



Team Talks

One Hour Sessions designed for Monthly Groups

What: 1 hour group meetings at the team level, focusing on a topic impacting Air Force Airmen

When: Monthly

How: Small groups of 5 to 10 people

Who: Every Airmen

Why: Develop camaraderie and communication through open conversation about Air Force values, professional development, mentorship and social experiences

Sample Agenda

1200 – 1205 Lesson introduction

1205 – 1250 Answering questions, open discussion of personal experience(s)

1250 – 1300 Informal wrap-up: discuss ideas to carry back to the unit leadership

The 12 Talks:

Talk 1 Family/Care

Talk 2 Accountability/Courage

Talk 3 Mission and the Why

Talk 4 Camaraderie/Teamwork

Talk 5 Improvement/Excellence in All We Do

Talk 6 History of you, me, and the Air Force

Talk 7 Work and life balance

Talk 8 Professional and Personal Goals

Talk 9 Respect, Differences, and Disagreement

Talk 10 Communication

Talk 11 Money

Talk 12 Education

ROEs

- Leaders at all levels can incorporate Team Talks into their organizations
- Teams meet at flexible times that are best for the group itself
- Group size should be between 5-10 Airmen including the leader. The ideal group is 5 Airmen who work together in their operational environment. The group should be formed with peers to include civilians.
- The senior ranking member of the small group is the group leader & should be given this guide
- Open and effective communication of the topics is more important than completing all of the questions.
- Target time limit is one hour; however, limit the time of the talk to what is available and useful for the team.
- Highly encouraged to include social events (bowling, hiking, lunch, etc.) into the talk and to get out of the office

Group norms and expectations:

- Group success will be determined by the sincerity and professionalism of the group leader
- Every group member should get a Team Talk paper
- Every group member participates
- Shared ideas and opinions are valued without negative judgment
- Group members should honor conversations in and outside of the group
- No one, including the group leader, dominates conversation
- The group leader is responsible to move the group positively forward
- The squadron's feedback process, if desired, is determined by the Sq/CC



Team Talks

Talk 1: Family and Caring

“I sustain myself with the love of family” - Maya Angelou

“My Mother used to tell me that when push comes to shove, you always know who to turn to. That being a family isn't a social construct by an instinct” - Jodi Picoult

“Families are the compass that guides us. They are the inspiration to reach great heights, and our comfort when we occasionally falter.” - Brad Henry

“Ohana means family. Family means no one gets left behind or forgotten.” - Lilo and Stich

Talk Questions:

- 1) What or who is your family?
- 2) Do you have others in your family that do or have served in the military?
- 3) Did your family have an impact on your serving in the Air Force?
- 4) We often hear we are part of an Air Force Family? Do you believe that is true? Why or why not?
- 5) What can be done to help build our team into a family?
- 6) Have you ever had a mentor, peer, leader, or supervisor support you in a way that to you, was “above and beyond”? How did that happen?
- 7) Has the Air Force caused any conflicts in your family and how have you overcome them?
- 8) How would you support someone with a family conflict?
- 9) What can we do to improve our relationships in our work center and in our families?
- 10) What do you know about the Key Spouse program in our unit?

Support and Care Information:

Airmen and Family Readiness Center– 719-556-6141

Family Advocacy– 719-524-2273

Chaplain– 719-556-4442

MFLC– 719-443-2674/5432

Military One Source- <https://www.militaryonesource.mil/>

Unit Key Spouse- _____

Additional Reading and Viewing

- Turn Your Group into a True Team by Linda Hill & Kent Lineback, 28 June 2011 (<https://hbr.org/2011/06/turn-your-group-into-a-true-te.html>)
- How to Turn a Group of Strangers into a Team- https://www.ted.com/talks/amy_edmondson_how_to_turn_a_group_of_strangers_into_a_team?language=en
- Build a Tower, Build a Team- https://www.ted.com/talks/amy_edmondson_how_to_turn_a_group_of_strangers_into_a_team?language=en
- For Parents, Happiness is a Very High Bar- https://www.ted.com/talks/jennifer_senior_for_parents_happiness_is_a_very_high_bar?referrer=playlist-talks_to_watch_when_your_famil
- I am a Son of a Terrorist, Here is How I Chose Peace- https://www.ted.com/talks/zak_ebrahim_i_am_the_son_of_a_terrorist_here_s_how_i_chose_peace?referrer=playlist-talks_to_watch_when_your_famil



