



A Kempe Center Organizational Intervention

# Be Well. Do Well. Stay Awhile.

## How to Build an Engaged, Resilient Organization

### ABOUT OUR PROGRAM

Human services organizations are in an unprecedented time of burnout, turnover, and challenges in recruiting and retaining staff at every level. To support workforce resilience, the Kempe Center has developed an evidence-based framework and strategies that organizations can use to build a positive work culture that helps to retain an engaged workforce. This organizational intervention was designed to impact the three drivers of workforce resilience: individual behavior, workplace culture, and leadership. The program blends strategies for coping from occupational stress research with approaches for thriving from positive psychology and neuroscience.



#### Individual Habits

The focus of the intervention begins at the individual habit level to create significant buy-in from staff. Habits allow us to accomplish the important behavioral regimen that science has proven lead to increased levels of positivity and resilience. Participants will experiment with the key behaviors that move their own baseline levels of positivity to a higher plane.



#### Work Routines

Work routines are the organizational equivalent of habits, so the training then shifts to how positivity can be embedded into the daily tasks of the workforce. Participants develop structured plans to instill positive principles and practices into the typical day to bring the benefits of positivity to their team and the whole organization. This allows organizations to move resilience training from well-being programs to longer-term initiatives that define and build the cultures we need in our organizations for resilience to persist.



#### Leadership Skills

Lastly, studies consistently show that more than half of all initiatives end in failure. Many of those initiatives rely heavily—even overwhelmingly—on leadership skills such as walking the talk and careful communication plans. Yet such an approach by itself often falls short. Success is more likely if leaders take the time to facilitate change by carefully identifying the new behaviors that change will require from people (at all levels) and then designing the work environment to encourage and reinforce exactly those behaviors.

It might feel naïve in these times to emphasize positivity and happiness. However, decades of research in positive psychology clearly show that **happiness leads to greater resilience, better critical thinking, more creativity, and myriad other emotional, physical, mental, and relational benefits.** With this organizational intervention you can have these types of results, which all lead to increased retention of your team.

Contact Dan Comer, the Workforce Manager at Kempe ([daniel.comer@cuanschutz.edu](mailto:daniel.comer@cuanschutz.edu)), to discuss ways to bring this research-based, motivational, (and fun!) intervention to your organization!

