

# IDEAS

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

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Positive  
Psychology  
Center  
University of Pennsylvania

# Penn Resilience Program Positive Psychology Center

## Penn Resilience Program Team



What helps us  
navigate  
adversity?

What helps us  
create a life well  
lived?

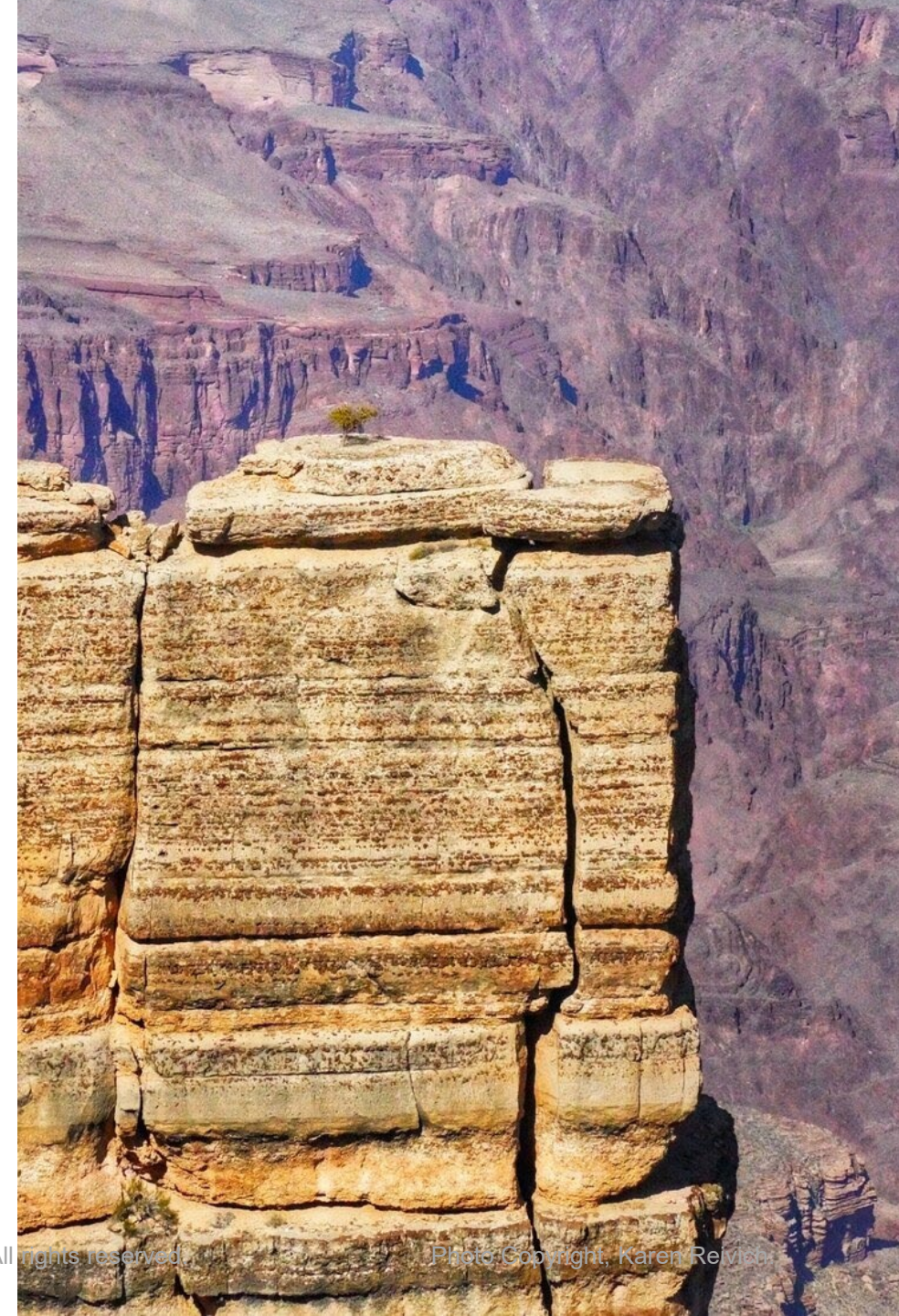
### Partners:

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

# Important Conversations Learning Lab

1. Introduce yourselves
2. Share some of the important conversations you need to have
3. What gets in your way of having these conversations?
4. What would help you feel more ready?

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





# IDEAS

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## 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 Learning Lab

