

Execution Guide

WHERE DO I FIT IN?

Team Building Exercise

October 2018

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PURPOSE

To remind people that they all make up integral parts of the mission and that no job/AFSC/career field is more or less important than the other one. We have to leverage our strengths and backgrounds to become more effective team members.

Description

This is a team building exercise to demonstrate how we all fill a need in the AF; without which the entire AF would suffer if those positions were left unfilled for an extended period of time. We need to capitalize on our diversity! This exercise draws upon individual perspective to complete a drawing – one part of a whole (C17) and then work in a group to form the larger picture. Another aspect that can be included in this exercise is how well the end result resembles the goal of a task.

Required Support

Facilities: You will need a room that accommodates about 15 people comfortably, and has desks or tables with chairs because the lesson requires the participants to do draw and assemble “puzzle” pieces.

Equipment

Computer with PowerPoint
Screen or SMART Board
Copier

Materials

8 x 11 copier paper
Team Building Worksheet C-17 Puzzle
Team Building Exercise C-17 PowerPoint slide deck

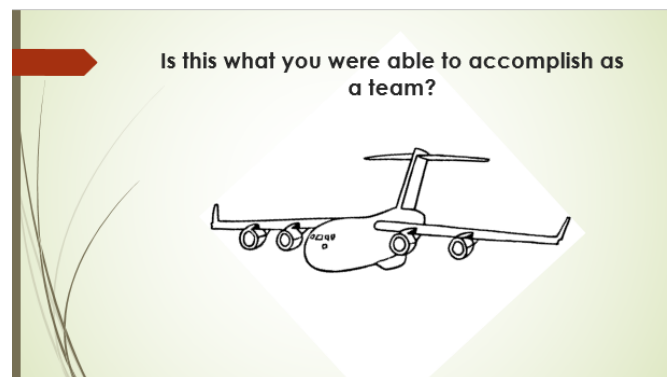
EXECUTING THIS EXERCISE

CLASS MANAGEMENT

1. With smaller class sizes, you can just do one group, or split the class in two and give participants multiple pieces of the puzzle to draw/complete.
2. There are 11 pieces in total, so if you have a group of more than 11, you can designate some participants to be part of the assembly team. For example, 13 participants: 11 will draw the larger pieces, 2 will not draw but instead assemble larger puzzle pieces together. They can work alone or get input from the people who drew the pieces.
3. Teams may use the smaller pieces of the puzzle to help them assemble the larger ones, but do NOT tell them that. Let them figure it out as a team. You can drop hints, but let them come up with the idea themselves. They may say something like, “You didn’t tell us we could do that,” in which your response should be, “The instructions didn’t tell you that you couldn’t do it.” Make sure to emphasize later on how this is an example of them using their own creativity and leadership skills to assist in problem-solving. The smaller puzzle pieces can be likened to an AFI or T.O.

EXERCISE END RESULT

Can the team’s finished product be considered “airworthy?” This can be asked in jest to add some levity to the discussion. The idea here is that often times, the AF has a plan, but the way the plan is executed may not be exactly what was intended. However even though we don’t achieve perfect plan/mission execution, we get close.



The intent is still carried out, but what accounts for the differences in what the plan was and how it was executed? Answer: The human element.

THINGS TO CONSIDER

1. People's biases and experiences can play a role in how pieces were drawn and/or interpreted. How does this translate to our AF jobs?
2. Without knowing the bigger picture, it can be difficult to piece the puzzle together. How does not knowing the bigger picture of how our AFSCs fit into the larger AF picture limit our understanding and create issues? What kind of issues can be created because of this?
3. How does the complexity or perceived importance of one's job drive motivation? How might it drive division, or an "us versus them" mentality (i.e. – aircrew members are the tip of the spear, everyone else are just there to support us)?
4. Spend time asking each participant what the key aspects of their job are and how it fits into the larger Sq, Gp, Wg, AF-level picture. How does their job compliment (symbiotically) other AFSCs and what would happen if their job went away (i.e. they PCS and their manpower authorization is never backfilled). What is the impact when they go on leave, TDY, deploy? Help them understand and emphasize their impact.

Questions & Takeaways

- As you worked together, did you notice that some of you received pieces of paper with very little on them while some of you had drawings that were more complex?
- Were any pieces more or less important than other ones? Why or why not?
- How does your current role in your unit fit into the picture? Do you play a small role or a large role? Do you believe it is any more or less important to accomplishing the overall mission of Team McChord and the Air Force?
- Communication/Networking can increase your effectiveness in your current role...it allows you to showcase how vital and important your role is to the overall mission.