Wellness and Resilience Strategies: Spirit

INTRODUCTION

Spirit is one of the four sectors of the compass model for self-care. Each area contributes to and helps build our compassion resilience. Spirit encompasses connecting to our sense of purpose with intentionality, exposing ourselves to resilience in those we serve, and recreating ourselves through rest and play.

APPLICATIONS

Distribute this document to all participants to explore prior to the following application activities

Key Activity
Sharing Stories of Resilience (5-10 min)
Institute the regular practice of sharing stories about current and past students’ resilience.

Wellness Practice
Developing Your Professional Mission Statement (15-30 min)

Circle Agenda
Staff Circle Agenda, Section Nine

Core Content Visual to Display in Common Staff Areas
Rest and Play Reflection – Use this Visual and Display in Staff Break Areas
Posting this visual in common staff areas will serve as a reminder of content covered to staff and perhaps serve as a future conversation started for deeper reflection among staff members.

LINKS

Links Specifically For Leadership
Mission and Vision Statements — Making Them Meaningful (30-40 min)

For additional links specifically for leadership and resources, please visit the Toolkit online
Spirit is one of the four sectors of the compass model for self-care. Each area contributes to and helps build our compassion resilience. Spirit encompasses connecting to our sense of purpose with intentionality, exposing ourselves to resilience in those we serve, and recreating ourselves through rest and play.

Our sense of purpose provides direction to where we focus our energy, passion and growth. When we live our life in alignment with our core values, we have a strong sense of purpose. Being able to articulate our sense of purpose helps guide the choices we make. If our sense of purpose is not clear to us we become more vulnerable to compassion fatigue.

Understanding one’s sense of purpose is linked to many positive effects.

One way to increase our understanding of our sense of purpose is by developing a professional mission statement. Mission statements help us to be aware of what we want to drive our thinking, decisions and actions and support us to be intentional in our life and specifically, in our work. (Activity found in this section of the toolkit.)

Those in the healthcare sector are considered to be in a “helping profession.” One aspect of a mission statement for people in helping professions is obviously that the outcomes of their work are beneficial to others. Compassion fatigue can occur when we do not feel like what we are doing is making a positive impact on those we seek to serve; this may feel like we are not serving our purpose. In order to support our spirit, we need to see evidence that we are making a difference in the lives of our clients and to understand that they have a reservoir of resilience that, when combined with effective supports, can lead to optimal health and well-being.

Rest and play are also key components to the spirit sector. Taking the time for rest and time for play nourishes our ability to live out our sense of purpose. Our core values and sense of purpose can determine the types of activities or recreation that fulfill us.

In this section you will look at ways to articulate your sense of purpose, expose yourself to positive stories of the impact of your work and resilience of your clients, and reflect on your own rest and play. It also provides leaders with suggestions for systematizing the celebration of staff and exposure to stories of resilience.
Activity:
Share Stories of Resilience

1. **Share staff success stories** (positive outcomes of their efforts with clients, families or co-workers) regularly through internal communication tools already in place, at the start of staff meetings, etc.

2. **With consent, share stories of past clients** who presented challenges to staff and are currently doing well. Ask them if you can share how they are doing with the other staff. They may love it, and your coworkers will love hearing it. Even if they did not know the client, they can transfer that hope to their current clients.

3. **RogersInHealth.org offers free, brief videos** of youth and adults talking about their mental health challenges and their path of recovery. Go to RogersInHealth.org for youth, adult and parent stories.

Share the HOPE of Mental Health Recovery with Others
Activity: Developing Your Professional Mission Statement

Contemplating and articulating our personal and professional mission can bring awareness to what drives us and allow for intentionality in our life and, specifically, in our work. It can ground you, motivate you, and help you remember why you entered the profession in the first place. A mission statement sets boundaries, providing clarity and direction in your decisions and actions in life and work—it can even help you face adversity with resolve and perspective, enhancing your resilience in challenging situations. In many ways, job satisfaction and compassion resilience are connected to being able to see that we are fulfilling our sense of purpose – our mission.

A good mission statement is clear and focused, has emotional appeal, and is built to last.

