

Implementing a wellbeing-focused model of practice:

Considerations for organizational change

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Recent Awards and Recognitions



Innovation Awards

- 2014 Center for the Study of Social Policy, National Youth Thrive Award for Exemplary Programs (1 of 15 Exemplary Programs named in the US)
- 2012 Council on Accreditation Special Recognition for Innovative Practices

Regional

- 2013 Bush Foundation Innovation Prize (1 of 3 in MN out of 300 applicants; only child welfare agency named in MN)

Local

- 2014 To be announced in May 2014

Quality Awards

- 2013 Council on Accreditation Special Recognition for Quality Initiatives
- 2011 Council on Accreditation Special Recognition for Quality Initiatives

The Importance of this Topic

- ❑ It's a marathon, not a sprint.
- ❑ Before you are experienced enough to be any good at this, you don't want to be too burned out to do it well.
- ❑ Because we do not build "widgets"; rather, we are the tool, if we are not healthy, we do harm.
- ❑ Because the emerging science tell us that our connection with our clients is one of the primary influencers of change, so that connection must be healthy.
- ❑ Because we have an ethical responsibility to care for each other, and ourselves, not just our clients.

Full System Wellbeing

- ❑ Youth
- ❑ Foster Families
- ❑ Social Workers
- ❑ Supervisors and Leadership
- ❑ Board of Directors
- ❑ Environment & Culture
- ❑ Systems, Policies and Practices

Concurrent, simultaneous efforts

Anu's Mission



***We create permanent connections
to loving and stable families.***

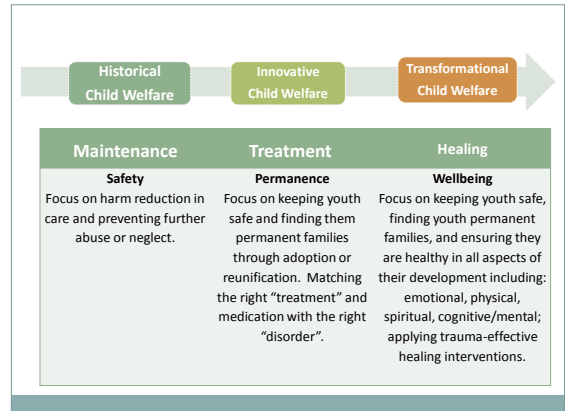


Permanence is not enough

“Stop talking about Safety, Permanence and wellbeing like they are separate things...

...There is only wellbeing.”

-Sandy White Hawk



Youth Wellbeing

A NEW APPROACH

Key Questions

- **Defining** Child Wellbeing:

“Are the children ‘okay’?”

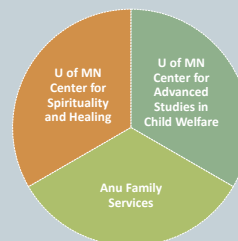
- **Measuring** Child Wellbeing

“How do we know?”

U of MN Center for Spirituality and Healing

- Wellbeing lecture series:
 - Dr. Barbara Fredrickson: Positivity
 - Kristin Neff: Self-Compassion and Psychological Wellbeing
 - Charles Duhigg: Power of Habit
 - Shane Lopez: Making Hope Happen
 - Dr. Tom Rath: Eat, Move, Sleep
 - Daniel Siegel: How to Create Communities that Allow Adolescents to Thrive
- Coming 9/11/14:
 - Dr. Michael Roizen: Workplace Wellbeing

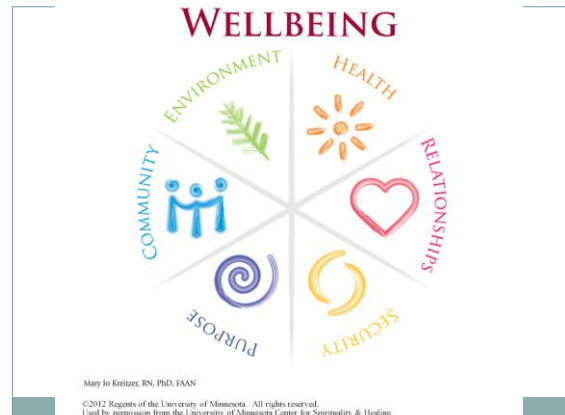
A Partnership for Wellbeing



Defining Wellbeing

"Wellbeing is a state of being in balance or alignment (body, mind and spirit). In this state, we feel ourselves as content, connected to purpose, peaceful, in harmony, happy, prosperous, and safe."