Team Talks

Talk 2: Accountability/Courage

"When we fail to set boundaries and hold people accountable, we feel used and mistreated. This is why we sometimes attack who they are, which is far more hurtful than addressing a behavior or a choice." - Brene Brown

"Take accountability... Blame is the water in which many dreams and relationships drown." - Steve Maraboli

"Being responsible sometimes means pissing people off." - General Colin Powell

"He that is good for making excuses is seldom good for anything else" - Benjamin Franklin

"For most people, blaming others is a subconscious mechanism for avoiding accountability. In reality, the only thing in your way is YOU." - Steve Maraboli

Talk Questions:

- 1) What is accountability and what is courage? How are they related?
- 2) What is harder... holding your subordinates, peers, or superiors accountable?
- 3) What would happen if we failed to hold people accountable?
- 4) Do we shame, blame, etc. people who hold others accountable? If so, why?
- 5) What is more disloyal, someone who "snitches" on someone or the person whose actions required you to report them? Why?
- 6) Have you ever seen someone not held accountable for their actions? Was there any further impacts because of it?
- 7) What actions can be handled "at your level" and what actions has to be reported up the chain?
- 8) Would you rather be corrected by your subordinate, peer, or superior? Does it matter?
- 9) What is the best way to correct someone and hold them accountable? Does your methods change if it a subordinate, peer, or superior?
- 10) How do you hold yourself accountable? Why do you think people fail to hold themselves accountable?

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Military One Source- <https://www.militaryonesource.mil/>

Air Force Aide Society- <https://afas.org/>

Additional Reading and Viewing

- AFI 1-1
- AFH 36-2618
- Six Obstacles to Courageous Accountability- <https://www.leadingwithhonor.com/6-obstacles-to-courageous-accountability/>
- Commitment and Accountability- <https://www.yourcourageouslife.com/commitment-accountability/>
- Do you have the courage of accountability? - <https://www.boxtheorygold.com/blog/bid/56490/do-you-have-the-courage-of-accountability>
- Leadership and Accountability- <https://www.youtube.com/watch?v=u63DV8uuvoE>
- How to Hold People Accountable- <https://www.youtube.com/watch?v=Q9Ha7CalDug>
- A Powerful Pledge that Spreads Accountability in the Workplace- <https://www.youtube.com/watch?v=PQBsZF6PIL4>

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Team Talks

Talk 3: Mission and the Why

“Stay focused on your mission, remain steadfast in your pursuit of excellence, and always do the right thing.” – Mark Esper

“For the mission's sake, for our country's sake, and the sake of the men who carried the Division's colors in past battles - carry out your mission and keep your honor clean.” – Jim Mattis

“When you discover your mission, you will feel its demand. It will fill you with enthusiasm and a burning desire to get to work on it.” – W. Clement Stone

“Working hard for something we don't care about is called stress: Working hard for something we love is called passion.” – Simon Sinek

Talk Questions:

- 1) Do you have a personal life mission? What is it and how did you come up with it?
- 2) How do you fit into our mission?
- 3) Does our mission make a positive impact?
- 4) Why do we do our mission?
- 5) Who does our mission support? How does it fit into the bigger mission of the Unit, Group, Wing, MAJCOM, USAF, and DOD?
- 6) What would happen if we failed or stopped doing our mission?
- 7) Is there a better way to complete our mission?
- 8) Is there a better way to express/teach our mission?
- 9) The mission of the United States Air Force is to fly, fight and win in air, space and cyberspace... how do we impact that mission?
- 10) How does what we do everyday support the six key capabilities of the Air Force (Air and Space Superiority, Global Presence, Rapid Global Mobility, Precision Engagement, Information Superiority, Agile Combat Support)