*This is a good time to pull out your “Preparing to Write Your Mission Statement” activity from Section 6

Step 1: Begin by identifying your core values. A mission statement should be rooted in core values. You want to be reaching for goals and acting in ways that are congruent with your values. This means, before taking on the task of writing your own mission statement, you must be able to answer the question “What are my core values?”

Begin by developing a list of attributes that you believe best identifies who you are and what you care most about. Once you have completed this step, identify which value(s) is most important to you. You may like to narrow the list down to a few before choosing one or two. Consider how you bring (or want to bring) these values to the profession, and how they may play out in your day-to-day work.

Step 2: Once you have identified your core values, consider the “what,” “who,” and “how” of your mission statement. When answering each question, check in with the values you’ve identified and how they are aligned with your answer. This may help you reflect on the “meaning” of your work and why you entered the profession to begin with.

- **What** do you do?
- **Who** do you want to help? (Here is be a good place to brainstorm why you do what you do)
- **How** will you get your desired result?
**My mission statement**
Tips for your mission statement: use empowering and positive language. The goal is when you see your mission statement it renews your energy and sense of purpose in your work.

After you have written your mission statement it takes intentionality to have this statement influence your daily work. Therefore, it may be helpful to select an object that you can associate with your mission statement. This could be simply your mission statement written out and placed on the wall, it could be a picture, a small desk figurine or toy — get creative! Make it personal and connect it to your mission statement. Then when you see that object, quote, or statement you will be reminded of why you are doing what you do and why it is worth it to continue.

Consider also sharing your mission statement with others in your life. Family, supervisors, colleagues and friends can provide invaluable insights and also serve as a means to holding yourself accountable to your mission statement.
<table>
<thead>
<tr>
<th>Circle Topic</th>
<th>CR Section 9: Wellness and Resilience Strategies: Spirit</th>
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</thead>
<tbody>
<tr>
<td>Planning</td>
<td>Send the <a href="#">introduction document</a> from Section 9 in the online toolkit at least 4 days prior to the circle to all participants.</td>
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<tr>
<td>Purpose of Circle/</td>
<td>We are learning to balance work, rest and play and the value of connecting to our mission on a daily basis.</td>
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<tr>
<td>Learning Objectives</td>
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<tr>
<td>Materials/Preparation/Time</td>
<td><strong>Time:</strong> 45-50 minutes</td>
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<td><strong>Materials:</strong></td>
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<td>- Circle kit</td>
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<td>- Values and shared agreements created in first session</td>
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<td><strong>Set Up:</strong> Up to 15 chairs arranged in a circle without furniture in the middle</td>
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<td>Welcome/Check-In (5 minutes)</td>
<td>“My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style.” — Maya Angelou</td>
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<td><strong>(Talking piece) What word in the quote stood out to you and why?</strong></td>
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<td>Grounding/Wellness Practice (5 minutes)</td>
<td><strong>Guided Meditation for Relaxation</strong></td>
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<td>Guide participants through a grounding exercise. Ask them to sit with both feet on the floor, backs straight but relaxed and away from the back of the chair, palms on knees, and eyes either closed or softly open. If eyes are open, it is helpful to focus on the circle centerpiece.</td>
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## Circle Topic: Grounding/Wellness Practice (5 minutes)

In a calm and soothing voice, guide them to relax their minds and bodies. Ask them to quiet their minds by simply noticing when thoughts come into their minds and allow them to leave without attention to them. Guide them to relax their bodies from head to toe, one area of their bodies at a time.

## Review (5 minutes)

During our last circle, we covered the mind sector of the toolkit where we looked at mindful self-awareness, the role our sense of competency plays in our job satisfaction and shared some tips on organization. Today, we’re going to move on to the spirit sector of the toolkit.

## Self-Care for CR, Part One and Guiding Questions (10 minutes)

Balancing rest, play and work is one area of the wellness compass’s spirit sector. The grounding activity we did was a chance for us to practice restfulness and relaxation.

(Talking piece) What is a way you find joy or rest in your workday?

