



THE USAFE-AFAFRICA

# TEAM-MINDED WARRIOR

## GOAL

Transforming individuals into a team requires alignment of trust, communication, and purpose

## FACILITATOR'S NOTES

### HOW TO PREPARE

1. Watch Video:  
"Inclusive leaders build teams"  
[https://www.youtube.com/watch?v=KA-1s1G-\\_v4](https://www.youtube.com/watch?v=KA-1s1G-_v4)
2. Ensure the venue and environment will encourage dialogue with the group. The purpose of this conversation is to mentor by listening and aligning viewpoints
3. Airmen that focus on building trust with each other increase respect, empathy and belonging, which are all workplace characteristics that reduce interpersonal and self-directed harm; as well as increase help-seeking.
4. Transformation and development of Airmen culture is created through formal and informal social practice and informal leadership.

## THE EXTRA MILE

### ADDITIONAL RESOURCES

1. "5 Steps for Building Trust in the Workplace "  
<https://www.youtube.com/watch?v=NMqSVhwTKfs>
2. "5 Steps to Achieve Trust Within a Team"  
<https://www.youtube.com/watch?v=gE4thYj9Sbl>
3. "Greatness by David Marquet"  
[https://www.youtube.com/watch?v=OqmdLcyES\\_Q](https://www.youtube.com/watch?v=OqmdLcyES_Q)

## MISSION PLAN

### HOW TO EXECUTE

#### FRAMING THE CONVERSATION

Trust is the fastest path to respect and cooperation. It is the connections we make with each other built on trust that creates a respectful workplace increasing productivity, satisfaction, and safety.<sup>1</sup> Trust leadership is transformational because it aligns goals and values.

When Airmen trust each other they create team environments resulting in better decision-making.<sup>2</sup>

#### SUGGESTED DISCUSSION POINTS:

1. What does your workplace do right about building teamwork?
2. What do you find most challenging working in teams?
3. What do you value most about working in teams?
4. What in your workplace would make for a better team but everyone thinks can't be changed? Why?
5. With no limits, how would you design a perfect team for your workplace?

1) Mikkelsen, A. C., York, J. A., Arritola, J. (2015). Communication competence, leadership behaviors, and employee outcomes in supervisor-employee relationships. *Business and Professional Communication Quarterly*, 78(3), p. 336-354.

2) Asencio, H. & Mujkic, E. (2016). Leadership behaviors and trust in leaders: Evidence from the U.S. federal government. *Public Administration Quarterly*, 40(1), p. 156-179.

## MISSION CHALLENGE

### HOW TO APPLY THE LESSON

1. As a group, describe a trusting workplace. What characteristics would it have?
2. Brainstrom possible solutions and changes that may create a more trusting workplace. These could be proposals to change policies, practices, or procedures; as well as agreements of house rules or behaviors.
3. Plan a team building activity to accompany your discussion; consult your Master Resilience Trainers (MRT) or Resilient Training Assistants (RTAs) for some suggestions.

**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.