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Additional Reading and Viewing

- Joint Doctrine- <https://www.jcs.mil/Doctrine/>
- Air Force Core Missions- <https://www.af.mil/News/Article-Display/Article/466868/air-force-core-missions/>
- Air Force Vision- <https://www.airforce.com/mission/vision>
- “Start with Why” – Simon Sinek
- Start with Why by Simon Sinek Summary- <https://fourminutebooks.com/start-with-why-summary/>
- Global Vigilance, Global Reach, Global Power for America- [https://www.af.mil/Portals/1/documents/af%20events/2015/newGV GR GP PRINT.pdf](https://www.af.mil/Portals/1/documents/af%20events/2015/newGV_GR_GP_PRINT.pdf)



Team Talks

Talk 4: Camaraderie/Teamwork

“If I miss anything about the sport, it's the camaraderie of old teammates.” – Bo Jackson

“Teamwork requires some sacrifice up front; people who work as a team have to put the collective needs of the group ahead of their individual interests.” – Patrick Lencioni

“When a team takes ownership of its problems, the problem gets solved. It is true on the battlefield, it is true in business, and it is true in life.” – Jocko Willink

“Fit no stereotypes. Don't chase the latest management fads. The situation dictates which approach best accomplishes the team's mission.” – Colin Powell

Talk Questions:

- 1) How many teams are you on and what teams do you lead?
- 2) What was your best team? What made it that way?
- 3) What makes a team a team versus just a group of people?
- 4) How connected do you feel to your team?
- 5) How can we improve our team?
- 6) What hurts our team and how can we stop/prevent it?
- 7) What motivates you and what motivates your team?
- 8) How do we welcome an individual to the team and how do we say goodbye? What can we do better or different?
- 9) How important is it that we operate as a team?
- 10) How should we motivate, train, correct, and award our team members?

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Additional Reading and Viewing

- 9 Super Effective Ways to Motivate Your Team- <https://www.inc.com/peter-economy/9-super-effective-ways-to-motivate-your-team.html>
- How to motivate and inspire your team to achieve better results- <https://www.impraise.com/blog/how-to-motivate-and-inspire-your-team-to-achieve-better-results>
- “Don't Fire Them, Fire Them Up: Motivate Yourself and Your Team” by Frank Pacetta
- “It's Your Ship: Management Techniques from the Best Damn Ship in the Navy” by Michael Abrashoff
- Captain Mike Abrashoff - It's Your Ship - interview - Goldstein on Gelt - <https://www.youtube.com/watch?v=kEkWgLLrgh0>
- Don't Fire Them, Fire Them Up- Joe Mischler, Senior Vice President Americas- <https://vimeo.com/79264992>



Team Talks

Talk 5: Improvement/Excellence in All We Do

“The journey is never ending. There's always gonna be growth, improvement, adversity; you just gotta take it all in and do what's right, continue to grow, continue to live in the moment.” – Antonio Brown

“Without continual growth and progress, such words as improvement, achievement, and success have no meaning.”
– Benjamin Franklin

“Goal setting is the most important aspect of all improvement and personal development plans. It is the key to all fulfillment and achievement.” – Paul J. Meyer

“I'm a perfectionist, so I always feel there's room for improvement.” – Ludacris

Talk Questions:

- 1) What improvement goals have you set and which goals have you achieved?
- 2) Why is it important to improve ourselves?
- 3) What does excellence in all we do mean to you? What does it mean to our team?
- 4) Why is it important to strive for excellence?
- 5) What areas are you excellent at? What areas is our team excellent at?
- 6) What should our team focus on to improve?
- 7) Is our team excelling in everything we are doing? Why or why not?
- 8) The phrase, “good enough for government work”... do we ever do things “good enough”? Why and when?
- 9) What is one thing you did this month that you are proud of?
- 10) What can we do to make you more successful and what can we do to make our team more successful?

