

# IDEAS

## Cultivating Resilience and Well-Being in Long Term Care Communities

Karen Reivich, Ph.D.  
Judy Saltzberg, Ph.D.

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Positive  
Psychology  
Center  
University of Pennsylvania

# Penn Resilience Program Positive Psychology Center

## Penn Resilience Program Team



### Partners:

- Healthcare
- Corporations
- Military & First Responders
- Education
- Government
- Professional & Collegiate Sports

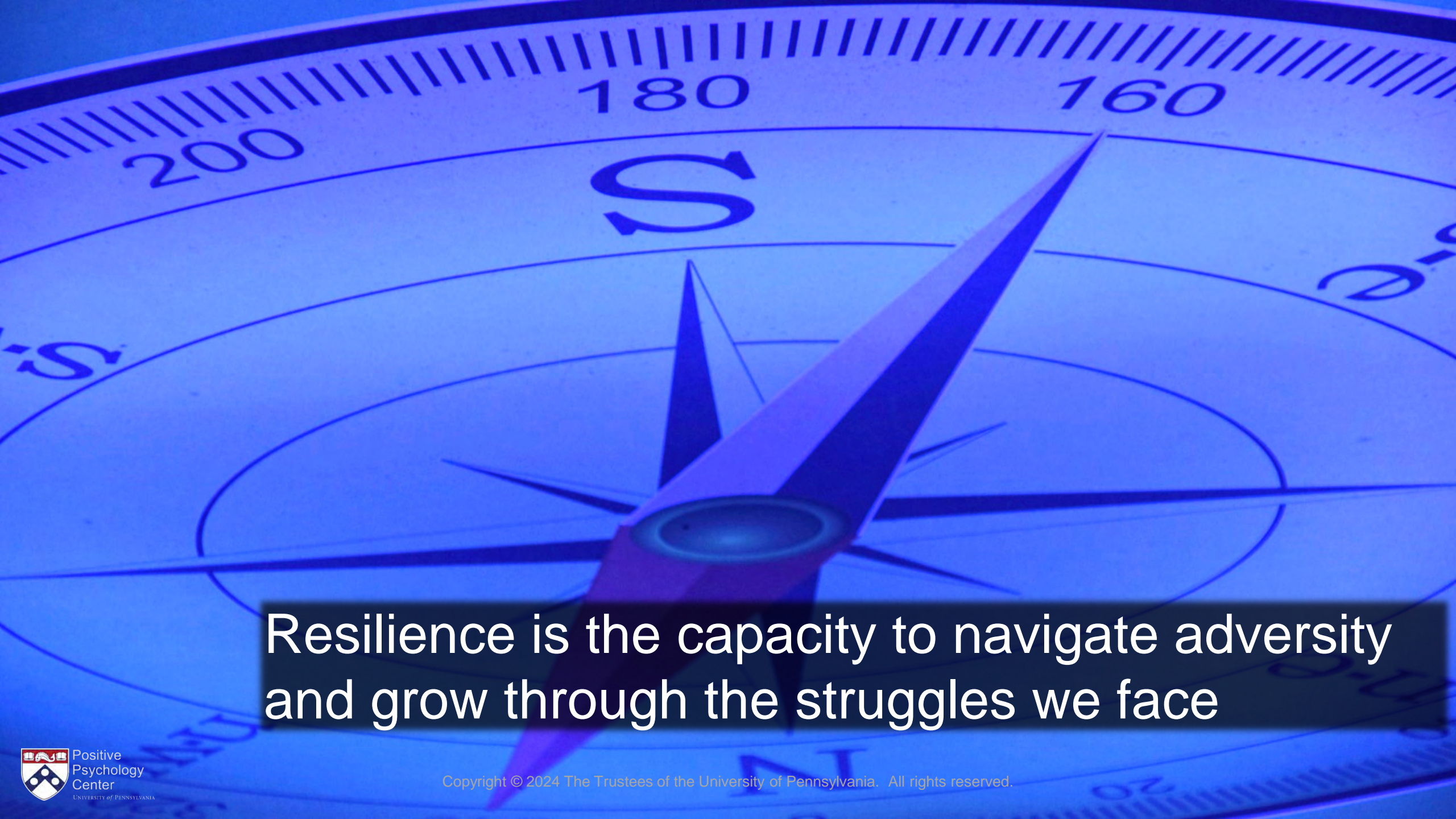
### Results:

Symptoms of  
Depression &  
Anxiety  
Hopelessness



Well-Being  
Life Satisfaction  
Optimism & Hope





Resilience is the capacity to navigate adversity and grow through the struggles we face



# What enables you to navigate adversity?



# Connection is the foundation of resilience

Opening  
Question



Who is a leader, coach, or  
friend that has made a  
positive impact on your life?

