

# 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 ↔ Justice

<b>Well-Being</b> is enhanced by	<b>Justice</b> 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	<b>My due /Our due</b>	<b>Your due /Our due</b>	<b>Its due/Our due</b>	<b>Their due /Our due</b>	<b>Nature's due /Our due</b>

# 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	<b>My due/Our due</b>	<b>Your due/Our due</b>	<b>Its due/Our due</b>	<b>Their due/Our due</b>	<b>Nature's due/Our due</b>

# 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

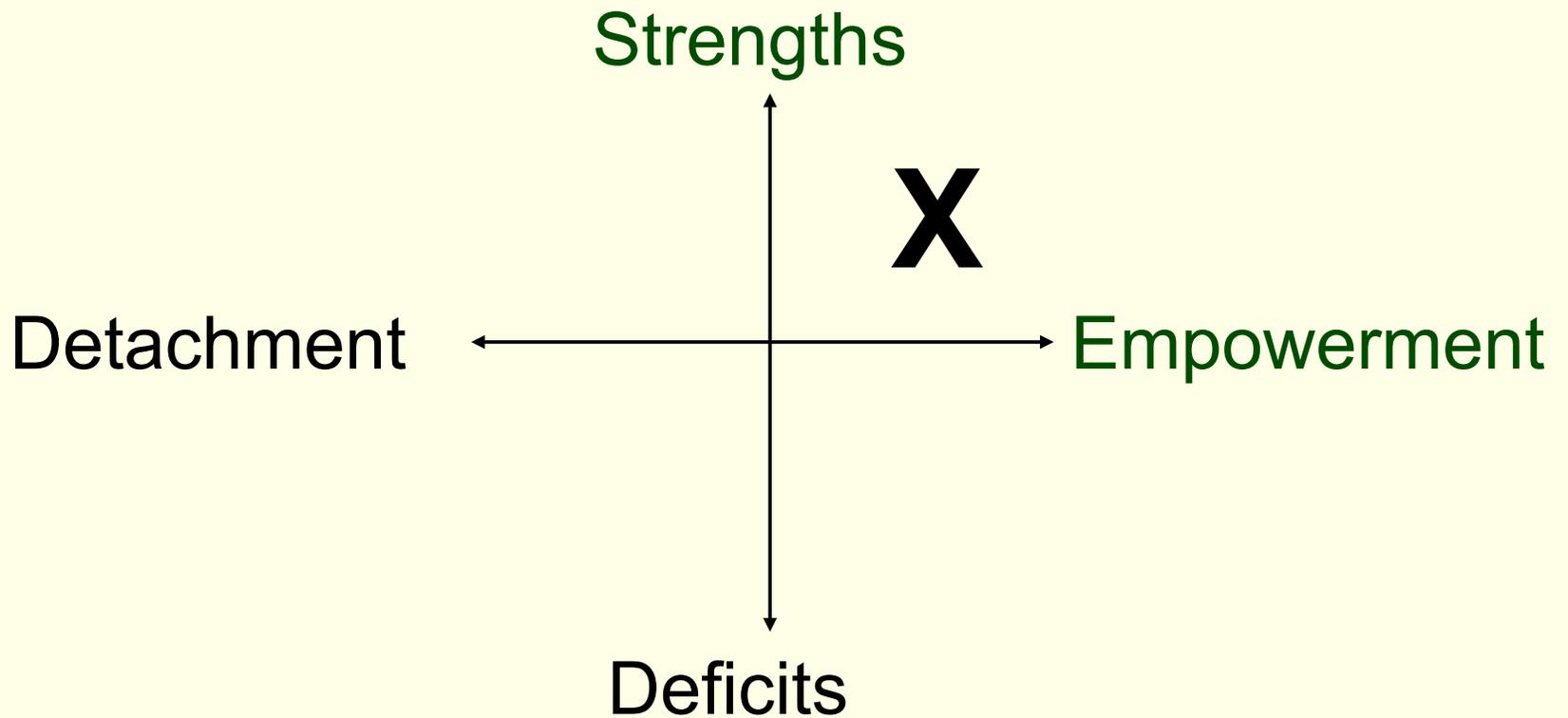


# Yunus helping women to help themselves

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# 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**