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Additional Reading and Viewing

- The 7 Questions You Need To Ask Your Team Every Month by Alison Robins - <https://www.officevibe.com/blog/questions-to-ask-your-team-every-month>
- How to Motivate Yourself: 3 Steps Backed By Science By Eric Barker - <https://time.com/2933971/how-to-motivate-yourself-3-steps-backed-by-science/>
- How To Motivate Yourself - The secrets of creating lasting motivation to accomplish your goals. - <https://www.youtube.com/watch?v=BPAMbZa64u8>
- The Power of Believing That You Can Improve- https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve/discussion?referrer=playlist-the_10_most_popular_tedx_talks
- Success is a Continuous Journey - https://www.ted.com/talks/richard_st_john_success_is_a_continuous_journey/discussion?utm_medium=on.ted.com-android-share&utm_content=ted-androidapp&utm_campaign=&utm_source=direct-on.ted.com&awesm=on.ted.com ttXK



Team Talks

Talk 6: History of you, me, and the Air Force

“A people without the knowledge of their past history, origin and culture is like a tree without roots.” – Marcus Garvey

“Yesterday is history, tomorrow is a mystery, today is God's gift, that's why we call it the present.” – Joan Rivers

“History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again.” – Maya Angelou

“Men make history and not the other way around. In periods where there is no leadership, society stands still. Progress occurs when courageous, skillful leaders seize the opportunity to change things for the better.” – Harry S. Truman

Talk Questions:

- 1) What is your backstory? How and or why did you join the Air Force?
- 2) Where does your family come from? Do any one else in your family serve in the military?
- 3) What historical events of our world, nation, or Air Force have you been part of?
- 4) Where were you on 9-11?
- 5) What do you know about our Air Force History? What is your favorite part of our history?
- 6) What do you think future Airmen will say, think, and remember about us in 10, 20, 50, and 100 years from now?
- 7) What changes in the Air Force do you feel have been good and which ones were bad?
- 8) What do you want to be as your personal legacy? How and what will you be remembered for?
- 9) What is your favorite historical figure, lesson, or event?
- 10) The Air Force is known for its innovation, adaptability, and change... what is one thing you hope we will change and one things you hope we will never change?

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Additional Reading and Viewing

- Air Force History - <https://www.airforce.com/mission/history>
- A Concise History of the US Air Force- <https://media.defense.gov/2016/Apr/11/2001513438/-1/-1/0/AFD-160411-357-002.PDF>
- U.S. Air Force: Our History In Numbers - https://www.youtube.com/watch?v=DAD67gS_Mn4
- The History of the World in 18 Minutes - https://www.ted.com/talks/david_christian_big_history?language=en
- Why Study History? - [https://www.historians.org/about-aha-and-membership/aha-history-and-archives/historical-archives/why-study-history-\(1998\)](https://www.historians.org/about-aha-and-membership/aha-history-and-archives/historical-archives/why-study-history-(1998))
- Why is History Important? - <https://www.snhu.edu/about-us/newsroom/2018/04/why-is-history-important>



Team Talks

Talk 7: Work and life balance

“Never get so busy making a living that you forget to make a life.” —Dolly Parton

“You can’t have everything you want, but you can have the things that really matter to you.” —Marissa Mayer

“Work is a rubber ball. If you drop it, it will bounce back. The other four balls—family, health, friends, and integrity—are made of glass. If you drop one of these, it will be irrevocably scuffed, nicked, perhaps even shattered.” —Gary Keller

“You can’t truly be considered successful in your business life if your home life is in shambles.” —Zig Ziglar,

“No one on his deathbed ever said, ‘I wish I had spent more time at the office.’” — Paul Tsongas

“We think, mistakenly, that success is the result of the amount of time we put in at work, instead of the quality of time we put in.” —Arianna Huffington

