

April 2021

RESPECT ∫ AFMC Connect



GOAL: To support a workplace where contributions are appreciated.

FACILITATOR NOTES

1. The objective of AFMC Connect is to reinforce the importance of connection and how it can encourage early help seeking behaviors. This directly contributes to our suicide prevention efforts by lessening the chance of occurrence for high risk behaviors.
2. You have been provided the flexibility in facilitating these discussions in already existing forums (i.e. staff meeting, roll call, guard mount, shift change, PT etc.).
3. Virtual delivery may be utilized due to COVID-19 operating restrictions – examples of available platforms include Zoomgov, Webex, Microsoft Teams/CVR, or Telecon.
4. 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 theme is “Connected”.
 - April – Respect
 - May – Contribute
 - June – Connected
5. Please reference the full implementation guidance for additional information on facilitating discussions and local points of contact:
<https://www.afmc.af.mil/connect>
6. We welcome your feedback:
<https://www.surveymonkey.com/r/2021Connect>

FRAMING THE CONVERSATION

Respect is a key component for a healthy work environment. A respectful workplace is where everyone is valued for their individual abilities, qualities and contributions. When employees know they are respected by their team members, they are more committed to the organization.

Here is how you can demonstrate respect every day:

- Treat people how you would like to be treated
- Encourage others to share their ideas
- Actively listen to others without judgement
- Be mindful of your tone, body language, expressions and demeanor
- Intentionally include team members in meetings, lunches and other work activities

SUGGESTED DISCUSSION POINTS:

1. What does respect in the workplace mean to you?
2. How do you demonstrate respect in the workplace?
3. How does a workplace built on respect help people feel connected?

TAKE ACTION:

It's important to take actions that support respect in the workplace.

Your Community Support Coordinator (CSC) can help by providing activities such as team building or strengthening communication.

*See Appendix C in the AFMC Connect Implementation guide for a list of CSCs.

KEEP IT SIMPLE:

1. Set an expectation that everyone keeps their cameras on when attending a virtual meeting.
2. Ignite engagement in your next meeting by providing everyone a question or topic in advance. It can be as simple as “What is your favorite breakfast cereal” or “What is a challenge you overcame last month”?

AFMC Connect allows you to have open, genuine discussions with your employees on the values and culture that represent the Air Force. This 15-30 minute discussion replaces traditional formalized training to allow you to frame the concepts in the way that best meets the needs of your Airmen.