

Zone of Balance


notebook & guided conversation

For resisting burnout and holding each other up

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First Nations Health Authority
Health through wellness



THE “ZONE OF FABULOUSNESS”



09:39



vimeo

What is at the heart
of your work?



Why are you
here today?



What makes your
spirit feel called to
this work?

Entanglement

zone of balance

Disconnection

ZOB

There are two main causes of
burn-out among staff teams:
entanglement and disconnection.

The Zone of Balance
is here in the middle.

Where is your work placed on this scale today?

Entanglement

Disconnection

ZOB

Zone of balance

Entanglement
looks like:

Disconnection
looks like:

- Hero-mentality
- Self-centered
- Boundaries may be unclear
- Taking work home
- Taking on other's pain as our own

- Negativity
- Staff-centered
- Avoidance
- Numbness
- Disinterest

In what ways do you get caught up getting too close to the person?

In what ways do you get caught up getting disconnected from the person?

What is important about staying connected as Indigenous people?

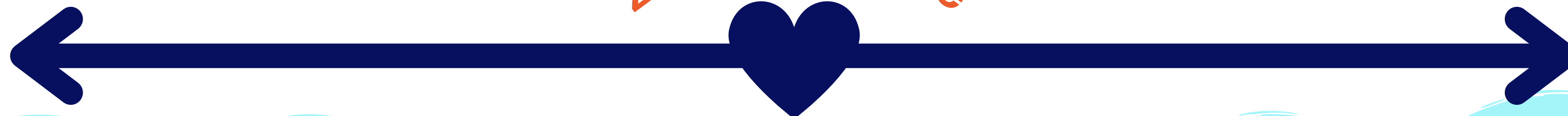


relationships
ceremony
gifts
strengthening
togetherness
healthy
voice
sharing
building
natural
knowledge
stories
people
mind
many
teachings
healing
spirit
body
elders
together
medicines
finding
gathering

Entanglement

zone of balance

Disconnection



**When are
you most
balanced?**

**When is your
team most
balanced?**

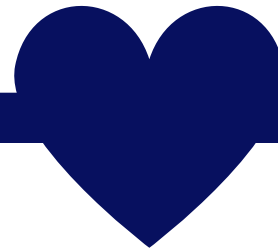
**What does
balance look
like, feel like,
sound like?**

**How you know
you're in the
zone of
balance?**

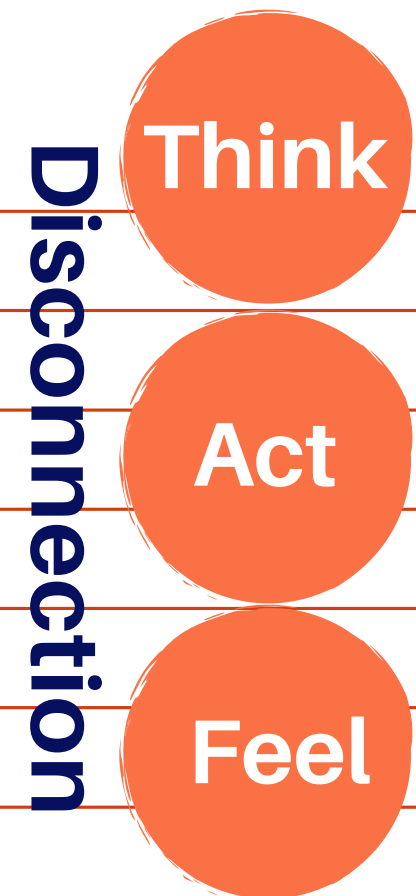
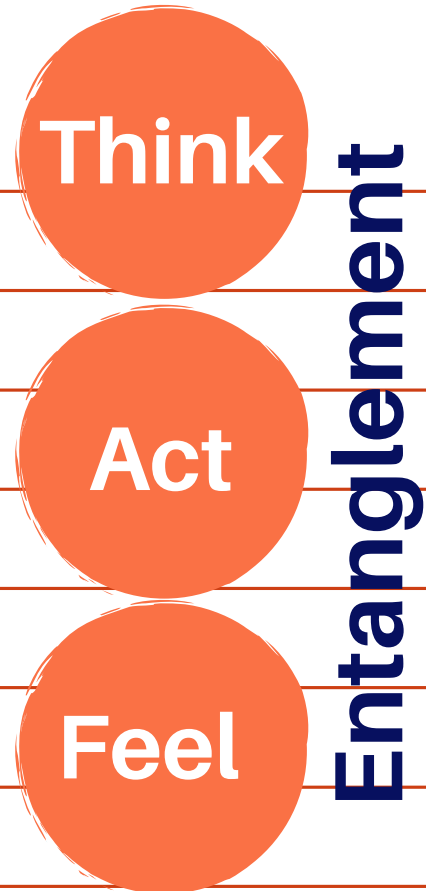
Entanglement

