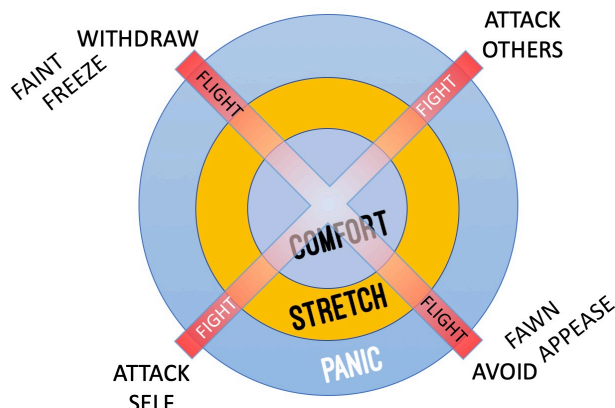


## ZONES



- How do you return to Stretch?

## YES BREATH

Deep, mindful breathing is a reliable way to shift from being stuck or reactive into flow and responsiveness. As few as three deep breaths can result in a positive shift. Consider adopting a daily practice of deep, mindful breathing. Use “just-in-time” Yes Breath when you need to center yourself.

- As you inhale, roll forward over your Sitz bones, arch your back gently, look up slightly.
- As you exhale, roll backward over your Sitz bones, gently round your back and look down slightly.

*Used with permission of the Hendricks Institute.*

## EMPATHY

- Suspend your agenda, judgement, ideas.
- Listen, ask questions, be with where they are.
- Arrive at “*You make sense to me*”.
- Don’t fix.
- Relate, respond, share.

## IBI

- Intention: Hurt can result regardless of good intention.
- Behaviour: Would a reasonable person find the behaviour acceptable?
- Impact: What is the impact?

## MIRRORING (from Non-Violent Communication)

- Reflect back what you understand their needs and feelings to be.
- Aim to be curious, not right.
- Feelings show where needs are met or unmet.
- Feelings and needs are both non-negotiable. Which needs you meet, and how, are negotiable.

## FIRR

FIRR is a formula for having courageous conversations.

- Fact: Describe what happened.
- Impact: Describe how you felt or impact on others.
- Request: Make a request for the future.
- Respect: Do it in a respectful, empathetic way.

## Avoid NEGATIVE BONDING

- Bonding with someone at the expense of another person or group (e.g. eye rolling, talking behind a person’s back).
- Feeds into a toxic environment.

## Choose to REVEAL instead of CONCEAL

- Concealing leads to a pattern of withholding information, withdrawing from that person and projecting a story onto them.
- Revealing leads to authenticity and connection.

## ANTI-OPPRESSION FRAMEWORK

- Power is not only personal; it is systemic.
- The system is stacked; *status quo* is unfair.
- When you have *privilege*, it feels like ease, or nothing at all.
- Allyship: Behind, beside, in front.
- Share vigilance outside of your experience.
- Unconscious/hidden bias is human; own yours.
- Acknowledge and mend microaggressions.

## APPRECIATIVE INQUIRY

- Whatever you focus on grows.
- Where attention goes, energy flows.
- Focus on opportunities.
- Celebrate what’s right.
- Go on a rampage of appreciation!

*We can’t solve problems by using the same kind of thinking we used when we created them. ~Albert Einstein*