

**TABLE 2.** Psychometric survey measures 0, 3, and 6 days

**Perceived stress** - 4-item Perceived Stress Scale taps into the extent to which respondents feel that aspects of their lives are unpredictable, uncontrollable, and overloading. Example item: “How often have you felt difficulties piling up so high that you could not overcome them?” Scale ranges from (0) never to (4) very often.

**Unit readiness** - 3 item Unit Readiness Scale reflects the extent to which personnel perceive their unit to be well trained and equipped. Example item: “I am confident in my unit's mission-essential equipment.” Scale ranges (1) Strongly Disagree to (5) Strongly Agree.

**Combat readiness** - 4 item Combat Readiness Scale measures the extent to which personnel feel confident that their unit is well prepared for combat. Example item: “If we went to war tomorrow, I would feel good about going with my unit.” Scale ranges from (1) Strongly Disagree to (5) Strongly Agree.

**Unit cohesion** - 3 item Unit Cohesion Scale focuses on quality of relations among personnel of similar ranks, also known as horizontal cohesion. Example item: “The members of my unit know that they can depend on each other.” Scale ranges from (1) Strongly Disagree to (5) Strongly Agree.

**Vertical cohesion** - 12 item Vertical Cohesion Scale assesses the cohesion that exists between military personnel and their leaders. Example item: “The officers in my unit let soldiers know when they have done a good job.” Scale ranges from (1) Strongly Disagree to (5) Strongly Agree.

**Leadership quality** - 3 item General Leadership Quality scale gauges the extent to which personnel believe their leaders are competent. Example item: “The leaders in this company would lead well in combat.” Scale ranges from (1) Strongly Disagree to (5) Strongly Agree.

**Job Satisfaction** - 3 item scale modified from the existing Job Diagnostic Survey General Satisfaction Scale. Example item: “I am very satisfied with my job in the US Military.” Scale ranges from (1) Strongly Disagree to (5) Strongly Agree.

**Resilience** - 4 item Response to Stressful Experiences Scale focuses on the different thoughts and actions people may engage in following stressful experiences. Example item: “During and after life's most stressful events, I tend to ...Find a way to do what's necessary to carry on.” Scale ranges from (0) Not at all like me to (4) Exactly like me.

**Anxiety** – 2 item Generalized Anxiety Disorder scale. The GAD-2 items are: “Feeling nervous, anxious, or on edge” and “Not being able to stop or control worrying.” Scales range from (0) Not at all to (3) Nearly every day.

**Post Training Satisfaction** - 14 items created to capture the extent to which the training course was perceived by the students as effective in enhancing team based performance, individual performance, and the extent to which the training was realistic. Example item: “As a result of the training, our respective team performance has:” Scales (5-point Likert) range from “Not improved” to “Vastly improved.”