leaders Set the Stage ◇ CAP3 Targets and Goals ◇ Set S.M.A.R.T. Goals ◇ CAP3 Overarching Messages and Talking Points <ul style="list-style-type: none"> ◇ Sleep ◇ Activity ◇ Nutrition
Page 21.	Top 10 CAP3 Quick Wins for Soldiers
Page 25.	Top 10 CAP3 Quick Wins for Leaders
Page 28.	Resources



Ready and Resilient Leads the Way

The Profession of Arms counts on Soldiers to be ready to effectively perform their duties 24/7. Soldiers need to be fit, both physically and mentally, to respond to all challenges. Leaders facilitate this by ensuring their subordinates are well-lead, well-trained and well-equipped. Soldiers must be like “tactical athletes”; committed to the mission and always seeking ways to improve themselves. The readiness of the whole Army Family has an impact on the health and readiness of Soldiers.

Tomorrow’s soldiers will continue to be required to adapt to environmental, physical, intellectual, psychological and social challenges. They must possess the physical competency, i.e. physical fitness and soldier skills; intellectual competency, i.e. planning, reasoning, visualization, and decision making; emotional competency, i.e. resiliency, hardiness and ability to cope with stress; and social competency, i.e. the ability to develop trust, respect and teamwork, to meet all challenges.



The concept of Readiness and Resilience strives to integrate and synchronize multiple Army-wide programs aimed at improving physical, emotional and cognitive health. The Canadian Army Performance Triad (CAP3) is a key enabler that promotes healthy lifestyle choices by combining the right amounts of **Sleep**, **Activity**, and **Nutrition** to reach optimal performance.

We count on Army leaders to set the example of readiness and resilience; successfully accomplishing the mission, every time. The CAP3 requires leaders at all levels to be engaged both professionally and personally, in health and the health conversation. We know we have the greatest Soldiers in the world. The challenge now is to have the healthiest Soldiers, as well. Strong! Proud! Ready!

Improving Readiness, Performance, and Resilience in the Canadian Army

The strength of our Army is our Soldiers. Soldiers are the most sophisticated and complex Army weapon system. As members of the Profession of Arms, Soldiers must be ready physically, cognitively, and emotionally. Soldiers, like professional athletes, must perform at very high levels every day, especially in a theatre of operations. For Soldiers, more is on the line than winning or losing a game. The safety and security of others are at stake.

In addition to the obligation that our Soldiers be well-lead, well-trained and well-equipped, leaders need to inspire Soldiers to view themselves as “tactical athletes”. Soldiers who achieve the status of a “tactical athlete” achieve optimal personal readiness through physical, emotional, and cognitive competence; optimal performance during sustained operations; and have strong and healthy social, Family, and spiritual support networks. Leaders that develop these “tactical athletes” make the greatest contribution to a fit and ready Army!

Sleep, **Activity**, and **Nutrition** provide a foundation for a fit and ready force. Further, the strength and resilience of the whole Army Family - Soldiers, DND Civilians, and their Families - is vital to the success of the Army. Their influence on the health and readiness of the Soldiers should not be underestimated. The CAP3 provides leaders, Soldiers, and the whole Army Family with the tools and knowledge to achieve high levels of performance to optimize Soldier and unit readiness.

This guide arms leaders with the necessary information and tools to help Soldiers, their Families, and our Army Family to move towards a healthier state that promotes unit readiness and optimal performance.





Readiness and Resiliency are concepts that describe a healthy and fit soldier, armed with a fighting spirit and prepared to perform on operations. Readiness encompasses six domains that collectively develop a high level of performance fitness, which are:

Physical Fitness – the ability to effectively and efficiently perform physically demanding operational and occupational tasks without undue fatigue and minimal risk of injury.

Emotional Fitness – the ability to express emotions in a positive, non-destructive manner; to face life's challenges in an optimistic way; and demonstrate self-control, stamina and balance in regards to choices and actions.

