

Understanding and Promoting Well-Being

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***The synergy of personal, relational,
organizational, and community well-being***

Kerala: A Well-Being Story



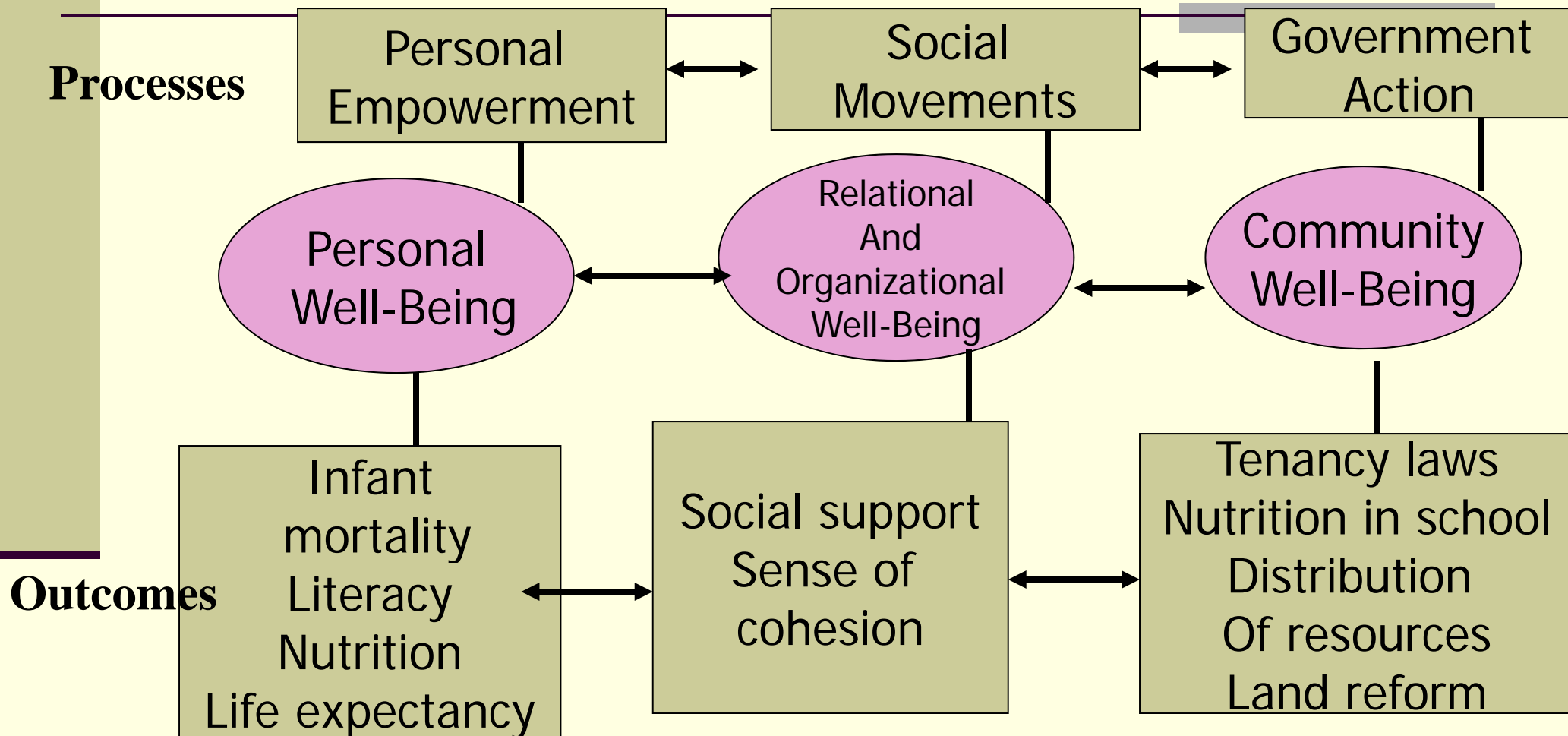
Kerala: A state in Southwest India. The name "Kerala" probably means "land of coconuts."

Population: 31.8 million

Kerala's population is the same as Canada's.



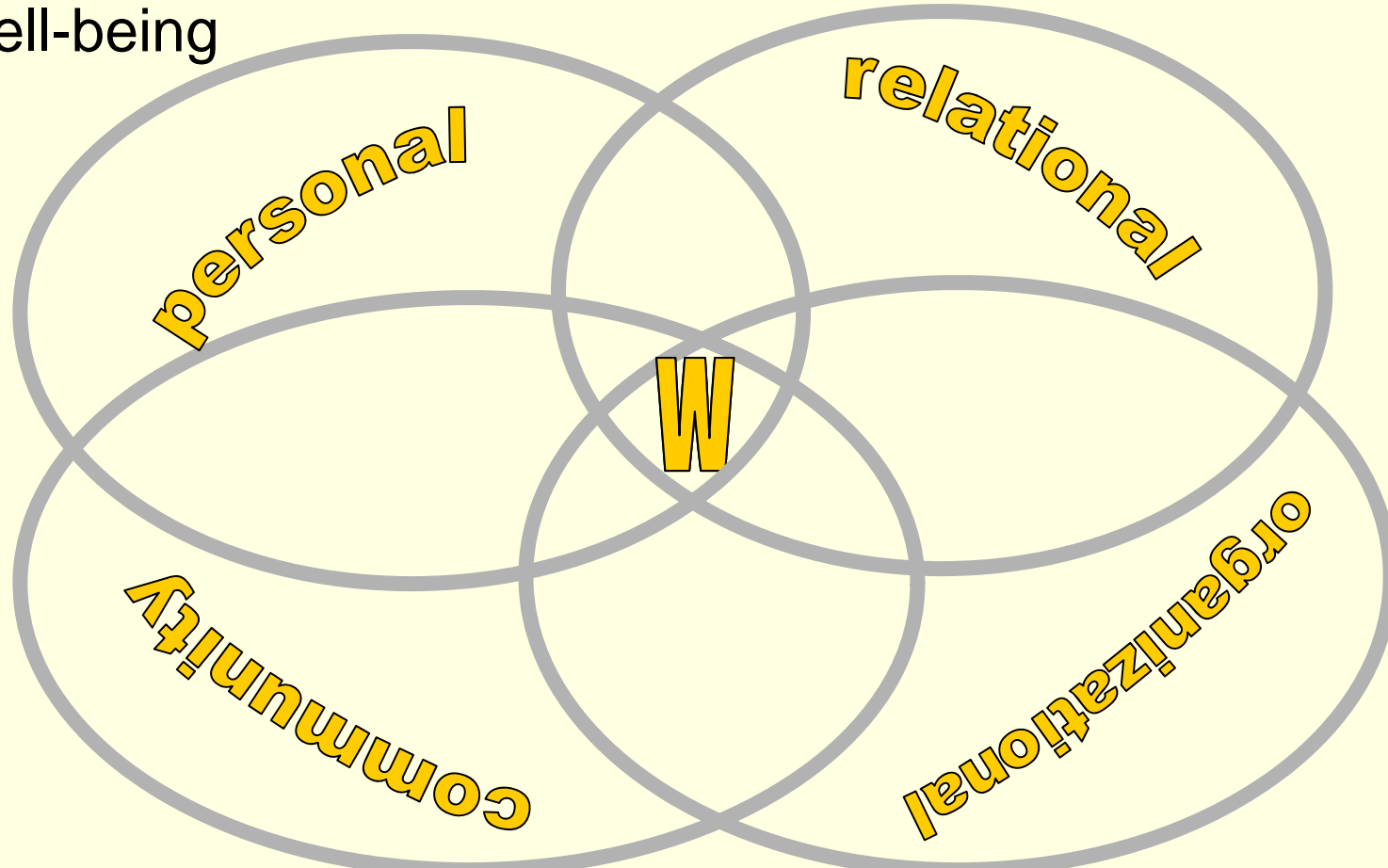
Well-Being in Kerala



<u>Indicator</u>	<u>Kerala</u>	<u>India</u>	<u>Low income countries</u>	<u>USA</u>
Per Capita GDP \$	566	460	420	34,260
Adult Literacy Rate (%)	91	58	39	96
Life Expectancy in Years				
Males (f)	68	63	59	74
Females (f)	74	64		80
Infant Mortality per 1,000	12	65	80	7
Birth Rate Per 1,000	17	29	40	16

Part I: Understanding Well-Being

- There cannot be well-being but in the combined presence of personal, relational, organizational and community well-being



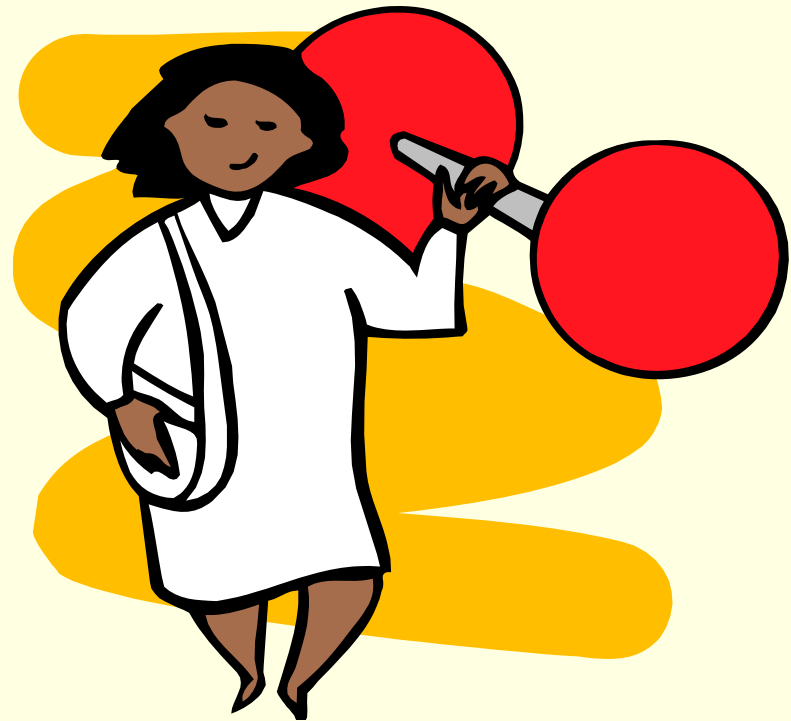
The State of Wellness

Wellness is a positive state of affairs, brought about by the simultaneous satisfaction of personal, relational, organizational and collective needs



Personal Well-Being

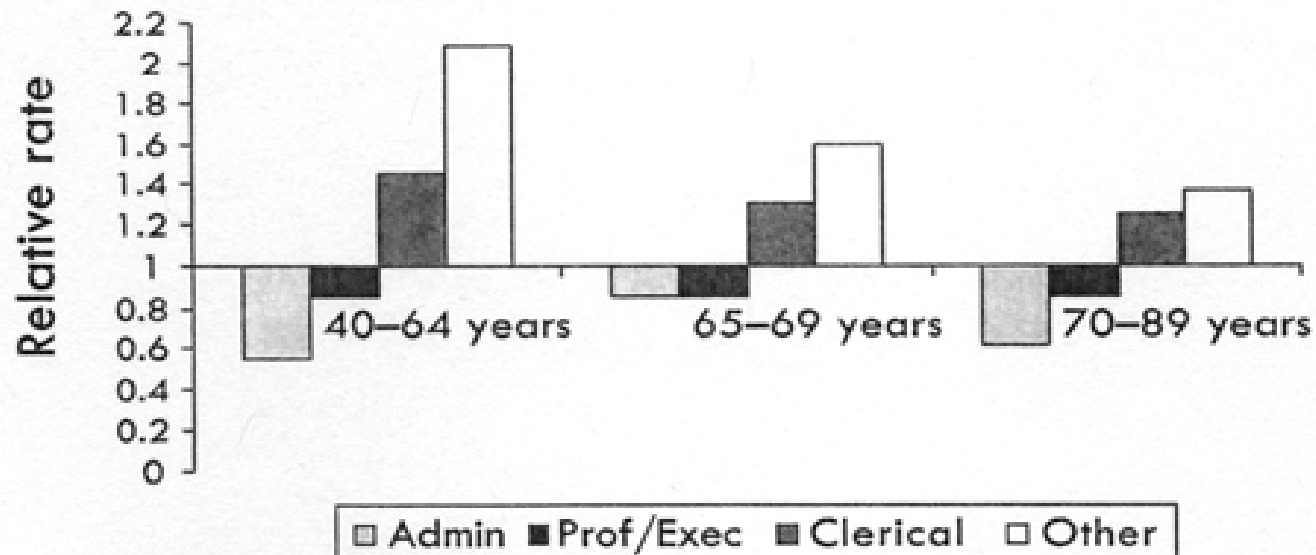
- Sense of control
- Physical health
- Love
- Optimism
- Competence
- Growth
- Self-esteem



Effects of lack of control and disempowerment on mortality

Figure 2.1

Mortality over twenty-five years according to level in the occupational hierarchy



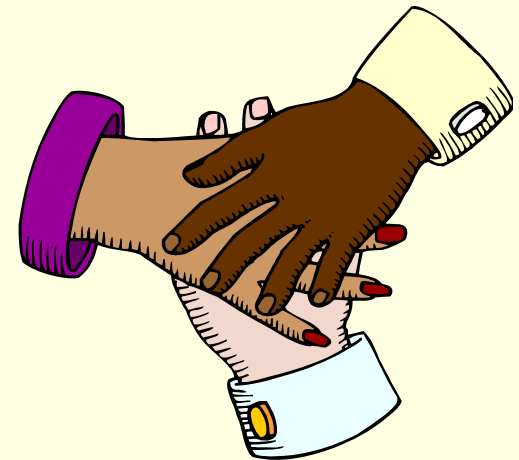
Relational Well-Being

- Support
- Affection
- Bonding
- Cohesion
- Collaboration
- Respect for diversity
- Democratic participation



Effects of Social Support

- Less likely to have heart attacks
- More likely to survive cancer
- More likely to resist common cold virus
- Lower mortality
- Less degree of stress
- More positive outlook on life
- Resilience

