



AFMC Connect

DISCUSSION GUIDE

CY25 Q4 (OCT-DEC)

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

READINESS

Emphasizes being prepared and capable to perform tasks and responsibilities effectively in support of the mission.

This theme centers on ensuring personnel are equipped with the necessary skills, knowledge, and resources to meet mission requirements. It involves continuous training, strategic planning, and maintaining a state of mental, physical, and operational preparedness. By focusing on readiness, units can enhance their performance, build confidence in command teams, and foster a sense of security and reliability within the organization.

LET'S CONNECT - ICEBREAKERS

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

➤ TEAM LINE-UP

Ask your team to line up in order of years and months of service they have with the Air Force. But there's a catch! This is a non-verbal activity – no speaking allowed. Members can use written ques or hand motions to get themselves in order from the most time in service to the least. Once everyone is in order, have them verbally share their time of service to see if the team accomplished the mission in the correct order. Add up the total time to see how much experience you have on your team!

➤ THIS OR THAT

Have team members line up in a single file line (you can have multiple lines if that works best for your space). Ask a series of "A" or "B" questions. Have members who choose "A" step to the left; members who choose "B" step to the right. This is a great visual way to get to know your entire team and for them to see shared interests or learn new information about one another. Sample questions might include: beach or mountains, coffee or tea, chicken or steak, Marvel or DC. Get creative with your list!

LET'S CONNECT – TAKE ACTION!

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

GREAT POWER COMPETITION (GPC)

Gather your team to watch this two-minute video, Time of Consequence, as Gen. David W. Allvin, Chief of Staff of the Air Force, discusses the importance of preparing prior to “seminal events” in history. Have a discussion with your team on how the Department of the Air Force and your organization can prepare for GPC.

WHAT IS READINESS?

Get your team together to discuss what personal and professional readiness means to them. Here are some ideas to start the discussion: What is the difference between being professionally and personally ready? Is readiness only for deployment? How can you focus on readiness when not deployed? What aspects of personal readiness do service members and civilians share/differ? What are some challenges facing team members upon return from deployment (home, work center)? Lastly, ask the group to identify two to three actionable items they can implement to maintain their personal readiness and two to three actionable items that can be implemented in the work center.

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:

- “Bring Your Strengths” is a 45 to 50-minute session utilizing the Values in Action (VIA) assessment to identify character strengths, develop and use strengths, and identify how strengths contribute to unit’s mission.
- “Balance Your Thinking” is a 45 to 50-minute session discussing cognitive traps, thinking strategies, and how to reframe your thoughts based on evidence.

FINANCIAL READINESS AND WELL-BEING

Contact your local Military & Family Readiness Center (M&FRC) to present a “Personal Financial Readiness” briefing to your organization. Briefings can be 30-90 minutes and tailored to best meet the needs of your workforce.

DISASTER READINESS

Work with your local M&FRC and/or Safety Office to talk with your organization about disaster preparedness. Content can be tailored to address specific threats in your geographic location.

DID YOU KNOW – RESOURCE HIGHLIGHT

AIR FORCE PERSONNEL ACCOUNTABILITY AND ASSESSMENT SYSTEM (AFPAAS)

AFPAAS is a website for all Air Force affiliated personnel and their families directly affected by natural and man-made disasters. It provides tools to report your status, current location, update emergency contact information and request assistance. AFPAAS helps Air Force leadership to account for personnel and to make decisions that support you and your family and facilitate a return to stability. [Click here](#) to access.

MYVECTOR

Service members can visit the financial readiness section to complete trainings assigned during important events in the military cycle, such as: marriage, divorce, birth of a first child, vesting in Thrift Savings Plan, and Permanent Change of Station. [Click here](#) to access.



EMPLOYEE ASSISTANCE PROGRAM

EAP Financial Wellbeing services can help civilian employees and their family members become more confident about finances and increase overall financial literacy. Learn strategies to build a budget, avoid or reduce debt, estate planning, save for buying a home or retirement and much more. You can also meet with a Money Coach to learn new skills to resolve your financial challenges. [Click here](#) for more information or call 866-580-9078 to get started today.

RELATED RESOURCES

Supplemental Videos:

[Personal Financial Readiness](#)
[Money Minutes – Improve Credit Score](#)
[Money Minutes - Budget](#)
[Emergency Kit](#)

Wellness Resources:

[CDC–Emergency Preparedness and Response](#)
[DHS- Build a Kit](#) [DHS– Make a Plan](#)