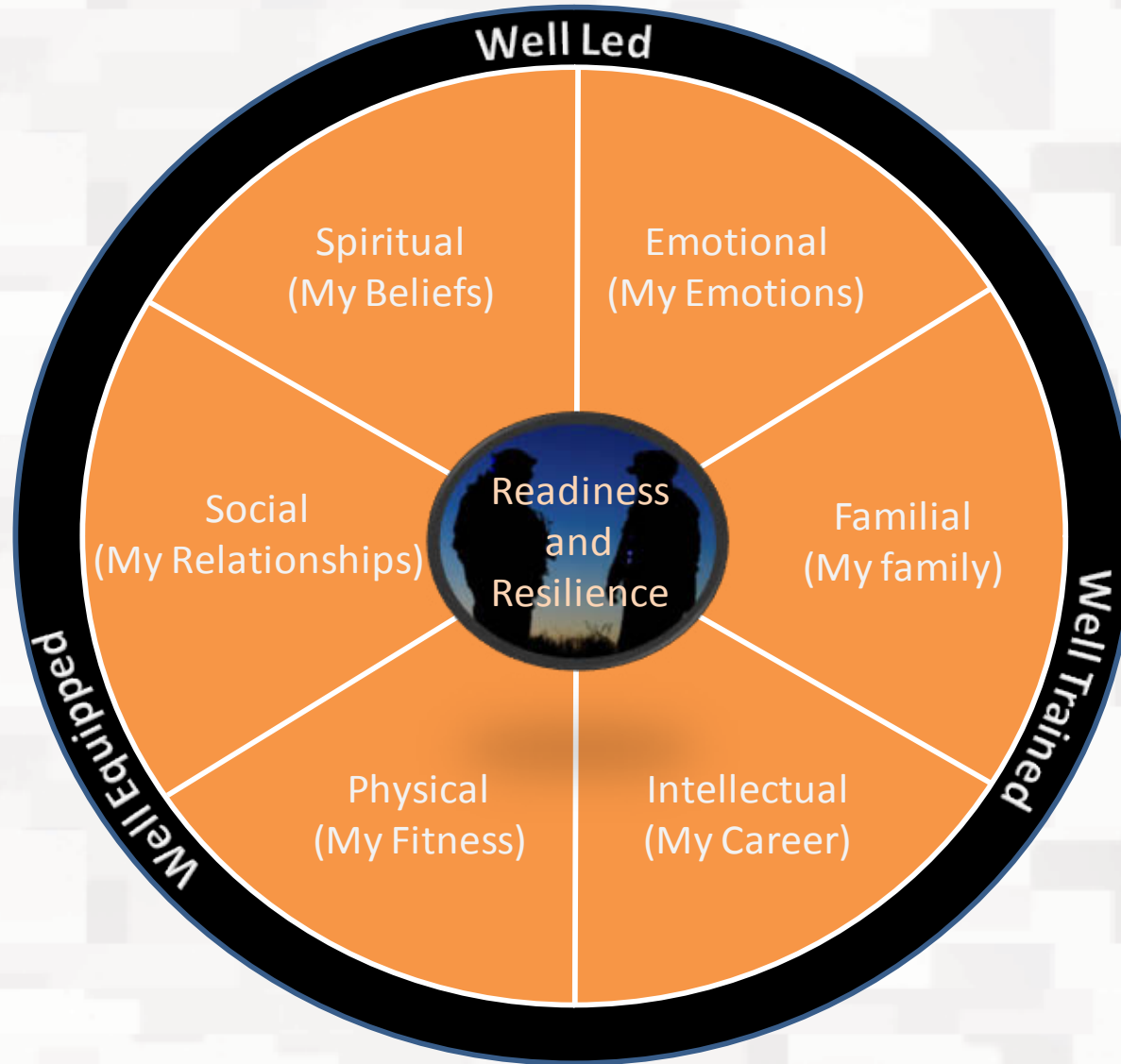
Social Fitness – the ability to maintain a sense of identity and belonging, develop and maintain trusted, valued relationships and friendships that are personally fulfilling.

Spiritual Fitness – a guiding sense of meaning, or value, in life that has a positive effect on an individual's sense of morality and well-being.

Intellectual Fitness – the ability and desire to learn, experience, and apply intellectual capabilities to positively influence personal and professional growth and knowledge.

Familial Fitness – the ability to be part of a Family that is safe, resilient, supportive and has the resources needed for all its members to live in a healthy and secure environment with the ability to persist in the face of challenges.

CARC2 Diagram



Mental Readiness training has a solid foundation in the concept of resilience.

Resilience is the capacity of a soldier to resist, adapt and thrive in the face of the stress imposed by Army life in garrison, training and operational environments. Resilience is not about coping with a singular event, but rather adapting to the overall culture and lifestyle that accompanies Army life as an enduring profession. Consequently, stress should not be seen as an obstacle or detriment to success; it should be viewed as normal.

Despite the vital importance of readiness and resilience, the conditions needed to optimize our Soldiers' physical and mental readiness and resilience have not yet been institutionalized within the CA. The Canadian Army Integrated Performance Strategy (CAIPS) aims to remedy this situation by simply focusing on the well-being - namely the performance, health and fitness - of our people.

The CAP3 is one of the initiatives under the CAIPS. It supports the concepts of Readiness and Resiliency with the goal of increasing the level of Unit health and performance by providing Soldiers with the knowledge and tools necessary to seek self-improvement.



The Canadian Army Performance Triad (CAP3)

As a member of the Profession of Arms you are expected to be ready to defend our nation. The CAP3 is all about YOU, your mission, and your readiness. It outlines how **Sleep**, **Activity**, and **Nutrition** can improve your physical, emotional and cognitive performance.