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Relationships

15

Core Message: Isolation is fatal

Key Research Findings:

- Our social networks (including our friend's friends) affect our health and happiness.
- Strong relationships with others help you live longer.
- Helping others will also make you live longer.
- Loneliness is as bad for you as smoking.

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Security

- **Core Message:** Work for the security of all

Key Research Findings:

- When society is doing well, all benefit.
- How you spend money matters.
- Fear incapacitates.
- Gentle actions can help reduce real threats.
- Positivity and mindfulness can reduce perceived threats.

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Purpose

Core Message: Purpose matters

Key Research Findings:

- Having a strong sense of purpose will make you live longer.
- Purpose will improve your physical health.
- People with a strong sense of purpose have healthier relationships.
- You can increase your sense of purpose with practice.
- Purpose is related to resilience.

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Community

Core Message: Community Supports and Sustains Us

Key Research Findings:

- A healthy community naturally fosters the wellbeing of individuals.
- The infrastructure of a community directly affects the wellbeing of its individuals.
- There is a link between the level of social connectedness within a community and the physical and emotional wellbeing of the individual.
- Giving back to the community contributes to individual health and wellbeing.
- Individuals have the power to shape their communities.

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Environment

Core Message: Take a dose of nature

Key Research Findings:

- ❑ Nature heals
- ❑ Nature soothes
- ❑ Nature restores
- ❑ Nature connects
- ❑ Too much time in front of screens is deadly and leads to “nature deprivation”.

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Health (Physical)

Core Message: Your health is in your hands

Key Research Findings:

- ❑ Follow nutritional recommendations.
- ❑ Regular physical activity is an important part of health.
- ❑ Physical inactivity can be deadly.
- ❑ Mindfulness can help change unhealthy patterns.
- ❑ Making healthy choices a habit gives you more will power.
- ❑ Adequate sleep is a baseline of optimal health.

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Health (Emotional)

Core Message: Positivity nourishes

Key Research Findings:

- ❑ Emotional health directly impacts physical health.
- ❑ Mindfulness meditation practice can change the way your brain works.
- ❑ Savoring positive emotions leads to more positive emotions.
- ❑ Practicing gratitude affects emotional and physical wellbeing.

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Health (Spiritual)

Core Message: Finding meaning, discover happiness

Key Research Findings:

- ❑ Spiritual health has an impact on physical health.
- ❑ Spirituality is also associated with better coping mechanisms in difficult times.

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Defining and Measuring Wellbeing

- University of Minnesota’s Center for Advanced Studies in Child Welfare & Center for Spirituality and Healing & Anu Family Services are working in partnership to develop a:
 - Youth-driven inventory assessment of youth wellbeing
 - Wellbeing Interventions Practice Guide

Integrative Healing Practices

- Emerging science indicates that trauma is not stored in executive, narrative or cognition function of the brain; rather, it is stored in the whole body.
- Therefore, we began looking at the research on integrative practices and are shifting youth participation to integrative practices with compelling research (e.g. EMDR).
- We are also seeking funding to pilot promising practices of integrative healing with our youth.

Integrative Healing Networks

- ❑ Developing networks of integrative healers such as those who practice:
 - ❑ EMDR
 - ❑ Mindfulness-Based Stress Reduction
 - ❑ Learning2Breathe
 - ❑ Yoga
 - ❑ Meditation
 - ❑ Equine Therapy
 - ❑ Emotional Freedom Tapping
 - ❑ Neuro-feedback
 - ❑ And other promising practices

Foster Parents & Foster Homes

AS HEALING PARENTS & HEALING HOMES

Foster Parents as Healers

- **Recruiting foster parents who:**
 - are natural or known healers
 - understand trauma and want to learn more
 - have the desire and ability to understand pain-based behaviors

Healing Interventions for Parents

- Wellbeing summit
- Headington Institute Self Care Assessment
- Trauma informed parenting; based on heartfelt gratitude and compassion
- Monthly gratitudes
- Wellbeing tips on Facebook
- Wellbeing cards
- Wellbeing Page-a-day Calendar

Promoting Wellbeing

Old Toolbox

- ❑ Punishment and loss of privileges
- ❑ Traditional talk therapies: individual, group and family
- ❑ Sending away for "time out" or "treatment"
- ❑ Medications to control behavior

New Toolbox

- ❑ Giving energy and attention to what we want to see more of to hardwire positive messages and behaviors.
- ❑ Integrative healing approaches that regulate and organize by putting youth in touch with their bodies.
- ❑ Building relational connections and permanence; "timing in".
- ❑ Healing trauma through grief and loss work and connections to promote wellbeing.