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

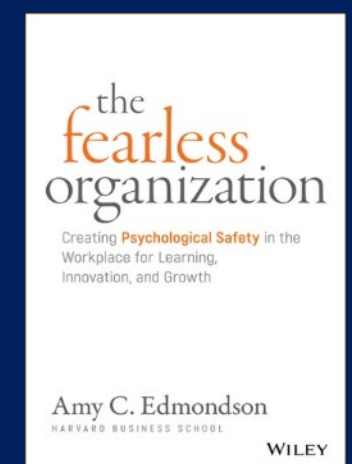
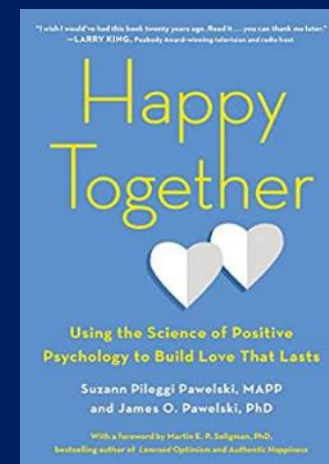
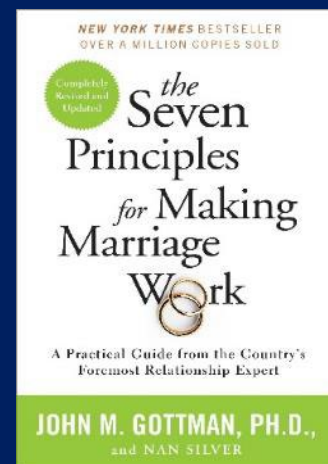
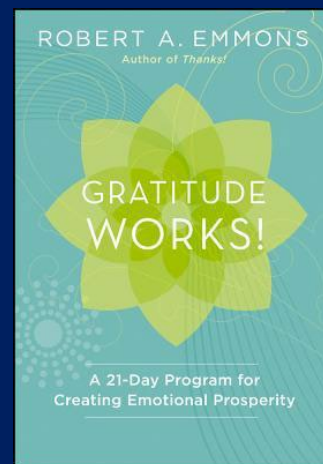
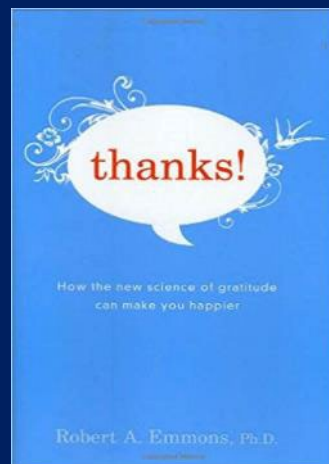
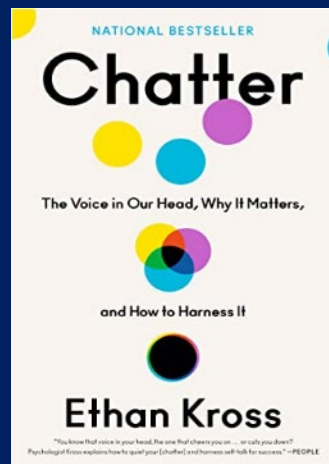
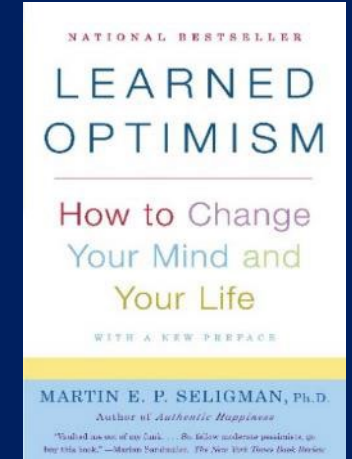
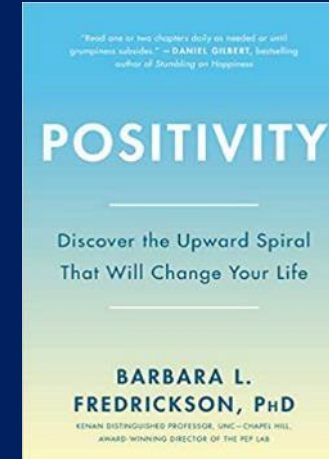
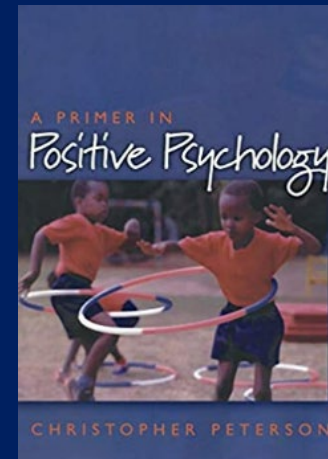
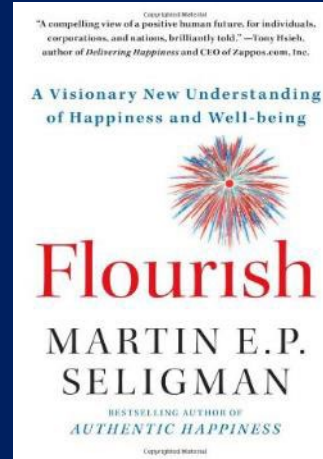
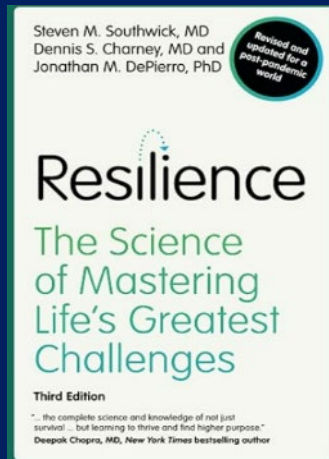
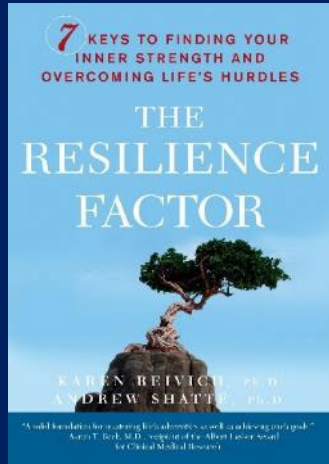
## A Align

- 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:

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