



ENHANCED EMOTIONAL INTELLIGENCE IN THE MILITARY

ENHANCING AND DEPLOYING OUR MOST POWERFUL WEAPON

Ken Sande, President and Dr. Rich Douglass, Dir. Strategic Initiatives

THE CHALLENGE: The U.S. faces two technological and nuclear peer adversaries who are prepared to fight wars of attrition: Russia and the People's Republic of China (PRC). Iran and the Democratic People's Republic of Korea (DPRK) are also growing in capability and capacity. To counter these threats, the U.S. and its Allies must capitalize on our unique Western advantages of values-driven ingenuity, innovation, initiative, interoperability and teamwork – all of which are in the *cognitive domain*. Thus, the next war will not be won with the biggest gun but by the *most emotionally intelligent and resilient force* that understands and engages itself and its enemies through the lens of *unifying core values*.

UNDEVELOPED RECRUITS: Millennials dominate the Joint Force and Gen Z fills the lower ranks. Both generations are vulnerable to undeveloped character, morality and emotional resilience. They often enter the military without a defined worldview and with relational skill deficits due to technology-dependence, social media and social isolation. As a result, suicide, sexual assault, drug abuse, PTSD and divorce rates are increasing and weakening the military.

THE COST: In addition to reducing military readiness and resilience, relational skill deficits can trigger major financial consequences. The average cost to an organization for divorcing employees is \$8,317 per employee *per year* due to loss of concentration, absenteeism, time off for court dates and reduced staff engagement (21,000 military divorces/yr x \$8,317 = \$175M/yr). Couples going through divorce are 240% times more likely to experience depression, 34% more likely to experience serious heart trouble and 400% more likely to abuse alcohol.¹ Relational stress on families also magnifies the challenge of recruiting and retaining dedicated personnel.

BUILDING SPIRITUAL FITNESS: Dr. Lisa Miller has shown that “When it comes to military resilience, the deepest source of renewal, revival and persistence is the spiritual core.”² Thus, it is vital that emotional and relational skills training programs enable people to clarify and consistently live out their personal spirituality, however they may define it, in every area of their lives.

A FOUR-PRONGED SOLUTION: Relational Wisdom® (aka, RW) is an enhanced, values-based form of emotional intelligence that capitalizes on Western cognitive strengths and counteracts the relational deficiencies described above. Relational Wisdom training is **PROACTIVE**, deepening relational skills that *prevent* the trauma of suicide, sexual assault, drug abuse, PTSD and divorce. It is **PERSONAL**, equipping every person in every unit with skills they can practice daily and apply in peer-to-peer counseling (even over a beer after work) to help one another respond to relational crises wisely and constructively. It is **VALUES-DRIVEN**, inspiring people to clarify their personal worldviews and spirituality, which give rise to core values that motivate growth and provide a moral compass for life. Finally, it is **FAMILY-FRIENDLY**, being available to all military family members so they can develop skills that reduce conflict, prevent divorce and build healthy and resilient families that whole-heartedly support long-term military service.

¹ [Relational Wisdom Strengthens Families & Businesses](#)

² [Building the Whole Soldier: The Role of Spirituality in Mental Health and Resilience](#)

THE BENEFITS OF RELATIONAL WISDOM® IN THE MILITARY

ENHANCING RELATIONAL, RESILIENCE AND PROBLEM-SOLVING SKILLS

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1. Success in life – personally, ethically and professionally – depends heavily on emotional intelligence (EI/EQ), which is your ability to read and manage emotions.

Military personnel with high emotional intelligence are better able to (1) handle pressure, (2) understand and cooperate with others, (3) be good listeners, (4) build cohesive units, (5) receive and apply feedback, (6) be empathetic to comrades, (7) make more thoughtful and thorough decisions, and (8) set an inspiring example for others.¹

2. Most personal, ethical, legal, cultural and political conflicts are driven by emotions.²
3. Improving emotional intelligence provides multiple benefits.
 - EI skills create a reinforcing loop as they are applied both at work and in the family.³
 - EI strengthens your ability to harness the power of emotions and use it for good.⁴
 - EI deepens friendships, strengthens marriages and improves parenting.⁵
 - EI improves job performance, career advancement and unit productivity.⁶
 - Power tends to erode empathy, but EI enhances empathy and the ability to lead others through volatile situations.⁷
 - EI enhances your ability to solve problems, be a peacemaker and resolve conflict by triggering the “Golden Result.”⁸
4. EI can be substantially improved through deliberate study and practice.⁹
5. Military chaplains are uniquely positioned to promote these benefits in their units.¹⁰
6. **Relational Wisdom™** is an enhanced, values-based form of emotional intelligence that counteracts the “dark side of EI”¹¹ by helping people integrate their worldview and personal value system with EI to develop a moral compass and motivation to grow.
7. Relational Wisdom training is available in a *values-based format*¹² that dovetails with all worldviews¹³ and has been taught in a wide array of secular venues,¹⁴ and a *faith-based format*¹⁵ that fits with a Christian worldview and has been used across denominations.¹⁶
8. Relational Wisdom helps people live out their personal values, strengthen and preserve relationships and resolve all kinds of personal, workplace, family and legal conflicts.¹⁷
9. Relational Wisdom training is available live and through online courses and group study sets so it may be pursued individually, in group studies and by families in their homes.¹⁸

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¹ [EI in the Military](#) | ² [The Righteous Mind by Jonathan Haidt](#) | ³ [Relational Wisdom Strengthens Families and Businesses](#) | ⁴ [Four Ways to Defeat Amygdala Hijacking](#) | ⁵ [EI in Marriage and Family](#) | ⁶ [Relational Wisdom Strengthens Families and Businesses](#) | ⁷ [Power Causes Brain Damage, Lincoln, Reagan, Mandela, 7 Steps to Empathy](#) | ⁸ [A Stolen Baby, \\$200M Lawsuit and an Astonishing Reconciliation](#) | ⁹ [Improving EI](#) | ¹⁰ [Military Chaplains](#) | ¹¹ [Dark Side of EI](#) | ¹² [Values-Based RW](#) | ¹³ [Six Worldviews](#) | ¹⁴ [Endorsements](#) | ¹⁵ [Faith-Based RW](#) | ¹⁶ [Christian Worldview](#) | ¹⁷ [EI and Conflict Resolution](#) | ¹⁷ [Improving EI](#) | ¹⁸ [Academic Catalog](#)