



We Are: **CONFIDENT** ∫ **AFMC Connect**

GOAL: Create strong individuals and teams who act with courage and commitment

Facilitator Notes

TOOLS TO PREPARE YOURSELF

1. Now more than ever as we continue to transition to our new normal, "checking in" to maintain connection with your personnel is essential.
2. This tool has been tailored to allow supervisors the flexibility in facilitating this month's discussion topic. Some suggested methods include incorporating concepts into individual conversations, office meetings (virtual or in-person) or consider the development of a group chat using Microsoft Teams
3. Facilitate the recognition of what confidence means to each individual and how one's actions allow us to make smarter decisions about our goals and circumstances, communicate more effectively and, ultimately, helps us grow into strong leaders and individuals.
4. Help your team understand how each individual's strengths complement the team as a whole in terms of skills, diversity of perspective, experiences and cultural backgrounds.

THE EXTRA MILE

ADDITIONAL RESOURCES

1. Coordinate with your local Community Support Coordinator (CSC) to assist with identifying a facilitator to conduct a strengths assessment with your team. If your team is still in telework status, discuss with the facilitator options to conduct the assessment through virtual platforms such as Microsoft Teams.

MISSION PLAN

September 2020

HOW TO EXECUTE

FRAMING THE CONVERSATION

In all aspects of life confidence is an essential quality to possess. Confidence enables us to effectively communicate our abilities and directly impacts our many professional and personal roles and relationships we may hold. In order to develop strong leadership qualities, it requires that each of us have the confidence to make necessary decisions, whether related to our personal, organizational or mission readiness.

Helping our personnel identify their individual strengths can transform their ability to meet challenges head on. We must first lay a firm foundation by identifying and then assisting our personnel in maximizing their individual strengths. Confident individuals understand their strengths, creating more effective teams that support each other and the Air Force mission.

SUGGESTED DISCUSSION POINTS:

1. What does confidence mean to you?
2. How do you overcome moments when your self-confidence is not as strong as you would like?
3. When you have to make tough decisions, what characteristics or skills do you rely on the most to help you have the courage to act?
4. What strengths or skills would you like to personally improve to make you a more confident team member?

MISSION CHALLENGE HOW TO APPLY THE LESSON

1. Have your team members complete the "Self Talk" exercise on page 2 over a designated week during the month of September and then bring the team back together to discuss lessons learned.

EHC Activities - Self-Talk

Target Audience: Everyone

Purpose

A How-to Activity to further the Art of Leading Oneself

Description

Self-Talk is the way your mind speaks to you in all situations, from daily routines to difficult life events. It is the voice that can either encourage you or chastise you. This inner voice can lead to undesirable behaviors, from a lack of self-confidence all the way up to full up narcissism. The good news is that by listening to your inner dialog and shifting it to become more in line with what you really want, you can transform your life.

Employ

Self-Talk Instructions:

Now carry this forward, recommend doing this exercise to increase your self-awareness and ability to manage how you perceive things, which affects how you react.

1. Carry a small notebook (recommended) or use the notes on your phone for a week or two.
2. Observe the exact self-talk you do on a daily basis — not the general.
3. Note the following:
 1. Was your self-talk mostly positive or negative? NOTE: The key to this step is to simply stand back and listen to the tone of your Self Talk, without making any adjustments just yet.
 2. What emotions relate to it?
 3. How did the instances relate to each other, what categories do they fit in?
4. Decide what type of Self-Talk you want to hear. If you want to be more positive, look at the various situations throughout the day and see how you can change your perspective.
5. Once you're good at identifying your self-talk use it in a conversation i.e.: look at something and talk about it and see where the thoughts take you.
6. At first it's weird and hard because self-talk can be hard to identify, once you start talking you change it, and you worry you might say something judgmental. With experience you get over these things.

Practice Changing your **Words** to Change your **Mindset**:

From: Nobody can do it but me. To: Did I take the time to train & develop them?	From: This is done well enough To: Does this represent my best work?	From: I will never do it like they do. To: What can I learn from them?	From: I can't do it. To: I am going to train myself to do it.
From: I do this very well. To: I'm on the right path	From: I give up. To: I'm going to use some strategies that I learned.	From: I made a mistake. To: Mistakes can help me to learn better.	From: No one understands me To: What am I not communicating?