Talk Questions:

- 1) What is work life balance?
- 2) Why are the categories “work” and “life”? Can work be part of life and life part of work? Are they always separate and should they be?
- 3) How can we balance work and life? Do you have it balanced?
- 4) When is work more important than life and when is life more important than work?
- 5) Have you ever been out of balance? How did that happen and what did you do?
- 6) How do you know if you are out of balance?
- 7) Is it ever okay to be out of balance? Why or why not?
- 8) How important is work/life balance to you?
- 9) What roles do you fill in your “work” and what roles do you fill in your “life”?
- 10) How important is it that your supervisor/leader has a healthy work/life balance?

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Additional Reading and Viewing

- 6 Tips For Better Work-Life Balance - <https://www.forbes.com/sites/deborahlee/2014/10/20/6-tips-for-better-work-life-balance/#1f70cdda29ff>
- Work-Life Balance- <https://www.virginpulse.com/work-life-balance/>
- How to make work-life balance work- https://www.ted.com/talks/nigel_marshall_how_to_make_work_life_balance_work?language=en
- Work Life Balance - <https://www.mhanational.org/work-life-balance>
- Work Life Balance - <https://worklifebalance.com/work-life-balance-defined/>
- 5 Reasons To Kill The Work-Life Balance Myth - <https://www.forbes.com/sites/meghanbiro/2016/02/12/5-reasons-to-kill-the-work-life-balance-myth/#6c33fc4165cc>
- Work-Life Balance Is a Myth. Do This Instead - <https://time.com/5601671/work-life-balance-advice-love-loathe/>



Team Talks

Talk 8: Professional and Personal Goals

“People often say that motivation doesn't last. Well, neither does bathing - that's why we recommend it daily.” – Zig Ziglar

*“If you want to be happy, set a goal that commands your thoughts, liberates your energy and inspires your hopes.”
—Andrew Carnegie*

“All who have accomplished great things have had a great aim, have fixed their gaze on a goal which was high, one which sometimes seemed impossible.” —Orison Swett Marden

“You have to set goals that are almost out of reach. If you set a goal that is attainable without much work or thought, you are stuck with something below your true talent and potential.” —Steve Garvey

Talk Questions:

- 1) What personal goals have you achieved in the past, how long did it take and how did you achieve them?
- 2) What professional goals have you achieved in the past, how long did it take and how did you achieve them?
- 3) What is the difference between a dream and a goal?
- 4) What personal goals do you have set for the future? What are you doing to achieve them?
- 5) What professional goals do you have set for the future? What are you doing to achieve them?
- 6) At what cost are you willing to achieve your goals?
- 7) What goals do we/should we have set for our team? What do we need to do to achieve them?
- 8) When or how do we fail at our team goals?
- 9) Have you ever failed at meeting a goal? Why? What happened and how did it make you feel?
- 10) Have you ever helped someone else achieve their goals? How? How did it make you feel?

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Additional Reading and Viewing

- Questions for goal setting- <https://www.thecoachingtoolscompany.com/products/21-questions-to-extraordinary-goal-setting/>
- 4 Tips for Setting Powerful Goals- <https://www.success.com/rohn-4-tips-for-setting-powerful-goals/>
- How Good Is Your Goal Setting?- <https://www.mindtools.com/pages/article/goal-setting-quiz.htm>
- Instead of Setting Goals, Define Your Fears - <https://www.bing.com/videos/search?q=tod+talk+goal+setting&view=detail&mid=4B6267F39C30A767253F4B6267F39C30A767253F&FORM=VIRE>
- Why the Secret to Success is Setting the Right Goals- <https://binged.it/30dKHab>
- Setting Goals that Matter- <https://www.youtube.com/watch?v=lkqOZgVLC88>
- Why Goals Alone Do Not Work and What's Missing- <https://www.youtube.com/watch?v=8aCgvVDSCn0&spfreload=10>



Team Talks

Talk 9: Respect, Differences, and Disagreement

“Attitude is a choice. Happiness is a choice. Optimism is a choice. Kindness is a choice. Giving is a choice. Respect is a choice. Whatever choice you make makes you. Choose wisely.”

