



We Are: **RESILIENT** | AFMC Connect

GOAL: Foster a culture that promotes growth as individuals and an organization.

Facilitator Notes

MISSION PLAN

July 2020

HOW TO EXECUTE

FRAMING THE CONVERSATION

Our personal resilience skills can improve performance, energy, health, memory and mood. It's important to note that being resilient doesn't mean we won't experience difficulty or distress. Instead, it means we will have the ability to adapt over time to life-changing and stressful situations. The good news is, resilience can be learned; it involves taking the time to develop new behaviors, thoughts and actions.

What can you do to help? By prioritizing the wellbeing of your personnel, you will remind them they are not alone. Encouraging cohesion, a sense of belonging and connections with others will help build and strengthen necessary relationships and support systems. Whether it is a personal belief, your family or a routine that keeps you grounded, utilizing those strengths allows us to be more resilient for ourselves and those around us.

SUGGESTED DISCUSSION POINTS:

1. How do you rely on friends, family and coworkers to help you through stressful moments?
2. What healthy habits do you use to build resilience and help you through stressful moments?
3. How would you encourage someone to seek help?
Note: Some individuals do not seek help for reasons such as: an assumption that asking for help is a sign of weakness, fear of being judged or that no one can help.
4. What can be done as a team to build and support our collective success?

MISSION CHALLENGE HOW TO APPLY THE LESSON

1. To identify find possible coping strategies for your team, list various types of situations that may be difficult to manage.
2. Work together with your small group to brainstorm as many ways as you can think of to reduce negative stress when faced with one of the situations you listed.
3. Next, discuss which strategies work better for you than others and why.

Encourage your team to set personal and workplace goals. Actively role model how to encourage gratitude, diversify the workload, give and get trusted feedback, journal, walk away sometimes, practice positive self-talk, choose healthier options, etc...

TOOLS TO PREPARE YOURSELF

1. Now more than ever as we 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 into individual conversations, office meetings (virtual or in-person) or consider the development of a group chat using Microsoft Teams.
3. Circumstances often test the limits of our personal resilience. Be ready to support a peer if you notice increased stress.
4. A Master Resilience Trainer (MRT), or Resilience Training Assistant (RTA) can be a resource to assist you in facilitating a discussion around the importance of resilience. Ask an MRT or RTA to be a part of your small group discussion and/or teach a skill to your team. Examples include:

- Gratitude
- Bring Your Strengths
- Celebrate Good News

NOTE: Contact your installation Community Support Coordinator (CSC) if you need help identifying an MRT/RTA.

THE EXTRA MILE

ADDITIONAL RESOURCES

A shared sense of purpose or connection can help people realize they are not alone.

Think of a time that you had to be resilient and share that experience with your group

HOW TO PRACTICE RESILIENCE

Tips to stay mentally ready

It is not always easy to find the strength to adapt to the challenges associated with COVID-19. It is important to remember you are not alone — use these tips to help yourself and others.

GRATITUDE **LOOK FOR THE GOOD**

Focusing on what goes right builds optimism and helps you cope with frustrations and stress.

TIP: Take a moment and write down 2-3 things you are grateful for. Put them someplace you can see to be reminded of them when your day gets challenging.

VALUES BASED GOALS **SET YOUR OWN PATH**

Having goals that are meaningful to you provides a sense of purpose and can help you prioritize what is important.

TIP: Identify what matters most and chart your course. What does the next 24 hours, 2 weeks, or 3 months look like? Develop a plan to overcome obstacles.

BRING YOUR STRENGTHS **EMBRACE WHO YOU ARE**

Developing your personal strengths can improve engagement and purpose.

TIP: Identify your strengths and use them to find new opportunities in your personal and professional lives.

REFRAME **CONTROL HOW YOU REACT**

Your thoughts drive how you react. It is important to understand the difference between thoughts, emotions and physical reactions.

TIP: Think of a moment where you wanted to react differently than you did—what were your thoughts versus your emotional/physical reactions. Try to reframe in a more positive way so you can respond differently in the future.

PHYSICAL RESILIENCE **PRIORITIZE YOUR HEALTH**

Focusing on your physical health will improve your productivity, energy and mood.

TIP: Invest time in developing healthy habits. Start by setting one attainable goal, document it and revisit daily (ex. new sleep routine, daily exercise or healthy eating choices).

CELEBRATE GOOD NEWS **STRENGTHEN RELATIONSHIPS**

Taking interest and celebrating when someone shares good news strengthens critical relationships and builds on your resilience.

TIP: Help others celebrate by asking questions and being engaged in the moment.

MINDFULNESS **BE PRESENT**

Taking the time to stay present and engaged can help you focus on what is important. Stay calm and take action on immediate needs during stressful times.

TIP: Focus on one thing at a time, pause and ask yourself "what is most important right now?" Then take purposeful action.

BALANCE YOUR THINKING **AVOID MIND TRAPS**

Seeing situations accurately and responding based on evidence and in a way that aligns with your values.

TIP: Check for accurate thinking by examining the evidence, checking for double standards or phoning a friend to gain perspective.

For further information on the Installation Resilience Program please contact the Community Support Program Office.