



We Are: **CARING** | **AFMC Connect**

GOAL: Build connections and bring people together around a common goal

FACILITATOR NOTES

TOOLS TO PREPARE YOURSELF

1. Now, more than ever, where physical distances may be an issue, "checking in" to maintain connection with your personnel is essential.
2. This tool has been tailored to allow supervisors the flexibility in facilitating this month's discussion topic. Some suggested methods include incorporating into individual conversations, office telecons (phone or video) or consider the development of a group chat using Microsoft Teams.
3. Consider sharing a story of when you worked for a caring supervisor or in a caring environment and how that experience increased your commitment to the mission and/or the Air Force.

THE EXTRA MILE

ADDITIONAL RESOURCES

1. Guided Activity Option: "Building Connections." Encourage your personnel to reach out and have a discussion with someone they may not know as well...then create a group chat to share what everyone has learned.

MISSION PLAN

May 2020

HOW TO EXECUTE

FRAMING THE CONVERSATION

People are our most valuable resource in AFMC. To build solid connections means to provide a supportive environment that is focused on the employees. As we find ourselves caught up in the daily grind, we must combat the tendency to be desensitized towards the needs and feelings of our teammates. It is about putting our people first before policies and procedures. You don't have to wait around for a problem to occur to get involved. Rather, challenge yourself to break down barriers and establish solid communication early. By taking the time to get to know one another you'll make more meaningful connections that create an environment built on trust.

Part of building a community of caring is aligning what you believe in as an organization. Establish an environment where employees understand their part in the mission and how their contributions make a difference. Consider what actions we can take today that will lead our people toward developing hope and increased resilience over time as individuals and as an organization.

SUGGESTED DISCUSSION POINTS:

1. Describe how it feels when you work in a caring environment.
2. Discuss ideas that you think would improve connectedness to each other in our work center. What can we do better?
3. Who do you reach out to when you are struggling with something?
4. Be sure that all of your team members know about the available resources that are standing by ready to help (A&FRC, Mental Health, SAPR, EO, Chaplains, EAP, Military One Source, First Sergeants and more...).

MISSION CHALLENGE HOW TO APPLY THE LESSON

Be Engaged--Define and reinforce a unit culture conducive to early help-seeking. Dispel the myths related to help-seeking (e.g. "my career will be over if I seek help") by understanding the facts. (Review Career Impact Fact Sheet: <https://www.resilience.af.mil/Portals/71/Documents/Career-Impact-Factsheet.pdf>).

Throughout the month take time to highlight the help-seeking behaviors of yourself and others. Encourage unit leaders/members to talk about the benefits they have received from seeking help in times of distress.

References: Standard Operating Procedure (SOP) for Leading Airmen in Distress:
https://www.resilience.af.mil/Portals/71/Documents/SOP_Leading_Airmen_In_Distress.pdf

HOW TO ENCOURAGE HELP SEEKING

ACE

Ask your Wingman
Care for your Wingman
Escort your Wingman

In the Past Month...

Y N

1 Have you wished you were dead or wished you could go to sleep and not wake up?

2 Have you actually had any thoughts about killing yourself?

If YES to #2, answer questions 3, 4, 5 and 6.

If NO to #2, go directly to question 6.

3 Have you thought about how you might do this?

4 Have you had any intention of acting on these thoughts of killing yourself, as opposed to you have the thoughts but you definitely would not act on them?

5 Have you started to work out the details of how to kill yourself? Do you intend to carry out this plan?

Always Ask Question 6

In the Past 3 Months...

Y N

6 Have you done anything, started to do anything, or prepared to do anything to end your life? **Examples:** Collected pills, obtained a gun, gave away valuables, wrote a will or suicide note, held a gun but changed your mind, cut yourself, tried to hang yourself, etc.

Any YES must be taken seriously. Seek immediate help from friends, coworkers or a chaplain and inform your supervisor/ other member in **YOUR** chain of command.

If the answer to 4, 5 or 6 is **YES**, immediately **ESCORT** your Wingman to the nearest chaplain, mental health provider, unit leader or emergency department.

Never leave your Wingman alone – even to go to the bathroom. Stay engaged until you can make a hand-off to someone who can help.

Ways to Assist

An individual's ability to adapt to stress and adversity is often impacted by the relationships they form at work and at home.

- Remember, "Ask, Care, Escort" when you are concerned about someone's safety.
- Reach out to your installation Violence Prevention Integrator or Mental Health Team to bring someone to your unit for more in-depth training on suicide risk factors, warning signs, and ways to intervene.
- Utilize the available resources to get your personnel the help they need.



<https://www.resilience.af.mil>



www.afpc.af.mil/eap



www.militaryonesource.mil