

Building Cultures of Care

*Relational Leadership for
Systemwide Wellness
and Belonging*

Presented by : **Andreea Tanase, MPA**

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 HEAL THRIVE PROSPER

About the Presenter



ANDREEA TANASE, MPA
Relational Wellness Coach,
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- A graduate of the Riverside Unified School District
- B.A. English Literature, UCLA
- Master of Public Administration, California Baptist University
- Experience includes after-school programming, case management in a county youth placement program, and serving as an educator and center coordinator at a K-12 STEAM learning center.
- Currently a relational wellness coach, educator, and consultant, helping individuals and organizations strengthen relational capacity and build cultures of psychological safety, belonging, and care.

Agenda

1

Session Outcomes

2

Relational Patterns & Responses

3

Personal Leadership Patterns
Reflection & Group Discussion

4

Practical Tools for Regulated
Leadership

5

Rising to Our Values

6

Group Scenario Activity & Debrief

7

Impact of Relational Patterns on
Systemwide Wellness & Belonging

Outcomes

1

Identify Relational Patterns

Identify and reflect on relational patterns that influence leadership behavior.

2

Understand Systemwide Impact

Recognize how patterns impact accountability, communication, trust, and connection across a school system.

3

Learn Practical Strategies

Learn practical trauma-informed approaches that support repair and mutual care.

Patterns Audit

Relational Patterns & Responses

Survival Mode Patterns

Over-functioning

People-pleasing /
Peacekeeping

Avoidance

Disengagement



Relational Patterns & Responses

Healthy Patterns

Emotional Regulation

Healthy Boundaries

Shared Responsibility

Repair After Conflict



Disengagement

- ✓ At times I walk away from conversations with an agreement that I don't think really solves the problem.
- ✓ When conversations start to deteriorate, I find it hard to figure out what's going wrong and get it back on track.
- ✓ I can feel hurt and angry for a long time after a conversation where others said hurtful things to me.

Over-Functioning

- ✓ I often have problems with people failing to do what we agreed to, and then the burden is on me to bring it up again.
- ✓ I spend more of my energy thinking about how to get my point across than worrying about how to help others express theirs.

Avoidance

- ✓ When I've got something tough to bring up, I understate it rather than share my full opinion.
- ✓ Sometimes when people bring up a touchy issue, I try to change the subject.
- ✓ At times, I avoid situations that might bring me into contact with people I'm having problems with.
- ✓ I put off getting back to people sometimes because I'm uncomfortable dealing with them.

People-Pleasing/Peacekeeping

- ✓ Rather than tell people exactly what I think, sometimes I rely on jokes, sarcasm, or snide remarks to let them know I'm frustrated.
- ✓ Sometimes I decide that it's better to keep the peace than share my views.
- ✓ I often struggle to decide whether it's more important to say what I think or preserve the relationship.

Audit Worksheet & Group Discussion

Practical Tools for Regulated Leadership

What is Regulated Leadership?

- Pausing before reacting
- Sharing responsibility instead of assigning blame
- Protecting capacity with clear boundaries
- Repairing relationships when conflict happens

Revisiting Healthy Patterns...

Emotional Regulation

Healthy Boundaries

Shared Responsibility

Repair After Conflict

pattern:

Emotional Regulation

tool:

The Leadership Pause

what is it?

Before responding:
Pause, take one slow deep breath, name the goal internally.

why?

Under pressure, the nervous system pushes people toward reactivity.

how?

Example internal question: "What outcome do I want from this conversation?"

This prevents responses driven by stress patterns like defensiveness, shutting down or over-controlling.

