

Reflective journal Principled Space & Compassion Agreement



We do not know it all, but what we do know, we share with others.



TEN YEARS' TIME

PHILANTHROPY REIMAGINED

Reflective journal

Principled Space & Compassion Agreement

This guide accompanies the **Principled Space & Compassion Agreement** video session and invites you to explore *your personal and collective process in co-creating these to support your team/s*. It's not about arriving at answers—it's about staying with the inquiry

Arrival

How are you arriving to this reflection? Take a moment to pause, breathe, and notice

- What sensations are present in your body?
- What emotions or thoughts are alive?
- Is there a word, image, or metaphor that describes your current state?

Reflective enquiry

Brave Spaces. Safe Spaces. Principled Spaces

Use journaling, doodles or drawing to explore:

- What does 'safety' and 'being brave' mean to me?
- When do I feel 'safe'? When do I feel 'courageous or brave'?
- What do I need to feel 'safe' and or 'brave'?
- Thinking about group situations. Where have I used power to protect? Where have I used it to control?
- What power dynamics am I part of, whether I name them or not?

Discomfort, Curiosity and your container

Invitation to think about the 'container you are co-creating':

Let's not rush past **discomfort and curiosity**. Sit with both. Ask:

- What assumptions tend to shape how people come together?
- What stories or habits keep me from naming this?
- What benefits do I receive from our existing 'ground rules'? Who is excluded or harmed?
- Imagine what might be possible if our container increases the possibility of safety for all? What would change? What wouldn't change?

- Think about how often you may meet in a hybrid setting, with people in the room and people online. What else might you need to consider and or add to your principled space guidelines?

Circuit Breaks - when things break down

- What Circuit Break could be helpful or right for you? Would it work for others?
- When things break down, what happens next? How do you respond?
- How would YOU like to be approached if the Principled Space and or the Compassion Agreements are not upheld?
- How would you like to be approached to rebuild trust or reconnect with a colleague after a circuit break has been used?
- How can you guide others when you need to be challenged?

Invitation

As we come toward the end of the session, I invite you to reflect:

- How might what I've heard here today influence how I show up in my work and in my role as a Change Team member?
- What learning edges or questions do I want to continue exploring?
- What am I ready to unlearn—or reimagine?

Unfinished Questions

Leave space here for questions that are still unfolding. Not everything that needs to be asked will have a tidy answer. Use these pages for ongoing enquiry, insights, tensions, contradictions, and invitations that emerge later.

Closing

Think of one small action you can take right now to help transition back into your day — perhaps noticing ten things in the room that are blue, taking a stretch, a breath, or a drink of water.

How are you leaving this reflection? What image, word, or sensation wants to mark this moment?

Next Steps (Optional):

- **One practice I want to try...**
- **One conversation I commit starting...**
- **One thing I'm ready to let go of...**
- **One place I will show up differently...**



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