



GRIT

STRENGTH THROUGH
RESILIENCE

2022

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.

*****Some months may contain multiple Paths to select from to include: Resilience, Diversity & Inclusion, or Violence Prevention - Select one*****

C H E C K

Path 1 - Resilience



GOAL Airmen hold themselves accountable for their speech and behavior.

FACILITATOR'S NOTES

HOW TO PREPARE:

- Every Wingman should have a clear understanding that being reflective and accountable for themselves is an intricate part of self-improvement, advancement and maintaining close connections with other Wingmen.
- As a leader, your team should see this example in you. Consider how reflective you are, how you respond when something about yourself is brought to your attention and share a time you acted on it.
- *All links should be copied and pasted into your secure browser's URL bar.*

THE EXTRA MILE ADDITIONAL RESOURCES

- Watch and share this video on “Gibbs’ Reflective Cycle”:
<https://vimeo.com/454033906>. See Mission Challenge below.
- Make sure your Airmen are aware of the help agencies available to them as they reflect on their individual needs and challenges.

Resilience Center Resources



MISSION PLAN HOW TO EXECUTE

FRAMING THE CONVERSATION

“Great leaders develop through a never-ending process of self-study, self-reflection, education, training, and experience.” – *Tony Buon*

Self-awareness is vital to effective leadership and genuine and connections. It is important that we know where we stand, what our strengths are and how we can improve our thoughts, speech and behavior.

As active Airmen, everyone holds a position of leadership in some way, and, therefore, should prioritize being reflective. It benefits you, your team and your friends and family at home when you take an active role in observing yourself for the purpose of improving. It must become a habitual practice rather than something we only do when we are called out by someone else.

NOTES _____

SUGGESTED DISCUSSION POINTS

- How do you respond when someone brings something about yourself to your attention?
- Are you willing to reflect on your thoughts and behaviors?
- Has there been a time that you considered your words or actions after a situation and identified a way you could have responded differently?
- How do you think being accountable for yourself can help the strength of your team?

MISSION CHALLENGE

HOW TO APPLY THE LESSON

Refer back to “Gibbs’ Reflective Cycle” noted in The Extra Mile. Encourage your Airmen to write down the cycle explained in the video the next time they have to pause and evaluate their recent speech or behavior at work or home. This practice is beneficial in understanding the reality of the situation and what caused their reaction. Eventually, when this practice is embedded in the mind, Airmen can complete the exercise without writing it out.

Remind them that help is always available if they discover something in the process that they would like help sorting through in a healthy way.



Please use the QR code/link on the left to submit your feedback on this discussion. This would greatly enhance the experience for you, as well as improve the program for the future Airmen of tomorrow's Air Force.



C H E C K

PATH 2 (Diversity, Equity, & Inclusion)



GOAL

Instill confidence among Airmen in the Department of the Air Force leadership's support of a diverse and inclusive workforce. This guidance will facilitate a discussion about universal human rights.

OBJECTIVES

Airmen and Guardians will be able to identify some of the 29 Universal Human Rights and discuss them.

FACILITATOR PREPARATION

■ Discussion Guidelines:

- Small groups of up to 5 people -
 - To start the discussion, present each question & allow participants to think of their answer/ write it down.
 - (optional) Ask all members to share with the group, but respect the choice of those who do not wish to share.
- Large groups of 6-20 people -
 - To start the discussion, present each question & allow participants to think of their answer/ write it down.
 - (optional) Have participants turn and share their responses with 1-2 people nearby.
 - (optional) Ask for 1-3 volunteers to share with the larger group; respect the choice of those who do not wish to share.

■ Create a safe & productive environment.

■ Gather materials:

- Tech Options
 - Computer with internet connection
 - Projector & speakers
 - Handouts & pens/pencils
- No Tech Options
 - Printed articles
 - Handouts
 - Pens/pencils

■ Plan the discussion for your group:

Review the *Facilitation Guide* below and make a plan for how you will execute your discussion.

