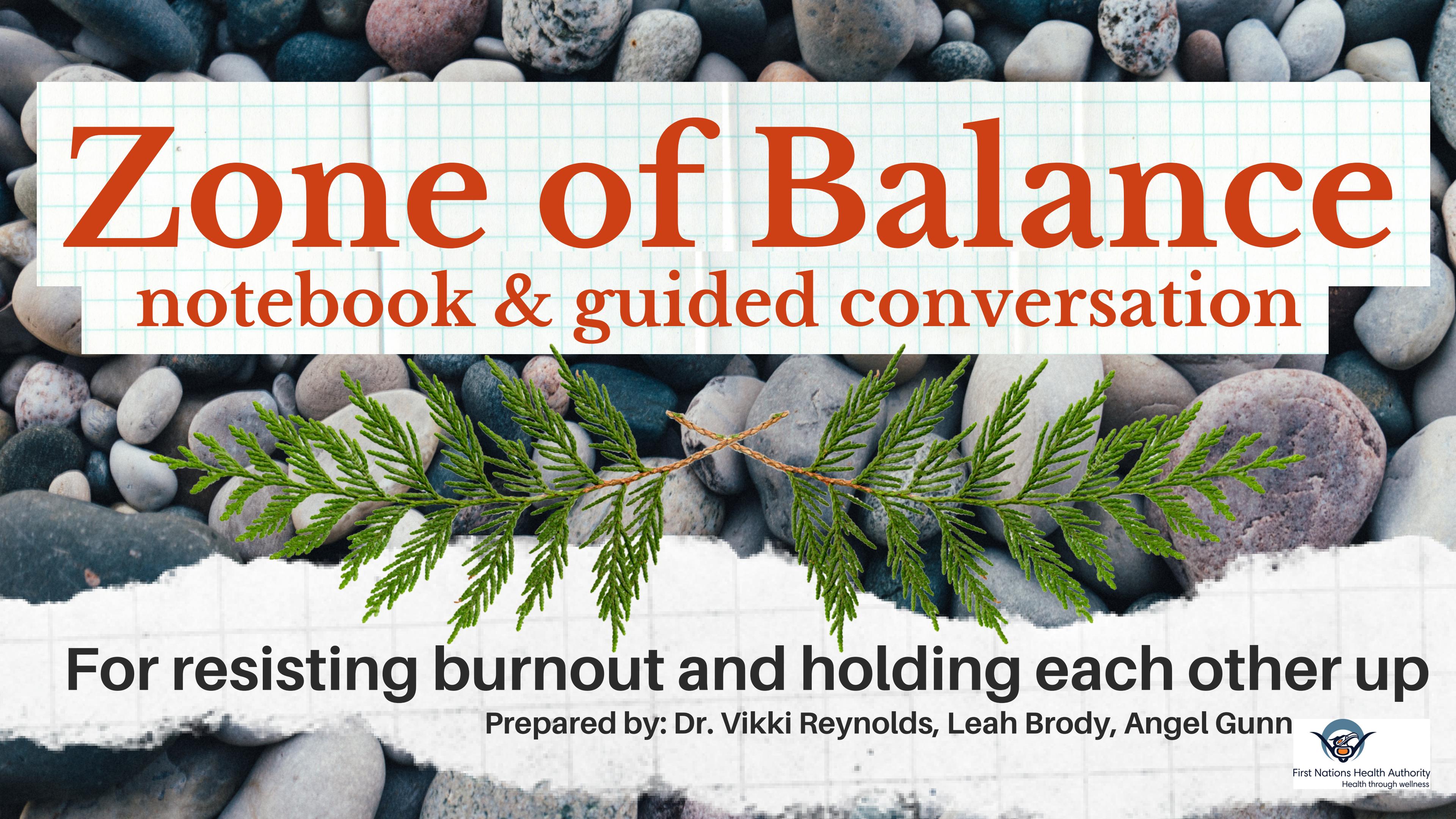


# Zone of Balance

## notebook & guided conversation



For resisting burnout and holding each other up

Prepared by: Dr. Vikki Reynolds, Leah Brody, Angel Gunn



First Nations Health Authority  
Health through wellness



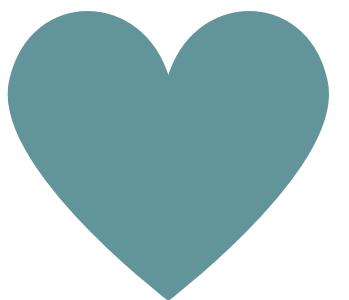
# THE “ZONE OF FABULOUSNESS”



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

# Disconnection

zone of balance



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

Entanglement  
looks like:

Disconnection  
looks like:



Zone of balance

- 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?

