



THE USAFE-AFAFRICA

RESPECTFUL WARRIOR

GOAL

Airmen thrive when they can focus and grow in a respectful workplace.

FACILITATOR'S NOTES

HOW TO PREPARE

1. Download the new COMUSAFE OPERATION GRIT video and play during your discussion (<https://cs2.eis.af.mil/sites/13819/SitePages/Home.aspx>)
2. Watch and consider playing this Mutual Respect video during this month's discussion: <https://www.airman.af.mil/Products-and-Services/Videos/Heritage-Today-Video-Series/Mutual-Respect>
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
4. When Airmen are seen, heard, valued, and feel like they belong their satisfaction, performance and creativity increases
5. A productive workplace encourages honest dialogue and feedback. Examples: use of "I" statements such as "I feel ____ when you ____ and I would like it if ____."
6. Workplaces that are civil and respectful reduce stress, increase productivity and reduce negative behaviors (Anderson & Person 1999; Harter & Schmidt 2002)
7. Consider how you can help your Airmen find a dependable and trustworthy mentor committed to their professional development

THE EXTRA MILE

ADDITIONAL RESOURCES

1. USAFE Heritage Video: <https://cs2.eis.af.mil/sites/13819/SitePages/Home.aspx>
2. PACE Excellence video: <https://www.airman.af.mil/Products-and-Services/Videos/Heritage-Today-Video-Series/Excellence>

Anderson, L. M., & Pearson, C. M. (1999). Tit for tat? The spiraling effect of incivility in the workplace. *Academy of management review*, 452-471.

Harter, J., Schmidt, F., & Hayes, T. (2002). Business-unit-level relationship between employee satisfaction, employee engagement and business outcomes: a meta-analysis. *Journal of Applied Psychology*, 87, 268-279.

MISSION PLAN

HOW TO EXECUTE

FRAME THE CONVERSATION

If at all possible, play the new COMUSAFE message and present your thoughts on why ongoing professional development is critical to the mission.

Workplaces that are civil and respectful have measurable improvements in communication, reduction of stress, fewer conflicts and increases productivity and mission readiness.

Civility sets the norms and behaviors of respect. Disrespectful workplaces can result in a nearly 50% reduction in productivity, increased safety errors and reports of workplace harassment and bullying. (Pearson & Porath 2000)

Creating ideal workplaces for Airmen requires coworkers and supervisors to agree on common boundaries and expectations and live by them, as well as have honest conversations when workplace norms are not followed or working.

SUGGESTED CONVERSATION STARTERS:

1. What kinds of actions, or inactions, make you feel respected or disrespected?
2. Imagine a perfect workplace. What characteristics do you see?
3. Describe a valuable coworker.
4. Why do you think it's important to have a mentor?
5. If you were in charge for a day, what would you change in your workplace?
6. How can we make that change happen?

Pearson, C. & Porath C (2000) Assessing and Attacking Workplace Incivility. *Organizational Dynamics*, Vol 29, pp 123-137

MISSION CHALLENGE

HOW TO APPLY THE LESSON

1) Suggest Airmen create a list of work center house rules of their ideal workplace. Include not only what expectations are but what boundaries exist that should not be crossed. Post these rules someplace public and commit to following them. Remember some rules may be unique to your work center and some may be created from your squadron, wing, Air Force, or a larger community.

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.