



AFMC Connect

DISCUSSION GUIDE

CY25 Q2 (APR-JUN)

FACILITATOR NOTES

The Department of the Air Force (DAF), DAFI 90-5001, *Integrated Resilience*, requires units to conduct Resilience Tactical Pauses (RTPs) as determined by their MAJCOM. Air Force Materiel Command (AFMC) utilizes AFMC Connect for these small group discussions led by unit Resilience Teams. Unit Resilience Teams are comprised of Master Resilience Trainers (MRT) and Resilience Training Assistants (RTA).

The goal of RTPs is to:

- Foster connection and purpose among Airmen and Guardians
- Build unit cohesion, trust, and confidence in command teams
- Promote trust and confidence in leadership through open discussions and candid feedback

Resilience Teams should facilitate RTPs focused on prevention activities which promote:

- A sense of belonging
- Strong relationships
- Overall well-being and resilience (i.e., physical, mental, social, spiritual)

The facilitator's role is to lead small group discussions by creating an environment that encourages open communication and feedback. The following are tips to assist with facilitation of small group discussions:

- **Know your audience.** Tailor content, tone, and activities to meet the unit's specific needs.
- **Embrace the silence.** Allow participants time to think, reflect, and share their ideas.
- **Encourage participation.** Foster an environment where all members feel their perspectives and ideas are welcomed.
- **Practice active listening.** Listen intently, acknowledge contributions, and paraphrase to show understanding.
- **Remain neutral.** Keep the discussion focused and on track by creating a respectful and safe environment for all participants.

FRAME THE CONVERSATION

CONNECTEDNESS

Focuses on fostering strong, meaningful relationships among personnel and their command teams.

This theme emphasizes the importance of building a sense of community, trust, and mutual support within the unit. It involves encouraging open communication, team-building activities, and collaborative efforts to create an environment where everyone feels valued and included. By promoting connectedness, units can enhance cohesion, improve morale, and strengthen confidence in leadership, ultimately contributing to a more resilient and effective force.

LET'S CONNECT - ICEBREAKERS

Try these conversation starters to help initiate constructive dialogue within your group.

➤ GETTING TO KNOW YOU

Have a 'get to know you' session with your team; ask questions with the purpose of connecting. Examples include: If you had to pick a team mascot to represent us, what would it be and why? What is your favorite childhood game that involves teamwork?

➤ TRUE OR FALSE

Each person is asked to make three (3) statements about themselves, one (1) of which has to be false. The rest of the group then votes on which "fact" is a falsehood. This is a great way to get to know each other.

➤ MEANINGFUL QUOTES

Ask your team ahead of time to bring a quote to your session; provide direction on what type of quote they should choose (e.g., leadership, inspirational, etc.). Ask each team member to share their quote and why it is meaningful to them. Hint: You may want to set a timer/assign a time limit to keep track of each speaker's time.

LET'S CONNECT – TAKE ACTION!

Utilize one of the below activities to offer interaction that reinforces and enhances the topic.

MARSHMALLOW CHALLENGE

Break your team into small groups and provide each group with the necessary materials to build the tallest free-standing structure. [Click here](#) for a full activity instruction sheet. When the time is up, have the larger group discuss how they approached the challenge, how their team collaborated and adjusted during setbacks, and how the experience relates to real-world situations and challenges they face in their work or personal life.

OFFICE OLYMPICS

Create a series of fun and friendly competitions to promote employee teamwork, morale, and camaraderie through engaging physical and mental challenges. Examples might include relay races, tabletop football, trivia, etc. Enjoy a playful and competitive spirit in the workplace. Coworkers can work together to compete and bond over their collective efforts, converse with your team on new things they learned about each other during the competition, and how working as a team is helpful in the workplace. Get creative; consider hosting an “awards” ceremony at the conclusion of your event.

RESILIENCE SKILLS

Have your Unit Resilience Team provide a resilience skills training that includes instruction, application, and discussion activities on a specific topic such as:

- “Celebrate Good News” is a 40 to 50-minute session discussing negative responses and how to better define strategies to strengthen and maintain relationships.
- “Reframe” is a 55 to 60-minute session on the difference between thoughts, emotional and physical reactions, and how to reframe reactions to strengthen relationships.

MISSION OPEN HOUSE

Conduct a Mission Open House for your organization (think science fair/wellness fair setup). Invite members from different areas of your organization to create and man tables/displays highlighting the work their team does on a daily basis. This is a great way to learn about the other offices in your unit and what they do to support the mission. You may want to consider expanding the invitation to spouses and family members to participate in your event.

DID YOU KNOW – RESOURCE HIGHLIGHT

CHAPLAIN CORPS

The Air Force Chaplain Corps’ Religious Support Teams (RSTs) are made up of a chaplain and a Religious Affairs Airman who work together to provide spiritual care and support to Air Force service members and their families. The Chaplain Corps offers “Strong Bonds” training programs that cover a wide variety of topics including family relationships, active lifestyles, personal organization skills, mindfulness, and more. Contact your local RST to learn more about upcoming trainings and events.

FAMILY ADVOCACY PROGRAM

Expecting a baby or welcoming a new child into your family is an exciting time that can be filled with joy, but also anxiety or uncertainty. The Air Force Family Advocacy Program (FAP) offers a New Parent Support Program to help navigate this transition. FAP services are available to service members and family members that are eligible for care in a military treatment facility.



EMPLOYEE ASSISTANCE PROGRAM

EAP offers a broad variety of presentations and seminars to support your teams’ well-being. Presentations such as: Collaborative Communication, Teamwork, and Mentally Healthy Culture: A Focus on Workplace Well-Being, are usually an hour in length, with each topic developed and facilitated by experts who deliver an engaging, informative experience. Supervisors of Civilian Employees can contact EAP at 866-580-9078 to request a presentation for their entire unit, and view the full learning guide by [clicking here](#).

RELATED RESOURCES

Supplemental Videos:

[Heritage Today - Culture of Connectedness](#)

[Strength of Community](#)

[Social Pillar](#)

[What is Connectedness](#)

Wellness Resources:

[CDC – Social Connection](#)

[NIH – Social Wellness Toolkit](#)