

Professional Renewal for Nonprofits



Use case: Firefly Children and Family Alliance
Survivor Advocacy Team
November 2022–November 2023

Thought Kitchen was contracted to facilitate professional renewal services for the Survivor Advocacy Team as part of a grant through the Indiana Criminal Justice Institute. The following objectives were identified:

- Address high rates of burnout and turnover stemming from increased rates of domestic violence during the COVID pandemic and operationalize self-care and burnout prevention going forward.
- Support the integration of a substantial number of recent hires with the remaining small core of seasoned team members by building trust, shared identity, common language, and norms for communicating and interacting.

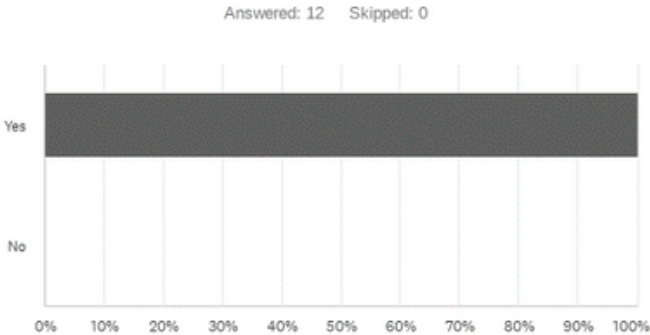
Services Provided

Session 1: Container Building/Strengths & Core Values (two 90-minute sessions with a 15–20- minute break)	<ul style="list-style-type: none">• Review Group Agreements that co-create a brave space in which to communicate and freely express ideas and concerns.• Discuss each participant's VIA Character Strengths Survey results (taken in preparation for the session) to explore Signature Strengths (those that are core to a person's identity) and Situational Strengths (those that a person can draw on when needed and may require more energy and intentionality).• Identify each person's one to two Core Values that guide their decision making.
Session 2: Setting and Communicating Clear Boundaries (2 hours)	<ul style="list-style-type: none">• Reframe boundary setting as an act of compassion toward self and others, rather than an act of selfishness or aggression.• Operationalize boundary setting as clearly stating what's okay and not okay.• Introduce Kim Scott's Compassionate Candor framework, a guide to being clear and kind, specific, and sincere, when communicating boundaries.
Session 3: Navigating Change and Uncertainty (2 hours)	<ul style="list-style-type: none">• Examine how the brain and body react to change and uncertainty. Acknowledge that change – whether planned or unplanned – can be accompanied by loss and grief, which may manifest in various ways.• Explore mindfulness practices to increase connection and find meaning during times of change.
Session 4: Intentional Scheduling (2 hours)	<ul style="list-style-type: none">• Intentional scheduling includes protecting time for “must-do” items, scheduling breaks and time for specific tasks, and being mindful about fueling and moving the body to strengthen stress resilience.• Explore how to manage energy rather than just time by balancing tasks that call on Signature and Situational Strengths, aligning tasks with Core Values, and identifying when and how to say no.

<p>Session 5: Burnout Prevention (2 hours)</p>	<ul style="list-style-type: none"> • Draws on the work of Emily and Amelia Nagoski, who explore the science of burnout and how to complete the biological stress cycle. • Participants discuss how the brain regulates the emotion of frustration and why rest, human connection, and befriending the inner critic are key to preventing burnout.
<p>Session 6: Putting it All Together: Care and Feeding (2 hours)</p>	<ul style="list-style-type: none"> • Brings together the knowledge and skills from all prior sessions to support each person thinking about and sharing how they like to give and receive feedback, how they like to work, and other information that they'd like their teammates to know to enhance trust, communication, and teamwork.
<p>Check-in and Chillshop (1 hour)</p>	<ul style="list-style-type: none"> • A chillshop (a term coined by Octavia Raheem) is the opposite of a workshop. It's all about prioritizing taking time to breathe, rest, and incorporate mindfulness-based practices like gentle yoga and a sound bath. It includes a time to check-in and for Q&A at the end. • We interspersed four chillshops throughout the grant period.

Client Feedback

Q1 After attending sessions of Thought Kitchen, do you feel you have increased understanding of methods you may implement to combat burnout and secondary trauma?



“ I value this program for its ability to deepen connections among team members and to provide us with tools to care for ourselves and each other. The topics are directly relevant to my work and my experiences as an advocate. I appreciate that both the workshops and the chillshops give us a break in our workday to learn or destress together and I feel lucky to be on a team that is cared for in this way. ”

“Thought Kitchen has allowed for our team to grow not only as a team but individuals. I feel knowledgeable about how to care for myself at work and outside work that will help sustain me for years to come in this field of serving marginalized communities.”

“I am thankful for this program because it really helps me with stress, trauma processing, and setting a bit of time on my hectic schedule to come together with the advocacy team to unwind. Hearing the other points of view from my coworkers has brought a better understanding of their thought process. The chillshops are so needed, especially with the work we do.”

To learn more about how Thought Kitchen can support your organization, email us at hello@thought-kitchen.com or scan the QR code to book a discovery call.