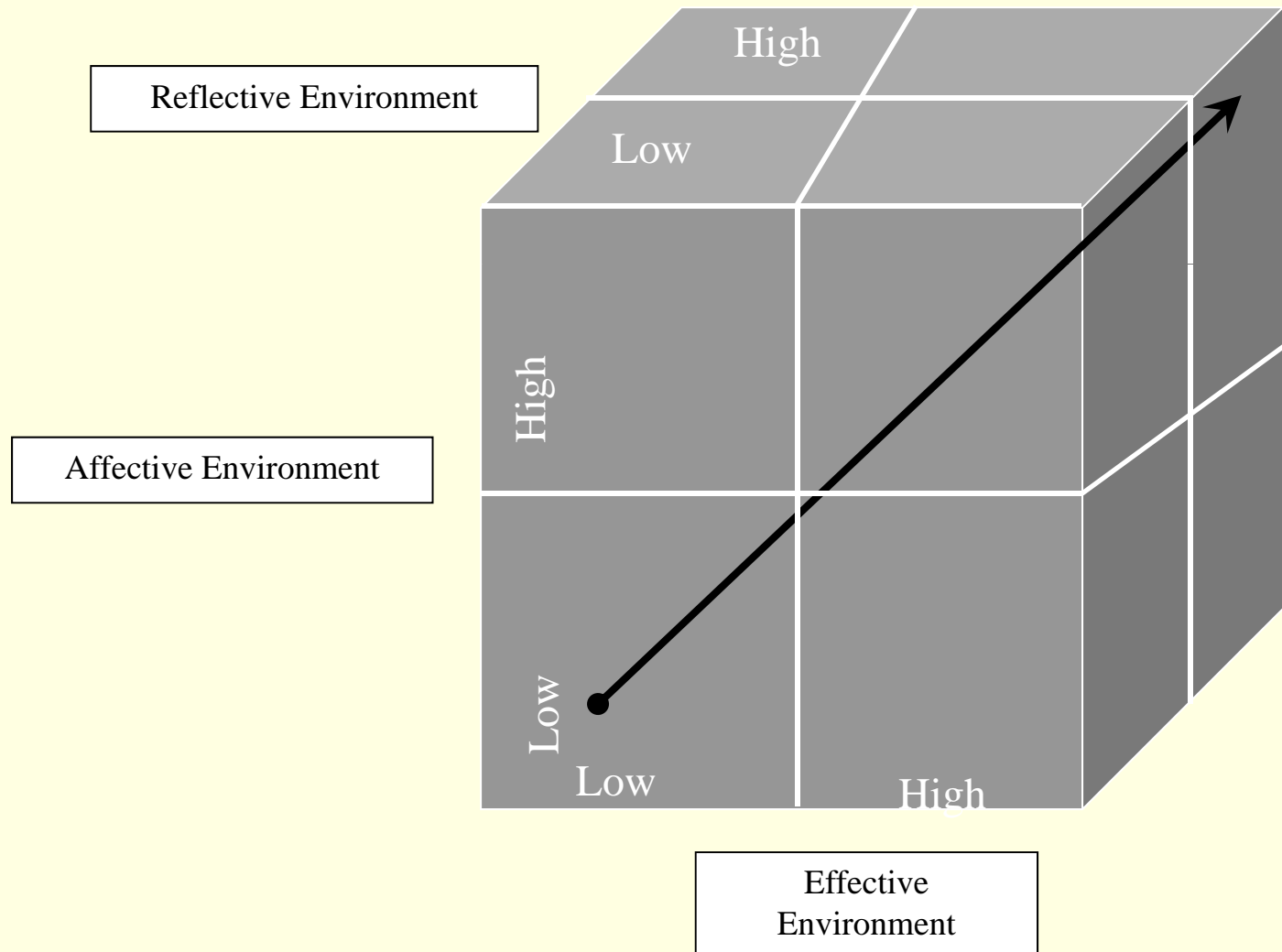


Organizational Well-Being

- Efficient structures
- Clear roles
- Monitoring mechanisms
- Planning and accountability
- Growth opportunities
- Fulfillment of needs
- Identity and meaning

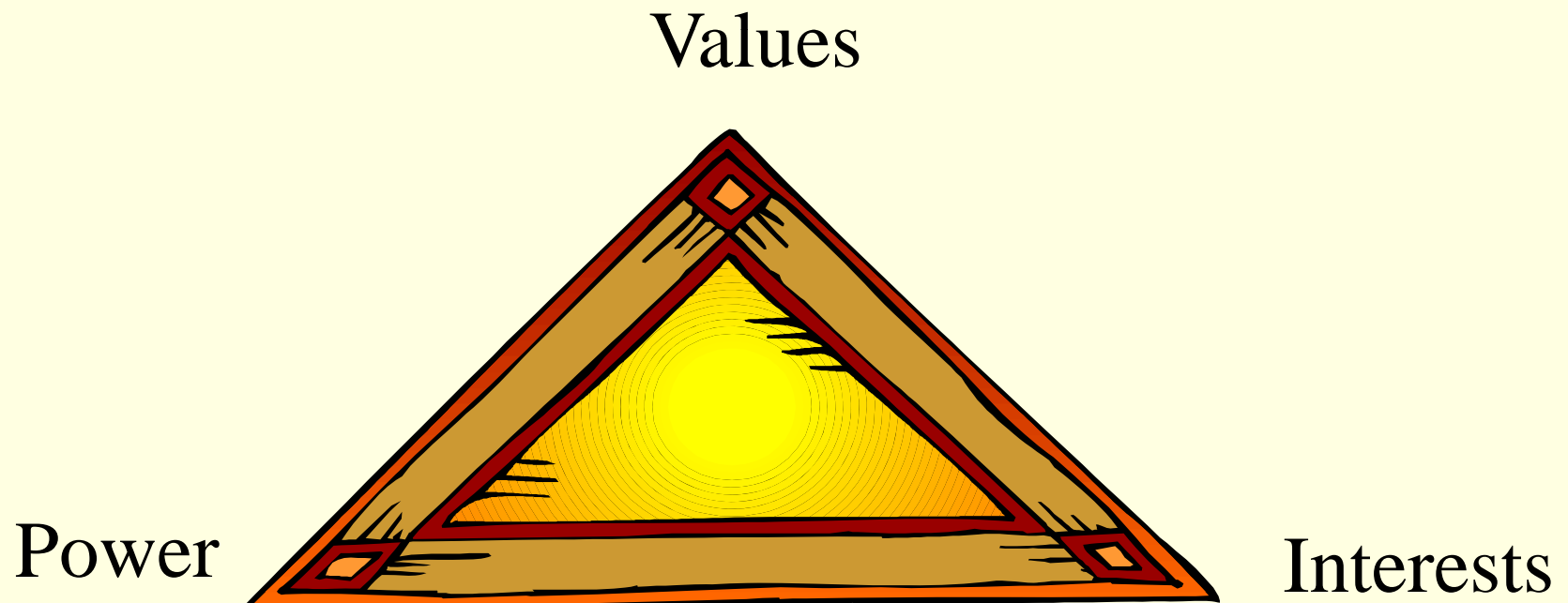


Organizational Well-Being: ERA Environments



Organizational Well-Being: Values, interests, power (VIP)

- Competing tendencies within people and groups

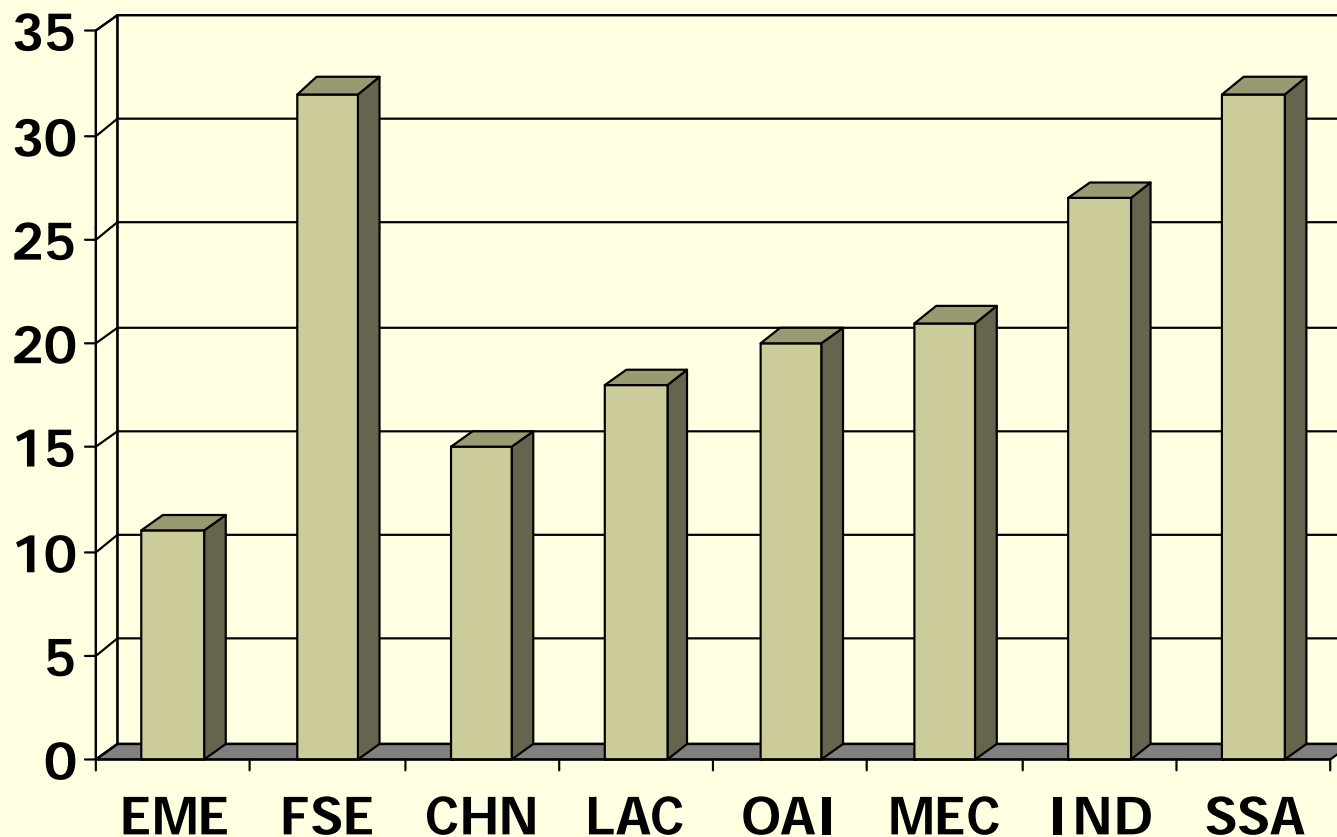


Community well-being

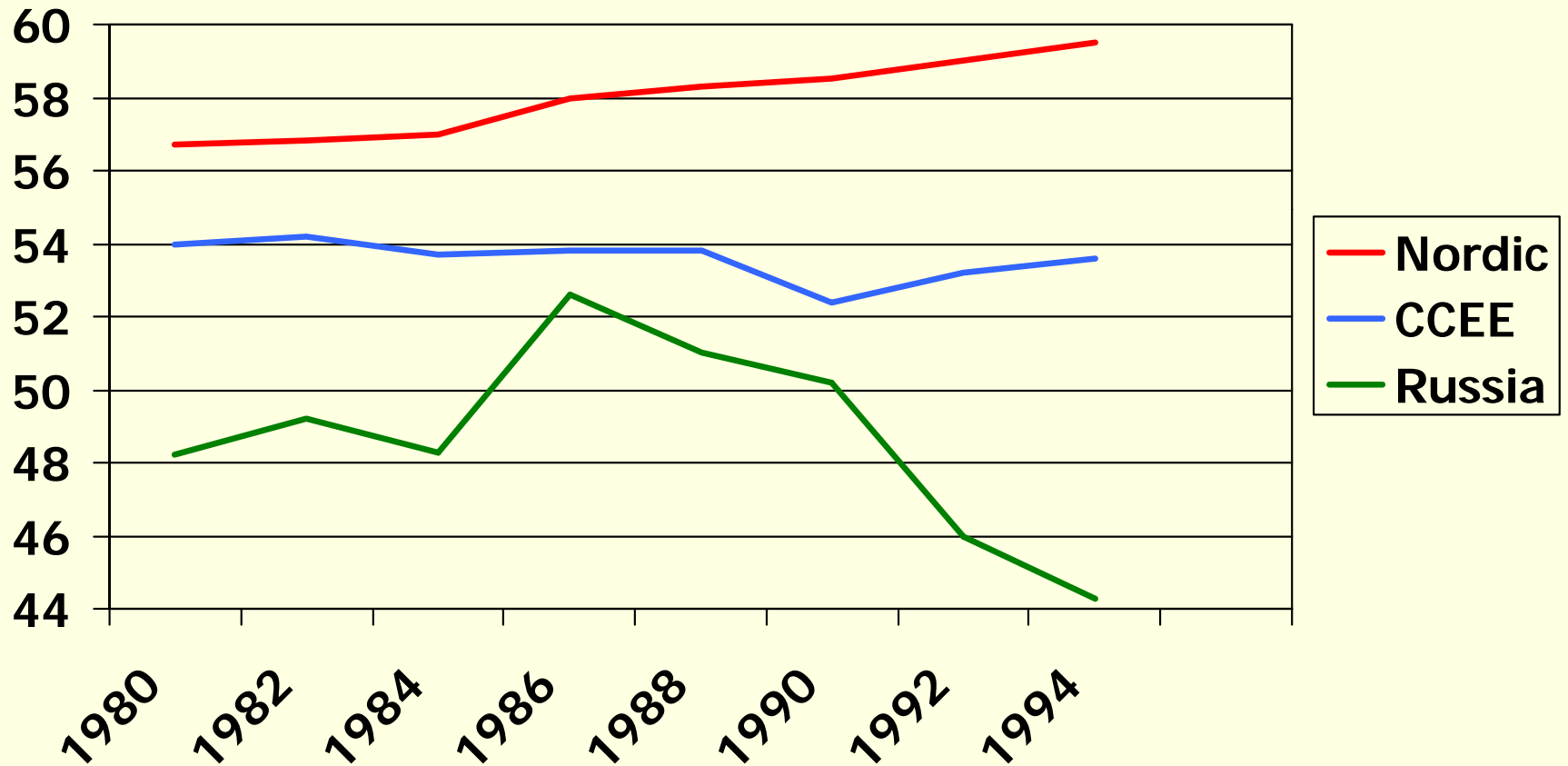
- Economic prosperity
- Social justice
- Adequate health and social services
- Low crime
- Adequate housing
- Clean environment
- Support for community structures