Quadrant III

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

**Empowerment**

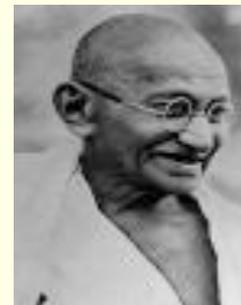
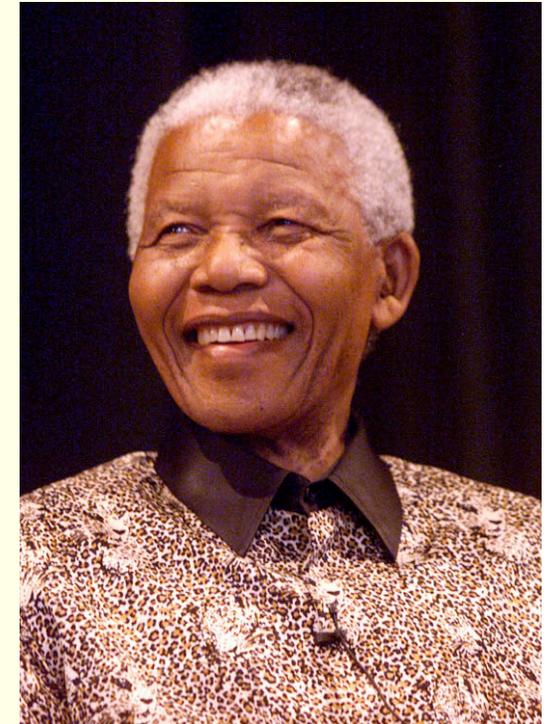
Quadrant II

