

SOMA Circuits

Group Reflective Practice for
Human Leadership

SOMA Circuits are structured, psychologically safe reflective practice circles for teams and leaders. They translate the SOMA ethos—compassion, salutogenesis, and mental fitness—into a group format that normalises care, strengthens culture, and improves decision-making under pressure.

What are SOMA Circuits?

A SOMA Circuit convenes a cross-section of staff for a 60-minute, facilitated reflective session. Participants share real work experiences, are witnessed without judgement, and collaboratively make meaning—not to fix or diagnose, but to understand, integrate, and return to work with clearer minds and steadier leadership.

Why reflective practice in teams is pivotal

High-pressure environments keep the nervous system in threat mode. Collective reflection co-regulates physiology, reduces limbic reactivity, and recruits prefrontal networks for perspective-taking. In practice, teams gain language for difficult realities, craft values-aligned responses, and build a shared sense of coherence (comprehensible, manageable, meaningful).

How it works

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| Format | 60 minutes • 8–20 participants • co-facilitated by two trained SOMA Specialist (please note that F2F works best). |
| Framework | Psychological-safety agreements • protected time • visible leadership sponsorship. |
| Method | Narrative offered → empathic inquiry → collective reflection → contained close (no problem-solving). |
| Confidentiality | Strictly confidential at the individual level. Only aggregated, de-identified themes shared with leadership. |
| Integration | Participants leave with ownership of small next steps; reflective threads continue after the session. |

Benefits for Organisations

- Reduces burnout risk by providing an upstream, stigma-light space for care.
- Improves clarity and decision-making under pressure (prefrontal engagement).
- Strengthens leadership capability through reflective, values-aligned practice.
- Builds psychological safety and shared language for complex work.
- Increases uptake vs. reactive services; normalises early support.
- Generates actionable, de-identified cultural insights for executives.

Evidence-informed

SOMA Circuits are informed by the evidence base for Schwartz Center Rounds® (staff wellbeing, empathy, and teamwork gains) and Reflective Circles research (agency-building, restorative peer supervision), alongside affective neuroscience of compassion and autonomic co-regulation. We adapt these principles for corporate contexts with clear boundaries and outcomes.

Implementation & Practicality

We start with a discovery call to align objectives and context. We train SOMA Specialists to your environment, schedule regular Circuits (e.g., weekly, bi-weekly, tri-weekly), and establish a confidential insights loop—aggregate themes only—to inform work design, leadership behaviours, and resourcing decisions.

Who should attend?

Mixed-role groups encourage perspective-taking and culture change. Leadership only Circuits are useful for modelling Human Leadership and creating safety before broader rollout.

What SOMA Circuits are not

They are not counselling, performance management, incident debriefs, or problem solving meetings. SOMA Circuits sit upstream of clinical pathways and complement EAP by normalising early, reflective support.

Bring SOMA Circuits to your organisation

Book a discovery call to pilot a series and experience the shift in clarity, care, and culture.

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