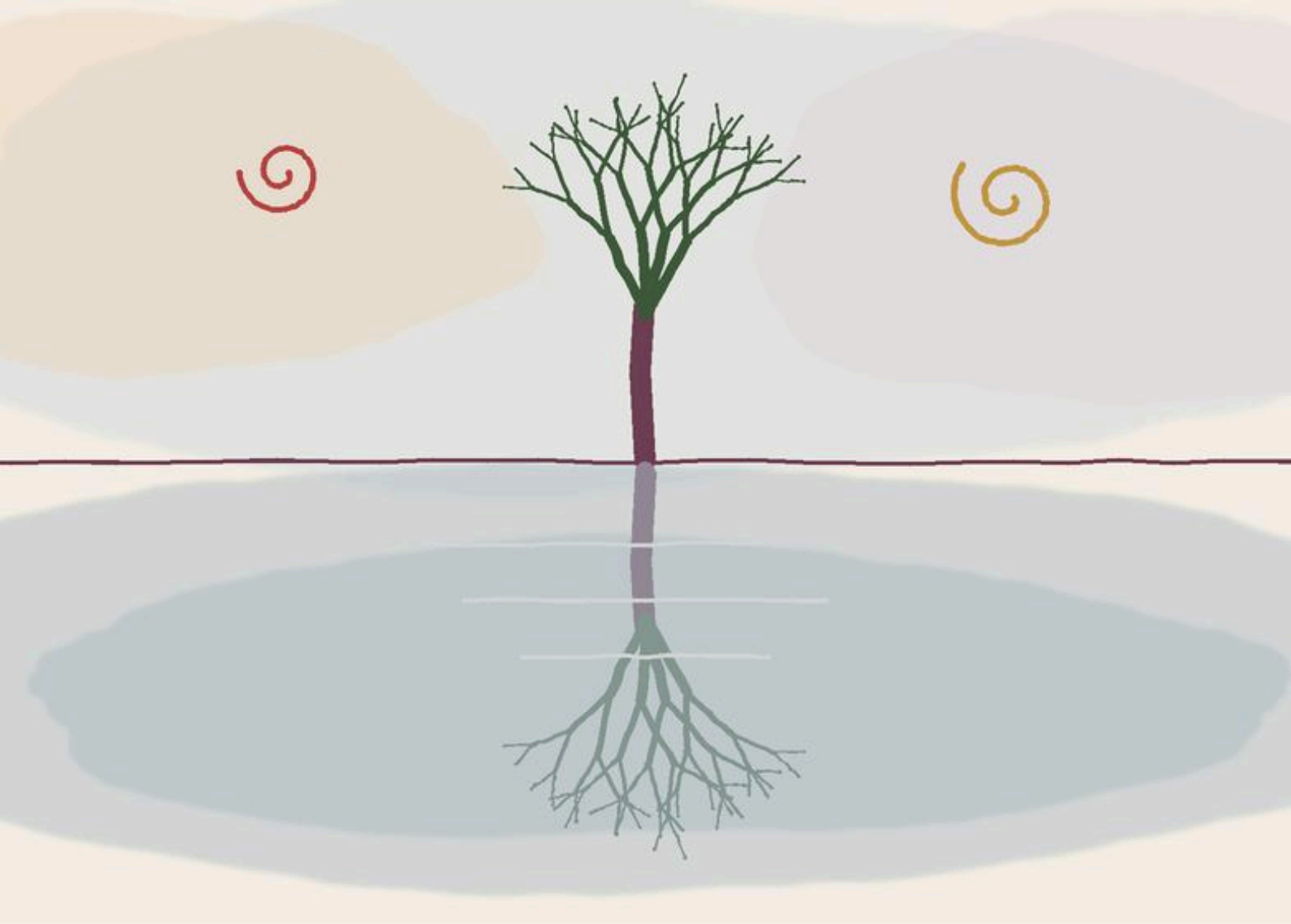


WEAVING NEW WAYS

The Mirror

From Colonial Patterns to Regenerative Practices

A mirror for the patterns we inherited · Printable edition

Lana Jelenjev

WELCOME

Hi, it's Lana. Come in.

Maybe something in how your team meets, decides, or moves feels off, and you sense it goes deeper than process. Maybe you've been asked to "do decolonization" and aren't sure where to begin. Whatever brought you here, I'm glad you came. Your questioning is already part of the work.

Many of the patterns we reproduce were shaped by colonial histories. They live in our families, our cultures, our organizations and our nervous systems. Many of them began as protection. This mirror is a gentle way to notice where they still live, and where regenerative practice is already growing, the way ***kapwa*** (shared self) reminds us we are never looking alone.

