The Army Profession

“Trust” Instructional Video
For all members of the Army Profession

http://cape.army.mil

“Trust”

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1. Checklist

☐ Recruit additional strong/respected leaders from your unit to be facilitators with your unit. (Recruit as many as the situation mandates)
☐ Watch the video prior to your facilitation.
☐ Review the additional resources.
☐ Review the “How to run your workshop” guidelines prior to facilitating.
☐ Think about personal experiences that relate to the scenario.
☐ Resource Prep:
  o Make copies of the facilitation questions as needed for each of your facilitators.
  o If you plan on showing video clips, test to make sure they work on the system in your designated training area.
  o Make sure you have a whiteboard with dry-erase markers.
2. Facilitator Guide Instructions

Instructions

The video focuses on:

The Army Essential Characteristic of Trust that is the bedrock of the Army Profession. Trust is the foundation of our relationship with the American people. The Army’s ability to fulfill its strategic roles and discharge its responsibilities to the Nation depends on...

Trust ...

between Soldiers;
between Soldiers and their leaders;
between Soldiers, their Families, and the Army;
between Soldiers and Army Civilians;
between the Army and the American people.

Recommended steps to follow when using this video in a group discussion:

1. Ensure students/participants are familiar with the nature and expression of the Army Profession before starting the lesson/discussion (e.g., review of ADP-1, Ch. 2 and ADRP-1, Trust).
2. Play the video for the students/participants.
3. Facilitate a group discussion on the topic of Trust. The “Example Facilitator Questions” are included to assist a facilitator in guiding the discussion.
4. Skip to Step 4, “Detailed Plan for Your Workshop,” for example facilitator questions, if already familiar with how to facilitate this module.
3. How to run your workshop

The basic concept provided below is a way to facilitate this module. Modify as necessary to fit the needs and demographics of the group. We find having a variety of ranks/leadership positions in each group increases perspective and maximizes takeaway.

**PREP:** Have a whiteboard and markers available. Bring copies of the video transcripts. Have a Facilitator Guide available for each facilitator. Get there early and set up the room in huddles large enough to support a variety of leadership at each table. Put chairs around one table (keep people close), rather than pulling several tables together.

**BASIC CONCEPT:** Meet for 25 minutes to discuss the module. The group breaks down into huddles large enough to support a variety of leadership at each table. For example, you want to have SLs, PSGs, PLs, and CDRs in the same huddle so you can maximize the overall effectiveness and increase the number of vantage points. Have one facilitator at each table to guide (NOT LEAD) the discussion. The workshop begins with facilitators asking the participants what their response was to the module. The facilitators’ main role is to be a catalyst for conversation and learning about the topic at hand. This module includes two rounds of discussion, and ends with personal stories and vignettes that relate to the module.

**KEYS TO SUCCESS:**
- Let participants do most of the talking.
- The facilitators’ key role is to ask questions that spark thought and conversation.
- Ensure you engage each level of leadership and everyone within your group. Do not let any one person dominate the conversation.
- Have questions prepped for each round to drive the conversation (See “Detailed Plan” on page 5).
- You are a catalyst for conversation. Make sure that you continue to ask questions that make your group dig deeper.
INTRODUCTION (90 seconds)

Introduce the Workshop in a way that communicates the purpose of the event.

“Today we are going to talk about Trust and its importance to the Army Profession. As Army professionals, we must be aware trust develops and sustains confidence among all Army professionals as they fulfill their duties and responsibilities. I hope we have an open discussion where we can express ideas and learn from one another while we learn about our Army Profession and doctrine.”

ROUND 1 – Facilitated Discussion (30 minutes):

1. What is Trust – and why is it important?
2. How do Army professionals earn Trust?
3. Can someone give an example of a leader who loses the Trust of his/her subordinates and how it affected the organization?
   a. Does leading by example help form Trust between a leader and his/her subordinates?
   b. How does a leader’s/supervisor’s character, competence, and commitment affect the Trust in an organization?
4. What do you think Soldiers would be thinking about if they did not have full Trust in our Army Civilians to take care of them and/or their Families?
5. How can the Army maintain Trust with the American people?
6. If the American people did not have trust in our Army, how do you think it could affect the all-volunteer environment?
7. Why do you think Trust is considered the bedrock of our profession? How does Trust linked with the other essential characteristics of the Army Profession?
ROUND 2 - Conclusion (10 minutes): Personal Vignettes and takeaways.
Facilitator asks students to share any personal vignettes and takeaways from the module.

It is important for the group to relate to this video on a personal level. Conclude the module emphasizing the significance of Trust. Leaders should walk away with a better understanding of its impact, and be able to properly convey its importance to Soldiers in their organization.

Upon concluding, the following questions are useful for determining learning and promoting reflection:

| Learning | Q - What did you learn from listening to the reactions and reflections of other Leaders/supervisors? |
| Q - What are the future implications of this decision and or experience? |
| Reflection | Q - How do you feel/what do you think about what you learned? |
| Q - What will you do with your new information? |
| Q – How can you integrate new learning into your Command team philosophy, command structure, and climate? |