

Using Strengths, Prevention, Empowerment and Community Change (SPEC) to Promote Family Well-Being

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Definition of Well-Being

- Well-being is a positive state of affairs in individuals, relationships, organizations, communities, and the natural environment, brought about by the simultaneous and balanced satisfaction of material and psychological needs; and by the behavioral manifestation of material and psychological justice in these five ecological domains.

Definition of Social Justice

- Cardinal question of justice is whether there are
- *“any clear principles from which we may work out an ideally just distribution of rights and privileges, burdens and pains, among human beings as such”* (Sedgwick, 1922, p. 274).
- ***To each his or her due*** (Miller)

Well-Being \leftrightarrow Justice

Well-Being is enhanced by	Justice is enhanced by opportunity to
Self-determination	Experience voice and choice, participate in decision making
Caring and compassion	Experience nurturing relationships free of abuse
Equality and freedom	Benefit from fair and equitable distribution of resources and burdens

Ecological Model of Well-Being

	Sites of Well-Being				
	Individual	Relational	Organizational	Communal	Environmental
Objective signs	health	networks	resources	social capital	low emissions
Subjective Signs	efficacy	voice	support	belonging	safety
Values as source and strategy	autonomy	caring	participation	diversity	protection of resources
Justice as source and strategy	My due /Our due	Your due /Our due	Its due/Our due	Their due /Our due	Nature's due /Our due

Ecological Model of Well-Being: Some positive and negative factors

	Sites of Well-Being				
	Individual	Relational	Organizational	Communal	Environmental
Objective signs	+health - illness	+networks -isolation	+resources - lack of resources	-social capital -lack of trust	+clean air -pollution
Subjective signs	+efficacy -lack of control	+voice -repression	+support -isolation	+belonging -rejection	+safety -fear
Values as source and strategy	+autonomy -lack of power	+caring -neglect	+participation -marginality	+diversity -discrimination	+protection of resources -depletion of resources
Justice as source and strategy	My due/Our due	Your due/Our due	Its due/Our due	Their due/Our due	Nature's due/Our due

How can we promote family well-being?

■ Proximal caring

- Caring
- Compassion
- Empathy
- Therapy

■ Distal caring

- Justice
- Equality
- Liberation
- Social action

Balancing amelioration with transformation

■ AMELIORATION

- Treatment
- Symptoms
- In the office
- Charity
- Individualistic
- Passive victim
- Neglects Power

■ TRANSFORMATION

- Prevention
- Root causes
- In natural setting
- Justice
- Communitarian
- Agents of change
- Attends to Power

