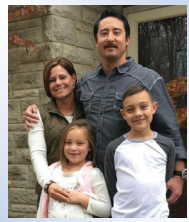




Create cohesive, high-performing teams that foster trust & connection through small group discussions.



Unite through Activity

- Go bowling or play laser tag for a challenging unit fun day. With each competitive match have the winning team provide feedback to the other team. Reflect on your mistakes and focus on what you can learn from those mistakes. Take time to point out what other teammates did well.

Related Resources

- Accelerate Change or Lose
https://www.af.mil/Portals/1/documents/2020SAF/ACOL_booklet_FINAL_13_Nov_1006_WEB.pdf
- 5 Min to Thrive - Shifting Your Perspective
https://www.acc.af.mil/Portals/92/Docs/5M2T/5M2T_Shifting%20your%20Perspective.pdf?ver=xZNGsF2viZlkCRD3as_X7w%3d%3d
- 10 Ways to Change Your Mindset and Attitude 2023
<https://fischerinstitute.com/change-your-mindset-and-attitude/>



BRIDGECHAT

DISCUSSION GUIDE

F E B R U A R Y 2 0 2 4

RESHAPING MINDSET

Change is a constant in our lives, particularly as Guardians and Airmen. We experience frequent Permanent Change of Station moves, undergo regular changes in leadership, and may even undergo vast organizational restructuring. Heraclitus wisely noted, "The only constant in life is change," emphasizing change as an important aspect of growth.

Chairman of the Joint Chiefs of Staff, General Charles Q. Brown, Jr. emphasized the transformative power of change in his directive "Accelerate Change or Lose." In his words, "If we don't change – if we fail to adapt – we risk losing the certainty with which we have defended our national interests for decades. We risk losing a high-end fight. We risk losing quality Airmen, our credibility, and our ability to secure our future."

Our response to change dictates the extent of our growth during and after the transition. To navigate change effectively, consider the following steps:

Focus on What You Can Control: Acknowledge change as an opportunity. Channel energy into controllable aspects like attitude and mindset to reduce stress levels and develop coping skills.

Accept the Change: Cultivate an attitude of acceptance toward change. Understand that failure is part of the process. Anticipate potential hurdles, proactively implement strategies to overcome challenges, and embrace the concept of failing forward.

Develop a Growth Mindset: Believe in your ability to grow through experiences even in adversity. Seek opportunities for personal and professional growth during your stages of development. A growth mindset increases persistence during adversity by focusing on the positive outcomes that will result from the change.

Hunt the Good Stuff: Identify challenges, opportunities and successes amidst change. Concentrate on the positive aspects to build optimism, enhance productivity, and fuel your efforts. Ask yourself, "What can I learn from this change? How will my current situation improve?"

Reframe Negative Reactions: Reflect on your reaction to events and assess whether they were positive or negative. If your reaction wasn't helpful, evaluate the way you considered the situation or change how you respond to it. Adjust your mindset to enhance performance and contribute positively to the mission.

Change is an inevitable part of our journey, but our response to it is what truly matters. As Guardians and Airmen, cultivating an optimistic embrace of change, both in our personal and professional lives, is essential. This mindset not only fosters personal growth but ensures that we don't merely adapt – we thrive. By maintaining this positive outlook, we uphold our status as the greatest Air & Space Force in the world.

WATCH...

Accelerate Change or Lose: Airmen

<https://www.youtube.com/watch?v=-TtmjPnuhLM>

Chairman of the Joint Chiefs of Staff, General Charles Q. Brown, Jr. and Chief Master Sergeant of the Air Force Joanne Bass speak on the Air Force's initiative, Accelerate Change or Lose. (1:12)

Accelerate Change or Lose: Action Order Airmen

<https://www.dvidshub.net/video/808086/accelerate-change-lose-episode-01-action-order-airmen> (3:04)

Improvement today will guide us into the future and Airmen are our competitive advantage.

Accelerate Change or Lose – Action Orders

<https://www.dvidshub.net/video/835196/accelerate-change-lose-action-orders> (3:02)

Dover Air Force Base leadership discusses Gen. CQ Brown Jr.'s action orders and how Airmen can take appropriate action.

DISCUSS...

- Share a significant life change you've experienced and the valuable lesson it taught you.
- If you were Commander for the day, what would you change in your unit?
- What would be the most significant consequence if we didn't make changes in our unit or the Air or Space Force?
- You are a leader in your unit and the Commander just announced a transition to a new system. Many of your teammates do not agree with the change. What steps would you take to help others see why the change is needed?

In any given moment we have two options: to step forward into growth or step back into safety.

– Abraham Maslow

The measure of intelligence is the ability to change.

– Albert Einstein





BRIDGECHAT

FACILITATOR GUIDE



THE FACILITATOR ROLE

Bridge Chats are designed to build connective teams and strengthen protective factors. Monthly chats serve as a vehicle for mentoring, coaching, and skill-building to create positive shifts in attitude and behavior.

The role of the facilitator is to encourage discussion by showing empathy and guiding the group to a deeper understanding of individual experiences.

- **Encourage everyone to participate.** Use inclusive language and give participants time to gather their thoughts and contribute. Ask quiet members “How do you feel about this?”
- **Be genuine.** Show that you really care and treat participants with respect and consideration.
- **Listen.** Active listening means that you are listening intently to what the speaker is saying. Let someone know that you heard them by paraphrasing or saying, “Thank you for sharing your story.”
- **Remain neutral.** Avoid making someone feel that their views are wrong. You can ask, “Can you tell us more?” or “What makes you feel that way?” to understand more.



SAFE SPACE

Creating a safe space for this discussion is essential. This is achieved by laying out ground rules before starting the conversation such as: don’t interrupt, listen respectfully and be open to different perspectives.



FACILITATION TECHNIQUES

Plan ahead, be familiar with the topic but remain flexible. Review the discussion guide and watch the videos prior to your group discussion. Then decide what part(s) of the guide you would like to use in what order. If you go off subject, you can either lead the team back to the topic or roll with it!

- The first section describes the topic. This is generally written by a guest author and subject matter expert on the subject.
- Listed video(s) are a great starting point for your group chat. Best viewed on a large screen.
- The discussion questions help get conversations started.
- Quotes provide another person’s perspective and opportunity for discussion.
- Related Resources help if you want to take a deep dive on the subject.
- “Unite through Activity” provides ideas for team building and reinforces concepts.



► Bridge Chat History

The August 2019 resilience tactical pause feedback told us that our teammates overwhelmingly want continued, sustained and consistent opportunities to talk to their peers and supervisors about issues impacting their quality of life. Leaders have flexibility. HQ ACC provides the topic, but the timing, delivery, and discussion questions are at the commander's discretion.

Connection and healthy relationships are a proven protective factor for well-being. DEOCS data confirms that when Bridge Chats are utilized, people feel more connected to their team and their overall work experience is improved.