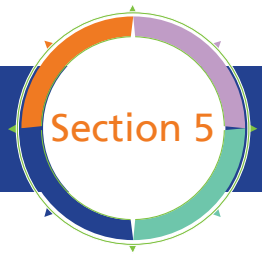


# Expectations from Self and Others



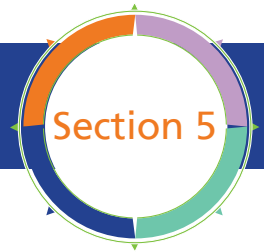
Staff Support



Circle Agenda

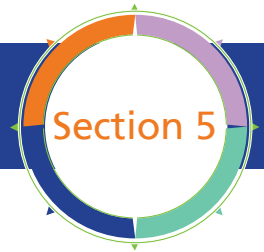
Circle Topic		CR Session 5: Expectations from Self and Others
Planning	Send the <a href="#">introduction document</a> from Section 5 in the online toolkit at least 4 days prior to the circle to all participants.	
Purpose of Circle/ Learning Objectives	We are learning to identify the expectations we have for ourselves and for others and whether these expectations are helpful or holding us back.	
Materials/Preparation/Time	<p>Time: 45-50 min</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"/> 3x5 cards</li> <li><input type="checkbox"/> Pens</li> <li><input type="checkbox"/> If doing the bonus activity, make copies of <a href="#">Setting Helpful Expectations</a> handout</li> </ul> <p><b>Set-up:</b> Up to 15 chairs arranged in a circle without furniture in the middle</p>	
Welcome/Check-In (5 minutes)	<p><i>“Our expectations of ourselves and the expectations placed upon us can be realistic or unrealistic, helpful or hurtful. They can feed us and inspire us and help us to show up in our lives. If we are holding ourselves or someone else to an unrealistic standard, then we can learn to adjust these expectations.” — CR Toolkit</i></p> <p>(Talking piece) <u>Name a small thing you did today that is an example of living up to an expectation you or someone else has for you.</u> (Each person tries to say something quick and different than what has been said already.)</p>	

# Expectations from Self and Others



CR Session 5: Expectations from Self and Others	
<b>Circle Topic</b>	
<b>Grounding/Wellness Practice (5 minutes)</b>	<b>Share:</b> Please place both feet on the floor, hands comfortably in your lap and take three slow deep breaths. Think of a place that brings you peace and calm. What do you see when you are thinking about this place? What do you hear as you think of this place? What do you smell? Take another moment to really visualize yourself in this place. When you are ready, open your eyes or bring your gaze back to the circle.
<b>Review (5 minutes)</b>	Last circle we completed a system drivers exercise looking at drivers of our fatigue and resilience. Today we are going to look at the impact of the expectations we have of ourselves, those we have of others, and the expectations others have of us.
<b>Guiding Questions (20 minutes)</b>	<ol style="list-style-type: none"><li>1. (Talking piece) <u>Share an example of an expectation that someone had for you that was "aspirational" — just far enough in front of what you were currently doing to allow you to stretch and find new strengths within yourself.</u></li><li>2. (Partner discussion) Share an expectation you have for yourself in your organization or personally that you think might be unrealistic. What is the impact of that on you and your relationships?</li><li>3. (Talking piece) <u>Share an example of an unstated expectation that you think someone else has for you.</u></li><li>4. (Partner discussion) What would you say to that person if you spoke about the expectation? What did you feel or think when you said it out loud?</li><li>5. (Popcorn style) <u>What would you like to share with the circle from your partner conversations?</u></li></ol>
<b>Putting it into Practice (5 minutes)</b>	(Talking piece) <u>What is one expectation that you hold for someone else that you would like to clarify by discussing with them?</u> Share the topic not the person with whom you want to speak. After going around make the connection to boundary setting — our next session!

# Expectations from Self and Others



Circle Topic	CR Session 5: Expectations from Self and Others
<p><b>Closing</b> (10 minutes)</p>	<p><b>Turning Unrealistic Expectations into Affirmations</b></p> <p><b>Share:</b> As our closing, we are going to do a practice from the information document from this section that helps us turn an unrealistic expectation into an affirmation. For example:</p> <p>An unrealistic expectation: I should keep working at a task until it's at 100% Affirmation: Don't let perfect be the enemy of good.</p> <p>(Write on 3x5 card) <u>What is an affirmation you can tell yourself that would counter an unrealistic expectation you have for yourself in your role at your organization?</u></p> <p>Facilitator will collect and read out anonymously.</p> <p>If you so choose, facilitators can compile affirmations into one document and distribute to participants in Section 6.</p> <p><b>Bonus Activity:</b> Handout <a href="#">Setting Helpful Expectations</a> for personal reflection between sessions.</p>