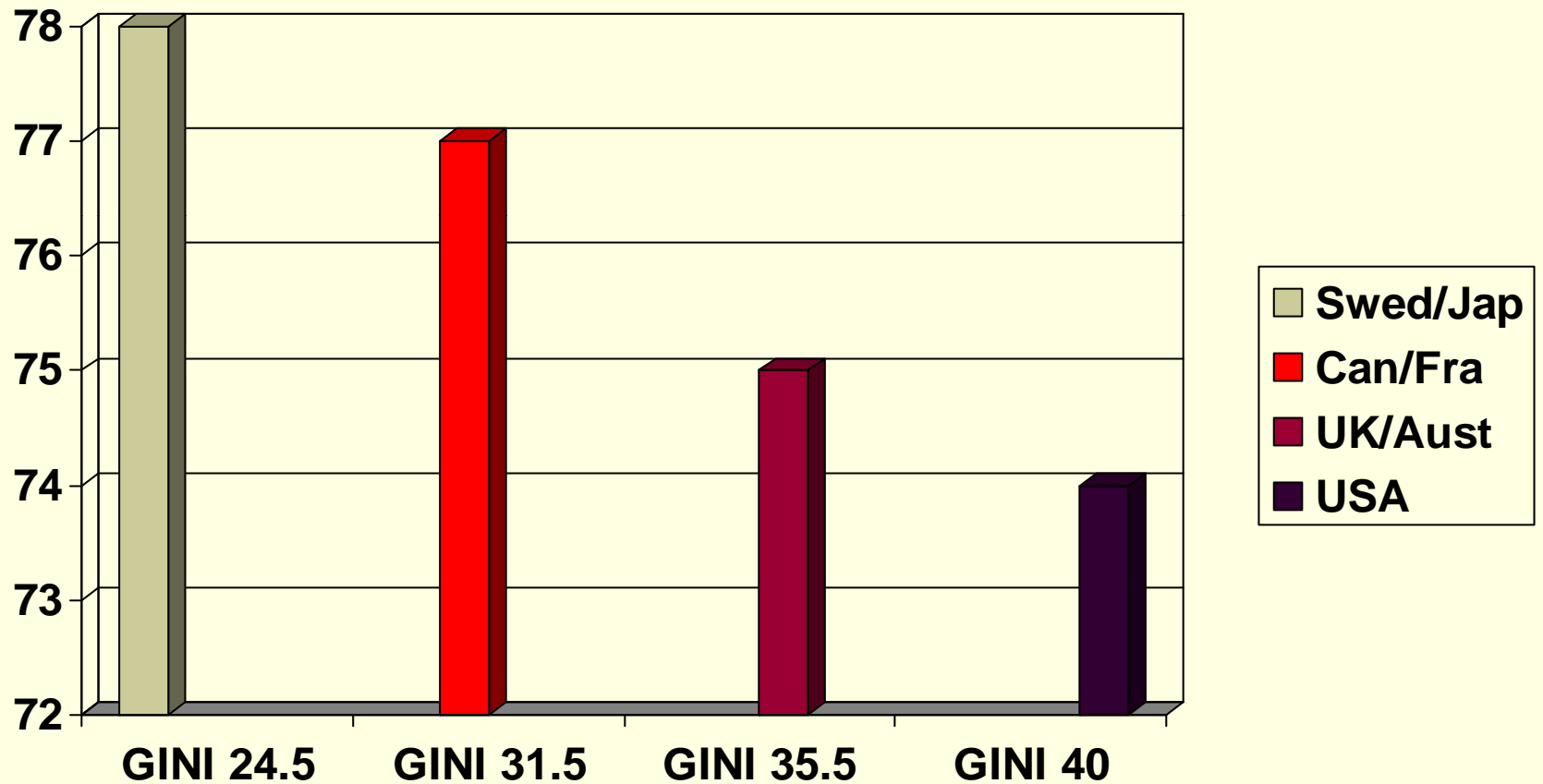
Probability of death bet ages 15-60 in 2020 – males -- Interactions



Life expectancy at age 15 - males



Male Life Expectancy by Inequality



Part II: Promoting Well-Being

From

- **Deficits**
- **Reactive**
- **Arrogance**
- **Individual blame**

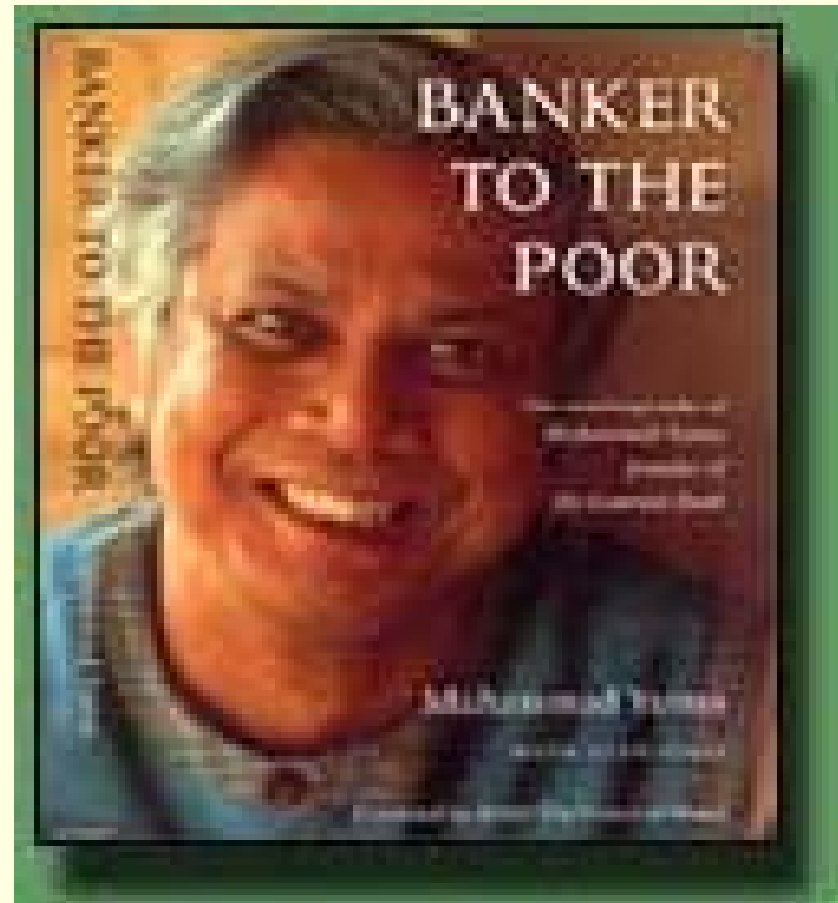
To

- **Strengths**
- **Prevention**
- **Empowerment**
- **Community Change**

Strengths, Prevention, Empowerment, Community change

The
Grameen
Bank

1960s



Lesson #1: Strengths

- We all have strengths
- We all need to be treated with respect
- We all need to be given a chance

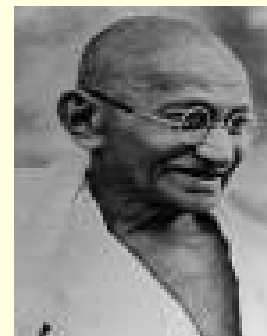
9/7/1854...Removing the Handle of London's Broad Street Pump



Lesson #2: Prevention

- “No mass disorder, afflicting humankind, has ever been eliminated, or brought under control, by treating the affected individual”
- HIV/AIDS, poverty, child abuse, school drop out, addictions, powerlessness are never eliminated one person at a time
- Must focus on prevention to reduce the incidence of psychological, behavioral, and social problems in children and youth

Strengths, Prevention, Empowerment, Community change



Lesson #3: Empowerment

- Identifying the external source of oppression in life can be empowering
- Empowerment is a means and an end in itself
- Empowerment can be a tool for social change and personal healing at the same time

Strengths, Prevention, Empowerment, Community change

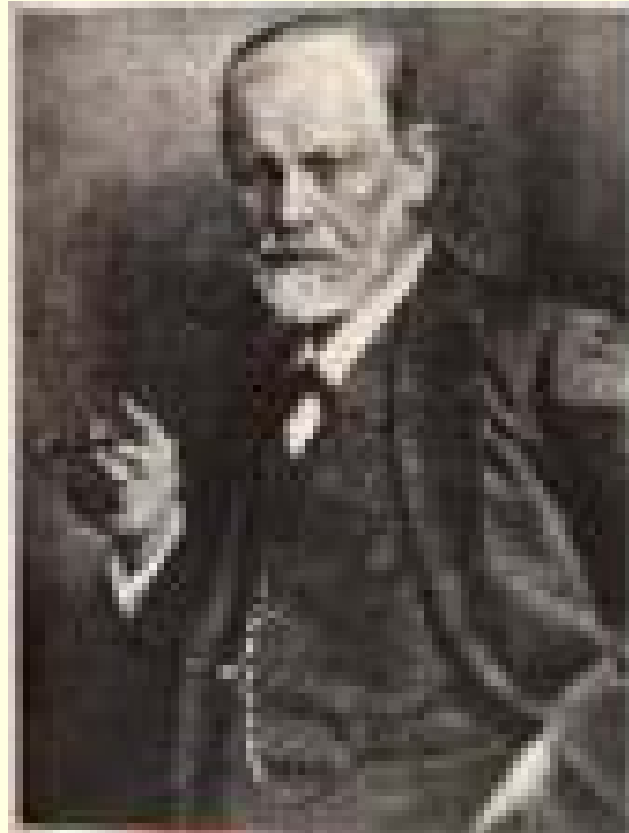


Lesson #4: Community change

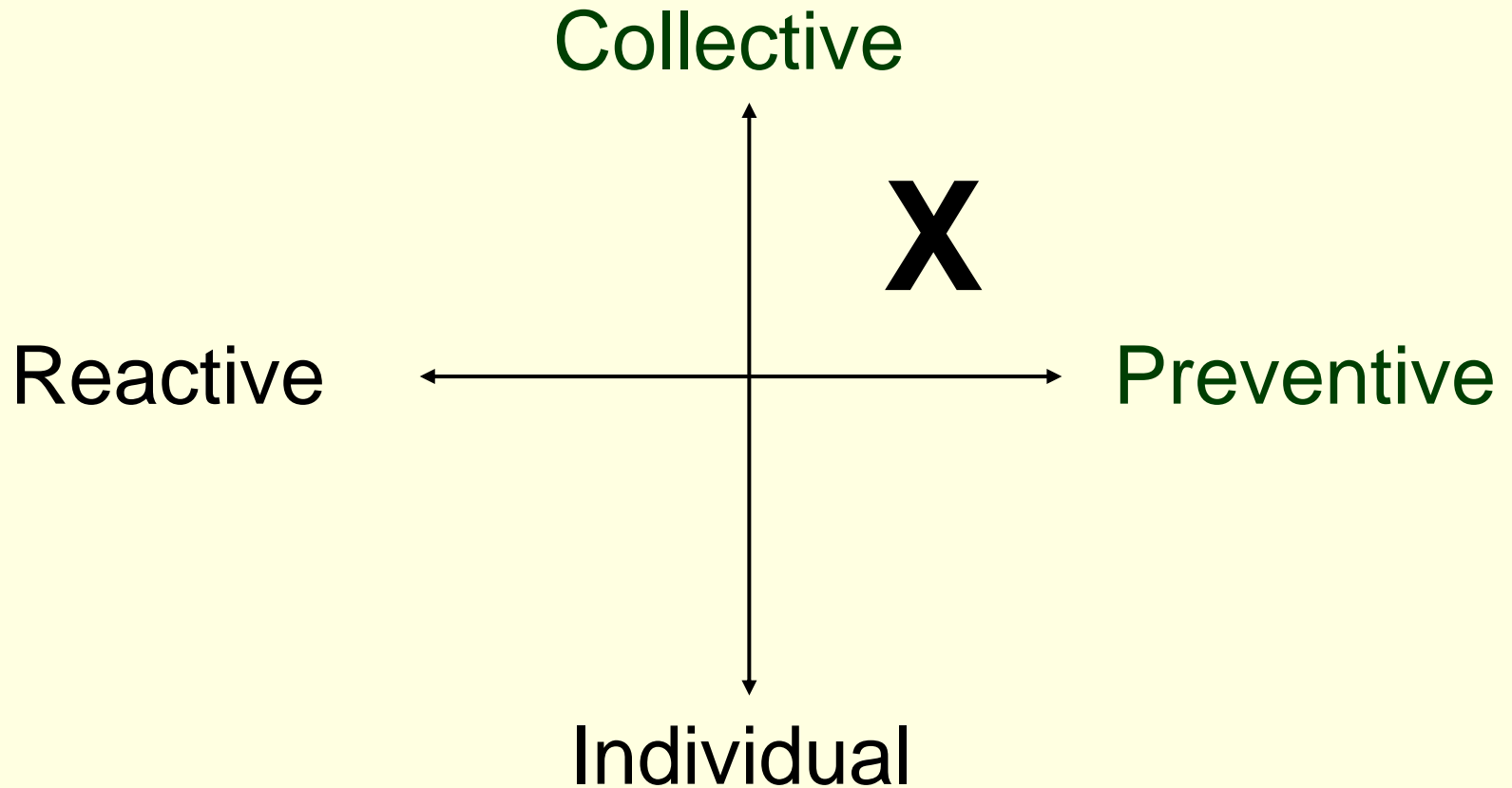
- “The psychotherapist, social worker or social reformer, concerned only with his (her) own clients and their grievance against society, perhaps takes a view comparable to the private citizen of Venice who concerns himself only with the safety of his own dwelling and his own ability to get about the city. But if the entire republic is slowly being submerged, individual citizens cannot afford to ignore their collective fate, because, in the end, they all drown together if nothing is done.” (Badcock, 1982)

Followers of Freud developed models that were.....

