

# Daily Wellness Empowerment Program

Facilitation Manual

**T**hank you for your interest in sharing the Daily Wellness Empowerment Program. Everyone in the world should be empowered with simple, free, and science-based self-care practices, and your contribution can make a big difference.

You do not have to be perfect to become a DWEP Facilitator. No one's DWEP practice is perfect, no one's wellbeing is perfect, and no one's knowledge and facilitation skills are perfect. You won't need any particular training or qualification either (contrary to the process of becoming a DWEP Instructor.)

**What you will need is a genuine aspiration to deepen your own DWEP practice and share the DWEP with others around you.**

**Once this genuine aspiration is alive in you, you will need to start with yourself and start easy.**

### **1. Start with yourself**

The more you invest in your own study and practice of the DWEP, the more you will have to offer to others. This is why it is important you take your own DWEP practice seriously: use your DWEP Sheet, check in weekly with a DWEP Buddy, and try to do all of the ten DWEP practices. When learning about the DWEP practices, be proactive: focus on the details you're not doing yet, take notes, apply what you've learned right away, learn with the intention of teaching (to motivate you and make learning more efficient), and come back to the videos and DWEP manual regularly.

### **2. Start easy**

Although facilitating the DWEP, with its 10 practices and teaching methodology, might first seem like a daunting task, remember there is no project so big that it can't be chunked into small, easily manageable tasks. Here are three simple and concrete ways I encourage you to start sharing the DWEP around you:

1. Pick your favorite DWEP practice and share about it, online or in real life.
2. Share with people, online or in real life, what is the DWEP:

- A program which aims to empower people with self-care practices for mental and physical wellness.
  - The 5 DWEP Criteria are do it yourself, simple, free, backed up by science, and wide range of benefits
  - The 10 DWEP Practices are (morning routine) Sitting Meditation 10min, Hindu Squats and Hindu Pushups, (during the day) Whole Food Plant-Based Diet Before 7pm, No Intoxicants, Mindfulness, Mental Nourishment, Nature, Meaningful Human Connections, (evening routine) Arms Swinging 10min, Bed By 10pm.
  - Participants are totally free to choose what they want to do or not do and to which extent.- participants use a DWEP Sheet to set SMART goals (Specific, Measurable, Action-oriented, Realistic, Time Bound), tick-off what they did or did not do each day to keep track of their habits, and check in weekly with a DWEP Buddy in a spirit of empathy and mutual support.
  - Participants are encouraged to tweak their environments to support their wellness habits.
3. Share a DWEP practice you feel less comfortable with, in order to improve.

**Once you have started with yourself and started easy, congratulations, you can call yourself a DWEP Facilitator and start facilitating DWEP Meetings.** You could facilitate DWEP Meetings in group settings (which I recommend, for maximum impact and community building), one-on-one coaching sessions... or in any other format I could not have thought of!

You will find below some useful points. I hope these points won't intimidate you but inspire and inform you. These recommendations are only meant as helpful pointers on your facilitating journey. I trust you, and I trust you will learn by facilitating. You will suffuse your DWEP facilitation with your own personality, energy, and talents, and you will help certain audiences I cannot help as well because I lack your personal experiences and affinities. Again, thank you for being a DWEP Facilitator and empowering others with self-care practices for mental and physical wellness.

**Keep the structure: checking in, learning, setting goals.**

Some people only want to discuss theory. These people will drain your energy. Keeping the DWEP's structure of checking in, learning, and setting goals will help participants self-select as to who's serious and who's not. This will protect your and the group's time, energy, and motivation. Of course, when first introducing the DWEP to someone, you will need to give them a minimum of context and theory, but once this is done, I encourage you not to let theoretical conversations drag on unnecessarily. Make it clear to the other person that although you won't run after them to convince them to try the DWEP practices, you are ready to support them if they feel inspired to follow the structure of the weekly DWEP Meetings:

