



# Adult Resilience Curriculum (ARC)

## Context





**Your  
organization  
is a river.**





# WHO WE ARE



**Christian Klepper,**  
**PsyD, LP**  
Faculty Trainer

# WHO WE ARE



**Hannah West,**  
**PhD, BCBA**  
Regional Trainer



# The Adult Resilience Curriculum (ARC)

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# The ARC Modules

0: Introduction to the Adult Resilience Curriculum (ARC)

1: Understanding the psychobiology of stress and well-being (*psychoeducation*)

2: Creating safe and supportive environments (*context*)

3: Clarifying, aligning with, and committing to one's values (*values*)

4: Cultivating awareness through mindfulness-based practices (*mindfulness*)

5: Connecting meaningfully with others (*connection*)

6: Fostering pleasant emotions and experiences (*positivity*)

7: Coping with difficult thoughts, feelings, and experiences (*coping*)

8: Feeling good physically through nutrition, movement, & sleep (*health*)

9: Rejuvenating through relaxation, recreation, and routines (*three R's*)

10: Bringing it all together: A wellness plan for the future (*wellness plan*)



## **MODULE 2:** Creating Safe and Supportive Environments



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# Context

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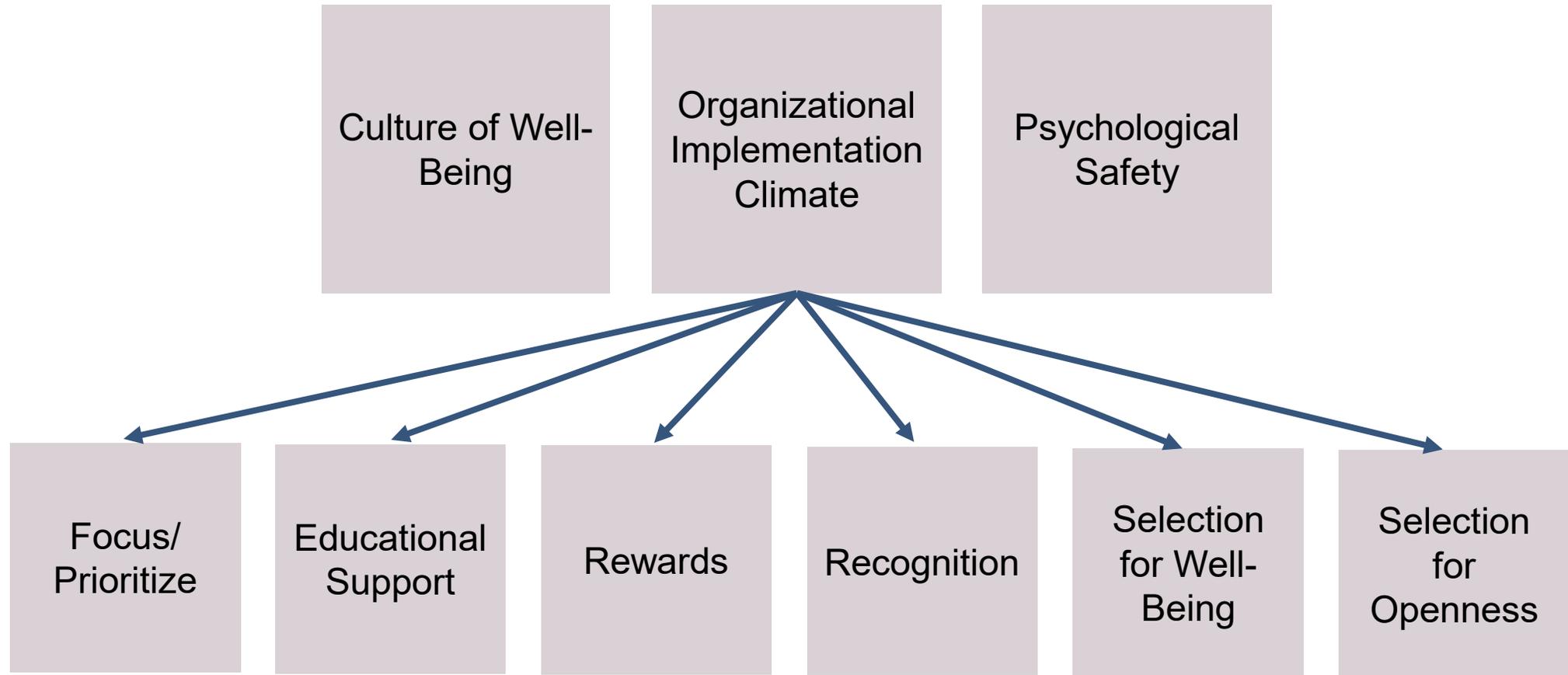
Understand the basics of organizational well-being