While each component of the CAP3 is important, your performance is optimized when you focus on all three areas together.

The need to optimize human performance will become even more important in the future operating environment. You will be operating in more physically demanding settings, where physical, emotional or cognitive dominance can serve as a single point of failure or success for military missions.

The historical and future success of the Army hinges on the human element. Yet, daily over 34% of our Soldiers are non-deployable due to injuries (80% preventable). CAP3 enhances readiness by promoting sleep, physical activity and nutrition, which optimizes physical fitness, cognitive power, and emotional resilience of the Army Family. Improving sleep, activity and nutrition behaviors will optimize human performance through individual and unit health readiness; performance; emotional and physical well-being; and resilience of the Army Family.



Components of the CAP3

The CAP3 represents **Sleep**, **Activity** and **Nutrition** – three key components that influence the physical, emotional and cognitive dominance of Soldiers and their Families. While each component is independently important, optimal performance is achieved when all three are addressed simultaneously. The CAP3 encourages healthy behaviors that support individual Soldier performance and overall unit readiness, as well as a lifestyle of healthy behaviors for Soldiers and their Families. By increasing Soldiers' awareness of these three areas - **Sleep**, **Activity** and **Nutrition** - performance is optimized and resilience improves; thus, improving health readiness of the whole Army Family.



Optimize Your Performance

Improving **Sleep**, **Activity** and **Nutrition** behaviours will optimize human performance through individual and unit health readiness; performance; emotional and physical well-being; and resilience of the whole Army Family.

Sleep – Your secret weapon! Sleep is a biological requirement for brain function and critical for sustaining mental abilities required for success on the battlefield. Soldiers require 7-8 hours of high quality sleep every 24-hour period to sustain operational readiness. When Leaders and Soldiers don't get enough sleep, their performance suffers – putting themselves and fellow Soldiers at increased risk for errors, accidents, and mishaps. The bottom line is that disciplined sleep equals survivability, focus and mental agility.

Activity – Stronger, faster, fitter! While physical activity is a critical component of military performance, physical training (PT) related injuries are a leading barrier to medical readiness. Leaders must understand that PT related injuries are largely preventable. Musculoskeletal injuries make up 34 percent of the medically not ready or non-deployable. In theater, musculoskeletal injuries represent the major cause of noncombat medical evacuation and the majority of these injuries result from physical training.

Nutrition – The right fuel at the right time! The exceptional demands placed on military personnel make good nutrition crucial. Success requires a combination of strength and endurance – both physical and cognitive. One factor that contributes to mission success and life-long health is good nutrition. It is well known that appropriate nutritional habits and interventions improve performance.





Personal and Unit Readiness Enhancement through CAP3

The CAP3 supports and enables command teams to develop Soldiers with healthy minds and bodies which are essential to individual and unit readiness. To maximize or enhance the resilience of our Soldiers requires a combination of cognitive, emotional, and physical skills to generate optimal performance (i.e., readiness) not only during combat, but also during healing after an injury, preventing injuries and in managing work and home life. The tenets of the CAP3 builds resilience in all the ways one can be resilient by leveraging physical, emotional and cognitive skills.

How does the CAP3 help Soldiers, Civilians and their Families?

The CAP3 provides resources that can be used to influence Army Soldiers, Civilians, and Families to increase their daily activity, improve their sleep, and enhance their nutrition behaviors – three key components that directly impact cognitive and physical performance and influence overall health. Healthy **Sleep**, **Activity**, and **Nutrition** should be reinforced at home within each Army Family, where Soldiers and Civilians spend the majority of their time. The CAP3 not only supports improved strength, endurance, power and physical performance, it seeks to support emotional health and well-being. Families can benefit from improved performance – at school, at home, at work, and while also serving as a critical support system for Soldiers.

Leader engagement is fundamental to driving the cultural changes required to achieve the human optimization goals. In addition to ensuring adequate resourcing for human optimization, leaders need to model the appropriate behaviors in a deliberate effort to influence unit and Army culture. Leaders influence Soldiers' knowledge, attitudes and behaviors by developing and shaping perception, judgment and decision-making. The CAP3 provides leaders a framework to effectively coach, mentor, and teach those they lead.

Operational deployments and institutional training remain the backbone of how Soldiers receive and retain information and skills. Training encompasses not only the material being learned, but the delivery model that includes an active and participative process, as well as materials that are tailored as much as possible to the learner and the environment. The training curriculum must leverage technology, tools and leading practices in the form of training support packages that facilitate the teaching, learning, retention and demonstration of knowledge, skills and abilities.

As a member of the Profession of Arms, Soldiers must be motivated to change their behaviors and set goals that align with the values and standards of the Profession of Arms. They must learn how to internalize incentives and personal motivation. Cognitive dominance facilitates goal setting, incentives for change, and commitment to self-development to ensure personal readiness.

The professionalism and self-development of each Soldier is modeled and developed through leader engagement; taught and reinforced through training processes supported by evidence-based tools; and facilitated by local infrastructure, facilities, and programs to provide a comprehensive strategy forward readiness.



Leaders Set the Stage

Leaders create the command climate. They must coach, teach, mentor, and model optimal personal readiness. To facilitate success, they must:

- ◇ Plan for and promote Sleep, Activity, and Nutrition among their Soldiers during all phases of training.
- ◇ Enforce sleep discipline with their Soldiers during training.
- ◇ Encourage their Soldiers to engage in physical activity and train smart.
- ◇ Assess nutrition and encourage proper fueling among their Soldiers.
- ◇ Reinforce the Messages and Talking Points with their Soldiers.
- ◇ Lead by example.
- ◇ Ensure that their own Sleep, Activity, and Nutrition behaviors align with those they promote among their Soldiers.



CAP 3 Targets and Goals

FOR PEAK PERFORMANCE, REACH ALL TARGETS AND + GOALS



Set **S.M.A.R.T.** Goals

The ability to manage goals in your day-to-day life is critical not only to you and your Family, but also to the overall success of your unit. Personal and unit performance are built around developing and achieving goals. The goal setting process begins by defining a goal that is personally meaningful and then developing the tangible steps to create a well-documented path to success. This goes well beyond traditional list-making, instead, becoming a personal action plan, involving a great level of commitment from the individual. Help your Soldiers set realistic and well-defined goals.

Use the **S.M.A.R.T.** acronym to help you develop goals that will be realistic and motivating.

Specific - Point out with clarity and detail exactly what it is that you would like to achieve. The more detail, the better the results.

Measurable - Develop criteria and tools you will use to measure your progress towards the attainment of your goals.

Attainable - Identify goals that you will have the skills and abilities to achieve.

Realistic - Given your time, money, resources and level of skill, you will be able to achieve these goals successfully.

Time-bound - Set a deadline for the achievement of your goals and objectives.

DID YOU KNOW?

- *The more specific and challenging (but attainable). The goals you set leads to higher achievement than easy goals.*
- *If you write down your goals, share it with a friend and give weekly updates you are likely to complete your goals 75% of the time.*
- *Getting regular feedback enhances goal achievement.*

CAP3 Overarching Messages and Talking Points

Our Soldiers must perform and excel at a professional level just like any world-class athlete. Being physically, emotionally, and cognitively ready to take on the demands their bodies will endure in battle requires fundamental training and education about **Sleep**, **Activity**, and **Nutrition**.

No matter who we are, how old we are, or what we do, we need a balance of **Sleep**, **Activity**, and **Nutrition** to build and sustain health.



Each component of the Triad contributes equally to Soldier and unit readiness, performance, and resilience. However, because these components interact, promoting all three simultaneously will synergistically achieve readiness, performance, and resilience well beyond levels achieved by addressing only one or two of the components.

Prepare Soldiers as professional athletes. A Soldier needs to train for conflict just like an elite athlete trains for competition. Through proper PT, fueling and optimal sleep, Soldiers will be better prepared to face the challenges of land operations.



Sleep

Sleep is a biological need for brain function and critical for sustaining the cognitive abilities required for success on the battlefield. Soldiers require 7-8 hours of high quality sleep every 24-hour period to sustain operational readiness.

When Leaders and Soldiers do not get enough sleep, their performance suffers—putting themselves and fellow Soldiers at increased risk for errors, accidents, and mishaps. The bottom line is that disciplined sleep equals survivability, focus and mental agility.

Sleep Myths

Most sleep-deprived Soldiers think that they are less vulnerable to the effects of sleep loss because they believe that they need less sleep or they can just tough it out. A sleep-deprived Soldier loses self-awareness of his/her own impairment.

One misconception is that Soldiers who fall asleep at inappropriate times (for example, while on duty) do so out of negligence, laziness or lack of willpower. This may, however, mean that a Soldier has not been afforded enough sleep time by his unit leaders. Soldiers who routinely get 5-6 hours of sleep perform similar to a person with a blood alcohol content of .08. These Soldiers are highly prone to micro-sleep and falling asleep at the wheel. Fatal errors can occur.

Leaders need to ask their Soldiers how much sleep they are getting and ensure they get 7-8 hours within a 24 hr period.