- Checking in (recommended time: 15+15min): You will invite participants to pair up to report on their DWEP practice of the week, based on the notes they took on their DWEP Sheet. Invite them to focus on positive reinforcement by celebrating their successes in following through with their goals and the positive differences they noticed in their wellbeing. When sharing their difficulties in following up with some of their goals, invite them to focus on the lessons learned. Ask participants to only offer advice or suggestions when explicitly asked by their DWEP Buddy. Ask participants to help each other stay on track by only talking about how they've been practicing the ten DWEP practices. After fifteen minutes of one person talking and the other listening, switch.
- Learning (recommended time: 1hr): You will talk about, show videos, or read

from the DWEP manual about the theory and practice of the 10 DWEP practices. As much as possible, have participants learn by doing, such as by practicing sitting meditation together, practicing the Hindu squats and Hindu pushups, cooking a simple WFPB meal together, etc. Try to keep the learning experience relaxed and pleasant. In each DWEP Meeting, keep the DWEP's holistic approach to wellness alive in participants' minds. Feel free to zoom in on any particular aspect of any DWEP practice, but never at the expense of the big picture of the ten DWEP practices.

- Setting goals (recommended time: 20min): You will hand new DWEP Sheets to participants and invite them to set new SMART goals for the upcoming week. It is important they set goals at the end of each DWEP meeting, when they just learned more about the DWEP practices and when the space supports them to do so. Do not give suggestions as to which goals they may like to set. This is for each participant to decide for themselves.

### **You're offering general guidelines for wellbeing, never personal medical advice**

Make it crystal clear for participants to understand that you are only offering general guidelines for mental, physical and social wellness, and not personalized medical advice. Require people to take full responsibility for the ways in which they decide to incorporate these guidelines into their life and for the consequences which may ensue. Encourage participants, if they doubt whether certain aspects of the program are for them, to ask a medical professional they trust, and as a general rule, to use their common sense and not to force themselves to do any DWEP practice which doesn't feel right for them. When a participant asks you about how a DWEP practice relates to their specific medical issue, you may, at most, invite them to look at a relevant scientific research paper or resource together with their doctor. Do not hesitate to hand their question back to them, inquiring how they've been feeling, what they believe would make the most sense for them, and making it clear that this program is an invitation for them to explore, and that you do not have all of the answers. Which leads me to my next point.

### **When you don't know, say you don't know**

As a DWEP Facilitator, you are committed to truth, learning, and other people's wellbeing; not to self-aggrandizing and pretentiousness. Know yourself, and know your limitations. When you don't know, have the self-confidence to calmly and publicly acknowledge you don't know, and tell the group you will look it up and come back with an answer. This will actually earn you more respect than pretending you know when you don't, sharing wrong information, and, when participants find out about it, cast unnecessary doubt on the other things you said. By showing your commitment to truth, learning, and helping, you will set an excellent example for all participants, and you will put yourself on a beautiful, ever-growing curve.

### **Set clear rules of engagement**

As a facilitator, it's your job to define, communicate, and maintain rules of engagement which will support participants' experiences. The three most important things for you to protect are the time frame, attention, and emotional safety. Time frame: every session should have a clear time to start and a clear time to end. This will help participants feel respected and safe in their commitments and schedule. Set an example by arriving a bit earlier and ending on time. When people arrive late, do not remind them right away. Wait until the end of the DWEP Meeting and kindly ask them to make an effort for the next meeting. When an individual arrives very late repeatedly, even after being reminded, and their lack of commitment affects the group, you may want to ask them to leave the program and take it again when they'll be able to commit more. It is a good idea to set a timer ten minutes before the goals setting (participants' filling of their DWEP Sheet), to let you know it's time to wrap up your presentation. If you ever finish late, apologize to the whole group and let them know you will try better. Attention: participants should pay attention when checking in, learning, and setting goals. To help the group maintain focus, here are some things to consider: participants should be well rested (if necessary, start the meeting with 10 minutes of total relaxation), well fed but not heavy, and have already used the bathroom; the room

should be well lit, pleasant, tidy, quiet, and without distractions; cell phones should be turned off; when learning from you, participants should be sitting facing you and able to see you and hear you clearly; participants should not talk or ask questions outside of the allotted times; participants can be invited to take a few mindful breaths together from time to time, to bring their mind and body back to the present moment.

