



Trust

Perseverance

KNOW YOURSELF
Purposefulness

CELEBRATE + APPRECIATE

RIDE THE WAVES OF CHANGE

Courage

UNDERSTAND EMOTIONS

Acceptance

TELL EMPOWERING STORIES

Resilience

PLAY + CREATE

Curiosity

BE A LEARNER

Perspective

CULTIVATE COMPASSION

Empowerment

FOCUS ON THE BRIGHT SPOTS

Positive
Self-Perception

TAKE CARE OF YOURSELF

Humor

BE HERE NOW

Empathy

BUILD COMMUNITY

Optimism



CHAPTER 1

Know Yourself

When you know yourself well—when you understand your emotions, social identities, core values, and personality—you gain clarity on your purpose in life and in work. Being anchored in purpose makes you able to deal with setbacks and challenges.

June: This habit is foundational for all the others. In June you can reflect on last year, transition into summer, and contemplate next year while gaining deeper self-understanding.

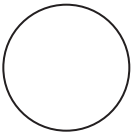
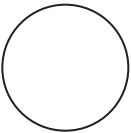
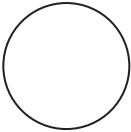
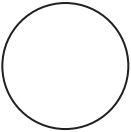
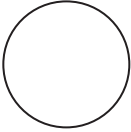
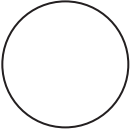
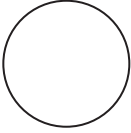
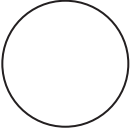


Know Yourself: Resilience Self-Assessment

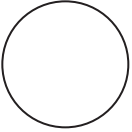
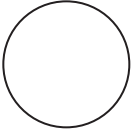
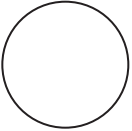
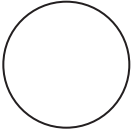
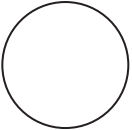
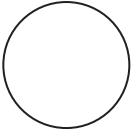
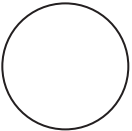
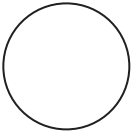
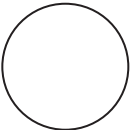
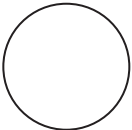
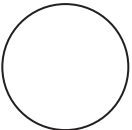
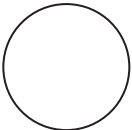
The purpose of this self-assessment is to help you gauge the level of your resilience reservoir and to explore what might be draining or what could replenish it. The exercises that follow and the information in the corresponding chapter of *Onward* can boost your resilience by helping you better understand yourself and by connecting with a deeper sense of purpose.

Imagine each circle here as a little *cenote* or reservoir within you, and fill it up according to how much each statement reflects a source of resilience. If you need something more concrete, imagine marks at $\frac{1}{4}$, $\frac{1}{2}$, and $\frac{3}{4}$ full.

Before you start the exercises in this chapter, take this self-assessment and fill in the date. At the end of the month, take the assessment again. (You might even cover up your original markings with a strip of paper.) Is your resilience reservoir a little more full? If so, which practices do you want to keep up? If not, what else do you want to try?

Statement	Date:	Date:
I am clear on my core values and how they guide my behaviors.		
I know how my personality affects me at work.		
I know what I'm good at; I'm clear about my strengths.		
At least for some part of my day, I do what I'm good at.		

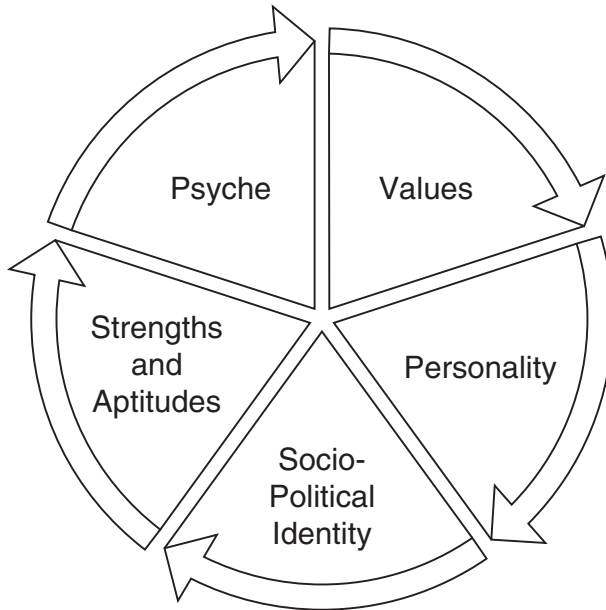
From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

I'm aware of the connections between my sociopolitical identity and how I experience my work.		
I recognize how messages from dominant culture affect how I think and feel about myself.		
I have strategies to mitigate how dominant culture makes me feel about myself.		
I know what makes me feel vulnerable, and I'm aware of when I feel vulnerable.		
I feel very clear about my purpose in life. I know what I'm here on earth to do.		
The knowledge I have of myself helps me manage challenges at work; it serves as a guidepost when I have to make decisions.		

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

How Well Do I Know Myself?

