



Wellness & Resilience Strategies, Part 1: Reflection

Microlearning Summary

This first segment of the Wellness & Resilience Strategies series introduces the Wellness Compass, a tool developed by the Samaritan Family Wellness Foundation. The compass draws on symbols from multiple cultures — including the Medicine Wheel and ancient Han dynasty wisdom — to represent four interconnected areas of wellbeing: Mind, Spirit, Strength, and Heart, which have been updated to Mindful Self-Awareness, Core Values, Physical Wellness, and Healthy Relationships. This microlearning invites staff to reflect on their current wellness practices and identify small, meaningful steps toward balance and resilience.

Why This Matters

- Wellness is foundational to compassion resilience — without it, fatigue grows quickly.
- Reflection increases self-awareness and helps us identify what supports or drains our wellbeing.
- Small, intentional actions can create meaningful shifts in energy, balance, and emotional health.
- A shared wellness framework strengthens team culture and normalizes conversations about wellbeing.
- Understanding your current wellness patterns prepares you for deeper learning in Parts 2 and 3.

Link to Microlearning Video

Wellness & Resilience Strategies Part 1 <https://youtu.be/zBZMiWEtAiM>

Wellness and Resilience Strategies: Mindful Self-Awareness

Section 8

The Wellness and Resilience Strategies Reflection

"Self-care is not an indulgence. Self-care is discipline. It requires high-motivation, a deep and personal understanding of your priorities, and a respect for both yourself and the people you choose to spend your life with." —Tara Forman

The following worksheet is meant to be a reflection tool on how you care for yourself. It has many wellness practice options for your consideration. Feel free to add areas of self-care that are relevant for you, your family, and community culture and mark those that are not with N/A. When you are finished, look for patterns in your responses that are clues about how you have been taking care of yourself recently. Are you more active in some areas of self-care but ignore others? Pay attention to your likes and dislikes. What items did you find interesting that you might want to try or do more of? Calibrate your areas of strength in your self-care. What do you say to yourself about making yourself a priority? Consider who you might talk to about this self-assessment that would listen to your reflections and reinforce your chosen self-care practices.

Rate the following areas according to how well you think you are doing:

3 = I do this well (e.g., frequently)	0 = I never do this
2 = I do this OK (e.g., occasionally)	1 = This never occurred to me. I might be interested
1 = I barely or rarely do this	N/A = doesn't apply or it's not of interest to me

Core Values

Identify what is meaningful and notice its place in my life

Find a connection/community that shares my values

Have experiences of awe

Contribute my time or other resources to causes I believe in

Read books or listen to talks/podcasts that inspire me

Choose to focus my attention on ideas, people and situations that nurture my optimism and hope

Be aware of the non-material aspects of life that I value

Be curious and engage in conversations with other people about their values

Express my outrage in social actions, letters, donations, marches, protests

Explore how to maintain balance in my work and non-work life

Make time for reflection to balance time spent doing

Take vacations

Take day trips or mini-vacations

Take rest breaks in the day – a walk at work, brief nap, etc.

Spend time in nature

Sing

Meditate

Other:

Physical Wellness

Eat regularly (e.g., breakfast, lunch, and dinner)

Eat healthily

Dance, swim, walk/run, play sports, or other physical activities on a regular basis

Explore new ways to exercise

Get regular medical care for prevention

Get medical care when needed

Take time off when sick

Get regular comforting, relaxing and/or healing touch

If relevant, take time to be sexual – with myself, with a partner

Get enough sleep

Wear seatbelts like

Prioritize minimizing stress in my life

Make healthy decisions around use of alcohol, tobacco, and other drugs

Take a break during the workday to move, hydrate, and eat healthy food

Take brain breaks during intense work times

Other:

Healthy Relationships

Spend time with others whose company I enjoy

Stay in contact with important people in my life

Make time to reply to personal emails/letters; send holiday cards

Allow others to do things for me

Change my social circle

Ask for help when I need it

Share a fear, hope, or secret with someone I trust

Resolve a conflict with people in a productive way

If relevant, spend time with my companion animals

If relevant, schedule regular dates with my partner or spouse

If relevant, schedule regular activities with my children

Give myself affirmations, praise myself

Use emotional regulation strategies

Have intentional conversations with friends, family and co-workers

Set limits/boundaries in your personal and work life

Negotiate for my needs

Have a peer support group

Other:

In which areas of well-being do you have effective habits that best serve you?

Are there any areas that you would like to focus on building new habits or reinvigorate ones you have found helpful before?

If yes, which areas and what habits appeal to you to add?

Overall balance: What do you notice about the balance between the four areas of well-being in your life?

