



The **Resilience Journal** for Leaders & Staff



Small steps help us move through difficult moments.

A guided space to notice, choose, steady, connect, and build relational resilience - one moment at a time.

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| 1 | NOTICE | Mindful Awareness |
| 2 | CHOOSE | Initiation |
| 3 | STEADY | Self-Regulation |
| 4 | CONNECT | Healthy Relationships |

A free reflective resource from C Dawkins Nurturing Minds

Begin Where You Are



Resilience is not the absence of struggle. It is our growing capacity to notice what is happening, take one helpful step, steady ourselves, and reach toward relationship.

A brief arrival

What am I bringing into this moment?

What does my body need before I continue?

My resilience check-in

Today, my capacity feels:

☐ Depleted ☐ Tender ☐ Steady ☐ Open ☐ Energized

One word for what I need today:

How to use this journal

- ♥ Move through the pages in order, or begin with the capacity that is calling for your attention.
- ♥ Write honestly, but do not force insight. A few true words are more useful than a polished answer.
- ♥ Use the leader and staff lenses to notice how role, power, workload, and relationship shape resilience.
- ♥ Return to one small practice. Resilience grows through repetition, not pressure.

A NOTE ON CARE This journal supports reflection and is not a substitute for mental health treatment or crisis support.

Journal 1: What do I notice?



What do I notice?

MINDFUL AWARENESS

Awareness creates space between what is happening and what we do next. Begin with observation, without rushing to judgment or solution.

What am I noticing in my thoughts, feelings, and body?

Inside me

What am I noticing in the environment or team?

Around me

What story am I telling - and what else might be true?

Perspective

A small practice

Pause for three breaths. Name three observations using neutral language: I notice... I feel... I wonder...

FOR LEADERS

Notice how your pace, tone, and urgency influence the room. What is the team communicating beyond words?

FOR STAFF

Separate what you observe from what you assume. What would help you feel safe enough to stay curious?

Journal 2: What is one thing I can do?



What is one thing I can do?

INITIATION

Initiation is not doing everything. It is choosing one meaningful, manageable action that honors the capacity available right now.

What feels most important - not merely most urgent?

Discern

What is one small step within my control?

Choose

What support, permission, or information would help me begin?

Prepare

A small practice

Make the step smaller until it feels possible. Complete it, pause, and notice what changed before choosing the next step.

FOR LEADERS

Clarify the priority and remove one barrier. Leadership is not only asking for action; it is creating conditions for action.

FOR STAFF

Name what is realistic within your role and capacity. Ask for the clarity or resource needed to move forward.

Journal 3: How can I steady myself?



How can I steady myself?

SELF-REGULATION

Steadiness is not silence, compliance, or having no emotion. It is enough internal space to remain connected to yourself while choosing your next response.

Where do I feel activation, tension, or ease in my body?

Sense

What helps me return five percent closer to steady?

Support

What boundary, pause, or repair is needed?

Protect

A small practice

Place both feet on the floor. Lengthen the exhale. Soften one place in your body, then choose one grounding action.

FOR LEADERS

Regulation is contagious, but so is urgency. Model pausing without making staff responsible for managing your emotions.

FOR STAFF

You are allowed to regulate before responding. A pause can be responsible when you communicate when and how you will return.

Journal 4: Who can help me carry this?



Who can help me carry this?

HEALTHY RELATIONSHIPS

Resilience grows in relationship. Support is more than proximity; it includes being seen, understood, challenged with care, and accompanied through difficulty.

Who helps me feel grounded, honest, and capable?

Identify

What kind of support do I need from them?

Name it

How will I reach toward connection or repair?

Reach

A small practice

Complete this sentence and share it with a trusted person: I do not need you to fix this. What would help is...

FOR LEADERS

Ask whether your systems make it genuinely safe to request support. Access without psychological safety is not support.

FOR STAFF

Practice making a clear request instead of carrying the need alone. Notice who responds with respect and consistency.

My Resilience Practice



Bring the four capacities together. The goal is not a perfect plan; it is a compassionate path back to choice, steadiness, and relationship.

A moment I am carrying

What happened?

What did I notice in myself, others, and the environment?



NOTICE

What needs my attention?



CHOOSE

What is one next step?



STEADY

How will I support my body and mind?



CONNECT

Who can help me carry this?

My resilience reminder

This week, I want to remember...

I will know this practice is helping when I notice...

Small steps practiced consistently build resilience over time.