Our “self” comprises the five elements here.



You're the judge of how well you know yourself. On a 1–10 scale, how well do you feel you understand these elements of who you are?

Element of Self	Description	Rating (1–10)	Thoughts, Reflections, Evidence
Beliefs	I know my core values and see how they guide my behavior. I am aware of when I'm operating from my values, and I make decisions that align with them.		

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Personality	I am aware of my personality tendencies and the impact they have on my life and work. I can make decisions about what I do and how I work that play to my personality.		
Strengths and Aptitudes	I know what I'm good at and what my strengths and skills are. I make choices that allow me to play to my strengths and to develop areas in which I'm not strong.		
Sociopolitical Identity	I understand who I am sociopolitically, and I am aware of how this construction impacts me in a professional context.		
Psyche	I am aware of my emotions, and I understand them. I have healthy strategies to respond to and express my emotions that work for me.		

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

In which area do you feel most confident? How do you think you came to know yourself in this area?

In which area do you most want to do further learning? How might you benefit from doing more learning in that area?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



The Wise Words of Martha Graham

There is a vitality, a life force, a quickening that is translated through you into action, and there is only one of you in all time, this expression is unique. And if you block it, it will never exist through any other medium, and it will be lost. The world will not have it. It is not your business to determine how good it is, not how it compares with other expression. It is your business to keep it yours clearly and directly, to keep the channel open. You do not even have to believe in yourself or your work. You have to keep open and aware directly to the urges that motivate you. Keep the channel open.

MARTHA GRAHAM

What do these words mean to you?

How do Martha Graham's words help you think about your purpose in life?

What actions, if any, do these words lead you to consider taking?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Whom Do You Know Who Knows Who They Are?

Whom do you know who really knows who she is? This person could be real or fictional (for example, Wonder Woman).

What does this person say or do that makes you feel that she knows who she is? How do you see this self-knowledge expressed?

What connection can you make between how you feel about this person (whether you like her or not) and the sense of self she has?

Draw a little picture here (stick figures are great!) of this self-aware person you know. Add details, captions, or thought bubbles.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



I Am

Set a timer for five minutes and make a list all about *you*. Let your mind free-associate, and jot down anything and everything. This is just for you. Include things that you identify with, that resonate, that you love or care about; include adjectives and nouns and places and people. Some of the things on my list include cacao and corn and coffee, the East End of London, my mother's daughter, a redwood tree, and a lotus flower. Let your mind go where it takes you. After the timer goes off, read back through your list and star the ones that feel most important.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



Purpose: Why I'm Doing This

Why did you get into teaching? Free-write in response to this question. Set a timer and write for three minutes without stopping. Don't edit yourself, and be honest.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



1. Energy: Whether you draw energy from the outer or inner world.

Place an X where you believe you fall:

I think I fall here because . . .

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Important to Know

Our tendency toward introversion or extroversion has nothing to do with shyness, social awkwardness, fear of public speaking, or ability to make friends. This is the personality type that is most likely to change as you get older. Most people become more introverted as they age, so if you were an extrovert in high school, it's possible that by your 40s, you might be an introvert. It's also likely, psychologists say, that these results may change as you get older because when you were a young adult, if you took a personality test, you may have answered the questions according to what you *thought* you should say—for example, when asked what you prefer to do on a Saturday night: go to a party or stay at home and watch a movie, you may have felt socially compelled to say party.

2. Perception of Information: Your tendency to focus on factual information or to interpret and add meaning to information

Sensing (S)	Sensors • Rely mainly on concrete, actual information • Value data (and might be driven by data) • Focus on what is realistic in relation to current constraints • Can struggle to step back and determine a path to success, especially when resources are scarce and tasks are overwhelming • Can be overwhelmed by details and may have a hard time seeing possibilities for new approaches
Intuition (N)	Intuitives • Rely on their conception about things based on their understanding of the world • Are always looking at the big picture and prefer to backward-plan • Want to know why something isn't working when there are problems, before moving ahead • Plan for long-term success and aren't tempted by short-term tasks • Delegate responsibility for implementing big projects

Place an X where you believe you fall:

←—————→
Sensing **Intuition**
I think I fall here because . . .

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

3. Decision Making: How you process information: Whether you first look at logic and consistency or at people and circumstances

Thinking (T)	Thinkers • Make decisions based on logical reasoning and are less affected by feelings and emotions • Can be objective in the face of emotionally charged issues • Are able to look at and analyze data and enjoy it • Are less concerned with wanting to be liked and more focused on enduring results • Can be insensitive to others and can create conflict
Feeling (F)	Feelers • Base decisions in emotions • Are relationship oriented • Cultivate a positive climate in the classroom or school • Can struggle to hold people accountable because they worry about damaging relationships
<i>Important to Know</i> Thinkers do have emotions, and feelers do use their cognitive capacities as well.	
Place an X where you believe you fall: ← → Thinking Feeling I think I fall here because . . .	

