



THE USAFE-AFAFRICA (U-A)

ADAPTABLE WARRIOR



GOAL

Airmen who respond quickly and proactively to emerging conditions, opportunities, and risks

FACILITATOR'S NOTES

HOW TO PREPARE

1. Use this video to help you prepare: "Minute With Maxwell: Leadership Is an Art that Requires Adaptability" <https://www.youtube.com/watch?v=XWroGgTw-rY>
2. Check out this article on the "14 Signs of an Adaptable Person" <https://www.forbes.com/sites/jeffboss/2015/09/03/14-signs-of-an-adaptable-person/> (See page 2 of this Check 6)
3. As you consider how to best facilitate this conversation, think about changes you have been through and overcome in your personal and professional life. Consider sharing what has helped you accept your new normal while maintaining a positive attitude.

THE EXTRA MILE

ADDITIONAL RESOURCES

1. Ask an MRT/RTA to be a part of your small group discussion and/or teach a skill to your team to intentionally strengthen your focus on individual and team adaptability.
Recommended lessons include:
--"Reframe" -or- "Balance Your Thinking"
2. Consider implementing a "shadow" program where your Airmen have an opportunity to learn from their peers on other teams/units and see the bigger picture of the mission. Have them report back something new they learned to the team.

MISSION PLAN

HOW TO EXECUTE

FRAMING THE CONVERSATION

"If you are willing to change and adapt for the sake of your team, you always have a chance to win." - John C. Maxwell

Teamwork and personal rigidity don't mix. To work well with others and be a good team player, you have to be willing to adapt yourself to your team. We may need to make necessary, on-the-spot adjustments and alter our communication approach to our environment and/or the needs of others.

Encourage each other to gain feedback from superiors, peers, or trusted subordinates on how well you demonstrate flexibility to alternative ways of thinking. Use the feedback to decide how you can become more open to new ideas.

SUGGESTED DISCUSSION POINTS:

1. Discuss positive ways you cope when things don't go as planned. Listen to your teammates share their coping strategies, pick one that you aren't currently using and think would work for you too.
2. Start a discussion with "What if..." and insert a scenario based on your work section that would cause most of your team to have to adapt. Discuss what attributes (i.e. flexibility, positivity, innovation, etc..) would be important for your team to best navigate this challenging situation.

MISSION CHALLENGE

HOW TO APPLY THE LESSON

John Boyd, described by some as "the greatest military strategist in history that no one knows," developed the OODA Loop in the mid 1950s. It is a tool to use when you're facing an uncertain situation and need to adapt and react quickly. OODA stands for Observe - Orient - Decide - Act. Think of an unexpected challenge or situation your organization is facing right now, try to use the OODA Loop to consider ways your team can overcome and thrive. Here is an example of an OODA loop: <https://cs2.eis.af.mil/sites/13819/Check%206%20Worksheets/13.%20January%202020%20The%20Adaptable%20Warrior/ODA%20Loop.png>

USAFE-AFAFRICA



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.

OPERATION GRIT

SIGNS OF AN ADAPTABLE WARRIOR

BE EXPERIMENTAL

Have the willingness to try new and unfamiliar things; be open to new experiences.

SEE OPPORTUNITY

Instead of seeing a failure, see it as an opportunity to change your strategy. What was successful for you in the past does not mean it will be successful for you now.

BE RESOURCEFUL

Rather than get stuck on one solution to solve a problem, have a contingency plan.

DON'T WHINE

"If you can't change or influence a decision, then, yup, you guessed it-*adapt* and move on."



THINK AHEAD

Always be on the lookout for improvement; minor tweaks could turn ordinary into extra-ordinary.

DON'T BLAME

Absorb, understand, and move on without holding grudges or passing blame. We are all in this together.

STAY CURRENT

If you want to adapt to change, you must know what to adapt to and why it's important.

BE CURIOUS

Actively seek new learning opportunities. "Curiosity enables growth; it *pulls* you along, as opposed to willpower, which *pushes* you forward."

OPEN-MINDED

Listen to other points of view to expand your thinking. The more context you have, the more available choices to position you toward change.

SELF-TALK

We all have that inner voice that combines our conscious thoughts with beliefs and biases. This voice can be very useful when it is positive and used to boost confidence.

Visit www.usafe.af.mil/GRIT/ for more tips

Adapted from "14 Signs of an Adaptable Person" by Jeff Boss

www.forbes.com/sites/jeffboss/2015/09/03/14-signs-of-an-adaptable-person