Compassion in Action

Section 1

Section 1

Facilitator Agenda

Agenda Items	CR Section 1: Compassion in Action
Planning	If the group has no experience with the circle process, you may want to have your first session on the group process and developing shared agreements (see agenda 1A). Review facilitator guide for things to consider as you prepare for group facilitation. Send the introduction document from Section 1 in the online toolkit at least 4 days prior to the group to all participants. Hold a meeting with leadership to prepare for this section and invite the leader(s) to consider the following: 1. Whether they as a leader are participating by supporting the facilitators without joining the group or plan to fully participate. Support them in sharing with the group their interest in the work, some personal learning they have already gained from it, and how they will be engaged with the group. Example: regular touch base with facilitators so they can be responsive to the group's ideas and needs, regular participation with open mind to learn and improve their leadership, drop-in when requested, etc. (if this wasn't covered in preparation for circle agenda 1A). 2. Explore together how the compassionate action steps mirror some previous trainings and how using this common language would impact the team. Encourage leadership to share areas of the steps that are more challenging for them and how they have dealt with that challenge. Example: When someone comes to me as their leader, it is easy for me to think that they want me to solve a problem for them. I remind myself that often people have the answers within them, and it is my role to guide them to their own solutions. For the full leadership preparation document, please visit this page.
Purpose of the Group/ Learning Objectives	Understanding the meaning of compassion, what it looks like in action, and what is required of individuals to show compassion.

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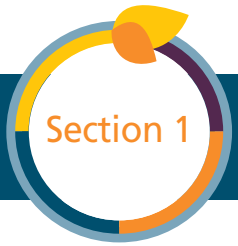

Agenda Items	CR Section 1: Compassion in Action
Materials/ Preparation/Time	Time: 45-50 minutes Materials: ☐ Circle kit ☐ Values and shared agreements created in first session ☐ 4-5 copies of Shared Agreements and Compassionate Action Steps Visual to place in the circle ☐ Flipchart with the quote printed on it to hang in the room ☐ Copies of the following for all participants: Compassionate Action Steps Visual handout, Moving from Establishing Empathy to Engaging the Person in Discerning Best Action handout, and if providing the bonus activity – An Invitation to Accept and Let Go of Resistance Set-up: Up to 15 chairs arranged in a circle without furniture in the middle. To consider: Understanding Your Social Location as a Facilitator – Active Bystander Intervention: Training and Facilitation Guide.
Welcome/Check-In (10 minutes)	*"Our human compassion binds us the one to the other — not in pity or patronizingly, but as human beings who have learned how to turn our common suffering into hope for the future."* – Nelson Mandela I want to welcome everyone to this space and all the identities, emotions, and experiences that you bring with you today. Through our compassion resilience work, we will work to create and maintain a space where everyone feels safe to be their authentic self. Our goal is to build trust together through this process. We recognize that trust is a continuum and rarely do people trust others 100%. Each of us in this circle is bringing a different level of trust to this process, and that is okay. We ask you to bring whatever level of trust feels right to you and encourage you to explore ways to increase that level of trust with others as our time together progresses. Introduce self, and the purpose of the work together – to support our ability to be the professional we want to be and experience joy on a daily basis. Review the use of circles for our gatherings (why, equanimity of voice, and how, talking piece, pass or share, popcorn, centerpiece, and agreements – review facilitator guide for more information. (Go-around) Share your name, how you are doing on a scale of 0 (fist) – 5 and a personal value you bring to the group.

Grounding/Wellness Practice (5 minutes)	Today we are talking about compassion. To help us become present in the space we will take a moment to ground ourselves. Please place both feet on the floor, hands comfortably in your lap, and take three slow and deep breaths. Think of one thing that you have on your mind that you'd be able to set aside in order to be present with us today. If you would like to consider a different gr ounding practice, please review the mindfulness appendix.

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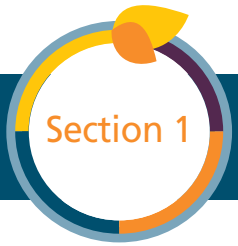

Agenda Items	CR Section 1: Compassion in Action
Guiding Questions (25 minutes) – *continued*	Explain: Compassion is defined in the toolkit as, "The awareness of someone else's pain coupled with the desire to help in alleviating it." 1. (Paired conversation) Share an example of a time that you saw someone else's pain in the work environment and had the desire to alleviate it. Please focus on the example and your desire and not what you did or didn't do to alleviate it. Our focus today is on putting that desire into action. Review the six compassionate action steps using the visual from the CR Toolkit (set in the middle of the group as a visual reference). Select one of the scenarios from the toolkit activity Compassionate Action Steps – Scenarios for Discussion, write one yourself or ask for an example from pair conversation. Read the scenario to the group and then ask to consider the questions on the handout silently. (Or do this without the handout and simply ask the questions related to each step.) Depending on the size of the group, facilitator could also break participants into smaller groups and each group could focus on one scenario. 2. (Open mic) Share what you initially thought or felt when the scenario was read. (Step 2 – Self-check) 3. Explain that when we listen for understanding, we are listening for two key things: the feelings the person is experiencing and any signs of the person's strengths and/or ideas they already have for their next best steps. (Step 3 – Seek to Understand) 4. (Open mic) What is an example of a way you can relate to the feelings of the person in the scenario from your experience of that same feeling? Remind the group that empathy is not relating to the same situation, but to the same feeling. (Step 4 – Cultivate Empathy) 5. (Go-around) Avoiding giving advice is tough for most of us. Please answer one of these questions: What have you found to be helpful when you want to support someone to find their own solutions or ask for what they need from you? What have you found to be barriers? (Step 5 – Discern Best Action) 6. (Go-around) Distribute Moving from Establishing Empathy to Engaging the Person in Best Action handout. Give time to read and reflect. Ask: Which tip offered a solution to one of our barriers or offers you a new approach? Remind participants that throughout our time together we will also be learning new ways to protect ourselves from the type of compassionate action that drains our well-being and how to maintain consistency in our compassion.

Putting it into Practice (5 minutes)	(Pair share) Reflecting back on the question at the beginning of the group (share an example of a time that you saw someone else's pain in the work environment and had the desire to alleviate it), what compassionate action steps did you use/not use when you acted on your desire to alleviate pain?

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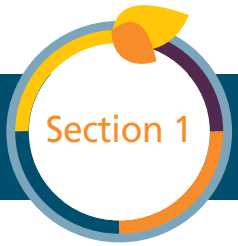

Agenda Items	CR Section 1: Compassion in Action
Closing (5 minutes)	The compassionate action steps require a strong awareness of self and others. Throughout the toolkit we will look at practices that help us develop this awareness. Our initial grounding activity was a short introduction to one practice that allows us to be more present, which helps us to be more aware of ourselves and others. (Go-around) What is something you became aware of about yourself or others in this experience today? Bonus Activity: Handout for reflection between sessions An Invitation to Accept and Let Go of Resistance.