



# MOTIVATED

*GOAL: Utilize individual strengths to achieve success as a team.*

July 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

Motivated people are driven to go above and beyond; they are focused and have confidence in their own abilities. They have a connection with their organization and a desire to understand what they need to do to accomplish the mission. Motivated people often feel energized by their personal values; learning what those are can assist in making a team stronger. Begin by taking steps to create a safe environment where contributions at all levels are encouraged and supported.

### Use these tips when you talk to your team:

- Encourage feedback between members
- Trust their abilities and support them in successes and challenges
- Promote continuous learning opportunities
- Be accountable and transparent as a leader

### Suggested Discussion Points:

- What motivates you?
- How do your values impact your motivation?
- How does the work you do impact the mission?

## TAKE ACTION:

- Ask your team to share an example of when they were motivated to take action. What was the outcome?

## KEEP IT SIMPLE:

- Encourage team members to motivate each other by sharing words of gratitude or acknowledgement of the impact individual actions bring to the team.

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.

