



INVISIBLE WOUNDS.

CREATE A POSITIVE CULTURE. TAKE ACTION. POSITIVE RESULTS.

Leaders create a supportive and engaged environment for Airmen living with invisible wounds, so they get necessary help as soon as possible. When Leaders recognize the efforts of Airmen who assist others with invisible wounds, the positive culture we seek is promoted and reinforced.

What Airmen Behaviors Could Be Recognized?

Examples of desired behaviors:

- Talking positively with an Airman that appears to be struggling
- Using positive language and speaking openly when talking about invisible wounds
- Describing help-seeking behavior as positive and a strength for all Airmen
- Encouraging Airmen who need support to take the first-step towards seeking help and sharing available resources
- Participating in or starting an invisible wounds peer support group
- Participating in an Enlisted or Officer Council and promoting invisible wounds knowledge and engagement

ALL AIRMEN SHOULD:

- 1) Communicate positively about invisible wounds
- 2) Encourage Airmen who need support in finding the right resources

How Can Airmen be Recognized?

There are various forms of recognition that Airmen can earn for demonstrating positive invisible wounds behaviors.

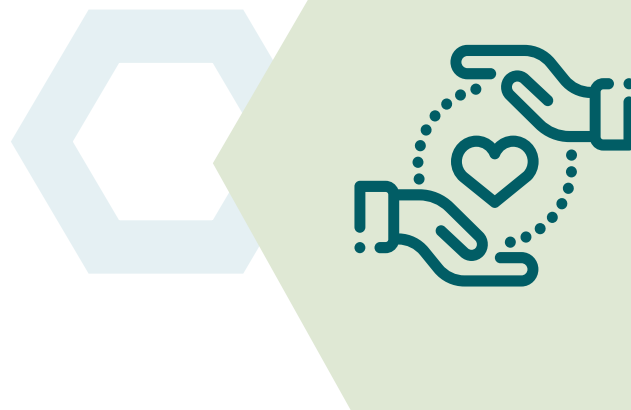
Examples of meaningful rewards include:

- Letter of Commendation in personnel file
- Coined by Command Team
- Recognition during Commander Calls
- Success story featured by Public Affairs
- Featured speaker at installation events
- Time off award
- Support for Officer Performance Review or Enlisted Performance Review
- Supporting information for Commander recognition programs (e.g., Airman, Non-Commissioned Officer, Officer, Civilian of the Quarter or of the Year awards)
- Supporting information for consideration during the selection process for Acting First Sergeant or Flight Chief
- Supporting information for an Air Force Medal (e.g., Achievement, Commendation, Meritorious Service, etc.)
- Support for Stripes for Exceptional Performers
- Other recognition as deemed appropriate by the Commander

COMMAND TEAM TALKING POINTS TO MID-LEVEL SUPERVISORS:

Leaders must champion a positive culture for invisible wounds through our words, actions, and the behaviors, formally and informally, rewarded within your unit.

- This is a Chief of Staff of the Air Force (CSAF) initiative that, as leaders, begins with us
- I want to emphasize that your health, and the health of your Airmen, is most important to us
- The safety, security, and health of our Airmen determines our mission success
- Suicide is a major issue in the Air Force:
 - In 2019, 137 of Total Force Airmen died by suicide
 - We may address suicide by supporting Airmen with invisible wounds
- In order to support readiness and build a more lethal force, we must develop resilient Airmen, which includes mental fitness
 - A key component of Comprehensive Airman Fitness is mental fitness. Mental fitness has a huge impact on our personal and professional lives
 - Mental fitness enhances mission readiness. Airmen who are mentally fit, perform better
- We must lead by example and encourage our Airmen to:
 - Use positive language when talking with Airmen who could be exhibiting signs and symptoms of potential invisible wounds
 - Encourage our Airmen with invisible wounds to seek treatment, if needed
 - Share stories, your own if you are comfortable or stories of others, to help normalize invisible wounds and provide inspiration for seeking treatment
- We will formally and informally reward positive behaviors around invisible wounds. Specifically, I want you to:
 - Speak positively and encourage Airmen to seek treatment
 - Empower your Airmen to do the same
 - Share your, and your Airmen's, stories of using positive language and of encouraging Airmen to seek treatment
- When we recognize the efforts of our Airmen, we reinforce the culture which we seek



COMMAND TEAM/MID-LEVEL SUPERVISOR TALKING POINTS TO AIRMEN:

This is a CSAF initiative that we all must embrace through action. We are the champions to forge a positive culture for invisible wounds through our words, actions, and behaviors.

- Your health is most important to us
- We're more likely to achieve mission success, if we are all mentally fit
- I'm committed to:
 - Using positive language and telling you how I feel
 - Giving you the time that you need to get help
 - Supporting you in any way I can
 - Rewarding those of you who demonstrate the positive behaviors
- I want you to identify and assist your fellow Airmen that appear to be struggling
 - You should be able to identify the signs and symptoms of invisible wounds in yourself or peers. If you have questions, refer to the Invisible Wounds Fact Sheet
 - You should talk positively about invisible wounds and dispel myths
 - We all need to know what resources are available. If you have questions, refer to the Resources Fact Sheet or talk to me
- Your leadership wants to recognize your positive behaviors to reinforce the culture we are seeking
- I want to share the stories, with your permission, through the chain of command, so we all know what it means to be a good Wingman

Learn more about invisible wounds and resources at

www.ReadyAirmen.com



**MENTALLY STRONG.
PHYSICALLY FIT.
MISSION READY.**