

What Are We Talking About?

Section 2

Staff Support



Circle Agenda

Circle Topic	CR Section 2: Resilience and Fatigue
<p>Planning</p>	<p>Send the introduction document from Section 2 in the online toolkit at least 4 days prior to the circle to all participants.</p> <p>Hold a meeting with leadership to prepare for this section and invite the leader(s) to consider the following:</p> <ol style="list-style-type: none"> 1. If you (the leader) are participating in the group meetings, practice not being the first to answer questions and avoid giving advice or correcting staff perceptions. 2. Enlarge and print the Wellness Compass and display it in your office area to visually represent your commitment to this work. 3. Take the Self-Compassion Scale (easy, self-scoring version online) and consider how you will communicate to staff what insights you gained. <p>For the full leadership preparation document, please visit this page.</p>
<p>Purpose of Circle/ Learning Objectives</p>	<p>Introduce compassion resilience, self-compassion, and the Wellness Compass. Use the Wellness Compass for reflection on our patterns of fatigue and resilience.</p>
<p>Materials/ Preparation/Time</p>	<p>Time: 45-50 minutes</p> <p>Materials:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Circle kit <input type="checkbox"/> Values and shared agreements created in first session <input type="checkbox"/> Definitions of compassion resilience and compassion fatigue written on flipchart <input type="checkbox"/> A few copies of Compassionate Action Steps visual in the center of the circle <input type="checkbox"/> Copies of the following for all participants: Fatigue and Resilience in the Wellness Compass and the Self-Compassion Scale <p>Set-up: Up to 15 chairs arranged in a circle without furniture in the middle.</p> <p>To consider: Understanding Your Social Location as a Facilitator – Active Bystander Intervention: Training and Facilitation Guide.</p>

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<p>Welcome/Check-In (5 minutes)</p>	<p>Welcome group.</p> <p>(Go-around) Share your name, your personal pronouns if you'd like, and one word that describes your head and one word that describes your heart right here, right now.</p> <p>Facilitator tip: You can learn more about pronouns here.</p>
<p>Grounding/Wellness Practice (5 minutes)</p>	<p><i>"Forget your perfect offering. There is a crack in everything. That's how the light gets in."</i> – Leonard Cohen</p> <p>Self-Compassion Break</p> <p>Share: In this opening activity we are going to be reflecting on the idea of self-compassion. You will learn the components of self-compassion as you reflect from a personal perspective. We are grateful for the work of Dr. Kristin Neff in this field of study.</p> <p>Think of a recent situation when you've let someone down, or didn't live up to your own expectations, that has left you feeling some level of stress. Bring that example to mind.</p> <ol style="list-style-type: none"> 1. If you were speaking to a friend who was in a similar situation, what kind words would you say? Can you turn those words towards yourself and your situation? That's one aspect of self-compassion. (Self-kindness vs. self-judgement) 2. When you think about that situation, one reaction may be to isolate yourself, withdraw, or run away. Self-compassion is when you recognize this is part of life and common humanity. (Common humanity vs. isolation) 3. Some of us find ourselves ruminating over our shortcomings versus being mindful of the emotion that comes with it and being able to let that go. (Mindful of emotions vs. over identifying with our emotions) We can name the feeling, such as this is embarrassing, this hurts, this is a moment of suffering, and instead of being stuck in that feeling, we can practice being kind to ourselves and remind ourselves that like others we make mistakes. <p>We will return to the idea of self-compassion at the end of our time together.</p> <p>If you would like to consider a different grounding practice, please review the mindfulness appendix for additional suggestions.</p>
<p>Review (5 minutes)</p>	<p>(Open mic) Give an example of when you used the Compassionate Action Steps since our last circle.</p>

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Guiding Questions (25 minutes)	<p>Review the definitions included in the information document sent to participants from Section 2 of the toolkit. We'll explore these two concepts throughout the toolkit. Today we will connect them to our model for wellness that we use in the toolkit.</p> <p>Review handout, Fatigue and Resilience in the Wellness Compass, before answering the following questions.</p> <ol style="list-style-type: none">1. (Pair Share) Which section of the wellness compass do you feel most fatigued in at home, work, or in the community? What resources do you utilize when you are in a state of fatigue?2. (Go-around) Which section of the wellness compass do you feel most resilient at home, work, or in the community? How do you maintain your resiliency in this area?3. (Pair share) Think about an adult role model who influenced your sense of resiliency and self-care. Who was your role-model and how did they influence you?
Putting it into Practice (9 minutes)	<p>Give participants time to complete the Self-Compassion Scale using phones, laptops, or paper version.</p> <p>(Pair share) What role could self-compassion play in growing your resilience in a specific area of the compass?</p>
Closing (1 minute)	<p>The self-care strategy in the pre-read highlighted the science behind gratitude and well-being. To close today, let's go around the circle and share one word of something for which you are grateful.</p>