Emotional safety: during check ins, make it clear participants are not allowed to give advice unless explicitly asked by their DWEP Buddy. This will help everyone feel empowered and respected in their self-direction. If you see or suspect a participant is making one or several people feel unsafe, such as by teasing, bullying, or making advances to someone, it is your role as a facilitator to inquire about it and intervene. As much as possible, try to listen to both parties and resolve the situation privately and calmly. Calmly ask the person to commit to changing their behavior. If the situation is too difficult and becomes distracting to the group, invite the individual to leave your course and come back in the future when they'll feel ready to commit to behaving better. You can also invite them to one-on-one DWEP coaching sessions with you. Be polite and respectful towards all participants, appreciating and encouraging them as much as possible. Before correcting participants' sitting meditation posture or DWEP exercises form, ask permission, and when correcting, do not physically touch them but only tell them verbally and show them how you do it yourself.

When setting or reaffirming rules of engagement, do not only tell participants what you don't want them to do, but also tell them what you do want them to do and why you believe doing so will serve every individual in the group, them included.

### **Speak participants' language**

This not only means to share the DWEP in participants' mother tongue, but, as much as possible, and without compromising the DWEP's identity and practices, to use the words they use and talk about the things they care about. Children and teenagers will need to be proactive and have fun throughout their DWEP Meetings, including the learning phase, and see how these practices can help them in their life at school, with friends, and at home with their family. Without being condescending or dumbing things

down, you will have to share the instructions in simple words they can understand, or make sure you define new words. Ambitious business people may need to be a minimum reassured as to the scientific validity of the DWEP practices and see the link between their capacity for self-care and their ability to reach their professional goals, before giving themselves fully to the program. Young parents may need to be reassured that self-care is not selfish, and that the way they take care of themselves will be the best source of inspiration to their children on the long term. Elderly people may find great value in comfort in connecting with fellow participants, will need to be reassured that their presence and participation is a huge victory in itself, and will want to be taught the DWEP exercises in a way which is adapted to their physical abilities. Etc, etc. The idea is to find out about, and share the DWEP in a way which is appropriate to your audience's language, daily reality, beliefs, and interests, while maintaining the DWEP's basic structure and practices.

### **If you want to ask for a fee or not is up to you**

Although the ten DWEP practices are free and the whole program is available online for free, you may want to open for donations or ask for a specific subscription fee. This fee could help cover the rent of the room you'll be using, reimburse your commuting expenses, encourage participants to commit, and make it materially sustainable for you to keep facilitating. The amount you ask is up to you. I trust you. If you do a good job helping people, you should be able to get paid for that, and I hope you can make it work for you financially. I don't need any percentage. The only thing I ask is you make two things clear to your audience: that the whole program is available online for free; and that you are a DWEP Facilitator and not a certified DWEP Instructor.

To make it possible for people from all walks of life to join your courses, at the end of each course, you may like to consider allowing people to sponsor someone forward. Note the sponsor's name, contact information, and the number of subscription fees he donated for. When using their money to sponsor someone, ask each sponsored person to contact their sponsor and thank them. This will instill gratitude and trust between strangers and towards your personal ethics.



### **If you want to change the content of the DWEP or not is up to you**

It could be that there are some DWEP Practices you don't resonate with, or that there are other wellness practices you really want to add. This is totally up to you. As long as you're helping people, I'm happy. This being said, for the DWEP to be the DWEP, all of its practice should meet all of the five DWEP Criteria: do it yourself, simple, free, backed up by science, and offer a wide range of benefits. If you add any practice which fails to meet even one of the five DWEP Criteria, it cannot be called the DWEP anymore.

If, after having given each of the ten DWEP practices a serious try, for several months or so, and after given another wellness practice which fulfills all of the five DWEP Criteria a serious try, you find that your practice is better than one mentioned in the DWEP, please contact me so I can learn from you. My hope is, in the future, we'll have a team of yogis, researchers, and scientists, working together to thoroughly compare all of the available practices which meet the DWEP Criteria, so the DWEP practices can evolve according to the best available body of evidence.