10 Effective Sleep Habits for Everyone

1. **Create a quiet, dark, comfortable sleeping environment.** Cover windows with darkening drapes or shades (dark trash bags work too) or wear a sleep mask to block light. Minimize disturbance from environmental noises with foam earplugs or use a room fan to muffle noise. If cold, adjust the room temperature to suit you. If you can't, use extra blankets to stay warm. If you are hot, use the room fan to both muffle noise AND keep you cool.
2. **Remove distractions from the bedroom.** Make sure your bed is comfortable and use it only for sleeping. Don't read, watch TV, or listen to music in bed. Remove all TVs, computers, and other "gadgets" from the bedroom. Don't dwell on, or bring your problems or emotionally upsetting arguments to bed.
3. **Stop caffeine use at least 6 hours before bedtime.** Caffeine promotes wakefulness and disrupts sleep.
4. **Don't drink alcohol before bed.** Alcohol initially makes you feel sleepy, but it disrupts and lightens your sleep several hours later. In short, alcohol reduces the recuperative value of sleep. Nicotine – and withdrawal from nicotine in the middle of the night – also disrupts sleep. If you need help to stop drinking or using nicotine products, see your healthcare provider for options.
5. **Get your exercise in by early evening.** Exercising is great, but exercising too close to bedtime might disturb sleep. If you experience difficulty initiating or maintaining sleep after nighttime exercise, try exercising earlier in the day or evening (at least 3 hours before bedtime).
6. **Don't go to bed hungry.** A light bedtime snack (e.g., milk and crackers) can be helpful, but do not eat a large meal close to bedtime. And empty your bladder just before you go to bed so that the urge to urinate doesn't disrupt your sleep.

The following Sleep hygiene tips are especially critical for those experiencing sleep problems:

7. **Maintain a consistent, regular routine that starts with a fixed wake-up time.** Start by setting a fixed time to wake up, get out of bed, and get exposure to light each day. Pick a time that you can maintain during the week AND on weekends. Then adjust your bedtime so that you target 7-8 hours of sleep.
8. **Get out of bed if you can't sleep.** Only go to bed (and stay in bed) when you feel sleepy. Do not try to force yourself to fall asleep – it will tend to make you more awake, making the problem worse. If you wake up in the middle of the night, give yourself about 20 minutes to return to sleep. If you do not return to sleep within 20 minutes, get out of bed and do something relaxing. Do not return to bed until you feel sleepy.
9. **Nap wisely.** Napping can be a good way to make up for poor/reduced nighttime sleep, but naps can cause problems falling asleep or staying asleep at night – especially if those naps are longer than 1 hour and/or if they are taken late in the day (after 1500 hours). If you need to nap for safety reasons (e.g., driving), try to take a short (30-60 minute) nap in the late morning or early afternoon, just enough to take the edge off your sleepiness.
10. **Move the bedroom clock to where you cannot see it.** If you tend to check the clock two or more times during the night, and if you worry that you are not getting enough sleep, cover the clock face or turn it around so that you can't see it (or remove the clock from the bedroom).





Activity

While physical activity is a critical component of military performance, PT-related injuries are a leading barrier to medical readiness. Leaders must understand that PT-related injuries are largely preventable. Soldiers with musculoskeletal injuries make up 34 percent of the medically not ready or non-deployable. In theater, musculoskeletal injuries represent the major cause of noncombat medical evacuation and the majority of these injuries result from physical training.

Activity Messages and Talking Points

- ◇ Unit readiness is directly related to Soldier health, fitness, and performance.
- ◇ Soldiers less likely to get injured tend to have normal joint flexibility and superior coordination, balance, core strength, core endurance, and power.
- ◇ Studies suggest that movement tests may predict those at risk for injury.
- ◇ For those at risk of injury, a focused training program may decrease that risk.
- ◇ Training quality and variety is more important than quantity. Gradually increase intensity, duration and frequency of training to avoid injury.

- ◇ Dynamic warm-ups (e.g., walking prior to jogging and jogging prior to running) prepare the body for activity, increase performance and decrease the risk of injury.
- ◇ Stretch AFTER (not before) working out to relax muscles and increase flexibility.
- ◇ When beginning an Extreme Conditioning Program (i.e. HIIT, CrossFit, P90X), speak with a physical fitness expert, start gradually and watch for symptoms of over-training such as unusual fatigue and/or muscle soreness or musculoskeletal injuries.
- ◇ See your unit healthcare provider as soon as you get injured.
- ◇ Being physically active will help you be the best Soldier you can be...run faster, jump higher, lift more; maintain a healthy weight; improve attitude, behavior, and mood; sleep better; and perform at your best!
- ◇ Prolonged sitting increases the risk of blood clots, diabetes, heart disease, cancer, obesity and death.
- ◇ Regular exercise does not counteract the ill effects of sitting... keep moving!
- ◇ Everybody should move at least 10 minutes of every hour and walk 10,000 steps a day to maintain health.
- ◇ Regular movement increases blood flow, breaks down fat, burns calories and may increase your life expectancy.



