

Pre-conference workshop 20/21 Settembre 2016

The Psychology and Ecology of Well-being: Strategies for Personal, Organizational, and Community Change

by Isaac Prilleltensky

The goal of this interactive workshop is to present a model of psychological and ecological well-being and to share best practices for personal, organizational, and community change. To achieve well-being at various ecological levels we need complementary strategies that work at the individual, institutional, and policy levels.

The workshop will consist of four sections:

Part I: Model of Well-Being

Well-being can be defined as experiences of pleasure and purpose, over time, in six domains of life: Interpersonal, Community, Occupational, Physical, Psychological, and Economic. These six domains form the acronym I COPPE. To achieve well-being in all these domains of life we require optimal levels of fit, fitness, and fairness. During this part of the workshop participants will learn how to use the I COPPE scale of well-being, which was validated in English and is currently in the process of being validated in Italian.

Part II: Strategies for Personal Change

Depending on personality, preferences, and context, people change in different ways. This is why we need multiple avenues for personal growth. Based on previous investigations, my research team developed an integrative model of change leveraging seven drivers of change: Behaviors, Emotions, Thoughts, Interactions, Context, Awareness, and Next Steps (BET I CAN).

These drivers of change were used in the development and implementation of an online program to promote health and wellness: Fun For Wellness (FFW) (www.funforwellness.com).

This portion of the workshop will share with participants the theoretical rationale and empirical evidence that supports the creation of the BET I CAN model of change. In addition, I will present findings from a randomized controlled trial of Fun for Wellness, our universal, online platform to promote well-being in I COPPE domains

of life. We will discuss how to use FFW in a variety of settings such as workplaces, clinics, and communities.

Part III: Strategies for Organizational Change

Individuals spend most of their lives interacting with others in systems such as families, school, universities, workplaces, voluntary organizations, businesses and government. Some organizations provide a better fit than others, some promote more fitness than others, and some are fairer than others.

To make sure that human beings benefit from the best possible fit with the organizations they come into contact with, it is important to know how to change institutions.

The results of qualitative studies conducted in community organizations and university settings will illustrate the usefulness of the I VALUE IT model in creating more effective, reflective, and supportive organizations. These organizational fitness skills can enhance the fit between people and the settings they interact with.

Part IV: Strategies for Community Change

Institutions such as social services, governments, schools and mental health clinics have traditionally operated from a deficit-oriented, reactive, disempowering and individual-blame perspective.

To counteract the negative consequences of these models, we developed an alternative paradigm of community change based on Strengths, Prevention, Empowerment and Community change (SPEC). These four pillars are conducive to a better fit between person and environment and are responsive to human needs for liberation, emancipation, fairness, and sense of belonging. We will review the implementation and benefits of SPEC approaches in communities, policies and nations.