

# Active Duty Peer-to-Peer Base A Cohort 18 Survey Results December 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 eighteenth 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 36 active duty Army soldiers.

### KEY INSIGHTS

#### What Worked Well:

- Engagement was strong and participants interacted actively with facilitators and peers, demonstrating interest in the content and willingness to participate in group discussions. Several activities prompted meaningful reflection and dialogue.

#### Key Moments and Breakthroughs

- Recognizing “Face the Five” signs: Soldiers valued learning to identify behavioral and emotional indicators of distress, and appreciated hearing different perspectives during group discussions.
- “Check in on those around you” video: This content made a significant impact, prompting many participants to reflect on the varied ways distress can appear and to open up about their own experiences.
- A notable moment occurred on Day 3, when participants demonstrated outward emotional support for one another. For example, an NCO expressed his sense of responsibility for his soldiers, and peers encouraged him to seek additional support when needed.

### DELIVERY CONSIDERATIONS

Training delivery was impacted by logistical factors, including a large group size that required additional facilitation to maintain engagement, as well as intermittent technical and audiovisual issues that affected session flow. Despite these challenges, core learning objectives were still met, and participants remained engaged throughout the sessions.

### PARTICIPANT-REPORTED IMPACT

- High instructional effectiveness:** Nearly all participants (97%) reported that facilitators delivered clear, effective instruction across both training days.
- Strong military relevance:** 94% of participants affirmed that military experiences and contexts were meaningfully and effectively integrated.
- Effective engagement and communication:** 97% of participants indicated strong facilitator engagement and audience connection.
- Psychological safety and validation:** 97% of participants reported feeling heard, seen, and valued throughout the training experience..

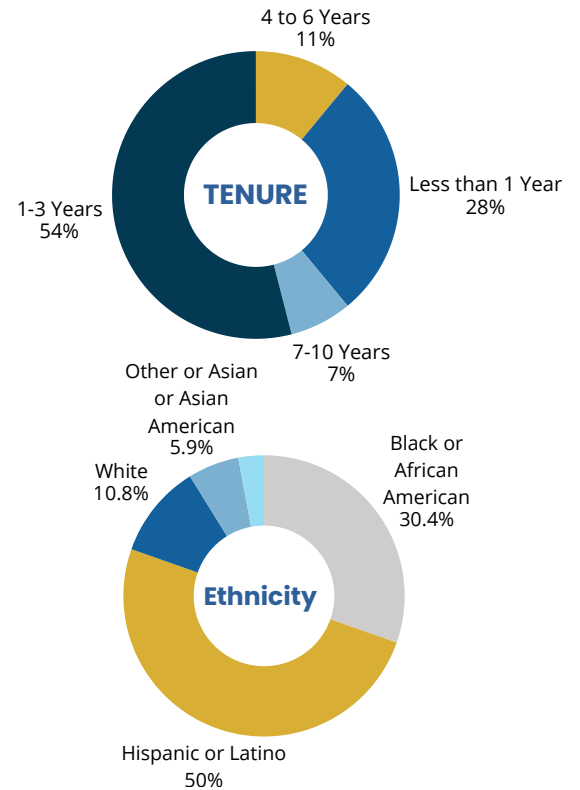
### ATTENDEE DEMOGRAPHICS



30 Male/6 Female

Average Age 22 years

Language: English was the primary language 69%, Spanish 20%, Portuguese 3%, Haitian Creole 3%, Korean 3%.



# POST TRAINING SURVEY RESULTS

## MILE Marker Comfort-Level Improvements



Confidence in Encouraging Dialogue increased by 13%  
Ability to ask open-ended questions to support conversation and reflection.



Confidence in Recognizing the Signs increased by 2%  
Ability to identify signs of emotional distress in self and others.



Confidence in Empathy increased by 2%  
Ability to understand and validate others' feelings while remaining present and attentive.



Confidence in Active Listening increased by 13%  
Ability to focus fully on the speaker without interrupting or preparing a response while they talk.



Confidence in Emotional Regulation increased by 4%  
Ability to manage internal reactions when experiencing stress or strong emotions.



Confidence in Boundary Setting increased by 1%  
Ability to understand where personal responsibility ends and another person's begins.



Confidence in Stress Tolerance increased by 3%  
Ability to remain steady and responsive in high-stress or emotionally charged situations.



Confidence in Openness increased the most, by 16%  
Comfort discussing mental health with peers.



Confidence in Peer Support increased slightly by 2%  
Ability to build mutual connections based on shared lived experiences.

Although percentage gains appear modest, participants entered the training with high baseline confidence. Post-training feedback indicates the training refined participants' understanding of these skills, resulting in more accurate self-assessment rather than limited impact.

## COMMENTS FROM SOLDIERS

Participant feedback was positive, with requests for additional videos and interactive, role-based scenarios.



"A little more videos over some of the examples over different ways to be a listener."



"I recommend this training extend to leadership to help strengthen the rapport with soldiers and understand how to identify when a soldier or a colleague is having some challenges. More virtual training with different scenarios."

## HOW VIEWS HAVE CHANGED POST-TRAINING



"It only takes one person to listen to what you have going on."



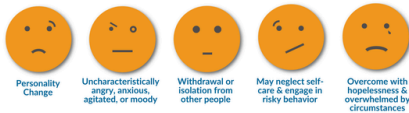
"My views have been changed, cause I know how to properly have a conversation and care for my peers."



"My thoughts have improved and the program was helpful, give me a different perception of identifying and tackling situation."

## FACE the FIVE

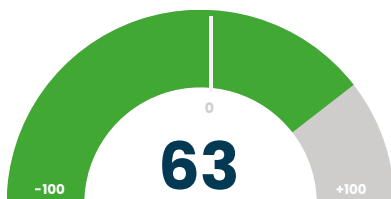
Signs Everyone Needs to Know



Personality Change was the most recognized sign: 113% Increase

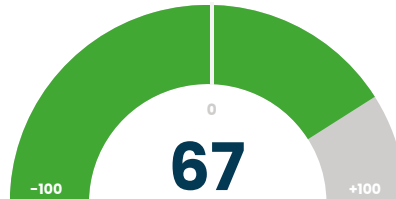
Confidence in recognizing the FIVE signs increased overall by 12%.

Likelihood of recommending Give an Hour to others.



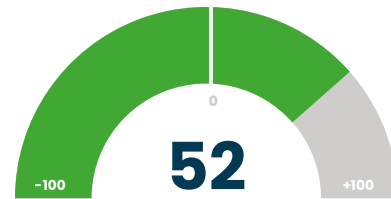
NET PROMOTER SCORE

Positive impact Give an Hour has had on participants' lives.



NET TRANSFORMATION SCORE

Participants' sense of empowerment to overcome life barriers.



NET EMPOWERMENT SCORE

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.