Adapted from Sabatone, Proffman, & Staff of TSCAMP (1990). Transforming the pain: A workbook on stress management. Norton. The compass model is adapted from the work of Dr. James W. Pennebaker, M.D., and his colleagues.

Micro-Reflection for after the micro-learning

- [Wellness & Resilience Strategies Part 1 Reflection Questions for Staff](#)
- [Wellness & Resilience Strategies Part 1 Leadership Considerations](#)



Signals to Notice

You may need to pause and reflect on your wellness when you observe:

Signal	What It Might Mean
You feel out of balance or stretched thin	One or more areas of the Wellness Compass may need attention.
You struggle to identify what fills you up	You may be disconnected from your resilience drivers.
You feel reactive, overwhelmed, or depleted	Your wellness practices may need recalibration.
You rarely pause to check in with yourself	Reflection may be missing from your routine.
You feel disconnected from purpose or joy	Spirit or heart wellness may need nurturing.

What This Looks Like in Practice

A teacher realizes she's been running on autopilot — rushing through the day, skipping breaks, and feeling emotionally drained. She completes the Wellness Compass reflection and notices she's strong in "Heart" (relationships) but depleted in "Strength" (physical wellbeing) and "Mind" (mental clarity). She identifies one thing she's already doing well — greeting students at the door — and one small action to add this week: taking a five-minute walk during lunch. This simple shift helps her feel more grounded, energized, and connected to her purpose.

Grade-Band Strategies You Can Use Tomorrow

The following grade-band strategies offer quick, practical ways to apply this microlearning in your daily work. They are not required steps — simply additional options you can use to deepen the learning, strengthen resilience, and support students and colleagues in developmentally responsive ways. Choose the strategies that fit your role, your context, and your current needs.

K–2 Strategies



1. Micro-Check-Ins

Steps: Pause briefly during transitions to notice your energy and emotions.

Why it's beneficial: Builds awareness of your wellness patterns throughout the day.

2. Anchor to One Wellness Practice

Steps: Choose one grounding habit (deep breath, stretch, sip of water).

Why it's beneficial: Supports regulation and reduces overwhelm.

3. Use Visual Reminders

Steps: Place a small symbol of the Wellness Compass in your workspace.

Why it's beneficial: Keeps wellness top-of-mind during busy moments.

4. Celebrate What's Working

Steps: Name one thing you did today that supported your wellbeing.

Why it's beneficial: Reinforces resilience drivers.

3–5 Strategies

1. Identify Your Strongest Compass Area

Steps: Reflect on Mind, Spirit, Strength, Heart; choose one area you feel confident in.

Why it's beneficial: Builds self-awareness and highlights existing strengths.

2. Choose One Area to Nurture

Steps: Pick one sector to focus on this week; choose a small, doable action.

Why it's beneficial: Prevents overwhelm and supports sustainable change.

3. Use a Daily Reflection Prompt

Steps: Ask, "What supported my wellbeing today?"

Why it's beneficial: Encourages intentionality and gratitude.

4. Share Wellness Wins with a Colleague

Steps: Tell a teammate one thing that helped you feel balanced.

Why it's beneficial: Builds supportive team culture.

6–8 Strategies



1. Map Your Energy Patterns

Steps: Notice when your energy rises or dips throughout the day.

Why it's beneficial: Helps you align tasks with your natural rhythms.

2. Identify Barriers to Wellness

Steps: Name one thing that consistently drains you; consider what's in your control.

Why it's beneficial: Supports problem-solving and agency.

3. Choose a Weekly Wellness Intention

Steps: Set one intention aligned with a compass sector (e.g., "I will pause before transitions").

Why it's beneficial: Creates focus and momentum.

4. Reflect with a Partner

Steps: Share your reflection with a colleague; ask them to check in mid-week.

Why it's beneficial: Increases accountability and connection.

9–12 Strategies

1. Conduct a Personal Wellness Audit

Steps: Review each compass sector; rate your current level of balance.

Why it's beneficial: Provides clarity and direction for next steps.

2. Align Wellness with Values

Steps: Identify which wellness practices support your core values.

Why it's beneficial: Increases motivation and follow-through.

3. Build Micro-Rituals into Your Day

Steps: Add 1–2 minute practices between classes or meetings.

Why it's beneficial: Supports consistency and emotional regulation.

4. Track One Wellness Habit

Steps: Choose one habit to track for a week (hydration, movement, mindfulness).

Why it's beneficial: Reinforces progress and builds resilience.

*Refer back to the Compassion Resilience Schools Toolkit
(<https://eliminatestigma.org/compassion-resilience-toolkit/schools/what-is-compassion-resilience/>) to
explore more resources and information*