



THE USAFE-AFAFRICA

# COMMITTED WARRIOR

## GOAL

USAFE-AFAFRICA Airmen committed to personal, team and mission success

## FACILITATOR'S NOTES

### TOOLS TO PREPARE YOURSELF

1. **Watch video:**  
**Heritage -- Commitment (PACE)**  
<https://www.youtube.com/watch?v=q-ymZxtDS1w>
2. **Read the article, What is Commitment? by Ron McIntyre:**  
<https://www.linkedin.com/pulse/what-commitment-ron-mcintyre>
3. Ensure the venue and environment will encourage dialogue with the group. The purpose of this conversation is to mentor by listening and aligning viewpoints.

**\*\*The tools provided in Facilitator Notes, Extra Mile, Mission Plan, and Mission Challenge are here to help guide your discussion and are not mandatory. Please feel free to adapt the conversations based on your own personal experience, audience, and what you think will make the most impact\*\***

## THE EXTRA MILE

### ADDITIONAL RESOURCES

1. **Watch video: COMMITMENT**  
--[https://www.youtube.com/watch?v=9zVzq\\_chsYI](https://www.youtube.com/watch?v=9zVzq_chsYI)
2. **Review/Discuss --The Airman's Creed**  
--<https://cs2.eis.af.mil/sites/13819/Check%206%20Worksheets/12.%20AUG%202019%20The%20Committed%20Warrior/AFD1-1%20Airmans%20Creed.pdf>
3. **Create Mission, Vision, Values / Priorities Card** (see page 2)

## MISSION PLAN

### HOW TO EXECUTE

#### FRAMING THE CONVERSATION

We demonstrate commitment in multiple domains of our lives from the teams we're on, to our professions, and personally toward our family and friends. An individual's commitments are deeply personal and often yield something of high value.

Commitment is dedication to an organization, cause, or belief, and a willingness to get involved. People who are committed truly believe that it is important; they show up, follow through, and stick with it.

Commitment grows when people: work and make decisions together, feel successful at what they do, work through conflicts and overcome obstacles, have fun, hold each other to high principles, appreciate and respect one another, experience a victory together, learn from mistakes and setbacks, and see their leaders model commitment.

#### SUGGESTED DISCUSSION POINTS:

1. Describe what it means to be an Airman (Total Force).
2. What do you gain from being committed to the Air Force?
3. For whom do we serve and why?
4. What have you learned from the time you've invested in the Air Force?
5. If you care about the work, it will show in your attitudes and actions. How do you model commitment?
6. Discuss some ways your team can build and sustain commitment together.

## MISSION CHALLENGE

### HOW TO APPLY THE LESSON

#### Activity: *Airmen Speed Mentoring* -- Target Audience: *Total Force*

Committed, experienced Airmen need to be provided with the opportunity to share their experiences and insights with less experienced/younger Airmen in a fun, engaging forum, to provide them with ability to develop to their full potential. Mentoring is a crucial ingredient in developing well-versed, professional and competent future leaders.

Description and detailed instructions can be found here: [https://cs2.eis.af.mil/sites/13819/Check%206%20Worksheets/12.%20AUG%202019%20The%20Committed%20Warrior/PACE\\_Speed\\_Mentoring.pdf](https://cs2.eis.af.mil/sites/13819/Check%206%20Worksheets/12.%20AUG%202019%20The%20Committed%20Warrior/PACE_Speed_Mentoring.pdf)

Watch Video "Airmen Speed Mentoring Event" for further info: <https://www.youtube.com/watch?v=gWNNMxDf5jA>

References:  
1. Mendelsohn, S.L. (2017). Commitment: A Psychological Tie and Moral Value. Air University--Air War College. Retrieved from the web: [https://www.airman.af.mil/Portals/17/002%20Airmen%20Products/001%20Book%20Reviews/Research/CommitmentAU\\_Paper.pdf?rev=2017-07-10-095309-693](https://www.airman.af.mil/Portals/17/002%20Airmen%20Products/001%20Book%20Reviews/Research/CommitmentAU_Paper.pdf?rev=2017-07-10-095309-693)  
2. Wadud, E. (n.d.) Building and Sustaining Commitment. Retrieved from the web: <https://ctb.ku.edu/en/table-of-contents/leadership/leadership-functions/build-sustain-commitment/main>