Trauma-Informed Parenting

Use of parenting models that do not rely primarily on the use of punishment and reward or control which *disconnect*.

Instead, use models that support relational *connection*.

Employees and Board

FILLING OUR BUCKETS

Wellbeing-focused Models of Practice

- Wellbeing is not wellness, but wellness is a part of wellbeing.
- There is a move from a wellness (fitness) focus to a wellbeing (whole person in balance) focus.

**Wellbeing for ALL involved in,
and associated with the organization;
not just the youth.**

Integrity Issue

- You can't sustain taking care of others, if you are not taking care of yourself.
- It's wrong for us to ask you to take care of other's children, if we don't let you take care of your own.
- We believe in the parallel process of systems where each layer of the system must have their needs met to meet the needs of others.
- Self-care is NOT a luxury, it is an ethical imperative.
- We are obligated, by the NASW Code, to ensure that our colleagues are also well enough to do the work.

Practice what you preach...

- Employees are encouraged to:
 - engage in integrative healing practices themselves (meditation, yoga, EMDR, etc.)
 - Seek their own trauma therapy
 - Prioritize and strengthen their own family connections
 - Attend our Parent Coaching/Trauma-informed Parenting Certificate program to help with their own parenting, too.

Benefits and Culture



Flexible Work Environment

Anu Family Services values all children and families, including our own. Every effort will be made for employees to attend to their families in times of need and to their children's activities, etc. Employees are expected to seek prior approval for such absences; however, attendance to these needs and activities is prioritized. Employees are evaluated on their productivity and contributions in a flexible environment.

Whole Person at Work

Your whole person is welcome at work, as a parent, a daughter/caregiver, as a person who is moved by our work, sometimes to tears.

Internal Resources & Culture

- Headington Resources used regularly in teams to monitor their own wellbeing during group and individual supervision.
- Recognizing our own signs of being out of balance.
- Having conversations on what to say when we need self care reminders.
- Internal trainings on Secondary Traumatic Stress and Vicarious Trauma.
- Vacation use is encouraged, in long chunks of time.

Change in Language

Sick days are now called...

Wellbeing Days

Return on Investment

It's a simple math equation:

Promoting Wellbeing + Investment in Employees=Greater productivity, loyalty, engagement, retention and satisfaction.

Greater productivity, loyalty, engagement, retention and satisfaction=better service to youth and better outcomes.

Anu Model of Wellbeing

1. Protecting
2. Grieving
3. Connecting
4. Regulating



For Youth AND their Healers

Considerations for organizational change

- Organizational wellbeing is a whole systems approach which requires
 - alignment,
 - engagement,
 - integrity
- throughout the process when considering how to promote wellbeing in:
- People (youth, employees, board, volunteers, partners, etc.)
 - Culture (practices, policies, language, and priorities)

Additional Resources for Supporting Staff Self-Care:

Arledge, E. & Wolfson R. (2001). *Care of the Clinician*. In M. Harris & R. Fallot (Eds.), *Using Trauma Theory to Design Service Systems*. San Francisco: Jossey-Bass.

Saakvitne, K., Gamble, S., Pearlman, L., & Lev, B. (2001). *Module 5: Vicarious Traumatization and Integration: Putting It All Together in Risking Connection: A Training Curriculum for Working with Survivors of Childhood Abuse*. New York: Sidran Traumatic Stress Foundation. Available by visiting www.sidran.org.

Stamm, B.H. (2005). The ProQOL Manual: The Professional Quality of Life Scale: Compassion Satisfaction, Burnout and Compassion Fatigue/Secondary Traumatic Stress Scales. Washington, DC: Register Report: A Publication of the National Register of Health Service Providers in Psychology.

Stamm, B.H., Varra, E.M., Pearlman, L.A., and Giller, E. (2002). *The Helper's Power to Heal and To Be Hurt – or Helped – By Trying*. Register Report: A Publication of the National Register of Health Services Providers in Psychology.

National Health Care for the Homeless Council - <http://www.nhchc.org/healthyenviron.html> - "Self-Assessment Tool Self-Care" found in *Shelter Health: Essentials of Care for People Living in Shelter*. Volk, K., Guarino, K., Grandin, M.E., Crevil, R. (2008). What About You? A Workbook for Those Who Work with Others. Newton, MA: National Center on Family Homelessness.

<http://www.headington-institute.org/>



Wrap Up and Questions

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