

Staff Support



Circle Agenda

Circle Topic	CR Section 8: Wellness and Resilience Strategies: Mind
<p><b>Planning</b></p>	<p>Send the <a href="#">introduction document</a> from Section 8 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"> <li>1. This section begins the wellness practices portion of the toolkit. Your participation in the conversations as a peer-learner for personal well-being will provide opportunity for you to make authentic and personal connections with the group.</li> <li>2. The wellness sessions should give you insight into potential well-being supports that you can offer to all staff.</li> </ol> <p>For the full leadership preparation document, please visit <a href="#">this page</a>.</p>
<p><b>Purpose of Circle/ Learning Objectives</b></p>	<p>Let participants know they will be discussing their results of The Compass Assessment in the circle. Request that they bring their completed assessments to the circle.</p> <p>We are learning how to build resilience in the Mind area of the wellness compass.</p>
<p><b>Materials/ Preparation/Time</b></p>	<p><b>Time:</b> 45-50 minutes</p> <p><b>Materials:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Circle kit</li> <li><input type="checkbox"/> Values and shared agreements created in first session</li> <li><input type="checkbox"/> Extra copies of the Compass Assessment</li> <li><input type="checkbox"/> Copy of the culture behavior agreements created last session to put in the middle of the circle</li> <li><input type="checkbox"/> Write pair-share questions from Guiding Questions section on flipchart</li> <li><input type="checkbox"/> Pens/pencils</li> <li><input type="checkbox"/> Post-it notes for the check-out activity</li> </ul> <p><b>Set-up:</b> Up to 15 chairs arranged in a circle without furniture in the middle.</p> <p><b>To consider:</b> <a href="#">Understanding Your Social Location as a Facilitator – Active Bystander Intervention: Training and Facilitation Guide</a>.</p>

# Wellness and Resilience Strategies: Mind

## Section 8

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<b>Welcome/Check-In (5 minutes)</b>	Welcome participants and complete check-in. (Go-around) How are you doing on a scale of 1-5 and what is a hashtag that would describe your (upcoming or last) week?

<b>Grounding/Wellness Practice (10 minutes)</b>	<p><i>"Mindfulness involves focusing our attention on the present and noticing our thoughts and feelings with an attitude of acceptance." – CR Toolkit</i></p> <p><b>Share:</b> Throughout the toolkit we've been invited to practice mindful self-awareness. Our ability to be present and focused in the moment is a skill needed in all areas of our well-being. In this case, mindfulness helps us to recognize meaning in our work and exercise organization in our life.</p> <p><b>Body Scan</b></p> <p><b>Explain:</b> We are going to transition into a mindfulness activity. Mindfulness involves focusing our attention on the present and noticing our thoughts and feelings with an attitude of acceptance. The goal of mindfulness is to be fully present with our emotions (HEART), with others (HEART), with our bodies (STRENGTH), with our environment (MIND), and with the universe (SPIRIT) (Davidson, 2012); therefore, mindfulness is a key skill that will form a foundation for building our compassion resilience in all four sectors of the wellness compass. We will practice doing a body scan which is an internal practice designed to train your mind to be more present.</p> <p>Lead your group in a body scan by following the directions below.</p> <p><b>Body Scan Directions:</b></p> <ul style="list-style-type: none"> <li>• Find a comfortable posture with your feet on the floor and your back erect. You may sit or stand and close your eyes or look at the ground.</li> <li>• Now find your breath, typically most apparent in your nose, chest, or stomach. Give your attention to your breathing and attune to it with curiosity.</li> <li>• Do not worry about your mind wandering, just gently bring it back to focus on the sensation of breathing.</li> <li>• Notice how breathing nourishes your body even when you are not paying attention to it.</li> <li>• Feel your whole body breathe, gently moving with the rise and fall of your breath. Try to pay attention to at least 5 breathing cycles.</li> <li>• Now, release your breath and allow everything that comes into awareness to just be as it is.</li> </ul> <p>(Go-around) <i>As you think through the toolkit, and the various strategies to support your compassion resilience (such as boundary setting and focusing on what you can control, etc.), where does focusing on the present and noticing your thoughts and feelings with an attitude of acceptance seem most important to your ability to act consistently with compassion?</i></p> <p>If you would like to consider a different grounding practice, please review the <a href="#">mindfulness appendix</a> for additional suggestions.</p>
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<p><b>Review (5 minutes)</b></p>	<p><b>Share:</b> I want to remind the group of the behavior agreements from last session for the culture in our organization. That culminated our four sessions on our team and organization supports for compassion resilience. Today we're completing the first session of four that look at our individual practices to support our compassion resilience. We'll begin today with a self-assessment in all four areas of the wellness compass and then focus in on the mind sector. The mind sector looks at our opportunities to find meaning in our work and how our ability to organize our time, belongings, priorities and finances engages our brain in supporting our well-being and mindfulness.</p>
<p><b>Assessment and Guiding Questions (10 minutes)</b></p>	<p>Ask participants to pull out their Compass Assessments and provide a copy to those who did not bring one.</p> <p>(Pair share) In which of the 8 areas do you see your greatest strength? What is one thing you do in that area to take care of yourself?</p> <p>(Pair share) Considering the eight areas of the compass, what is one area you'd like to focus more attention to in the next couple of months and why?</p> <p><b>Share:</b> This will give you some personal focus as we look at the four sectors in the next four circles.</p>
<p><b>Putting it into Practice (15 minutes)</b></p>	<p><b>Share:</b> One key to our finding meaning in our work is being able to connect our unique areas of competence to our daily work. Practicing mindful self-awareness around our competence is often a tough perspective to take. Our peers can help us to grow our self-awareness around our own competence. The following activity will give us a chance to practice that.</p> <p><b>Power of positive word directions:</b></p> <ul style="list-style-type: none"> <li>• Have staff restate their first name and a favorite activity they like to do at work.</li> <li>• As each staff member describes the activity, the rest of the group writes down the person's name and a positive statement about that person's accomplishments, unique skill/aptitude, and/or a strength the person brings to the work environment on a post-it-note.</li> <li>• After every staff member has spoken and everyone has acknowledged an area of competence in each other they will hand those comments to their respective staff members. In the end, each staff member should receive a positive comment from each member of the group.</li> <li>• Allow staff a few minutes to read through their positive comments. Bring the group back together and take a moment of silence to reflect on "how it feels to be given positive comments about your strengths."</li> </ul>
<p><b>Closing (5 minutes)</b></p>	<p>(Go-around) What is one thing you will take with you from your experience in our circle today?</p> <p><b>Bonus Activity:</b> To learn more about how to "organize your brain, your time, your workspace, and your projects," check out the following <a href="#">blog</a>.</p>