



THE USAFE-AFAFRICA

# MOTIVATED WARRIOR

## GOAL

U-A Airmen motivated to achieve personal and professional goals and who inspire their Wingmen to do the same

## FACILITATOR'S NOTES

### TOOLS TO PREPARE YOURSELF

1. Watch this video - consider sharing it with your team: CMSAF Wright Recites Invictus <https://www.dvidshub.net/video/673742/cmsaf-kaletth-o-wright-recites-invictus>

On 26-Nov-2018, CMSAF Kaletth Wright posted on his Facebook page: "I am the master of my fate ... I am the captain of my soul." These words are special to me. This is my favorite poem. I've relied on it to get me through times that made me feel like giving up ... and during that last lap on my PT test. I like to share it whenever I get the chance.

**Invictus**, Latin adjective meaning "unconquered, unsubdued, invincible" (dictionary.com)

2. Share your personal motivators with your team (for both work and life if they are different).

# Invictus

- William Ernest Henley

Out of the night that covers me,  
Black as the pit from pole to pole,  
I thank whatever gods may be  
For my unconquerable soul.

In the fell clutch of circumstance  
I have not winc'd nor cried aloud.  
Under the bludgeonings of chance  
My head is bloody, but unbowed.

Beyond this place of wrath and tears  
Looms but the Horror of the shade,  
And yet the menace of the years  
Finds, and shall find me, unafraid.

It matters not how strait the gate,  
How charged with punishments  
the scroll,

I am the master of my fate:  
I am the captain of my soul.

## MISSION PLAN

### HOW TO EXECUTE

#### FRAME THE CONVERSATION

Knowing your "why" is the first step in being motivated to achieve the goals that excite you and creates a life in which you thrive! When you know your why, you will find the courage to take risks needed to achieve, stay motivated when feeling discouraged and continue to move towards a more rewarding goal. When the feeling of being motivated is escaping you, consider your "why". Why am I here? What drove me to be an Airman? Why is my unit here? Why have I chosen to be a Warrior?

Motivators come from within, where we do things simply for the joy of doing them, or because we think it is right. They can also come from outside of us through external rewards (i.e. getting a paycheck) or tangible results (i.e. building a garage to hold that new Harley).

Remember that each person is motivated by different things. To understand how to motivate our teammates, we have to find out what their "why" is. We can discover this by asking, listening, and observing. Motivation is fluid - be vigilant to ensure performance and productivity stay strong.

#### SUGGESTED DISCUSSION POINTS:

1. CMSAF Wright's motivational reminder is the poem Invictus to help him through tough times. Share your own personal motivator(s) that help you feel "invincible" when you need it most.
2. Discuss what motivators you lean on when you're trying to support your team on a daily basis.
3. Discuss with your teammates the types of motivators that are needed in the workplace for ordinary days and those that are critical when stress is high and the job still needs to get done.
4. Talk about your unit's "why" - why is our contribution critical to the mission?
5. What methods can we use as a team to stay motivated and create our optimal work environment?

## MISSION CHALLENGE

### HOW TO APPLY THE LESSON

1. Motivational Survey Exercise - <https://smallbusiness.chron.com/training-exercise-understand-employee-motivation-19290.html>

Objective: Find out what really motivates the people on your team and be intentional about leveraging those motivators for job satisfaction

2. Activity: Identifying Personal Motivators - <https://engageforsuccess.org/activity-motivation-identifying-personal-motivators>

Objective: To help people understand their motivational drivers and explore ways these can be met even more fully in the team. This particular activity focuses on identifying personal motivators. (Time-20+ minutes)



Visit [www.usafe.af.mil/grit](http://www.usafe.af.mil/grit) for additional Check 6 discussion topics

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.



# Ultimate

# TALK GUIDE

1

## BE GENUINE

What does the Check 6 topic mean to you and your team?

Where do you find your motivation/inspiration?  
Be true to yourself.

2

## CONVERSE, NOT DEBATE

Adopt a forward thinking mentality.

No need to have a conclusion or agreement point in every discussion.

Allow things to be left open if a common point can't be achieved.

3

## EMBRACE DIFFERENCES

Don't impose, criticize, or judge.

Respect each other's choices/inputs.

Seek commonalities.

Build on the common links.

4

## BE AUTHENTIC

Share real thoughts and opinions.

Be proud of what you stand for.

Act on your personal beliefs and values.

Be present in the moment.

5

## OPEN-ENDED QUESTIONS

Ask questions that cause reflection.

What was it like to...?

How did you know...?

In what way is that similar/different from...?

What was the best part of...?

6

## GIVE AND TAKE

As people reveal more about themselves, they give you information about which to pose more questions.

Balance the talking vs listening.