

February 2023

FACILITATOR NOTES

1. The objective of AFMC Connect is to provide an opportunity for meaningful conversations within the work center – 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. Supervisors have the flexibility in facilitating these discussions in already existing forums (i.e. staff meeting, roll call, guard mount, shift change, PT, etc.).
3. It is important to introduce the monthly discussion in your own words and in a way that meets the needs of your personnel.
4. **Virtual Tip:** Maintain a structure. Set up standard times to meet as a team and with individuals to ensure needs are being met and there are clear opportunities to receive feedback.
5. Each month a theme and corresponding tool has been developed to assist supervisors in ongoing conversations with their personnel. The monthly themes feed into a broader quarterly message – this quarter’s message is “*Connection.*”
 - January - Trust
 - February - Transparency
 - March - Connection
6. For additional information on facilitating discussions and local points of contact, access the implementation guidance at: www.afmc.af.mil/connect.

FRAMING THE CONVERSATION

Transparency, or being open and honest, should not be limited to a leadership expectation. You can encourage everyone within your organization to be clear and truthful in their daily interactions and words. Find opportunities to have dialogue in-person and/or via video platform; being able to see expressions and make eye contact can assist in removing barriers in establishing trust. It can be as simple as being deliberate with our language, purposeful in our engagements, or open to providing and accepting feedback. Provide employees opportunities to learn more about one another; learning how to be open and honest early on will provide lasting positive effects on your workplace.

Other ways to exemplify trust in the workplace include:

- Understand that we all make mistakes
- Encourage the team to work together to find solutions to shared problems
- Recognize people bring different talents, skills, and experiences to the table
- Recognize that everyone should feel valued for their contributions
- Empathize with co-workers without judgement

Suggested Discussion Points:

1. What does transparency mean to you in the workplace?
2. How does transparency relate to connectedness?
3. What actions from coworkers and leadership demonstrate transparency?
4. Are there any barriers to transparency? If so, how can you/we eliminate them?

Take Action:

- Discuss ways to respectfully address conflict in the workplace with your team.
- Reach out to Community Support Coordinator to bring someone in to an MRT/RTA to provide an activity focused on "Balancing Your Thinking".

Resources:

- Brene Brown: 5 Powerful Things Happen When a Leader is Transparent <https://www.forbes.com/sites/glennllopis/2012/09/10/5-powerful-things-happen-when-a-leader-is-transparent/?sh=650da20d4a3a>
- How to be Transparent in the Workplace <https://www.indeed.com/career-advice/career-development/being-transparent>

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