

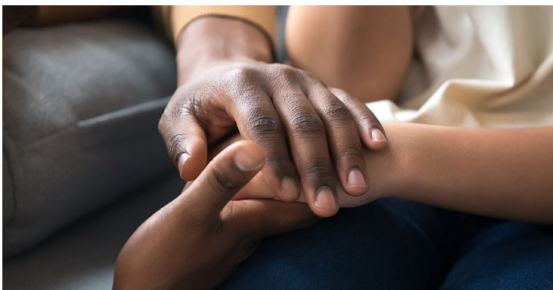


The Transformative Power of HOPE: Exploring the Science of the Positive Framework

September 15, 2022



<http://www.ceohsnetwork.ca/psychological-safety-blog/>



PSYCHOLOGICAL SAFETY BLOG

Welcome to the Psychological Safety Blog. In this space, we share insights and tips to help leaders create psychologically safe and inclusive workplaces. Posts cover a wide range of topics, including navigating the pandemic and our new world of work, managing stress and burnout, resilience, impairment and addiction, diversity, equity and inclusion, respect in the workplace, and so much more. Contributors include Dr. Bill Howatt of Howatt HR, and Michel Rodrigue, President and CEO of the Mental Health Commission of Canada, as well as special guests and staff members.

We encourage you to check back often for updates and new resources.

1. *The Future of Work and its Impact on Psychological Health and Safety*
2. *Create a Safe and Inclusive Culture for all Ages*
3. *Progressive Discipline through the Lens of Psychological Safety*
4. *Want to Win in the Battle for Talent? Make sure you have a Culture of Health and Safety*
5. *Are You taking Time to Acknowledge the Good Things Your Employees are Doing?*





The Transformative Power of HOPE: Exploring the Science of the Positive Framework

Presenters:

Sandra Miller, Vice President, Strategy & Governance, WSPS

Jeff Linkenbach, Ed.D., Director and Research Scientist at The Montana Institute



The Transformative Power of HOPE: Exploring the Science of the Positive Framework

Dr. Jeff Linkenbach
Director & Research Scientist

2022 Psychologically Safe Workplace Summit
September 2022

the
MONTANA INSTITUTE

Growing the Positive in Ourselves and Our Communities

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We are honored to share it in the spirit of improving community health.

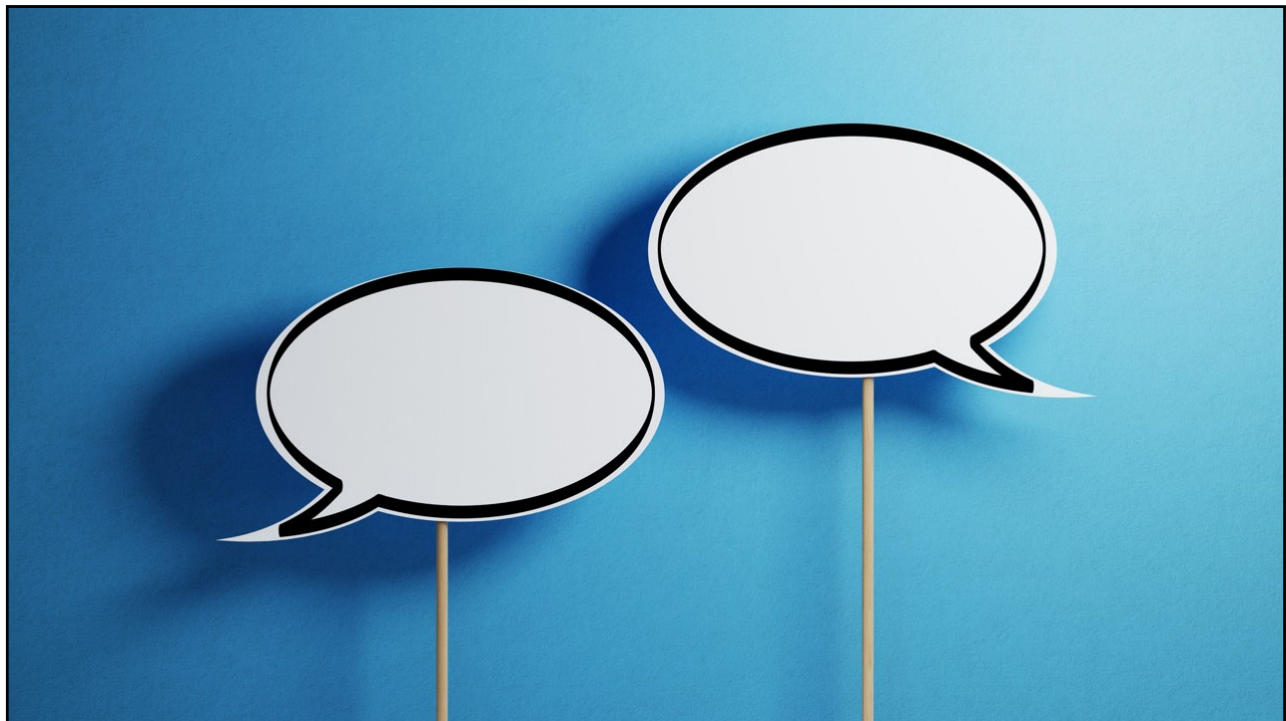
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What is a JOY you have
experienced in the past 24 hours



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Objectives of this Keynote

- Spirit:** Experience the engaging energy and spirit of the Science of the Positive Framework.
- Science:** Explore the science of H.O.P.E. (Health Outcomes from Positive Experiences) and understand the effects of positive childhood experiences on adult health
- Action:** Identify specific ways to apply the Science of the Positive in worksites to increase psychological health & safety
- Return:** Reflect on ways that this science might be incorporated to enhance psychological health & safety in the workplace.

SPIRIT

Albert Einstein was asked:

“What is the most important question to ask?”

Is the universe a friendly place?





**“Is the
universe
a
friendly
place?”**

- Albert Einstein



**Is your worksite
psychologically
friendly?**

How can recent research on the Science of the Positive – (including childhood trauma and flourishing) - transfer to workplace practices to increase psychological health and safety?

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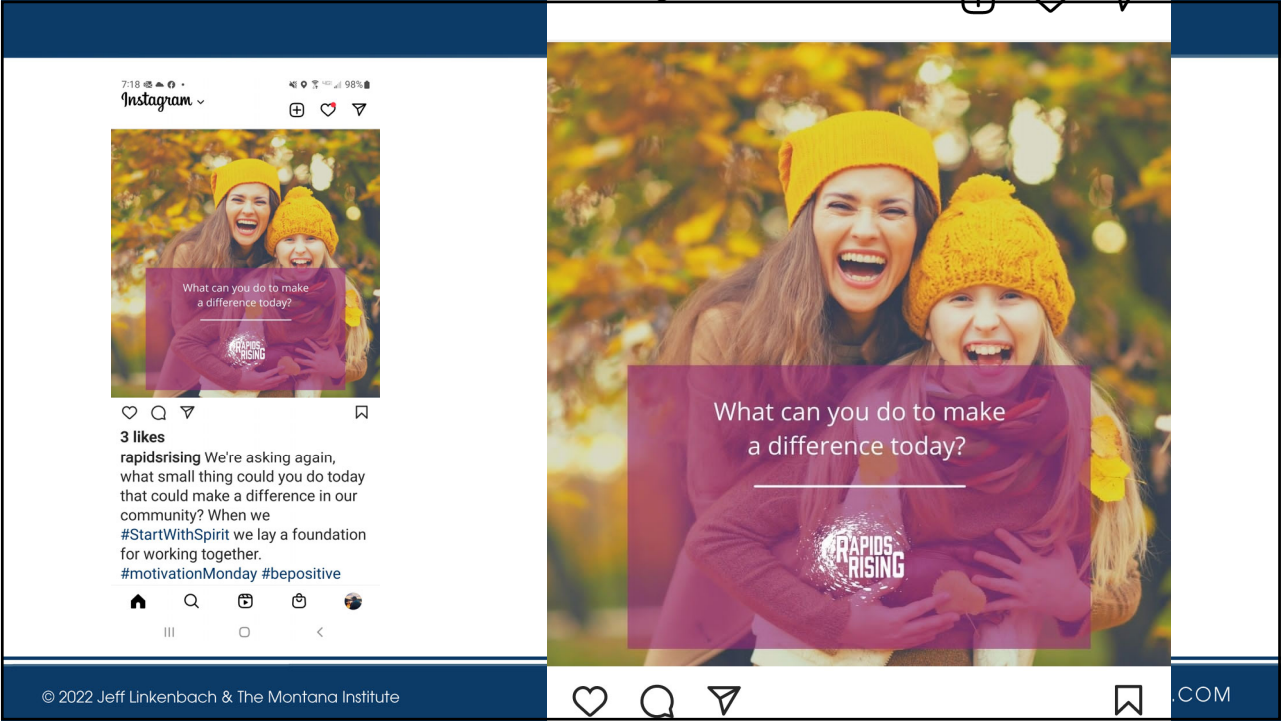
According to The Science of the Positive...

