- What does mindfulness mean to you?
- How do you think mindfulness and self-compassion relate to the work we do with young children and their families?
- How do you use mindfulness, self-compassion or other contemplative practices in your work?
    - How have these practices impacted you and your work?
    - What has helped you integrate these practices in your work environment?
    - What has been most successful?
    - What are the biggest challenges or barriers you have experienced?
- What other cultural or traditional contemplative practices do you/have you used to focus on the present moment, find calm, or support your well-being?
- How would you like to integrate or further integrate mindfulness or other contemplative practices into your work?
- What information or experiences would help you begin or expand the use of these practices in your work?

Developing Emotional Competence Skills

Within the context of reflective supervision, explore these emotional competence skills. Consider and discuss how mindfulness and compassion practices enhance skills.

Emotional awareness: I am aware of my emotional states including mixed emotions. I understand unconscious dynamics (perceptions, past experiences, biases, etc.) may impact my awareness of or attention to certain emotions.

Understanding of emotion: I understand my emotions as well as others' feelings based on situational and expressive cues that are consistent with my community.

Emotional vocabulary: I use the vocabulary of emotion from my culture and use language that links emotion with social roles in my community.

Empathy and sympathy: Other people's emotional experiences provide an opportunity for me to feel empathy and sympathy even if there is a difference in our cultures.

Self-presentation: I recognize that inner emotional experience may not correspond to outward expression in myself and others. I may present myself in ways that are incongruent to how I feel inside because I recognize the needs of others.

Self-regulation: I can manage my emotions using strategies that decrease stress in situations where I feel uncomfortable or have difficulty staying present.

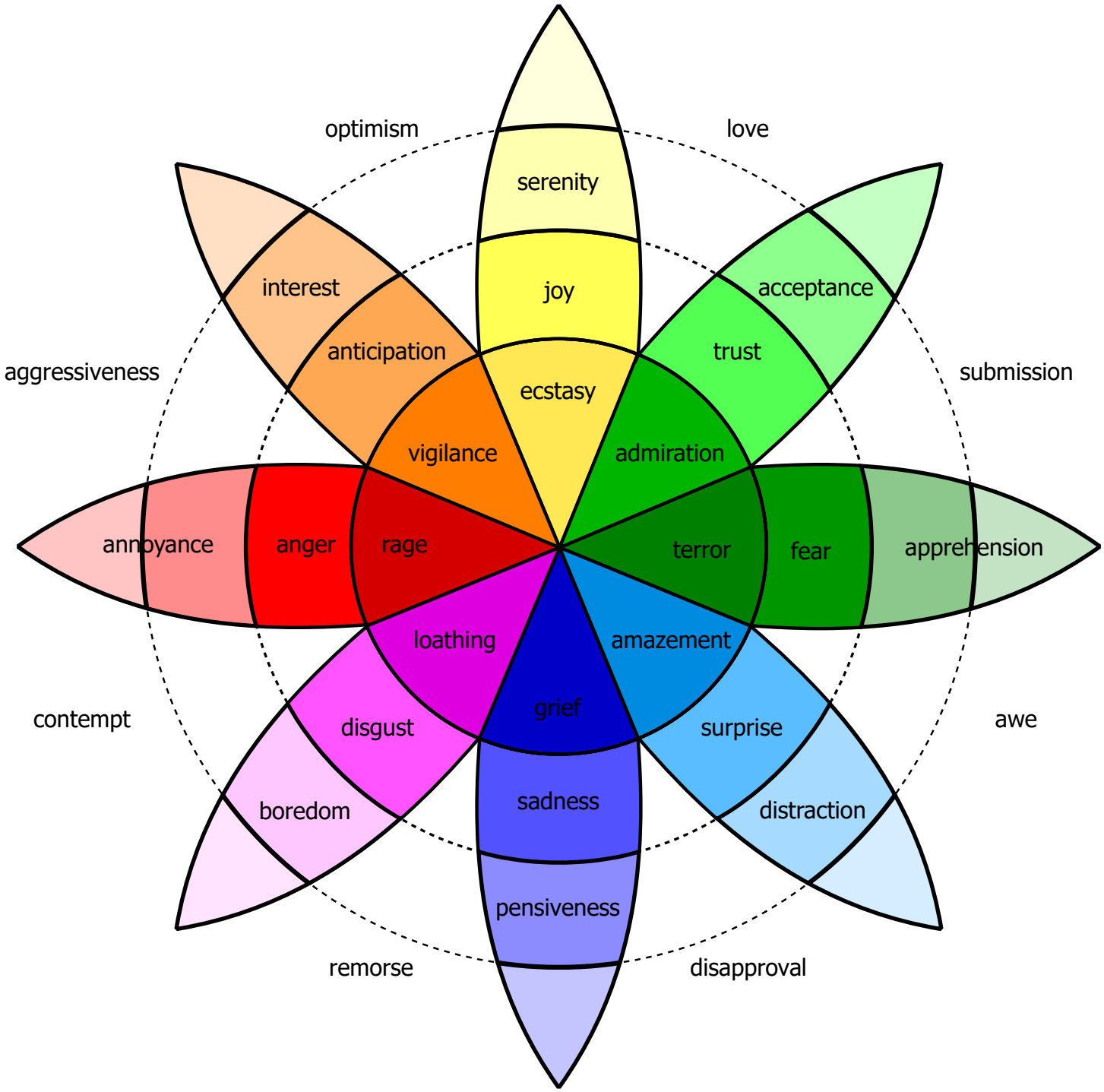
Relational awareness: I recognize that there are relationships that are equal and there are relationships where there is a power imbalance. When I am in a position of power, I can alter my expression of emotion accordingly and be an active listener so that I am not inflicting harm.

