



Lesson Plan

Identity

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The Air University
Profession of Arms Center of Excellence
Ira C. Eaker Center for Leadership Development

Maxwell AFB, Alabama

<http://www.airman.af.mil/>

Before the Lesson

Preparing the Participant

- None.

Preparing the Facilitator

All participant preparation, plus:

- Be familiar with PACE's Airmanship video:
 - o [Airmanship Video](#)



Preparing the Classroom

- ! Adequate classroom space for separate small group discussions.
- ! White boards and dry erase markers or easels with butcher block paper and permanent markers as required (one per group).
- ! Computer and projector with internet connectivity.

Preparing Required Materials

- None.

Purpose

Provide a guide for leaders and Technical Training Instructors across Second Air Force to initiate critical thinking and group discussion/interaction on the topic of Airmanship within the U.S. Air Force. All instructors will be able to drive home the importance of being an American Airman.

Description

Airmanship is built on the foundation of Air Force Core Values. From the beginning of their journey and service in the U.S. Air Force, Airmen have been taught what it means to be an Airman. Airmanship is a pursuit that spans across a career and begins with a relentless and innovative mindset. To build on this mindset and help Airmen embody “Airmanship,” we must foster discussions within an environment that captures and discusses the values, principles, and essence of being an Airman.

In the U.S. Air Force, each generation of men and women inspire and encourage the next to aim even higher and to carry our values further. For our force to aim higher, Airmanship must be at the forefront in what we do and how we live in the Profession of Arms. It must shape the way we serve one another and our country.

So how do we start the conversation?

Facilitator Ground Rules

Everyone’s voice is valued. In the discussions of Airmanship, each Airman travels along his/her own path from following the Air Force Core Values as rules to obey, to embodying them individually. Therefore, it is important to allow each participant’s voice to be heard and respected. Please consider the following:

- Listen more than you speak. The purpose of such conversations is to understand the perspective of others using empathy. Expressing empathy allows you to imagine how another person might feel based on what you know about him/her, even though you might not have experienced those feelings directly.
- Ask questions to help you and others understand.
- Seek to understand others, not have others understand you. Though you might not agree with another member’s perspective, remember, it is his/her perspective.
- No one should apologize for his/her feelings of hurt, distress, sadness, vulnerability, or fright.
- Openness begins with vulnerability, honesty, and trust.
- Do not force anyone to speak. Productive discussions require a willingness to share, which some might not feel comfortable in doing so.
- Use anonymity. Remind members not to provide specific names or information with so much detail that the person(s) mentioned (negatively) is/are identified.
- Provide feedback, comments, and additional questions for greater understanding and dialogue where appropriate.

Before watching the Airmanship video:

- Thank the group for their participation in the discussion.
- Remind the group that:
 - The purpose for this discussion is to provide a dialogue on the concept of “Airmanship” and what it means for each of them (individually and collectively) to be an American Airman.
 - There will be no reprisal for appropriate discussion comments.
 - Ask each member to write down what he/she thinks and believes being an Airman means to him/her today. Consider employing the “[Think-Pair-Share](#),” or small (3-5 participants) group discussion format to this activity.

After watching the Airmanship video:

Assume the lead for the discussion. Consider employing the “[Think-Pair-Share](#),” or small (3-5 participants) group discussion format to this activity. Below are thoughts and questions that can be asked if and where appropriate in your group setting:

- Describe your initial thoughts about the Airmanship Heritage Today video.
- Looking at your initial response before watching the video, describe your thoughts and feelings that now come to mind about being an Airman? Consider including the following comments/questions into your discussion: Compare and contrast the differences from your thoughts and feelings before and after the video. How do they differ? How are they the same?
- Why is becoming an Airman different for each Airman?
- The expectation is that values can change, but it’s important to recognize when they do, why they do, and how you could continue to develop and lead when this happens. How have your values changed since initial Technical Training? How do your values tie to Air Force Core Values? Are they further separated or more closely aligned? Why? Why do you think they have changed?
- In the video, the narrator said, “What kind of Airman you become is up to you. But what’s inside you defines our future.” Why do you believe this is important?
- In the video, the narrator stated, “The heart of an Airman is the soul of our Air Force.” Describe your thoughts and feelings that come to mind as an Air Force Airman related to this statement.
- Describe how you can improve “Airmanship” in yourself, your subordinates, and your peers.

Conclusion

- Summarize some of the discussion points, suggestions, and available PACE (<http://www.airman.af.mil/>) resources.
- Thank everyone for their participation.
- Continue to engage your senior leaders, supervisors, and members with regular individual and group discussions.