About 30 to 45 minutes. You can do this in parts. Print it, take a pen, and find a quiet moment.

A note on access. This is mostly text-based and reflective, which may not suit every way of processing. Move at your own pace, skip what does not fit, and return whenever you like.

Take care of yourself. If something stirs up more than you expected, you are welcome to pause, step away, or reach out to someone you trust.

CONTENTS

The twelve areas at a glance 3
How to use this mirror 4
Area 1: Voice & Representation 5
Area 2: Power & Authority 6
Area 3: Knowledge & Legitimacy 7
Area 4: Language & Framing 8
Area 5: Time & Pace 9
Area 6: Collectivist Orientation 10
Area 7: Conflict & Emotions 11
Area 8: Accessibility & Inclusion 12
Area 9: Resource & Reciprocity 13
Area 10: Worldview & Expression 14
Area 11: Tools, Methods & Frameworks 15
Area 12: Mutual Capacity & Accountability 16
Your mirror at a glance 17
Going deeper with one pattern 18
Coming back to your patterns 19
About the author 20
Rights, citation and AI 21

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AT A GLANCE

Twelve areas, thirty-six shifts

Each shift moves **from** a pattern many of us inherited **toward** a regenerative practice.

Voice & Representation

Prioritizing dominant voices	→	**Amplifying marginalized voices**
Reframing contributions	→	**Allowing authentic expression**
Excluding perspectives	→	**Creating visibility for the less heard**

Power & Authority

Control and efficiency	→	**Shared power and inclusion**
Hierarchical decisions	→	**Distributed leadership**
Discomfort with emergence	→	**Valuing silence and nonlinear dialogue**

Knowledge & Legitimacy

Privileging academic expertise	→	**Honoring plural knowledge systems**
Separating research and lived experience	→	**Integrating both**
Community as supplement	→	**Community as authority**

Language & Framing

Dominant language only	→	**Linguistic diversity**
Jargon-heavy language	→	**Relatability and clarity**
Deficit narratives	→	**Strengths-based storytelling**

Time & Pace

Urgency and deadlines	→	**Right timing that honors relationships**
Output-driven pace	→	**Sustainable rhythms**
Linear time	→	**Cyclical and intergenerational horizons**

Collectivist Orientation

The hero consultant	→	**Shared recognition**
Individual achievements	→	**Collective contributions**
Knowledge as property	→	**Knowledge as commons**

Conflict & Emotions

Pathologizing strong feelings	→	**Welcoming emotional wisdom**
Enforcing civility for comfort	→	**Courageous dialogue**
Avoiding tension	→	**Authentic expression**

Accessibility & Inclusion

Assuming a normed body and mind	→	**Universal design for diversity**
Single modes of participation	→	**Multiple pathways to engage**
Ignoring barriers	→	**Actively reducing barriers**

Resource & Reciprocity

Expecting unpaid labor	→	**Fair exchange of value**
Unequal recognition	→	**Honoring local expertise equally**
Extraction without return	→	**Giving back to people and place**

Worldview & Expression

Minimizing spirituality and ritual	→	**Honoring the sacred**
Professionalism bias	→	**Valuing creative expression**
Dismissing plural forms	→	**Welcoming multiple ways of knowing**

Tools, Methods & Frameworks

The myth of neutrality	→	**Cultural fit in methods**
Facilitator-owned processes	→	**Co-creation with participants**
Validating facilitator expertise	→	**Surfacing collective wisdom**

Mutual Capacity & Accountability

One-way transfer of skills	→	**Reciprocal learning**
No feedback loops	→	**Ongoing feedback and adaptation**
Funders first	→	**Relational accountability with communities**

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BEFORE YOU BEGIN

How to use this mirror

1. **Choose your lens.** Reflect **as yourself**, or **as your team or organization**. Each shift has an "I" statement and a "We" statement. Read the one that fits.
2. **Notice where you are now.** For each of the 36 shifts, tick the box that feels true for now. Go with your first sense, and let your body answer too.
3. **See your mirror.** Copy your answers onto the "Your mirror at a glance" page, so you can see the whole picture.
4. **Go deeper with one pattern.** Choose one pattern that is asking for your attention, and use the "Going deeper" page.

THE FOUR STAGES, LIKE A PLANT GROWING FROM SEED TO TREE



New to me / us
I haven't really tried this yet.



Exploring
I try it sometimes.



Practicing
I do this more often than not.



