Roots of Integrity in Power

Indigenous Mindful Leadership for Wellness and Systemic Balance

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Purpose

Leadership in Tribal Vocational Rehabilitation is an act of service. Depending upon how you carry it out, it can also be ceremony. This worksheet is a space to reflect, regulate, and realign so that you can lead from balance, not burnout, from integrity, not urgency.

The Leadership Root System

Instructions:
In the tree diagram below (or sketch your own), label each section with reflections from your role.

Roots – What grounds me:
(Values, teachings, ancestors, land, language, ceremony, or people that sustain you)

Trunk – What keeps me standing:
(Strengths, boundaries, practices, or beliefs that support your leadership)

Branches – What I give to others:
(Gifts you share with your team or community — mentoring, kindness, stability, creativity, humor, advocacy, etc.)

Leaves – Where growth is happening:
(What you're learning, healing, or unlearning as a leader)

Reflection Prompts to Journal or Discuss in Teams

Integrity:

How do I ensure my decisions honor the people and teachings I represent?
When have I led from fear or urgency, and what brought me back to balance?

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Presence:

What does it feel like in my body when I am grounded in leadership?
What practices help me return to that state when I'm triggered or fatigued?

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Reciprocity:

How do I listen to my team and community?
How do I make space for voices that are quiet or unseen?

Boundaries as Care:

Where do I need clearer boundaries — not to withdraw, but to lead sustainably?

Mindful Leadership Practices

Practice	When to Use	How to Begin
Morning Centering	Before the workday or meetings	3 breaths, 2 things you are grateful for, 1 word intention: *"Today I lead with ."*
Integrity Pause	During tension, conflict, or decision-making	Ask: *"Does this align with our values and relationships?"*
Listening Walk	Midday renewal	Step outside and listen to one natural sound for one minute.
Circle Reflection	Weekly team rhythm	One-minute gratitude or story share in team meetings.
Release Practice	End of week or end of day	Wash hands or use water to symbolically release what is not yours to carry.

Systems in Balance

We cannot ask systems to heal if we do not lead as healers.

Reflect with your program or leadership team:

- What policies or procedures are rooted in fear, urgency, or control?
- What might they look like if rewritten through *relationship, rhythm, and reflection*?

- How can supervision or evaluation become spaces for *reciprocity and renewal* instead of performance pressure?

Write one system-level change you can commit to exploring:

Affirmation

May I lead with integrity and humility. May my words build bridges, not walls. May I remember that leadership is not power over — it is power with. May I return again and again to the beauty of balance.