Changing how we work

From DRAIN

- Deficit orientation
- Reactive
- Alienation
- Individual change

To SPEC

- Strengths-based
- Primarily Prevention
- Empowerment
- Community change

The Grameen Bank

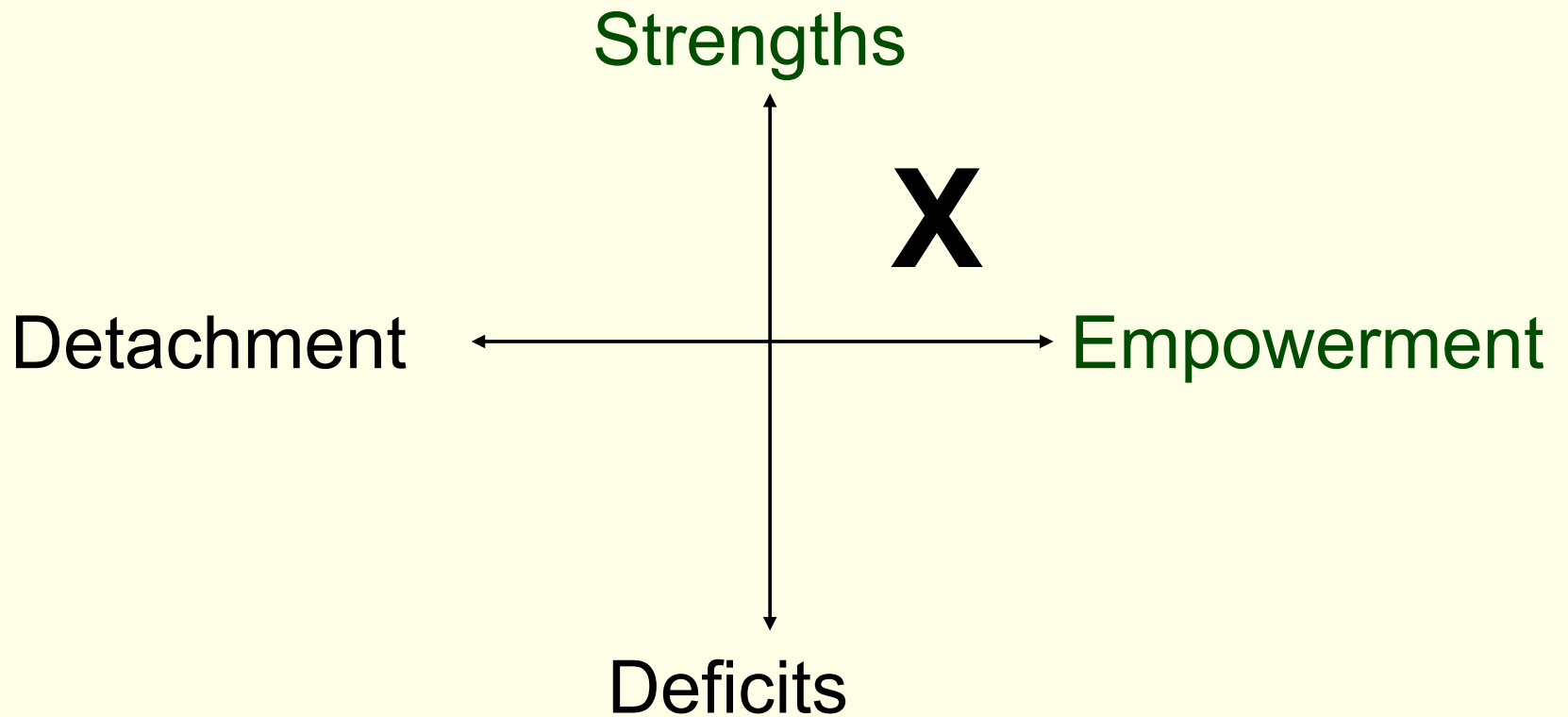
- Muhammad Yunus gave credit to poorest of poor in Bangladesh
- Grew Grameen Bank to 5 million people cooperative
- Lifted millions of families out of indigence



Yunus helping women to help themselves



How can we balance our work with individuals?



Affirmation Field in Helping Professions

Strength

Quadrant IV
Examples:
Just say no! You can do it!
Cheerleading approaches,
Make nice approaches

Quadrant I
Examples:
Voice and choice in
celebrating and building
competencies, recognition of
personal and collective
resilience

Detachment

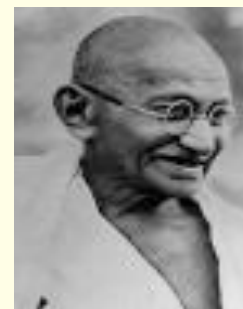
Empowerment

Quadrant III
Examples:
Labeling and diagnosis,
“patienthood” and clienthood,
citizens in passive role