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

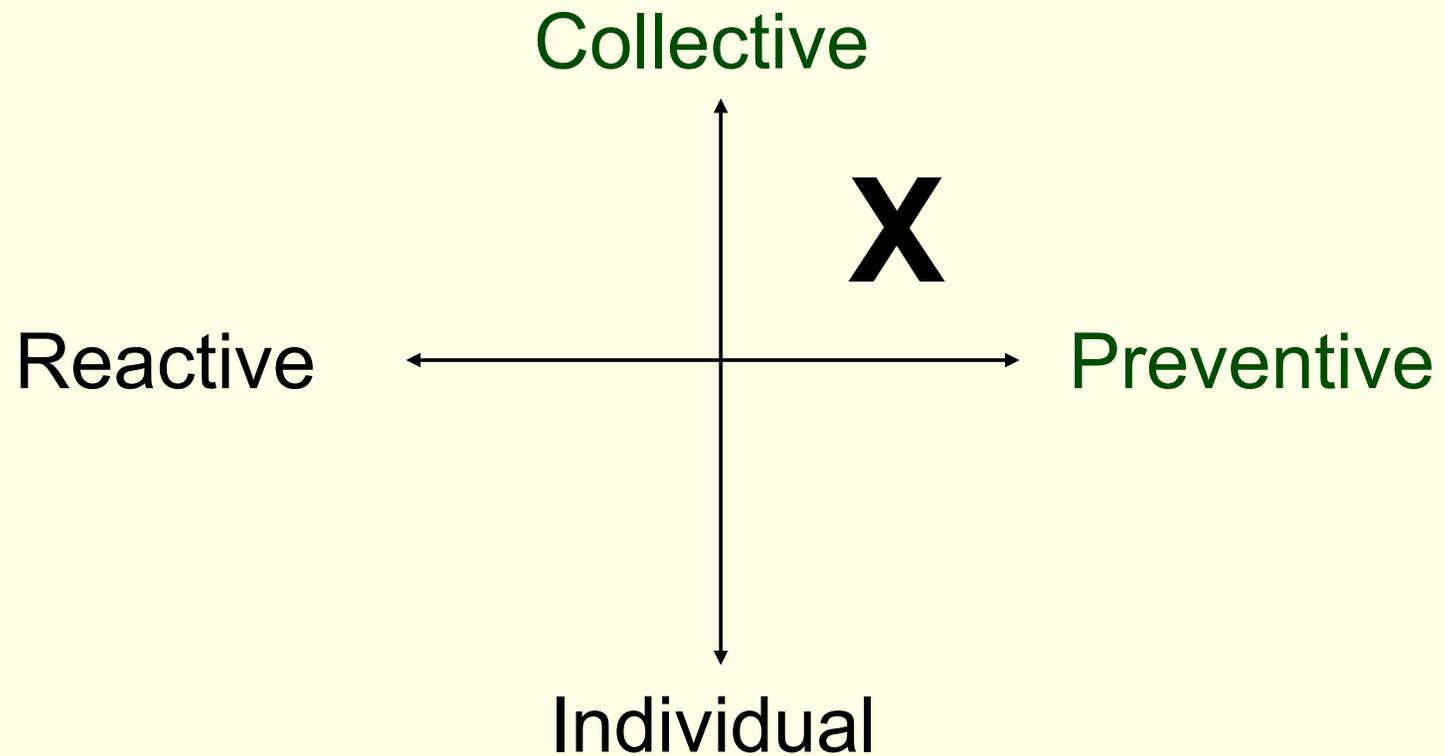
**Deficit**

# Strengths, Prevention, Empowerment, Community change

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# 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

