

## # Healing Circle Routine

### \_A Tangency Action Kit\_

#### ## Snapshot

- **\*\*Focus:\*\*** Wellbeing
- **\*\*Format:\*\*** Facilitation Guide
- **\*\*Time:\*\*** 30–45 minutes
- **\*\*Ideal team:\*\*** Any size
- **\*\*Great for:\*\*** Post-action debriefs, campaign pivots, tough news cycles
- **\*\*Deliverable:\*\*** Agreements, anonymized themes, support commitments
- **\*\*Materials:\*\*** Timer, talking piece, shared notes doc, optional virtual whiteboard

#### ## Prep checklist

1. Choose a facilitator and note-taker (rotate each session).
2. Prepare an opening grounding practice (breath, stretch, music, visualization).
3. Set up a doc to capture themes and follow-ups.

#### ## Flow

1. **\*\*Welcome & agreements (5 min).\*\*** Review confidentiality, step up/step back, care options.
2. **\*\*Grounding (5 min).\*\*** Guide a short somatic or breathing practice.
3. **\*\*Shares (20–25 min).\*\*** Each person offers one high, one low, one request for support using a talking piece or digital queue.
4. **\*\*Collective decisions (10 min).\*\*** Identify what to pause, delegate, or resource differently based on what surfaced.
5. **\*\*Close (5 min).\*\*** Appreciate the group and remind everyone of available support (therapy funds, rest days, etc.).

#### ## Tips

- Rotate facilitators so care work is shared.
- Offer multiple ways to participate (voice, chat, doc).
- Summarize anonymized themes for leadership so structural changes follow.

#### ## Tools & templates

- Circle agenda + script
- Support request tracker
- Follow-up email template with resourcing decisions