5



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

**sharing**

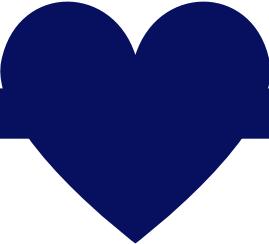
Entanglement



**When are  
you most  
balanced?**

**When is your  
team most  
balanced?**

*zone of balance*



Disconnection



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

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

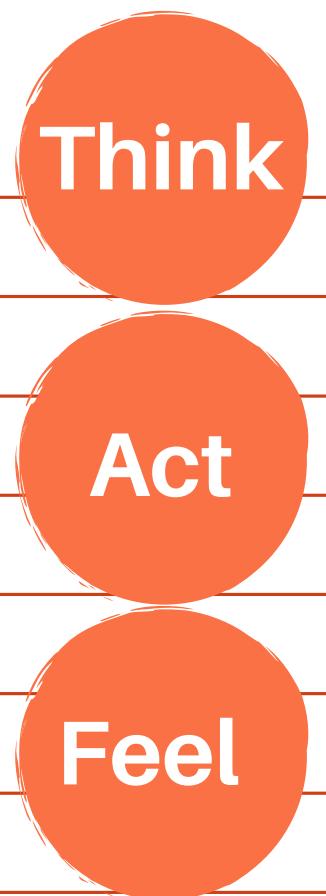
Entanglement

*zone of balance*

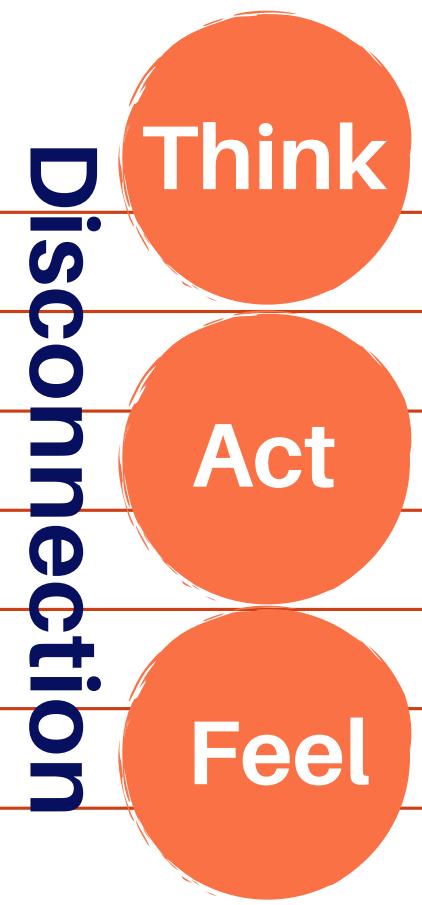
Disconnection



How do you slip out of the zone of balance?



Entanglement



Disconnection

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?