Psychologically safe worksites are where The Positive is honored, valued and measured. The Positive ripples throughout the organizational culture and manifests through core principles and practices.



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SCIENCE

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The Science of the Positive Framework



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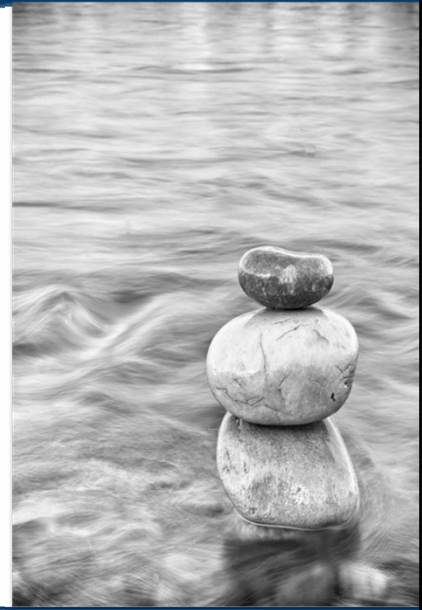
What is the Science of the Positive?

The Science of the Positive is the study of how positive factors impact culture and experience.

The focus is on how to measure and grow the Positive, and is based upon the core assumption that the Positive is real and is worth growing – in ourselves, our families, our workplaces and our communities.



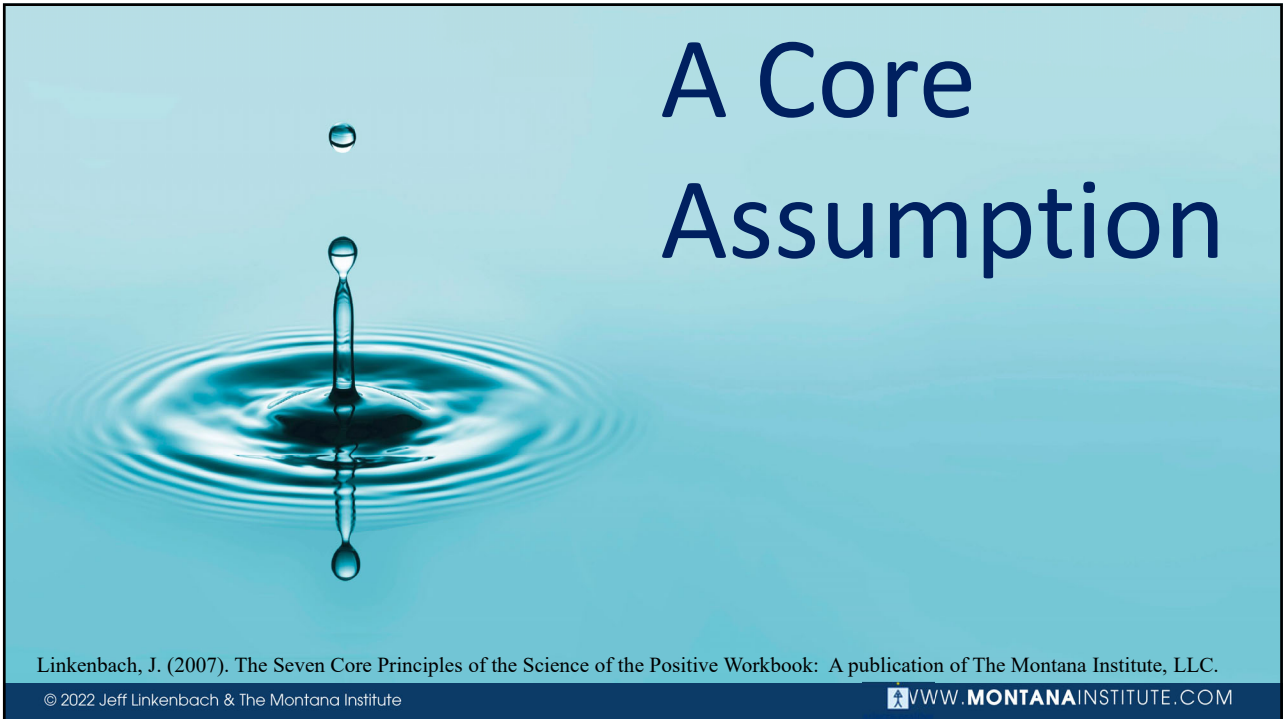
A Core Assumption



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A Core Assumption



Linkenbach, J. (2007). The Seven Core Principles of the Science of the Positive Workbook: A publication of The Montana Institute, LLC.

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A Core Assumption?


Def: The deep central, core of all beliefs. The root of all assumptions, perceptions, values, worldviews and identities...

Linkenbach, J. (2010) *Introducing The Science of the Positive*.



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Core Assumption

of The Science of the Positive:

The **POSITIVE** exists,
it is real, and is
worth growing

Linkenbach, J. (2007, 2018). *The Science of the Positive: The Seven Core Principles Workbook*: A Publication of The Montana Institute, LLC.



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The solutions are
in community...

and our worksite
cultures.

Linkenbach, J. (2007, 2009-2011, 2015-2016). The Science of the Positive: The Seven Core Principles Workbook.

science:positive

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Public Health 101



Risks

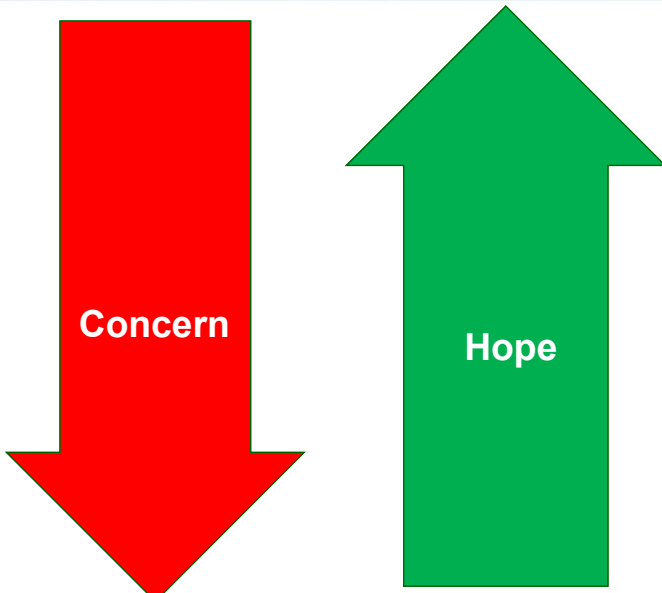
Protections

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The Science of the Positive



Concern

Hope

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Acronym

H.O.P.E.

Healthy Outcomes
from Positive
Experiences

Sege, R., & Linkenbach, J. (2014). Essentials for childhood: Promoting healthy outcomes from positive experiences. *Pediatrics*, 133(6) 1-3. doi:10.1542/peds.2013-3425.

