



Advancing Adult Compassion Resilience



Developed in partnership with:



Toolkit url: Compassionresiliencetoolkit.org
For ongoing support: WISE@wisewisconsin.org

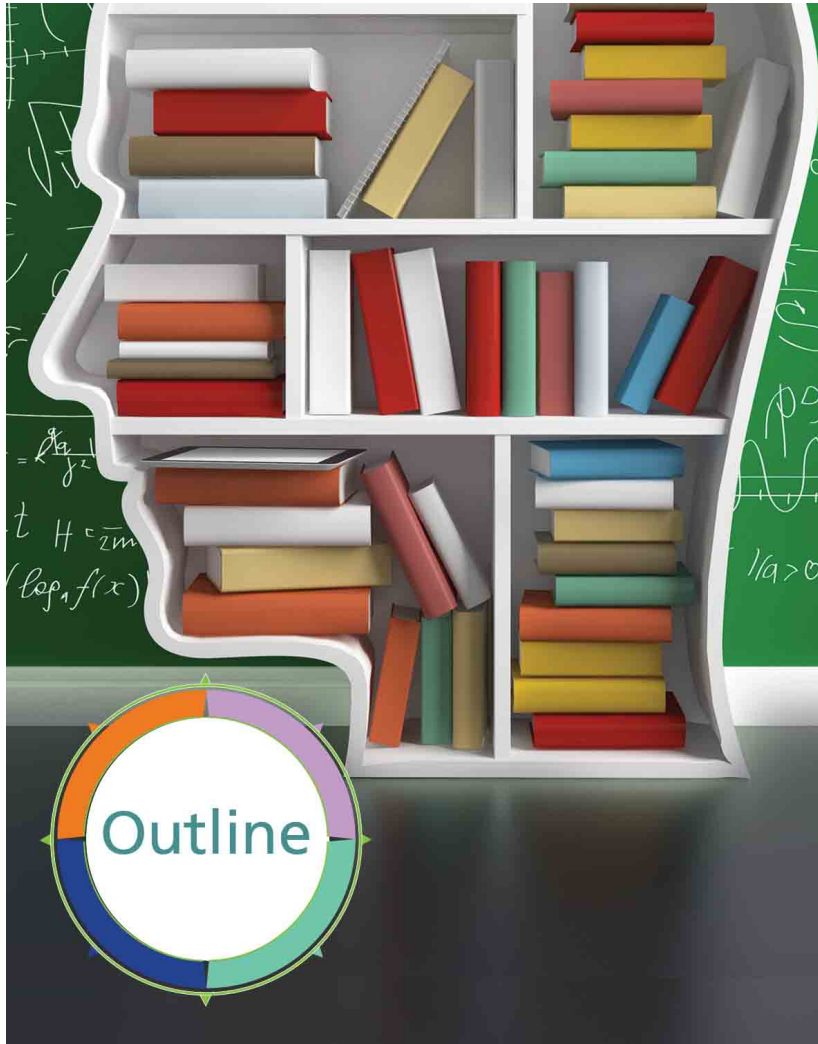
Building Our Compassion Resilience



- The power to return to a position of empathy, strength, and hope after the daily witnessing of the challenges students, families and colleagues face in our community and the realities of the workplace.
- To be optimistic in an imperfect world.



To achieve the goal of consistent compassion, we focus on tools to:



1. Understand what it means to act with compassion
2. Identify stages of fatigue, the underlying causes and our locus of control
3. Minimize what leads to compassion fatigue and maximize what makes us resilient (individual, team and system)
4. Set clear, realistic and aspirational expectations for ourselves and others
5. Set personal and team boundaries to support our ability to meet those expectations
6. Create a sense of accountability in all team members for the culture of our organization
7. Put strategies into practice that build and maintain our individual well-being

Toolkit Introduction



Compassion Resilience

Compassion Resilience How Does It Work? Get Started

Advancing Adult Compassion Resilience: A Toolkit For Schools

Compassion Resilience How Does It Work? Get Started

CONTACT US
414-865-2455
WISE@wisewisconsin.org

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BROUGHT TO YOU BY
wise END STIGMA TOGETHER
and Strong at Home
ROGERS HEALTH
MICHIGAN DEPARTMENT OF PUBLIC INSTRUCTION

compassionresilencetoolkit.org

- A tier one approach to staff compassion resilience
- NOT an intervention for staff who “who need it most”

The ONLINE toolkit is free, flexible and available to you at any time.



Section 1: Steps for Compassionate Action



1. **Notice** – Be present in the moment and able to recognize signs of distress.
2. **Self-check** - Be aware of your initial thoughts and feelings.
3. **Seek understanding** – Listen with curiosity to comprehend the other's perspective, feelings and strengths.
4. **Cultivate empathy** – Develop genuine concern based on what you have come to understand.
5. **Discern best action** – Co-plan with the person to figure out what would be helpful to them.
6. **Take action** – Be aware that intention alone is not compassionate action.