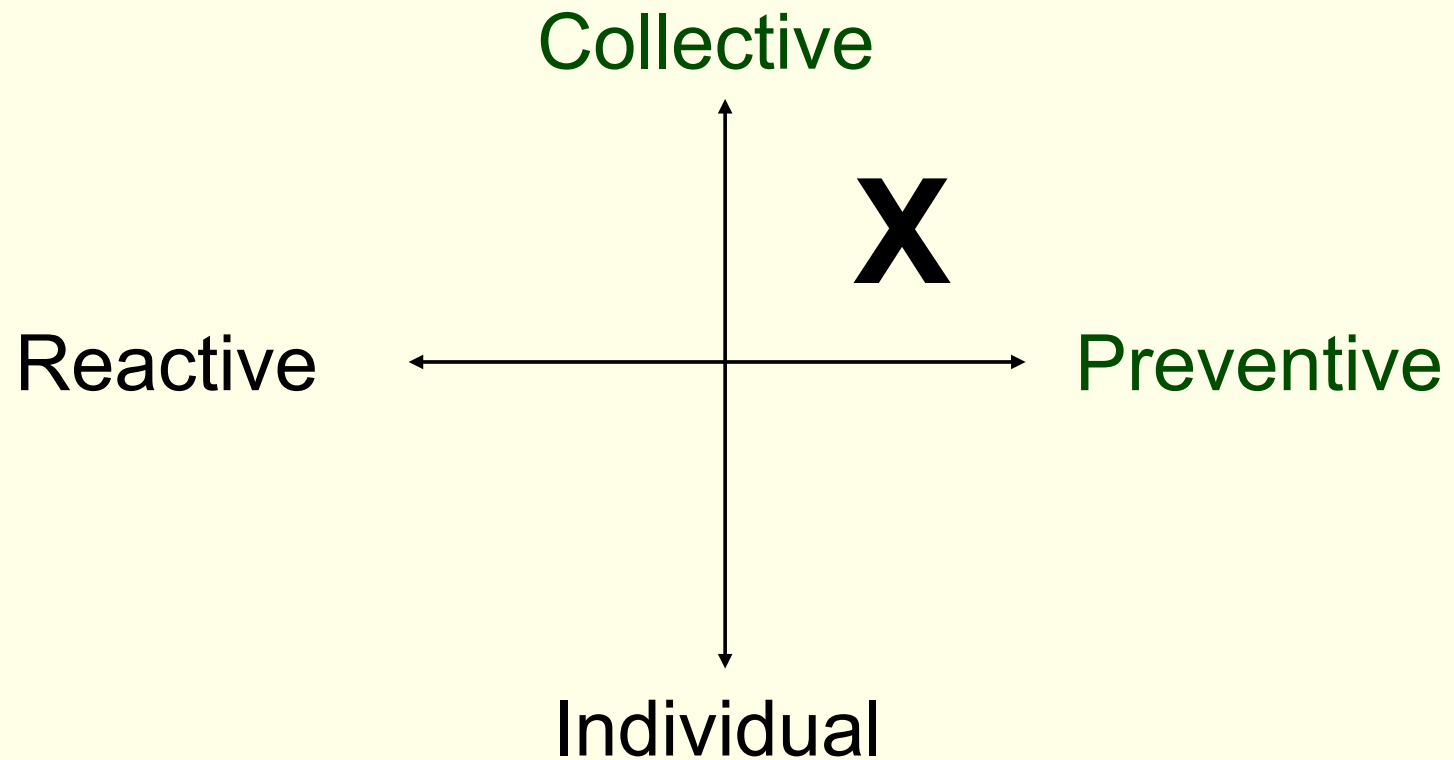
Quadrant II
Examples:
Voice and choice in deficit
reduction approaches,
participation in decisions
how to treat affective
disorders or physical
disorders

Deficit

Strengths, Prevention, Empowerment, Community change



How can we balance our work in the community?



Contextual Field in Helping Professions

Collective

Quadrant IV

Examples:
Food banks, shelters for homeless people, charities, prison industrial complex

Quadrant I

Examples:
Community development, affordable housing policy, recreational opportunities, high quality schools and health services

Reactive

Quadrant III

Examples:
Crisis work, therapy, medications, symptom containment, case management

Proactive

Quadrant II

Examples:
Skill building, emotional literacy, fitness programs, personal improvement plans, resistance to peer pressure in drug and alcohol use

