



Who's your
Wingman?

Embracing the Wingman concept, where teammates provide unwavering support and fresh perspectives, is crucial to fostering resilience so that your teammates feel empowered to overcome obstacles.

Techniques for Helping Teammates Adapt and Thrive

In a dynamic environment, Airmen and Guardians encounter challenges that impact peak performance and mission readiness. If you notice a teammate struggling to focus on their work, not performing to their usual standard, withdrawing, or showing more impatience than usual, make a difference!

- Apply coaching techniques to engage them.
- Connect to show them they are not alone.
- Help them get unstuck and adapt so they can move forward and thrive.

Remember: You do not need to solve their problems. With you as their Wingman, they will likely find the solutions they need.

Coaching Techniques for Connecting and Supporting

- **Be Present and 100% focused.** Commit to listening without judgment, interruption, or distractions to allow your teammate to feel heard and connected.
- **Acknowledge their experience.** Respond to your teammates with phrases like »I.can.see.why.that.upsets.you« to validate their feelings and provide a release of built-up tension.
- **Leave room for silence.** Provide your teammate with the mental space to process their thoughts and spark new insights.
- **Turn questions around to encourage reflection.** For example: If asked, »What.should.I.do?« reply, »What.are.some.things.you've.thought.of?«
- **Build on their strengths.** Use their examples of past successes to highlight their strengths.

5-Steps for Adapting and Preparing to Move Forward

When your teammate is ready, you can use these steps to help keep them moving forward.

1st: Get Unstuck

Help them take a mental break, such as focusing on a temporary change of surroundings, to disrupt inaction and gain perspective.

2nd: Recharge

Encourage them to recall past successes out loud to tap the positive energy from those events.

3rd: Regain or Renew Direction

Brainstorm to help them shift their focus to future possibilities of what they want to have happen.

4th: Talk through Obstacles

Help them to recognize and address possible barriers that could disrupt or otherwise derail their progress.

5th: Support their Progress

Maintaining a collegial interest in your teammate's progress will motivate them to push through challenges.



Helping Teammates Adapt and Thrive

FROM CONFLICT TO COHESION