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HOPE IS ~~NOT~~ A STRATEGY

Vince Lombardi – Green Bay Packers Coach

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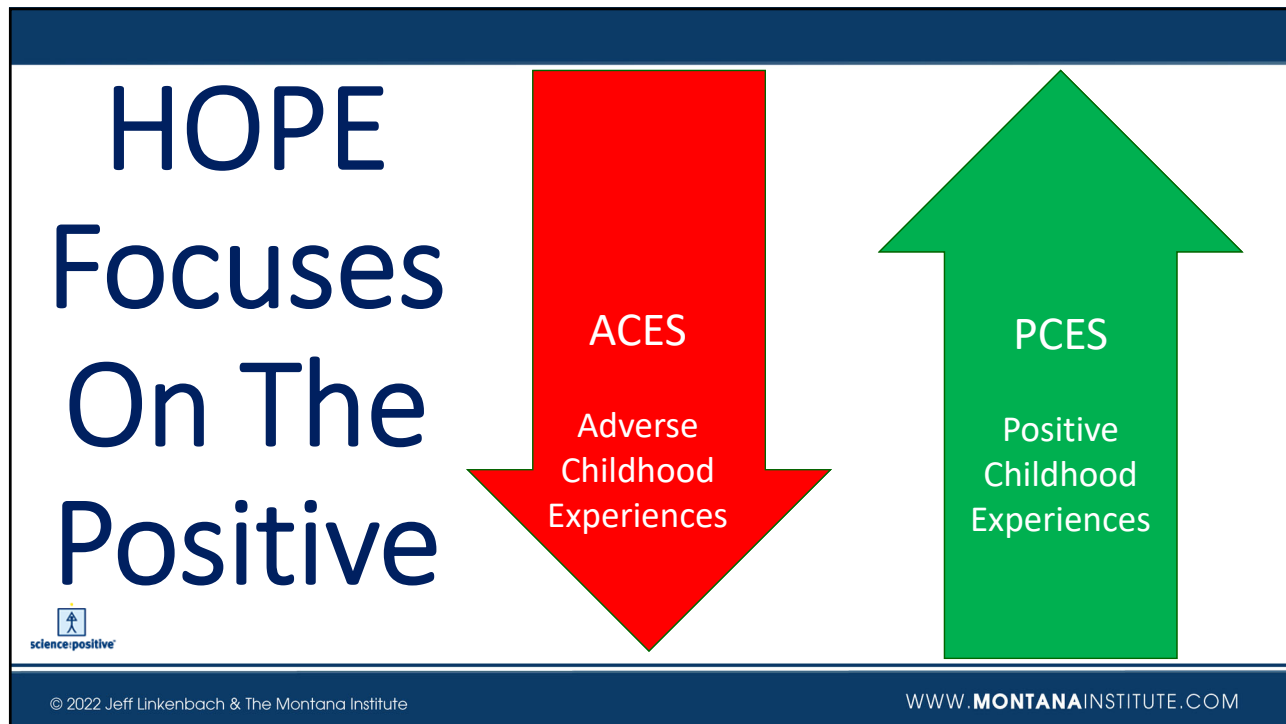
HOPE IS A STRATEGY BASED ON THE SCIENCE OF THE POSITIVE FRAMEWORK



We seek to grow **POSITIVE** experience and norms in children, adults, workplaces, communities, systems and cultures

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Toxic Shame Hurts

We Must Reverse:

- Fear and Terror
- Toxic Images
- Disgust and Discouragement
- Hopelessness and Depression
- Failure
- Negativity
- Normalizing Risks and Problems
- Shock & Awe
- Abuse
- Disconnection



What if.. **THE POSITIVE** has lasting impacts similar to trauma...???



WE CAN
DISCOVER...

ITS NEVER
TOO LATE TO
HAVE A
HAPPY
CHILDHOOD!



Essentials for Childhood: Promoting Healthy Outcomes from Positive Experiences

Sege & Linkenbach, 2014

PEDIATRICS
OFFICIAL JOURNAL OF THE AMERICAN ACADEMY OF PEDIATRICS

Essentials for Childhood: Promoting Healthy Outcomes From Positive Experiences

Robert Sege and Jeff Linkenbach
Pediatrics; originally published online May 5, 2014;
DOI: 10.1542/peds.2013-3425

The online version of this article, along with updated information and services, is located on the World Wide Web at:
<http://pediatrics.aappublications.org/content/early/2014/04/29/peds.2013-3425.citation>

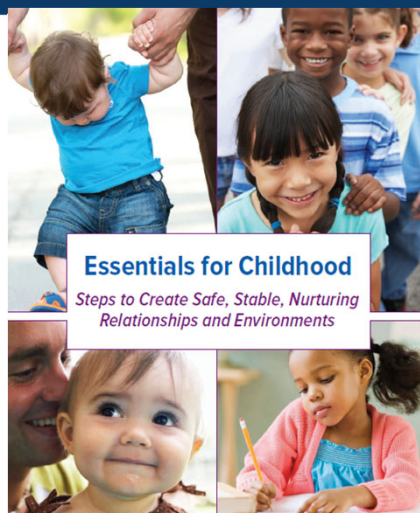
American Academy of Pediatrics

DEDICATED TO THE HEALTH OF ALL CHILDREN™



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Essentials for Childhood
Steps to Create Safe, Stable, Nurturing Relationships and Environments

National Center for Injury Prevention and Control
Division of Violence Prevention



Creating Norms:

**Safe
Stable
Nurturing
Equitable
Relationships &
Environments**



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Essentials for Workplaces

**Safe
Stable
Nurturing
Equitable
Relationships &
Environments**


science:positive

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H.O.P.E. SCIENCE

based on Essentials for Childhood



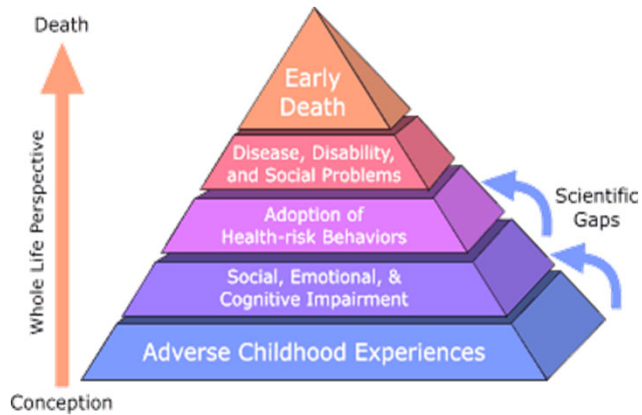
1. ↑ ↓ Experiences shape our brains
2. ↑ Experiences improve health
3. ↑ Experiences help us heal
4. ↑ Experiences are more fun!

science:positive

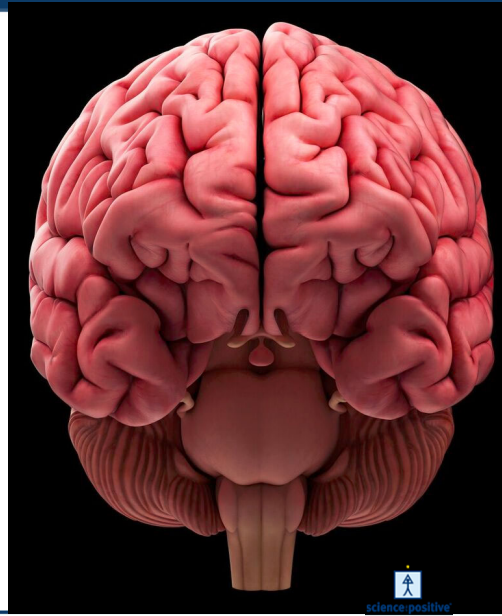
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ACES Pyramid

(Adverse Childhood Experiences Study)



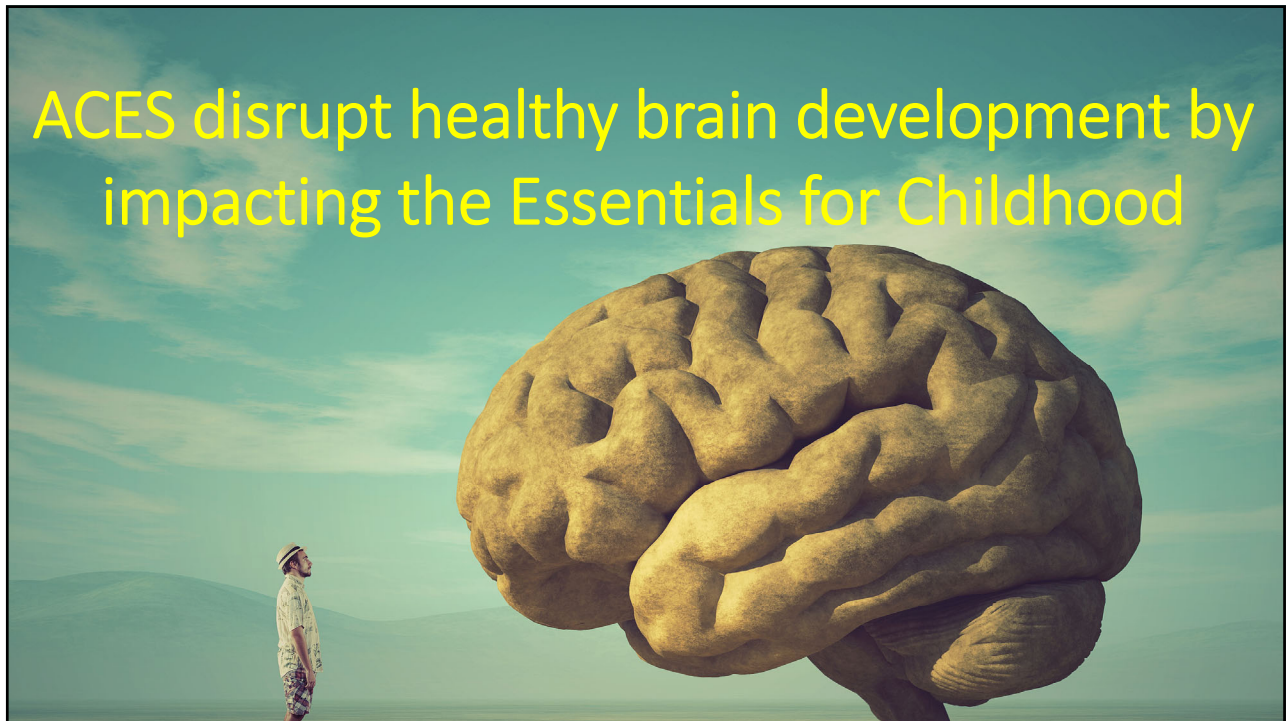
[Anda RF, Felitti VJ, Bremner JD, et al. \(2006\)](#)



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ACES disrupt healthy brain development by impacting the Essentials for Childhood



Adverse Childhood Experiences and Other Risk Factors for Toxic Stress

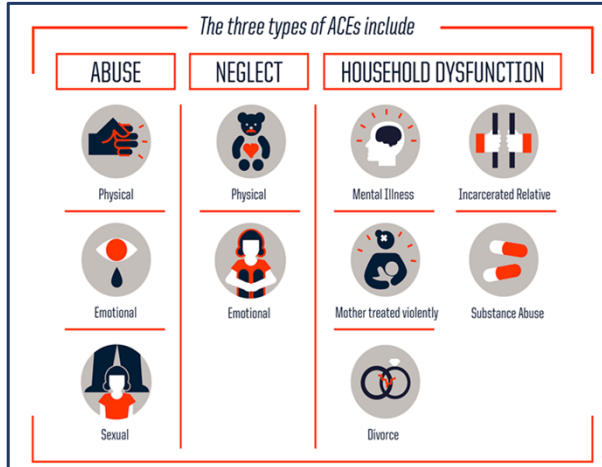


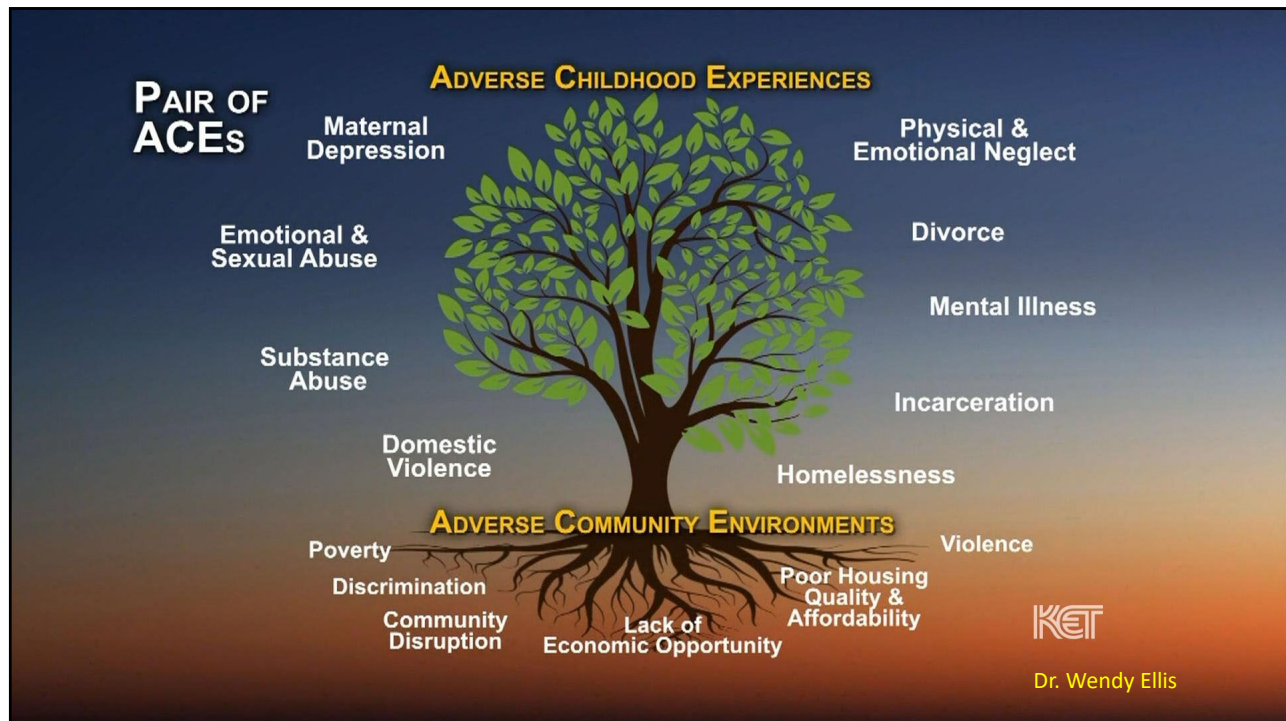
Image courtesy of RWJF

Additional community and societal factors that contribute to toxic stress:

- Poverty
- Institutional racism
- Historical Trauma
- War and migration
- Neighborhood effects

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Experience shapes the human brain



- **Experience** shapes brain growth and development
- **Positive Experiences** promote healthy development
- **Adverse experiences** can derail healthy development
- **Rapid periods** of brain growth greatly impacted continuing into Lifespan

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Adversity doesn't fully explain us...

We are so much more than our trauma...

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Balancing Adverse Childhood Experiences (ACEs) With HOPE*

NEW INSIGHTS INTO THE ROLE OF POSITIVE EXPERIENCE ON CHILD AND FAMILY DEVELOPMENT

**Health Outcomes of Positive Experience*

Authors

Robert Sege, MD, PhD

Christina Bethell, PhD, MBA, MPH

Jeff Linkenbach, EdD

Jennifer A. Jones, MSW

Bart Klika, PhD

Peter J. Pecora, PhD

Sege, R., Bethell, C., Linkenbach, J., Jones, J., Klika, B. & Pecora, P.J. (2017). *Balancing adverse childhood experiences with HOPE: New insights into the role of positive experience on child and family development*. Boston: The Medical Foundation. Accessed at www.cssp.org





Balancing Adverse Childhood Experiences (ACEs) With HOPE*

NEW INSIGHTS INTO THE ROLE OF POSITIVE EXPERIENCE ON CHILD AND FAMILY DEVELOPMENT

**Health Outcomes of Positive Experience*

- Establish a **spirit** of hope and optimism and make the case that positive experiences have lasting impact on human development and functioning, without ignoring well-documented concerns related to toxic environments.
- Demonstrate, through **science**, the powerful contribution of positive relationships and experiences to the development of healthy children and adults.
- Describe **actions** related to current social norms regarding parenting practices, particularly those associated with healthy child development. These actions are based on data that suggest that American adults are willing to intervene personally to prevent child abuse and neglect.
- Reflect upon the positive **returns** on investment that our society can expect as we make changes in policies, practices, and future research to support positive childhood

Sege, R., Bethell, C., Linkenbach, J., Jones, J., Klika, B. & Pecora, P.J. (2017). *Balancing adverse childhood experiences with HOPE: New insights into the role of positive experience on child and family development*. Boston: The Medical Foundation. Accessed at www.cssp.org

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The Wisconsin CTF Positive Community Norms Project asked about Positive Childhood Experiences (PCEs) questions - how often respondent:

1. Felt able to talk to their family about feelings
2. Felt their family stood by them during difficult times
3. Enjoyed participating in community traditions
4. Felt a sense of belonging in high school
5. Felt supported by friends
6. Had at least two non-parent adults who took genuine interest in them
7. Felt safe and protected by an adult in their home

These 2015 questions were adapted from the Child and Youth Resilience Measure developed by Dr. Michael Ungar at the Resilience Research Centre at Dalhousie University in Halifax, Nova Scotia.

- Internal consistency reliability: 0.77
- Principal components factor analysis: single factor with an Eigenvalue > 1 (2.95).
- Factor loadings ranged from 0.57 ("felt safe/home") to 0.72 ("family stood by/difficult times")

Bethell C, Jones J, Gombojav N, Linkenbach J, Sege R. Positive Childhood Experiences and Adult Mental and Relational Health in a Statewide Sample: Associations Across Adverse Childhood Experiences Levels. *JAMA Pediatr.* 2019:e193007.



Hmm?
What
about your
worksites
too?