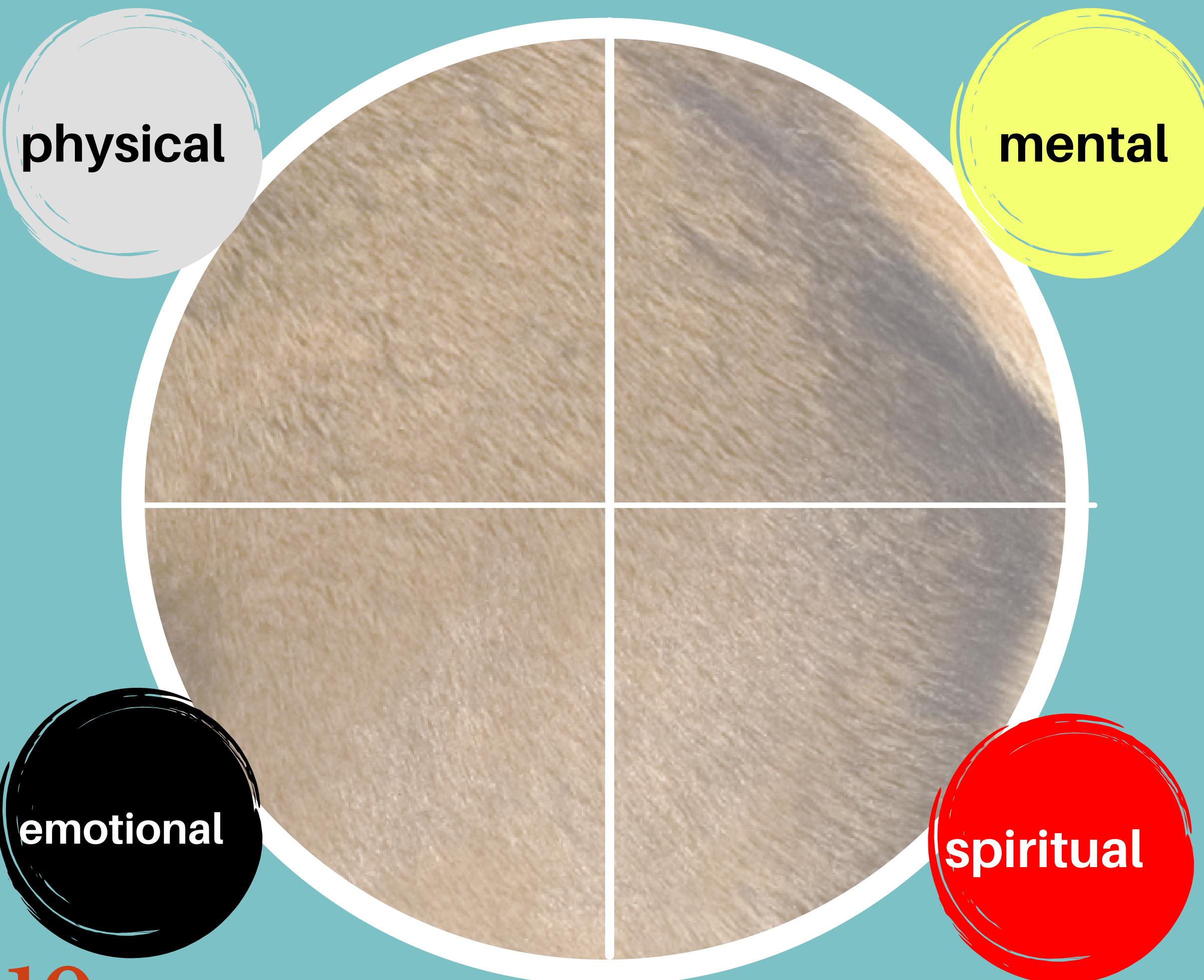
How do you want to receive critique?

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 eachother balanced?