— Roy T. Bennett

“How would your life be different if... You stopped making negative judgmental assumptions about people you encounter? Let today be the day... You look for the good in everyone you meet and respect their journey.”

— Steve Maraboli

“In case of dissension, never dare to judge till you've heard the other side.”

— Euripides

“Disagreement is not necessarily a reason to head for Splitsville. In fact, a relationship without disagreement is probably too brittle to last. Some of the best human bonds are forged in the fire of disagreement.”

— Jerry Spinelli

Talk Questions:

- 1) What does respect look like to you?
- 2) Should respect be earned or given? If earned, what has to be done to earn it?
- 3) Can you respect someone you disagree with? What if you disagree on a fundamental level?
- 4) Politics, sex, and religion are labeled as “taboo” topics to never be discussed in a professional/military environment... why do you think that is?
- 5) Have you ever had to have a conversation with someone who you 100% disagreed with? How did that turn out? Were you able to agree or agree to disagree?
- 6) Should we avoid disagreements and conflict?
- 7) Do you address/approach disagreements and conflict differently with your subordinate, peers and superiors?
- 8) What causes conflict? How do you work through it?
- 9) Is it better to address conflict at first sight or wait and see if you absolutely have to?
- 10) Is it better to allow subordinates and or peers to work through their conflict or to step in and address the issue? If you were to step in... how, when and why? If not, why not?
- 11) Do we have any conflicts/disagreements in our team? Do they negatively or positively impact our performance and connectedness?

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Additional Reading and Viewing

- 21 Ways You Can Earn The Respect Of Others - <https://www.lifehack.org/articles/communication/21-ways-you-can-earn-the-respect-others.html>
- Earning Respect - <https://www.psychologytoday.com/us/blog/understand-other-people/201802/earning-respect>
- Revolution of respect- https://www.youtube.com/watch?v=t_6doliPsN4
- Dealing with Differences - <https://waytolead.org/dealing-with-differences/>
- Exploring other perspectives - <http://whatisyourworldview.com/learning/2015/9/9/dealing-with-differences>
- 15 Tips for Successful Disagreement at Work - <https://www.thebalancecareers.com/my-15-best-tips-for-successful-disagreement-1917874>
- How to Disagree With Your Coworkers Effectively - <https://www.thebalancecareers.com/how-to-disagree-effectively-1917872>
- Dare to Disagree - https://www.ted.com/talks/margaret_heffernan_dare_to_disagree?language=en

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Team Talks

Talk 10: Communication

“Wise men speak because they have something to say; Fools because they have to say something” - Plato

“If you have an important point to make, don't try to be subtle or clever. Use a pile driver. Hit the point once. Then come back and hit it again. Then hit it a third time - a tremendous whack.” - Winston Churchill

“You never know when a moment and a few sincere words can have an impact on a life” - Zig Ziglar

“The difference between the right word and the almost right word is the difference between lightning and a lightning bug” - Mark Twain

Talk Questions:

- 1) Do you speak more than one language? If so, which languages and how did you learn?
- 2) What is your preferred communication process for learning, feedback, and conflict?
- 3) Have you ever miscommunicated with someone? What happened and where you able to make it right?
- 4) Do you know anyone that is a “great communicator”? What made them so great?
- 5) What are some positive and negative methods of communication you have seen in our section/unit?
- 6) Do you use social media to communicate? What platforms? With whom and how do you communicate?
- 7) Do you use/leave voicemails when calling someone? Do you prefer to call or text? Why?
- 8) Would you prefer to be given instructions/tasks via email or in person? Why?
- 9) Do you communicate differently with your family than you do with your coworkers or your friends?
- 10) What is more important... what is said or how it is said? Which is easier to misunderstand and which is harder to overcome?