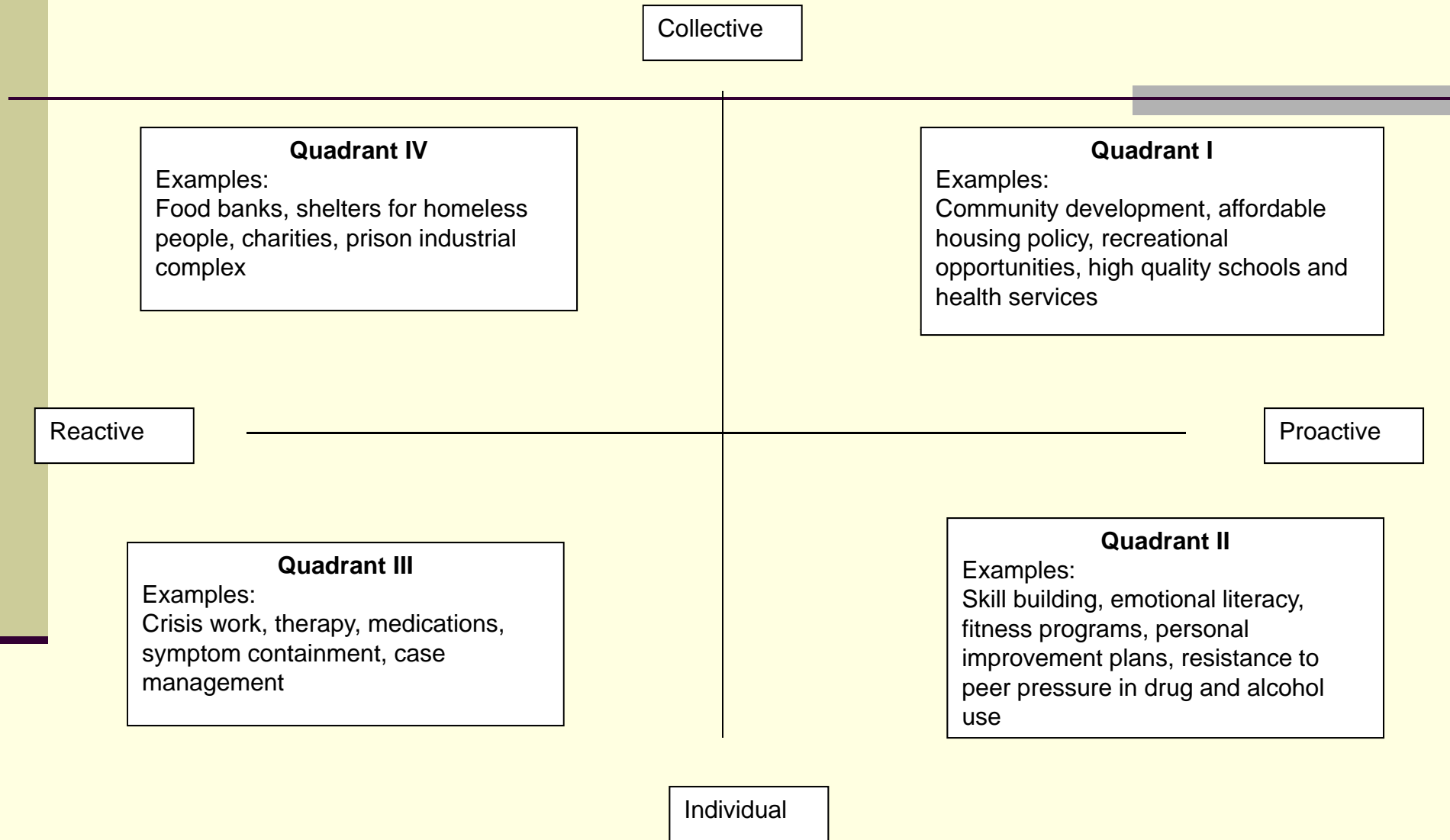
Deficit oriented
Reactive
Expert driven
Individualistic



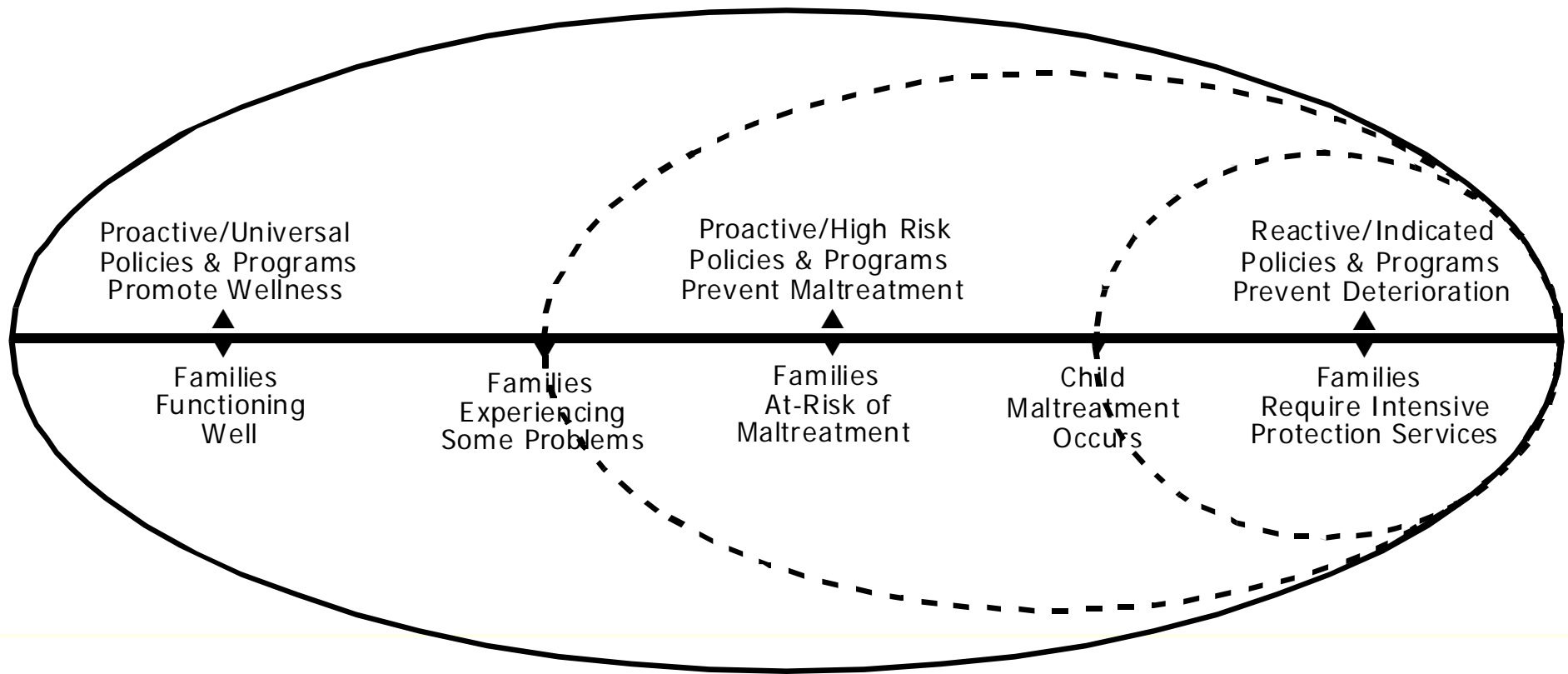
The role of time and space in wellness promotion



Time and Space: Individualistic and Reactive Approaches are not Enough



Promotion-Prevention- Early Intervention Continuum



Too Little, Too Late

CONTINUUM OF SERVICES

Wellness
Promotion

Prevention

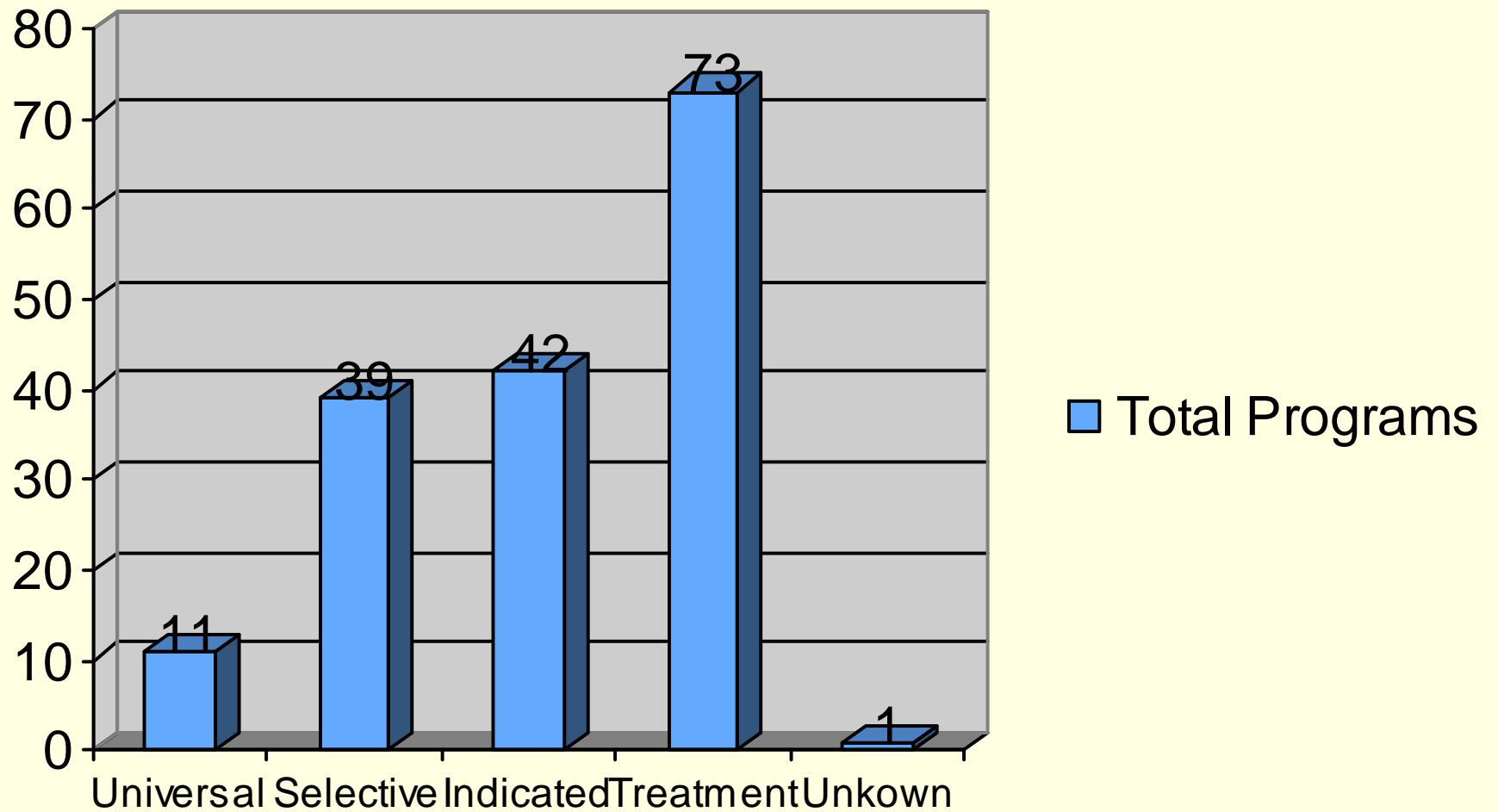
Treatment

1%

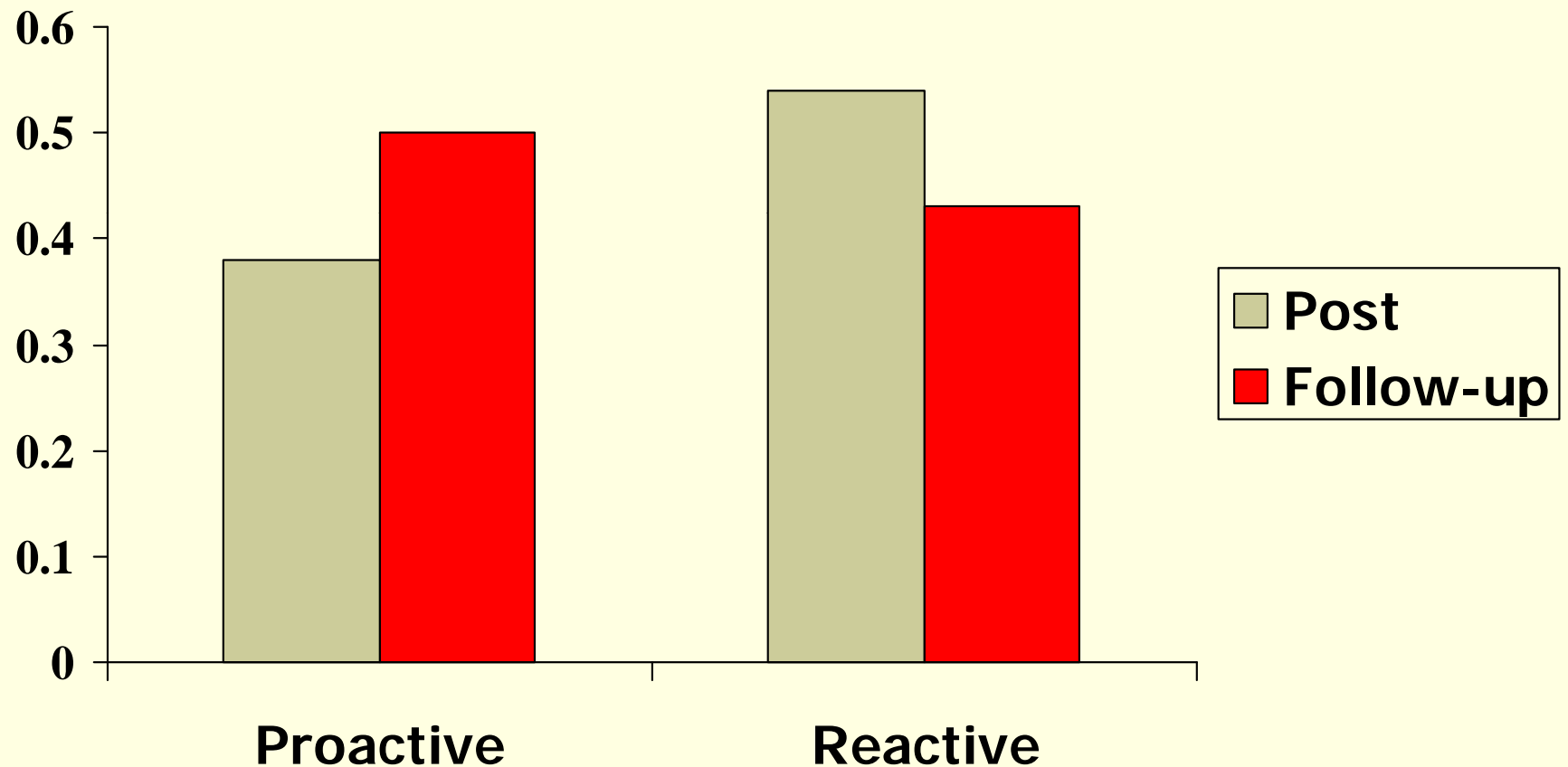
99%

BUDGET ALLOCATION

Prevention vs. Treatment



Effects of reactive interventions don't last as much as preventive interventions with families