Why?

What are important conversations that would be valuable to have?

What are barriers to having these conversations?





# IDEAS



# IDEAS

## Parameters:

- Preparation required
- Not a script
- Not order-based
- Dialogue throughout



- I Identify
- D Describe
- E Elaborate
- A Align
- S Summarize



# I D E A S

## Identify:

- Shared values or goals
- Relevant cultural and individual factors
- Appropriate environment
- Tone and feel



# I D E A S

## Describe:

- The shared value or goal
- The situation objectively
- The situation without exaggerating or minimizing



# I D E A S

## Elaborate on:

- The impact of the situation
- The causes of the situation
  - Behavior not character
- Possible solutions



# I D E A S

## Align On:

- Changes each will make
- Barriers to sustaining change
- Resources to help navigate barriers



# I D E A S

## Summarize:

- The plan to check in
- How the situation will improve
- Benefits to relationship
- Express gratitude

I Identify the shared values or goals, cultural, and individual factors:

D Describe the situation objectively and the shared values or goals:

E Elaborate on the impact of the situation and generate solutions:

A Align on change and discuss barriers to sustaining change and available resources:

S Summarize how the situation will improve, a plan to check in, and express gratitude:

# IDEAS

Work with your group and coach each other through the steps of the model:

1. Identify an important conversation you want to have
2. For each step of IDEAS, record talking points in the space provided to facilitate an effective conversation
3. Practice using the talking points with your partners
4. Your partners will provide feedback using the IDEAS checklist
5. Switch roles

\*Once in breakout, click **Ask For Help**  button to have a trainer join you in your breakout group.

# IDEAS Checklist

## I Identify

- Articulates shared values or goals
- Names relevant cultural and individual factors
- Identifies the appropriate environment
- Considers the tone and feel

## D Describe

- Expresses shared values or goals
- Expresses situation objectively, avoids exaggerating and minimizing

## E Elaborate

- Discusses the impact
- Discusses the causes (behavior not character)
- Generates possible solutions