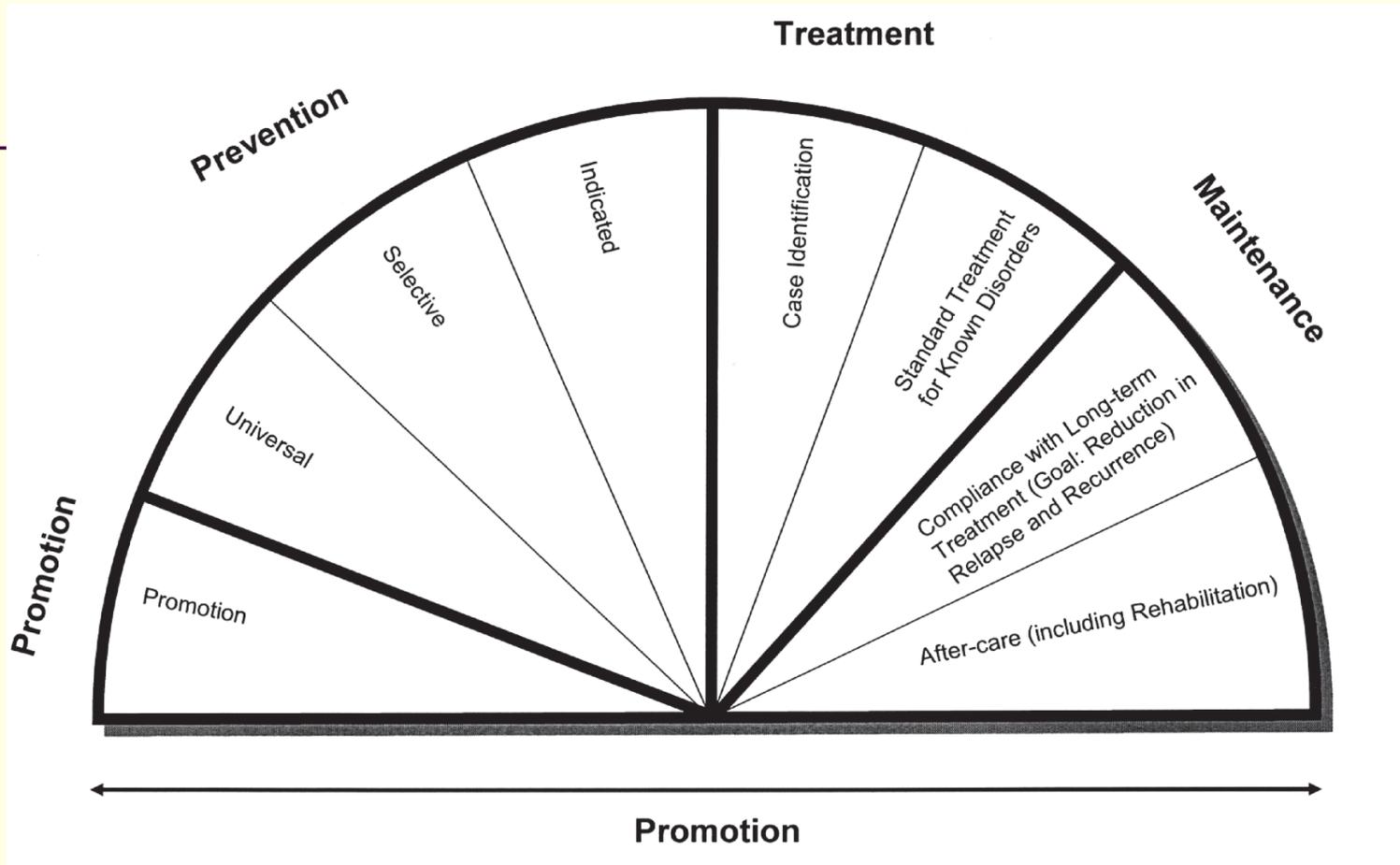
**Individualistic**

# 9/7/1854...Removing the Handle