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Additional Reading and Viewing

- Own your Behaviors, Master your Communications, Determine Your Success- <https://www.youtube.com/watch?v=4BZuWrdC-9Q>
- How to Have a Good Conversation- <https://www.youtube.com/watch?v=H6n3iNh4XLI>
- How to Win Friends and Influence People by Dale Carnegie
- The Best Summary of How to Win Friends and Influence People- <https://fs.blog/2012/07/how-to-win-friends-and-influence-people/>
- Reading Minds Through Body Language- <https://www.youtube.com/watch?v=W3P3rT0j2gQ&spfreload=10>



Team Talks

Talk 11: Money

“Too many people spend money they earned... to buy things they don't want... to impress people that they don't like.” - Will Rogers

“A wise person should have money in their head, but not in their heart.” - Jonathan Swift

“Money is only a tool. It will take you wherever you wish, but it will not replace you as the driver.” - Ayn Rand

“You must gain control over your money or the lack of it will forever control you.” - Dave Ramsey

Talk Questions:

- 1) Do you have and follow a budget? If so, how did you come up with it and how is it going?
- 2) Are you currently saving for something? If so, what and how? When will you meet your goal?
- 3) How are you saving/investing for your future? TSP? ROTH IRA? Real-estate?
- 4) What is it considered bragging to talk about how much money we have but socially acceptable to show off the things we buy... things often bought with debt?
- 5) Do you have any debts? If so, what are you doing about them?
- 6) How does compounding interest work?
- 7) How did you learn to handle your money? Was financial education taught to you growing up and/or in school?
- 8) What smart and not-so-smart choices have you made with your money?
- 9) Do you have an emergency fund? Have you had to use it?
- 10) Where do you see yourself (personally, professionally, and financially) in the next 5, 10, 20, and 50 years?

Support and Care Information:

Airmen and Family Readiness Center– 719-556-6141
Family Advocacy– 719-524-2273
Chaplain– 719-556-4442
MFLC– 719-443-2674/5432
Military One Source- <https://www.militaryonesource.mil/>

Additional Reading and Viewing

- How Compound Interest Works and How to Calculate It- <https://www.thebalance.com/compound-interest-4061154>
- AFPC Military Thrift Savings Plan - <https://www.afpc.af.mil/Benefits-and-Entitlements/Thrift-Savings-Plan/>
- Thrift Savings Plan - <https://www.tsp.gov/index.html>
- DFAS TSP for Civilian Employees - <https://www.dfas.mil/civilianemployees/employeebenefits/TSP.html>
- Budgeting 101 - <https://www.nerdwallet.com/blog/finance/how-to-build-a-budget/>
- Dave Ramsey- <https://www.daveramsey.com/>
- Rich Dad Poor Dad by Robert T. Kiyosaki, book summary- <https://www.samuelthomasdavies.com/book-summaries/business/rich-dad-poor-dad/>
- The Richest Man in Babylon by George S. Clason book summary - <https://jamesclear.com/book-summaries/the-richest-man-in-babylon>
- Let's get honest about our money problems - https://www.ted.com/talks/tammy_lally_let_s_get_honest_about_our_money_problems?language=en
- Savings for tomorrow, tomorrow - https://www.ted.com/talks/shlomo_benartzi_saving_more_tomorrow?language=en



Team Talks

Talk 12: Education

“A person who won't read has no advantage over one who can't read.” - Mark Twain

“Develop a passion for learning. If you do, you will never cease to grow.” - Anthony J. D'Angelo

“An investment in knowledge pays the best interest.” - Benjamin Franklin

“Education is the most powerful weapon which you can use to change the world.” - Nelson Mandela

Talk Questions:

- 1) What is your educational experience? Do you have a degree? CCAF?
- 2) What are your educational goals? When will you complete them?
- 3) Has perusing an education enhanced your life? If so, how?
- 4) Why is a college education important?
- 5) Is/was college/education important in your family? Do you have college graduates in your immediate family?
- 6) Did you join the Air Force for the educational benefits? If so, explain.
- 7) Where you a good student in high school? Has your high school experience impacted your current/future educational experiences?
- 8) Will you want your children to attend higher educations? If so, how will you prepare them and/or pay for it?
- 9) Have you or will you transfer your GI-Bill? Have you used your TA and/or AF COOL?
- 10) How has your education impacted the Air Force?