Source: MacLeod & Nelson (2000)

Ratio of Benefits to Costs (Lynch, 2007, page 19)

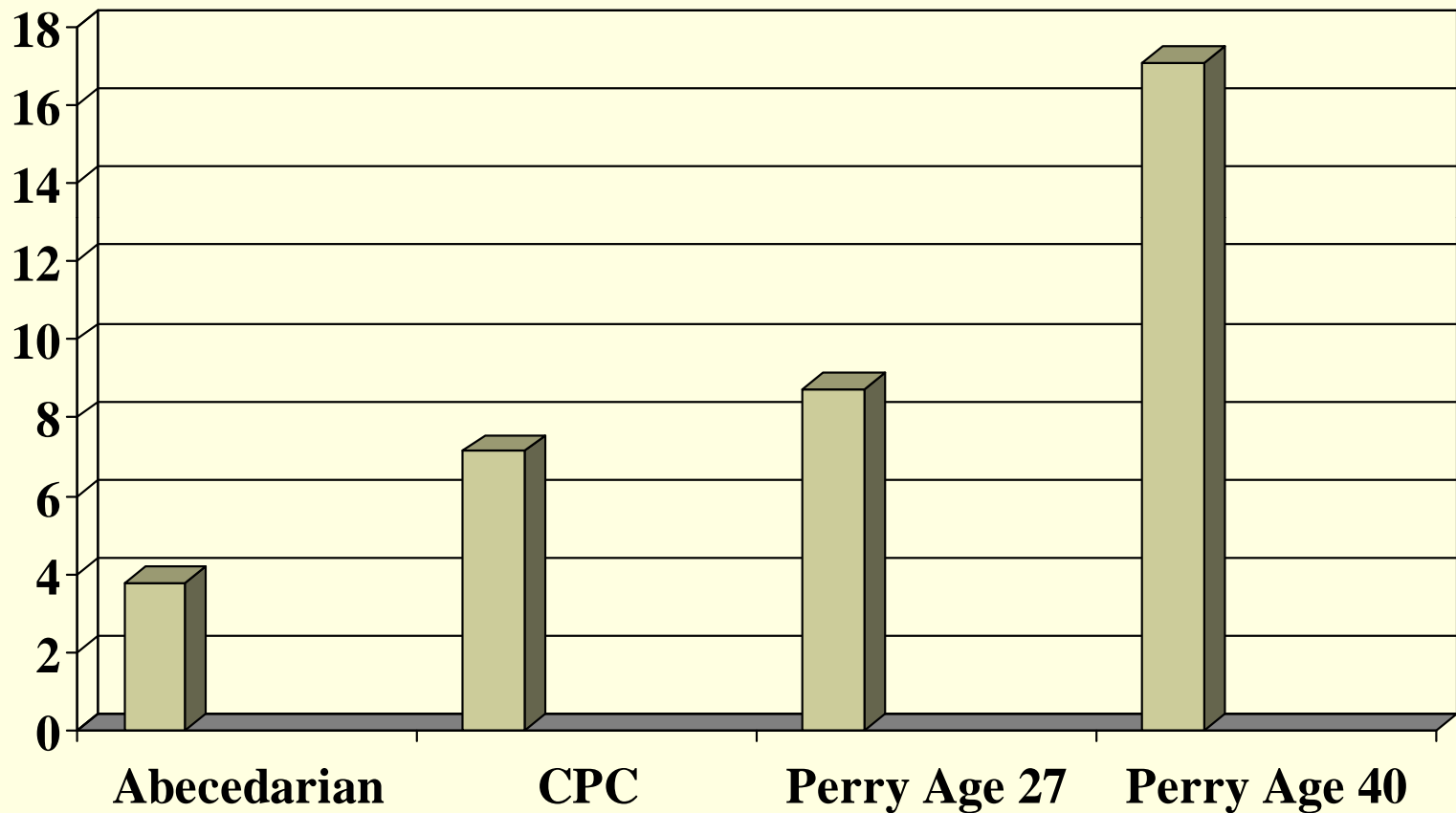
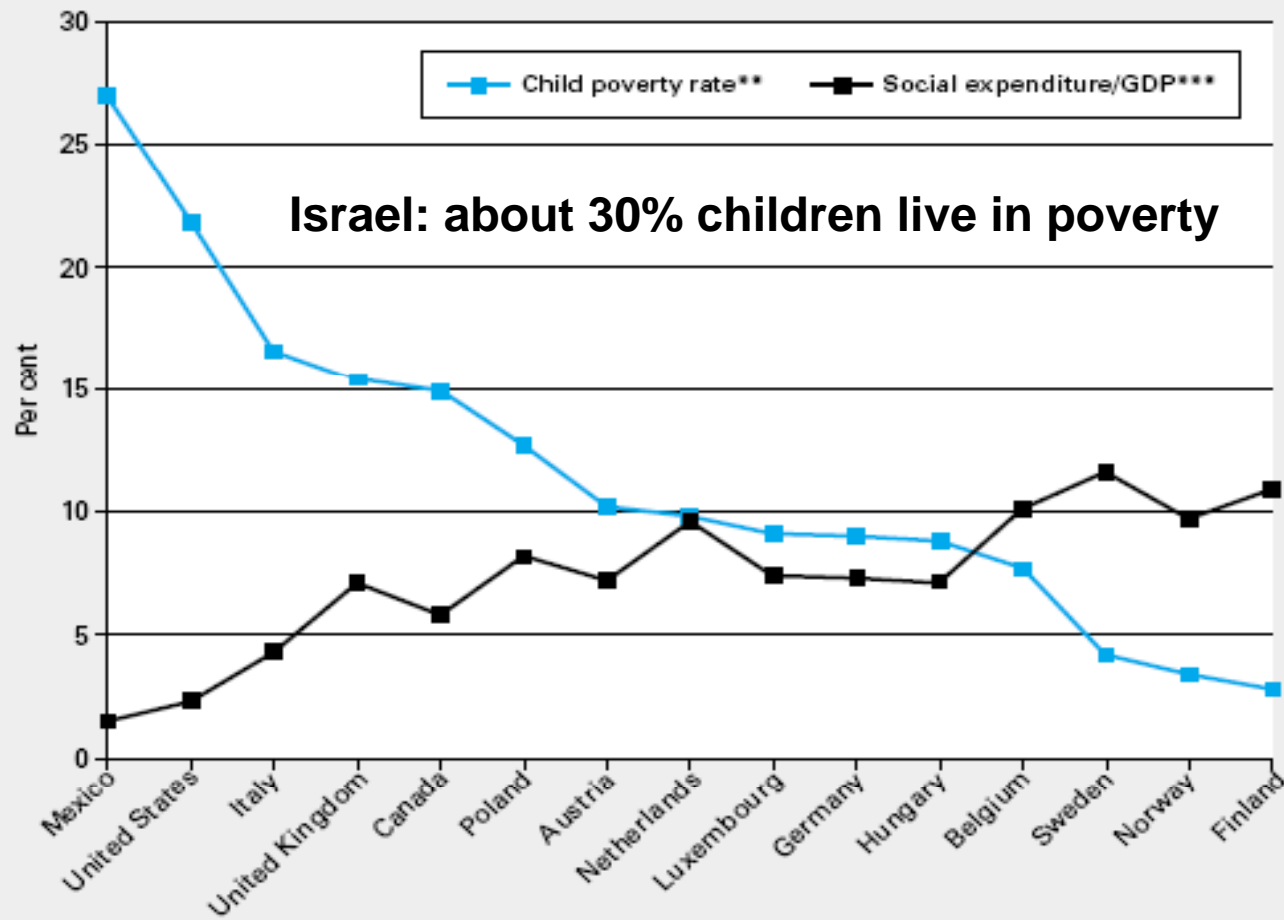


Figure 2.5 Social expenditure and child poverty in OECD countries*



* Selected countries; late-1990s to early-2000s

** Child poverty rate refers to percentage of children living in families whose income is less than 50 per cent of the median adjusted disposable income for all persons.

*** Social expenditure figures are based on family and other related social benefits, including incapacity-related benefits, active labour market programmes, unemployment, housing and other social policy benefits to the working-age population as a percentage of GDP. Figures for Belgium and the United States do not include housing. Figures for Mexico do not include unemployment benefit.

Sources: Poverty rate from Luxembourg Income Study, 2000. Social expenditure as a percentage of GDP from OECD Social Expenditure database, 2004.

Place and class in infant mortality

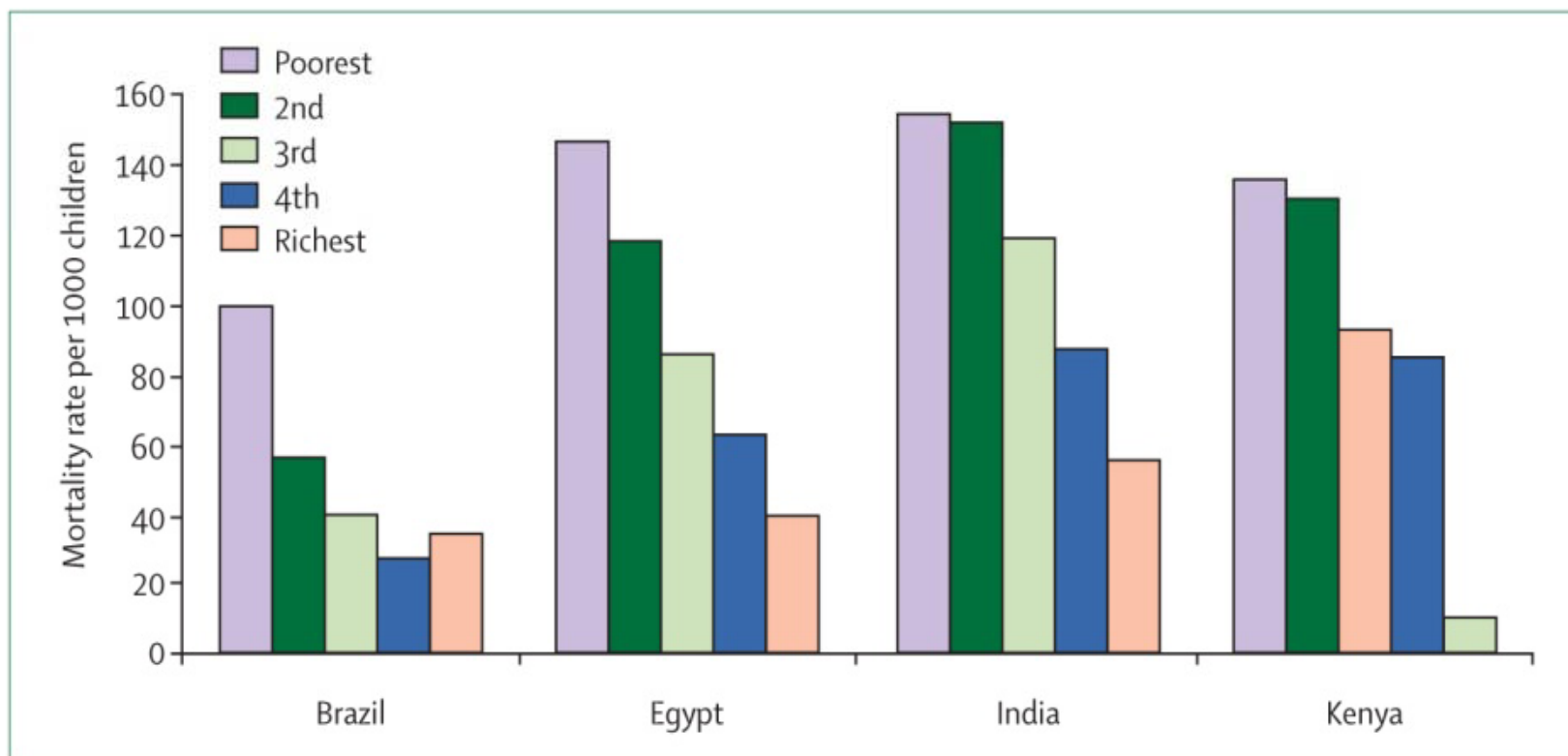


Figure 2: Under-5 mortality rates per 1000 children by socioeconomic quintile of household

