



GRIT

STRENGTH THROUGH
RESILIENCE

2024

DRAGON GRIT CHECK 6

WHY?



ABOUT GRIT

81st TRW way to connect our Airmen to each other, to our heritage, and to the broader Air Force mission.

We are investing in our collective success by providing the time, tools, and resources to enhance personal and professional performance and promote a shared responsibility of Airmen taking care of Airmen.

DELIBERATE FOCUS

DRAGON GRIT has a deliberate focus on two significant protective factors for interpersonal and self-directed violence.

CONNECTEDNESS and SHARED SENSE OF PURPOSE

- CONNECTION - to the unit, our mission, and heritage
- PERSONAL PERFORMANCE - recognize and strengthen positive personal and professional behaviors
- SHARED SENSE OF PURPOSE - building on our shared identity as warrior Airmen and finding common purpose in our mission and values

RESPECT

GRIT

STRENGTH THROUGH RESILIENCE

WHY IS DRAGON GRIT IMPORTANT?

Personal development is about investing in yourself to achieve maximum efficiency and effectiveness. This is our vision for every Airman. Installation influencers are charged with serving as the delivery vehicle for these messages and inspiring Airmen to strive for personal and professional improvement. Making a commitment to personal development is the critical step on the path to personal fulfillment.

Personal development is beneficial in many ways:

- Promotes Self-Awareness to Recognize Strengths and Areas for Improvement
- Encourages Shared Goals and a Sense of Belonging
- Improves Focus and Effectiveness
- Strengthens Personal Motivation to Achieve
- Enhances Resilience to Overcome Hurdles
- Deepens Relationships with fellow Airmen

As an installation influencer, when you encourage and assist your team in a rigorous personal development course like Check 6, the rewards are amazing for them and for you!

The Check 6 topics represent a significant investment in 81st TRW greatest resource – Our Airmen.



SIMPLE ROLES OF A CONVERSATIONALIST



Make your
discussion
a priority



1 Partner

- Create an effective relationship with your team members
- Customize the Check 6 materials as needed to meet your team's needs



2 Planner

- Select the method and process in which you will initiate the Check 6 discussion
- Prepare time and space to ensure it will encourage dialogue and interaction with the group.



3 Enabler

- Create and sustain an interactive and participatory environment
- Honor and recognize diversity ensuring inclusiveness



4 Motivator

- Trust in your group's potential
- Model neutrality
- Acknowledge input, thoughts and ideas



5 Director

- Manage the time
- Keep the group focused
- Manage group conflict



6 Guide

- Guide the group with clear models and examples
- Facilitate group awareness of the topic
- Guide the group to consensus and desired goal

STRENGTH THROUGH
RESILIENCE

Ultimate TALK GUIDE

1

BE GENUINE

What does the Check 6 topic mean to you and your team?
Where do you find your motivation/inspiration?
Be true to yourself.

2

CONVERSE, NOT DEBATE

Adopt a forward thinking mentality.
No need to have a conclusion or agreement point in every discussion.
Allow things to be left open if a common point can't be achieved.

3

EMBRACE DIFFERENCES

Don't impose, criticize, or judge.
Respect each other's choices/inputs.
Seek commonalities.
Build on the common links.

4

BE AUTHENTIC

Share real thoughts and opinions.
Be proud of what you stand for.
Act on your personal beliefs and values.
Be present in the moment.

5

OPEN-ENDED QUESTIONS

Ask questions that cause reflection.
What was it like to...?
How did you know...?
In what way is that similar/different from...?
What was the best part of...?

6

GIVE AND TAKE

As people reveal more about themselves, they give you information about which to pose more questions.
Balance the talking vs listening.

С Н Е Б С К



ANATOMY OF THE CHECK 6 DISCUSSION GUIDE

R E S P E C T F U L W A R R I O R

A P R I L

GOAL Airmen treating each other with dignity and respect - inspiring healthy and safe work environments.

FACILITATOR'S NOTES

HOW TO PREPARE:

- Watch and consider playing this Mutual Respect video during this month's discussion
<https://www.youtube.com/watch?v=-j02Uj-mTQ0>
- Consider your own experience working in environments where you felt respected and those where you didn't - share personal examples to facilitate this conversation with your team on how important it is to show respect and what that look likes for you.
- When Airmen are seen, heard, valued and feel accepted, their satisfaction, performance and creativity increase. Workplaces that are civil and respectful reduce stress, increase productivity and reduce negative behaviors. (Anderson & Person 1999; Harter& Schmidt 2002)

THE EXTRA MILE ADDITIONAL RESOURCES

- Watch video "Why Good Leaders makes you feel safe", Simon Sinek - 11:59 minutes https://www.ted.com/talks/simon_sinek_why_good_leaders_make_you_feel_safe?language=en
- Use this questionnaire to design an assessment for your team and identify the level of psychological safety your members experience at work. Consider how respect plays an important role. (click "copy link" on the "questionnaire" and paste it in your browser's URL bar).

Resilience
Center
Resources



MISSION HOW TO EXECUTE

FRAMING THE CONVERSATION

We've all been briefed on safety in the work place, most likely physical safety (i.e. using a spotter when backing up a GOV). Safety is broad term, right? It can include everything from biological and chemical safety to emotional safety. One of the main ingredients needed to create a feeling of safety in the workplace is respect. It is a simple action every person can take and pays big dividends for workplace culture with minimal effort

Freedom to speak, mutual respect, and no fear of retaliation have been reported as defining characteristics of psychological safety. Leading by example, trust, respect, and positive two-way relationships contribute to perceived safety at work and are tools leaders can use to help create a culture where everyone feels respected and valued. Such a culture spawns creativity

NOTES _____

SUGGESTED DISCUSSION POINTS

Describe some ways you show others respect both in person and virtually.

Are you willing to let people know when you feel disrespected in calm, productive manner?

Do you have a mentor? If so, what about the mentor makes you respect them?

If you were in charge for one day, what changes would you initiate in your workplace?

MISSION C H A L L E N G E

HOW TO APPLY THE LESSON

Create a list of "house rules" for the workplace that outline what you, as the leader, believes creates an environment where everyone feels valued and respected. Have each member of the team create a list of 3 to 5 "house rules" that outline the same. Compare lists, and create one combined list that is displayed in a shared space in the workplace. Airmen should feel motivated by and accountable to the "house rules" because they contributed to the creation of the rules.



NOTES _____

A large QR code with a blue and red pixelated pattern. In the center, the text "CRIT" is written in large, bold, blue letters. Below it, in smaller yellow letters, is "PROGRAM FOR". Below that, in red letters, is "RESILIENCE".