

August 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:** Show understanding for the personal and professional needs of your team by collecting regular feedback which can assist in creating a healthy environment that invites sharing.
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 “Resilience”.
 - July — Warfighter Culture
 - Aug — Confidence
 - Sept — Resilience
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

Confidence is an essential skill that can directly strengthen our teams in both their pro-fessional roles and personal lives. It is the ability to believe in one’s own deci-sions, abilities, and skills, and empowers us to step out of our comfort zone. Helping your personnel grow by identifying and developing their personal strengths can trans-form them into individuals who are equipped to meet challenges head on and trust in themselves, and most importantly be best prepared to help others. Confident individuals own their skills and act on their values creating more effective teams that support each other and the mission.

Ways to increase the confidence of your team include:

- Capitalize on employee strengths
- Give positive feedback and reinforcement
- Show respect for individuals and their efforts
- Provide opportunities for professional development and growth
- Create a supportive environment to accept and learn from mistakes

Suggested Discussion Points:

1. Provide an example of confidence in the workplace.
2. How do you inspire confidence in others?
3. How do you overcome moments when your self-confidence is not as strong as you would like?
4. When you have to make tough decisions, what characteristics or skills do you rely on the most to help you take action?
5. What strengths or skills would you like to personally improve to make you a more confident team member?

Take Action:

- Coordinate with your installation Prevention Workforce to assist with identifying a facilitator to conduct a strengths assessment with your team.
- During a team meeting, ask for volunteers to describe a workplace scenario where they would need to build more confidence.
- Team building activity: Have your team pair up and ask them to write down something they admire about their co-worker and share it with them.

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>.

