Roots of Integrity in Power

Vision Mapping Template

A Collective Leadership Reflection and Planning Tool
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Purpose

This vision map helps leadership teams or workgroups move from reflection to action — identifying how mindful, healing-centered leadership can be embodied within Tribal VR systems. It invites participants to see leadership as ceremony and policy as a living expression of shared values.

Instructions

Work together to complete the sections below.
Use short phrases, sketches, or symbols — whatever helps your group visualize your path.
There are no right answers; only relationships to explore.

Center Circle: The Heart of Our Leadership

What is our collective purpose?

Write one phrase or create one image that captures why your team's work exists — who you serve and why it matters.

Inner Circle: Guiding Values

What teachings, principles, or community values guide our decisions?

Example: reciprocity, integrity, respect, presence, generosity, humor, truth-telling.

Middle Circle: Relationships in Balance

Who do we serve, and who walks with us?

List the relationships that sustain your work:

- Consumers / Participants
- Families
- Colleagues / Team Members
- Community / Elders / Knowledge Keepers
- Partner agencies or systems

Where are these relationships strong? Where do they need renewal?

Outer Circle: Systems and Structures

What policies, practices, or routines can we align with our values?

Consider supervision, evaluation, communication, and service delivery.

Path Forward: Seeds of Action

If integrity were a living practice, what one change could we begin today?

Write one small but meaningful step your team can take.

Example: Begin meetings with a two-minute reflection. Revise intake forms for cultural resonance. Invite Elders into policy review.

Reflection: What Feeds Our Fire?

What will sustain us in this work?

“Our vision grows through our relationships. Leadership is not held in one person — it lives in the circle.”

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