

## FACILITATOR NOTES

## FRAMING THE CONVERSATION

Creating an organizational environment of belonging is a crucial component in building a productive, supportive workplace and necessary for bringing out the best in everyone. Employees need to feel like they are part of something they value, their distinct strengths are accepted by their organization, and they feel supported in their daily work and development.

Belonging in the workplace offers opportunities to increase connectedness. Employees who develop meaningful relationships with their peers are more likely to seek help, better equipped to share resources, less likely to experience stress and burnout, and able to meet mission requirements more efficiently.

Here are some ways to foster a sense of belonging in the workplace:

- Acknowledge and appreciate employee contributions
- Practice transparency
- Provide opportunities for open dialogue
- Encourage employees to be engaged with one another

### Suggested Discussion Points:

1. What does belonging at work/in your unit mean to you?
2. What actions can you take to foster a feeling of belonging in your unit?
3. How would you describe the similarities/differences between your work relationships and your family/friend relationships?

### Take Action:

- Create a ‘belonging paper chain’. Break into groups of 4-5. Set a timer for five minutes and have groups respond to the following statement on strips of paper – “I know I belong when...”. Each member fills out as many pieces of paper as they can. When the time is done, link them together as a paper chain and read out the statements.
- Reach out to your Integrated Resilience and Prevention Office for ideas on personal development and team building classes.
- Have your unit MRT/RTA facilitate a resilience class (e.g., Values Based Goals, Bring Your Strengths).
- Watch the following video together as a team and discuss ways to build a culture of belonging: <https://www.dvidshub.net/video/739173/finding-place-belong>

1. The objective of AFMC Connect is to provide opportunities for meaningful conversations to occur within our organizations – 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. Twelve tools have been developed for CY24, and leaders are able to choose which tool is utilized each month to best meet the needs of their organization – eleven traditional AFMC Connect topics plus one Suicide Prevention training tool.
3. Attend an AFMC Connect facilitator training offered by your Integrated Resilience Office to help navigate the best way to deliver small group sessions and clarify questions you may have on the Suicide Prevention (SP) content.
4. Supervisors have the flexibility in facilitating these discussions in already existing forums (i.e., staff meeting, roll call, guard mount, shift change, PT etc.).
5. It is important to introduce the monthly discussion in your own words in a way that meets the needs of your personnel.
6. Please reference the full implementation guidance for additional information on facilitating discussions and local points of contact at: <https://www.afmc.af.mil/connect>

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/CY24Connect>

