



GRIT

STRENGTH THROUGH
RESILIENCE

2023

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 the 81st TRW's 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 with the skills necessary to manage and overcome challenges in every area of life.

FACILITATOR'S NOTES

HOW TO PREPARE:

- **Watch and Share:** “Resilience In 1 Minute 30 Seconds” <https://usaf.dps.mil/teams/OPGRIT/siteassets/resilience%20in%201%20minute%2030%20seconds.mp4>
- **Read and Share:** Page 2 of this document. Highlight the importance of personal resilience as a means of always being ready and willing to support a Wingman.
- **Consider:** Share a personal or professional story of how resilience led you closer to your goals and/or overcoming personal struggles. This lays the groundwork for others to share their own stories.

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

THE EXTRA MILE ADDITIONAL RESOURCES

- Have an MRT/RTA join your small group discussion and share a key skill in being resilient.
- **Read and share** “Lessons in Resilience - The Stories We Tell and Why They Matter”: http://www.dailygood.org/story/1968/lessons_in_resilience_the_stories_we_tell_and_why_theymatter/

Resilience Center Resources



MISSION PLAN HOW TO EXECUTE

FRAMING THE CONVERSATION

As Winston Churchill famously advised leaders, “never let a good crisis go to waste.” Trying times quickly feel overwhelming but they also give us a unique opportunity to learn how to become more resilient.

Our mindset is the foundation of everything we say, do and feel. Our personal resilience skills improve our performance, energy, health, memory and mood. The more we force ourselves to refocus on our values, passions and connections, the more resilience is enhanced within us.

SUGGESTED DISCUSSION POINTS

- Do you allow friends, family and coworkers to help you through stressful moments?
- How does your belief in something other than yourself help you deal with life's stresses?
- What skills do you think you need to focus on building in yourself?
- Would you consider asking a trusted friend or Wingman for suggestions on improving your resilience?

<https://www.odemanagement.com/maintaining-momentum-in-tough-times>

MISSION CHALLENGE

HOW TO APPLY THE LESSON

While it is important to build resilience skills, it is also important to recognize when those skills are lacking in both yourself and others. Meaningful connections with others enable us to grow in those areas. Choose one way per week to reach out and connect with those on your team, in-person or virtually.



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 & 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 National Disability Independence Day.

OBJECTIVES

Airmen and Guardians will be able to

- Explain the origins of and reasons for the Americans with Disabilities Act.
- Discuss the benefits of the ADA and progress that is yet to be made.

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 & printed articles
 - 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. Facilitate the discussion topic: National Disability Independence Day
3. Wrap up the conversation
4. Request feedback

Resources

Resilience Center



NOTES



DEI Check-6: National Disability Independence Day

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 non-closure – hang out in uncertainty & do not rush to quick solutions.

Discussion:

Italicized text can be read directly or used as a guide for drafting your own talking points.

1. Provide all participants with handout of questions & feedback QR code.
2. Topic – National Disability Independence Day
 - a. Talking points
 - i. *Before the Americans with Disabilities Act (ADA) was passed, school-aged children with disabilities were commonly excluded from public schools, some cities had ‘Ugly Laws’ prohibiting people with some physical disabilities from being seen in public, states could prohibit people with disabilities from getting married or force them to get sterilized, and many public spaces were not physically accessible for all citizens* (Burgdorf, Jr., 2015).
 - ii. *In 1988, the first draft of the ADA was completed and published by the National Council on Disability. Later that year, it was introduced to Congress.* (Burgdorf, Jr., 2015)
 - iii. *July 26, 1990 the Americans with Disabilities Act (ADA) was signed into law by President George H. W. Bush.*
 - iv. *The Act protects people with disabilities from discrimination* (U.S. Department of Justice, n.d.), *ensuring Americans with disabilities have access to economic and civic opportunities* (Howard, 2022), *an idea central to the United States – that all people are “deserving of equal dignity, respect, and opportunity.”* (Biden, Jr., 2022)
 - b. Conversation openers – Have participants review one or more of the following resources to prepare for your discussion.
 - i. (read) [Why I wrote the Americans with Disabilities Act](#) (Burgdorf, Jr., 2015)
 - ii. (read) [Celebrating National Disability Independence Day](#) (Howard, 2022)
 - iii. (watch) [A Reflection on the ADA](#) (Administration for Community Living, 2020)
 - iv. (read) [Proclamation on the Anniversary Of The Americans With Disabilities Act](#) (Biden, Jr., 2022)
 - 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. What are some improvements in legal access, physical accommodations, or any other area resulting from the ADA that you have seen?
 - ii. How have accommodations resulting from the ADA been helpful to you or anyone you know? (Hints: Pushing a stroller or grocery cart onto a sidewalk using a curb cut, opening a lever-type door handle with your elbow when your hands were full, or enlarging text on your screen to make it easier on your eyes)

- iii. While the ADA has made many changes in the way Americans with disabilities are viewed and treated, there are still many improvements needed. List a few changes that would improve accessibility, inclusion, and belonging for everyone. (Hint: see “Where Do We Go From Here?” in the Celebrating National Independence Day article)
3. Wrap up the conversation: Thank you for your time today and sharing personal thoughts. When we take the time to share and listen to thoughts and ideas, it helps us to foster a culture of inclusion and understanding, it also helps us to understand the impacts that historical events have had on people around us, and steps we can take to reach equity.
4. 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.

REFERENCES

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- Biden, Jr., R. J. (2022, July 25). *Proclamation on the Anniversary Of The Americans With Disabilities Act*. Retrieved from The White House: <https://www.whitehouse.gov/briefing-room/statements-releases/2022/07/25/proclamation-on-the-anniversary-of-the-americans-with-disabilities-act/>
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