(continued)

4. External Structure: How you like to live your outer life: Whether you prefer things to be decided or to stay open and flexible

Judging (J)	Judgers • Are outcome oriented and decisive • Choose a plan of action and stay focused • Like to develop and execute plans • Are deadline oriented • Find changes to plans disruptive
Perceiving (P)	Perceivers • Are creative problem solvers always looking for new ideas and innovations • Like to keep options open • Often have new ideas and get overwhelmed with the number of things that could be tried • Can find change exciting

Important to Know

J or P preference only tells which preference people express in their outside world. Perceiving people may feel very orderly or structured on the inside, yet their outer life looks spontaneous and adaptable. Judging people may feel very curious and open ended in their inner world, yet their outer life looks more structured. Also, this type has nothing to do with how people organize their material world—both types can be a disheveled mess or supremely organized.

Place an X where you believe you fall:

←————→

Judging **Perceiving**

I think I fall here because . . .

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



Myers-Briggs Personality Types: Part 2

Take the free, online test at www.16personalities.com or <http://www.humanmetrics.com> (or you can take both and compare your results).

Write your four-letter personality type here:

Respond to the following questions:

Given your personality type, what really resonated? Were there any descriptions that felt particularly “like you”?

What were you surprised by in your results?

Were there any results that didn't feel accurate?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

What are the implications of knowing these personality tendencies? Are there implications for what kind of work you do, where you work, whom you work with, and what you might be able to do?

Who are a few famous people who have shared your personality type?

Read about other types. Which types do you suspect are hardest for you to work with?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Pablo Neruda and Purpose

*Something ignited in my soul . . . And I went my own way,
deciphering that burning fire.*

PABLO NERUDA, POET

In the course of your life, what has ignited your soul?

If you've pursued what felt like a calling in your life, like a burning fire, where did it take you?

What did you decipher in that burning fire?

How might you connect with what ignites your soul?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



What Motivates Me When I Speak?

Today, inquire into your motivations behind what you say. When you're about to say something, ask yourself:

- What's my intention in saying this?
- What emotions are below what I'm about to say? (Am I frustrated? Curious? Sad? Excited? Resentful?)

As many times as possible today, before you speak, ask yourself these questions. This can be hard to remember, so think of a cue that can jog your mind: Write something on your hand! Post a note above your whiteboard! If you can ask yourself these questions even a couple of times before you speak, you'll benefit.

How will you remember to ask yourself about the motivations behind your speech?

At the end of the day, capture your reflections here. What did you discover about what motivated you to speak? What did you learn about yourself?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Core Values

We all have core values, but often we're not aware of what those are. This activity will help you identify your core values. It's a useful one to do every year and to reflect on how they change—or don't change.

Process

1. Read through the list of values located at the end of this exercise and circle 10 that you feel are most important to you.
2. Cross off five of those values, leaving you with the five that are most important to you.
3. Now, from your list of five values, cross off two, leaving you with the *three* values that are most important to you. These are your core values.

Reflect

How does it feel to read your list of values? What did it feel like to do this activity?

One year ago, what do you suspect your core values might have been? Ten years ago, what do you think they might have been?

Consider how your actions reflect your core values. Which values show up more often in your actions at work? At home? In social circles? With family?

What are some ways in which your actions reflect your core values? Think of one example of how actions you take reflect your core values.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Can you think of a time—or two—when your actions conflicted with a core value? How does it feel to remember those moments when there was a discrepancy between a value and your actions?

Write your three core values on a piece of paper and post them somewhere prominent. Reflect on them for a few months. See if they still feel like “core” values.

Suggestions for Sharing Your Core Values

Sharing your core values with colleagues is a powerful way to connect and learn about each other. I often offer groups these discussion prompts:

- What do your core values mean to you?
- Describe the elimination process you went through to arrive at your three core values. How are the ones that you crossed off reflected in your top three?
- Share a time when you acted on your core values.
- Which of your core values feels easiest to uphold? Which feels hardest?
- Find someone with the same value as you have, and explore how you experience the value similarly and differently—one value can mean different things to different people.

Values

The following values apply to work and personal life. This is not an exhaustive list—you’re welcome to add your own.

Acceptance
Achievement
Advancement
Adventure
Affection
Altruism
Ambition

Appreciation
Arts
Authenticity
Authority
Autonomy
Balance
Beauty

Belonging
Caring
Celebration
Challenge
Choice
Collaboration
Commitment

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Communication	Harmony	Power
Community	Health	Pride
Compassion	Helping others	Privacy
Competition	High expectations	Productivity
Connection	Honesty	Recognition
Contribution	Hope	Reflection
Cooperation	Humor	Reputation
Creativity	Imagination	Respect
Democracy	Independence	Responsibility
Effectiveness	Influence	Results
Efficiency	Initiative	Risk taking
Empathy	Integrity	Romance
Equality	Interdependence	Routine
Equity	Intuition	Self-expression
Excellence	Justice	Self-respect
Excitement	Kindness	Service
Expertise	Knowledge	Sharing
Fairness	Leadership	Solitude
Faith	Loyalty	Spirituality
Fame	Making a difference	Success
Family	Meaningful work	Support
Flexibility	Mindfulness	Teamwork
Focus	Nature	Time
Forgiveness	Nurturing	Togetherness
Freedom	Order	Tolerance
Friendship	Passion	Tradition
Fun	Peace	Travel
Generosity	Perseverance	Trust
Goals	Personal development	Truth
Gratitude	Personal growth	Unity
Growth	Pleasure	Variety
Happiness	Positive attitude	Zest

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Purpose: My Legacy

List 10 hopes you have as a teacher or leader:

Now put a star by the three that are most important. Is there one that is of top importance? Circle it.

