

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