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(work in progress)

### **You do not need to teach**

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**In the first DWEP meeting: ask participants to introduce their name, share what the dwep is, share your story briefly, invite participants to write down their meaningful motivators**

During the first DWEP Meeting, instead of checking in,

**Give participants all the resources they need**

Mental Health Revolution's YouTube channel, the DWEP Manual,

**In each DWEP meeting, keep the big picture alive**

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**In each DWEP meeting, tie in meaningful motivators**

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**Use spaced repetition**

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**Use active recall**

Quizzes, inviting participants to teach each other, inviting participants to teach other people,

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## **Some notes on teaching specific practices**

### **Morning Routine**

**Sitting Meditation** In a quiet place, I sit with my back upright and a gentle smile on my face, feeling my natural in- and out-breaths, and I gently bring my attention back to my breath whenever I get distracted.

> . If you see or hear anyone struggling with strong adverse reactions, pause, ask, and suggest trauma alternative mindfulness practices.

**Hindu Squats and Hindu Pushups** I do Hindu squats and Hindu pushups at a 2:1 ratio, breathing through the nose, starting with a very low number of repetitions and increasing very gradually over the weeks.

> Hindu Squats: heels are off the ground, thighs parallel to the floor, back quite straight. breathe in when going down, out when standing back up, keeping back quite straight. can start standing normally or standing on toes. arms movement doesn't matter as much but the way i do it is swinging twice per squat. Hindu pushups: start in downward dog: feet a bit wider than hip-width apart, stretch fully by trying to put heels on the floor without rounding the back. unlock elbows inward, bring head, chest, then hips close to the floor without touching. only breathe through the nose. keep movements and breath smooth, not jerky. make it clear it's not a competition and strongly encourage people to do much less than their max but aim to establish a daily habit. if it's a group of young men who have already been practicing the hindu squats and hindu pushups, can include chin-ups at a 4:2:1 ratio. ask if anyone would like to have their form corrected, saying you won't touch them. as much as possible, encourage and appreciate. if audience is not strong enough for the hindu squats and hindu pushups, teach the down-move-up.

### **During the Day**

**Whole Food Plant-Based Diet** Before 7pm I base my meals around whole grains, legumes, vegetables, and fruits, and I stop eating at 7pm.

> watch Game Changers. learn from [nutritionfacts.org](http://nutritionfacts.org) / the daily dozen app

No Intoxicants I abstain from smoking, alcohol, and recreational drugs, and I use better ways to meet my emotional needs.

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Mental Nourishment I filter my media consumption to protect and nourish my contentment, compassion, and clarity; and I avoid using electronics at night.

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Mindfulness I bring presence and relaxation into my daily activities with breathing breaks, mono tasking, mindful walking, and I manage my emotions mindfully.

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Meaningful Human Connections I spend time with people who make me feel safe and valued; I communicate mindfully; and I contribute in ways that make me happiest.

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Nature I expose myself to fresh air, sunshine, and plants.

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### Evening Routine

Arms Swinging Standing in a quiet place, I swing my arms back and forth, neither too fast nor too slow, bending my knees gently on each fourth count.

> First teach “1, 2, 3, 4”, especially if the audience is elderly or if you don’t have time to teach more. If in pain or tired, audience should adapt the exercise, by only practicing “1, 2, 3, 4”, or by swinging less high, or by practicing arms swinging sitting on a stool (knee-high, without moving the legs). Ask if anyone would like to have their form corrected, saying you won’t touch them. As much as possible, encourage and appreciate. On the second session, introduce the “1 and 2, 3, 4” (with the toes raise).

Bed by 10pm Before 10pm, I lie on my back with hands on my lower abdomen, and I breathe mindfully waiting for sleep.

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If there is anything else you need to know to feel more comfortable as a DWEP Facilitator, please leave me a comment on my Substack.

[mentalhealthrevolution.substack.com](https://mentalhealthrevolution.substack.com)