

# Compassion Resilience SOAR Assessment<sup>1</sup>



Trauma-informed, resilience-oriented, and equitable (TIROE) organizations prevent, identify, and address workplace concerns for their staff. Compassion resilience is the ability to maintain one’s emotional, mental, and physical well-being, while compassionately supporting others through the challenges of daily work. **Compassion resilience** increases empathy, strength, and hope in the face of adversity—while preventing compassion fatigue.

This strengths, opportunities, aspirations, and results (SOAR) assessment<sup>2</sup> guides sexual and reproductive health agencies in assessing their current strengths and opportunities to build compassion resilience among staff. This exercise takes about 15 minutes, but this resource is meant to be shared, revisited, and discussed openly and regularly across the organization.

## Instructions

1. Gather a team representing diverse roles.
2. Be welcoming and curious about staff responses and perspectives to maximize mutual understanding and innovation.
3. Complete the assessment individually and then share, or move through each question together as a team.
4. In each of the four areas below, respond to the questions about your organizational values and how your agency builds and sustains compassion resilience among staff.

<b>STRENGTHS</b> <ul style="list-style-type: none"> <li>What makes us proud?</li> </ul>	
<b>OPPORTUNITIES</b> <ul style="list-style-type: none"> <li>What skills, policies, procedures, or infrastructure do we need to foster compassion resilience at our organization?</li> <li>What are staff asking for?</li> </ul>	
<b>ASPIRATIONS</b> <ul style="list-style-type: none"> <li>Who are we as an organization?</li> <li>What do we care about most?</li> <li>How can we translate what we care about into change toward more compassion resilience as an organization?</li> </ul>	
<b>RESULTS</b> <ul style="list-style-type: none"> <li>How do we know we are succeeding?</li> <li>What are three to five ways to measure and track our progress? Consider big and small ways our organization supports, recognizes, and encourages staff, e.g., promoting and sharing available staff-support programs; offering resources; creating space for staff self-care plans.</li> </ul>	

## What’s next?

Now that you have completed the SOAR assessment, brainstorm next steps to build and sustain compassion resilience in every staff member. Consider: What can your agency do in the long term? In the next three months? Where are there opportunities and how can your agency leverage its strengths?

- 1.
- 2.
- 3.

<sup>1</sup>Thank you to Linda Henderson-Smith, PhD, LPC, CPCS, CCMP, for her contributions to this resource.

This publication was supported by the Office on Women’s Health (Grant ASTWH2000-90-01-00). The views expressed do not necessarily reflect the official policies of the Department of Health and Human Services; nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.

<sup>2</sup>This resource is part of the TIROE Care meeting package series.