



ACC Bridge Chats –

Teamwork

Link: https://www.youtube.com/watch?v=H0_yKBitO8M

(Run Time: 7:22 mins)

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



**“Coming together is the beginning.
Keeping together is progress. Working
together is success.”**

- *Henry Ford*



Building an effective team has a direct impact on team performance and mission accomplishment. An effective team that possesses a healthy team spirit is built on a foundation of **trust**. In her book *“Teams at Work”* author, organizational consultant, and Institute for Planning and Development founder **Dr. Suzanne Zoglio** wrote “Nothing reduces trust in a group faster than members saying one thing within the group and something else outside the group. When members are assertive enough to say what they need to say directly to the appropriate people and to refrain from talking behind each other’s backs, trust is enhanced.”

There are a vast number of resources available on teams and team building. Resources can be found on The Profession of Arms Center of Excellence (Tool/Pacesetters) website, which includes 1-2 page tools for use in developing yourself, as well as your fellow Airmen and Guardians, in all aspects of professionalism. Tools range from recognition to teamwork and relationship building. Check it out! <https://www.airman.af.mil/Tools-Resources/PACEsetter-tools/>

Discussion Questions:

- 1.) What are some characteristics of a healthy team?
- 2.) What can prevent a team from becoming successful and healthy?
- 3.) How is our organization intentional about building effective teams?
- 4.) What can our organization do to build more effective teams?
- 5.) How does your team contribute to the National Defense Strategy?
- 6.) Why is it important to the US for your team to be strong and cohesive?

Rules of Engagement: (1) **Keep discussions professional and on topic.** (2) **Remember we’re all on the same team.** The goal of the conversation isn’t for one person to be proven right or to “win” the argument. We’re here to have conversations and learn from one another. (3) **Avoid making it personal.** Avoid name-calling, personal attacks, or questions like “How could you believe that?” Assume that everyone’s intentions are good. (4) **Practice intellectual humility.** Respect everyone’s viewpoints, and be open to changing your mind when necessary. (5) Above all else... **Demonstrate respect for human dignity!**