

Instructor Guide

UNIT/ORGANIZATION NAME
OR EVENT

PACE EHC Principles "Snipit":

Human Behavior

Date

Put Unit Emblem here

Presenters Name
Presenter's Job title



Misc.



Teaching Points

Teaching Points:

- Welcome and introductions
- Overview
 - This is a snipit of a principle from the Profession of Arms Center of Excellence (PACE) Enhancing Human Capital Course
 - Intent is 5-10 minute discussion of an EHC principle. Seek to apply to current work, home situation
- How this will flow:
 - An overview
 - Encourage participation
 - Ask questions whenever you like
 - Have fun



Your Notes

Teaching Notes:

- Limit intro to 1
- Emphasize this is not EHC. Rather an opportunity to discuss as a group the principles.
- Encourage attendees to get familiar w/ resources on the PACE website:
www.airman.af.mil
- If they really enjoy, invite to schedule an EHC course

HUMAN BEHAVIOR...

We can trust that people will do what they perceive is in their best interest to do



Misc.



Teaching Points

Teaching Points:

We can trust people will do what they perceive to be in their best interest to do.

Whether it is a 4 year old, a 16 year old, or a 80 years old – people will do what they perceive is in their best interest.

People will do what they feel is best for them to do on any given occasion. Even someone who is doing an unhealthy behavior feels that, at some level, their actions are in their best interest.

How is that important in our particular organization? In relation to our mission?



Your Notes

Teaching Notes:

Example (use own if possible)
Henry Kissinger, who used to be the Secretary of State and a Russian/Soviet expert, was asked if we could trust the Russian government. He said we can absolutely trust the Russians to do what the Russians perceived to be in their best interest.

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HUMAN BEHAVIOR...

We can trust that people will do what they perceive is in their best interest to do

Don't mistake this fake smile and professional body language. I'd punch you in the throat if I knew I wouldn't lose my job.



Misc.



Teaching Points

Teaching Points:

Regarding the inserted picture:

There are two psychologies associated here.

First - all institutions, including the Air Force today, have people who hate their job or hate their boss. You can see how that would affect the person's commitment, loyalty and trust at work.

The second psychology involves the reason why she isn't punching her boss in the throat - she perceives it is not in her best interest to do so. She knows if she were to do that, she would likely lose her job. This concept not only forces people to do certain things that they believe would be good for them, it also keeps them from doing things that they see as being not good for them.

We need to be very aware that people will do what they perceive as in their best behavior. As leaders we have the ability to modify and shape what that perception looks like to a positive end.



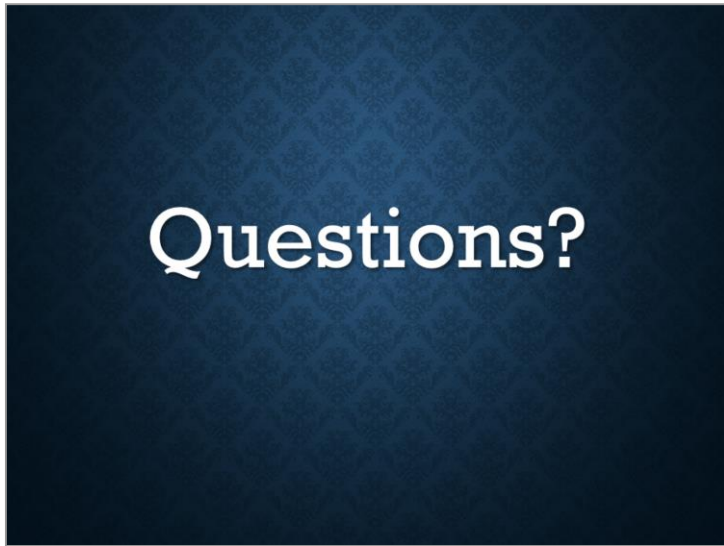
Your Notes

Teaching Notes:

So why do they stay?! Maybe they are remain because they have to stay where they are geographically, maybe they cant make the same money elsewhere – whatever the reason, they feel they have to work there but they don't want to be there.

Research shows people work harder, smarter and more productive when they work for someone they like. It is not wise to neglect the mission nor to create a "popularity contest" but it is critical to understand how perception of "best interest" affects people.

As leaders if we understand the psychology of perception – we can have an impact on the way people perceive the world around them. If we can develop an environment at work where people say, "I like who I am here. I like the people I work with and my job is worthwhile." we can in turn, affect a person's behavior.



Misc.



Teaching Points

Teaching Points:



Your Notes

Teaching Notes: