

The Sustainable Clinician

A 12-Month Work-Life Balance & Self-Care Journey for SUD Clinical Supervisors
Timeline Mapping

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Part 1 · Getting started

The Sustainable Clinician

A 12-Month Work-Life Balance & Self-Care Journey for SUD Clinical Supervisors

The Recovery Files · Embrace, Empower & Evolve

This timeline is a private, structured space for you to take your own wellbeing as seriously as you take everyone else's. No performance review. No evaluation. Just honest investment in the person doing the work.

Your Role & Credentials

e.g., Clinical Supervisor, LCPC, CADC

Your Clinical Setting

e.g., Residential SUD, IOP, First Responder Program

Start Date for This Wellness Plan

e.g., January 2025

Who Holds You Accountable? (optional)

e.g., Trusted colleague, peer supervisor, therapist

Part 2 · Phase I · Honest Inventory

Phase I · Months 1-3

Honest Inventory: Where Am I Really?

"You cannot find your way back to yourself if you have never admitted how far you've drifted."

The first and most essential step in any genuine self-care journey is radical honesty about where you actually are — not where you think you should be, not where you tell other people you are, but where you truly are right now. Clinical supervisors in substance use disorder settings are among the most at-risk professionals for invisible burnout, compassion fatigue, and secondary traumatic stress. The very skills that make you effective — empathy, tolerance, absorbing others' pain, pushing through — are the same ones that mask deterioration until it becomes a crisis. This phase is your mirror. Look into it honestly.

Overview

Phase Goals — What This Phase is For

1. Complete an honest, comprehensive self-assessment of current burnout and compassion fatigue levels
2. Identify the specific domains where depletion is most acute — emotional, physical, relational, spiritual, professional
3. Examine the stories you tell yourself about self-care and why it feels selfish, indulgent, or impossible
4. Understand the difference between physical exhaustion, emotional fatigue, and compassion fatigue
5. Name the specific ways your clinical work is showing up in your personal life right now
6. Establish a personal baseline: what does 'running on empty' look and feel like for you specifically?

Phase Focus — How to Approach This Period

Resist the urge to immediately create solutions or action plans. Phase I is about sitting with honest data. Keep a daily check-in log — even one sentence about how you actually feel at the end of the day. Not how things went. How you feel. Begin noticing without judgment: when do you feel most depleted? When do you feel most alive? These patterns are the foundation of everything that follows.

My Wellness Commitment This Phase

Reflection Prompts

These prompts are for your private reflection — this is not a performance tool. Answer what resonates.

1. Burnout Inventory

On a scale of 1-10, how depleted do you feel right now — not physically, but at the level where you care deeply about your work and the people you serve? When did you last feel genuinely replenished?

Most people in helping professions rate their depletion higher when they stop to actually ask the question. The number matters less than the honesty.

Record your honest reflection here — this is for you, not for evaluation...

2. Burnout Inventory

What are your earliest personal warning signs that burnout is gaining ground? What do you notice in your body, your thoughts, your relationships, or your patience before it becomes obvious to others?

Building an early warning system requires knowing what the early warnings actually are for you — not the textbook list, but your specific signals.

Record your honest reflection here — this is for you, not for evaluation...

3. Compassion Fatigue

Think about the clients and cases that are living rent-free in your mind right now — the ones you carry home, lose sleep over, or find yourself thinking about in the shower. What does that weight feel like, and how long have you been carrying it?

Compassion fatigue is not caring too little. It is what happens when you care too much without replenishment for too long.

Record your honest reflection here — this is for you, not for evaluation...

4. Compassion Fatigue

How has your relationship with clients, their struggles, and their pain changed over the past year or two? Do you notice more emotional distance, cynicism, shortened patience, or a sense of going

through the motions?

These shifts are not character flaws. They are symptoms of an occupational injury. Naming them is not weakness — it is clinical wisdom applied to yourself.

Record your honest reflection here — this is for you, not for evaluation...

5. Self-Care Stories

What do you tell yourself — or others — when you don't take care of yourself? What is the internal narrative that justifies working through lunch, skipping exercise, canceling time off, or putting everyone else first?

The stories we tell about self-care are usually more about shame and role identity than about time. What story are you running?

Record your honest reflection here — this is for you, not for evaluation...

6. Self-Care Stories

If one of your clinical staff came to you in the condition you are in right now — with your level of depletion, your stress load, your self-care practices — what would you say to them? What would you recommend? Why aren't you giving yourself that same recommendation?

The advice we give others is often the exact advice we most need ourselves. This is not a rhetorical question.

Record your honest reflection here — this is for you, not for evaluation...

7. Work Bleeding Into Life

In what specific ways is your work showing up in your personal life right now? Think about your sleep, your relationships, your presence with family or friends, your physical health, your ability to enjoy things you used to enjoy.

Work-life imbalance is not just about time. It is about whether the person who comes home is still present — or just a tired, preoccupied shell of the person your family and friends know.

Record your honest reflection here — this is for you, not for evaluation...

8. Personal Baseline

Describe what a genuinely well version of you looks like — not perfect, but well. What are you doing? How are you sleeping? What does your relationship with work feel like? What is present in your life that is absent right now?

You cannot move toward restoration without a clear picture of what you are restoring. This description becomes your north star for the year.

Record your honest reflection here — this is for you, not for evaluation...

Wellness Scoring

Wellness Scoring — Honest Inventory

Rate yourself honestly on each domain from 1 (just beginning) to 10 (genuinely and consistently living this). Be fair to yourself — neither punishing nor dishonestly generous.

Honest awareness of current depletion level across all domains

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Knowledge of personal early warning signs for burnout

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Ability to name compassion fatigue symptoms in yourself without minimizing

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Recognition of the self-stories that block self-care

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Clear picture of what a genuinely well version of you looks and feels like

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

Phase Score

This is honest early-stage territory. Low scores here mean you are taking this seriously — and that is exactly where change begins. Be compassionate with yourself.

Action & Notes

Month-by-Month Wellness Action Plan for Months 1-3

What will you practice, protect, or change each month? Be specific. Vague intentions produce vague results.

Month A — Focus, Practice & Commitment

What is your primary wellness focus this month?

Month B — Focus, Practice & Commitment

What is your primary wellness focus this month?

Month C — Focus, Practice & Commitment

What is your primary wellness focus this month?

Phase Completion Checklist

Completed honest self-assessment for this phase

Engaged with all 8 reflection prompts (minimum 4 with written responses)

Wellness scoring assessment completed and reviewed

Personal wellness commitment written for this phase

Month-by-month action plan drafted and in active use

At least one concrete boundary or self-care practice implemented this phase

Reached out for support — professionally or personally — at least once this phase

Transition reflection: what am I carrying forward into the next phase?

My Private Wellness Notes

What is becoming clearer? What is harder than expected? What do you notice when you actually rest? What are you most resistant to — and what does that resistance tell you?

Part 3 · Phase II · Boundaries & Structure

Phase II · Months 4–6

Boundaries & Structure: Building the Container

"Boundaries are not walls. They are the architecture of a sustainable life."

Phase I gave you the honest picture of where you are. Phase II is about building the practical structure that makes sustained self-care possible. The most common barrier to self-care is not desire — it is the absence of boundaries that protect time, energy, and identity from the constant pull of clinical demand. In a substance use disorder setting, the work never stops, the need never runs out, and the guilt about leaving never fully goes away. This phase is about making peace with the fact that healthy boundaries are not a failure to care — they are the prerequisite for continuing to care well over a full career.

Overview

Phase Goals — What This Phase is For

1. Define what healthy work-life boundaries look and feel like across specific life domains
2. Identify the primary sources of boundary erosion in your current role and setting
3. Develop concrete, specific limits around work hours, after-hours contact, and emotional availability
4. Build a daily and weekly structure that intentionally protects non-work time and energy
5. Practice saying no — without guilt, without over-explanation, without apology
6. Examine the organizational and cultural factors that make boundaries difficult and develop strategies for navigating them

Phase Focus — How to Approach This Period

Phase II requires behavioral commitment, not just insight. Choose one concrete boundary to implement this week — not next month, this week. Start small: a consistent log-off time, a phone-free hour, a lunch break taken outside the building. Tell one person in your life what you are changing so there is external accountability. Notice the guilt and anxiety that come with healthy limits and practice sitting with them rather than resolving them by abandoning the boundary.

