

August 2022

FACILITATOR NOTES

1. The objective of AFMC Connect is to provide an opportunity for meaningful conversations to occur within our units – resulting in stronger connections and increased unit cohesion. Social ties that accompany a sense of belonging as well as increased connectedness are identified as protective factors associated with preventing suicide.
2. Supervisors have the flexibility in facilitating these discussions in already existing forums (i.e. staff meeting, roll call, guard mount, shift change, PT, etc.).
3. It is important to introduce the monthly discussion in your own words in a way that meets the needs of your personnel.
4. Virtual Tip: Distance doesn't have to mean disconnected. Create an office team in MS Teams and encourage personnel to share in conversation between formal meetings (e.g. Start a chat about favorite restaurants, or activities).
5. Each month a theme and corresponding tool has been established to assist supervisors in the delivery of relevant content. Those monthly themes feed into a broader quarterly message – this quarter's message is "Commitment".
 - July - Motivated
 - August - Accountable
 - September - Commitment
6. For additional information on facilitating discussions and local points of contact, you can find the full implementation guidance here: <https://www.afmc.af.mil/connect>

FRAMING THE CONVERSATION

Establishing accountability in the workplace builds healthy and supportive environments and assists in a team's overall effectiveness. Setting clear expectations for personal accountability helps individuals better understand the impact of their decisions on others. Accountability can improve your team's communication with one another and build confidence.

It can also lead to:

- Higher levels of workplace morale
- Better communication
- Increased engagement
- Improved levels of trust
- Greater employee overall satisfaction

Suggested Discussion Points:

- What does accountability mean to you in the workplace?
- How does accountability build trust?
- Do you feel comfortable asking for help?

TAKE ACTION:

- Have a discussion about how you can make accountability a part of your workplace culture.
- Have someone in the group read your organizational mission statement. Go around the room and have individuals share how they and/or the team helps support the mission.

KEEP IT SIMPLE:

- Start your next meeting out with a "check-in" using two words to describe how they are currently feeling. See where it takes the conversation.

We welcome your feedback on how we can make these products more effective. Please utilize the following link at <https://www.surveymonkey.com/r/CY22CONNECT> or the QR Code.