Disconnection

zone of balance



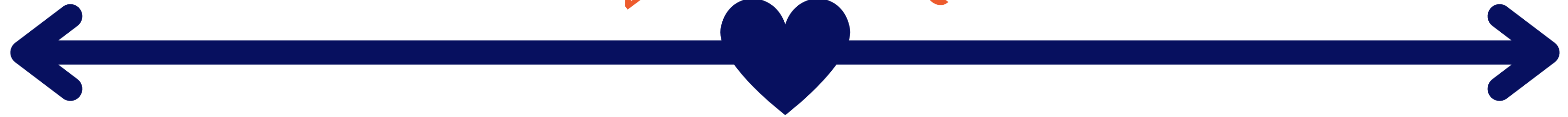
How do you slip out of the zone of balance?



Entanglement

zone of balance

Disconnection



Being balanced means you can give yourself feedback, be accountable, and take critique.



art by Michelle Stoney

What is the difference between
gossip and feedback?

How do you
let others
know you
are open to
critique?

How do you
want to give
critique?

How do you
want to receive
critique?

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critique needs to be
direct, given as soon as
possible, not gossip,
and private if it can be.

How do you
collective care
for you and
your team?

How do you
keep
each other
balanced?

How do we
keep people at
the center of
our work?



Becoming Balanced Again



Solidarity Teams

**What brings
balance to your
solidarity team?**



**Who shoulders up your work?
How will you shoulder up your
solidarity team?**

How can your solidarity team support you more?

Who can you ask to be a part of your solidarity team?

Who can howl at the moon with you when you need to vent?



**Peaceful, quiet,
reflective**

**What gatherings
or practices do
you use to
shoulder each
other up?**



art by Michelle Stoney

**Howling at
the Moon**

**Who are your
go-to trusted
people?**



art by Michelle Stoney

Gossip

**Gossip does not
originate in first
nations culture.**



art by Michelle Stoney

**Toxicity in
staff teams**

Why is
gossip staff
centered?

How do we
avoid bullying
in the
workplace?

How do we
meet co-workers
where they are
at?

After a Critical Incident

Commit to one another's wellness.

Commit to making time immediately after the incident to check-in with each other.

Connection is key. Our aim is to connect in solidarity & not to go over grim details. Offer choices if your partner is struggling with containment. When folks are overwhelmed, it can be difficult to say what we need, but having choices offered can make that easier.

What did we do right? Share your knowledge. Our responses are being developed by our peers, in the moment. We want to share the learning of what we did right.

What do we need to do differently? We want to be cautious not to share the grim details, but also want to share things that everyone should know. Each time we respond, we learn something new. It is okay to acknowledge that we may do things differently next time.



What are some immediate, useful things that you could offer to someone who is overwhelmed and struggling with containment?

How can you share the knowledge gained from a response to strengthen & support your team?



HOPE



art by Michelle Stoney



**What
gives you
drive?**

**Why are
you still
here?**

**What keeps
your hope
alive?**

**What is your
plan to be
purposeful
across your
lifetime, paid
and unpaid
time?**