Source: Gwatkin, et al.³⁰

Income Matters for Well-Being

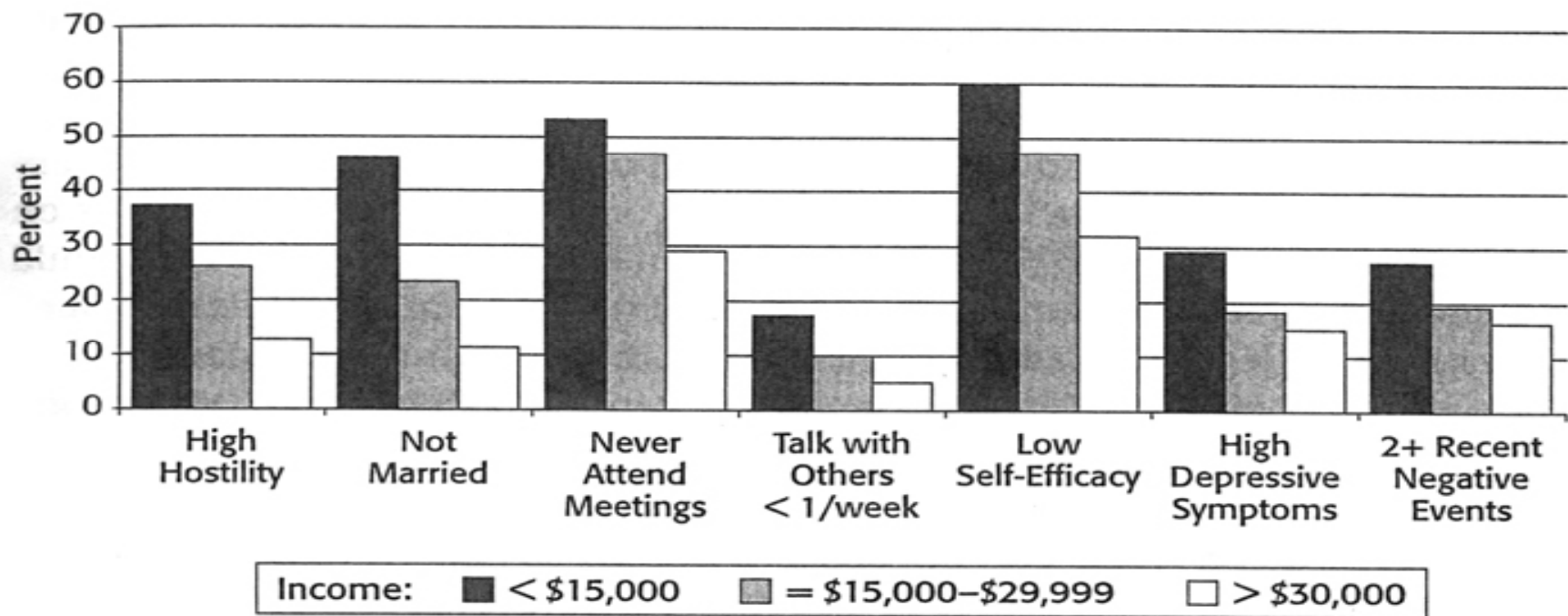


Figure 3.5. Psychosocial Risk Factors by Income for Persons Aged Forty-Five to Sixty-Four in the United States.

Source: House and Williams, 1995.

Education Matters

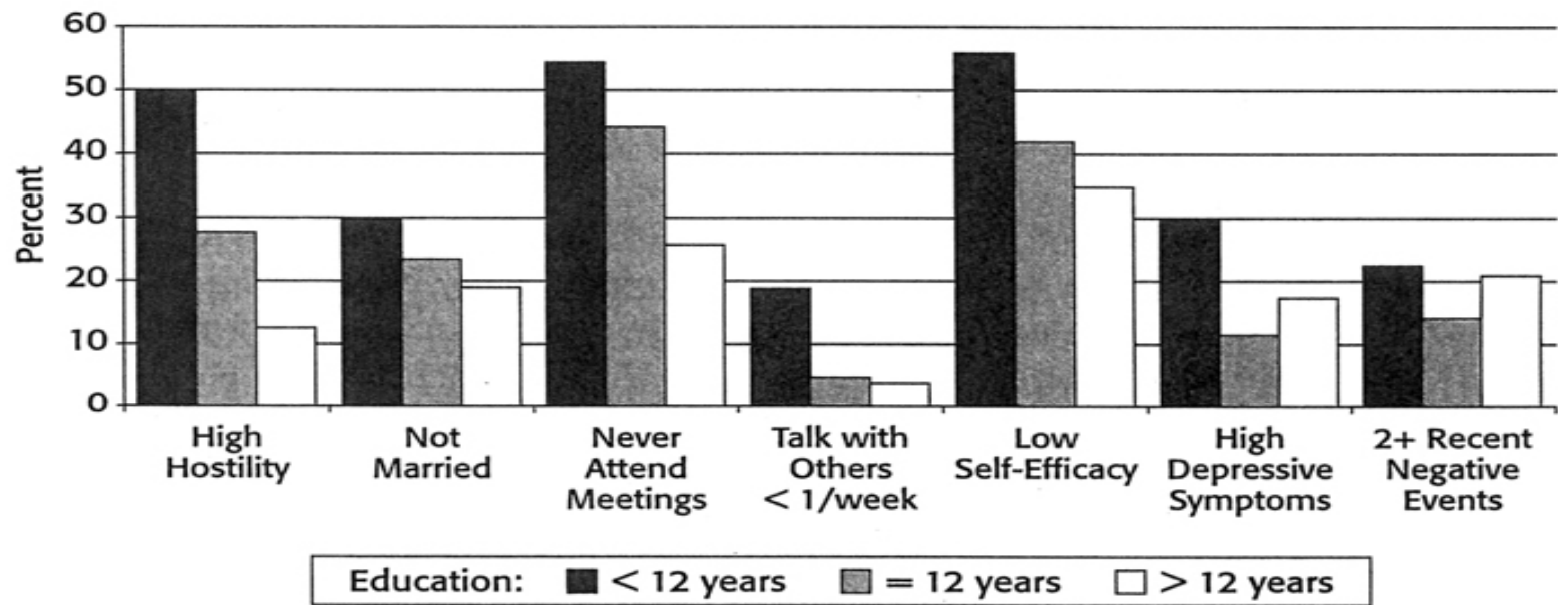
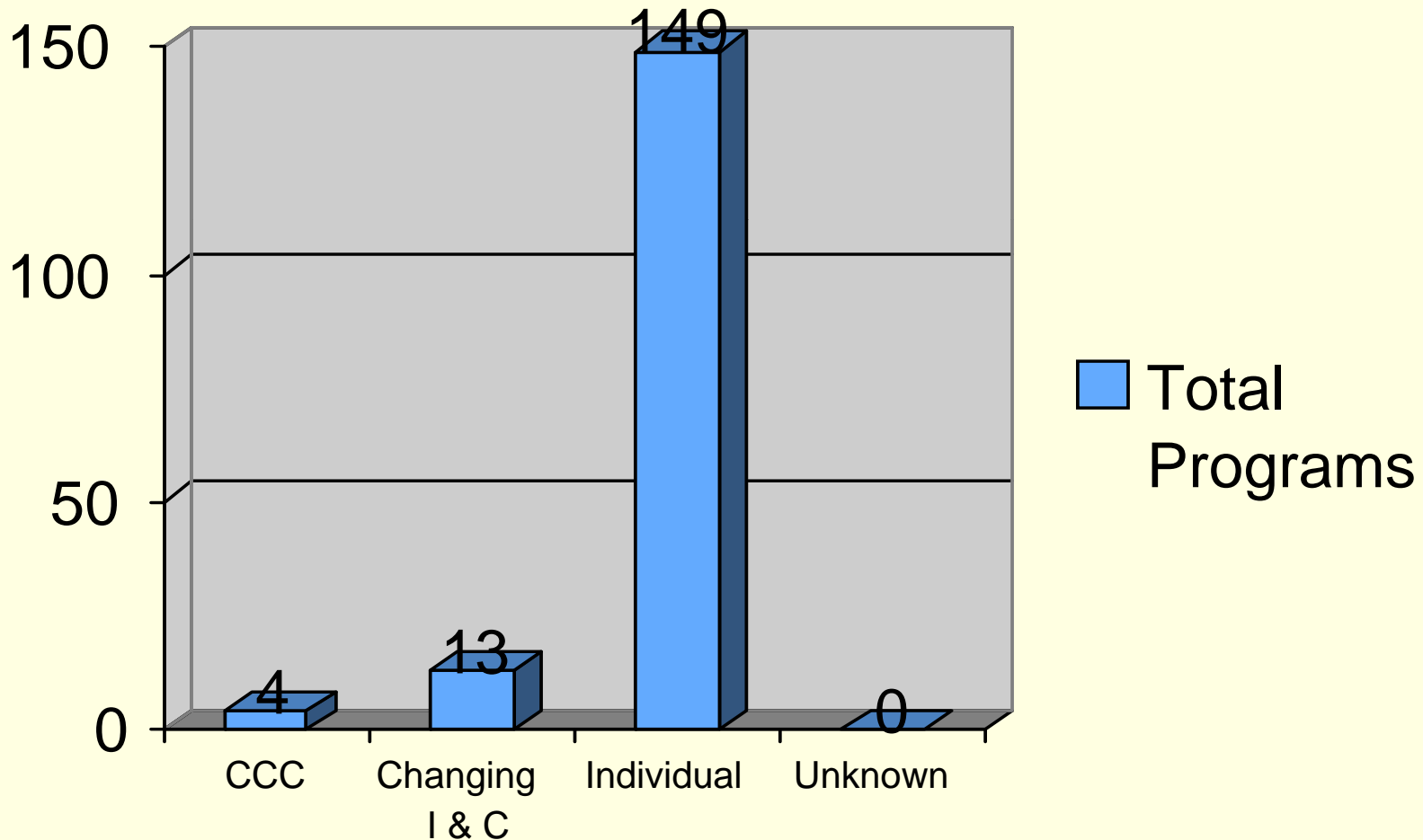


Figure 3.4. Psychosocial Risk Factors by Education for Persons Aged Forty-Five to Sixty-Four in the United States.

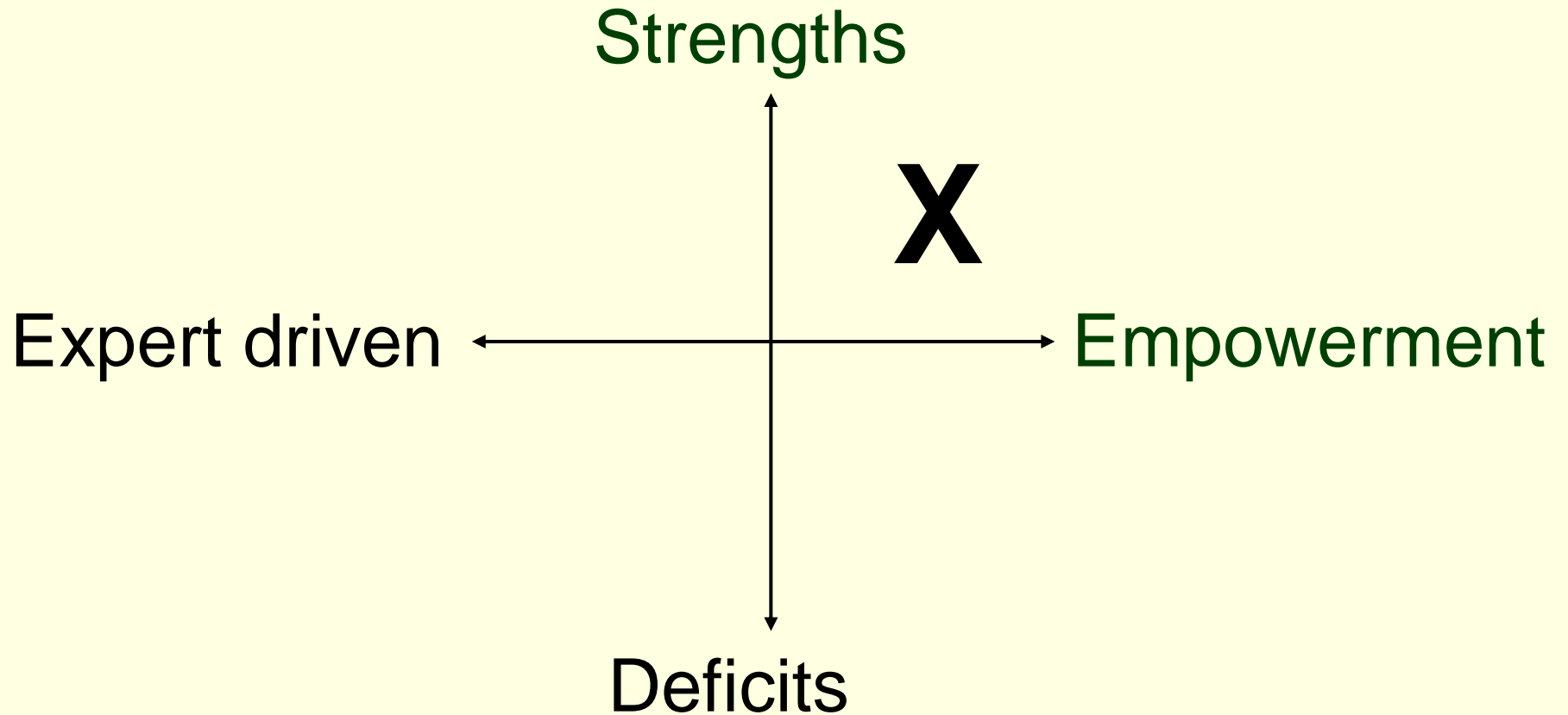
Source: House and Williams, 1995.

