

## 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:** Establish opportunities for your team to be connected. Encourage “phone a Wingman breaks” where your team reaches out to someone they trust just to check-in.
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

Healthy relationships in the workplace are an integral part of the organization's culture. Finding opportunities to build healthy ways for teams to engage with one another will result in personnel being more likely to ask for help early and share resources between one another; resulting in a reduction in individual stress and burn out. When connectedness is strong the overall health of your team is higher. We can intentionally foster relationships and create a community where members are supported and respected.

Opportunities to create connection include:

- Schedule time for team-building
- Allow space for sharing
- Practice daily encouragement
- Make communication personal
- Be patient with one another

### Suggested Discussion Points:

1. What are some reasons why people feel connected or feel they belong to a team?
2. How does feeling connected make it easier to reach out when you need help?
3. What can *you* do to help people feel they are a valued member of the team?

**Take Action:** Create a list of strategies for how the team can support individuals when they face challenges (i.e. work/life balance, mission requirements, etc.).

- Reach out to your MRT/RTA to take time this month to focus on resiliency and your team. This can be combined with a Unite Fund event/activity with your FSS Community Cohesion Coordinator (C3).

### Resources:

- "What is Connectedness" (2:35)  
<https://www.dvidshub.net/video/embed/619375>
- How Leaders Can Build Connection in the Workplace  
<https://www.forbes.com/sites/forbesbusinesscouncil/2022/08/12/how-leaders-can-build-connection-in-the-workplace/?sh=2088da>

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