

PART ①

SELF-AFFIRMATION

The meeting starts with each person introducing themselves to the group and sharing something that **they did** that they feel good about or something about themselves that makes them feel good. Once they have shared their self-affirmation, each member turns to the person next to them and asks that person what they feel good about.

PART ②

STRESS & CONCERN

Members of the group are invited to share a stressful situation or a concern they have with the rest of the group. It can be a work related issue or not. One at a time, one or two members can offer to share their stress or concern with the group. After the member shares their issue, other members can share a same or similar experience highlighting how what worked for them when they encountered that situation. Sharing is in the form of “I” statements. There is no cross talk, shaming, blaming or giving of advice. **Note: In respect for those who are sharing during this part, no one is permitted to enter the meeting after the Self-Affirmation part is completed. Movement in an out of the room should be kept to minimum**

PART ③

ACTION PLAN

Everyone in the group makes a short do-able “S.M.A.R.T.” plan, usually something that can be accomplished within the week. It can be related to a stress or concern that was shared but doesn’t have to be.

PART ④

SILENCE

There is a minute (or more) of silence for relaxation, releasing or reflection.

◆ CLEARING ◆

This is an optional component to the meeting. During the “Clearing,” each member has an opportunity to share their final thoughts with the group or simply say that they are “clear” if they have nothing more to add. Each member will turn to the person following them and ask, “What would you like to say?” The meeting is over when all parties are “clear.”