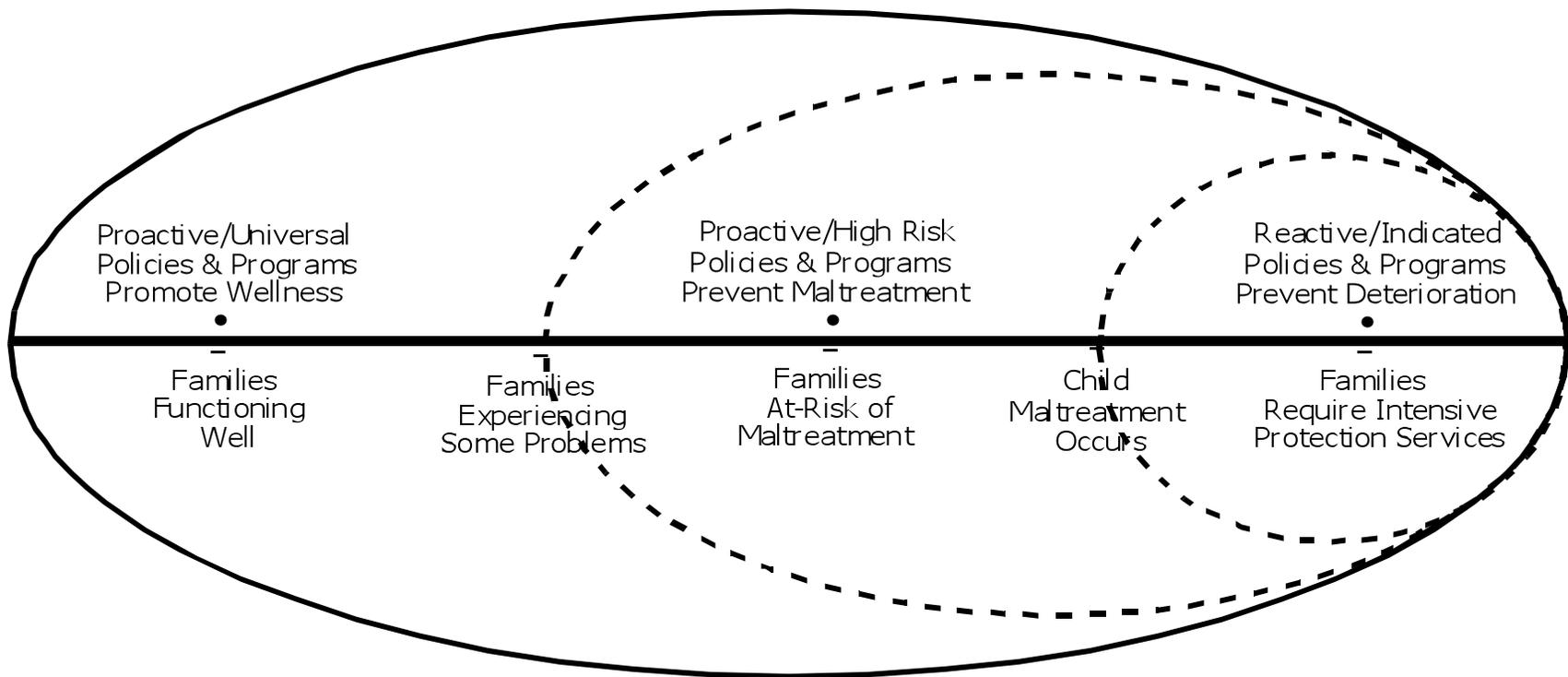


# Getting To The Bottom Of It....

- 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.