Nutrition

The exceptional demands placed on military personnel make good nutrition crucial. Success requires a combination of strength and endurance—both physical and cognitive. One factor that contributes to mission success and life-long health is good nutrition. It is well known that appropriate nutritional habits and interventions improve performance.

Nutrition Messages and Talking Points

- ◇ There is a strong relationship between nutrition and quality of life that includes enhanced performance, weight maintenance, disease prevention and healthy aging.
- ◇ Eat a variety of foods such as fruits, vegetables, whole-grains, lean protein sources and low-fat sources of calcium (dairy products).
- ◇ Eat fewer foods with salt, saturated fat and trans fats, cholesterol, added sugars and refined grains.
- ◇ Balance calories with physical activity to manage weight.
- ◇ Proper food choices and timing maximize performance in the gym, during a combat mission, at home, at work and everywhere in between.
- ◇ Soldier readiness is directly related to nutritional fitness.
- ◇ The body is a machine – quality fuel intake leads to quality performance output.
- ◇ View food as part of physical conditioning - appropriate pre- and post-training fueling strategies are essential.
- ◇ Eating regular meals maintains energy levels, improves endurance and increases metabolism. Try not to go more than 4-5 hours without eating and remember to refuel after an intense workout.





Nutrition



Hydration and the use of Dietary Supplements

- ◇ Hydration is critical to performance success.
- ◇ Water is the best hydrator - drink early and often to avoid dehydration.
- ◇ Think before drinking - limit consumption of alcohol and sugary beverages!
- ◇ Energy drinks are not the same as sports drinks and should never be used for hydration.
- ◇ Energy drinks generally contain large quantities of caffeine and other ingredients - most of which do absolutely nothing to enhance health.
- ◇ Soldiers often turn to dietary supplements because of the extreme demands of mission performance.
- ◇ Be informed about making safe dietary supplement choices.
- ◇ View food as part of physical conditioning - appropriate pre- and post-training fueling strategies are essential.
- ◇ Unlike medications, most dietary supplements have not been rigorously tested for their benefits and side effects.
- ◇ Whole foods are the best source for an edge on performance.



Top 10 CAP3 Quick Wins for Soldiers

1. Strive to be a “Tactical Athlete”!

As a Soldier, you are a member of the Profession of Arms. This means when you sign on the dotted line you became part of an elite group. And, as a Professional Soldier, you must always maintain your skills, your equipment and YOURSELF! Do this not only to optimize your performance and improve your health, but because you are called to serve your country in defense of our nation, our constitution and our people. Be a “Tactical Athlete”!

2. Challenge and Motivate your Friends and Family!

What do you and your Family and friends do for fun? Is it screen-time with popcorn, potato chips and soda? As you improve yourself, why not involve the Family or friends? Being social is more fun and as the going gets tough, having someone to keep you on track with your goals can be the motivation you need to keep on going! Challenge yourself and your Family as you work through some target goals together. It's always better with friends and Family!

3. Set a **S.M.A.R.T.** goal and do it!

Just because you want to get stronger, faster and fitter, doesn't mean you can do this by will alone. Did you know that you will complete your goal 75% of the time if you make a S.M.A.R.T. goal, tell someone about it and then give them weekly updates? Challenge yourself to pick one target a week and if the going gets tough, don't quit—seek out other resources! Use the dfit.ca website to help you set and achieve your goals. Leverage technology and social media to assist in meeting your goals. Posting your progress on Facebook and/or Twitter can help you monitor and track your progress and motivate you to success. So, what are you waiting for? Make a S.M.A.R.T. CAP3 goal and go tell your buddy!



4. Sleep-for more Brains, Strength and Beauty!

The majority of adults require 7-8 hours of sleep per 24 hour period. There is no “badge of honor” for operating on less sleep. Did you know that you are mentally sharper, can lift heavier weights and even look better to other people if you get good sleep? Brains, strength and beauty—you can’t buy that in a supplement! Try it out, sleep longer, and get an average of 8 hours a night for the next 2 weeks and see if you have more energy and feel better!

5. Fuel for Performance - Eat at LEAST 8 servings of fruits and vegetables PER DAY!

“8 is great!” Making $\frac{1}{2}$ your plate fruits and vegetables can go a long way in reaching this goal. Why should you do this? For your performance and health, of course! Fruits and vegetables are nutritional powerhouses and studies continue to show that fruits and vegetables help you build physical, cognitive and emotional strength! Love fruits, but can’t stand the taste of green stuff? Spice it up – you’ll be surprised how delicious vegetables can be if they are prepared the way you like them. Even better – did you know that after eating something for 6 weeks you will naturally start to crave it?