My Wellness Commitment This Phase

Reflection Prompts

These prompts are for your private reflection — this is not a performance tool. Answer what resonates.

1. Defining Boundaries

What are the top three ways that work bleeds into your non-work time right now — the specific habits, expectations, or patterns that most consistently erode the boundary between your professional and personal life?

Boundaries cannot be set in the abstract. They have to be set around specific, named intrusions. What are yours?

Record your honest reflection here — this is for you, not for evaluation...

2. Defining Boundaries

What would a firm, healthy end to your workday actually look like? What time does it end, what ritual marks the transition, and what happens to the work that is still unfinished when you leave? End-of-day rituals are not symbolic — they are neurological resets. The brain needs a clear signal that the work is done for now.

Record your honest reflection here — this is for you, not for evaluation...

3. Work Hours & After-Hours

How do you currently handle after-hours contact from staff, clients, or the organization? What is your policy — stated and actual? Where is the gap between those two, and what does that gap cost you?

Stated availability policies that are never enforced teach everyone — including you — that your time and rest are negotiable.

Record your honest reflection here — this is for you, not for evaluation...

4. Work Hours & After-Hours

What would it mean — practically and emotionally — to turn your work phone off or on do-not-disturb after a certain hour? What fear comes up when you imagine doing that consistently? What does that fear tell you?

The anxiety about being unavailable often reveals more about our identity entanglement with work than about actual operational necessity.

Record your honest reflection here — this is for you, not for evaluation...

5. Saying No

Think of the last three times you said yes to something at work when your honest answer was no. What drove the yes — guilt, fear, role expectation, or something else? What would a no have looked like in each case?

Every unconscious yes to something that depletes you is an unconscious no to something that restores you. Both choices are active.

Record your honest reflection here — this is for you, not for evaluation...

6. Saying No

What is one standing commitment, recurring meeting, or habitual obligation in your professional life right now that you would remove if you genuinely believed you had permission to do so? What would removing it actually free up?

Permission is often the only thing standing between a boundary and its absence. Who needs to grant you permission — and is that true, or is it a story?

Record your honest reflection here — this is for you, not for evaluation...

7. Daily & Weekly Structure

What does your ideal week look like — not your current week, but a week designed around your flourishing? What is non-negotiable? What has regular, protected time? What does not exist?

Designing the ideal week first, then negotiating backward to the possible, is more effective than trying to carve wellness into an already overfull schedule.

Record your honest reflection here — this is for you, not for evaluation...

8. Organizational Culture

In what ways does the culture of your organization — explicitly or implicitly — reward overwork, punish boundaries, or treat exhaustion as a badge of dedication? How do you navigate that culture without losing yourself in it?

Individual boundaries in a boundary-hostile culture require both inner conviction and outer strategy. You cannot change the culture alone — but you can refuse to be consumed by it.

Record your honest reflection here — this is for you, not for evaluation...

Wellness Scoring

Wellness Scoring — Boundaries & Structure

Rate yourself honestly on each domain from 1 (just beginning) to 10 (genuinely and consistently living this). Be fair to yourself — neither punishing nor dishonestly generous.

Clear definition of specific boundaries needed in each life domain

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Consistent implementation of at least one firm work-hours boundary

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Ability to decline requests without over-explaining or feeling guilty

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Weekly structure that deliberately protects restoration time

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Intentional strategy for navigating boundary-hostile organizational culture

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Phase Score

This is honest early-stage territory. Low scores here mean you are taking this seriously — and that is exactly where change begins. Be compassionate with yourself.

Action & Notes

Month-by-Month Wellness Action Plan for Months 4-6

What will you practice, protect, or change each month? Be specific. Vague intentions produce vague results.

Month A — Focus, Practice & Commitment

What is your primary wellness focus this month?

Month B — Focus, Practice & Commitment

What is your primary wellness focus this month?

