



Bridge Chat Overview and Importance

Generosity is often solely associated with money, or materials, but it is much more than that. In the context of the Air Force, it includes selflessly giving time and attention for the purpose of helping others, even in those moments when it feels like we don't have much to give. When your team knows that you're willing to sacrifice your time, energy and resources for them, it fortifies the team.

As Adam explained in the opening video, while generosity may leave us feeling empty-handed in the short-term, it produces enormous emotional results in the long-term.

Chat Reminders

- ▶ **Based on feedback from the field:** August 2019 resilience tactical pause feedback told us that our teammates overwhelmingly want continued, sustained and consistent opportunities to talk with their leaders.
- ▶ **Leaders have flexibility.** HQ ACC provides the topic, but the timing, delivery, and discussion questions are at the commander's discretion.
- ▶ **Cohesive teams built on trust and synergy are more effective**
Above all else...
Demonstrate respect for human dignity

Generous Professionals

Bridge Chat Purpose: Create cohesive, high-performing teams that foster trust and connection through flexible and consistent small group discussions; in direct response to overwhelming feedback from the CSAF 21's Resilience Tactical Pause.

Getting the Conversation Started

VIDEO: University of Pennsylvania Wharton School of Business professor and Industrial and Organizational Psychologist Adam Grant illustrates the power of giving and its relation to high performing teams.

<https://www.youtube.com/watch?v=zL-jqloAxew> (6:38)

"It will take all of us to continue building a culture that allows our Airmen to reach their full potential and to achieve greatness."

- CMSAF, JoAnne S. Bass

Related Resources

Living a life marked by generosity can create a powerful legacy. In this video, fellow Airmen honor Airman 1st Class Dennis A. Felton II at his memorial service for his generosity, among other characteristics.

<https://www.dvidshub.net/video/293090/aviano-remembers-fallen-airman>

"We make a living by what we get. We make a life by what we give."

- Winston Churchill

Suggested Discussion Questions

1. Do you find it more difficult to be generous with your time and attention or your money and resources?
2. Has the generosity of someone else impacted your life?
3. If the whole team ceased being generous, how would that influence unity and effectiveness?
4. What are some practical ways you can be generous at work and at home?