

January 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:** Consider spotlighting individual and/or team accomplishments each meeting. Employees who feel appreciated perform better, and what better way than during a virtual meeting!
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](http://www.afmc.af.mil/connect)

## FRAMING THE CONVERSATION

Establishing trust in the workplace is fundamental to an environment that fosters connectedness and can positively influence an organization's culture. Transparency is a key aspect to building trust, not only are the words we choose important, but so are the actions we take. Establishing opportunities for your team to get to know each other will positively impact their outlook on work and one another. The happier your team is the more productive they become in accomplishing the mission.

Ways to positively grow trust include:

- Embrace lessons learned and welcome feedback from others
- Be honest with yourself and your team
- Show people you care
- Be open-minded to the perspectives and experiences of others
- Limit self-doubt and have confidence in yourself and your team
- Embrace challenges as they arise
- Admit to your mistakes

### Suggested Discussion Points:

1. What does trust look like to you?
2. What actions can you take to demonstrate your trust in the team?
3. What does this quote mean to you— “*There aren’t any failures, only lessons.*”

### Take Action:

During your next team meeting brainstorm ways to build trust with each other.

### Resources:

- Successful Ways to Establish and Maintain Trust in the Workplace: <https://www.harvardbusiness.org/good-leadership-it-all-starts-with-trust/>
- Why Trust matters in the workplace: <https://www.insightlink.com/why-trust-matters-in-the-workplace.html>

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