Month C — Focus, Practice & Commitment

What is your primary wellness focus this month?

Phase Completion Checklist

Completed honest self-assessment for this phase

Engaged with all 8 reflection prompts (minimum 4 with written responses)

Wellness scoring assessment completed and reviewed

Personal wellness commitment written for this phase

Month-by-month action plan drafted and in active use

At least one concrete boundary or self-care practice implemented this phase

Reached out for support — professionally or personally — at least once this phase

Transition reflection: what am I carrying forward into the next phase?

My Private Wellness Notes

What is becoming clearer? What is harder than expected? What do you notice when you actually rest? What are you most resistant to — and what does that resistance tell you?

Part 4 · Phase III · Support & Community

Phase III · Months 7–9

Support & Community: You Cannot Do This Alone

"The helpers who survive this work for the long haul are the ones who let themselves be helped."

There is a particular irony in the substance use disorder field: the professionals most skilled at building therapeutic alliances, fostering peer support, and teaching the importance of connection are often the ones most isolated in their own professional and personal lives. Helpers learn to give, not to receive. They become fluent in other people's vulnerability and illiterate in their own. Phase III is about deliberately rebuilding — or building for the first time — the support infrastructure that sustainable clinical work requires.

Overview

Phase Goals — What This Phase is For

1. Map your current support network — professional and personal — and honestly assess its depth and adequacy
2. Identify the specific support needs that are currently unmet and the barriers to meeting them
3. Build or deepen peer consultation relationships with colleagues who understand the particular demands of SUD clinical work
4. Engage in or recommit to your own supervision, therapy, or professional consultation process
5. Develop the capacity to receive support — to be honest about struggle, to ask for help, to let others in
6. Explore professional community and how belonging to something larger than your current organization sustains identity and resilience

Phase Focus — How to Approach This Period

Phase III is relational work. The action item here is connection, not planning. Reach out to one colleague this week not to discuss a case or solve a problem, but to check in as a person. Tell one trusted person something true about how you are doing that you have not said yet. Consider what it would look like to re-enter your own therapeutic or consultation process. Notice how it feels to be cared for — and practice staying with that feeling rather than deflecting it.

My Wellness Commitment This Phase

Reflection Prompts

These prompts are for your private reflection — this is not a performance tool. Answer what resonates.

1. Support Network Mapping

Who in your life actually knows how you are doing — the real version, not the professional presentation? If you struggled significantly this week, who would you call? If that list is short, what does that tell you?

A support network is not the people who would show up if something catastrophic happened. It is the people who show up in the ordinary weight of a hard week.

Record your honest reflection here — this is for you, not for evaluation...

2. Support Network Mapping

On the professional side — who do you currently consult with about the emotional and relational demands of your work, not just the clinical or administrative ones? Is there a colleague who knows what it actually costs you to do this job?

Professional support that only addresses competency and never addresses humanity is incomplete. The costs of this work are not just clinical.

Record your honest reflection here — this is for you, not for evaluation...

3. Peer Consultation

What would it look like to build a genuine peer consultation relationship — not a venting partnership, but a structured, honest, mutual accountability relationship with a colleague who challenges and supports you? Who could that be?

Peer consultation is one of the most underutilized and most protective practices in the helping professions. The structure is what makes it effective rather than just therapeutic.

Record your honest reflection here — this is for you, not for evaluation...

4. Peer Consultation

What prevents you from being fully honest in professional consultation? Is it fear of judgment, concern about confidentiality, professional identity protection, or something else? What would it cost you to be more honest?

Consultation where you only show your best clinical thinking is supervision theater. The growth — and the protection — is in bringing the hard cases, the doubt, and the struggle.

Record your honest reflection here — this is for you, not for evaluation...

5. Your Own Supervision & Therapy

Are you currently engaged in your own supervision, consultation, or personal therapy? If not, what is the story you tell yourself about why you don't need it — and would you accept that story from one of your staff members?

The most effective helpers are in their own process. This is not a luxury or a sign of weakness — it is a professional ethical commitment.

Record your honest reflection here — this is for you, not for evaluation...

