



AFMC Connect

RESPECTFUL

Goal: Create a workplace culture where individuals are valued

FACILITATOR NOTES

FRAMING THE CONVERSATION

Respect is rooted in social behaviors and expectations of being polite, showing gratitude, and appreciating other people's rights, values, and personal space. In the workplace, respect goes beyond good manners to valuing each employee's individuality and the contributions they make.

A culture of respect reduces stress, increases productivity and collaboration, exhibits fewer conflicts, and has increased mission readiness. Employees who feel respected are more likely to pass it on to others and less likely to engage in negative behaviors.

Examples of how to exhibit respect in the workplace include:

- Practicing active listening
- Being authentic and honest
- Supporting individual needs on your team
- Celebrating one another's success and achievements

Suggested Discussion Points:

1. What kinds of actions from coworkers and leaders make you feel respected?
2. How does your work center support respectful behavior?
3. How does showing others respect increase feelings of connectedness amongst our team?

Take Action:

- Have your team share a unique aspect about themselves with the group. Together discuss how each other's unique differences can contribute to accomplishing the mission.
- Reach out to your Integrated Resilience and Prevention Office for ideas on personal development and team building classes
- Have your unit MRT/RTA facilitate resilience skill building activities
- Watch the following video together as a team and discuss ways to build a culture of respect: <https://www.dvidshub.net/video/745983/grit-respect-workplace>

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>

