



AMC: We Care... We Connect

Topic: We Are CARING

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 or ZoomGov.
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

HOW TO EXECUTE

FRAMING THE CONVERSATION

Airmen are our most valuable resource in AMC. To build solid connections means to provide a supportive environment that embraces Total Force culture. 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 Airmen 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 all Airmen understand their part in the mission and how their contributions make a difference. Consider what actions we can take today that will lead our Airmen 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 early 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

AMC We Care...We Connect topics encourage open, genuine discussions with your employees on the values and culture that represent the Air Force. This short discussion reinforces concepts introduced in formalized training and allows leadership and supervisors to frame the concepts in the way that best meets the needs of your Airmen