

Month 1: Introducing the Ready-ing tools as a private practice

Purpose: Begin cultivating individual emotional awareness and readiness.

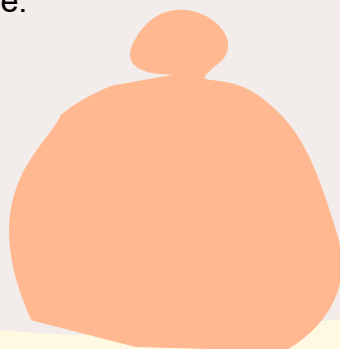
As part of this first phase, team members are invited to use the Healthy Minds app as a tool to support their personal reflection.

The app offers short guided meditations and exercises that help individuals build emotional awareness, attention, and compassion, core capacities for understanding and applying the Ladder.

The ladder is meant to be used with time as a general guidance and the cards for before interactions and transition moments.

How it goes:

- The Ladder and card are introduced in a short session (live or async) with an invitation to use it before weekly team meetings or interactions.
- It is shared in a visual or printed format, non-intrusive, easy to access.
- Each team member uses it privately to reflect on their current state, assumptions, and readiness to engage.
- A journal or digital note space allows them to track emotional patterns over time.



Month 2: Introducing Shared Reflection Opportunities

Purpose: Support relational learning and emotional attunement within the team.

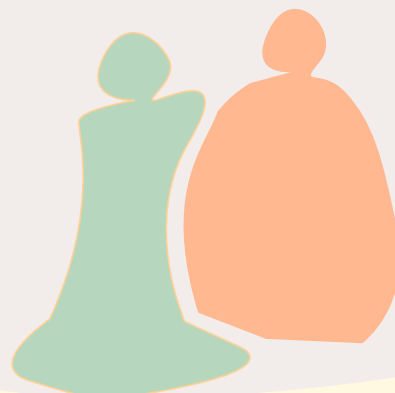
In this second phase, the Ladder of Ready-ing begins to move from an individual reflection tool into a relational space for shared noticing.

Team members are gently invited to share one small insight from their reflection or card from their stack, if they feel comfortable.

This begins to cultivate a culture of emotional transparency without pressure, encouraging empathy, connection, and curiosity.

How it goes:

- Optional weekly prompts encourage team members to share (if they choose) one sentence from their reflection.
- These could happen asynchronously via chat or as a 5-minute warm-up before sharing content based information in a meeting.
- The tone remains light and invitational, never evaluative.



Month 3: Using the Ladder to Inform Team Culture

Purpose: Transform the Ladder into a team practice that supports systemic care.

In the third phase, the Ladder becomes a reflective feedback loop for the team itself.

Rather than just preparing for interaction, the tool now supports collective sensemaking after interactions.

Teams are encouraged to reflect on what shifted during meetings, what was left unsaid, and what emotional or cognitive patterns emerged.

Insights can be gathered from individual notes, informal discussions, or recurring themes.

How it goes:

- Integrate once a month in recurring meeting or end of big projects.
- Teams experiment with reflection cards over their interactions and achievements.
- Patterns observed across the Ladder journals or team discussions are named (e.g., recurring stress on Mondays, silence around disagreement).
- This reflection becomes a touchpoint for evolving team norms and rhythms.

