



AFMC Connect

# DISCUSSION GUIDE

CY25 Q3 (JUL-SEP)

## 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

### RESILIENCE

*Centers on the ability to recover from challenges, adapt to change, all while pushing forward.*

This theme focuses on fostering mental, physical, spiritual, and social strength among personnel, while enabling them to navigate adversity with confidence and determination. It involves building support systems to help cope with handling stress and setbacks. Emphasizing resilience helps enhance overall well-being, improve unit cohesion, and ensure sustained performance under pressure, thereby reinforcing trust and confidence in command teams.

### LET'S CONNECT - ICEBREAKERS

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

#### ➤ DESERT ISLAND

Ask the team, "What would you bring with you to a deserted island?" First, ask everyone to share what they selected and why. Then, divide the team into smaller groups and allow time to discuss their collective items. Have a representative from each small group share how they used their items collectively. Discussion after the activity could include: What were the surprising objects chosen? What combination of objects from the small groups stood out? How can lessons learned during this activity apply to working together as a team in the workplace? Have the large group vote on which team would have the best chance of survival.

#### WHO AM I?

➤ Prepare for this activity by placing the name of a famous person on nametags or Post-It notes (enough for everyone in your group/you can duplicate names if needed). Place one of the nametags on each player's forehead. Each person must try to figure out who they are by asking "yes" or "no" questions of the other players (e.g., Am I an athlete? Am I in history books?). Set a timer for 10 minutes. See who can guess who they are correctly with the evidence they collected. This is a great ice breaker for any group size and will invite a lot of movement and interaction amongst the group.

## LET'S CONNECT – TAKE ACTION!

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

### NEWSPAPER TOWER

This exercise requires 3-5 people per table. Each table gets one local newspaper and a roll of transparent tape. The instructions are to use the newspaper and tape to build a free-standing structure (like a building) as tall as you can in eight-minutes. This is a great exercise to teach teams to pause before they jump in to solve the problem, plan, try new things, and communicate as they experience success and failure in their efforts. Have participants share what they observed and learned. Note: The key to success is rolling up pages of the newspaper very tightly to act as support beams.

### LEADERSHIP RESILIENCE PANEL

Invite senior leaders from your organization to participate in an interactive discussion. Select a range of leaders from various fields or departments to provide different perspectives and experiences related to resilience. Develop thoughtful questions that address common resilience challenges and offer practical advice on overcoming them. Encourage an open dialogue where team members can ask questions and discuss with the panelists fostering a deeper understanding of resilience strategies.

### RESILIENCE SKILLS

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

- “Mindfulness” is a 45 to 50-minute session to identify helpful skills for being present in the moment.
- “Values Based Goals” is a 45 to 50-minute session to define your values. This session also allows members to establish short and long-term goals connected to their values and a plan to overcome potential challenges.

### FIVE GOOD THINGS

Give the team 5 minutes to write down 5 things they achieved the day before. Explain that small things build to achieve bigger tasks, and all count. If participants struggle to think of things, give a few examples such as: talked to someone new, learned three new words in a foreign language, or completed a training. Pair people up to discuss their achievements. You can also discuss in the larger group and ask a few people to share. End the activity by reiterating our achievements, no matter how small, can be used as building blocks for enhancing our resilience.

## DID YOU KNOW – RESOURCE HIGHLIGHT

### AIR FORCE MENTAL HEALTH TARGETED CARE

When help is needed, it is important to understand all available options for support and get connected to the right resource, either in a mental health clinic or with another supporting agency that best meets the need. Air Force Medical Services helps Airmen and Guardians through an initial consultation with a mental health technician to vector them to the right resource such as: Group Therapy, Family Advocacy, Military OneSource, Chaplain, Military and Family Life Counselor, or the Alcohol and Drug Abuse Prevention and Treatment office. [Click here](#) for more details.

### BECOMING A RESILIENCE TRAINER

Master Resilience Trainers (MRT) and Resilience Trainer Assistants (RTA) are part of a Unit's Resilience Team, helping to facilitate regular prevention activities focused on building resilience within others, fostering cohesive environments, and building trust within units. To become an MRT in the Air Force, Active Duty service members and Civilian employees must be nominated by leadership, trained as an RTA locally, and attend the MRT Course. For more information, contact your Installation's Integrated Resilience Office.

### EMPLOYEE ASSISTANCE PROGRAM

EAP can assist Civilian employees and their family members with a smoother transition during major life milestones through specialized Life Event Kits. Kits are available for prenatal, wellness, child safety, college survival, adult care, pet safety and emergency preparedness. [Click here](#) for more information.

### RELATED RESOURCES

#### Supplemental Videos:

[Heritage Today-Resilience](#)  
[Profiles of Resilience-Greg Cheek](#)  
[Resilience Story-Lt. Col. Barry](#)  
[The Other Side](#)

#### Wellness Resources:

[NIH-Nurture Your Resilience](#) [NIH-Mindfulness for Your Health](#)  
[NIH-Positive Emotions and Your Health](#)  
[CDC-Improve Your Emotional Well-Being](#)