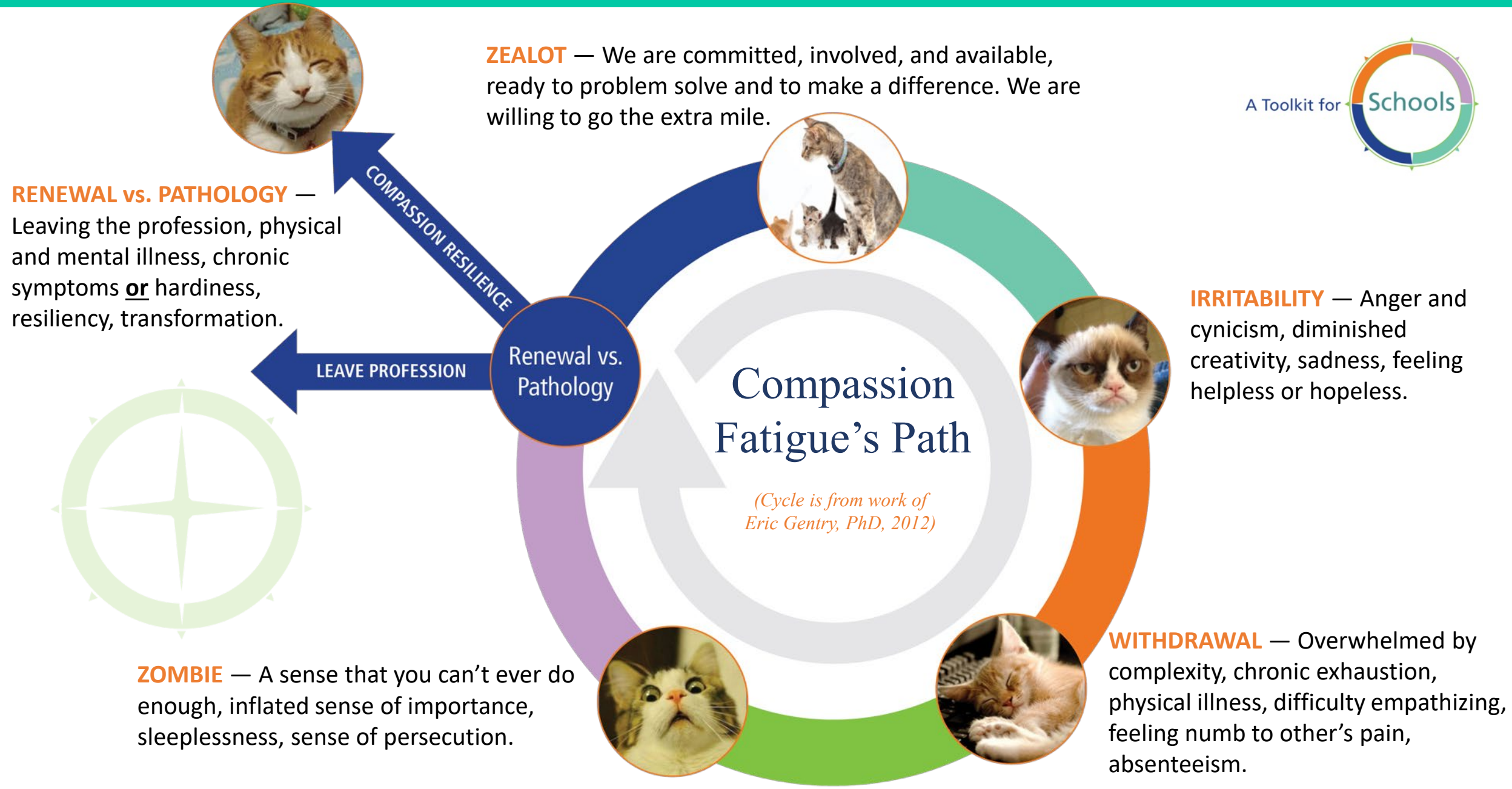
Combined from the works of Monica Worline and Beth Lown

Practice self-compassion in the face of our own challenges

1. Be kind to ourselves vs judging ourselves
2. Recognize our common humanity vs isolating ourselves
3. Be mindful of our emotions vs over-identifying with them



***You will never speak to anyone more
than you speak to yourself in your head.
Be kind to yourself.***



Team Conversations to Build Compassion Resilience



Section 4: Identifying what drives fatigue and resilience and where we have control. Building structure to address negativity and complacency.

Section 5: Setting clear expectations (why, what, how) for self and others.

Section 6: Supporting priorities by setting compassionate boundaries.

Section 7: Defining desired staff culture through behavioral agreements.



Sections 8-11: Care for Self

MIND



Mindfulness and Growth Mindset
Organizing our schedule, commitments, workspace, etc
Appreciative Inquiry Reflection on Competence

SPIRIT



Core Values aligned with the school mission
Balance work and play to renew self

STRENGTH



Stress Resilience to deal positively with the challenges of life
Build healthy habits around physical well-being and end unhealthy habits

HEART



Self-Compassion
Emotional regulation planning for adults
Relationship building with colleagues



Next Steps:

Building My and My School's Capacity
for Compassion Resilience

Readiness Criteria Learned from Implementation History:

1. Culture change orientation (long term view and investment)
2. Able to prioritize this focus
3. A leader in the school or organization embraces the responsibility for the success of this work
4. A multi-dimensional team designated and supported to facilitate the implementation
5. Leadership full understanding of concepts to model and coach staff
6. Commit to eight - twelve face-to-face sessions with pre and follow-up resources
7. Leader and team identify practices to be embedded to sustain a compassionate culture





Thank you for the relationships you build
and the strategies you implement that
improve the present and future lives of
students, families and each other.

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