

Components of Action & Support

Three Guiding Principles about Human Beings

We operate with the understanding that the following are generally true:

★ **All People Are GOOD.**
There is an inherent goodness and ability to do good .

★ **All People Get HURT.**
Through our lives, we all get hurt repeatedly, either by someone else or by systems, like racism, sexism and classism.

★ **All People Can HEAL.**
Anyone can heal and regain their natural goodness, intelligence and joy.

Four Support Strategies

These support strategies foster deeper relationships, emotional safety, and help guard against burnout and internal fighting within organizations.

★ **LAUGH & PLAY** are intentional opportunities to create a culture of joy, connection and fun!

★ **APPRECIATIONS** are simple, yet effective, ways to create a positive work culture and deepen relationships.

★ **LISTENING PARTNERSHIPS** use structured, two-way listening to gain clear thinking about an issue or person by process attached feelings, experiences or moments. It is the foundational tool of Action & Support.

★ **SUPPORT CIRCLES** utilize all support tools to create a consistent and safe space for staff and leadership to build support among each other.

Four Community Engagement Tactics

Support strategies are not limited to deepening relationships within organizations, they can also be brought to the community to strengthen the organizing work.

★ **LISTENING PROJECTS** bring listening to communities, provide a practical platform to increase engagement and can inform and often reorient organizing work based on the needs of the community.

★ **DEEP CANVASSING** creates sustained and meaningful connection at the door that allows effective two-way dialogue in order to figure out what is relevant to people and builds authentic relationships.

★ **THINK & LISTEN** is a flexible tool for groups to think big and collectively about an issue or topic with relaxed attention.

★ **HEALING CIRCLES** are rooted in the tradition of restorative justice and can incorporate music, art, and other forms of creative expression that reveal our humanity and allow people a communal entry path towards healing.



ListeningWorks

Partnership for Restorative Justice
A Social Enterprise of Youth on Board