For teachers: What do you want students to say about you 15 years after they leave your classroom?

For others: What do want the people you lead/coach/support to say about you 15 years after working with you?

Write this as if someone were speaking about you in the third person.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Who do you hope will speak at your retirement party?

What do you hope this person will say? Script as much of the speech as you can here.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



Crafting a Mission Statement

A mission statement is a declaration of your purpose. It has a dual audience: You and others. It helps you establish priorities and guides your decisions. You may want to create a mission statement that speaks to your purpose as an educator, or to a broader purpose in life.

Step 1

- Draft a few mission statements on 3-by-5 index cards. Don't worry about the wording, and don't show them to anyone. These prompts can help you generate ideas for your statement:
 - What do you hope will be true as a result of your work?
 - What impact do you want to have on others or the world?
 - Which values drive you to do what you do?
- Carry these index cards around in your pocket for a week.
- Pull them out occasionally and read them. Notice how you feel reading them. Is there one that feels more empowering? Closer to the truth? Are there elements in each one that if combined might reflect your sense of purpose?

Capture your reflections on your first round of mission statements here:

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Step 2

After a week of carrying your drafts, write one mission statement that draws from them. Of course, you can write something entirely new if you want. Use words that feel like you. They don't have to be fancy—they need to feel authentic. Write your statement in the box here.

My Mission:

Reflect

How does it feel to see your mission statement?

Read it aloud. How does it feel to hear yourself proclaim it?

Share it with someone else. How does it feel to share? What was the person's response?

I feel very uncomfortable when I share my mission with others. Sharing makes me feel vulnerable and exposed. But I do it anyway. Here's mine:

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

My mission is to heal and transform the world. I help educators discover ways of being and working that are joyful and rewarding, that bring communities together, and that result in positive outcomes for children. I help people find their own power and empower others so that we can transform our education system, our society, and our world.

Step 3

- Write your mission statement in large letters and post it in your classroom or office where you'll see it regularly. Use color or decorate it if you want.
- When you're having a hard day, read it and notice how you feel.
- When you have a good day, reflect on how you acted on your sense of purpose. Often what contributes to our good days is that our actions were aligned to our mission.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

I Am a Leopard, or a . . .

Leopards are noble, courageous, and confident. Eagles have grace and perspective. Owls are symbols of wisdom and equanimity. Bobcats are tenacious. Hummingbirds are pollinators.

Reflect on the animal that you'd like to be at work or in your life. Perhaps one comes to mind immediately. Or perhaps you could do some research and reading on characteristics of animals and then decide on one. Allow this thinking and exploration to be a reflection on who you are and who you want to be.

After some reflection, draw your animal here, or paste in a photo of it. Add some words to name the qualities of the animal that reflect aspects of yourself or who you want to be.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Aptitudes and Interests

Part 1: Outside of Work

When you were a child, what were you good at?

When you were a child, what did you love doing? What did you want to be when you grew up?

Outside of your current work, what do you love doing? What do you feel good at? What do you feel good at and love doing that also feels easy to do?

Looking at your answers to these questions, what strengths, skills, or talents do you have to draw on in your daily work?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Part 2: At Work

As they relate to your professional role, list your aptitudes and interests. Let yourself free-associate and don't judge yourself for what comes up. In Exhibit 1.1 at the end of this section, you can see my reflection as a teacher.

Aptitudes <i>What are you good at? What natural talents do you have? What learned abilities do you have?</i>	Interests <i>What do you like doing?</i>
<i>Which aptitudes do you wish you had or would you like to cultivate?</i>	<i>What are you not interested in? What don't you like doing?</i>

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Reflect

What insights did you gain from this activity? Do you see any patterns or trends?

What connections do you see between your aptitudes and interests?

Of the aptitudes or interests you feel you're missing, which ones do you think you could develop? Are there any that you're not willing to develop?

What implications are there for you from this reflection?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