Discuss key features of a safe and supportive environment for professional well-being

Identify ways in which you, as a professional, contribute to the overall culture of well-being

Our Hopes  
for Today

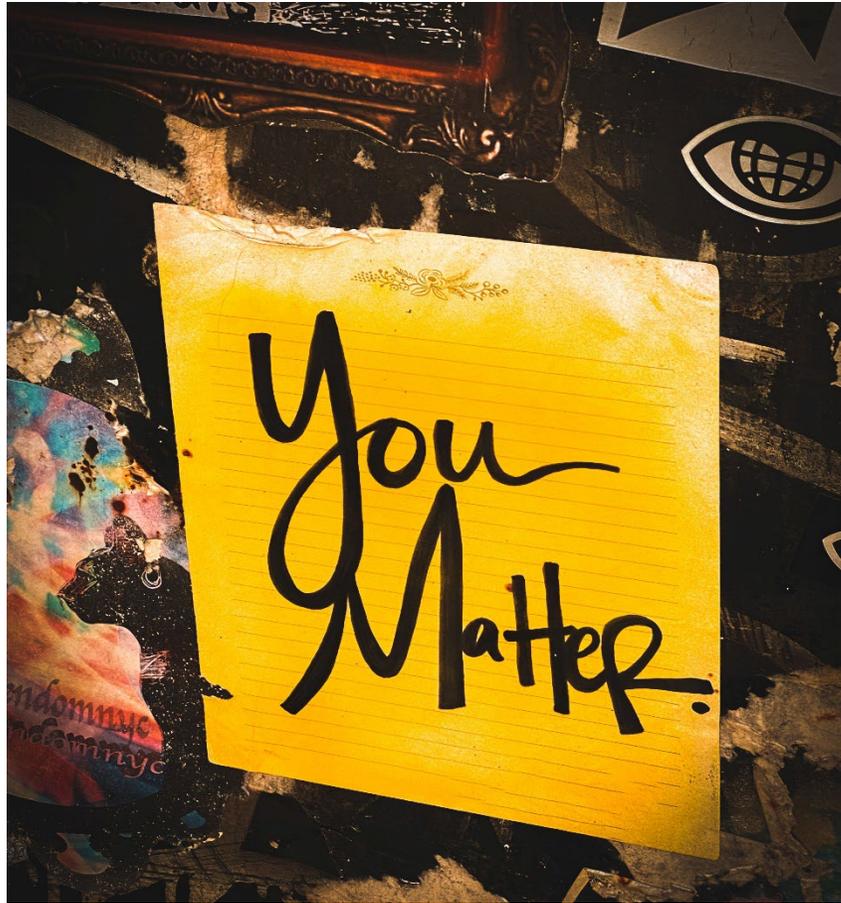
# Context Components



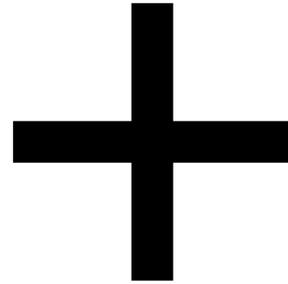


**It's all about  
culture.**

# It's all about culture



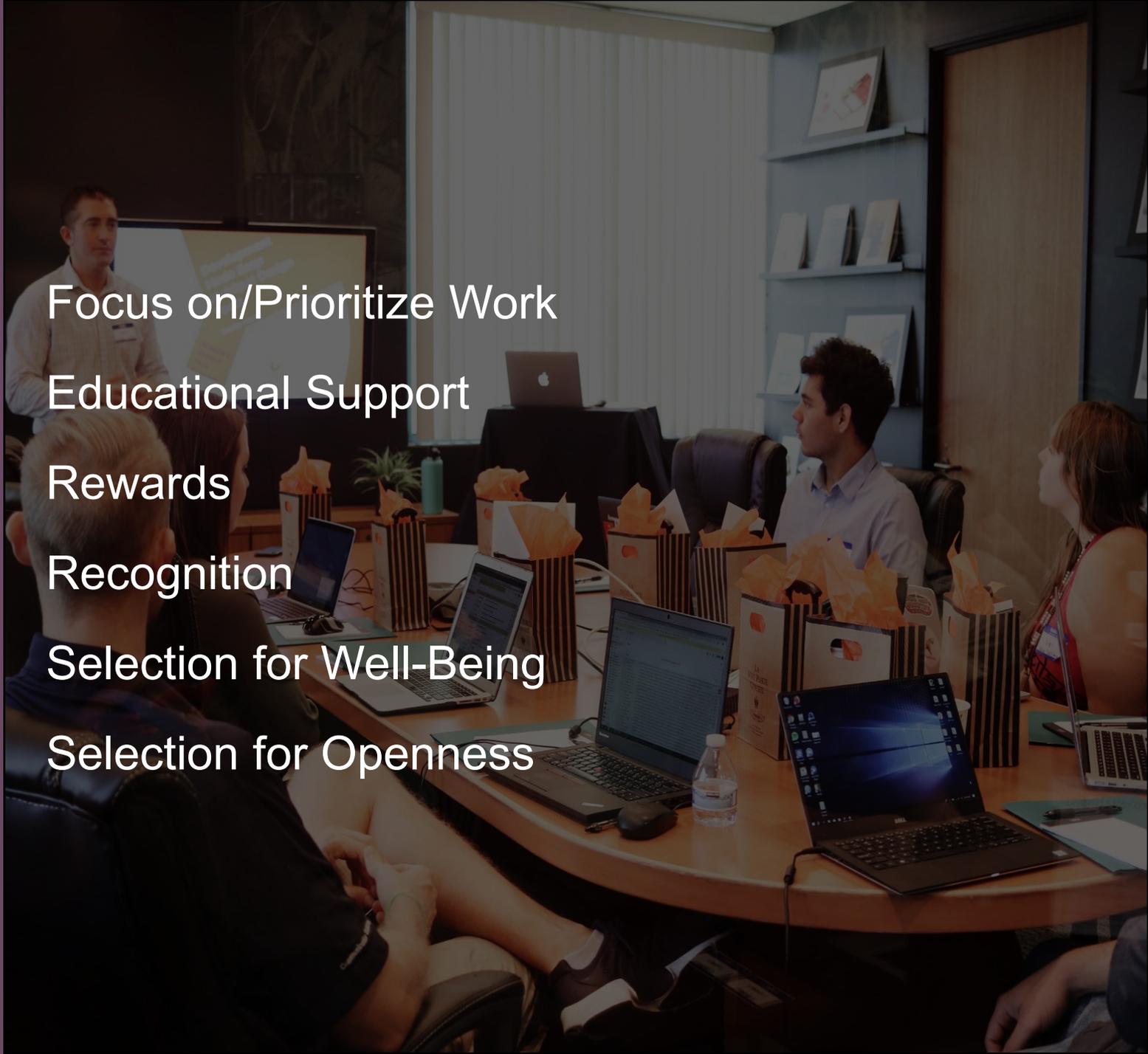
**Values**



**Behavior**



# Organizational Implementation Climate



Focus on/Prioritize Work

Educational Support

Rewards

Recognition

Selection for Well-Being

Selection for Openness



**How do we  
promote  
psychological  
safety in  
healthcare?**



**Take Risks**

**Openness to Feedback**

**Intentional Effort for Collegial Relationships**

**Regular Demonstration of Fallibility**

**All Staff have Input**



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# Organizational well-being is a requirement