6. Include 2 or more days of resistance training and 1 agility training session per week!

Strength training is essential to being a “tactical athlete”, yet only 60-70% of Soldiers properly strength train! Build strength and toughness by focusing on the Essential Seven movements, push, pull, vertical push, vertical pull, squatting, lunging and core/abdominals, to strengthen all your major muscle groups. As an extra challenge throw in an agility workout to tax your neuromuscular system like box jumps, Burpees, Olympic lifts, cleans, jerks, snatches, sprints and shuttle runs. Trying these explosive agility workouts can release powerful hormones to amplify your gains and train your muscles and nervous system to work more effectively.

7. Aim for 10,000 to 15,000 steps per day!

Have you heard that sitting is the new smoking? That is because our body is meant to MOVE! If you work-out in the morning and have 5,000 steps by 0900, you still need to get 10,000 steps during the rest of the day. Try to reach 15,000+ steps/day! And did you know that spending over 10 hours sitting each day is associated with a 34% increased risk of dying early? That's even despite doing daily physical training. Your performance will suffer if you sit at a desk and pound away at online training, memos, and monitor your email account for the day! To combat the sitting disease, get up and take a walk – 10 minutes every hour is best. Other tips include parking at the back of a parking lot, stand-up meetings, or if you need to talk with someone - walk and talk! Also, try this great higher octane work break during the day - 10 minutes of pushups, squats and calisthenics to keep your performance at its peak!

8. Sleep is ammunition for your brain!

Your brain needs 7-8 hours of sleep EVERY night to perform at your best!

You wouldn't go to war without ammo, so why do so many of us start the day with a half-empty "sleep magazine"? Many Soldiers don't realize that caffeine can stay active in your body for up to 6 hours and can disrupt your sleep by keeping your brain stimulated. Set a regular bedtime and go caffeine free 6 hours before





9. Re-Fuel 30-60 minutes after strenuous exercise like a “tactical athlete”!

Always re-fuel 30-60 minutes after exercise! Sound easy? Only 25% of Soldiers re-fuel after exercise! Top athletes think about fueling before and during exercise and use top quality fuel for peak performance! You wouldn't put 87 Octane fuel in your high performance sports car, so why would you fuel your body with junk food after a tough workout? Use the simple formula of 4:1 grams of a “high octane” carbohydrate to protein to refuel after your next strenuous workout. A hot dog in a white bread bun is NOT an optimal choice – it has 22 grams of carbohydrates & 5 grams of protein. A better option would be a banana and 2 tablespoons of peanut butter – 27 grams of carbs & 7 grams of protein! How about milk – 26 grams of carbohydrates & 8 grams of protein!

10. Get 150 minutes of Moderate Exercise + 75 minutes of Vigorous Exercise per week!

Does this one sound easy? Check again – very few Soldiers meet this goal weekly! 75 minutes of vigorous exercise includes those heart pumping intense full body workouts that get your heart beating and gives a metabolic “after burn” while 150 minutes of moderate exercise is the foundation for sustained performance and personal health and can include a brisk walk, jogging, or light cycling! Turn it up with 75 minutes of vigorous exercise per week – running, fast cycling, swimming and high intensity training. Are you meeting your exercise targets?

Top 10 CAP3 Quick Wins for Leaders

1. Lead from the Front

Leaders should exemplify the tenets of CAP3. Not just being knowledgeable, but believing and striving to reach the CAP3 targets will naturally make you the example that the Soldiers need and desire to be like. “Tactical Athletes” are committed to the mission and always seek ways to improve themselves to be a better Soldier – and that starts with the leader. A leader that lives CAP3 and exudes passion about it will naturally lead other Soldiers to higher performance. That doesn’t mean if you don’t hit all the 7 targets that you can’t be a great role model. A dose of humility and showing Soldiers what you are working on changing can make you a credible and real leader.

2. Think Outside the Box

Do your policies promote building Tactical Athletes? Science tells us that Soldiers’ physical performance is optimal in the afternoon. So, why is PT always in the morning? Don’t be stuck in the status quo. Think of innovative ways to motivate your Soldiers and promote a healthier lifestyle.

3. Optimize your Soldiers’ Goals!

Did you know that Soldiers that set goals, write them down and tell a friend are 75% more likely to complete them? Goals that are “S.M.A.R.T” will make it easier to action and complete. Use the available tools to get tips; corrective strategies; and effective ways to coach, teach and mentor your Soldiers for success. The Resource Materials section will give you lots of ideas.



4. Fuel Your Soldiers Like Athletes!

Help your Soldiers fuel for optimal performance. Use the available resources on the DFit website, as well as courses offered as part of the Health Promotion Program to educate your Soldiers about proper nutrition.