Rooted in me / us
It's how I work, without having to think about it.

Why a mirror? This is not a test with right or wrong answers. A mirror doesn't grade us or try to fix us. It reflects what is already there, including what is hard to see on our own. And what we see in it changes as we change.

THE FIVE PROTECTIVE PARTS

Every pattern that holds on is protecting something. These five protective responses live in our nervous systems, and they show up in families, cultures, organizations and systems. Each one once kept someone safe.



FIGHT
Pushes, controls, and holds on tight.



FLIGHT
Rushes, stays busy, and moves on quickly.



FREEZE
Goes still, holds back, and waits.



FAWN
Pleases, smooths things over, and keeps others comfortable.



FLOP
Goes quiet, gives up, and lets it pass.

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AREA 1 OF 12

Voice & Representation

Whose stories and perspectives are heard, centered, or silenced.

Prioritizing dominant voices → **Amplifying marginalized voices**

"I make space for voices I don't often hear, and I invite them in on purpose."

As a team: "We make space for voices we don't often hear, and we invite them in on purpose."

Ask yourself: Whose voices do I hear most often, and whose voices do I need to invite on purpose?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Reframing contributions → **Allowing authentic expression**

"I let people's words stay as they are, without changing or polishing them."

As a team: "We let people's words stay as they are, without changing or polishing them."

Ask yourself: How often do I explain or rephrase what someone said, instead of trusting their words as they are?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Excluding perspectives → **Creating visibility for the less heard**

"I notice who is missing, and I plan so that people who are less heard are seen and valued."

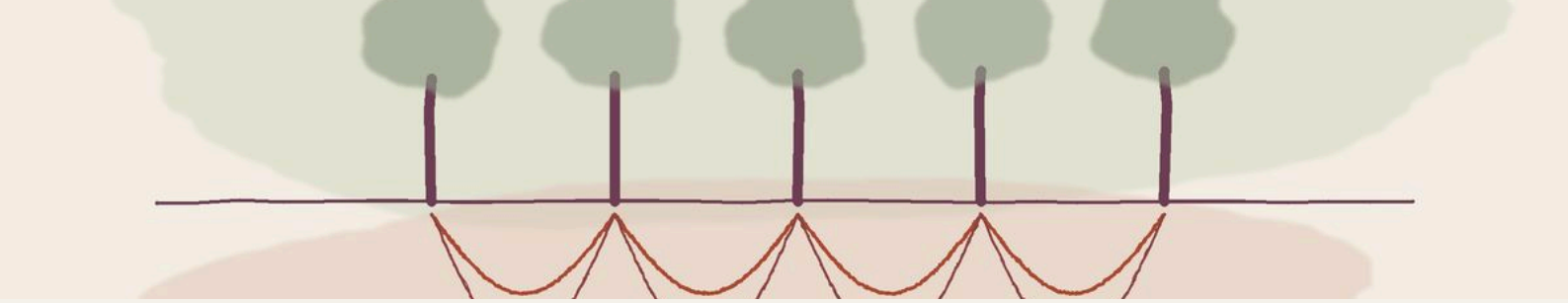
As a team: "We notice who is missing, and we plan so that people who are less heard are seen and valued."

Ask yourself: Who is not seen in the spaces I lead, and how can I include their views?

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AREA 2 OF 12

Power & Authority

How decisions are made, who holds influence, and whether leadership is held by a few or shared.

Control and efficiency → **Shared power and inclusion**

"I share power in how things are run, even when it is slower or messier."

As a team: "We share power in how things are run, even when it is slower or messier."

Ask yourself: When do I choose control over including others, and who is left out when I do?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Hierarchical decisions → **Distributed leadership**

"I recognize leadership in many forms, not only in formal roles."

As a team: "We recognize leadership in many forms, not only in formal roles."

Ask yourself: Whose leadership do I recognize beyond formal titles, and how can I recognize more people?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Discomfort with emergence → **Valuing silence and nonlinear dialogue**

"I can stay calm with silence and with conversations that change direction, and trust what comes from them."