6. Receiving Support

How do you respond when someone offers to help you, asks how you are actually doing, or expresses concern about your wellbeing? What happens internally when you are on the receiving end of care?

The difficulty of receiving care is one of the most underexamined occupational hazards in the helping professions. If you cannot receive, you will eventually run dry.

Record your honest reflection here — this is for you, not for evaluation...

7. Professional Community

Beyond your immediate workplace, what connection do you have to the broader SUD field — to professional organizations, conferences, colleagues outside your organization, or thought leaders in recovery?

Professional community is a buffer against the corrosive effects of organizational dysfunction and isolation. It reminds you that your work is part of something larger.

Record your honest reflection here — this is for you, not for evaluation...

8. Asking for Help

What is one specific thing you need help with right now — in your professional life, your personal life, or both — that you have not asked for? What would it take to ask for it this week?

Asking for help is not a transaction — it is a relational act that builds the very bonds that sustain you. What are you waiting for?

Record your honest reflection here — this is for you, not for evaluation...

Wellness Scoring

Wellness Scoring — Support & Community

Rate yourself honestly on each domain from 1 (just beginning) to 10 (genuinely and consistently living this). Be fair to yourself — neither punishing nor dishonestly generous.

Honest mapping of current support network depth and adequacy

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Active peer consultation relationship with genuine mutual accountability

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Engagement in own supervision, consultation, or personal therapy

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Growing capacity to receive support and be honest about struggle

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Connection to professional community beyond current workplace

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Phase Score

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Action & Notes

Month-by-Month Wellness Action Plan for Months 7-9

What will you practice, protect, or change each month? Be specific. Vague intentions produce vague results.

Month A — Focus, Practice & Commitment

What is your primary wellness focus this month?

Month B — Focus, Practice & Commitment

What is your primary wellness focus this month?

Month C — Focus, Practice & Commitment

What is your primary wellness focus this month?

Phase Completion Checklist

Completed honest self-assessment for this phase

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Wellness scoring assessment completed and reviewed

Personal wellness commitment written for this phase

Month-by-month action plan drafted and in active use

At least one concrete boundary or self-care practice implemented this phase

Reached out for support — professionally or personally — at least once this phase

Transition reflection: what am I carrying forward into the next phase?

My Private Wellness Notes

What is becoming clearer? What is harder than expected? What do you notice when you actually rest? What are you most resistant to — and what does that resistance tell you?

Part 5 · Phase IV · Sustainable Renewal

Phase IV · Months 10–12

Sustainable Renewal: Building a Life That Lasts

"Self-care is not a retreat from the work. It is what makes the work possible for a lifetime."

Phase IV is where everything you have built in this year comes together into a sustainable, integrated way of living and working that you can carry forward — not just for the next few months, but for the length of your career and your life. The goal is not a perfect self-care routine or an absence of hard seasons. The goal is a person who knows what they need, has the structures and relationships in place to meet those needs, and has made peace with the fact that taking care of yourself is not optional in this work — it is the ethical foundation of everything you do.

Overview

Phase Goals — What This Phase is For

1. Integrate the self-care practices, boundaries, and support structures from the year into a sustainable, realistic personal renewal plan
2. Reconnect with the meaning, purpose, and vocational calling that drew you to this work
3. Develop a personal definition of thriving — not just surviving — in a clinical SUD setting
4. Build relapse prevention planning for self-care: what do you do when the structure breaks down?
5. Create rituals, practices, and habits that actively generate joy, restoration, and aliveness
6. Write a Personal Wellness Commitment that you will revisit annually

Phase Focus — How to Approach This Period

Phase IV is about permanence, not perfection. The question is not 'How do I achieve the ideal self-care life?' but 'What is the version of this that I can actually sustain through the real conditions of my real life?' Write the Wellness Commitment — even a rough draft. Schedule at least one joy practice into your week as a recurring, protected appointment. Tell someone you trust what you are committing to. And come back to this timeline in six months: not to evaluate yourself, but to reconnect with the person you were deciding to become.

My Wellness Commitment This Phase

Reflection Prompts

These prompts are for your private reflection — this is not a performance tool. Answer what resonates.

