MENTAL HEALTH & WELLBEING

resources & opportunities for social impact teams

SAMPLE SERVICES FOR LEADERSHIP SUPPORT, TRAINING, AND CONSULTATION

brio
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Today’s social impact teams face incredible odds, particularly those that work in low-income communities.

For leaders and staff addressing issues of poverty, inequity, and injustice, the stressors and limitations of these contexts can lead to difficult relational dynamics, lower levels of efficacy, and decreased motivation and wellbeing in the long-run.

Since the Covid-19 pandemic, the pressures and difficulties local teams face have only been amplified. Meanwhile, their service and dedication are more important than ever.

In order to maintain effective programs that address society’s greatest challenges, we need high-functioning, healthy individuals that can go the distance without burning out. Psychological skills and wellbeing have predictive power over how leaders and teams fare in the face of ongoing challenges and stressors.

Brio exists to help you and your teams develop organizational wellbeing, psychological skills, and healing spaces as you serve in deeply challenging contexts. We offer user-friendly resources, consultation, support, and training created for the unique needs of the work that you do. Our goal is to ensure that your work and mission continue— for the long run.
Psychological flexibility for sustained social impact
Our skill-building experience begins with 6 key psychological skills that are critical to impact work. We then collaborate with you to identify your teams' most stress-inducing factors, and offers insights into how best to respond. Depending on your team's needs, this training may include:

- Live workshops with brief presentations, exercises, and Q&A.
- Responsive strategies to cope with the challenges your team faces, within their particular context constraints.
- Downloadable guide and worksheets to implement practices to manage specific stressors.

Leader's wellbeing spaces
Research shows that humanitarian workers and impact teams are less likely to seek professional psychological services. Frequently, they turn to colleagues and friends for support. Brio offers a co-developmental opportunity to work directly with leaders and teams in your network to create lightly-facilitated wellbeing spaces that enhance the quality of this mutual support.

- In-depth interviews for specific areas of interest for leaders experiencing stress
- Co-develop and co-design wellbeing spaces that can be conducted virtually or in person
- Tailored content and structure that is tested with participants then offered to your team through training
- Long-term support for maintaining momentum of wellbeing spaces while designing for participant ownership.
Brio works with you to identify a group of individuals for whom you would like to provide leadership support. We recommend conducting evaluations at the time of selection into your program.

Brio conducts confidential, burden-free evaluations. We tabulate and analyze the results, and give you easy-to-use insights. We do not reveal individual raw results.

Based on our findings, we work with you to determine the most cost-effective options to help the group reach healthy benchmarks. This may involve wellness practices, therapeutic consultation, leadership and team coaching, recommended resources, and trainings. Where appropriate, we re-evaluate to mark changes and improvements in the group.

Live sessions on specific topics of interest
At critical decision points, there may be specific mental health-related issues that the team would like to explore together. Prior to the session, we work with you to identify the most critical pain points and how you would like to structure the conversation. Possible topics include adaptive coping strategies, effective self-care while caring for others, and activating agency amidst uncertainty.

Resilience evaluation and response design
This is an opportunity to gather in-depth insights into the mental health challenges unique to your team's contexts, and create long-term resources within your programming to address them. Here's how it works.

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Systems and design consultation for mental health and wellbeing
Brio works as a hired consultant to help you identify and address key aspects desired for building capacity and psychological flexibility within your teams or programs.
WE WOULD LOVE TO SUPPORT YOUR TEAM.

Contact us to explore engagement possibilities and a tailored proposal.

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