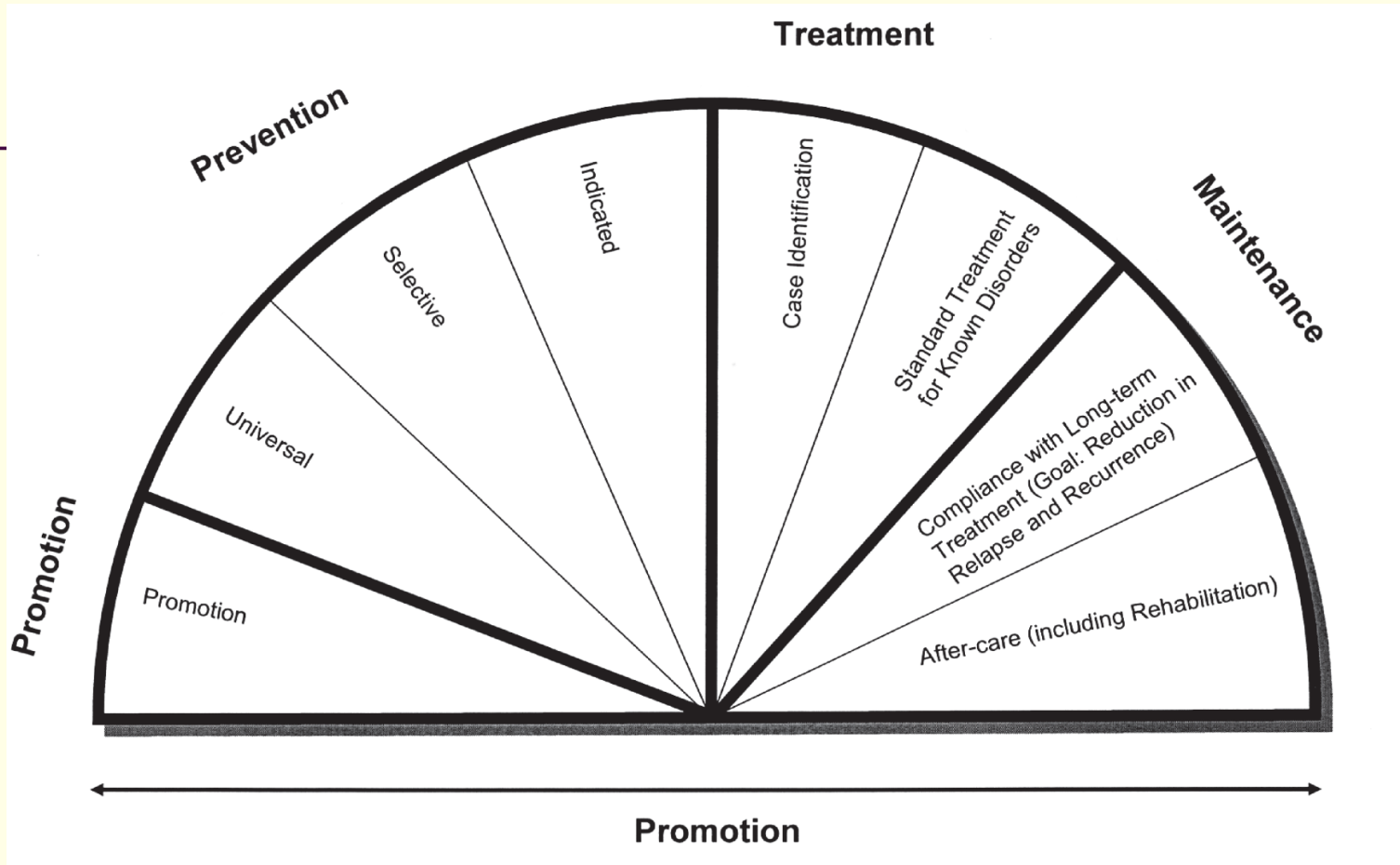
Individualistic

9/7/1854...Removing the Handle

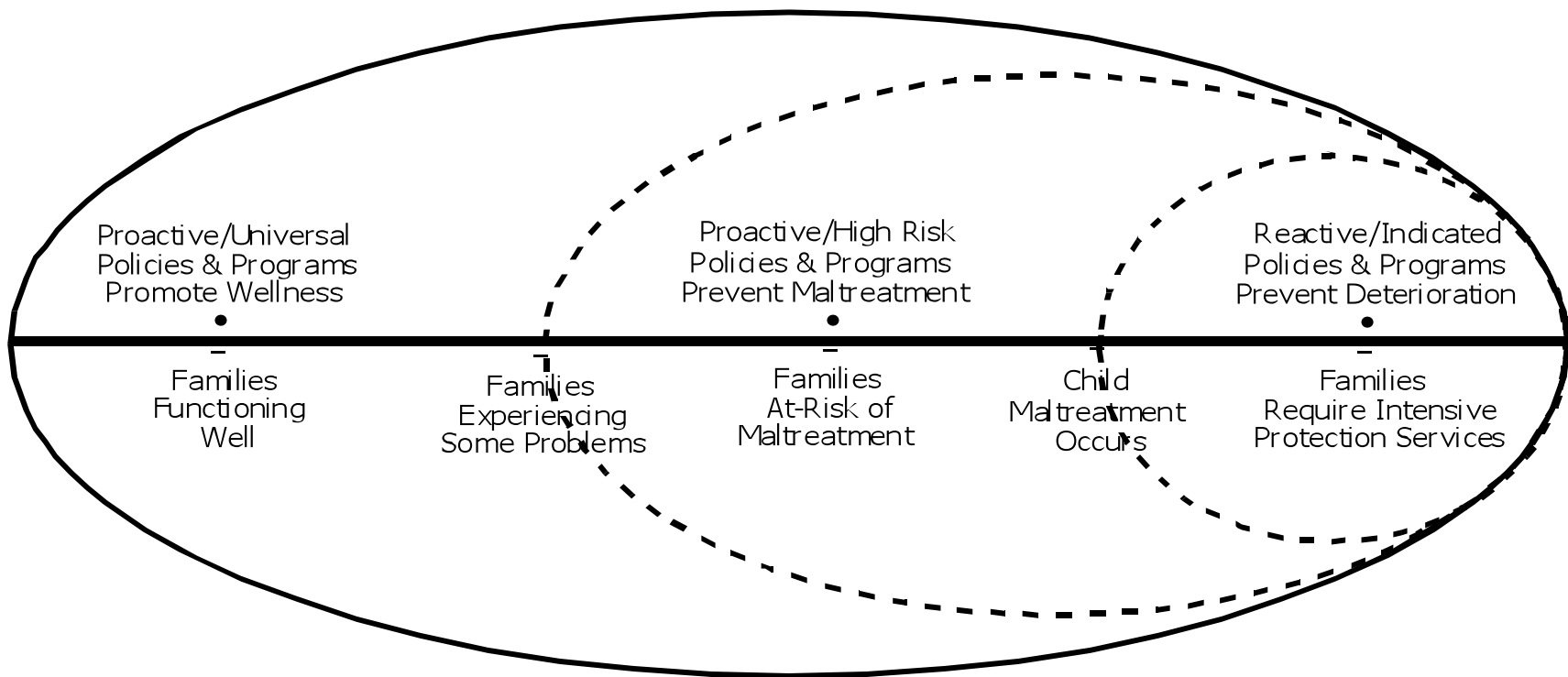


Getting To The Bottom Of It....

- No mass disorder, afflicting humankind, has ever been eliminated, or brought under control, by treating the affected individual
- HIV/AIDS, poverty, child abuse, powerlessness are not eliminated one person at a time.

