

Active Duty Peer-to-Peer Base A Cohort 17

Survey Results November 2025

BUILDING RESILIENCE & LEADERSHIP SKILLS



www.giveanhour.org

PEER-TO-PEER TRAINING

Give an Hour provides peer-to-peer support, recognizing the value of lived experience in building resilience and cultivating a supportive community among service members. The specialized and tailored training is aimed at empowering military leaders with essential tools to support their peers. This data is based on survey results from the seventeenth cohort at one active duty Army base following the delivery of three 90-minute trainings led by two Give an Hour-trained peer facilitators for 20 active duty Army soldiers.

KEY INSIGHTS

What Worked Well:

- Soldiers opened up more when facilitators sat with them during discussions rather than standing in front of the group.
- Small-group conversations led to deeper sharing, especially during topics like “behind the behavior” and substance use.
- The brown bag activity created meaningful moments, including peers offering condolences and support after hearing about personal losses.
- Overall engagement was strong with only minor exceptions.

Key Moments and Breakthroughs

- Spending more time on the brown bag cards helped soldiers reflect, support each other, and build trust.
- Encouraging soldiers to switch partners helped them practice starting conversations with unfamiliar people, which is an important leadership skill for working with new soldiers in the future.

The Bag Activity is a reflective, anonymous exercise where everyone writes down a traumatic or life-altering experience, places it in a bag, and then someone else reads it aloud. No one identifies their own card or guesses who wrote what. The purpose is to build empathy, reduce stigma, and help participants understand the weight of what others may be carrying.



MOST IMPACTFUL CONVERSATIONS

- Signs someone is struggling
- Past experiences, high stress, and exposure to trauma
- Mental health
- Different personalities and behaviors
- Paying attention to others' feelings
- Peer-to-peer conversations
- Flash card activity
- Brown bag activity
- Card-reading discussions that brought out new perspectives

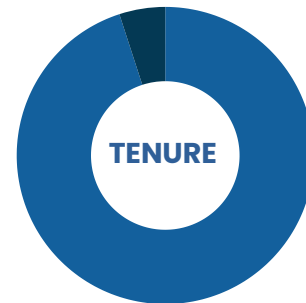
ATTENDEE DEMOGRAPHICS



17 Male/3 Female

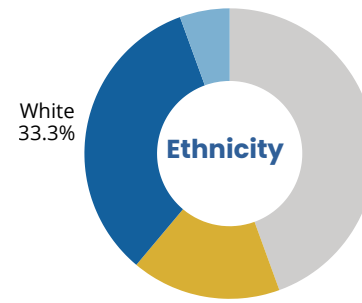
Average Age 24 years

1-3 Years
5%



Less than 1 Year
95%

Other or Asian or Asian American
5.6%



White
33.3%

Black or African American
44.4%

Hispanic or Latino
16.7%



POST TRAINING SURVEY RESULTS

MILE Marker Comfort-Level Improvements



Confidence in Encouraging Dialogue increased by 7%
Ability to ask open-ended questions to support conversation and reflection.



Confidence in Recognizing the Signs increased by 1%
Ability to identify signs of emotional distress in self and others.



Confidence in Empathy increased by 4%
Ability to understand and validate others' feelings while remaining present and attentive.



Confidence in Active Listening increased by 8%
Ability to focus fully on the speaker without interrupting or preparing a response while they talk.



Confidence in Emotional Regulation increased by 5%
Ability to manage internal reactions when experiencing stress or strong emotions.



Confidence in Boundaries increased by 5%
Ability to understand where personal responsibility ends and another person's begins.



Confidence in Stress Tolerance increased by 8%
Ability to remain steady and responsive in high-stress or emotionally charged situations.



Confidence in Openness increased the most, by 18%
Comfort discussing mental health with peers.



Confidence in Peer Support increased slightly by 1%
Ability to build mutual connections based on shared lived experiences.

COMMENTS FROM SOLDIERS

Both Day 2 and Day 3 were rated highly, with roughly 75-80% top scores. Participants consistently described Chris and Ana as effective, engaging, attuned to military culture, and helping them feel seen, heard, and valued.



"I like how we went into small groups and had one of the facilitator sit in and converse with the group."



"I feel everything was great the only change I would recommend is time management."

HOW VIEWS HAVE CHANGED POST-TRAINING



"Never thought to talk about stuff like this in the military."



"This program has giving me the confidence to share with my peers and trust."



"I learned that I need to check on my peers mental health more often."

FACE the FIVE Signs Everyone Needs to Know



Personality Change

Uncharacteristically angry, anxious, agitated, or moody

Withdrawal or isolation from other people

May neglect self-care & engage in risky behavior

Overcome with hopelessness & overwhelmed by circumstances

THESE ARE FIVE SIGNS THAT MAY MEAN SOMEONE IS IN EMOTIONAL PAIN & MIGHT NEED HELP.

Personality Change was the most recognized sign: 100% Increase

Confidence in recognizing the FIVE signs increased overall by 20%.

Customer satisfaction



Positive impact Give an Hour has had on their life.



Sense of empowerment to overcome barriers in their life.



Neutral



A Net Promoter Score (NPS) of 0 is considered neutral, indicating a balance of promoters and detractors. Each increase reflects stronger strength of score in either direction.