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Research

JAMA Pediatrics | Original Investigation

Positive Childhood Experiences and Adult Mental and Relational Health in a Statewide Sample

Associations Across Adverse Childhood Experiences Levels

Christina Bethell, PhD, MBA, MPH; Jennifer Jones, MSW; Narangerel Gombojav, MD, PhD; Jeff Linkenbach, EdD; Robert Sege, MD, PhD

[Supplemental content](#)

IMPORTANCE Associations between adverse childhood experiences (ACEs) and risks for adult depression, poor mental health, and insufficient social and emotional support have been documented. Less is known about how positive childhood experiences (PCEs) co-occur with and may modulate the effect of ACEs on adult mental and relational health.

OBJECTIVE To evaluate associations between adult-reported PCEs and (1) adult depression and/or poor mental health (D/PMH) and (2) adult-reported social and emotional support (ARSES) across ACEs exposure levels.

DESIGN, SETTING, AND PARTICIPANTS Data were from the cross-sectional 2015 Wisconsin Behavioral Risk Factor Survey, a random digit-dial telephone survey of noninstitutionalized Wisconsin adults 18 years and older (n = 6188). Data were weighted to be representative of the entire population of Wisconsin adults in 2015. Data were analyzed between September 2016 and January 2019.

MAIN RESULTS AND MEASUREMENTS The definition of D/PMH included adults with a depression

Bethell C, Jones J, Gombojav N, Linkenbach J, Sege R. Positive Childhood Experiences and Adult Mental and Relational Health in a Statewide Sample: Associations Across Adverse Childhood Experiences Levels. JAMA Pediatr. 2019:e193007.

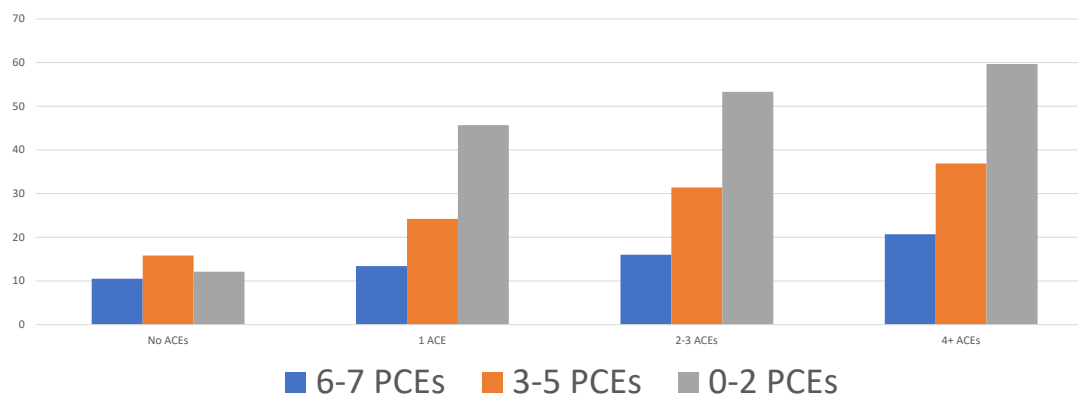


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Positive childhood experience mitigate ACEs

Association of Depression and poor mental health with PCEs by ACEs

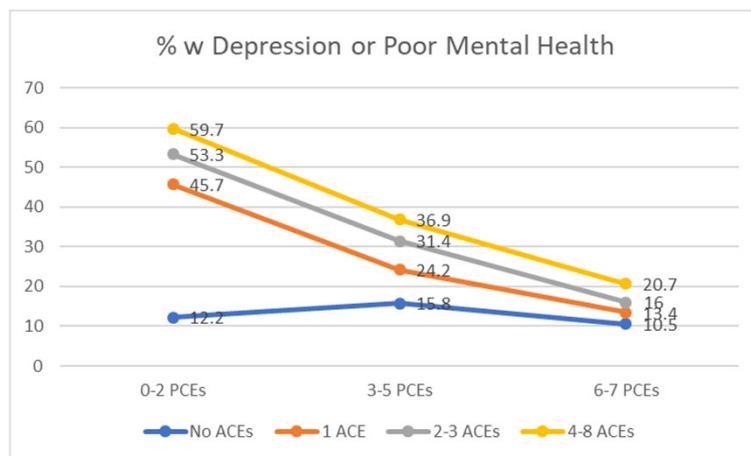


Bethell, C., Jones, J., Gombojav, N., Linkenbach, J., Sege, R. (2019 - September JAMA Peds) - Positive Childhood Experiences and Adult Mental and Relational Health in a Statewide Sample: Associations Across Adverse Childhood Experiences Levels.

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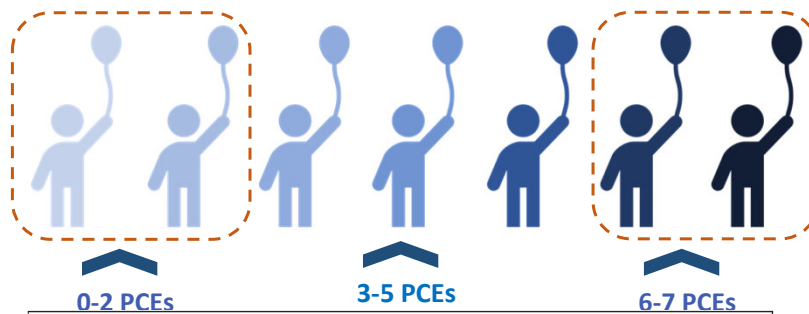
Positive Childhood Experiences Mitigate ACEs Effects



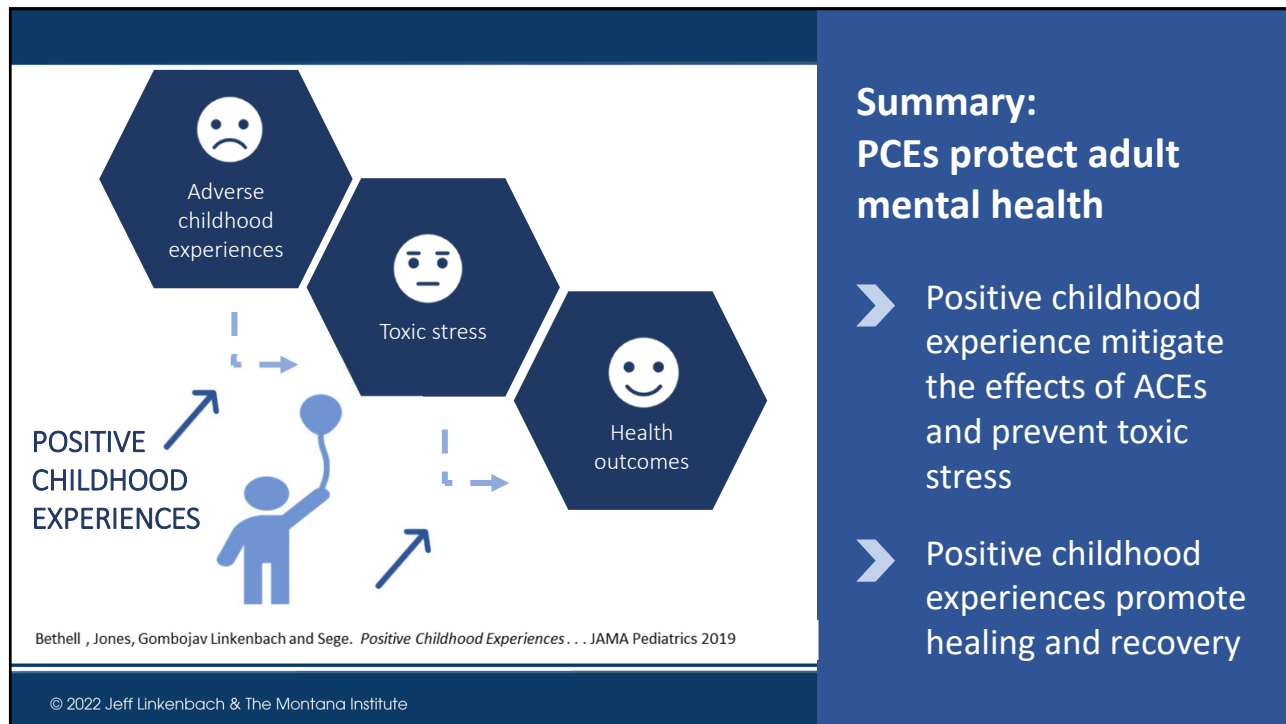
Bethell C, Jones J, Gombojav N, Linkenbach J, Sege R. Positive Childhood Experiences and Adult Mental and Relational Health in a Statewide Sample: Associations Across Adverse Childhood Experiences Levels. JAMA Pediatr. 2019:e193007.

Positive Childhood Experiences (PCEs) Protect Adult Mental Health

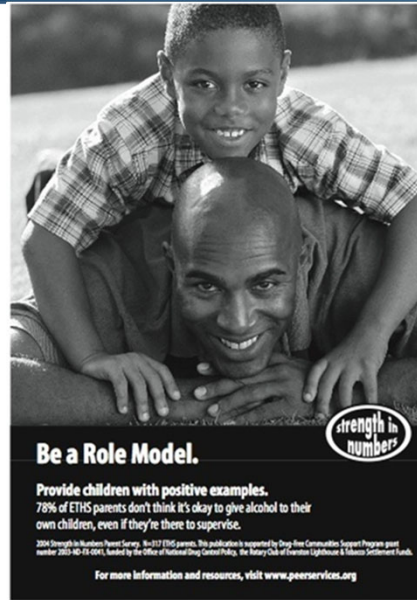
6-7 vs. 0-2 PCEs: 72% lower odds
 3-5 PCEs v 0-2 PCEs 52% lower odds
 of depression or poor mental health
 48% v. 12.6%, OR 0.28; 95% CI 0.21-0.39. 3.8x higher rate for 0-2 vs. 6-7 PCEs.



Bethell C, Jones J, Gombojav N, Linkenbach J, Sege R. Positive Childhood Experiences and Adult Mental and Relational Health in a Statewide Sample: Associations Across Adverse Childhood Experiences Levels. JAMA Pediatr. 2019:e193007.



“If we want
HEALTH,
we must
promote
HEALTH.”



Linkenbach, J. (2001) "Cultural Cataracts: Identifying and Correcting Misperceptions in the Media." The Report on Social Norms: Working Paper No (1). Paper Clip Communications.

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What's In Your Green Arrow?

Returns?

Linkenbach, 2016



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Effective transformational leaders start with **SPIRIT.**

– Linkenbach, 2010



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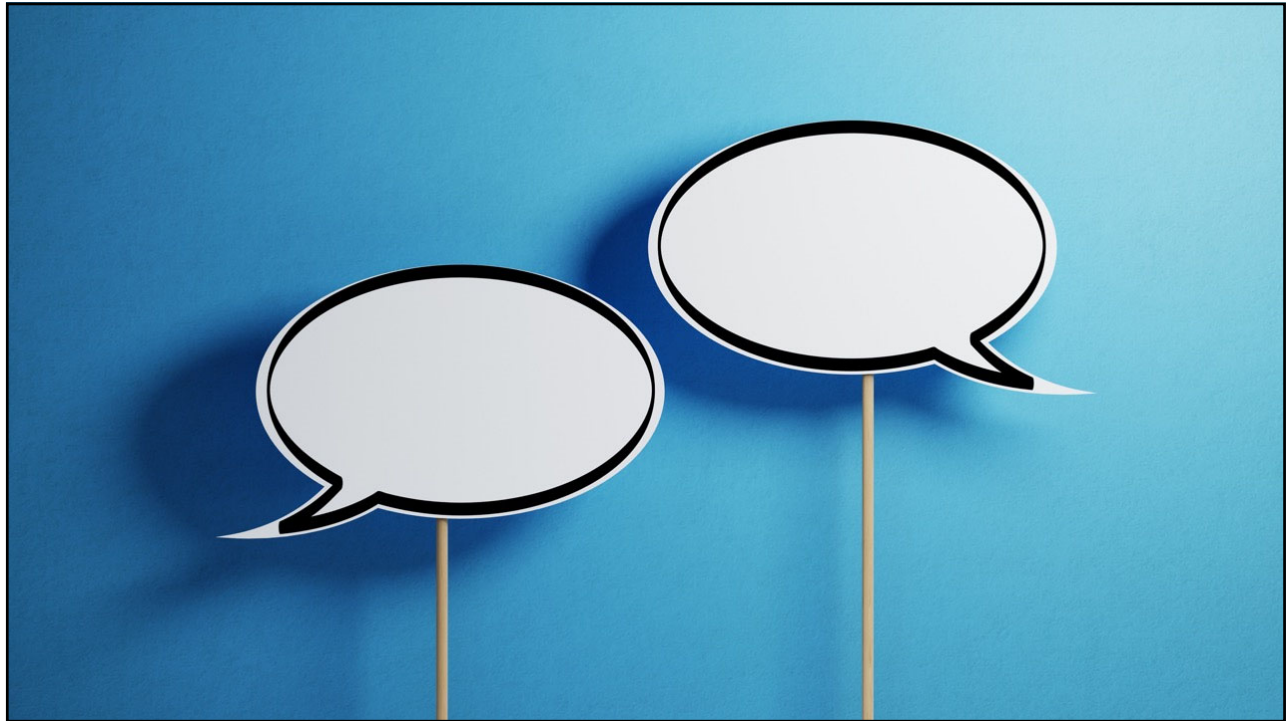
Examples of Positive Experiences at Worksites

- Opening meetings focusing on employee strengths and contributions
- Team members laughing with each other
- Supervisors expressing positive connections with coworkers
- Being mindful and present at meetings
- Validating challenging experiences and emotions
- Making time to express gratitude for each other
- Asking about partners, families and out of work interests
- Taking time to reflect on positive experiences



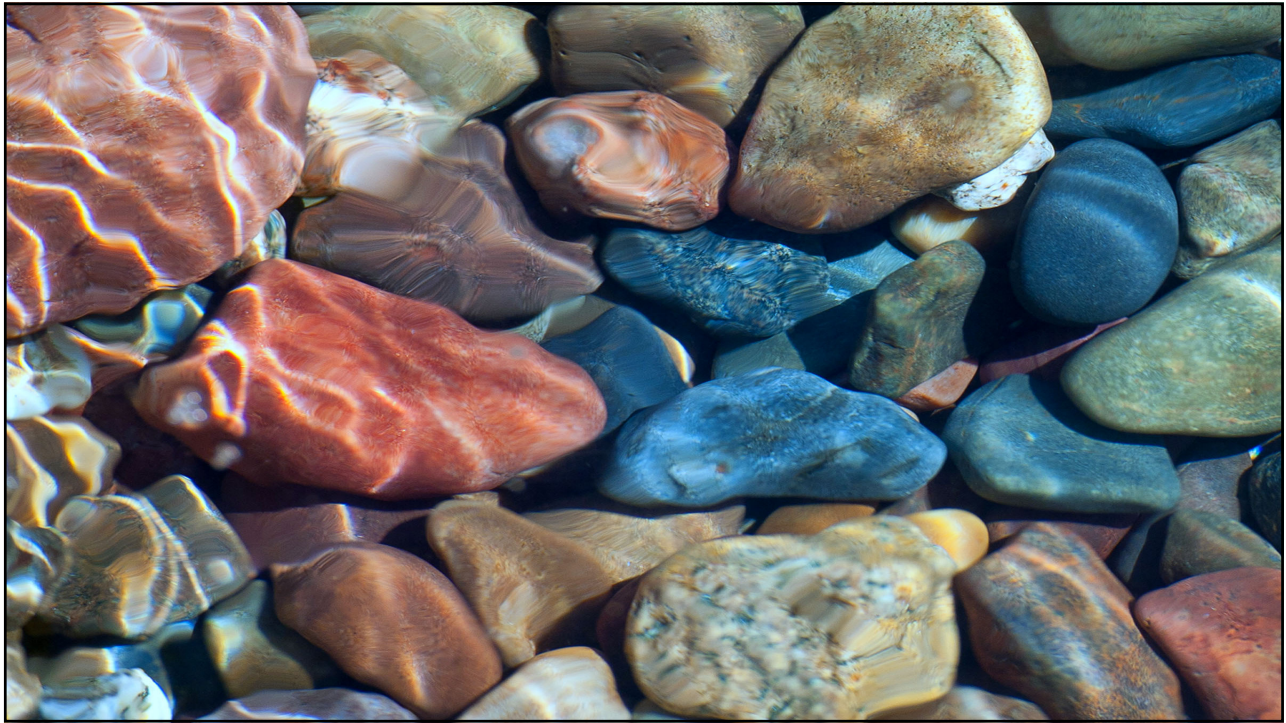
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GROUP DISCUSSION ACTIVITY

Why is growing positive experiences in the workplace critical for Psychological Health and Safety (PHS)?





Increase
Positive
Community
Norms


HOPE

What Positives Do You Want To Grow?