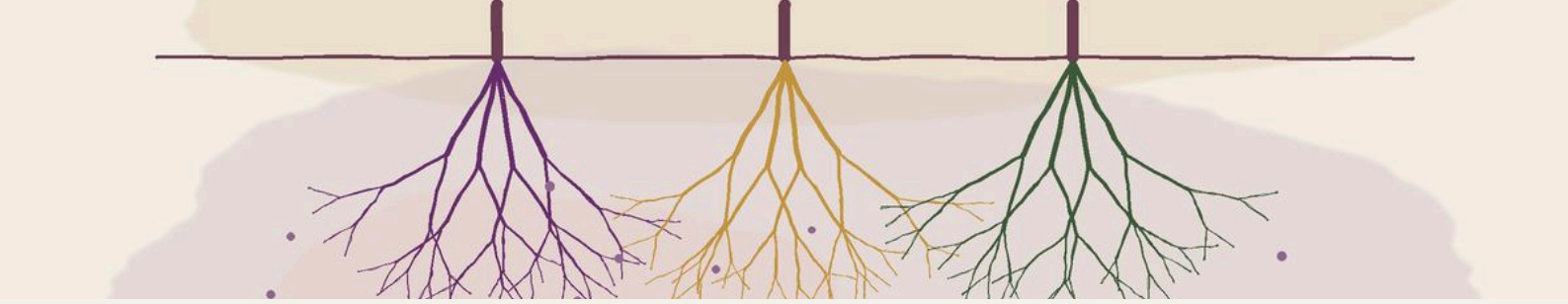
As a team: "We can stay calm with silence and with conversations that change direction, and trust what comes from them."

Ask yourself: What happens in me when silence lasts a long time or a conversation feels messy, and can I stay open to what it brings?

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AREA 3 OF 12

Knowledge & Legitimacy

Which forms of knowing count as valid, and whose wisdom is recognized.

Privileging academic expertise → **Honoring plural knowledge systems**

"I trust many kinds of knowledge: lived, ancestral, embodied, and researched."

As a team: "We trust many kinds of knowledge: lived, ancestral, embodied, and researched."

Ask yourself: What kinds of knowledge feel most trustworthy to me, and why?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Separating research and lived experience → **Integrating both**

"I bring research and lived experience together, so new understanding can grow."

As a team: "We bring research and lived experience together, so new understanding can grow."

Ask yourself: When do I bring research and lived experience together, and when do I keep them apart?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Community as supplement → **Community as authority**

"I treat communities as partners who create knowledge with me, not only as sources of data."

As a team: "We treat communities as partners who create knowledge with us, not only as sources of data."

Ask yourself: Do I treat communities only as sources of data, or as partners who create knowledge with me?

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AREA 4 OF 12

Language & Framing

The words and stories that shape how people and communities are seen.

Dominant language only → **Linguistic diversity**

"I welcome many languages and ways of expressing, not only the dominant one."

As a team: "We welcome many languages and ways of expressing, not only the dominant one."

Ask yourself: Which languages and ways of expressing are missing from my meetings, materials, and decisions?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Jargon-heavy language → **Relatability and clarity**

"I use words that connect rather than create distance."

As a team: "We use words that connect rather than create distance."

Ask yourself: Do my words create distance or connection?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Deficit narratives → **Strengths-based storytelling**

"I tell stories of communities through their strengths, not only their needs."

As a team: "We tell stories of communities through their strengths, not only their needs."

Ask yourself: How do I speak about communities when they are not present?

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AREA 5 OF 12

Time & Pace

Whether urgency drives the work, or cycles, seasons, and relational timing are honored.

Urgency and deadlines → **Right timing that honors relationships**

"I move at a pace that honors trust and readiness, not only deadlines."

As a team: "We move at a pace that honors trust and readiness, not only deadlines."

Ask yourself: When do I push for speed over depth, and what does it cost me and others?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Output-driven pace → **Sustainable rhythms**

"I work at a pace that protects energy and care, not only output."

As a team: "We work at a pace that protects energy and care, not only output."

Ask yourself: How might I redesign my timelines to support energy and care?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Linear time → **Cyclical and intergenerational horizons**

"I think in seasons and generations, not only in short reporting periods."