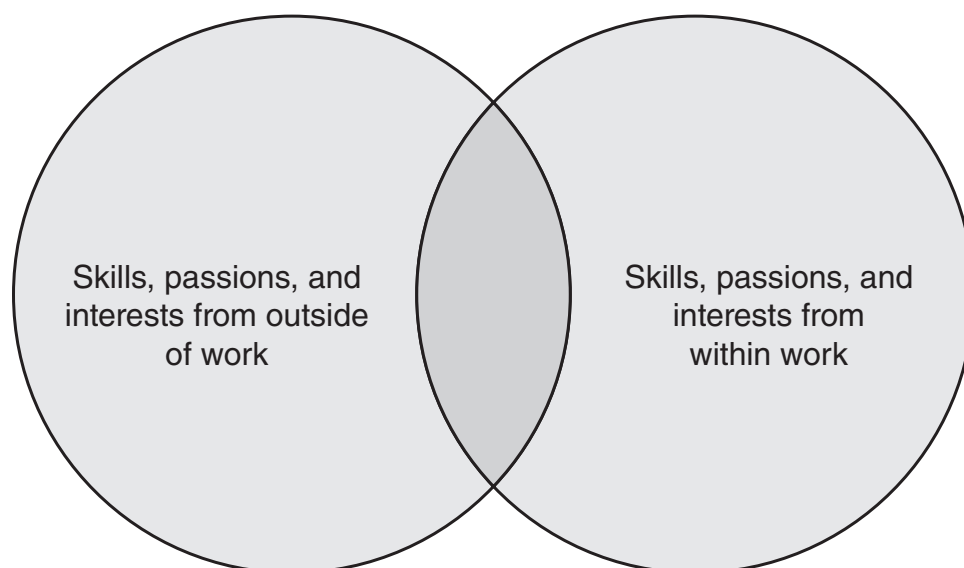
Exhibit 1.1: Elena's Reflection as a Teacher

Aptitudes <i>What are you good at? What natural talents do you have? What learned abilities do you have? What capacities to acquire a skill do you have?</i>	Interests <i>What do you like doing?</i>
• Planning units: I love researching and organizing units. • Making the content relevant to kids. • Integrating art activities.	• Taking kids on field trips. • Beginning units. • Sharing literature that I love with kids. • Being spontaneous and responding to things that kids are interested in or things going on in the world.
<i>Which aptitudes do you wish you had or would you like to cultivate?</i>	<i>What are you not interested in? What don't you like doing?</i>
• Assessments: Creating them, using them, analyzing them. • Coordinating big projects: I get lost in the details, and things fall through the cracks. • Creating structure and routine in the classroom.	• Assessments. • Report cards. • Maintaining structure and routine in the classrooms. I like to change things often.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Part 3: Where Worlds Intersect

Reference parts 1 and 2 and jot down some key phrases in the Venn diagram here that represent your skills, passions, and interests inside and outside of work.



What insights into yourself do you get after filling in this Venn diagram? What does it raise for you?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Look at your list of aptitudes and what you love doing. Imagine a workday in which 85% of what you do draws on these lists. Describe that day.

What other kinds of roles, both within education as well as outside of it, require the aptitudes that you've identified? Are there any other roles that you want to learn more about that might be a good match for your skills and abilities?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



Aptitudes: An Inquiry Experience

1. Identify 2–4 people who know you well within your world of work, and 2–4 people who know you well outside of it. (These lists can overlap.)
2. Ask these people what they think your strengths, unique talents, and aptitudes are. If you can do this in person, it will be more powerful.
3. When they say nice things about you, don't downplay those, disagree, or negate them. Simply say, "Thank you," and take notes.
4. Then ask if there are any other roles inside or outside of education in which they could see you thriving.
5. Write down what they say in the boxes here.

Friends and Colleagues from Work Life

Name:	My strengths and aptitudes	
	Other roles or jobs?	
Name:	My strengths and aptitudes	
	Other roles or jobs?	

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Name:	My strengths and aptitudes	
	Other roles or jobs?	
Name:	My strengths and aptitudes	
	Other roles or jobs?	

Friends and Colleagues from Personal Life

Name:	My strengths and aptitudes	
	Other roles or jobs?	

(continued)

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Name:	My strengths and aptitudes	
	Other roles or jobs?	
Name:	My strengths and aptitudes	
	Other roles or jobs?	
Name:	My strengths and aptitudes	
	Other roles or jobs?	

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Friends and Colleagues from Both Work and Personal Life

Name:	My strengths and aptitudes	
	Other roles or jobs?	
Name:	My strengths and aptitudes	
	Other roles or jobs?	

Reflect

What was it like to engage in this activity?

How did it feel hearing other people's perceptions of your aptitudes?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Did anything someone shared particularly resonate or feel particularly off?

What new insights did you gain into yourself?

What new ideas did you get about other roles or jobs to explore?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Spiritual and Mental Ancestors

The anthropologist Margaret Mead extolled the value of “spiritual and mental ancestors” in how we form our identity. These are the people to whom we aren’t related but whose values we try to cultivate in ourselves. They are role models we seek out not from our immediate genetic pool but from the pool of culture, past and present, that surrounds us.

Who are your spiritual and mental ancestors? Who are the people from your past and present who are your role models?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

The Paths We've Taken

Throughout life, we make choices about what to do, where to go, and which paths to take. Earlier in my life, I was on a path to becoming a journalist, then an anthropologist, and then a teacher. Sketch a graphic that represents the paths you've explored and that shows how you ended up where you are now. Feel free to include the paths you abandoned. Start and end wherever you want.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Reflect

Of the paths you didn't pursue, is there one that still calls to you? That you're still curious about?

How do you feel about the paths you didn't take? Is there sadness? Relief? Regret?

What insights can you glean from the alternate paths you've explored? What do those interests tell you about yourself?

