



Connecting People & Strengthening Communities Because YOU Matter!

ACC/A1Z
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10 Ways to Improve Employee Engagement & Wellbeing

Excerpt from an article written by Dan Witters published by Gallup on 6 October 2020

Leaders that prioritize each member's well-being will achieve the greatest return on the unit's collective potential and capability, and insulate members from the negative effects of stress—to help them live their best life.

Workplace burnout is reduced to near zero among engaged employees whose organization honors individual strengths. Ten steps to holistically address each member's well-being:

1. Solicit members' ideas on how to enhance career, **social, financial, community and physical** well-being at work/home—discuss and incorporate them into the workplace to greatest extent possible.
2. Link the well-being of each member to the successful operation of the unit.
3. Instill ownership in well-being activities when setting job expectations.
4. Establish well-being goals in performance reviews to improve accountability.
5. Ask each member to identify which aspect of well-being comes naturally and is most successful for them in life and at work.
6. Recognize members' well-being achievements to reinforce self-care as an organizational priority.
7. Follow up to show you care about members' stated interests and goals.
8. Ask members to identify three work colleagues that encourage their development and positively impact their well-being, to strengthen your wingman culture
9. Create a forum for members to share ideas for living a happy, balanced life.
10. Explicitly link workplace activities to the five elements of well-being.

**Before you're a leader, success is all about growing yourself.
When you become a leader, success is about growing others.**

Jack Welch ✦ Chairman/CEO of General Electric

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How can we support your team?
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A strong community is comprised of people who feel connected to one another and responsible for what happens to members...
it's not just about being geographically close or attached to the same social network.
Humanity is our ultimate community and everyone plays a crucial role to making it successful.



ACC welcomes Dr. Rachel Castellon as Chief Diversity & Inclusion Officer
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Hello fellow Airmen! My name is Rachel Castellon and I'm incredibly humbled and excited to step into my new role as the command's Chief Diversity & Inclusion Officer. I'm a long-term career Airman, having served the Air Force as an enlisted member for seven years, an officer for 14 years, and as a civil servant now for five years. I am transitioning from Joint Base Andrews as the EO Director, where I provided human relations and equal opportunity support to the majority of AF military and civilian personnel in the National Capital Region. I look forward to collaborating across ACC as we capitalize on the amazing diversity within our ranks, and find new ways to improve inclusiveness as we execute missions and programs.



7 Ways to Improve the visibility & impact of your installation's volunteer victim advocates, Violence Prevention Implementers, Master Resilience Trainers and Training Assistants

1. Conduct a keyword search on your installation website to see how quickly you can find such helping resources.
2. Create a resilience directory or quick links page to identify trained experts in all functional areas. Beale, JBLE and Mt Home have good examples.
3. Prominently feature your SMEs on digital platforms and printed flyers posted in high traffic areas using official photos, mini-bios and contact info to help members make a connection.
4. Invite one of your resilience experts to share a message at the start/end of your staff meeting; allow Q&A.
5. Find creative ways to integrate resilience experts into your monthly Bridge Chats and periodic wellness checks so members have more access to people with special skills to dialogue and assist through challenging situations.
6. Set reminders to engage installation and unit SMEs in order to build a stronger relationship and solicit ideas.
7. Speak positively about your resilience experts and actively lean on them to make your team stronger.



The greatest reflection of your priorities is your time. Seek input from resilience experts and others will too.

Physical distancing, upended life/work routines, health & financial concerns cause stress. Here are 4 proven ways to stay ahead of the game:

- ☺ Stay connected with positive and supportive people, even if you cannot see them in person.
- ☺ Make time for a fun activity every day. Self-care recharges your batteries and improves your mood & mindset.
- ☺ Seek out things that make you laugh, and find humor in things that might otherwise make you angry. Laughter is an antidote to stress. Squeeze more of it into your schedule.
- ☺ Focus on things you're grateful for and show appreciation for your family and colleagues. We all benefit from a little more kindness and consideration.

Find more tips on managing grief and other challenges facing us through the winter/holiday season here:

<https://www.resilience.af.mil/COVID-19-Resources/>

**KEEP
CALM
WE'VE GOT
YOUR
BACK**

Help is available 24/7/365

National Suicide Crisis Line: 800-273-8255 press 1 for veterans

National Domestic Violence Hotline: 800-799-7233

AF Employee Assistance Program: 866-580-9078

In every day, there are 1,440 minutes. That means we have 1,440 daily opportunities to make a positive impact.

Les Brown



TSgt Shawna Landeros and SSgt Tommie Russell, two SAPR Volunteer Victim Advocates, chose to reenlist at the Davis-Monthan SAPR Office this past year. Officiating were Deputy SARC Lt Vikki Flores and fellow Victim Advocate Lt Kaitlyn Menzies. The entire DMAFB SAPR Team is honored

to have the SAPR Program serve as their reenlistment backdrop and are proud to continue serving alongside them both.



✦ Choosing to serve in the USAF is a special line of work that requires us to **hold ourselves to high standards of conduct that demonstrates respect for all teammates**. Respect goes beyond professional courtesy. It means accepting others for who they are, embracing personal sense of humility and fostering inclusiveness so every Airman will be eager to offer their skills, abilities and ideas.

Could members of your unit benefit from an EO refresher to improve the climate & working relationships? Equal Opportunity Pros are ready to assist you in promoting an environment free from barriers that prevent **Air Force** members from rising to their highest potential. ✦

