



Adult Resilience Curriculum (ARC)

Context







**Your
organization
is a river.**





WHO WE ARE



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PsyD, LP
Faculty Trainer

WHO WE ARE



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The Adult Resilience Curriculum (ARC)

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



Context

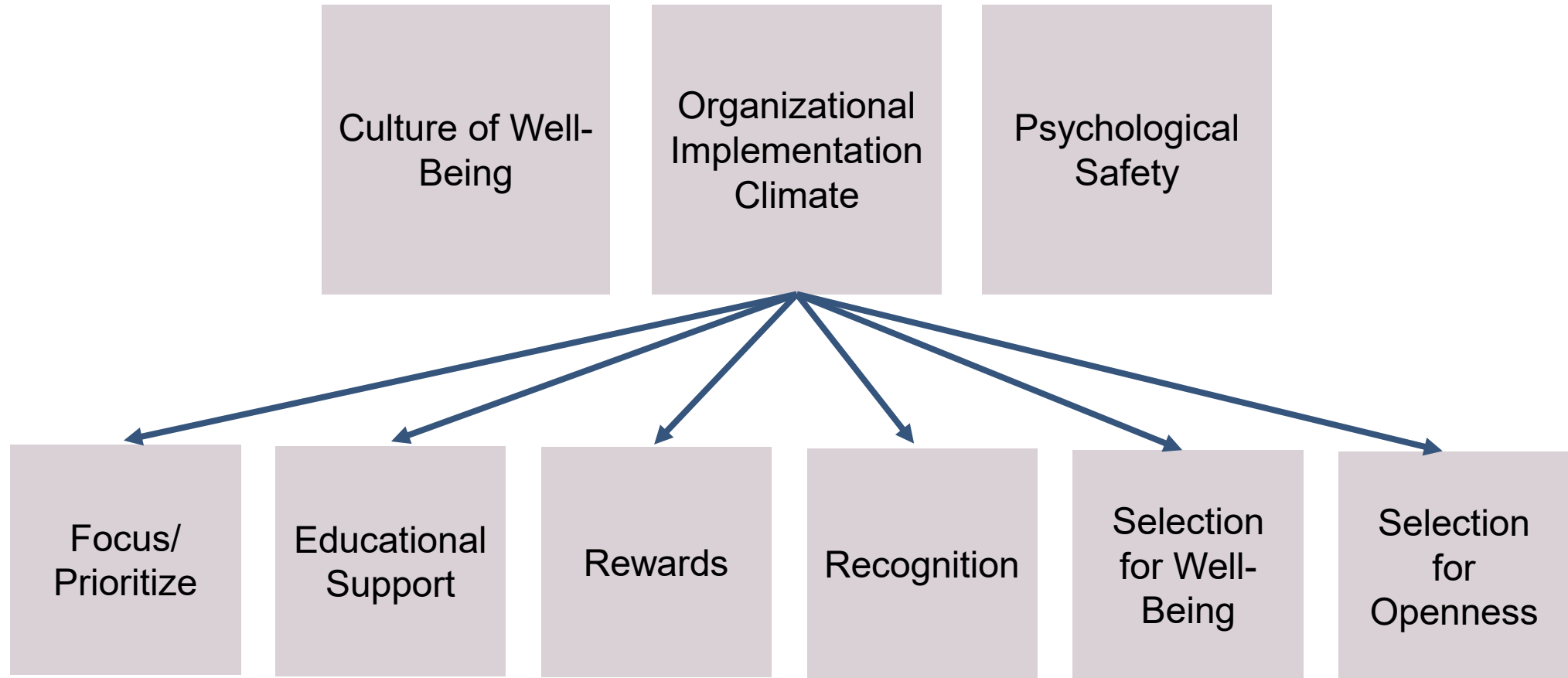
Understand the basics of organizational well-being

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

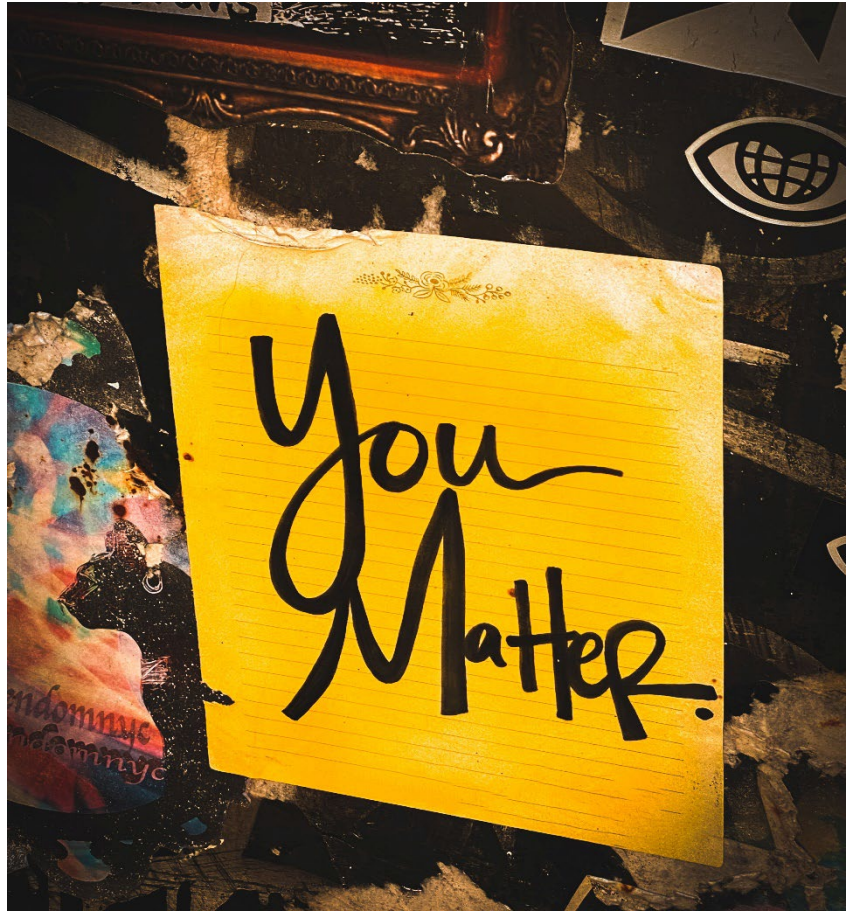
Context Components



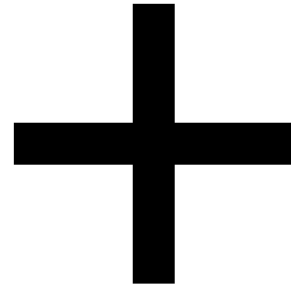


**It's all about
culture.**


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



Organizational well-being is a requirement

“

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

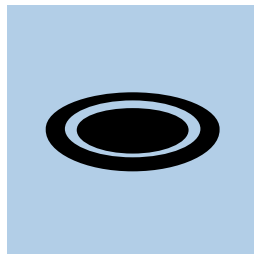


cleaning
up your
plate



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