Of the paths you wish you'd taken, how might you satisfy your interest in those areas or incorporate them onto the path you're on now?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Values: At School

As they relate to education, list your values. Some examples could be *relevance, meaningful curriculum, kids having choice about what they do, or creating class agreements together*. Also see if you can identify what you *don't* value, such as following rules because they are rules, standardized curriculum, testing, and so on. Let yourself free-associate and don't judge what comes up.

What I Value	What I Don't Value

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Reflect

Did anything surprise you about your values?

How many of your values do you feel you are able to act on, regularly, in your work?

Of the things you don't value, how many do you feel you're asked to do regularly?

What do you see as the connection between your aptitudes and interests and your values?

What implications for action are there, if any, from this awareness about your values? Is there anything you might want to start or stop doing?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Sociopolitical Identities

	Star eight that feel very important to you	Star three that feel the most important to you	Put an exclamation point (!) next to three elements that you feel most aware of on a daily basis
Ability			
Age			
Education			
Ethnicity			
Family status			
Gender			
Geographical location			
Immigrant status			
Language			
Marital status			
Nationality			
Physical appearance			
Race			
Religion			
Sexual orientation			
Socioeconomic status			
Other:			

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Reflect

What insights into yourself did you glean from this activity?

Were you surprised by any of your reflections?

What role do you think your sociopolitical identity plays in your daily work life?

What do you wish that others understood about your sociopolitical identity?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Signature Strengths

Take the Signature Strengths survey: <http://www.viacharacter.org>. Then reflect on your experience taking the survey and your results.

How easily were you able to answer the questions? Did you hesitate to answer any of them? If so, what might that hesitation reveal about yourself?

What was your initial reaction to the first two or three strengths listed in your results? What feelings came up for you? Does the list ring true? Does anything feel “off”?

Try to recall a situation in which one or more of your top five strengths shined. What happened? What was the result?

Scrolling to the bottom of your report, read the strengths least evident in your profile. What reaction do you have to reading this list?

Looking across all 24 strengths, are there any you wish to cultivate? What difference would it make in your life if you increased some of the strengths that weren't at the top?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Make a Values Jar

For many people, most of the values listed in the “Core Values” activity resonate in some way. It may have been hard to select your top 10 or top 3. For this activity, go back to the top 10 values that you identified and write each one on a small piece of card stock or heavy paper—maybe a piece around a half inch by two. If there were some other values that also really resonate, write those down too. You can have as many as you’d like.

Find a jar to put them in. This could be a special jar that you decorate, an old spaghetti sauce jar, or even just a mug.

For the next couple of weeks, before you go to school every day, draw one word from the jar. Let this be your value of the day. As you go through your day, notice moments when you demonstrate that value. Find opportunities to act on it. Ask others what the value means to them. Share what it means to you. If you’d like, at the end of the day, record your reflections in a journal.

This activity will help you gain insight into how your values play out in your daily life, and will give you more appreciation for them.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



Astrology, Enneagrams, and More!

In our quest for self-knowledge, we've devised many ways to describe and understand ourselves. For example, we may find meaning or resonance with the description of our astrological sign because it gives us insight into who we are and why we do what we do. I like to attribute my insatiable passion for travel to being a Sagittarius, and my focus and persistence to my Chinese astrological sign, which is a rooster.

Going back to Socrates, and probably long before, humans have wanted to know and categorize themselves. In recent years, there's been a proliferation of online tests that claim to help you understand yourself based on which character you like the most on a TV show, your favorite snack, and so on. Astrology, Enneagrams, color personality categorization, and the like are metaphors for elements of ourselves and allow us to gain insight in new ways.

Of the symbols and metaphors for self-understanding, which ones resonate with you? Why?

Now could be a fun time to explore your Chinese astrological sign or to learn about Enneagrams. (This is a personality model with nine types that include the Helper, the Achiever, the Loyalist, and the Challenger. A resource to learn more about this model is www.enneagraminstitute.com.)

Take the results of whatever you find with a grain of salt. Or take them as truth. You get to decide this.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Behavioral Change: In the Past

Identify four distinct periods of your life. In each section, illustrate that stage with symbols or sketches, and/or add a few words, to reflect what you were like at that age. As much as possible, use drawing, color, and symbols. No one else needs to see what you've done, so these are representations only you need to understand.

Age	Time Period 1 (for example, 8 years old)	Time Period 2 (for example, 16 years old)	Time Period 3 (for example, 21 years old)	Time Period 4 (for example, 30 years old)
Recurring thoughts				
Physical behaviors I engaged in				
Relationships <i>What kinds?</i> <i>Quality?</i>				

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Reflect

What was easy or challenging about this activity?

What did you learn about yourself from doing this activity?

Did anything surprise you?

Where do you see the biggest change from one stage to another? Were they changes that you made intentionally and consciously or not?

What does this activity tell you about yourself and change?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Who Am I? Who Do I Want to Be?

Other people's perceptions play a huge role in how we view ourselves. In 1902, the sociologist Charles Cooley wrote: "I am not what I think I am; I am not what you think I am; I am what I think you think I am."

What does this quote raise for you?