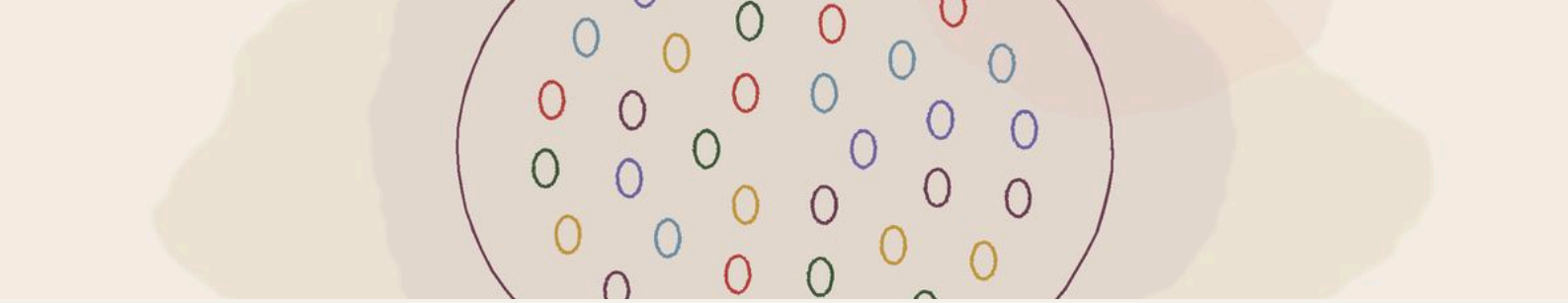
As a team: "We think in seasons and generations, not only in short reporting periods."

Ask yourself: How can I think further ahead, and consider the impact on future generations?

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AREA 6 OF 12

Collectivist Orientation

Interdependence and shared flourishing over individual heroism and ownership.

The hero consultant → **Shared recognition**

"I share credit so everyone who helped with the work is seen."

As a team: "We share credit so everyone who helped with the work is seen."

Ask yourself: Who gets the credit when something goes well in the groups I support?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Individual achievements → **Collective contributions**

"I celebrate what we achieve together, not only what I achieve alone."

As a team: "We celebrate what we achieve together, not only what individuals achieve alone."

Ask yourself: How can I make success feel shared, not only individual?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Knowledge as property → **Knowledge as commons**

"I share what I know freely, so others can build on it."

As a team: "We share what we know freely, so others can build on it."

Ask yourself: Do I keep knowledge as mine, or share it for everyone to use?

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AREA 7 OF 12

Conflict & Emotions

How strong feelings and tension are met: managed away, or welcomed as signals of care.

Pathologizing strong feelings → **Welcoming emotional wisdom**

"I welcome strong emotions as signals of care, not as problems to manage."

As a team: "We welcome strong emotions as signals of care, not as problems to manage."

Ask yourself: How do I understand and respond to strong emotions?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Enforcing civility for comfort → **Courageous dialogue**

"I stay with discomfort so we can talk honestly and repair relationships."

As a team: "We stay with discomfort so we can talk honestly and repair relationships."

Ask yourself: Whose comfort am I protecting when I ask for civility?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Avoiding tension → **Authentic expression**

"I see tension as a way to build connection, not something to avoid."

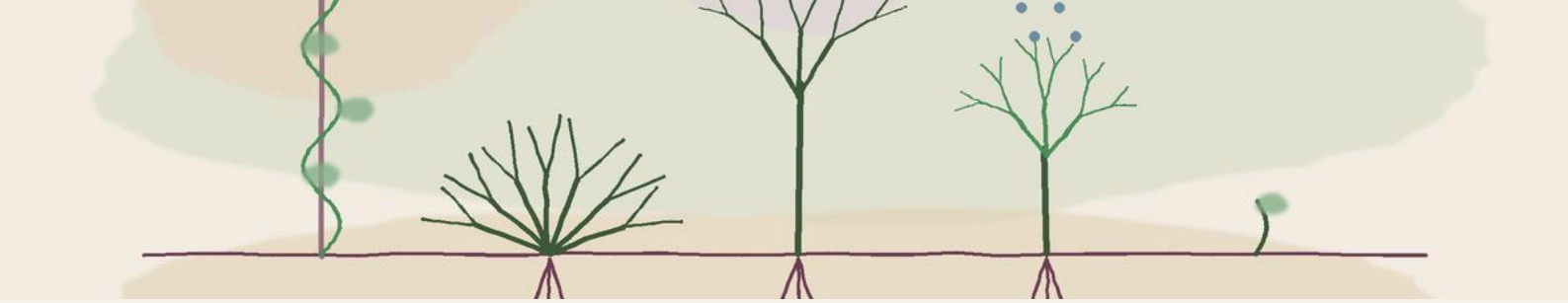
As a team: "We see tension as a way to build connection, not something to avoid."

Ask yourself: How can I see conflict as a chance to grow?

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AREA 8 OF 12

Accessibility & Inclusion

Designing for diverse bodies, minds, and needs from the start.

Assuming a normed body and mind → **Universal design for diversity**

"I design for many kinds of bodies and minds from the start."

As a team: "We design for many kinds of bodies and minds from the start."

Ask yourself: Who do I design for without realizing it, and who might I leave out?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Single modes of participation → **Multiple pathways to engage**

"I offer more than one way for people to take part and belong."