Changing Community Conditions

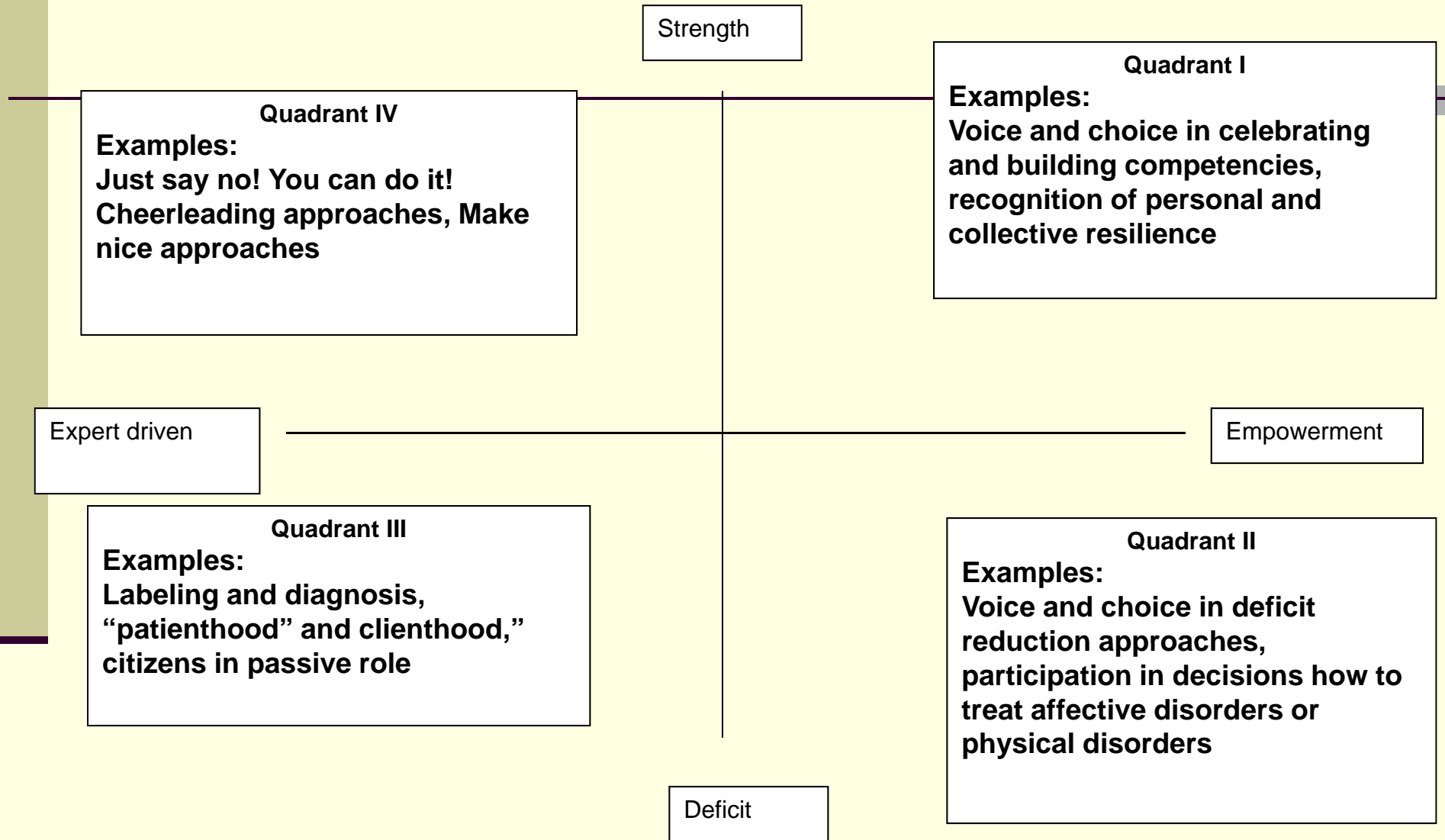
By Number of Programs



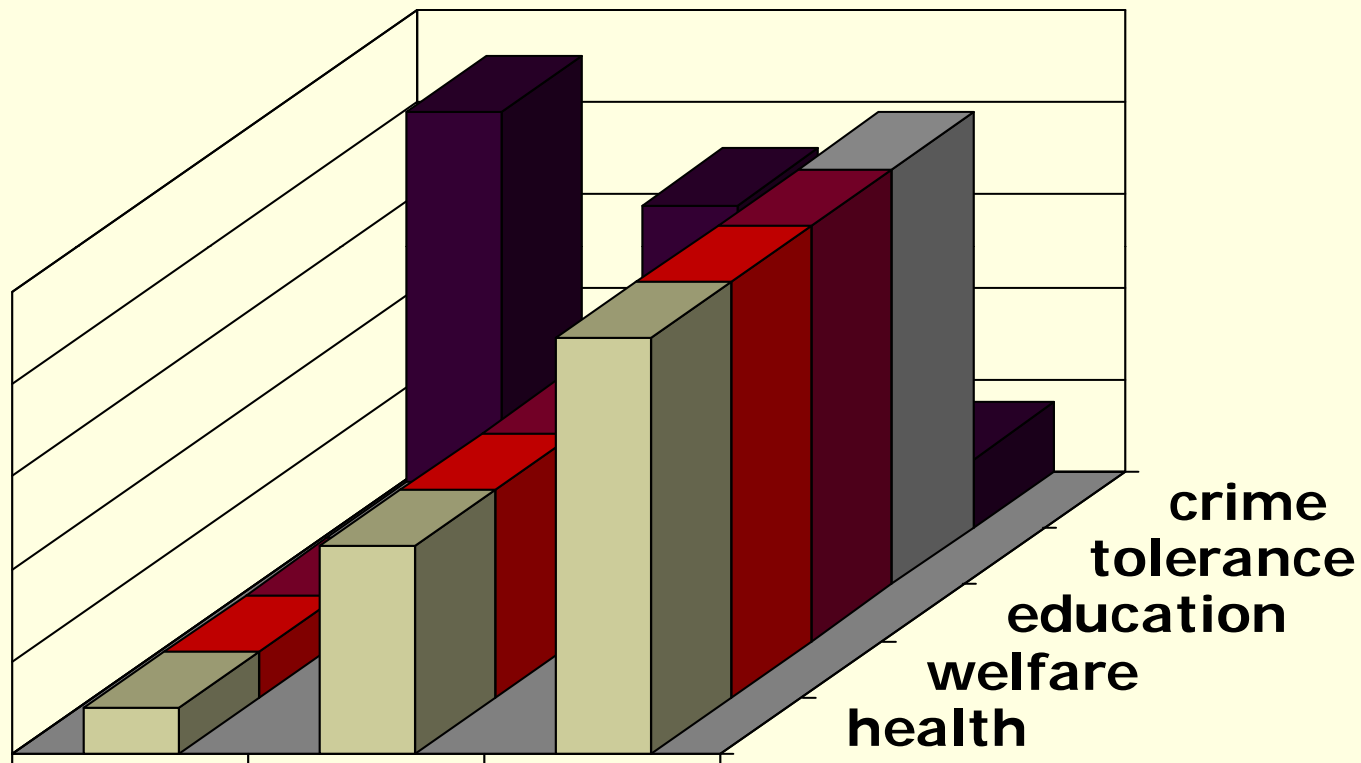
The role of feelings in the wellness promotion process



Deficits and Expert driven approaches are not helpful!!!



Social capital and community well-being

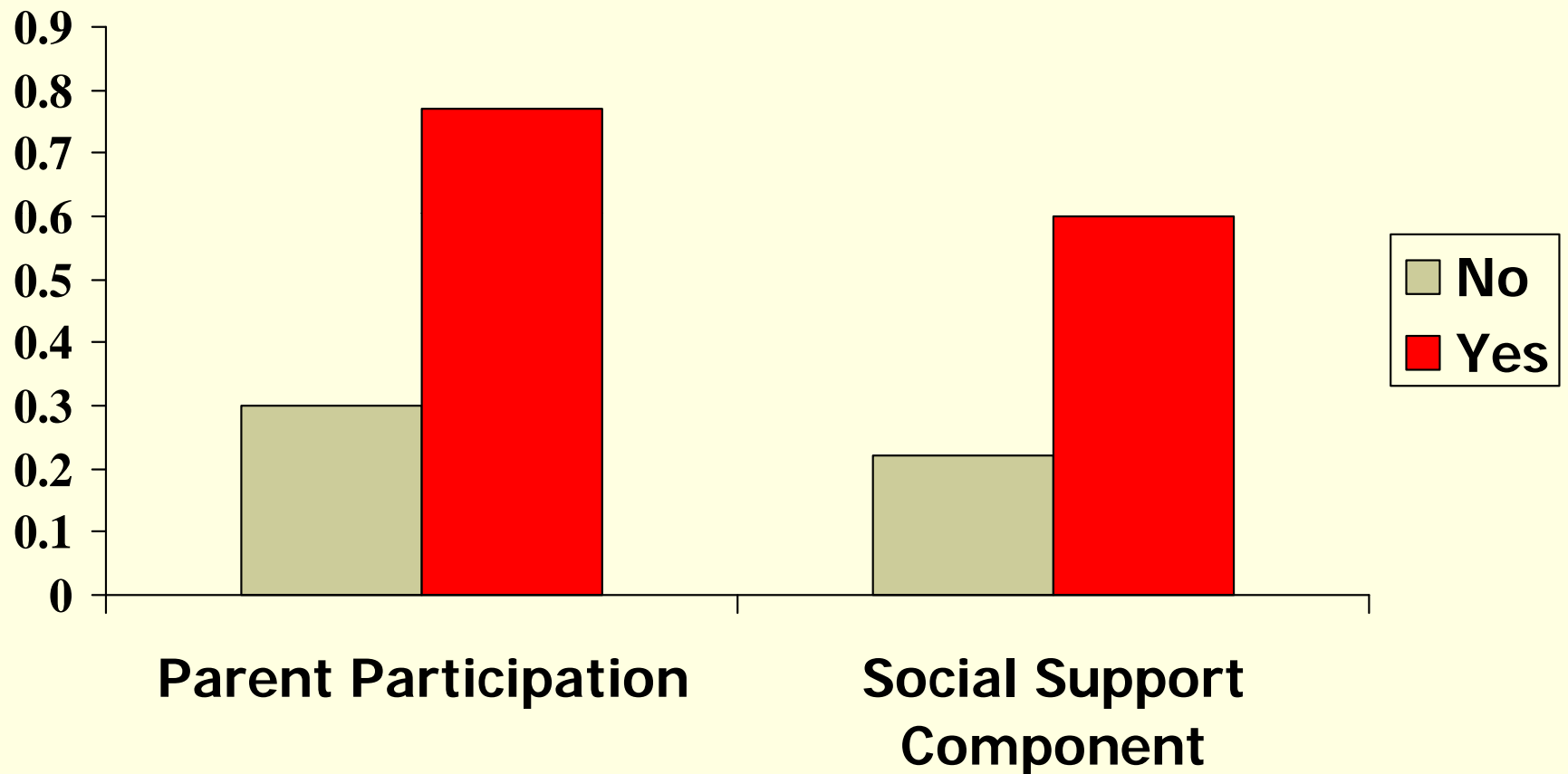


Low SC: LA, MS, GA

Med SC: CA, MO, OK

Hi SC: ND, SD, VT, MN

Effect Sizes for Intensive Family Preservation Programs on Out of Home Placement Rates



Source: MacLeod & Nelson (2000)

SPEC INTERNAL AND EXTERNAL

	Child and Family	Organizations	Community
Strengths	E X	I N	E X
Prevention	T E	T E	T E
Empowerment	R N	R N	R N
Community Change	A L	A L	A L



SPEC EXTERNAL

	Child and Family	Organizations	Community
Strengths	E X		E X
Prevention	T E		T E
Empowerment	R Z		R Z
Community Change	A F		A F

Focusing the Intervention – From Micro to Macro

- Family/parent support programs - home visitation (Olds Prenatal/Early Infancy project, Healthy Families America)
- Combined preschool/school and family/parent support programs – Chicago Child-Parent Centers, Better Beginnings, Better Futures
- Community-wide media campaigns
- Social policies

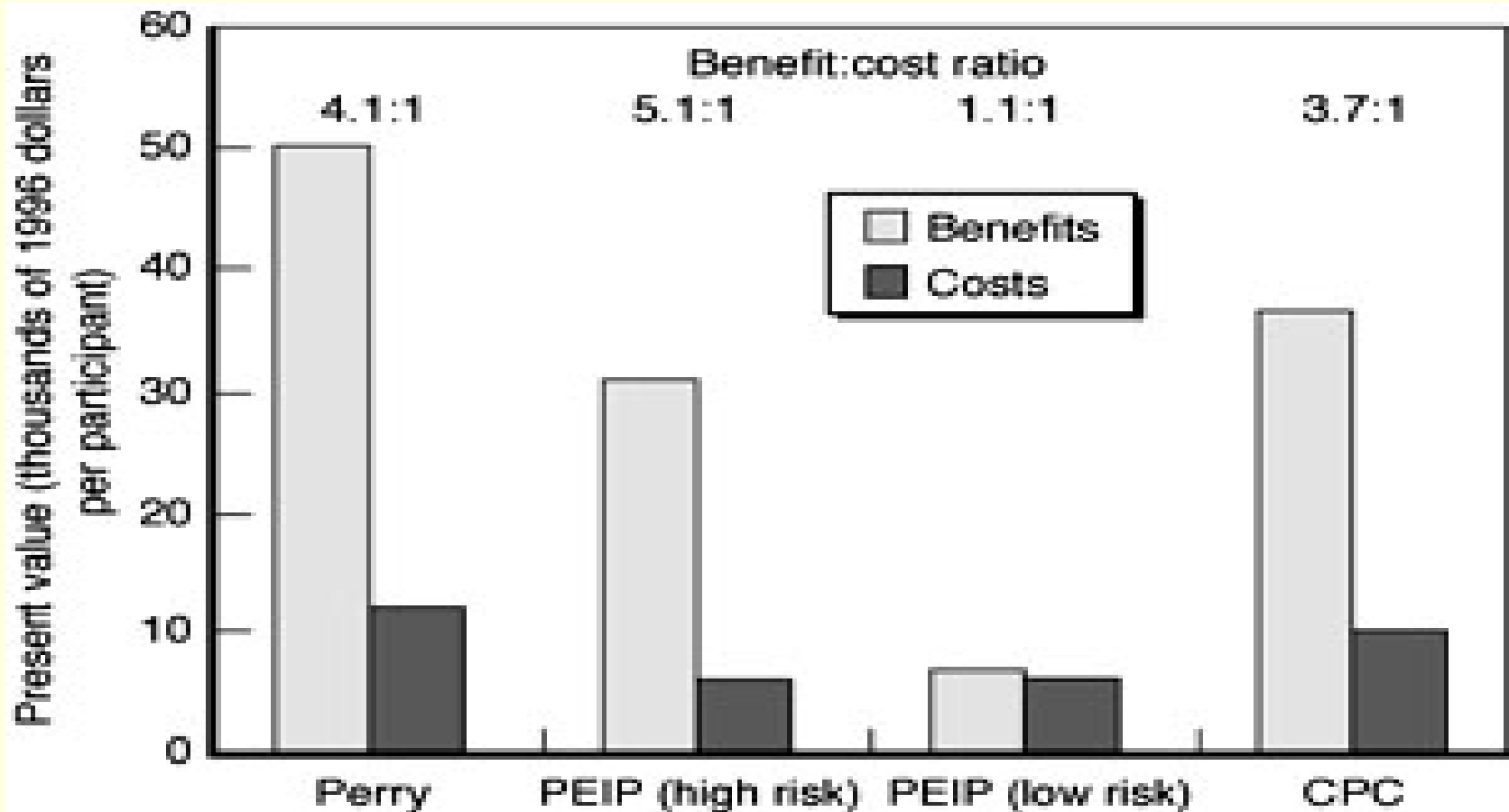
Multi-component Programs (More Comprehensive) - CPC