How true does it feel to you?

Can you think of a specific incident in which this felt most true to you?

Who Do I Want to Be?

There are many ways to gain insight into your values, what you stand for, and who you want to be. One way to discover these is to ask yourself which behaviors in others really bother you—which qualities do you find most off-putting? Which behaviors or ways of being do you feel are intolerable?

Your responses to these reflections will give you insight into what you truly value. For example, if arrogance really bothers you, it may be that you place a high value on humility. Or if you are offended by stinginess, generosity might be a core value.

Behaviors I Can't Stand in Others	What This Might Mean About My Values

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

The Role of Dominant Culture

In what ways do you feel you fit into dominant culture? Which of your identities, characteristics, values, or behaviors reflect dominant culture?

In what ways do you feel you may not fit into dominant culture? Which identities, characteristics, values, or behaviors aren't reflected in dominant culture?

When are you most aware of the ways in which you fit into dominant culture?

When are you most aware of the ways in which you don't fit into dominant culture?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Behavioral Change: Reflections on Past Experiences

Part 1

Brainstorm some behavioral changes you've made in your life, ones that you've felt good about and that you've sustained. These could be really big changes (such as quitting drinking or starting a healthy exercise regime) or little changes (such as checking Facebook less frequently or going to bed earlier). These could be related to work life, or not. Use the sentence stems here to describe these changes.

Example:

I used to: *Skip lunch, and by 4:00 I was famished and I'd eat a whole bag of potato chips.*

And now I: *Buy frozen burritos so I can always take one to school with me, and I also keep a bag of trail mix in my desk just in case.*

I used to:

And now I:

I used to:

And now I:

I used to:

And now I:

I used to:

And now I:

I used to:

And now I:

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Select one of those behavioral changes to reflect on.

What led you to make a change? What motivated you?

What was challenging about stopping an old behavior? What did you have to give up by stopping a behavior?

What was challenging about starting a new behavior? What did you need to do or learn so that you could enact the new behavior?

How do you feel recognizing the change you've made? In retrospect, did it seem harder or easier than you'd anticipated to make the change?

Part 2

Now identify a few changes that you've tried to make, but didn't sustain (such as getting up early to exercise or quitting fast food). Select those that you wish you had sustained.

Example:

I tried: *Lesson planning for the following week for two hours on Fridays after school.*

Because: *Otherwise I spent the weekend dreading Sunday afternoon, when I'd need to plan, or leaving it until Sunday night when I didn't want to do it.*

But I didn't maintain this behavior because: *I was so tired by Friday afternoon that I couldn't muster the mental or physical energy, and I just wanted to leave school.*

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

I tried:

Because:

But I didn't maintain this behavior because:

I tried:

Because:

But I didn't maintain this behavior because:

I tried:

Because:

But I didn't maintain this behavior because:

Reflect on this question:

Looking at this history, what can you learn about yourself when it comes to making changes?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive*
by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Behavioral Change: Identifying Grain Size

When it comes to making behavioral changes, a common mistake is to choose a goal that is so big that we quickly fail. Finding the right grain size is somewhat personal—what’s right for you might be miniscule for someone else, so it takes some messing around to find that right size. As you’re playing with size, ask yourself, Is this *really* doable? It’s better to go with too small than too big. Make it manageable to set yourself up for success; later you can add another goal or make the first one bigger. Most of us are overambitious when it comes to setting goals, and there’s far more danger that we’ll feel defeated by a big goal than that we’ll accomplish a small one too easily. Go for small. Accomplish it, then add another.

Here are some behavioral changes of a good grain size that I’ve coached educators to make or that I’ve made myself. They are high-leverage behavioral changes to make, given our work. Put a star by those you already do, and a check by some that you feel would be valuable for you to make.

- Sleeping eight hours a night
- Exercising a few times a week
- Eating a healthy lunch
- Reducing coffee or soda intake
- Having a date night with a partner once a month
- Doing 10 minutes of meditation every morning
- Doing yoga once a week
- Attending a religious service a couple times a month
- Reading inspirational texts in the evening
- Taking a class just for fun
- Reducing TV time
- Turning off the TV an hour before bedtime
- Journaling a few times a week
- Keeping a gratitude journal
- Looking at social media only on the weekend
- Not checking email upon waking
- Checking email only during two specific time blocks (for example, 7:00–7:30 a.m. and 5:00–5:30 p.m.)
- Cooking food on Sunday to eat throughout the week
- Doing all laundry and ironing Sunday afternoon
- Finishing school work by 5:00 p.m. and not taking work home three nights a week

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

- Cleaning up the classroom right after school
- Doing lesson plans for the next week on Thursday afternoon
- Prepping the next week's lesson materials on Friday afternoon
- Grading tests within two days of administering them
- Making one positive phone call home to a student's parent every day
- Responding to email within 24 hours
- Taking the entire weekend off once a month

Now list 3–5 behavioral changes that you'd like to make, and make sure the grain size is manageable.