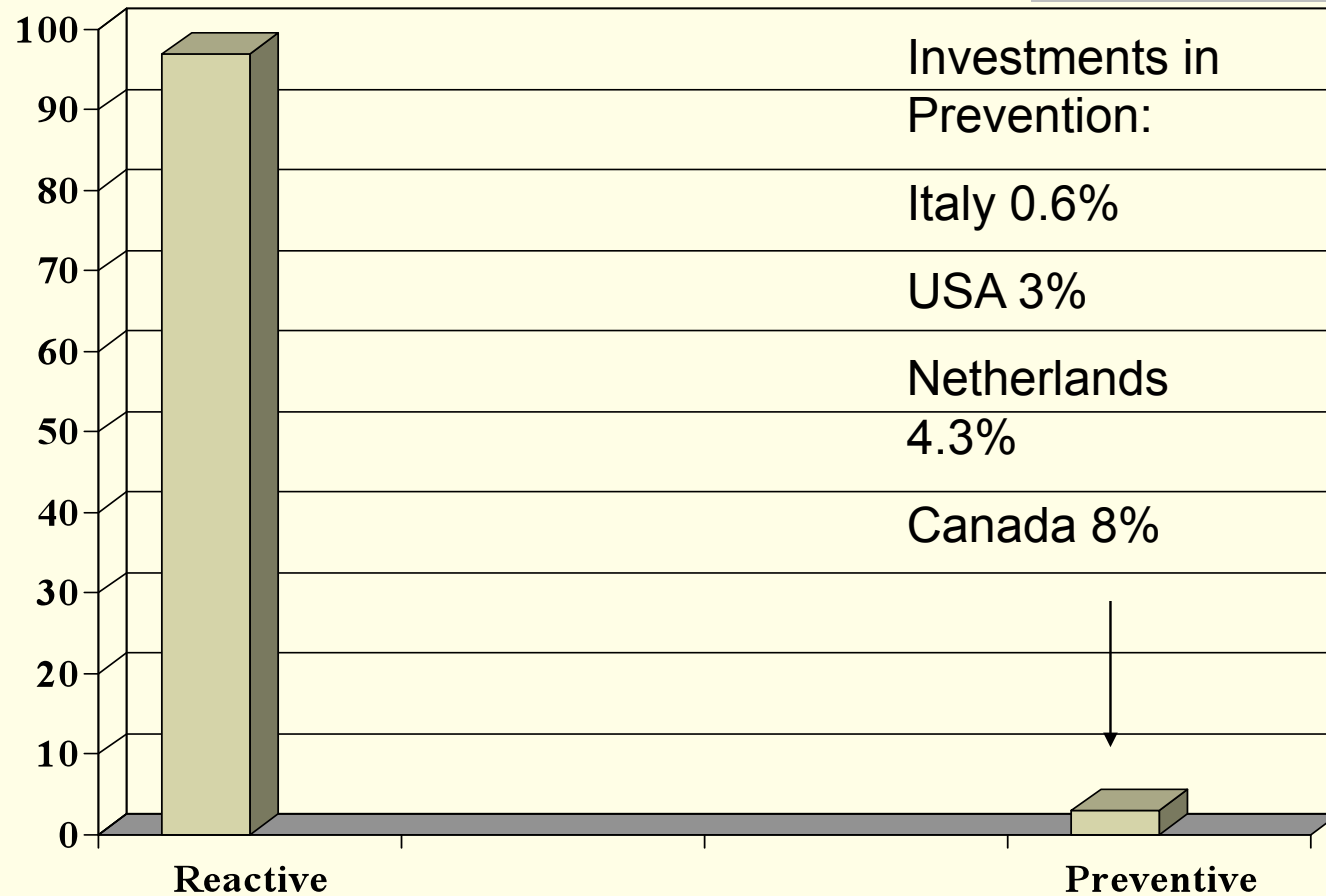


PROMOTION—PREVENTION— PROTECTION CONTINUUM

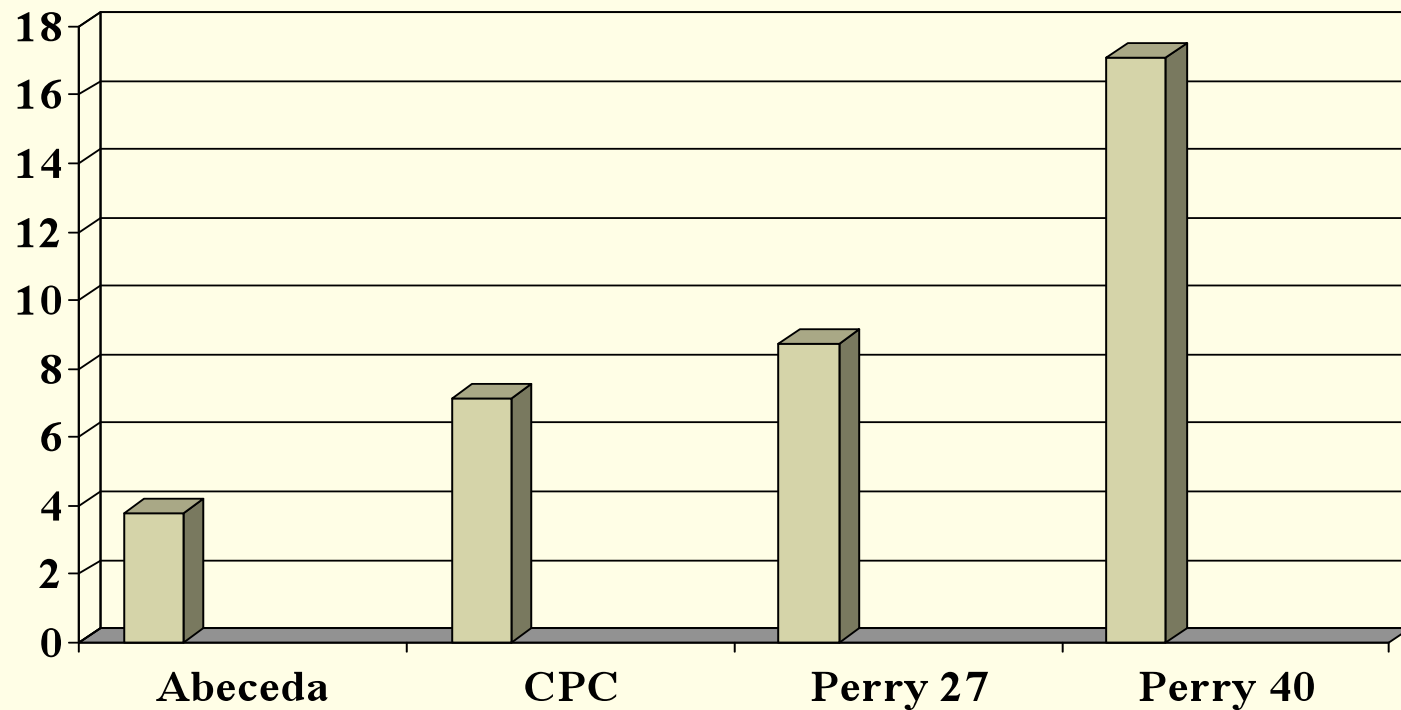


Too much reaction, not enough prevention

Investments in Reactive vs. Proactive Interventions in Health and Community Services (Nelson et al, 1996; OECD, 2005; de Bekker-Grob et al., 2007)



Ratio of Benefits to Costs in National Exemplary Prevention Models (Lynch, 2007, page 19)



Values that support SPEC in Practice

Domain Values	Questions
PREVENTION Caring and compassion	Does it promote the expression of care, empathy, and concern for the physical and emotional wellbeing of other human being?
EMPOWERMENT Self-determination	Does it promote the ability of individuals to pursue their chosen goals without excessive frustration and in consideration of other people's needs?
STRENGTH Human diversity	Does it promote respect and appreciation for diverse social identities?
EMPOWERMENT Participation	Does it promote a peaceful, respectful, and equitable process whereby citizens have meaningful input into decisions affecting their lives?
COMMUNITY CHANGE Social justice	Does it promote the fair and equitable allocation of bargaining powers, resources and obligations in society?

Values that support SPEC in Policies and Programs

Values	Policies
EMPOWERMENT Self-determination	Devise policies in consultation with community stakeholders
PREVENTION Health	Facilitate access to health care services through universal and outreach programs
STRENGTH Personal growth	Establish policies for teaching employment skills and for accessible recreational and educational opportunities
COMMUNITY CHANGE Social justice	Implement equitable policies and taxation laws that provide adequate resources to the poor
COMMUNITY CHANGE Support for enabling community structures	Promote policies that strengthen high quality basic community services such as education, health and income security
STRENGTH Respect for diversity	Promote inclusive work and social policies that do not discriminate on basis of marital status, gender, ability, sexual orientation, class, culture, or any other source of social power
EMPOWERMENT Collaboration and democratic participation	Promote educational policies that teach importance of civic duties and skills required for meaningful participation in democracy

Miami SPEC project: www.specway.org

Organizational conditions leading to transformative practice: Findings from a multi-case study, action research investigation

■ University of Miami SPEC Team

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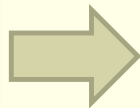
What is transformative practice?

- In the context of community, educational, health, and human service organizations, we define transformative practice as consisting of four principles
 - Strengths
 - Prevention
 - Empowerment
 - Community change

Context of Investigation

- Action research with 5 community based organizations (CBOs) to promote **S**trengths, **P**revention, **E**mpowerment, **C**ommunity Change
- Three year study consisting of
 1. Training
 2. Team work
 3. Consultation
 4. Professional development
 5. Action research