NOTE: *Italicized text* can be read as a script or used as a starting point for you to guide the discussion.

■ Budget the time: 15-30 minutes

MISSION PLAN HOW TO EXECUTE

A more detailed guide with links to videos, talking points for the Facilitator, and additional resources can be found in the accompanying *Facilitation Guide*.

1. Provide handout with questions
2. Introduce topic - Universal Human Rights
3. Universal Human Rights discussion
4. Wrap up the conversation
5. Request feedback

Resources

Keesler AFB
Resilience Center



NOTES

- Do you agree with the list of Universal Human Rights?

Are there any you would add or remove? Why?

- As a member of the UN, what role do you, your unit, the US Air Force, and/or the US Military play in enforcing and enabling these human rights for people in the US?

For people across the globe?

- How does the UN Universal Declaration of Human Rights compare with the US Bill of Rights?



Reflective Warrior Discussion – Universal Human Rights

FACILITATION GUIDE

1. Provide all participants with handout of questions & feedback QR code
2. Introduce the idea of Universal Human Rights
 - a. Talking points.
 - i. *Human Rights day is observed on 10 December each year.¹*
 - ii. *The United Nations adopted the Universal Declaration of Human Rights in 1948, proclaiming inalienable rights of all people on Earth regardless of their race, skin color, religion, sex, language, opinions, national or social origin, property, birth or other status.¹*
 - iii. *December 10, 2022 is the 75th anniversary of the Universal Declaration of Human Rights (UDHR).²*
 - iv. *Inclusion is when all people in an organization are respected, meaningfully engaged, accepted, and able to fully participate in all activities regardless of their identity.³*
 - v. *When ensured for all citizens, Universal Human Rights contribute to a sense of inclusion in nations and other organizations. Inclusion of all members regardless of background or identity leads to diverse, productive organizations.*
 - b. Conversation Openers
 - i. Option 1 (video): Voices of UN personnel reading select articles from the UDHR
https://youtu.be/RBiA_7yU0nc
 - ii. Option 2 (video): UDHR Multilingual Video Collection – sort by language and watch a video or two
<https://www.un.org/en/udhr-video/curated.shtml>
 - iii. Option 3 (printable): Illustrated UDHR
<https://www.un.org/en/udhrbook/>
 - iv. Option 4 (printable): Read the Preamble
<https://www.un.org/en/about-us/universal-declaration-of-human-rights>
3. Universal Human Rights discussion
 - a. Discussion Guidelines
 - i. Present each question & allow participants to think of their answer/write it down on the provided handout.
 - ii. Large groups (6-20 people): Have participants turn and share with 1 or 2 people next to them. Provide time for 1-2 small groups/people to share with larger if they want.
 - iii. Small group (2-5 people): everyone shares with the group.
 - b. Discussion Questions
 - i. Do you agree with the list of Universal Human Rights? Are there any you would add? Any you would remove? Why?
 - ii. As a member of the UN, what role do you, your unit, the US Air Force, and/or the US Military play in enforcing these human rights for people in the US? For people across the globe?
 - iii. How does the UN UDHR compare with the US Bill of Rights?
4. Wrap up the conversation: *Thank you for your time today and sharing your thoughts. When we take the time to share our thoughts and openly listen to the thoughts of others, it helps us to foster a culture of inclusion and understanding.*
5. Request feedback (QR code on handout or slides): *Your feedback on this discussion helps the development team know whether this was a valuable use of your time. Please provide your honest, anonymous feedback using the survey linked through the QR code so that these continued conversations help to build a strong Warrior community.*

DISCUSSION SOURCES

1. United Nations. *Human Rights Day 10 December*. <https://www.un.org/en/observances/human-rights-day>
2. United Nations. *Human Rights Day*. United Nations Human Rights Office of the High Commissioner. https://www.ohchr.org/en/about_us/human_rights_day
3. US Department of Housing and Urban Development. *Diversity and Inclusion Definitions*. https://www.hud.gov/program_offices/administration/admabout/diversity_inclusion/definitions