



GRIT

STRENGTH THROUGH
RESILIENCE

2023

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 have positive expectations of the outcomes of current and future situations.

FACILITATOR'S NOTES

HOW TO PREPARE:

- Read the six ways to find hope outlined in this article:
<https://www.psychologytoday.com/us/blog/pieces-mind/201504/finding-hope>
- Create a safe environment for everyone to share and discuss. Open, honest conversation about this topic will be beneficial to you and your team.
- Watch the story of Col. J. Scot Heathman, 375th Air Mobility Wing commander: <https://www.dvidshub.net/video/760384/my-story>

All links should be copied and pasted into your secure browser's URL bar.

THE EXTRA MILE ADDITIONAL RESOURCES

- Consider breaking your team into smaller groups to answer a few of the suggested discussion points at greater depth.
- Make sure your team is aware of the Keesler AFB helping agencies and resources available to them 24/7, including yourself as their team leader.

Resilience Center Resources



MISSION PLAN HOW TO EXECUTE

FRAMING THE CONVERSATION

Hopefulness is what keeps us looking ahead with positive expectations, even when we're facing difficult circumstances, while embracing gratitude reminds us of the value of the situation we have. Learning how to find hope motivates us to rise up and keep going, and cultivates a positive culture in which those around us can feel safe.

Being hopeful impacts us and has the power to inspire those watching how we handle our challenges. Being a Hopeful Warrior is what allows us to avoid being weighed down by negativity and to focus on the possibilities beyond the moment.

SUGGESTED DISCUSSION POINTS

- Which way of finding hope seems the most natural to you personally?
- What causes you to lose hope?
- How can we help others find hope when things seem hopeless for them?
- Share a time in your life when someone helped you become hopeful again.

MISSION CHALLENGE

HOW TO APPLY THE LESSON

Choosing to search for hope lifts others up, just as it lifts us up. Effective leaders share their hopeful disposition, which impacts how they address unyielding circumstances.

We all create a domino effect with our words and actions, internally and externally. By becoming a Hopeful Warrior, you are choosing to start a positive domino effect by seeing the positive possibility even when negativity is demanding your attention.



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 discussion about inequity and bias.

OBJECTIVES

Airmen and Guardians will be able to

- identify dreams of equity from Dr. King's famous speech and steps needed to reach those dreams today.
- identify their conscious and unconscious biases and steps they can take to avoid making harmful decisions based on their biases.

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.
 - 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.
 - Have participants turn and share their responses with 1-2 people nearby.
 - 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. See the *Facilitation Guide* for potential Ground Rules for your discussion.

■ Gather materials:

- Tech Option
 - Computer with internet connection
 - Projector & speakers
 - Handouts & pens/pencils
- No Tech Option
 - 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 talking points for the Facilitator, links to articles and videos, and additional resources can be found in the accompanying *Facilitator Guide*.

1. Provide handout with questions
2. Introduce Martin Luther King Jr. Day
 - a. Monday, January 16, 2023
 - b. See *Facilitator Guide* for more talking points
3. Pick either or both discussion topics
 - a. Inequity as discussed in Dr. King's "I Have a Dream" speech
 - b. Bias
3. Wrap up the conversation
4. Request feedback

Resources

Resilience Center



NOTES

DISCUSSION QUESTIONS

- What did King call for that has been achieved since 1963?
- What is still left to be done in 2023?
- How can we achieve the changes that are still needed to ensure equity and inclusion for all people in our communities?

- What are some common harmful biases to which I might be susceptible?
- What steps can we take to identify our hidden or unconscious biases?
- What can we do to prevent making harmful decisions or taking hurtful actions based on our hidden biases?



Hopeful Warrior Discussion – Inequity & Bias

FACILITATION GUIDE

Ground Rules:

Consider setting ground rules before starting the discussion to better facilitate an open, respectful dialogue and encourage maximum participation. Some of the following from *Courageous Conversations about Race: A Field Guide for Achieving Equity in Schools* by Glenn E. Singleton and Curtis Linton might be included in your rules:

- Stay engaged
- Experience discomfort – These conversations can be uncomfortable
- Speak YOUR truth – Use “I” statements when talking. You are the only person with your unique experiences
- Expect and accept nonclosure – hang out in uncertainty & do not rush to quick solutions

Discussion:

1. Provide all participants with handout of questions & feedback QR code
2. Introduce MLK Day
 - a. Martin Luther King Jr’s Birthday is observed on Monday, January 16 this year (2023).
 - b. Representative John Conyers first raised the motion to make Dr. King’s birthday a federal holiday in 1968, a few days after Dr. King’s assassination.¹
 - c. Dr. King’s birthday became a federal holiday in 1983, but it took until 2000 for all 50 states to make it a state holiday.¹
 - d. This day serves as an honor to the legacy of Dr. King, provides time to focus on civil rights issues, and as a day of public service to better our communities.¹
3. Topic 1 – Inequity as pointed out in Dr. King’s “I Have a Dream” speech from 1963
 - a. Talking points
 - i. On August 28, 1963, 250,000 people marched in Washington, DC demonstrating for human rights as part of the March on Washington for Jobs and Freedom.²
 - ii. Participants gathered at the Washington Monument and then walked a mile to the Lincoln Memorial where Dr. King’s famous “I have a dream” speech took place.²
 - iii. Dr. King called for equality and freedom for all, to put an end to racial discrimination in what would become an iconic speech.
 - b. Conversation Opener: read or listen
 - i. [Read Martin Luther King Jr.’s ‘I Have a Dream’ speech in its entirety](#)
 - c. 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.
 - d. Discussion Questions
 - i. Q1- What did King call for that has been achieved since 1963?
 - ii. Q2- What is still left to be done in 2023?
 - iii. Q3- How can we achieve the changes that are still needed to ensure inclusion and equity for all people in our communities?
 1. Potential answer 1: Be willing to discuss difficult or uncomfortable topics and create a comfortable space for all in which to have these conversations.
 2. Potential answer 2: Discover our biases and act to ensure we do not take harmful actions based on our biases.

4. Topic 2 - Hidden Biases

- a. Talking point(s).
 - i. *Nietzsche, in his text 'Thus Spoke Zarathustra,' presents and argues against the idea of "immaculate perception" in favor of the idea that people actively construct perceived information. In that sense, everything we see, hear, or feel is affected by our biases (either consciously or not).*
 - ii. *Bias is a tendency or preference for or against something.*
 1. *Conscious/explicit bias are those preferences we are aware of and may admit to.*
 2. *Unconscious/implicit bias are those that are often subtle in expression and we may be unaware of.*
 - iii. *Our brains create shortcuts to focus in on important matters.*
 1. *These cognitive shortcuts can cause us to make assumptions and stereotype other people, and they can prompt discriminatory or exclusionary behaviors, even without our awareness.*
 2. *The good news is they can be identified and rerouted to help us create a positive culture.³*
 3. *One of the most effective ways they found to combat a bias was exposure to exemplary counterexamples. In the case of persons, this can mean moving toward, not away from, the groups that make you uncomfortable and learning more about the group. **SOURCE?***
 - b. Conversation Openers
 - i. Option 1 (video): *Heritage Today – Unconscious Bias* (<https://www.dvidshub.net/video/765005/heritage-today-unconscious-bias>)
 - ii. Option 2 (self-assessment): Before the discussion have participants take one of the bias self-tests available from Harvard's Project Implicit (<https://implicit.harvard.edu/implicit/takeatest.html>).
 - iii. Option 3 (read): *Bias* article from the National Museum of African American History & Culture (<https://nmaahc.si.edu/learn/talking-about-race/topics/bias>)
 - c. 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 group.
 - d. Discussion Questions
 - i. Q1- What are some common harmful biases I might be susceptible to?
 - ii. Q2- What steps can we take to identify our hidden or unconscious biases?
 - iii. Q3- What can we do to prevent making harmful decisions or taking hurtful actions based on our hidden biases?
5. Wrap up the conversation: *Thank you for your time today, sharing personal information, and participating in what can be difficult conversations. When we take the time to share our thoughts, experiences and perspectives as well as listen to the thoughts, experiences and perspectives of others, it helps us to foster a culture of inclusion and understanding, it also helps us to work towards an ideal community in which everyone is valued and treated with equality.*
6. Request feedback (QR code on handout or slides): *Your feedback on this discussion helps the development team know whether or not 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.*

SOURCES

1. National Constitution Center (January 16, 2022). *How the Martin Luther King Jr. birthday became a holiday*. National Constitution Center. < <https://constitutioncenter.org/blog/how-martin-luther-king-jr-s-birthday-became-a-holiday-3> >
2. National Archives. (February 8, 2022). *Official Program for the March on Washington (1963)*. Milestone Documents. < <https://www.archives.gov/milestone-documents/official-program-for-the-march-on-washington> >
3. Cort, Jen. (June 1, 2015). *Rerouting Shortcuts*. Learning for Justice. < <https://www.learningforjustice.org/magazine/rerouting-shortcuts> >