Emerging findings



INTERVENTIONS TO PROMOTE SPEC

Training

T Team

Consultati on

Acti on
Research

Professional
Development



ORGANIZATIONAL CONDITIONS

Climate

Resources

Support

Consciousness



OUTCOME: SPEC IN THE COMMUNITY

Strength based
approaches

Preventi ve
approaches

Empowering
approaches

Community change
approaches

Organizational Conditions for Transformative Practice

Resources

Organizational
Financial
Human

Effective

Climate

Reflective

Generic Conditions

Affirmative

Leadership

Board

Support

Funders

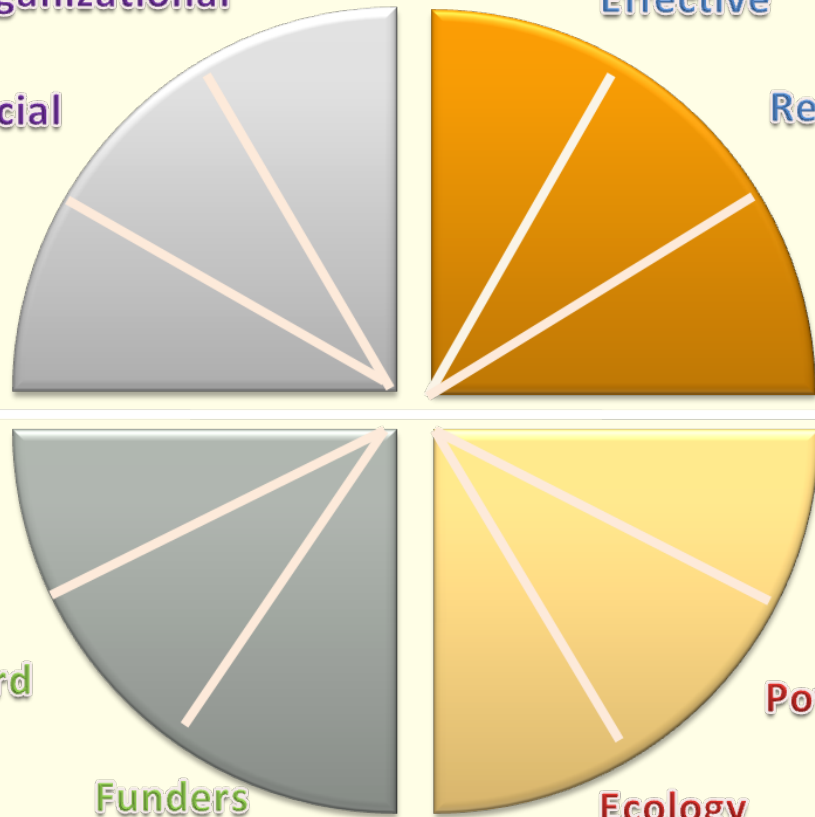
Justice

Power

Specific Conditions

Consciousness

Ecology



Stages of Organizational Change

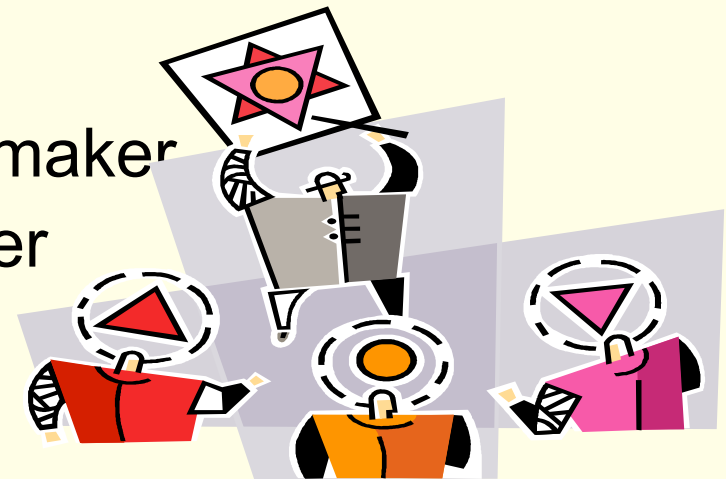
1. Create Sense of Urgency
2. Build the Guiding Team
3. Get the Vision Right
4. Communicate for Buy-In
5. Empower Action
6. Create Short Term Wins
7. Don't Let Up
8. Make Changes Stick



Skills for Organizational Change

I VALUE IT

- Inclusive host
- **V**isionary
- **A**sset seeker
- **L**istener and sense maker
- **U**nique solution finder
- **E**valuator
- **I**mplementer
- **T**rendsetter



It's like Venice.....



Venice's Lesson

- “The psychotherapist, social worker or social reformer, concerned only with his own clients and their grievance against society, perhaps takes a view comparable to the private citizen of Venice who concerns himself only with the safety of his own dwelling and his own ability to get about the city. But if the entire republic is slowly being submerged, individual citizens cannot afford to ignore their collective fate, because, in the end, they all drown together if nothing is done” (Badcock, 1982)