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Team Reflection Guide

Integrating Nervous System Care Into Teams



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Purpose of This Guide

Sustaining frontline work requires more than individual effort. Teams play an important role in creating conditions where workers can reset, set boundaries, and care for their nervous systems.

This guide is designed to support teams in continuing the conversation after training sessions or workshops, helping translate ideas about nervous system care into everyday team practices.



This resource was developed by Breelove Wellness as part of the ARAISA Learning Series to support frontline settlement workers across Atlantic Canada. The information in this guide is intended for educational and professional development purposes. It is designed to help workers recognize early signs of nervous system strain and apply small, practical skills that support steadiness in demanding work environments. This resource may be shared with participants and hosted within the ARAISA Learning Hub as part of the ARAISA training series.

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Why Team Reflection Matters

Sustaining frontline work and ourselves as we engage in the work, is not only an individual responsibility. Team culture plays an important role in shaping how workers experience stress, support, and recovery.

Team environments also influence how the nervous system responds to ongoing pressure, urgency, and emotional labour. Supportive team cultures can help reduce accumulation of stress and create space for recovery.

Team reflection can help bring awareness to:

- **Workload patterns**

How responsibilities and urgent situations are shared across the team.

- **Boundaries**

How limits around time, roles, and responsibilities are communicated and respected.

- **Recovery opportunities**

Whether workers have space to pause and reset between demanding interactions.

Reflecting together helps teams identify small changes that support sustainability and collective care.



Reflecting on Our Team's Capacity and Care

How to Use These Questions

These reflection prompts can be used during team meetings, supervision conversations, or dedicated reflection sessions.

Teams may choose to:

- Reflect individually and share selected insights with the group
- Discuss questions together as a team conversation
- Use one or two questions at the beginning or end of meetings

There is no requirement to answer every question. The goal is to create space for reflection, awareness, and shared learning.

Reflection Questions

- What signs help you notice when your team may be approaching overload?
- How do you experience expectations around dedication and going above and beyond within your team?
- When intense situations occur, what support from your team helps you recover?
- Are there moments when you feel pressure to keep going even when you need a pause?
- What helps you feel supported, respected, and able to sustain your work within your team?
- What small actions could help strengthen a culture of care and recovery within your team?

Creating opportunities to share responses and perspectives can strengthen team awareness while helping individuals feel heard and supported within the workplace.



Team Practices That Support Care and Sustainability

Small, consistent practices within a team can help create space for support, reflection, and recovery.

These practices encourage connection and help prevent stress from building across the workday. These practices also help teams apply the nervous system regulation skills introduced in training, such as pausing, orienting, resourcing, and resetting after demanding interactions.

Practice Ideas for Teams:

Short check ins

Begin meetings or shifts with a brief moment for team members to share how they are arriving and what support they may need.

Debrief after difficult situations

Create opportunities to talk through challenging interactions or cases so that workers do not carry the impact alone.

Encouraging pause moments

Normalize taking brief moments to pause and reset between demanding tasks or conversations.

Shared awareness of capacity

Check in about workload and support one another when responsibilities become heavy.

Closing the day together

Take a moment at the end of the day or week to acknowledge the work that was done and support a sense of closure.



Partnering With Supervisors to Support Sustainability and Well-Being

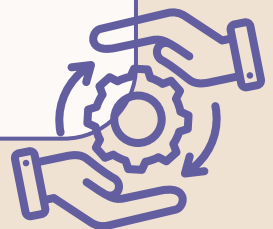
Supervisors and team leads play an important role in shaping conditions that support worker well being and sustainable pacing. These prompts can help guide conversations about workload, support, and the structural factors that may be affecting the team.

Prompts for Team Leads and Supervisors

- How can leadership help support a sustainable pace of work for the team?
- What practices can be introduced to encourage pauses, debriefing, or recovery after demanding situations?
- Where might workload expectations or operational pressures be creating strain for staff?
- How can supervisors help reinforce healthy boundaries and realistic capacity?
- How can ideas from recent training or team discussions about nervous system care be integrated into daily team routines?

Prompts for Connecting With Your Supervisor

- What supports would help me manage my workload more sustainably?
- Are there opportunities to adjust pacing or priorities during particularly demanding periods?
- What team practices could help us recover after intense interactions or situations?
- How can we work together to ensure the team has space to reset and maintain well being?



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