

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

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## IDEAS



# IDEAS Workshop Roadmap

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This workshop will teach a communication strategy to build trust and connection during important yet difficult conversations. We'll identify the important conversations we want to have and the barriers to having these conversations. We will use a framework to set up these conversations for success by anchoring to shared values, communicating clearly, and collaborating on finding solutions.

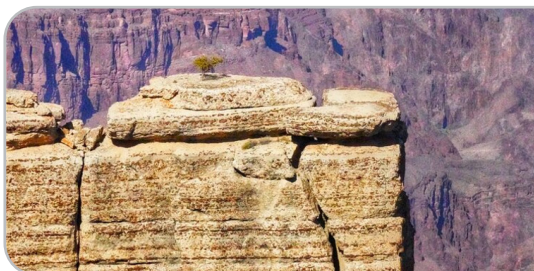
- Materials Included:**
1. Important Conversations (p.3)
  2. IDEAS (p.4)
  3. IDEAS Checklist (p.5)

# Important Conversations

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What are important conversations that would be valuable to have?

What are barriers to having these conversations?



“ My humanity is bound up in yours, for we can only be human together.

-Desmond Tutu

# IDEAS

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Work with your group and coach each other through the steps of the model using an important conversation you want to have.

**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 Checklist

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## 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 cause (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

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Never doubt that a small group of thoughtful, committed citizens could change the world. Indeed, it's the only thing that ever has.

-Margaret Mead