



AMC: We Care...We Connect

Topic: We Value Various PERSPECTIVES

GOAL: Embrace Various Perspectives to Leverage Diversity.

FACILITATOR NOTES

TOOLS TO PREPARE YOURSELF

1. This conversation tool is designed to allow supervisors the flexibility in facilitating an important discussion on perspectives. The discussions and concepts can be incorporated into individual conversations, office meetings (virtual or in-person) or a short group chat using ZoomGov or MS Teams.
2. Remember to demonstrate good listening skills, ask for varying perspectives and where those perspectives may stem from.
3. Emphasize understanding varying perspectives doesn't have to change their beliefs but should open their views to consider other perspectives in their decision making and actions.

THE EXTRA MILE:

Additional Resources

1. Work as a group to learn how to change lenses, i.e. supervisor vs. subordinate, military vs. civilian; married vs. single; consider sharing how using a different lens helped solve a problem that might not have been solved otherwise.
2. Discuss your work center's mission and ask for perspectives on your member's roles in accomplishing it; things that are going great and areas where improvements might be made.
3. Conduct an inventory of some of your strongest beliefs and perspectives; collect more information and see if it changes your perspective.
4. Using the images below, try different lenses and give various perspectives.

MISSION PLAN

HOW TO EXECUTE

FRAMING THE CONVERSATION

Perspective is defined as a particular attitude toward or way of regarding something; a point of view. Everything we do is based on what we see, how we feel and how our brains interpret this information (stimuli). Have you ever thought about where your perspectives come from? Perspectives are as unique to us as we are as individuals. Our perspectives are formed during formative socialization processes growing up and all of our social interactions through our life experiences. Varying perspectives can make events and issues in today's complex world polarizing and significantly emotional for some and less for others. This is why it is imperative that we learn to use different lens to view a situation or event in order to take into account those varying perspectives and associated emotions. Your perspective is valid and matters, but is limited to your own experiences. Have you ever done an inventory on your beliefs and perspectives?

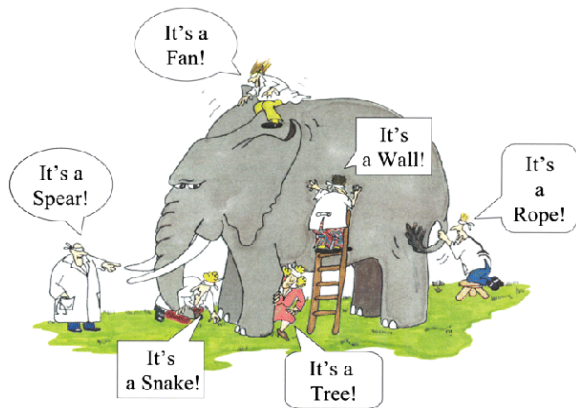
We are all leaders in our climate and culture and have a valuable role to play in fostering inclusiveness, connectedness and building relationships. AMC's strength and mission success depends on the ability to share our ideas, thoughts, experiences, emotions, and perspectives in a safe and supportive environment. This is how we learn, grow, foster our culture, show our value for each other, exercise empathy, grow connectedness and build trust within AMC.

SUGGESTED DISCUSSION POINTS:

1. Who were or what were some events that influenced your perspectives?
2. How might perspectives differ in families, AFSCs, services?
3. Share a time when someone else's perspective was different from your own.
4. How did this or could this have caused conflict?
5. What can you do to view situations and events using different lenses to gain various perspectives?

MISSION CHALLENGE: HOW TO APPLY THE LESSON

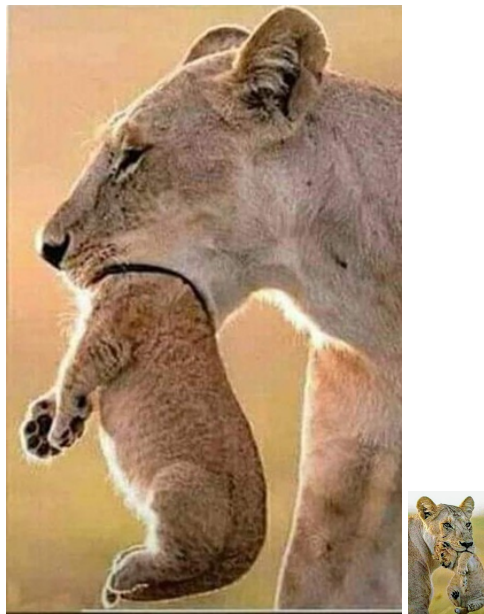
Visit the site <https://www.getselfhelp.co.uk/perspectives.htm> and read the article: Different Perspectives - Seeing Things Differently. Then have a discussion on why the "mental crusher" might affect our beliefs and perspectives. How could the helicopter view help us look at the bigger picture and help see other perspectives? How could we use the acronym STOPP to ensure we use our "wise mind" rather than just our "emotional or reasonable mind" in order to enhance empathy, understanding and enhance our culture and climate?



Soccer Mom Vehicle or
Practical Family Transportation



Necessary Science or Animal Cruelty?



Cannibal or Transportation?



Love is Love or Marriage is a Man & Woman
Equal Rights for All or Rights for Those that Follow Norms



Peaceful Protest or Blatant Disrespect?
Black Lives Matter or All Lives Matter?

For more resources, contact:

Community Support Coordinator (CSC): Your installation CSC can provide additional resources and classes, i.e. True Colors, EQ, PDP and resilience skills training, to enhance your ability to switch lenses and view various perspectives.

Installation/Wing Diversity & Inclusion (D&I) Leads: Your installation D&I Leads can provide additional resources on current D&I efforts and a forum for you and your Airmen to bring ideas and concerns regarding diversity and inclusion, so that we can work toward embracing diversity to foster a culture of inclusion, connectedness and trust.

Equal Opportunity (EO) Office: Your installation EO office is the subject matter expert on discrimination and can assist in facilitating small group discussions and is a valuable resource for you with regard to fair and equal treatment of all Airmen.