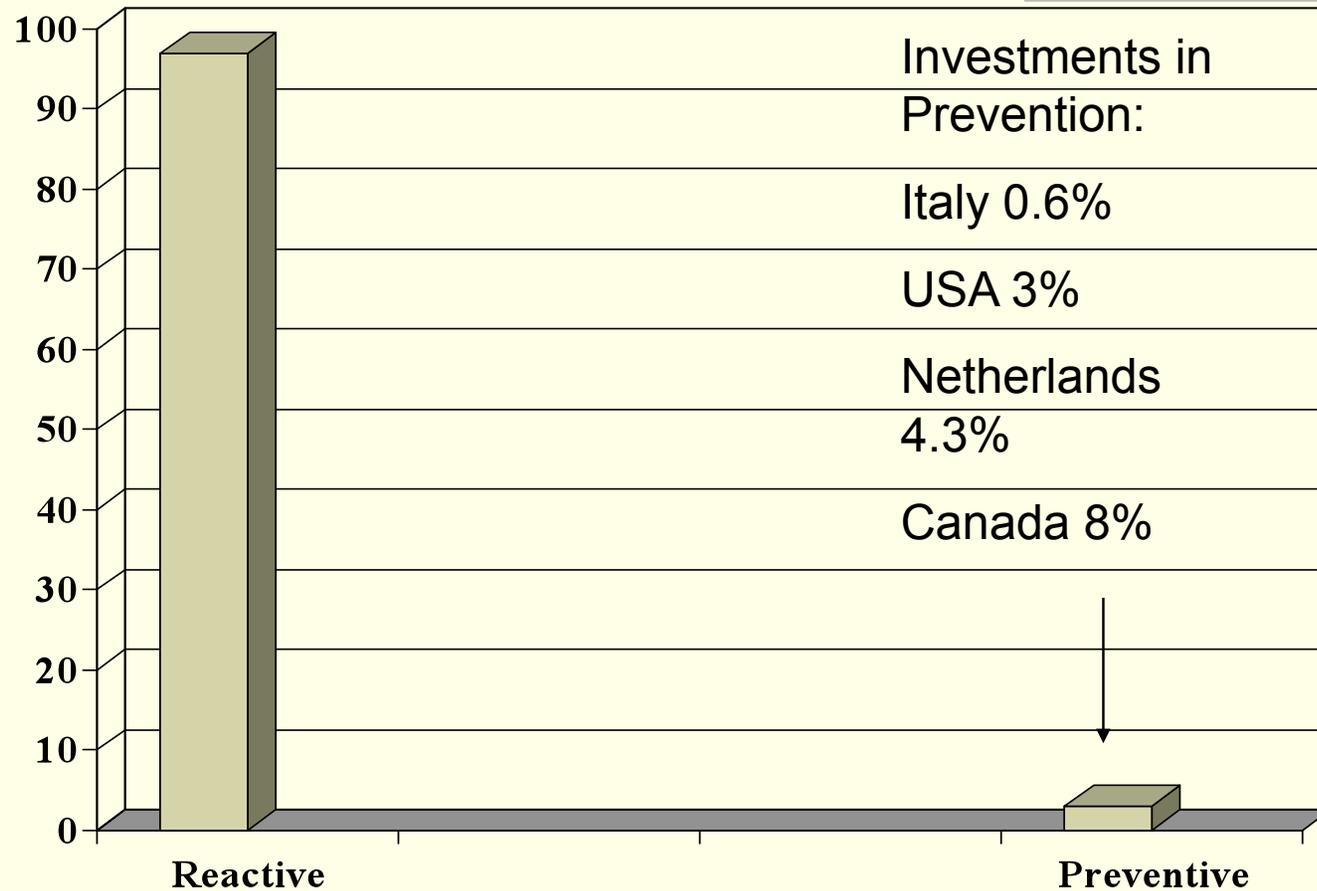


# PROMOTION—PREVENTION— PROTECTION CONTINUUM

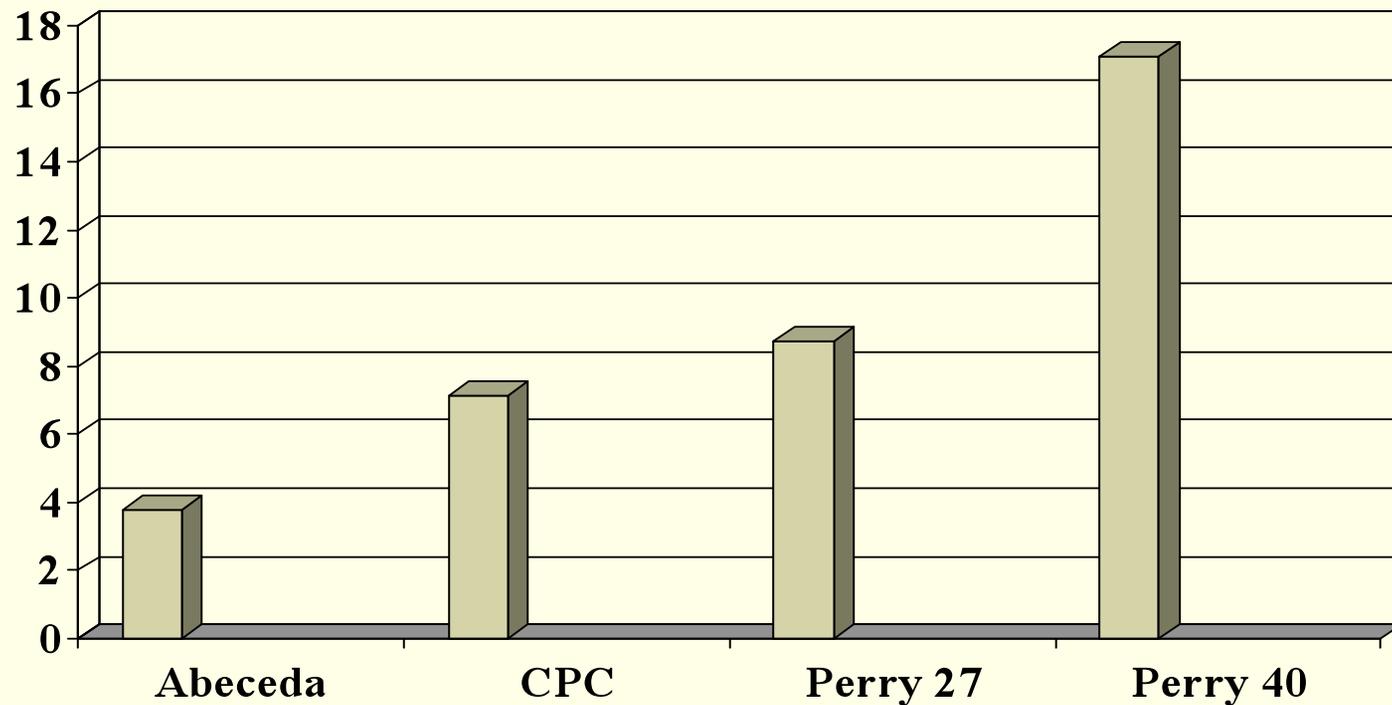


# Too much reaction, not enough prevention

## 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

<b>Domain</b> Values	<b>Questions</b>
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

<b>Values</b>	<b>Policies</b>
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](http://www.specway.org)

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

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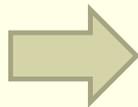
# What is transformative practice?