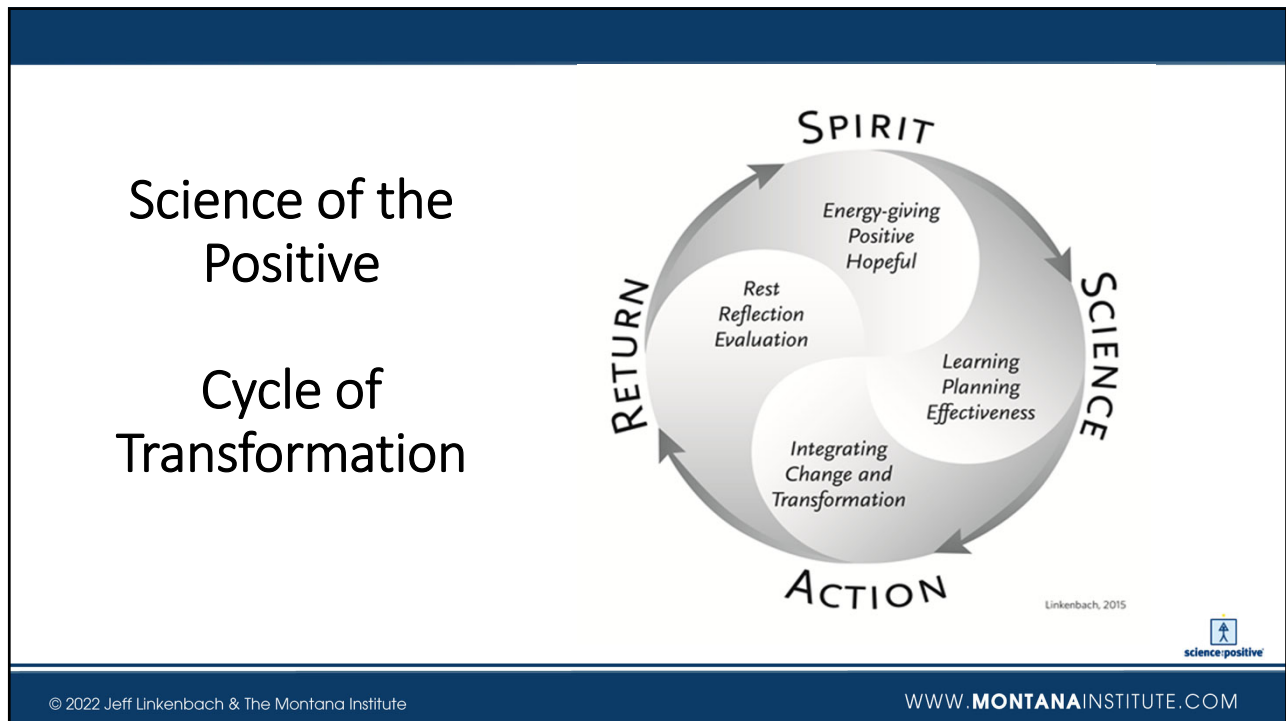
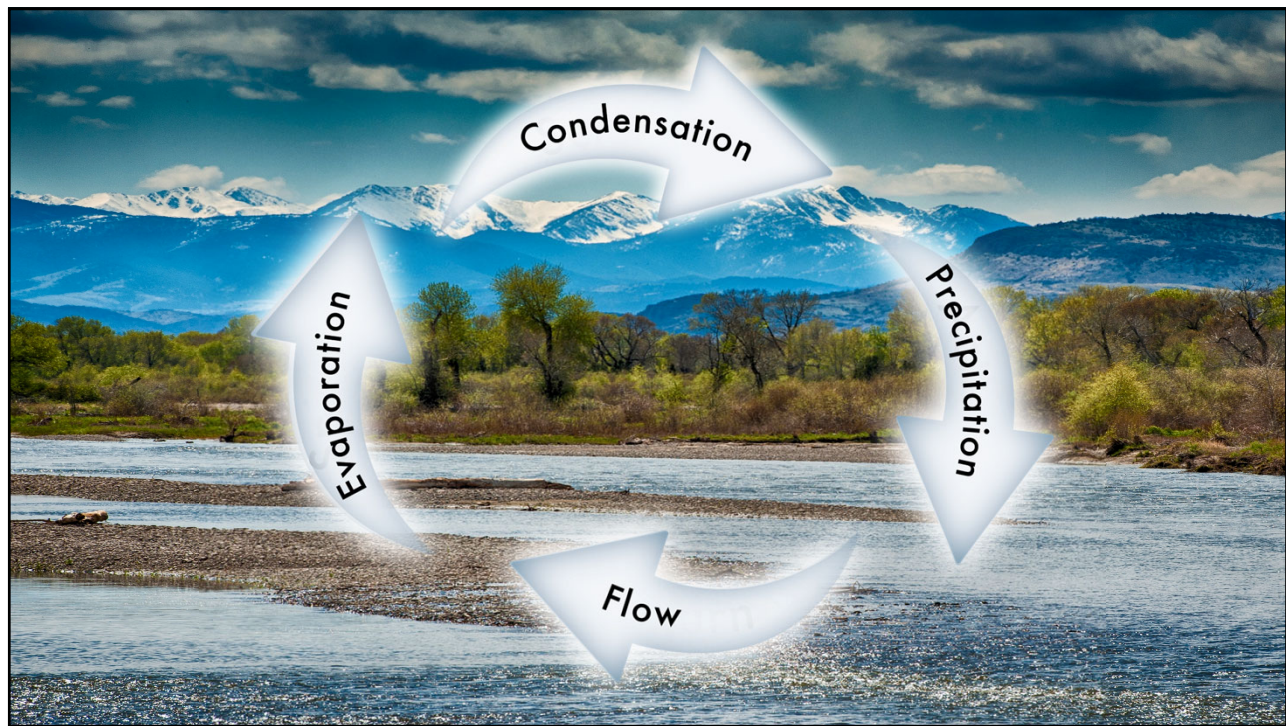
Linkenbach, 2016 

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The Cycle of Transformation



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Guiding Questions

Spirit

What will be the spirit of our work?

Science

How will we approach the science?

Action

What will be our actions?

Return

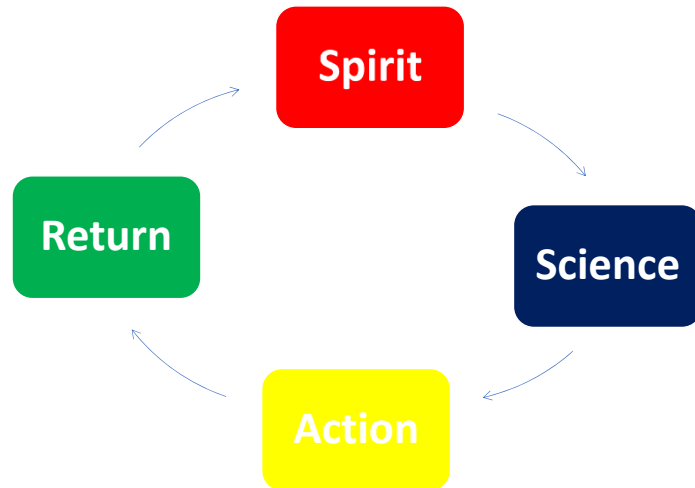
What returns will we seek?



What will be the “**spirit**” of our work?



Science of the Positive – Cycle of Transformation



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- New Data
- Pilot Test Billboard
- Strategic Planning
- Grant Funding Opportunities
- Upcoming Training Opportunities

Next Meeting Date? _____

Coalition to empower our youth to make positive choices and be alcohol, tobacco and drug free.