## Self-Care for CR, Part Two and Putting it into Practice (15 minutes)

**Explain:** In the spirit sector of the toolkit we look at our core values and our ability to balance rest, play and work. For many of us, our career selection was based on our core values and we find meaning when our values are evident in the outcomes of our work. For instance, if respect is a value and through my work people are learning to be more respectful, my value is evident in that result. Compassion fatigue can occur when we do not feel like what we are doing is making a positive impact on those we seek to serve according to our values. This may feel like we are not serving our purpose. In order to support our spirit, we need to see evidence that we are making a difference in the lives of those we serve and to understand that they have a reservoir of resilience that, when combined with effective supports, can lead to successful and satisfying lives.

1. (Talking piece) What led you to your field of work?
2. (Reflection) Reflect on a leader in your current or past experience who helped you make a clear connection between your work and the mission of the organization?
3. (Popcorn) I’d like three or four examples, who is willing to share what that leader did?
4. (Talking piece) How could you remind yourself of the link on a daily basis?
## Wellness and Resilience Strategies: Spirit

### Circle Topic

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<th>Closing (10 minutes)</th>
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<td>1. (Popcorn or choose what number of participants have enough time to share out) Share a story with a beginning, middle and end about a time when you saw the fruits of your labor and experienced a positive outcome from your efforts working with others.</td>
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<td>2. (Popcorn) <strong>How might we consciously seek out more positive stories about the impact of our work?</strong></td>
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<td><strong>Bonus Activity:</strong> Suggest that the participants focus between sessions on either seeking out and sharing a positive story of the impact of the work or selecting and bringing into their workspace a visual that reminds them of the link between their work and their personal and organizational mission.</td>
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Rest and Play Reflection

Experiencing resilience in the spirit area of rest and play means engaging in activities that are truly re-creative of our bodies and our spirits.

When do you feel most alive? What are you doing?
What or who are you surrounded with?

When do you feel most like yourself?

Where is the artist in you? Are you an artist in communication, in cooking, in selecting fun activities, in finding interesting details about life, etc.?
Leadership Activity:
Mission and Vision Statements—Making Them Meaningful

Read the following articles about creating meaningful vision and mission statements:

“Creating a Meaningful Vision Statement” discusses the importance of vision statements being more than just ‘words on a page’ and the roles both leaders and employees have in the creation of visions that are motivating and impactful.

“5 Ways to Put Meaning Behind Your Hospitals Mission, Vision and Values” talks of using core values and employee input to create a mission and vision that boost engagement, encourage participation in organizational initiatives and send a clear message of the direction your organization is headed.

If you don’t have a mission or vision statement, spend 30-60 minutes reading through and discussing this link as a group. Though directed to the education field, the steps and concepts of creating a vision and mission are, by and large, the same. It offers a detailed description of the process and can be greatly beneficial in the development of a meaningful mission and vision for your own organization.

If your organization already has mission and vision statements, discuss the following in pairs or as a group:

1. First off, what are they? If asked, would employees be able to tell you what they are? What does your response to that tell you about the mission/vision (e.g., their relevance, how they are communicated, whether they need to be revisited, etc.)?

2. Do they provide a concrete way for employees to understand the organization’s purpose and meaning, and how they each contribute to fulfilling that purpose? Consider in what ways you see the mission and vision acted out in the day-to-day of your organization (try to get specific).

3. How are they currently being communicated? List at least 5 ways in which the mission/vision can be communicated, or kept front of mind, beyond how they already are (try to get creative and focus on communicating them to those within the organization!)

Here are two examples to get you thinking of how to keep your mission/vision front of mind, and connect employees to the organization’s purpose and remind them of how they each contribute to it:

Mission Statement “Success Stories”: Gather mission statement “success stories,” highlighting how employees are succeeding in ‘living’ the mission. These can serve as reminders of how each person contributes to achieving a common goal. The more specific the example, the better. Consider using quotes, possibly interviews with those employees, their supervisors, and maybe even some photos of those employees in action.

Climate Surveys: Ask questions about mission, vision and values to see where staff stand. For example, include questions like “Do you know what the organization’s mission is?” Or, “Do you know how you contribute to the organization’s mission?” to get started. Not only is this a good way to get people thinking about the mission and vision, but if you find that employees’ answers are inconsistent or inaccurate, you may need to consider how you are communicating the statements and help them better understand how they contribute.