

CRISES AS A CATALYST 2.0

*A Toolkit for Thriving
Through Uncertainty*

THRIVING WITHIN

*A workbook to support leaders with navigating crises by
CULTIVATING INNER WELL-BEING*

WORKBOOK 1

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PURPOSE

Inner well-being is not about isolation or detachment; rather, it involves reconnecting with the wisdom that resides in your body, mind, and spirit. This connection allows you to lead with clarity, stability, and alignment. This workbook is designed to assist leaders in:

- Identifying the impact of crises on their inner world
- Implementing rest as a strategic approach to leadership
- Enhancing self-awareness and emotional honesty
- Developing rituals that replenish energy and foster connection
- Disrupting cycles shaped by scarcity, fear, and urgency

Inner well-being is not a selfish pursuit; it is a service to your team and communities. When leaders are grounded, mindful, and intentional, organizations benefit from increased clarity, stability, and impact.

This workbook is designed for social sector leaders who are:

- Navigating exhaustion or burnout
- Carrying emotional or spiritual fatigue
- Seeking grounding in seasons of disinvestment
- Committed to courage in uncertain and volatile times
- Needing restoration through intentional care and reflection

Whether you lead a program, team, department, organization, network, or community space, this workbook supports you in tending to your inner landscape as a practice of liberatory leadership.

Inner Well-being in Times of Crisis

Crises show us what is fragile and reveal what is necessary for individual and collective thriving. The overlapping crises of disinvestment, political weaponization, and volatile change expose inequities that have always existed. In these conditions, the call to leadership is both external and deeply internal. How we respond to times of crisis begins with how we care for ourselves. Rest, reflection, grounding, and self-awareness are not luxuries. They are necessities for creating lasting change in the world.

Inner well-being means intentionally committing time and energy to deepen personal awareness through practices that support healing and behavior change. Cultivating inner well-being helps leaders interrupt patterns of disconnection, internalized racism, and individualism. It invites presence rather than constant reaction, and rest rather than exhaustion.

Thriving leaders are self-aware and take intentional action. They work to notice and release limiting beliefs. They understand that tending to their inner world strengthens their ability to hold complexity, support others, and make decisions rooted in their values. Inner well-being restores energy, centers humanity, and provides clarity during moments of uncertainty.

Inner well-being helps leaders respond to crises with intention rather than fear.

Crisis of Disinvestment and Downsizing

When infrastructure and funding erode, leaders are often asked to carry more with fewer resources. This can create exhaustion, scarcity thinking, and self-doubt. Scarcity can trigger stress responses that make leadership feel overwhelming or isolating. Well-being offers a counterbalance by helping leaders reconnect to what is possible, remember their inherent worth and wisdom, and notice the resources, strengths, and relationships that already support them.

Crisis of Political Weaponization and Retaliation

When justice-centered work is targeted or dismissed, feelings of fear and hypervigilance can become constant companions. Leaders may feel unsafe resting or expressing vulnerability, and this can limit their ability to show up with authenticity. Care practices help leaders restore a sense of agency and anchor in their values. Rest becomes a way to honor our humanity in the face of repression.

Crisis of Uncertainty and Volatile Change

Prolonged instability can make it difficult to plan, hope, or imagine next steps. Rapid shifts in political and organizational conditions can pull leaders into reactivity, making clarity feel out of reach. Well-being supports leaders in returning to presence. Reflection, breathwork, and grounding create enough space for calm, discernment, and connection to purpose.

Taking responsibility for your own well-being and healing is vital to leadership. When leaders attend to their inner world, they interrupt patterns of overwork, fear, and disconnection that dominant culture often normalizes. Liberatory leadership invites wholeness instead of depletion. Rest helps us resist norms that equate urgency with importance. Alignment grows stronger when our values are reflected in how we treat both ourselves and the people we serve.

Well-Being Practices for Everyday Leadership

Pause before responding. Breathe. Notice what your body communicates.

Build rest into your calendar with the same seriousness as meetings.

Name and release stories of guilt or scarcity that keep you from replenishing yourself.

Anchor your week with one ritual that centers your humanity such as prayer, stretching, journaling, silence, art, or movement.

Practice meaningful micro breaks to restore energy.

Take time to reflect on what is yours to carry and what you can release.

WELL-BEING PRACTICES

SOMATIC CENTERING

Purpose: Return to presence and safety in your body.

- Find a quiet place. Close your eyes and breathe deeply.
- Feel your feet rooted to the floor.
- Ask yourself, "What is my body telling me right now?"
- Place your hand where you feel tension, breathe into that space, and imagine releasing what is heavy.

JOURNALING

Purpose: Better understand internalized fears through journaling.

- Where am I shrinking in response to fear?
- What would expansion look like if I trusted abundance?
- What does liberation feel like in my body?

INTENTION SETTING

Purpose: Build awareness and self-connection.

At the start or end of each day, ask: "What one word describes how I want to show up today?" Write it down. Watch how your words evolve over a month.

REST PRACTICE RITUAL

Purpose: Practice rest as a sacred time with yourself.

Choose one way to rest (napping, walking, reading, prayer, silence, art). Schedule it weekly and treat it as sacred time.

PERSONAL COMMITMENT

Purpose: Move from self-awareness into intentional action.

At the beginning of the week, reflect and make a commitment:

"This week, I am committed to thriving by strengthening my capacity for _____ through _____."

Collective and Structural Well-Being

- *Well-being is not an individual perk. It is a collective responsibility.*
- *Well-being must be a shared commitment.*
- *Teams can normalize rest and reflection as essential for mission impact.*
- *Leaders can model healthy limits, emotional agility, and values-aligned decision making.*
- *Effectiveness can be reimagined in service of long-term impact.*
- *Collective well-being strengthens the entire system.*
When one person is grounded, the whole team benefits.
When the team is aligned, community impact deepens.

MONTHLY RHYTHM OF REPLENISHMENT

WEEK	FOCUS	SIMPLE PRACTICES	REFLECTION PROMPT
1	Rest	Unplug for one hour each day	When do I resist stillness?
2	Reconnect	Each day reach out to one trusted person	Who restores my sense of safety?
3	Reclaim	Journal about what I am releasing and receiving	What no longer serves me? Where do I feel joy?
4	Reimagine	Set intentions for the future	What would thriving look like right now? 5 years from now?

Ongoing Integration and Alignment

***NOTES:**

Closing reflection:

- What patterns am I noticing in how I respond to crisis?
- How do rest and well being strengthen my leadership?
- What daily ritual can I sustain to stay connected to myself?

Write a Thriving Intention Statement:

In times of crisis, I choose to root myself in care, clarity, and courage by...

Crisis is both a mirror and a teacher. It reveals what must be released, remembered, and reimagined.

Your capacity to thrive depends on our willingness to pause, breathe, and return to ourselves.

Thriving is not the opposite of crisis.

Thriving is how we meet crisis with truth, tenderness, and transformation.

*You are not thriving despite these crises.
You are reclaiming your right to thrive through them.*