AGENDA

1. Call to order
2. Agenda approval
3. Financial report

SPiRiT-

- Introductions- What is your on... joy?
- Video- "Embrace Life"

SCIENCE-

- New Data
- Pilot Test Billboard

ACTION-

- Policy Progress
- Finalize Communication Plan
- Strategic Planning
- Grant Funding Opportunities

RETURN-

- Event Review
- Upcoming Training Opportunities
- Next Meeting Date? _____

Spirit

Science

Action

Return

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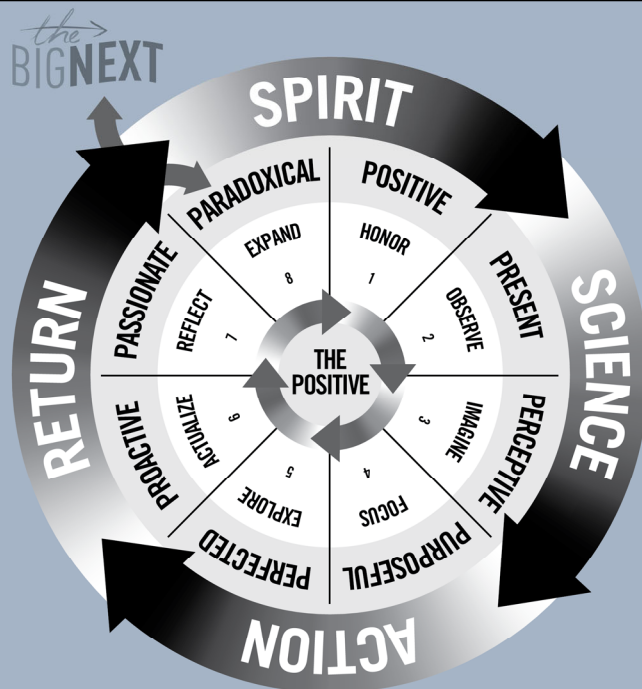
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ACTION

THE SCIENCE OF THE POSITIVE FRAMEWORK



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Core Principle #1 Be Positive

Be Positive. Connect with and honor each other and welcome honest feedback so people feel safe enough to be vulnerable and speak up.



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Core Principle #2

Be Present

Be Present. Be here now.
Give the gift of your
presence and attention.
Observe what is happening
in this moment.



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Core Principle #3

Be Perceptive

Be Perceptive. Notice and
attend to workers' feelings and
emotions. Imagine great
outcomes. Think Spirit first.



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Core Principle #4 Be Purposeful

Be Purposeful and focus on establishing norms of PHS. Know and speak your BIGGER WHY.



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Core Principle #5 Be Perfected



Be Perfected (not perfect). Model that mistakes are okay. Explore ways to be safe enough to grow and improve.

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Core Principle #6 Be Proactive

Be Proactive (not reactive).
Establish workplace cultures
and processes that actualize
safety, stability and nurturing.



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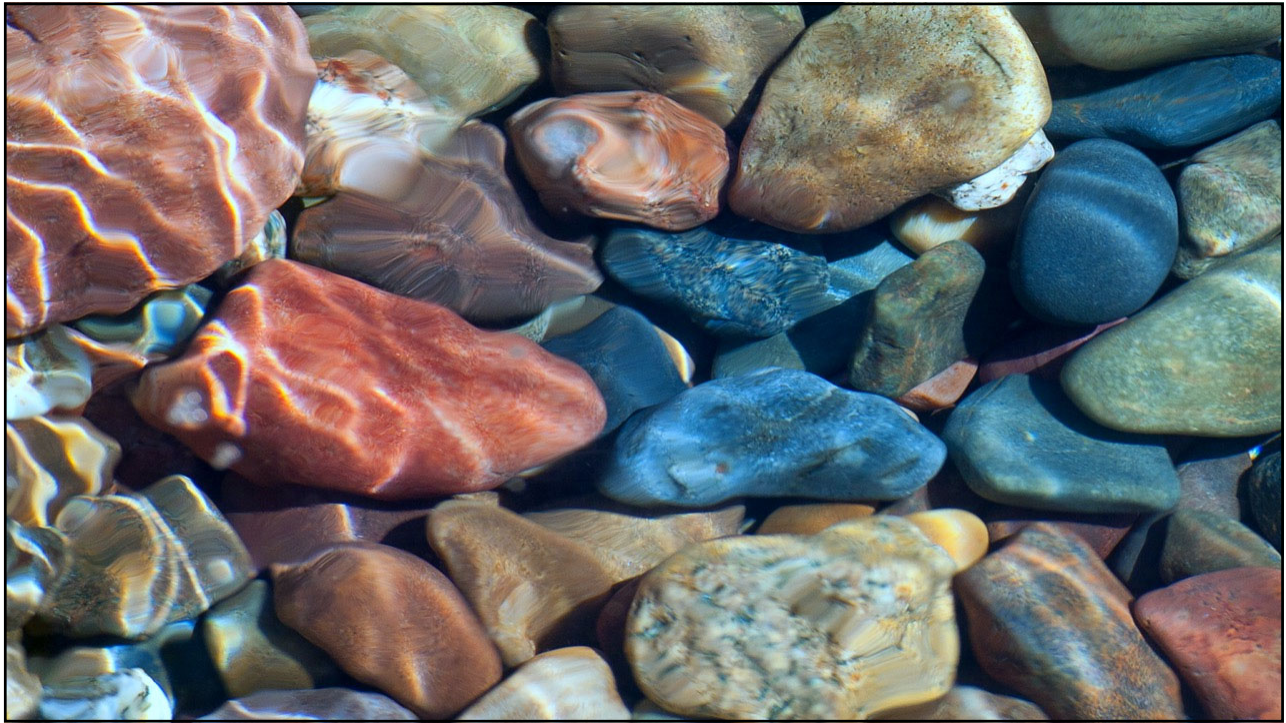
Core Principle #7 Be Passionate

Be Passionate and authentic
about workplace PHS. Reflect
and share your joy and energy.
Compassion matters.



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RETURN

What We Focus On Becomes Our Reality



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We Are So
Much More
Than Our
Adversity



Healing and solutions are in ourselves - our relationships - communities – cultures & all our relations...



We are the medicine



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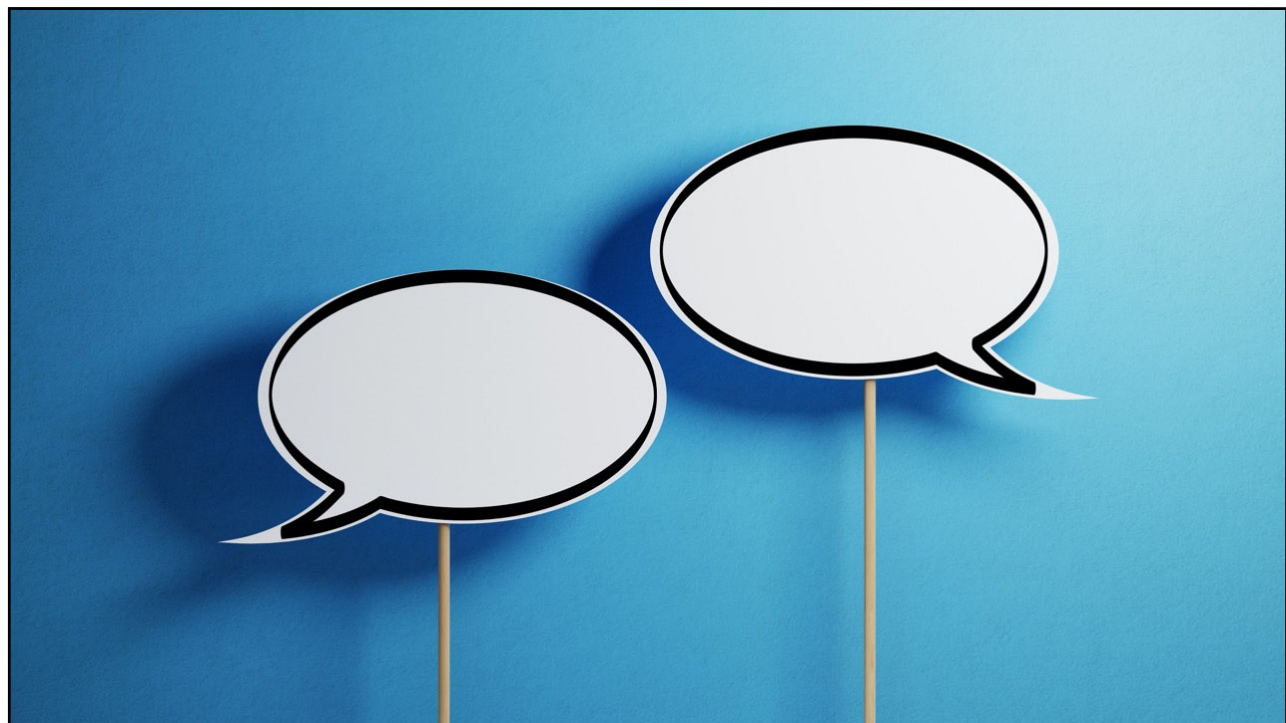


WE CAN DISCOVER...
ITS NEVER TOO LATE
TO HAVE A
PYSCHOLOGICALLY
SAFE WORKPLACE



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GROUP DISCUSSION ACTIVITY

What are some of the BIG things you heard and what will you do differently?

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the
MONTANA
Summer
INSTITUTE

June 20-23, 2023

Save the date, registration opens soon!

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