



THE USAFE-AFAPRICA (U-A)

RESPECTFUL WARRIOR



GOAL

Airmen treating each other with dignity and respect - inspiring healthy and safe work environments

FACILITATOR'S NOTES

HOW TO PREPARE

1. Watch the Respectful Warrior video at: <https://www.dvidshub.net/video/740798/grit-check-6-respectful-warrior>
2. Consider your own experience working in environments where you felt respected and those where you didn't - share personal examples to facilitate this conversation with your team on how important it is to show respect and what that looks like for you.
3. Use specific examples of what respectful communication looks like. For ideas read: "How to foster Psychological Safety on your teams" <https://cs2.eis.af.mil/sites/13819/SiteAssets/2.20Psychological%20Safety%20on%20Your%20Team.pdf>
4. Virtual Discussion Tips - Please see page 2 of this Check 6 for ideas on hosting a virtual group discussion

THE EXTRA MILE

ADDITIONAL RESOURCES

1. Watch video "Why good leaders make you feel safe", Simon Sinek - 11:59 minutes <https://www.youtube.com/watch?v=ImyZMtPVodo>
2. Use this questionnaire to measure your team's level of psychological safety at work. Consider how respect plays an important role. <https://cs2.eis.af.mil/sites/13819/SiteAssets/3.20Measure%20Psych%20Safety%20on%20your%20Team.pdf>

MISSION PLAN

HOW TO EXECUTE

FRAMING THE CONVERSATION

We've all been briefed on safety in the work place, most likely physical safety (i.e. using a spotter when backing up a GOV). Safety is a broad term, right? It can include everything from biological and chemical safety to emotional safety. One of the main ingredients needed to create a feeling of safety in the workplace is respect. It is a simple action every person can take and pays big dividends for workplace culture with minimal effort.

Freedom to speak, mutual respect, and no fear of retaliation have been reported as defining characteristics of psychological safety. Leading by example, trust, respect, and positive two-way relationships contribute to perceived safety at work and are tools leaders can use to help create a culture where everyone feels respected and valued. Such a culture spawns creativity.

SUGGESTED DISCUSSION POINTS:

1. Describe some ways you show others respect both in person and virtually (ex. email etiquette, phone conversations, etc).
2. Have a discussion about giving/receiving feedback, and the challenges of giving negative feedback vs positive feedback.
3. Discuss whether or not you have to like a person to show them respect.
4. Describe one person you respect in your life. What does this person do to earn your respect?

MISSION CHALLENGE

HOW TO APPLY THE LESSON

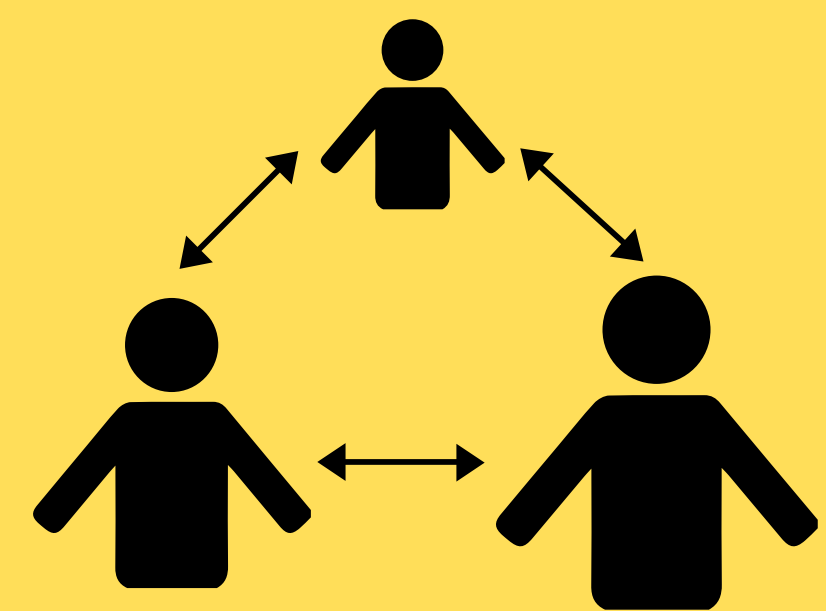
Due to necessary COVID-19 measures, this month may continue to bring challenges that threaten our resolve to strengthen connectedness in our community. We must not let these unfortunate circumstances slow down our momentum and dampen the OPERATION GRIT spirit. We challenge you to be relentless and innovative to connect with your teams by finding novel ways to continue your conversations. See page 2 for some tips to get your wheels turning.

USAFE-AFAPRICA

GRIT

CORE VALUES ● PROFESSIONALISM ● WARRIOR ETHOS

This Check 6 is a guide to allow you to have a discussion with your employees on the values and culture that represent the Air Force. This 15-30 minute discussion replaces traditional formalized training and CBTs to allow you to frame the concepts in the way that best meets the needs of your Airmen.



HOW TO BE “GRITTY” WHILE PHYSICAL DISTANCING

Find your Check 6 Monthly Discussion tools at <https://www.usafe.af.mil/GRIT>

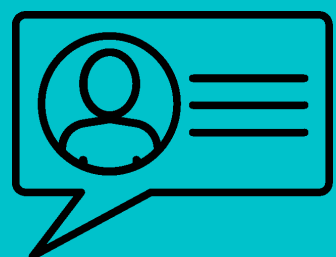
References herein to any specific commercial products, process, or service by trade name, trademark, manufacturer, or otherwise, does not necessarily constitute or imply its endorsement, recommendation, or favoring by the United States Government.

HELLO

1

TAKE A MOMENT EVERYDAY & SAY “HELLO”

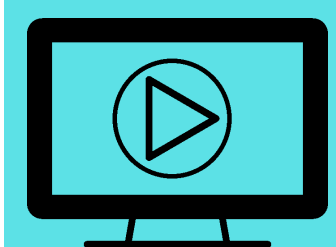
Use your “go-to” communications app (Text, Messenger, iMessage, Skype, etc) and start your day by saying “Hi” to your comrades



2

CREATE A CHAT GROUP

When you can't be in person, IMPROVISE! Start a chat discussion about the topic of the month and have fun with it! Emojis, memes, gifs...



3

GO LIVE!

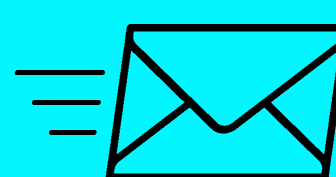
Why not start a video chat and bring your small group together in the moment?! Facebook, Snapchat, Google Hangouts and other apps can create a fun & engaging experience to talk with your team



4

GROUP CALLS

Phone-your-friends and make this month's GRIT discussion a mobile occasion. Benefits? -> you can have your group discussion in your pj's



5

WHEN ALL ELSE FAILS - EMAIL!

Let's face it - staying connected is going to be tough! This is your chance to make sure your team knows how much you really care. Make your best effort to connect and - when all else fails - you can still send an email.

FOR MORE TIPS TO STAY CONNECTED VISIT THESE WEBSITES

WWW.USAFE.AF.MIL/GRIT



WWW.USAFE.AF.MIL/COVID19

FOLLOW U.S. AIR FORCES IN EUROPE AND AIR FORCES AFRICA ON FACEBOOK