

Wayfinding Through Heartache Map

(Wellbeing Revolution: Leading with Heart & Strategy—Voyage Framework)

Stage	What heartache feels like	Anchors	Heartbreak function	Risk if unsupported	What heals it (if supported)
Learner — Awakening	A moment of sharp clarity: “something is wrong” — with systems, narratives, or one’s own inherited beliefs.	Sessions: Naming ourselves, Genealogy, and Healing from Colonial Wounds. Healing begins with awareness, not self-erasure.	Disrupts our subconscious denial; Signals readiness to unlearn social conditioning	Self-blame (“I’m too sensitive”); Retreat into apathy or compliance	Cultural anchoring; Identity naming; Collective context for pain
Navigator — Capacity Grief	“I can do the work, but the work isn’t changing what matters.”	Navigator stage emphasizes skills, tools, and execution within existing systems (Voyage deck).	Reveals limits of technical fixes; Distinguishes efficiency from justice	Burnout; Over-functioning; Internalized responsibility for systemic failure	Shift from individual performance to collective orientation; Storytelling and voice as justice tools
Wayfinder — Foresight Pain	“I can see the path, but the system cannot move with me.”	Wayfinder role sets direction and narrative, adapts in real time, and remains accountable to values rather than compliance.	Marks values–system misalignment; Protects integrity of future vision	Isolation; Being labeled “difficult” or “unrealistic”; Moral injury	Relational governance; Truth telling (ngutu kovi) held with courageous love (loto ma’a)
Steward — Custodial Grief	“I am responsible for preventing harm I cannot fully stop yet.”	Steward is the guide for cultural safety, wellbeing outcomes, and preventing harm while operating within governance thresholds.	Keeps values alive under pressure; Holds continuity when outcomes lag behind dignity	Silent suffering; Emotional concealment in leadership; Loneliness at the top	Governance that protects values rather than controls leaders; Participatory accountability and transparent learning

Ancestor Visionary — Sacred Grief	“This pain did not begin with me — and will not end with me.”	Lineage framing, dedication to ancestors and future generations, and intergenerational strategy are explicit in the manuscript and curriculum.	Transforms pain into inheritance; Converts grief into wisdom, not bitterness	Martyrdom; Over-sacrifice; Loss of joy	Ceremony; Elders & youth dialogues; Reclaiming hope as sacred inheritance (‘Amanaki)
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