

SELF-MANAGEMENT



24. ENERGIZER DYADS

- ▶ **WHAT?** Adults develop optimism, grit, and a growth-mindset through cognitive restructuring dyads.
- ▶ **WHY?** **Psychological flexibility** is the ability to effectively navigate through life's setbacks in service of our chosen values. This, along with optimism and being able to see multiple perspectives, is developed through constant challenge exposure and analysis. **Cognitive restructuring** or **reframing**- seeing challenges as opportunities- enables this growth. Furthermore, doing this while feeling supported, valued, and connected releases oxytocin which lowers the stress response substantially.
- ▶ **WHEN?** Use at the start of every meeting or when adults feel stressed or emotionally overwhelmed.

MATERIALS

- ❑ Project these slides tinyurl.com/enerdyad (Edit as needed)
- ❑ One per adult tinyurl.com/reframetips

SEL FOCUS

- **Self-Awareness:** Growth mindset, identifying roadblocks and solutions, and developing optimism
- **Self-Management:** Managing emotions
- **Social-Awareness:** Expressing empathy and compassion
- **Relationship Skills:** Active listening
- **Responsible decision-making:** Problem-solving

Micro PD (7min+)

- I. **4min- Discuss the following:** *"The biggest communication problem is we do not listen to understand. We listen to reply."* -Stephen R. Covey What does this quote mean? Why does it matter? What does it feel like to be heard and how does it compare to not feeling heard? How do you know someone is hearing you? Do we always need someone's advice or can we figure out our own challenges if someone just listened?
- II. **1min- Introduce Dyads:** Today we're going to experience a dyad, a powerful listening and talking activity that builds our empathy, compassion, and ability to problem-solve on our own. In a dyad, only one person speaks while the other listens and the listener will not reply at all. The point is for us to practice active listening and demonstrate to our partner that they are being heard. It gives a space for the speaker to be heard, feel valued, and supported. In these conditions, oftentimes, we find ourselves solving our own problems.
- III. **2min- Empathy Discussion:** Since the listener can't respond, how can we show the speaker empathy through our body language (nodding, facial gestures, posture, hand placement, etc)?

SEL Routine (5min+)

Choose one of the following Dyad Options based on the skill you want to build. Provide the instructions verbally and visually on the board or project the PowerPoint slide/s tinyurl.com/enerdyad. Partner A will share their response while Partner B will listen actively and without interruption. They will use only their body language to show their peer empathy. (You might need to review, using adult input, what empathic body language would look like). They can use the reframing tips document for support.

1. GROWTH-REFRAMING DYADS: Build a growth-mindset, grit, optimism, and resilience.

- Discuss a recent/current **setback, hardship, mistake or failure** and 5 golden opportunities you're choosing to see in it that will help you thrive.
- Discuss a **challenge/fear/stressor** you've finally decided to face. Why is this important, what are 5 opportunities in it, and what steps will you take?
- Describe an upcoming moment that makes you nervous. How will that **fear** fuel you to prepare well?
- What's something you've been **procrastinating** on? How will you make it easier, faster, less stressful, and even fun to do?
- What are you doing this week for personal or professional **self-improvement**?
- How are you strengthening your **self-awareness** this week?
- What's a **habit** you're trying to build? Why is this important? How will you make it easy to achieve, hard to miss, and fun?

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- Continued -

2. GRATITUDE DYADS: Build gratitude, optimism, resilience, and a growth-mindset.

- Share a recent **success** and what you did to achieve it. How did it feel and what did you learn?
- Discuss a **goal/challenge** you recently achieved/overcame that you're very proud of. What kept you from quitting, what strategies did you use, and what did you gain from that experience?
- Share something you're very **grateful** for this week.
- Share something you're **looking forward to** and why.
- Share one goal you have that you're **excited** about.
- What's a **mistake or setback** that you're grateful for?
- What is a recent **breakthrough** in your self-awareness you're grateful for? Possible frame: "I became aware of... I realized that..." *Ex: I realized I had a limiting belief about...*

Extensions

- 1. 3min- Discussion Questions:**
 - How did it feel to be actively listened to, empathically, through your peer's body language?
 - How did it feel to be the listener without being able to say anything?
 - What did your partner do to show you they were listening?
 - What would happen if we always listened to each other in this way?
 - How did you feel about your challenge at the start compared to at the end of the activity?
 - How did this experience help you manage your emotions and build community?
- 2. Practice daily** to develop empathy, optimism, problem solving-ability, grit, a growth mindset and emotional management. It can take as little as 1 minute per day (30 seconds per partner).
- 3. Other SEL skills:** Include other SEL skills in the dyad. Effective dyads include elements of reframing, growth-mindset, optimism, accepting the reality of the challenge, but not making it worse than it is, and creating a plan of action. This leaves adults feeling energized, confident, supported, and motivated. For example, dyad questions targeting self-improvement might be: *What's an area you want to improve? Why is this a must and not a should? How is this going to benefit your life? What would the consequences be if you didn't change it? What have you already tried? What roadblocks are there? What are your next steps? Why are you confident that you'll achieve it? Other questions include: How are you engaging in self-care this week? What steps have you taken to make sure it happens? Or How have you been kind to someone this week? Or How are you doing in these categories and what is one small next step you can take?: sleep, water, nutrition, exercise, sunlight, relationships, environment, etc.*
- 4. Content Infusion:** Dyads are very effective at the start of a meeting or training to prepare your staff's minds for learning. It helps them manage their emotions by helping them see an opportunity and create a plan to address their immediate concerns, thus allowing them to focus on the present task of learning. Dyads can also be used at any point in the meeting where a stressor or moment of discomfort arises: Before/after parent conferences, after receiving feedback or assessment results, before or after a challenging activity, when hearing difficult news, or when discussing a contentious topic. *Ex: Staff members complete a growth-mindset dyad after reviewing the new updates regarding next year's bell schedule change. The counseling department conducts a growth-mindset dyad after learning that several students might not be able to graduate.*