

Instructor Guide

UNIT/ORGANIZATION NAME
OR EVENT

PACE EHC Principles "Snipit": *In Group Psychology*

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

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IN-GROUP BEHAVIORAL PSYCHOLOGY

- People want to be part of something bigger than themselves
- Research suggests that people seek/join groups to build identity and belonging
- To keep group membership, individuals must choose on their own to modify their behavior to the group's standards and expectations
- This "choice" is based on perceptions normally centered on trust, loyalty, and a shared commitment
- Leaders have the ability to influence those perceptions by enhancing individual's trust, loyalty, and commitment

"Leadership is influence, nothing more, nothing less" John Maxwell



Misc.



Teaching Points

Teaching Points:

- In-Group Behavior psychology.
- All of us, wants to be part of something special.
- This dynamic is important to all of us as leaders regardless if our role (work, home, community).
- Being a part of something "special" gives people as sense of identity and belonging. The more they like feeling a part of that group, the more they will choose their behavior to fit in even more. Their actions and behaviors will be made upon their thoughts and perceptions as to what the groups expects of them.
- Not everyone comes with the right "perceptions" so others might want to help correct or educate them in order to help them get a new perception. The only way an individual will consider changing their perceptions will be if they trust, feel loyalty and commitment from the person trying to influence them. (Imagine, would you consider changing your mind about your thoughts based upon comments made by someone you did NOT trust?!)



Your Notes

Teaching Notes:

- Regarding in-group psychology, other people often have the power of influence in terms of how the in-group is established. How the group is establish often determines how people see themselves joining or fitting in. Which then will make a decision whether or not I choose to be in that group or not. So how does this apply to us as leaders?

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Behavior driven by Perceptions

Behavior starts first in the brain as a decision

Our decisions are based on our perceptions

Our perceptions are continually being shaped

This “shaping” can be influenced by others

If we want to affect behavior, we must influence perceptions...

...however, influence requires relationships of trust



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Clip on how conformity can affect our behavior.....

<https://www.youtube.com/watch?v=o8BkzvP19v4>



Teaching Points

Teaching Points:

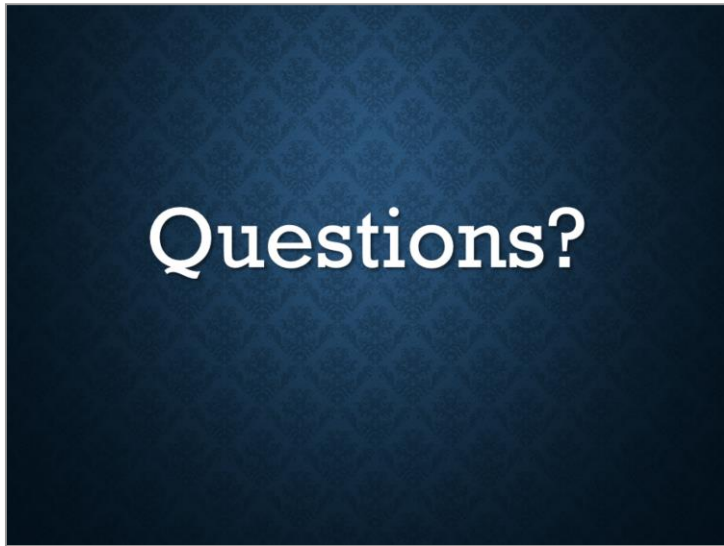
- Choices to stay in groups are really based on our perception: who we are and how we see ourselves and those around us.
- As leaders if we do not deliberately engineering HEALTHY In-Groups that meet the expectations and standards of our institution – the USAF - people will find their own in-group (one that might not be conducive to what we do in the profession of arms).
- Our goal is to engineer In-Groups that not only bring out the best versions of the people participating, but also bring out the best versions of the processes within that in-group. If people like who they are in a particular in-group, they will take the necessary steps and measures to modify their behavior to meet the expectations and standards of that group.
- That power of influence we have as leaders cannot be understated. If they don't like the way they feel inside that In-Group, they will leave and find a different In-Group. As leaders, are we creating In-Groups that draw or repel members?



Your Notes

Teaching Notes:

If done correctly, the group's identity becomes part of the individuals identity, which in turns drives the individuals behaviors to fit the groups expectations.



Misc.



Teaching Points

Teaching Points:



Your Notes

Teaching Notes: