

# What Are We Talking About?

## Section 2

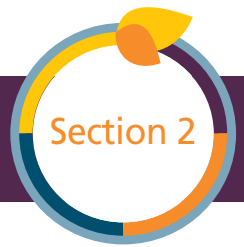
Staff Support



Circle Agenda

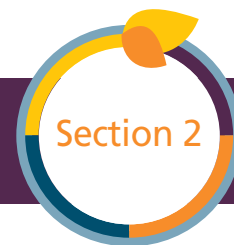
Circle Topic	CR Section 2: Resilience and Fatigue
<p><b>Planning</b></p>	<p>Send the <a href="#">introduction document</a> from Section 2 in the online toolkit at least 4 days prior to the circle to all participants.</p> <p>Hold a meeting with leadership to prepare for this section and invite the leader(s) to consider the following:</p> <ol style="list-style-type: none"> <li>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.</li> <li>2. Enlarge and print the Wellness Compass and display it in your office area to visually represent your commitment to this work.</li> <li>3. Take the Self-Compassion Scale (easy, self-scoring version online) and consider how you will communicate to staff what insights you gained.</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>Introduce compassion resilience, self-compassion, and the Wellness Compass. Use the Wellness Compass for reflection on our patterns of fatigue and resilience.</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"/> Definitions of compassion resilience and compassion fatigue written on flipchart</li> <li><input type="checkbox"/> A few copies of <a href="#">Compassionate Action Steps visual</a> in the center of the circle</li> <li><input type="checkbox"/> Copies of the following for all participants: <a href="#">Fatigue and Resilience in the Wellness Compass</a> and the <a href="#">Self-Compassion Survey</a></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>

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Circle Topic	CR Section 2: Resilience and Fatigue
<b>Welcome/Check-In (5 minutes)</b>	<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><b>Facilitator tip:</b> You can learn more about <a href="#">pronouns here</a>.</p>
<b>Grounding/Wellness Practice (5 minutes)</b>	<p><i>"Forget your perfect offering. There is a crack in everything. That's how the light gets in."</i> – Leonard Cohen</p> <p><b>Self-Compassion Break</b></p> <p><b>Share:</b> 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"><li>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. <b>(Self-kindness vs. self-judgement)</b></li><li>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. <b>(Common humanity vs. isolation)</b></li><li>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. <b>(Mindful of emotions vs. over identifying with our emotions)</b> 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.</li></ol> <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 <a href="#">mindfulness appendix</a> for additional suggestions.</p>
<b>Review (5 minutes)</b>	<p>(Open mic) Give an example of when you used the Compassionate Action Steps since our last circle.</p>

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<b>Guiding Questions (25 minutes)</b>	<p>Review the definitions included in the <a href="#">information document</a> sent to participants from Section 2 of the toolkit.</p> <p><b>Share:</b> 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, <a href="#">Fatigue and Resilience in the Wellness Compass</a>, before answering the following questions.</p> <ol style="list-style-type: none"><li>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?</li><li>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?</li><li>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?</li></ol>
<b>Putting it into Practice (9 minutes)</b>	<p>Give participants time to complete the <a href="#">Self-Compassion Scale</a> using phones, laptops, or <a href="#">paper version</a>.</p> <p>(Pair share) What role could self-compassion play in growing your resilience in a specific area of the compass?</p>
<b>Closing (1 minute)</b>	<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>