



RISE

Sawubona

30-Day Leadership Practice

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RISE Wellness & Resilience Framework

The RISE Framework is built around four interconnected domains that nurture both the inner and outer work of resilience.

In this framework, RISE is being used as an acronym. Together, they form a pathway toward wellbeing and resilience that honors the whole person.

	Foundations	<p>Theories informing the RISE Wellness and Resilience Framework:</p> <ul style="list-style-type: none"> • Neuroscience • Attachment Theory • Family Systems • Restorative Practices
R	Relationships	<p>The elements for engaging in authentic relationships rooted in emotional intelligence:</p> <ul style="list-style-type: none"> • Experiences • The You Intervention • Characteristics
I	Indicators of Wellbeing	<p>The conditions for fostering a sense of psychological wellness and resilience:</p> <ul style="list-style-type: none"> • Safety • Connection and Belonging • Meaning and Purpose • Efficacy
S	Social & Emotional Development	<p>The skills for developing regulatory interactions with self, others, and the world:</p> <ul style="list-style-type: none"> • Awareness • Affect Management • Relational Rhythms • Healthy Choices
E	Enhancements	<p>The experiences that integrate the whole person:</p> <ul style="list-style-type: none"> • Body • Mind • Spirit



30-Day RISE “Sawubona” Leadership Practice

A simple guide for leading with presence, reflection, and resilience.

How to Use this Guide:

Each day, take 3–5 minutes to practice the prompt.

R Relationships: Self & Others

- Day 1** *Reconnect with your personal “why”.*
- Day 2** *Reflect on a value that guides your leadership.*
- Day 3** *Notice one stress signal in your body or mind today.*
- Day 4** *Identify one leadership pressure you are carrying right now.
Ask yourself: What part of this pressure is within my influence?*
- Day 5** *Practice one moment of self-compassion today.*
- Day 6** *Journal or reflect:
What kind of leader do I want to be on hard days?*
- Day 7** *Slow down one conversation today. Listen fully and reflect
what you hear.*
- Day 8** *Practice the Sawubona mindset:
I see you. You matter.*
- Day 9** *Pay attention to body language and tone in conversations..*
- Day 10** *Reflect on what you feel grateful for today.*

Day 11

Reflect: How do people feel when they leave my presence?

I Indicators of Well-Being

Day 12

Create predictability today. Share clear expectations, agenda, or next steps so others know what to expect.

Day 13

Notice how you respond to stress in others. Offer calm, grounded presence before problem-solving.

Day 14

Ask someone on your team: What's something that has been meaningful or challenging for you this week?

Day 15

Start a meeting with a community building circle round.

Day 16

Notice someone's effort or contribution and name it publicly.

Day 17

Share a story with your team about the impact of the work you do together.

Day 18

Recognize growth. Highlight effort, learning, or persistence you see in someone today.

Day 19

Invite someone to share an idea or solution in a meeting.

S Social & Emotional Development (Cultivating in Others)

Day 20

Ask someone: What are you noticing about yourself in this situation?

Day 21

Model regulation. Slow your breathing and tone when emotions rise, helping others borrow calm.

Day 22

Consider whether there is a relationship that might benefit from a moment of repair, understanding, or renewed connection.

Day 23

*Encourage balanced decisions. Ask:
What choice right now would support both you and the team?*

E

Enhancements (Mind, Body, Spirit)

Day 24

Step outside for fresh air and take three slow breaths.

Day 25

Drink a full glass of water and pause for a moment of gratitude.

Day 26

Take a short walk or stretch break.

Day 27

Send a message of appreciation to someone who supports you.

Day 28

Spend five minutes in quiet reflection, meditation, or journaling.

Closing Reflection

Day 29

What has shifted in how you show up as a leader?

Day 30

*What practice from the past 30 days will you continue?
Write your leadership commitment:*

“To sustain myself and lead with Sawubona, I will...”



Each of us carries a spark of greatness—a light the world deeply needs. RISE takes readers on a journey through what it means to be human: to struggle, to heal, and to grow. Blending research with real stories of transformation, this book shows how resilience can be lived, breathed, and built together. A practical and heart-centered guide, it invites us all to rise—and brighten the world around us.

Meet the Author



Tonya Hotchkin is a Marriage and Family Therapist, Registered Play Therapist, and Trauma Practitioner who leads Clinical Care and Programming at Tanager in Cedar Rapids, Iowa. She is the creator of the RISE: Wellness and Resilience Framework, bringing together science, story, and soul to nurture healing.



Rooted in compassion and authenticity, Tonya's work reflects a deep belief in the resilience of children, families, and communities. It is shaped not only by her professional experience, but also by her life as a mother to three children.

Tonya Hotchkin, LMFT, RPT