**USAFE-AFAFRICA 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.

# Mission, Vision, Values / Priorities Card

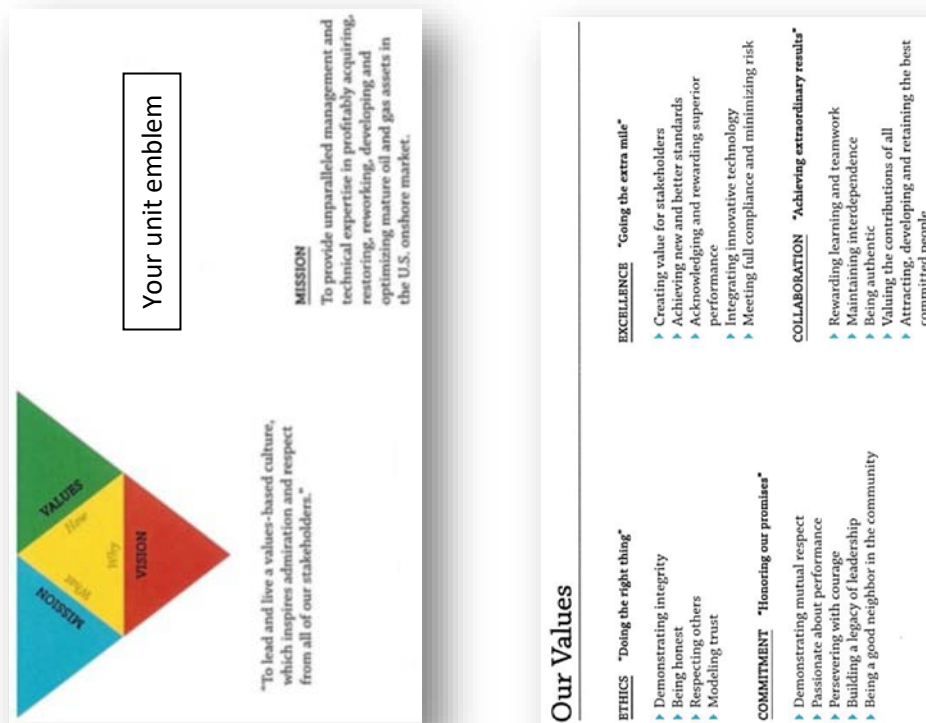
Target Audience: Leaders at all levels

## Purpose

To help your team understand the why, how, and what of your organization.

## Description

Most organizations build purpose, vision, and mission statements as a part of their strategic development efforts. Additionally, many organizations establish core values in an effort to define, build and grow their culture. Often these are extremely powerful strategic endeavors, occurring at unit off-site events. Teams walk away with a clear vision and purpose in addition to understanding the why, how and what of their organization. Yet, just as quickly as the energy and clarity arises, it can fade if not attended to, nourished, reviewed, and instilled into the fabric of our daily lives. Here is a card example:



Truly great organizations integrate their vision, mission, and values into everything they do. They shape the focus of meetings, decision making, priorities, and even performance appraisals. They "communicate the message" frequently and effectively through modeling, sharing, and inspiring others to do the same.

As a reminder, vision conveys potential (and with purpose is the *why*). Mission relates the *what*. Values is the *how*. "It's not just what you do, it's how you do it."

## Employ

- As a team, develop your unit's mission, vision, and values in alignment w/ HHQ's. Lay out expectations and priorities. Encourage equal & creative input. Aggressively seek feedback.
- Present to work centers at all levels. Seek their input and feedback. Invite flights/teams to develop & present their plans/goals based on the unit's goals.
- Creatively connect / relate analogies / stories / graphics. Keep it simple!
- Share, distribute freely; repeat often. Apply to every day decisions. Post everywhere. Live it!