AFMC Connect

INTEGRITY

Goal: Create a trusting environment that fosters respect.

October 2023

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:** Initiate ways for personnel to connect by offering virtual webinars from a helping agency on neutral wellness topics like healthy sleep or stress management. This can invite conversation and unite individuals working towards a specific goal.

5. Each month, a theme and corresponding tool have 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 "Caring".
   - Oct — Integrity
   - Nov — Perspective
   - Dec — Caring

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

Integrity is a character trait that encompasses honesty, loyalty, accountability, sound judgement, and trustworthiness. In basic terms, integrity is simply doing the right thing—through exhibiting consistent words, actions, and beliefs. Encouraging integrity in the workplace fosters open communication, actively builds and maintains trust, and promotes strong and resilient teams. Leaders who act consistently with integrity create a cultural norm that fosters greater trust and respect with their personnel ultimately increasing commitment towards a more productive and effective organization.

Ways to develop your personal and professional integrity include:
- Expressing gratitude to others
- Taking commitments seriously
- Addressing conflict honestly and respectfully
- Being accountable for your actions—good and bad
- Considering the potential consequences of actions on those around you
- Showing patience and flexibility, even when unexpected obstacles show up

Suggested Discussion Points:
1. What does the word integrity mean to you?
2. Does how you define integrity change in the workplace?
3. Discuss a time when your integrity was challenged?

Take Action:

- Work with your team on practicing consistent, open, and clear communication — have an open discussion with your team to establish expectations.

- Find a trusted co-worker or leader who acts with integrity and speak with them about their experiences.

- Conduct periodic self-assessments to take inventory of your own integrity, and determine if action is needed to make improvements.

We welcome your feedback on how we can make these products more effective. Please utilize the following link or QR Code: https://www.surveymonkey.com/r/CY23CONNECT.