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



physical

mental

emotional

spiritual

10

# Becoming Balanced Again



art by Michelle Stoney

# Solidarity Teams

**What brings balance to 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?**

**Who shoulders up your work?**

**How will you shoulder up your solidarity team?**



# 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?

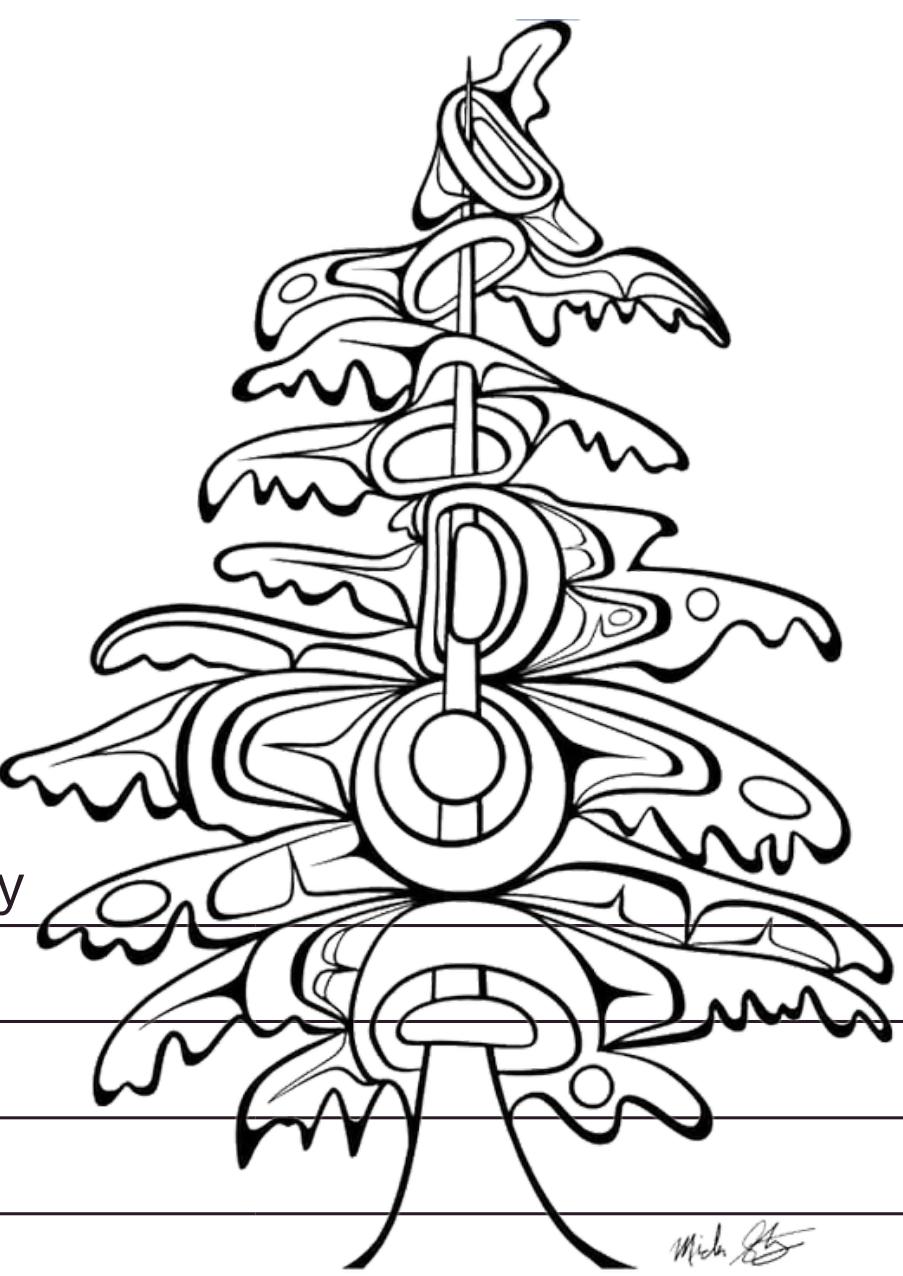


How can you share the knowledge gained from a response to strengthen & support your team?

# HOPE



art by Michelle Stoney



Why are  
you still  
here?

What keeps  
your hope  
alive?

What  
gives you  
drive?

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