

Staff Support



Circle Agenda

Circle Topic	CR Section 11: Wellness and Resilience Strategies: Heart
<p>Planning</p>	<p>Send the introduction document from Section 11 in the online toolkit at least 4 days prior to the circle to all participants.</p> <p>Remind leadership of the following points:</p> <ol style="list-style-type: none"> 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. 2. The wellness sessions should give <i>you</i> insight into potential well-being supports that you can offer to all staff. <p>For the full leadership preparation document, please visit this page.</p>
<p>Purpose of Circle/ Learning Objectives</p>	<p>We are learning how to build more compassionate relationships with those we serve, colleagues, and ourselves.</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"/> Index cards <input type="checkbox"/> Write on flipchart paper or create handouts of the description of Self-Compassion from the introduction document for this section <input type="checkbox"/> Make copies of the Self-Compassion Scale (if it was not completed as a bonus activity in Session Two) and if doing the bonus activity, copies of Colleague Conversations visual <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>

Wellness and Resilience Strategies: Heart

Section 11

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<p>Welcome/Check-In (5 minutes)</p>	<p><i>"A deep sense of love and belonging is an irresistible need of all people. We are biologically, cognitively, physically, and spiritually wired to love, to be loved, and to belong. When those needs are not met, we don't function as we were meant to. We break. We fall apart. We numb. We hurt others. We get sick." – Brené Brown</i></p> <p>(Go-around) Share an example of when feeling a sense of belonging led to a helpful behavior.</p>
<p>Grounding/Wellness Practice (5 minutes)</p>	<p>Share: Practicing being grateful, among many other benefits, increases your energy. It turns out that our minds are wired to focus on the negative as a survival strategy. The three good things practice helps rewire your brain to notice the good in your life. Research shows writing them down has a longer positive effect on your wellbeing. (Individual reflection) Write on your index card three things for which you are grateful and what role you had in them?</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>Share: In our last session we talked about our perspective shift around what we find nourishing or depleting. We can carry this idea about perspective shift into this session's focus on our own relationship with our emotions and other people. Remember, curiosity is the key to perspective shift.</p>
<p>Self-Care for CR, Part One and Guiding Questions (15 minutes)</p>	<p>If this wasn't distributed as part of the bonus activity in Section Two, hand out Self-Compassion Scale to complete, score and discuss. If you do this, skip the pair share question in this section.</p> <p>Share: The heart sector of the Wellness Compass focuses on our relationship to ourselves and to others. Self-compassion supports both. In our second session we began to explore the idea of self-compassion. We looked at the three components of self-compassion: treating yourself with kindness (vs. self-judgement), seeing your failures and successes in the context of being human (vs. unique from others) and being mindful of our emotions (vs. over-identifying with them).</p> <p>(Pair share) What impact might practicing more self-kindness, a sense of common humanity, or mindful experience of emotions have on your relationship with yourself?</p> <p>(Open mic) How does self-compassion relate to the quality of your relationships with others, specifically with those you serve and colleagues?</p>

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<p>Self-Care for CR, Part Two and Putting it into Practice (10 minutes)</p>	<p>Share: In Section 7 we developed our behavior agreements. In these last four sessions we've been looking at self-care. We've looked at:</p> <ul style="list-style-type: none"> • mindful self-awareness • building a sense of competence in our work • balancing rest, play and work • daily connections to mission • using perspective shift to minimize feelings of depletion • building stress resilience • increasing self-compassion <p>Our behavior agreements are a roadmap for our relationships with our colleagues.</p> <p>(Go-around) Share one example of how one or more of these areas of self-care impacts our ability to adhere to these agreements.</p>
<p>Closing (5 minutes)</p>	<p>It has become clear through our conversation today that there is a strong connection between self-care, how we show up with each other and our ability to meet our mission. To symbolize this connection, let's end with a group high five.</p> <p>Bonus Activity: Distribute the Colleague Conversations visual and suggest participants experiment with having a conversation with a colleague using these questions.</p>