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Military One Source- <https://www.militaryonesource.mil/>

Additional Reading and Viewing

- Why is Education So Important in Our Life? - <https://edlab.tc.columbia.edu/blog/9886-Why-is-Education-So-Important-in-Our-Life>
- Air Force Education Benefits- <https://www.airforce.com/education>
- Khan Academy – www.khanacademy.org
- Air Force Virtual Education Center - <https://afvec.us.af.mil/afvec/Home.aspx>
- In 'Never Too Late,' Finally, A Guide For Adults Going To College - <https://www.npr.org/2018/12/23/678799694/in-never-too-late-finally-a-guide-for-adults-going-to-college>
- The Top 25 Schools for Adults Going Back To College - <https://www.bestcollegereviews.org/best-colleges-non-traditional-students/>



Team Talks

For digital (Word) versions of these Team Talks or any questions, comments or concerns, please feel free to contact SMSgt Thomas Neary at thomas.neary@us.af.mil

WHY:

Leaders desire to be a motivational and inspirational leader that have positive impacts on their Airmen's lives.

Leaders want to have meaningful in-depth conversations to guide, bond, mentor, and develop their Airmen. However, it is hard for a leader to break through the "surface level" conversations that consist of asking about their family, their weekend, and their professional goals. These surface level conversations have created a perception of leaders asking these questions to "check the box" of reaching out to their Airmen and the Airmen providing expected safe answers knowing that leadership will just move on if they do.

Airmen want to connect with their leadership so they can have confidence and trust in them. However, they fail to see a meaningful way; fear, embarrassment, repercussions, and often peer-pressure drive their distance from leadership so they don't seem like a "brown-nose-er."

This creates an environment where the leader needs to make an extraordinary effort or become lucky to find a topic, research, and opportunity to connect with their Airmen. However, if any of those calculations are off, it can cause the leader anxiety, frustration, and appear as a complete waste of time and unappreciated effort.

Additionally, when we bring in experts to brief the importance of a budget, dental hygiene, education, etc... we are talking at our Airmen and instead of with them. These conversations almost always ends with "if you want more information, come by my office and I can help you". This again creates the impression of a leader "checking the box" and not a leader who wants to connect with and lead their Airmen.

However, when the calculation is correct, you bond with your Airmen and begin a journey of understanding and loyalty. You earn trust and confidence that exploits higher morale, better productivity, and a stronger team relationship. Airmen who have trust, confidence, and loyalty with their leadership are more willing to give the benefit of the doubt, work harder, and endure more hardships for the sake of the team.

HOW:

Ever notice the inner circle of a team often is the most connect and trusted team? That is because of the many random conversations that developed the trust and confidence in each other. Small group conversations, led by a leader or a facilitator of communication, where all inputs and opinions are respected as equal is the method to create the same connection with your Airmen as you have (or can build) in your team. When a leader expresses trust and vulnerability with their subordinates it allows the subordinates to see them as both a leader and a person. This opens up trusted communication and builds trust and confidence.

WHAT:

Team Talks is a program that is pre-designed to allow leaders to have facilitated, open, and transparent communications with their Airmen with little to no preparation. The prepared questions allow even the most introverted leader the ability to lead a discussion that promotes communication and understanding. Team Talks is a monthly conversation that could take one hour to explore a given topic. Team Talks provides quotes to break the ice, questions to explore and grow, helping agency contact information if needed, and optional additional information such as blog posts, articles, AFIs, books, and TedTalk/Youtube videos. Team Talks is provide in a word document that may be edited/tailored to your specific organization to better serve your organizational needs.