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“

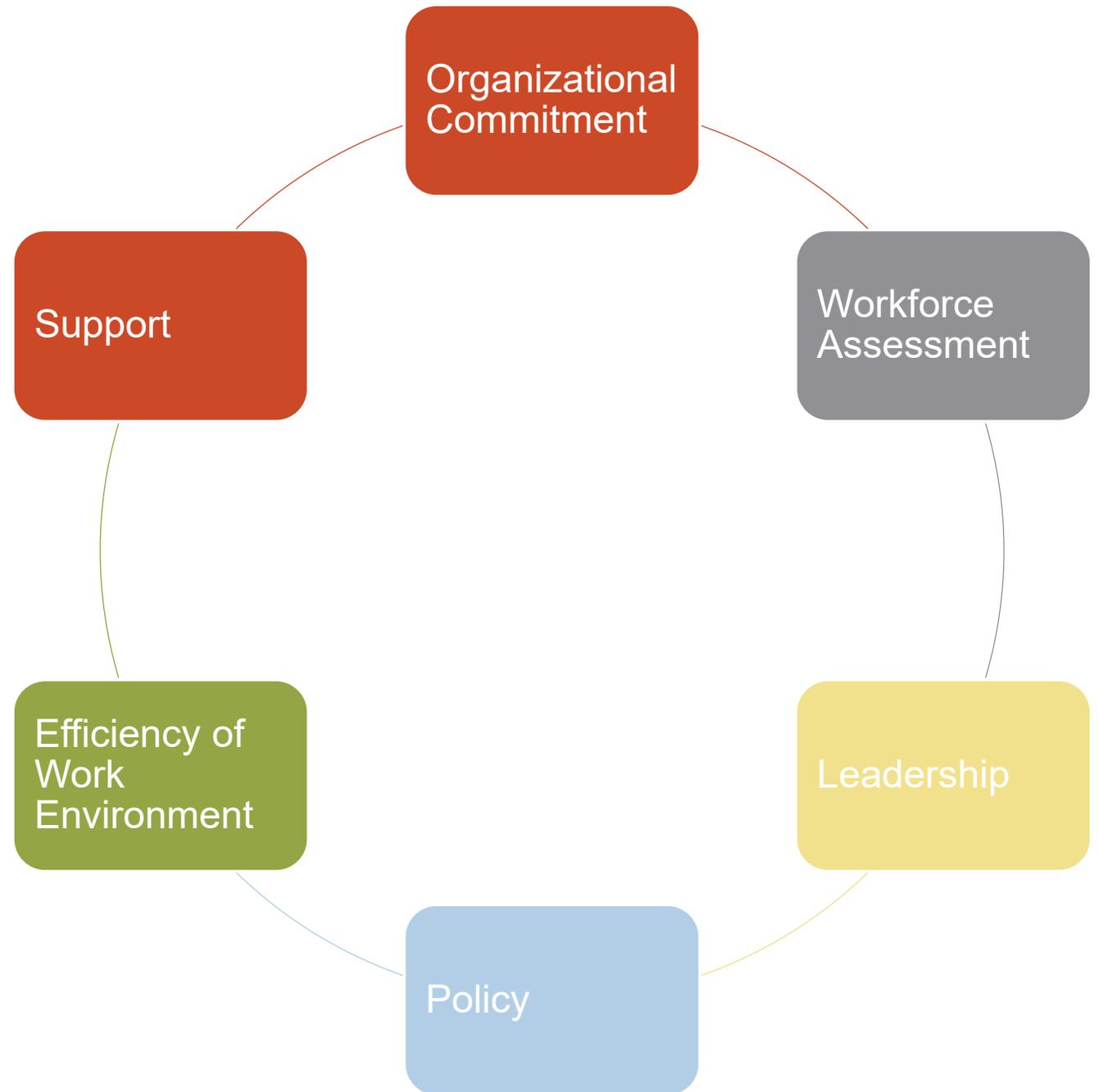
And you could say, it's also civil protest. You recognize that situations aren't working—I feel like I don't have a voice[...] You are elevating an issue that needs attention and you are doing it in a way that you keep people invested as listeners that way they maybe want to actually do something given their positions of power and influence.

”

--Dr. Clay Cook

# 6 Domains of Organizational Well-Being for Clinicians

(Sinsky et al., 2020)





# Example Interventions to Start

## Organizational Commitment

- Organization Brand

## Workforce Assessment

- On-site Assessment Days
- Progress Monitoring

## Leadership

- 360 Feedback
- Hire for Well-being

## Support

- Buddy System
- Peer Coaches
- Prioritize Preventative PD

# Context Activities

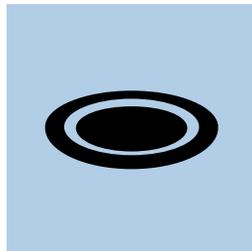


cleaning  
up your  
plate



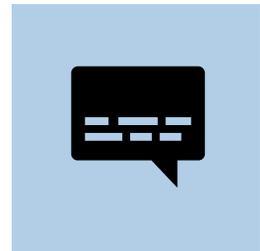
space for  
vulnerability

# Context Activities



cleaning  
up your  
plate

# Context Activities



space for  
vulnerability

# Recommendations

- ✓ Complete activity

# Recommendations



- ✓ Complete activity
- ✓ Teach an activity

# Recommendations



- ✓ Complete activity
- ✓ Teach an activity
- ✓ Create individual action plan