

November 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:** Establish a virtual water cooler by creating a team chat room for personnel to build professional relationships, share ideas, and feel more connected.
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

Perspective is the way an individual sees the world based on their point of view. Our perspective is shaped by life experiences, values, current state of mind, and assumptions we bring into any situation. Welcoming a variety of perspectives is key to a thriving workplace. Taking the time to understand situations from a different lens improves understanding, encourages teamwork and collaboration and can reduce conflict. An environment that allows all perspectives to be heard helps employees feel valued which can lead to increased job satisfaction and opportunities for innovation.

Taking time to keep things in perspective allows us to:

- Reconnect with the mission
- Reframe and balance our thinking
- Keep worries or thoughts in perspective

Suggested Discussion Points:

1. How do you create a space for people to be comfortable sharing their perspective?
2. What can you do to balance your thoughts around perspectives that may be different?

Take Action:

- Start with the bigger picture — consider a decision from all possible angles, and pay attention to which details are most important to achieving your goals.
- Encourage your team to avoid ‘all or nothing’ thinking. It’s easy to fall into a pattern where your perspective is split into extremes. Dismiss words like “always” or “never”, and consider all perspectives.
- Have your team share how a previous situation could have been handled differently if a variety of perspectives were considered.

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>.