## A Align

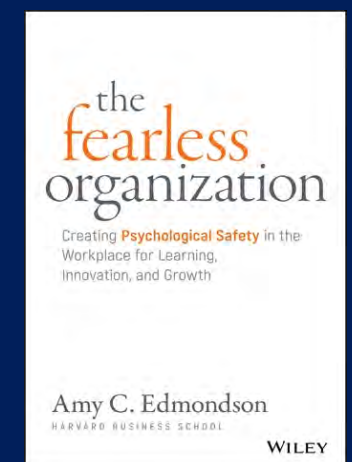
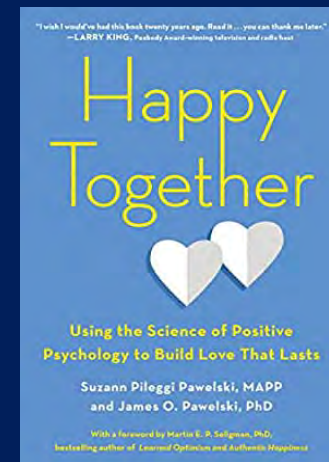
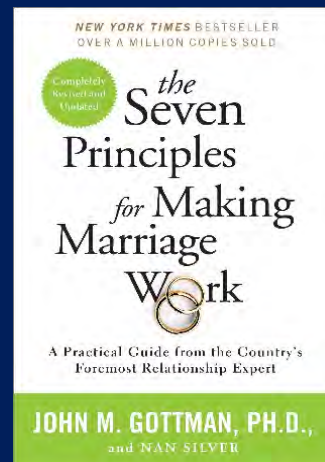
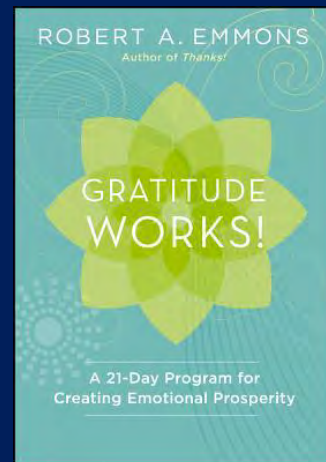
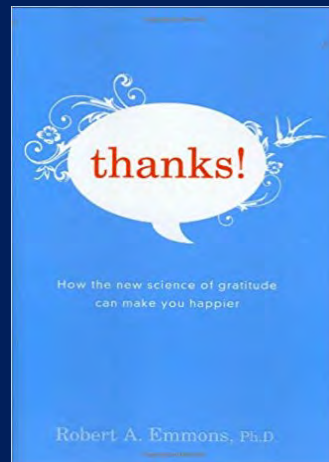
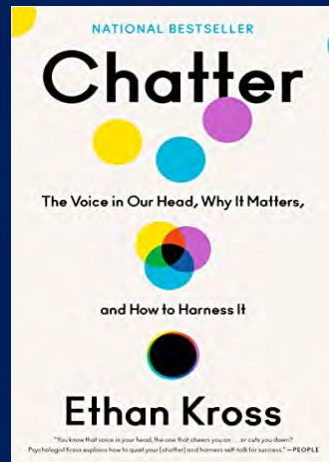
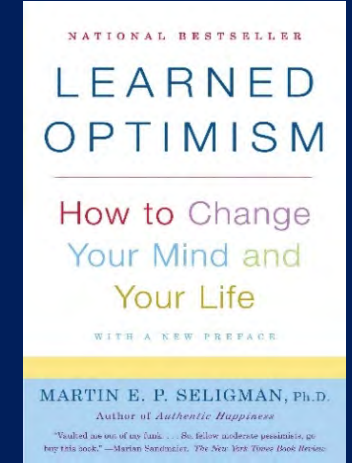
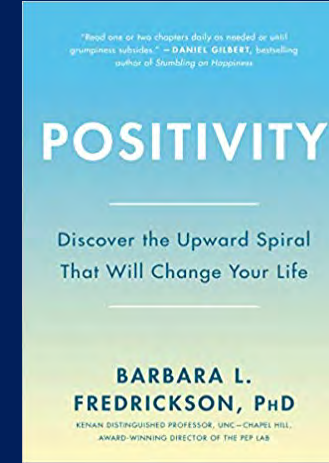
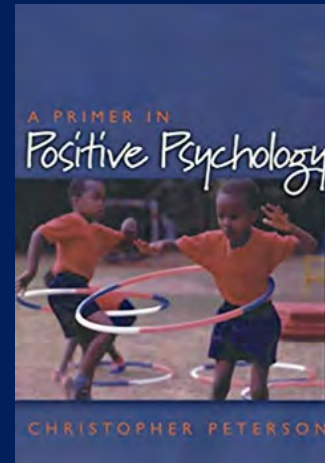
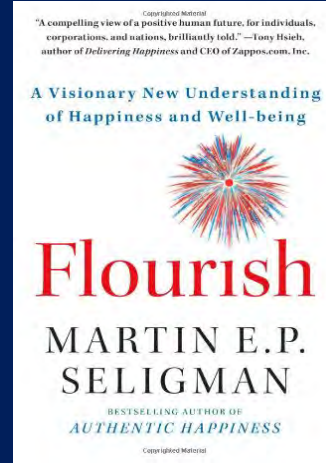
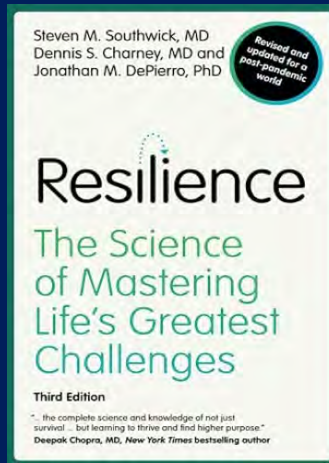
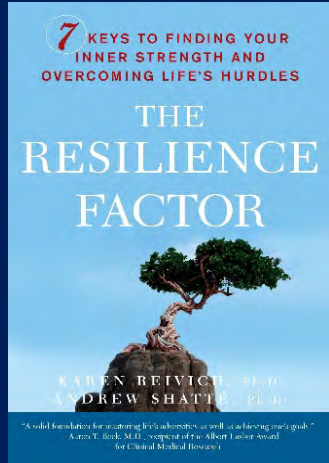
- Discusses realistic change
- Discusses barriers to sustaining change
- Discusses available resources

## S Summarize

- Makes a plan to check in
- Discusses how the situation will improve
- Discusses benefits to the relationship
- Expresses gratitude



# Resources



How will you experiment with IDEAS in the coming weeks?

Thank You!

Contact Information:

Karen Reivich, Ph.D.  
Director of Resilience and Positive  
Psychology Training Programs  
Positive Psychology Center  
[reivich@psych.upenn.edu](mailto:reivich@psych.upenn.edu)  
[www.summerfiftyfive.com](http://www.summerfiftyfive.com)  
[www.ppc.sas.upenn.edu](http://www.ppc.sas.upenn.edu)