

Staff Support



Circle Agenda

Circle Topic	CR Section 7: Staff Culture
<p>Planning</p>	<p>Send the introduction document from Section 7 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. The list created in Section 6 of behaviors that the group believes would lead to a healthy culture, are condensed and prioritized to create agreements that the team aspires to fulfill with each other in order to share accountability for the desired culture. 2. How you and the facilitation team plan to support the consistent messaging of the culture agreements and to keep them in the forefront of all employees from orientation to regular team meetings to 1:1 coaching, will determine the impact on your organizational culture. 3. These provide ongoing opportunities to learn together how to act according to the agreements. The creation and use of the culture agreements is most pointed to as a tangible and impactful outcome of the compassion resilience work. <p>For additional leadership applications, please visit this page.</p>
<p>Purpose of Circle/ Learning Objectives</p>	<p>We are learning how our collegial behaviors and attitudes generate the culture we work within and what practices will increase our knowledge and understanding of each other that will foster a culture of appreciation and collaboration.</p>

Staff Culture



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<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"/> Shared agreements created in first session <input type="checkbox"/> Note cards <input type="checkbox"/> Markers <input type="checkbox"/> Flipchart paper <input type="checkbox"/> Write questions A and B from section four of guiding questions on flipchart <input type="checkbox"/> Copies of the following for all participants: Helpful Behaviors from Session #6, Healthy Break Activities, and if doing bonus activity, How to Avoid the Contagion Effect of Sharing Tough Stories Among Colleagues article <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>
<p>Welcome/Check-In (10 minutes)</p>	<p>Welcome participants and complete check-in.</p> <p>(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?</p>
<p>Grounding/Wellness Practice (5 minutes)</p>	<p>Distribute, discuss, and practice Healthy Break Activities.</p> <p>Explain that the URL offers an option to have tips emailed to you daily. Pick one for the whole group to practice or divide group into smaller groups and have small groups select one behavior to practice. Review list ahead of time, some of the behaviors will not be appropriate for your setting.</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><i>“The strength of the team is each individual member. The strength of each member is the team.”</i> – Phil Jackson</p> <p>Review the boundaries work from last session by handing out the Healthy Behaviors list they generated and use two behaviors to demonstrate saying “no” to support a “yes.”</p>

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<p>Guiding Questions (25 minutes)</p>	<p>Designing our staff culture agreements:</p> <ol style="list-style-type: none"> 1. Share: Take a moment to reflect (shut your eyes if that would be helpful) on your vision of the most positive work environment for you to be able to be your best self in your job. After a few minutes of reflection, share the culture agreements the facilitation team drafted based off the healthy behaviors list the group created in section 6. Explain that these agreements will serve as a road map to support our team/organization in developing and maintaining a compassionate workplace culture. 2. (Go-around) What would you like to add to the culture agreements based on your reflection? 3. To have a truly compassionate culture, we need one that is centered in equity and trauma-informed practices. 4. (Open-mic) What additions do you feel are needed to ensure these two components are incorporated into our agreements? <i>Add these additions to the list.</i> 5. (If more than 10 agreements are generated, have participants circle on their handout and give to facilitators or star on a flip chart with all ideas written on them) Which of these are your top 5-8 priorities for staff agreements to build and maintain the culture you desire? <p>As facilitators tally up the group’s priorities, have participants answer the following questions in pairshares.</p> <p>(Pair share) Based off the top priorities you selected, <i>what are your strengths regarding these agreements? Where would you like to see growth in your ability to think and act in these ways? What might help you with that?</i></p> <p>Share the prioritized 8-12 behaviors list.</p> <p>Ask for shareouts on what help people might need to support their growth in thinking and acting in alignment with the agreements the group prioritized.</p>
<p>Closing (5 minutes)</p>	<p>Share: The science of gratitude points to our ability to alter our brains predisposition to be in threat assessment mode, which limits our ability to see the good in front of us.</p> <p>(Go-around) <i>Share a word of gratitude for the group and pass a high five around the circle. (Use high five as the way to pass the speaking rather than the talking piece.)</i></p> <p>Bonus Activity: In our work we often hear tough stories. How we decide to share those stories for our own support can impact our overall work culture. This article can help you think about a healthy balance from getting what you need while caring for your coworkers in the process. Hand out How to Avoid the Contagion Effect of Sharing Tough Stories Among Colleagues article.</p>