Self-efficacy: Overall, I feel able to accept my emotional experience and to maintain emotional balance based on my personal beliefs regarding my health and wellness.

Based on Saarni, C. (2000). Emotional competence: A developmental perspective. In R. Bar-On & J. D. A. Parker (Eds.), The handbook of emotional intelligence: Theory, development, assessment, and application at home, school, and in the workplace (pp. 68-91). San Francisco, CA, US: Jossey-Bass.

Plutchik Wheel of Emotion

Use this wheel as a tool to explore emotions and increase emotional competence skills. The wheel can help you visualize and understand which combination of emotions are contributing to your emotional state in different situations as well as increase your emotional vocabulary.



Temperament Quiz

Use the temperament quiz as a tool for self-reflection as you build curiosity and compassion for yourself. The mindfulness practices outlined in the toolkit can be used to expand your capacity for self-awareness, including understanding your temperament.

You can also use the temperament quiz to understand others and to build a bridge of compassion and respect across differences in temperament.

REFLECTIVE PARTNERSHIP OR TEAM:

Consider sharing the quiz within your reflective partnership or team to deepen your connection with colleagues. Talking together about how you each experience the world may highlight ways you can better support each other in your professional role.

REFLECTIVE SUPERVISION:

Using the quiz in reflective supervision may be another way to deepen your reflective capacities, with support from your supervisor, and understand your strengths and areas for growth.

Use this temperament quiz to build understanding in your organization about children's temperaments, the way they approach and react to the world. Every child that your organization serves has a unique temperament. How a child's temperament is expressed is influenced by multiple factors including genetics and environmental resources as well as the family's cultural values and parenting styles. Understanding a child's temperament—and the influence of these other important factors—can help providers and families better understand how young children react and relate to the world. This understanding also helps adults to identify children's strengths and what resources each child may need to grow and learn. Another aspect of temperament to explore is how an individual child's temperament matches that of the caregiver, this "goodness of fit" can also impact co-regulation and how attachment forms.

Temperament Quiz

Temperament shapes the way we experience the world and interact with others. It is the collection of characteristics that makes each of us unique. Please give yourself a rating for each of the following questions by circling the number that describes you best. Remember that there are no right or wrong answers here! All aspects of your temperament are valuable in different circumstances, so please hold yourself with compassion as you self-reflect.

1. Sensitivity - How sensitive are you to noise, smell, sounds, taste and touch? How much discomfort do you experience with loud noises and how do you tolerate this discomfort?

   VERY SENSITIVE 1 2 3 4 5 HIGHLY TOLERANT

2. Activity level - Do you enjoy a lot of physical activity or do you prefer sedentary activity?

   VERY SEDENTARY 1 2 3 4 5 HIGHLY ACTIVE

3. Intensity - How much energy do you put into a response? For example, do you show a big reaction when you are upset or do others have difficulty guessing how you feel?

   VERY SUBDUED 1 2 3 4 5 HIGHLY RESPONSIVE

4. Regularity - Do you enjoy a regular schedule, or do you thrive on being spontaneous?

   VERY REGULAR 1 2 3 4 5 HIGHLY SPONTANEOUS

5. Adaptability - How do you handle change? Do you jump right into a new situation or do you take time to assess a situation before stepping in?

   SLOW TO ADAPT 1 2 3 4 5 HIGHLY ADAPTABLE

6. Persistence - How long do you stick with a task? Are you likely to move from one activity to another without finishing or do you stick with one task until it is done?

   VERY MOBILE 1 2 3 4 5 HIGHLY PERSISTENT

7. Distractibility - How long is your attention span and how easily do you get distracted?

   VERY DISTRACTABLE 1 2 3 4 5 HIGHLY FOCUSED

From Cultural Curiosity to Cultural Humility

Cultural curiosity is a practice of inquiry and reflection. It is powerful because it brings down the barriers to multicultural communication and encompasses taking an active role learning about and from others who we perceive as culturally different from ourselves. Continually opening to other perspectives paves the way to understanding those we intersect with. Cultural curiosity can deepen to cultural humility, a life-long process of becoming aware of our biases, perceptions, and respectfully appreciating the experiences of others. Cultural humility helps us recognize and challenge power imbalances.

- Recognize individuals, practices and programs are embedded in culture.
- Understand that organizational mindfulness practices can embrace and respect families' cultural values, attitudes and beliefs.
- Use mindfulness to experience feelings in less judgmental ways, fostering a more inclusive environment
- Cultural curiosity is built through relationship. Begin by asking: "Whose voice may be missing from the conversation?" and "What can we do to create and maintain inclusive communities of practice?"
- Embrace cultural traditions and history as authentic means to promote the retention of home language and culture as part of a nurturing environment.
- Appreciate and honor that tribal nations and underrepresented racial and ethnic groups--families and those who serve children--have important insight and wisdom to share.
- Reflect on your personal beliefs and acknowledgment of cultural differences.
- Appreciate and honor diversity and act to reduce personal biases and racism.
- Advance equity and support underrepresented racial and ethnic groups by understanding the needs and experiences of diverse communities and co-creating ethical action.