

May 2021

CONTRIBUTE | AFMC Connect



GOAL: Foster an environment where individuals are inspired to take part in the success of the mission.

FACILITATOR NOTES

1. The objective of AFMC Connect is to reinforce the importance of connection and how it can encourage early help seeking behaviors. This directly contributes to our suicide prevention efforts by lessening the chance of occurrence for high risk behaviors.
2. You have been provided the flexibility in facilitating these discussions in already existing forums (i.e. staff meeting, roll call, guard mount, shift change, PT etc.).
3. Virtual delivery may be utilized due to COVID-19 operating restrictions – examples of available platforms include Zoomgov, Webex, Microsoft Teams/CVR, or Telecon.
4. Each month a theme and corresponding tool has been established to assist supervisors in the delivery of relevant content. Those monthly themes feed into a broader quarterly message – this quarter’s theme is “Connected”.
 - April – Respect
 - May – Contribute
 - June – Connected
5. Please reference the full implementation guidance for additional information on facilitating discussions and local points of contact:
<https://www.afmc.af.mil/connect>
6. We welcome your feedback:
<https://www.surveymonkey.com/r/2021Connect>

FRAMING THE CONVERSATION

Healthy workplaces exist when everyone is actively engaged in support of accomplishing the unit’s mission, working together as one team. Yet, it is equally important to recognize the significance of individual contributions to the larger group, ensure there is a clear understanding of everyone’s role, and continually provide opportunities for growth.

Use these strategies to create an environment where everyone feels like their contributions are valued:

- Ensure everyone’s voice is heard, create a safe space to voice ideas, opinions and concerns
- Transparency builds trust, set reasonable expectations and stick to them
- Celebrate individual strengths, encourage people to be their ‘full selves’ at work
- Recognize good work, let people know you value them

SUGGESTED DISCUSSION POINTS:

1. What is your contribution to the mission?
2. How does our contribution aid in the discovery of our individual strengths, workstyles, and values?
3. How can the team create an environment that celebrates and supports everyone’s contributions?

TAKE ACTION:

1. As a group, define expectations on how to support a workplace where everyone can contribute to the mission.
2. Bring in a Master Resilience Trainer (MRT) or Resilience Training Assistant (RTA) to assist with facilitating a conversation based on topics such as: Balancing Your Thinking Skill, Bring Your Strengths, or Goal-setting.

*Refer to Appendix C in your AFMC Connect Implementation guide for a list of CSCs who can help identify MRTs/RTAs.

KEEP IT SIMPLE:

Have everyone share a personal strength and how it contributes to making a successful work environment.

AFMC Connect allows you to have open, genuine discussions with your employees on the values and culture that represent the Air Force. This 15-30 minute discussion replaces traditional formalized training to allow you to frame the concepts in the way that best meets the needs of your Airmen.