1. Integration & Consolidation

Looking back across this year of intentional focus on your wellbeing — what actually changed? What practices took hold? What did you learn about yourself that surprised you? What is still a work in progress?

Naming what changed consolidates the change into identity. What is true about you now that was not true twelve months ago?

Record your honest reflection here — this is for you, not for evaluation...

2. Meaning & Purpose

Why did you choose this field? Not the polished answer — the real one. What was the thing that pulled you toward recovery work, and is that thing still alive in you? What keeps it alive, or what has dimmed it?

Connection to purpose is one of the most powerful buffers against burnout. When the work feels meaningless, it is not always because the meaning is gone — sometimes it is buried under depletion.

Record your honest reflection here — this is for you, not for evaluation...

3. Meaning & Purpose

Describe a moment from the past year of clinical work that reminded you why this matters — a conversation, a client's breakthrough, a staff member's growth, or something you witnessed that moved you.

Renewal is not only about rest and recovery. It is also about regularly returning to the sources of meaning that make the work worth doing.

Record your honest reflection here — this is for you, not for evaluation...

4. Thriving vs. Surviving

What is the difference between surviving this work and thriving in it — for you specifically? What does thriving look like in your body, your relationships, your work, your inner life? How far are you from that picture right now?

Too many helpers normalize surviving as the goal. Thriving is not naive — it is the sustainable alternative to quiet deterioration.

Record your honest reflection here — this is for you, not for evaluation...

5. Relapse Prevention for Self-Care

You have built real structure this year. What has historically caused your self-care practices to collapse? What are the high-risk situations — seasons, organizational crises, personal losses, workload surges — that most predictably erode what you have built?

Self-care relapse prevention uses the same logic as clinical relapse prevention: identify the triggers, build the coping plan before you need it, and have people in place who will tell you the truth.

Record your honest reflection here — this is for you, not for evaluation...

6. Relapse Prevention for Self-Care

Design your self-care recovery plan: if you notice in three months that you have drifted back into depletion, isolation, and boundary erosion — what are the first three things you will do? Who will you call?

A recovery plan for your own wellbeing is not pessimism — it is the wisdom of someone who knows that life will test your commitments.

Record your honest reflection here — this is for you, not for evaluation...

7. Joy & Restoration

What are the things in your life — outside of work and outside of self-improvement — that make you feel genuinely alive, present, and joyful? When did you last do those things? How much of your weekly life do they occupy?

Joy is not a reward for finishing all the work. There is always more work. Joy has to be scheduled like an appointment — and treated like one.

Record your honest reflection here — this is for you, not for evaluation...

8. Personal Wellness Commitment

Write your Personal Wellness Commitment: a short, honest statement of what you owe yourself, what you commit to protecting in your life, and what you will do when you lose your way. Write it to yourself — not as a policy, but as a promise.

A wellness commitment is not a contract. It is a relationship with yourself — revisited annually, renegotiated with compassion, and held with the same care you extend to everyone else in your life.

Record your honest reflection here — this is for you, not for evaluation...

Wellness Scoring

Wellness Scoring — Sustainable Renewal

Rate yourself honestly on each domain from 1 (just beginning) to 10 (genuinely and consistently living this). Be fair to yourself — neither punishing nor dishonestly generous.

Self-care practices from the year are integrated into daily and weekly life

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Active connection to meaning, purpose, and vocational calling

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Relapse prevention plan for self-care breakdown is in place

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

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Regular, scheduled joy and restoration practices are non-negotiable

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

—

Personal Wellness Commitment written and shared with at least one person

○ 1 ○ 2 ○ 3 ○ 4 ○ 5 ○ 6 ○ 7 ○ 8 ○ 9 ○ 10

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Phase Score

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Action & Notes

Month-by-Month Wellness Action Plan for Months 10-12

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What is your primary wellness focus this month?

Month B — Focus, Practice & Commitment

What is your primary wellness focus this month?

Month C — Focus, Practice & Commitment

What is your primary wellness focus this month?

Phase Completion Checklist

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My Private Wellness Notes

What is becoming clearer? What is harder than expected? What do you notice when you actually rest? What are you most resistant to — and what does that resistance tell you?
