







Questions for Reflection and Engagement

-  **What risks do you see that might be associated with proactively supporting Soldier development in the Spiritual Domain? How might this risk be mitigated?**

-  **What benefits to the formation do you see to practicing Free Exercise within it?**

-  **What surprised you most in what you read? What made you curious to learn more?**

-  **What opportunities for religious accommodation exist in your formation? Are there groups that might help you increase readiness and H2F in your organization and organizational climate?**

Thinking about *Esprit de Corps*, are there ways that your religious support program, Command Master Religious Plan, and Unit Ministry Team can help you increase team members' understanding of their jobs, better understand why their job is important, and affirm that no team member will be left behind?

What are the real risks to mission, persons and organization around religious accommodation? Are there ways that your team is risk adverse? In what ways can you underwrite intentional and responsible risk, to build spiritual resiliency in your team?

What Army Learning (training, education, self-learning) materials or programs does your organization need to create a better organizational understanding of religious accommodation and the value of religious free exercise and spiritual activities?

What kinds of messages came to you in this publication that might help you create an environment that invites healthy spiritual/religious practices for the purpose of setting conditions for increased *Esprit de Corps*, increased readiness among team members and increased mission success?