As a team: "We offer more than one way for people to take part and belong."

Ask yourself: Do I offer more than one way for people to contribute and belong?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Ignoring barriers → **Actively reducing barriers**

"I notice the barriers people face and actively work to remove them."

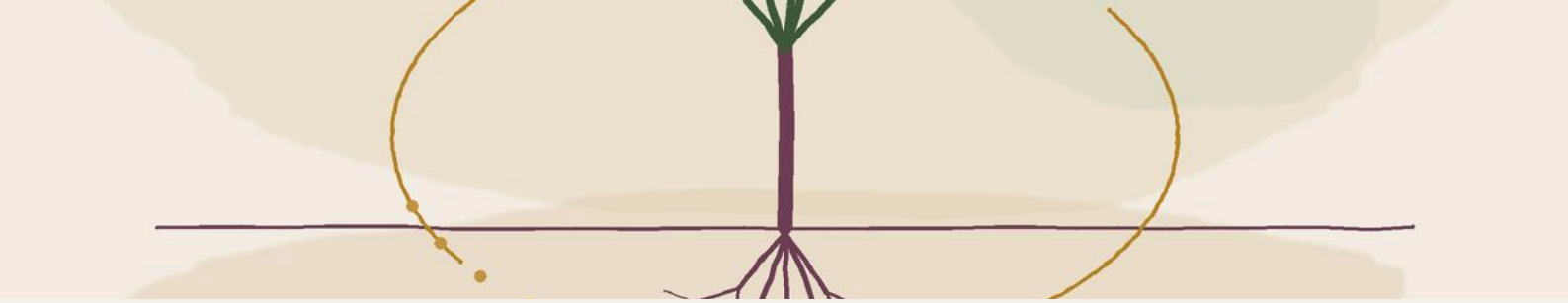
As a team: "We notice the barriers people face and actively work to remove them."

Ask yourself: What hidden barriers could I name and address?

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AREA 9 OF 12

Resource & Reciprocity

How value is exchanged, recognized, and returned to people and place.

Expecting unpaid labor → **Fair exchange of value**

"I make sure people are fairly valued for the knowledge and time they share."

As a team: "We make sure people are fairly valued for the knowledge and time they share."

Ask yourself: Do I pay people fairly when they share their knowledge, time, and stories?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Unequal recognition → **Honoring local expertise equally**

"I honor local expertise as equal to outside expertise."

As a team: "We honor local expertise as equal to outside expertise."

Ask yourself: How do I give local expertise as much attention as my own?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Extraction without return → **Giving back to people and place**

"I give back to the people and places I work with."

As a team: "We give back to the people and places we work with."

Ask yourself: How do I give back value, resources, or healing to people and the land?

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AREA 10 OF 12

Worldview & Expression

Which forms of expression are welcome: ritual, art, story, and humor alongside analysis.

Minimizing spirituality and ritual → **Honoring the sacred**

"I make space for sacred, spiritual, and ancestral practices when I bring people together."

As a team: "We make space for sacred, spiritual, and ancestral practices when we bring people together."

Ask yourself: Do I make space for spiritual or ancestral practices in the groups I lead?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Professionalism bias → **Valuing creative expression**

"I welcome art, humor, and story as real contributions, not extras."

As a team: "We welcome art, humor, and story as real contributions, not extras."

Ask yourself: How might humor, play, or art deepen my work?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Dismissing plural forms → **Welcoming multiple ways of knowing**

"I invite many ways of knowing: through symbols, spoken stories, the body, and analysis."

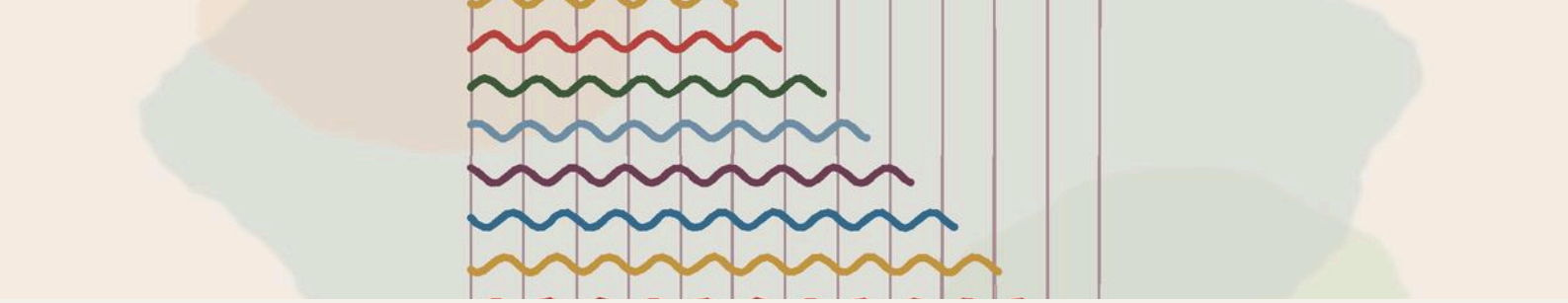
As a team: "We invite many ways of knowing: through symbols, spoken stories, the body, and analysis."