5. Healthier Soldiers, Healthier Families

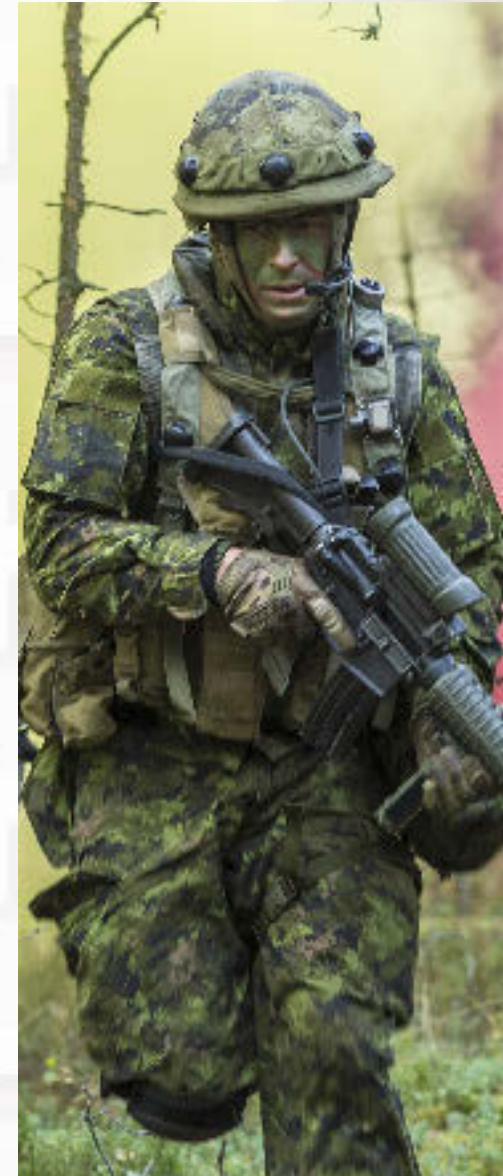
Want healthier Soldiers? Encourage them to empower their Families and have them be active participants in the CAP3! Changes and improvement in **Sleep**, **Activity** and **Nutrition** will always be harder if the Family is not involved. Friends and Family provide support when the going gets tough. Provide your friends and Family a way to perform at peak performance using the CAP3 principles!

6. Sleep is Ammunition for the Brain!

In order for your brain to process what you have learned, read, seen, or experienced during the day the body needs to SLEEP, not just rest, because sleep improves the way your brain processes information. Students who get 30 minutes more sleep each night earn a letter grade higher score than their peers who sleep less. Create an optimal sleep environment – dark, quiet, and cool!

IDEAS:

- Set a bedtime - backwards plan so you get at least 8 hours
- Go caffeine free 6 hours before bedtime
- Turn off all the lights in the bedroom and remove electronics, this includes cell phones, TVs, and computers



7. Unit Physical Training and More!

In addition to your regular unit PT, challenge your Soldiers to strive for more. Soldiers love competition. Having a unit wide challenge builds esprit-de-corps and moves your Soldiers towards better readiness. Creative challenges can also improve Soldiers' motivation. Involve the whole unit and recognize those who motivate and inspire others!



8. Integrate Sleep Science into Mission Planning!

Fatigue, confusion, and decreased vigor are common during sustained operations. Did you know that just 72 hours of sustained operations can lead to a 220% increase in missed targets, 22% decrease in reaction time, and 86% increase in decision-making errors? If you want Soldiers to perform at their peak on operations, they need to learn fighter management skills during training. Realistic training is a key component of making Soldiers effective in combat. Sleep banking can help Soldiers prepare for sustained operations or longer training events.

9. Leverage downtime and training briefs with the CAP3

Soldiers complain about our “hurry up and wait” culture – use that time to focus on performance! How about CAP3, Sleep, Activity and Nutrition topics? Do you have an upcoming safety brief to deliver? Do a two-for-one. Get your mandatory message out, while infusing strategic messaging on appropriate Sleep, Activity and Nutrition. Fatigue related accidents are serious business, but the first step is education on the appropriate need for sleep and fatigue management.

10. Hang It Up! Get the Word Out!

Posters, tip cards and other material can be utilized to promote the CAP3. Talk to your Soldiers about CAP3. This is the easiest way to get the message out.

Mission: Ready Website – www.strongproudready.ca

The Mission: Ready website provides information on resources available to CA members and their Families. The categories include Career, Family, Health, Relationships and Beliefs.

Mission: Ready – Leader's Guide to Readiness and Resilience

The purpose of the Leader's Guide is to facilitate discussion between the leader and a soldier in instances where opportunities for improvement of overall performance exist.

Dfit Website – www.dfit.ca

This website contains valuable resources on Performance and Nutrition. Members and Family can access a library of fitness training plans, running programs, or design their own training schedules. Nutritional resources include the Canada's Food Guide, a menu planner, and an eat tracker, to name but a few.

Canadian Forces Morale and Welfare Services Website – [Link to the website](#)

The CFMWS webpage provides information on services available to CAF members and their Families. The Personnel Support Programs (PSP) provides resources on Fitness and Health promotion programs that may be beneficial in meeting