- 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

Reflective

Climate

**Generic Conditions**

Affirmative

Leadership

Board

Support

Funders

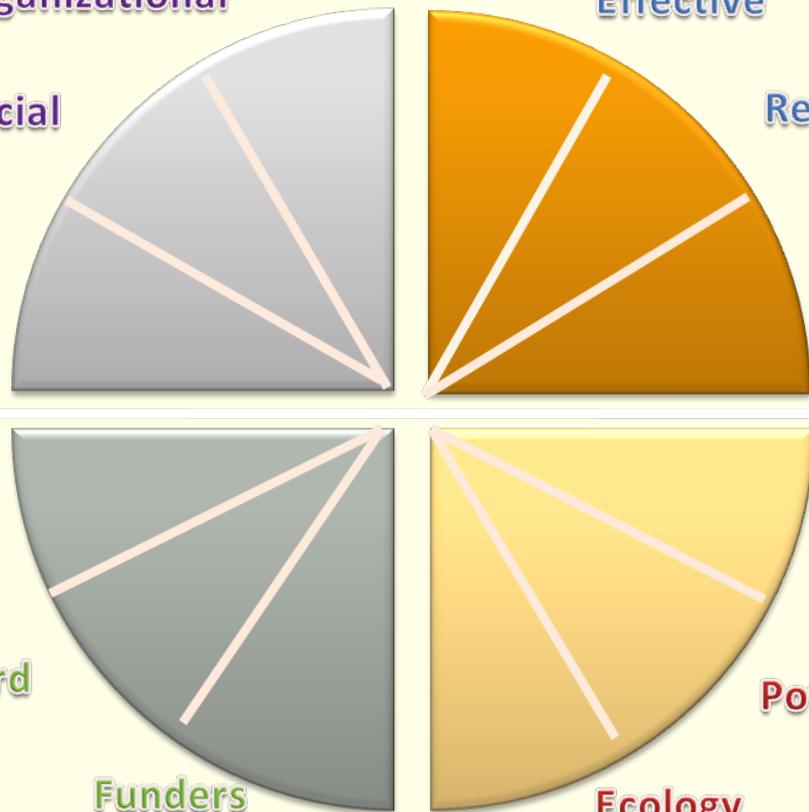
Justice

Power

**Specific Conditions**

Ecology

Consciousness



# Stages of Organizational Change

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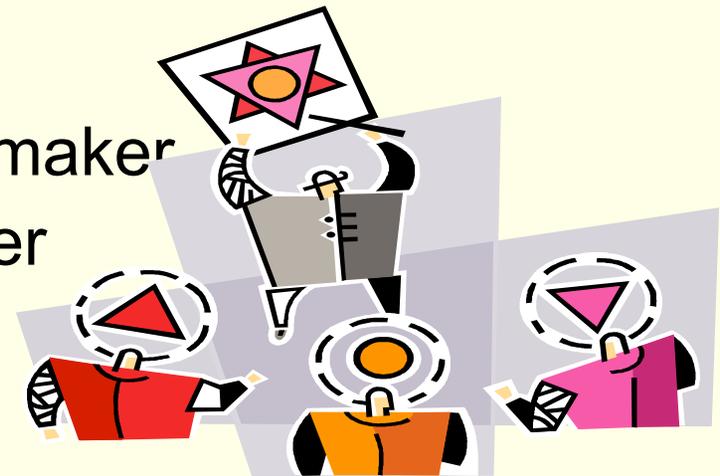
1. Create Sense of Urgency
2. Build the Guiding Team
3. Get the Vision Right
4. Communicate for Buy-In
5. Empower Action
6. Create Short Term Wins
7. Don't Let Up
8. Make Changes Stick



# 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)