

# Using Spark Cards in Different Settings



Relational  
THE APPROACH™

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## Using Spark Cards in Different Settings

Simple ways to bring connection into the moments that matter.

Spark Cards are designed to be *flexible* and *intuitive*. You don't need special timing, roles, or training, just a willingness to pause, reflect, and relate.

Here are some ways to use them in **key settings**, with ideas to make each moment more relational.

### Team Huddles or Shift Change

**Goal:** Build emotional awareness, reset mindset, deepen team connection.

- Choose one card for the group to reflect on together.
- Ask: *"What comes up for you with this question?"*
- No pressure to share. Just listen, reflect, and move forward with intention.

### Team Prep for Move In Experience and Care Conferences

**Goal:** Build trust and open communication early.

- Use a card that invites empathy or emotional insight (e.g., *"How do we help families feel seen and supported on day one?"*).
- Ask the team: *"How can we make sure families feel seen and supported?"*
- Share with families that these questions guide how your team builds relationships, not just care plans.

## New Employee Interviews

**Goal:** Get a feel for a candidate's values, mindset, and empathy.

- Select one or two cards to use at the end of the interview.
- Ask: *"Let's try something a little different. If I pulled this card, how would you answer it?"*
- Great prompts include:
  - *"What helps you feel confident guiding families through tough or challenging situations?"*
  - *"How do you make space for emotional reactions without taking them personally?"*
- Look for openness, emotional insight, and a willingness to reflect.

## New Team Member Orientation / Onboarding

**Goal:** Introduce a Relational Approach from Day One.

- Use cards during orientation to prompt discussion about values and approach.
- Ask: *"Which card resonates with you as you begin this role?"*
- Encourage new hires to carry one card with them for their first week for self-reflection or connection with colleagues.

## Care Plan / Care Conferences

**Goal:** Bring emotional context into clinical conversations.

- Choose a card that invites perspective-taking:  
*"What might the emotion be underneath a family's concern?"*
- Use it to explore family dynamics, emotional needs, or resident preferences.
- Helps balance "what we do" with "how we care."

## Leader-to-Leader or Peer Coaching

**Goal:** Deepen leadership relationships and support reflective practice.

- Open a one-on-one or peer check-in with a Spark Card.
- Ask: *"How does this apply to your leadership this week?"*
- Cards can support navigating challenges, celebrating wins, or building leadership culture.

## Final Tip:

There's no one "right" way to use Spark Cards.

Start with a question. See what opens up.

Every setting becomes more relational when we make space for reflection and connection.

Use them where you are, with who you're with. **One prompt can shift everything.**