Ask yourself: What different forms of knowledge could I invite into my work?

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AREA 11 OF 12

Tools, Methods & Frameworks

The methods we use, and the values and worldviews they carry.

The myth of neutrality → **Cultural fit in methods**

"I choose tools that fit the values of the people I work with."

As a team: "We choose tools that fit the values of the people we work with."

Ask yourself: Whose worldview is built into the tools I use?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Facilitator-owned processes → **Co-creation with participants**

"I design processes together with the people they are for."

As a team: "We design processes together with the people they are for."

Ask yourself: How can I design processes that participants also own?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Validating facilitator expertise → **Surfacing collective wisdom**

"I bring out the wisdom of the group instead of showing off my own expertise."

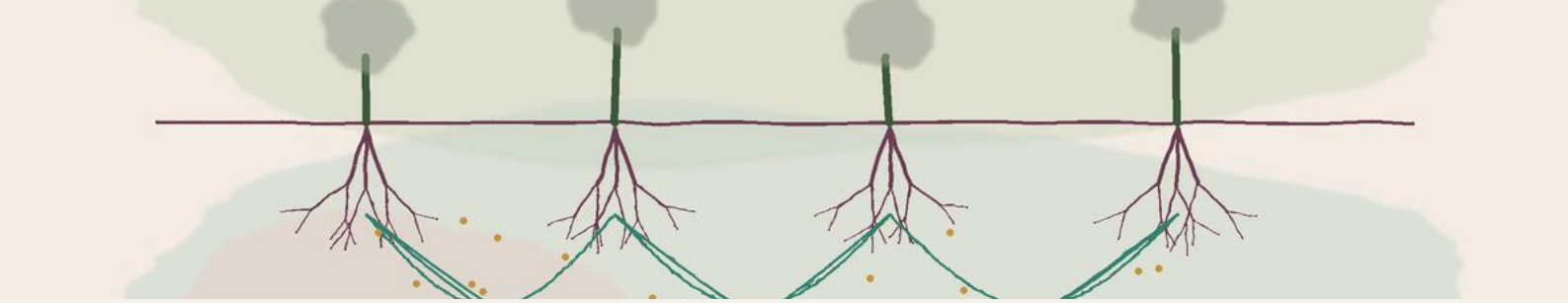
As a team: "We bring out the wisdom of the group instead of showing off our own expertise."

Ask yourself: Do my methods show off my expertise, or bring out what the group knows?

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AREA 12 OF 12

Mutual Capacity & Accountability

Who learns from whom, and to whom the work is accountable.

One-way transfer of skills → **Reciprocal learning**

"I let myself be changed by the people I work with."

As a team: "We let ourselves be changed by the people we work with."

Ask yourself: How am I allowing myself to be changed by the communities I serve?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

No feedback loops → **Ongoing feedback and adaptation**

"I keep inviting feedback and change course when it is needed."

As a team: "We keep inviting feedback and change course when it is needed."

Ask yourself: How often do I invite participants to change the direction of the process?

☐ New to me / us ☐ Exploring ☐ Practicing ☐ Rooted in me / us

NOTES

Funders first → **Relational accountability with communities**

"I hold myself accountable to communities and relationships, not only to funders."

As a team: "We hold ourselves accountable to communities and relationships, not only to funders."

Ask yourself: Who am I most accountable to, funders or communities?

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YOUR MIRROR

Your mirror at a glance

In each circle, draw the plant for the stage you ticked, or write its first letter: **N** New to me, **E** Exploring, **P** Practicing, **R** Rooted. Use colored pencils if you like: the fuller the circle, the more rooted the practice.