There are two ways to go about choosing a change to make:

1. Select the change that you feel most excited to work on, the one that you know would make a big difference in your life.
or
2. Sequence these changes in a way that makes sense. For example, if you reduced your TV time and checked social media only on the weekend, you'd have time to write in a journal, which might allow you to go to sleep earlier and get eight hours of sleep, which might allow you to wake up early enough to exercise before school, and so on. With this approach, you would start with the first behavior you've identified.

The following activity will help you take this desire and put it into action. But first: Write the behavioral change you want to make:

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



Making Plans for Behavioral Change

Some of us love to make plans. (Personalities of the Judging type are most inclined to do this.) Whether or not you love making plans, creating a change plan can help you understand the change process. Appendix B in *Onward* describes this process, and now you get to try it.

Which behavior change did you identify in the previous exercise that you most want to make? Write it here:

1. Start at the end: Sit back, close your eyes, and spend a minute visualizing yourself doing the behavior. Then capture your reflection: How did it feel to see yourself doing it?

2. Backward-plan: What might you need to learn or know how to do in order to adopt this habit? Is there someone you know who does this well from whom you can get some tips?

3. Make little tweaks: Is the change you want to make a manageable grain size? Is there a way you can break your behavioral change goal into smaller components and then take one element at a time? Can you identify what those components might be?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

4. Fire up emotions: What emotion could help you make this change? Write it here and reflect on how it could help.

5. Watch your mindset: Is this a change you believe you can make? What's your internal dialogue saying about making this change? Write down some of those phrases.

6. Activate autonomy: Create a few "want to" or "get to" statements about this change (for example, "I get to meditate every morning" or "I want to eat a salad for lunch three times a week").

7. Identify choice points: Which are the points at which you'll need to choose to do something different in order to enact this behavior? What are a few things you can do to set up those choice points to direct you to do the behavior?

8. Piggyback behaviors: Is there a habit that you already do onto which you can latch this new habit?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

9. Make a precommitment: What might be obstacles to getting you to do this behavior? Create a few “if-then” statements to problem-solve the obstacles. For example, “If I wake up late and don’t have time to meditate, then I’ll meditate at lunch for five minutes and I’ll also check my alarm clock to make sure it’s set for tomorrow.”

10. Soak in the satisfaction: After you do the behavior the first time, reflect on how it felt—even doing it just once. Jot down those reflections here.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Aligning Values to Actions

For many of us, our values are aspirational. We want to uphold our values—to be kind, creative, faithful, committed to community, and the like (see the list of values in the “Core Values” activity). Yet there are times when we fall short of demonstrating these values as we intend.

In the first column, list your top three to five values. In the second column, identify some moments when you have missed the opportunity to act on each value. In the third column, set clear and concrete intentions for acting on each value. These missed opportunities or intentions don’t need to be an exhaustive list—just come up with a handful to get your mind making the connection between your values and actions.

Value	Missed Opportunity	Intention
Example: Kindness	When Xavier came into class late and disrupted the lesson. When I noticed that another teacher looked upset, and I didn’t ask him if he was okay.	When a student comes in late, I’ll take a breath and in a low voice ask him or her to quickly sit and get settled into the lesson. When I notice someone looking upset, I’ll talk to him or her at that time, or as soon as I can.

(continued)

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Value	Missed Opportunity	Intention

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



A Letter to Vulnerability

We all carry psychological armor to protect us from risks inherent in being vulnerable. As Brené Brown writes in *Daring Greatly* (2015), vulnerability is the center of difficult emotion, but it's also “the birthplace of love, belonging, joy, courage, empathy, and creativity. It is the source of hope, empathy, accountability, and authenticity” (p. 34).

Write a letter to the vulnerability within you. What would you like it to know? What can you thank it for? What would you like to ask of it?

Here's how my letter to vulnerability starts: *Hello tender quiet part of me. I've made a warm fire and tea for us—let's talk. I want to know you better. I promise to make it safe for you to come out. I'm sorry that for many years I told you to stay away. I'm ready for you to come into my life.*

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Artistic Depictions of Vulnerability

Go to your preferred online search engine and look for images of vulnerability. See what comes up.

Then search for “depictions of vulnerability in art.” Look closely at a few of those images. Sit with them and spend some time getting to know them. Pay attention to how they make you feel and what thoughts go through your mind.

Reflect

What do you notice in the images that come up?

What have you learned about vulnerability through doing this exploration?

How did this exploration help you understand your own experience of vulnerability?

If you'd like, print out one (or more) of the images that particularly speak to you and stick them in here.

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.



Destination Postcard: Self-Knowledge

What would it look and sound like if you knew yourself really well? Draw a picture of yourself with thought bubbles and labels that depict a you with acute self-knowledge. If you'd like, draw this you at work, surrounded by kids and colleagues. How might you be in that space?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

Chapter Reflection

What were your biggest takeaways from this chapter?

Of the different activities in this chapter, which were most useful?

Which activities would you like to revisit periodically? How might you get that habit going?

What implications do the ideas in this chapter have for the work you do?

From *The Onward Workbook: Daily Activities to Cultivate Your Emotional Resilience and Thrive* by Elena Aguilar. Copyright © 2018 by Elena Aguilar. Reproduced by permission.