- Chicago Child-Parent Center program provides several programs for low-income children beginning at age 3 (Reynolds & Robertson, 2003)
- Programs include home visitation, parent resource centers, parenting skills training, vocational training, social support, preschool education, continued educational assistance to children up to 2nd or 3rd grade

Multi-component Programs (More Comprehensive) - CPC

- Examination of court petitions for child maltreatment by age 17 showed significantly lower rate of child maltreatment in the CPC group (5%) than the comparison group (10.5%)
- Parental involvement in school and school mobility were significant mediators of prevention effects, demonstrating the importance of a more comprehensive, ecological program

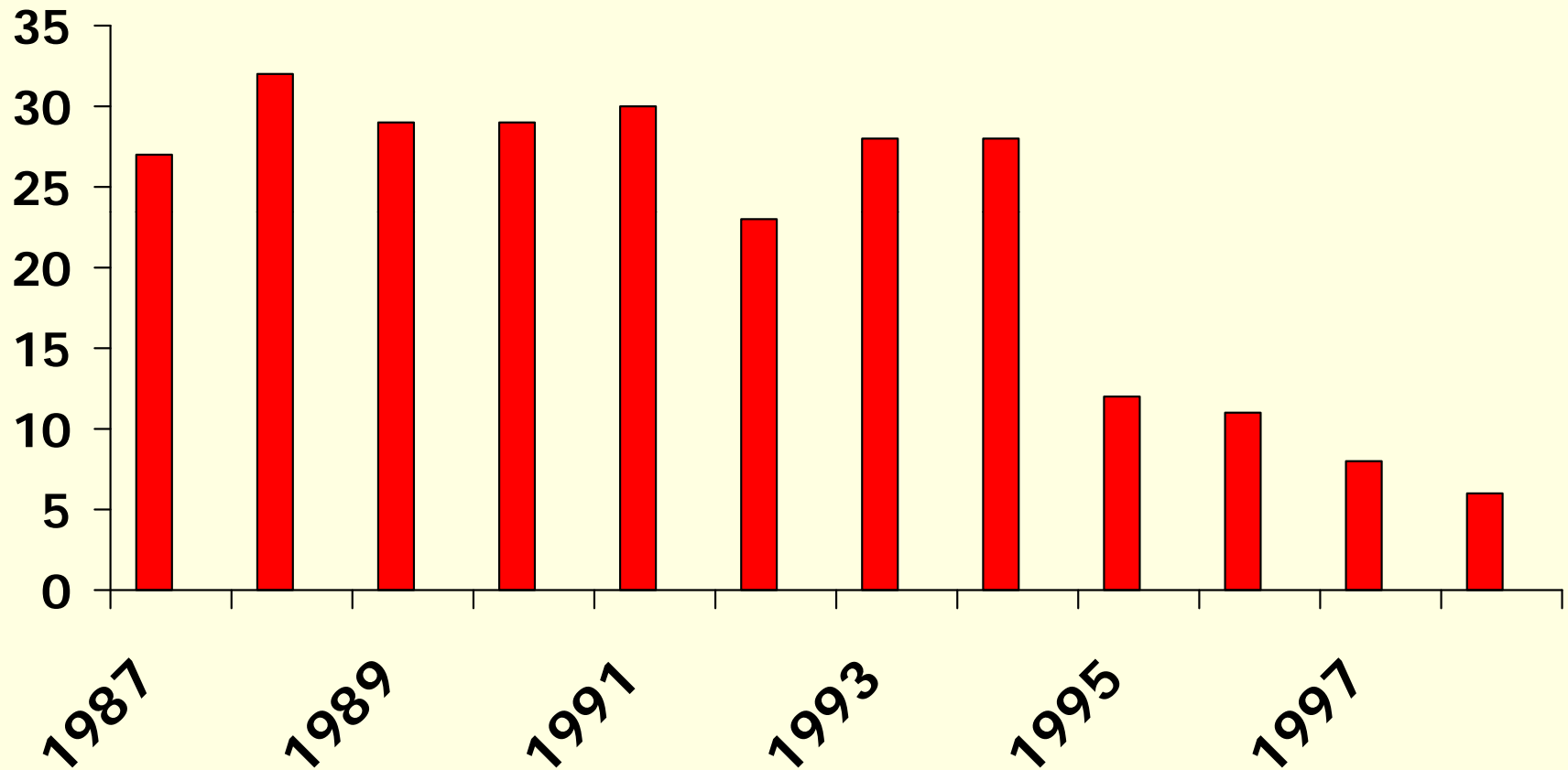
Getting to the Bottom of It: Prevention Saves Money



Multi-component Programs – Better Beginnings, Better Futures

- Better Beginnings, Better Futures is a multi-component prevention program in 8 low-income Ontario communities (Peters et al., 2000)
- There are child-focused, family-focused, and community-focused programs in each community

Impacts on Child Maltreatment: Number of Open CAS Cases in Highfield Community over Time



Source: Peters et al. (2002)

Social Policy Intervention (Macro)

Can social policies prevent child maltreatment? The case of Sweden

- Physical punishment of children abolished in secondary schools in Sweden in 1928
- On July 1, 1979, Sweden enacted a law that outlawed corporal punishment of children (the first country to do so)
- A variety of family and parenting support programs have been put in place to reinforce this policy

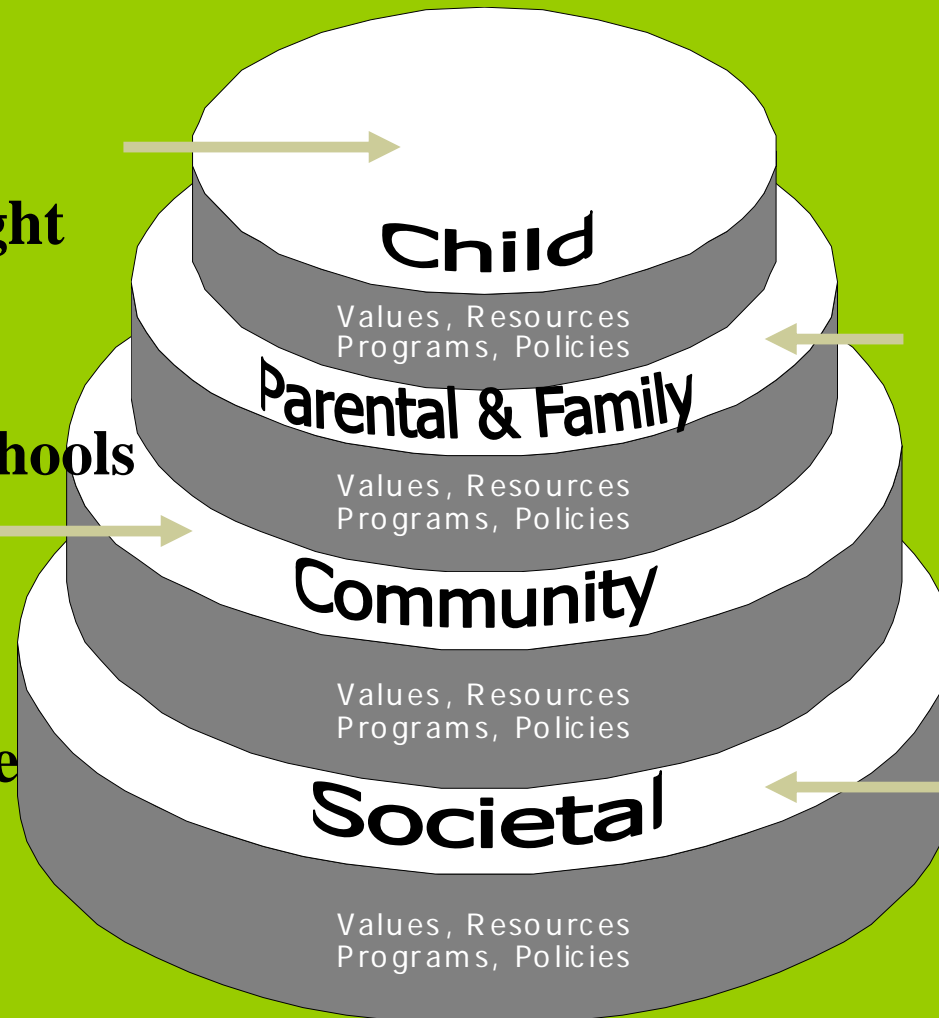
Social Policy Intervention (Macro)

- Rates of prosecution have not increased since the law was enacted (Durrant, 1999)
- Rates of out-of-home placements have steadily decreased since the law was enacted (Durrant, 1999)
- Rates of youth involvement in crime, alcohol and drug use, rape, and suicide have decreased (Durrant, 2000)
- Mothers' use of physical punishment has decreased substantially since the law was enacted (Durrant, 2000, 2003)

Cake of Well-being

Easy temperament
Physical health
Adequate birth weight

Good community schools
Child care
Adequate housing
Cohesion
Access to health care



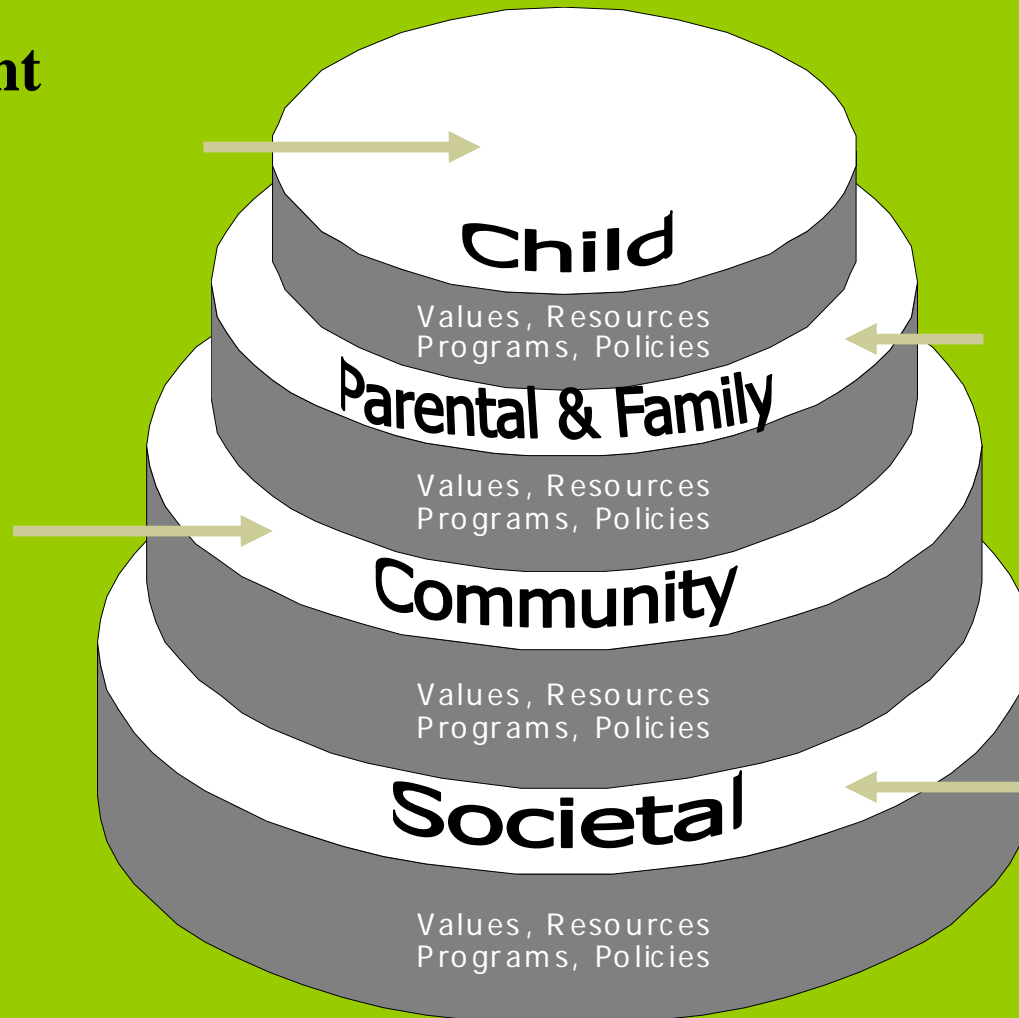
Good parenting
Mutual Support
Good mental health

Employment
Opportunities
Safety nets
Quality education

Mountain of Risk

Poor temperament
Poor health
Birth weight

No child care
Poor housing
Lack of cohesion
Crime



Teen parenting
Family size
Stressors
Poor parenting
Addictions
Poor mental health

Poverty
Injustice
Violence
Discrimination

SPEC INTERNAL

	Child and Family	Organizations	Community
Strengths		■	
Prevention		2	
Empowerment		3	
Community Change		4	

Stages of Organizational Change

1. Create Sense of Urgency
2. Build the Guiding Team
3. Get the Vision Right
4. Communicate for Buy-In
5. Empower Action
6. Create Short Term Wins
7. Don't Let Up
8. Make Changes Stick

Skills for SPEC

I VALUE IT

1. Inclusive host
2. Visionary
3. Asset seeker
4. Listener and sense maker
5. Unique solution finder
6. Evaluator
7. Implementer
8. Trendsetter



**In every act, in every interaction, in every social action,
we hold each other accountable to promote**

People's dignity, safety, hope and growth
Relationships based on caring, compassion and respect
Societies based on justice, communion and equality

We are all better when these values are in balance

To put these values into action, we will:

Share our power

Be proactive and not just reactive

Transform the conditions that create problems for youth

Encourage youth and families to promote a caring community

Nurture visions that make the impossible, possible

We commit to uphold these values with

Youth and their Families

Our Employees

Our Organization

Our Community

This is a living document. We invite you to discuss it, to critique it, to live it