New to me / us · Exploring · Practicing · Rooted in me / us

Voice & Representation	Amplifying marginalized voices	Allowing authentic expression	Creating visibility for the less heard
Power & Authority	Shared power and inclusion	Distributed leadership	Valuing silence and nonlinear dialogue
Knowledge & Legitimacy	Honoring plural knowledge systems	Integrating both	Community as authority
Language & Framing	Linguistic diversity	Relatability and clarity	Strengths-based storytelling
Time & Pace	Right timing that honors relationships	Sustainable rhythms	Cyclical and intergenerational horizons
Collectivist Orientation	Shared recognition	Collective contributions	Knowledge as commons
Conflict & Emotions	Welcoming emotional wisdom	Courageous dialogue	Authentic expression
Accessibility & Inclusion	Universal design for diversity	Multiple pathways to engage	Actively reducing barriers
Resource & Reciprocity	Fair exchange of value	Honoring local expertise equally	Giving back to people and place
Worldview & Expression	Honoring the sacred	Valuing creative expression	Welcoming multiple ways of knowing
Tools, Methods & Frameworks	Cultural fit in methods	Co-creation with participants	Surfacing collective wisdom
Mutual Capacity & Accountability	Reciprocal learning	Ongoing feedback and adaptation	Relational accountability with communities

New to me / us	Exploring	Practicing	Rooted in me / us
____	____	____	____

Where are your deepest roots? Where is the most new ground? This is a snapshot of this season. Patterns shift as we grow. Use it as a starting point to reflect.

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GOING DEEPER

Going deeper with one pattern

Choose one pattern that is asking for your attention. You can copy this page to explore more than one.

THE PATTERN I AM EXPLORING

WHERE DO I NOTICE THIS IN MY FIELD?

- [ ] Personal
- [ ] Family
- [ ] Organization
- [ ] Community
- [ ] Wider systems

WHICH PROTECTIVE PARTS DO I HEAR IN THIS PATTERN?

- [ ] **FIGHT** — It protects us from chaos, blame, and losing ground.
- [ ] **FLIGHT** — It protects us from feeling what is underneath.
- [ ] **FREEZE** — It protects us from getting it wrong or being exposed.
- [ ] **FAWN** — It protects our belonging, our safety, and our support.
- [ ] **FLOP** — It protects us when something feels too big to change.

PAUSE

What I am realizing now...

The gift of this protective pattern is...

And its shadow side is...

A PRACTICE TO ANCHOR THIS, AND HOW I WILL REMEMBER IT

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COMING BACK

Coming back to your patterns

Patterns shift with capacity and context. In a few months, come back to this mirror and notice what has grown, what is still asking for attention, and what you are ready to tend next. Keep these pages, and compare.

Try the online mirror. The free online version shows you why each pattern made sense, the protective voices in it, and practices from the Weaving New Ways cards. It also keeps your mirror so you can see what has grown next time. **lanajelenjev.com**

A CLOSING REFLECTION

What am I taking with me from this mirror?

What is already growing that I want to protect and celebrate?

Who would I like to look at this with?

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ABOUT THE AUTHOR



Lana Jelenjev

Lana Kristine Flores-Jelenjev is a Filipina healing-centered practitioner, facilitator, writer, systems weaver and companion to leaders and organizations working toward a more just world. For more than 20 years she has held learning and healing spaces across cultures and continents.

Today she accompanies leaders of international organizations and networks as they reimagine their organizations from the inside out. Her work weaves three ways of knowing: ***Sikolohiyang Pilipino*** (Filipino psychology), which understands the self as shared with others, as ***kapwa*** (shared self); neuroscience and nervous system literacy, which show how stress, safety and connection live in our bodies; and a systems-weaving lens that sees organizations as living webs of relationships, histories and possibilities.

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BRING THIS WORK TO YOUR TEAM OR ORGANIZATION

This mirror is a starting point. What it shows often becomes clearer when we look together. If you are a leader who wants your team to see these patterns too, or a team ready to tend what you have noticed, I would love to walk alongside you.

lanajelenjev.com/work-with-me

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AI TRANSPARENCY NOTE

This work grew through co-creation with AI. I brought the ideas, frameworks, reflections and voice. AI tools helped me shape the design, layout and illustrations, and build the code that makes it work. Every piece is reviewed and shaped by me before it is shared.

USING THIS WORK WITH AI

Please do not upload this work into AI tools to summarize, rewrite, translate or train on, or to create new versions of it.

OTHERS' WORDS

The twelve areas and the Weaving New Ways practices come from Lana Jelenjev's *From Colonial Patterns to Regenerative Practices* self-assessment and reflection guide. The understanding of ***kapwa*** (shared self) draws on ***Sikolohiyang Pilipino*** (Filipino psychology), founded by Virgilio Enriquez.

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