Understanding and Promoting Multidimensional Well-Being: Theory, Research, and Intervention

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Outline

1. I COPPE: Multiple dimensions of well-being
2. BET I CAN: Multiple drivers of change
3. FUN FOR WELLNESS: RCT of online intervention
Well-Being

Multiple Domains
Multiple Connections
Subjective Well-Being

• Refers to people’s level of satisfaction with life as a whole and with specific dimensions within it
• Related to physical health, mental health, substance abuse, and health care cost and utilization
• Ways to enhance subjective well-being are of interest to professionals in prevention and health promotion
I COPPE Domains of Subjective Well-Being

- Interpersonal
- Community
- Occupational
- Physical
- Psychological
- Economic
Correlations among I COPPE domains, overall well-being, and comparison measures (Prilleltensky et al., 2015; see also Myers, et al., 2016 for Hispanic population).

<table>
<thead>
<tr>
<th>Overall Well-Being</th>
<th>Comparison Measure</th>
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<tbody>
<tr>
<td>Interpersonal well-being</td>
<td>.52***</td>
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<tr>
<td>Community well-being</td>
<td>.55***</td>
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<tr>
<td>Occupational well-being</td>
<td>.63***</td>
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<td>Physical well-being</td>
<td>.70***</td>
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<tr>
<td>Psychological well-being</td>
<td>.63***</td>
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<tr>
<td>Economic well-being</td>
<td>.71***</td>
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***p<.001
Interpersonal well-being: Benefits

- Less likely to have heart attacks
- More likely to resist common cold virus
- Lower mortality
- Less degree of stress
- More positive outlook on life
- Resilience
- Recover faster from wounds
- Odds of being happy go up if a direct connection in your social network is happy
Interpersonal Well-Being:
Enemies: isolation
• **Married** people experience **higher** levels of well-being than divorced or single in most COPPE domains
Community Well-Being: Benefits

- Contributing to communities builds social capital
- Emotional boost in helping
- Helper therapy principle
- Social norms help: not ok to smoke any more
Community Well-Being: Benefits

- AA and WW help with accountability and positive peer pressure
- Weight program alone: 24% chance of maintaining gains after 10 months
- With group support of strangers, 50% chance
- With group support friends, 66% chance
Fun is Engaging
Men who lived to 95 did not retire until they were 80 years old

As engagement increases, cholesterol and triglycerides go down

If your manager focuses on your strengths, the chances of your being disengaged is just 1%
• Unemployment leads to disease and depression
• Disengagement also leads to disease and depression
• Your boss can be the best doctor or the worst killer
• Worst manager is the one who does not pay attention
Sir Michael Marmot and control over your life
Risk of Death by Employment and Level of Control: 29,000 people, 30 years

Marmot, Whitehall Studies
I COPPE IN THE POPULATION
Rubenstein, Prilleltensky, et al., 2016, Journal of Community Psychology

• Full time, part time, and retired people experience higher well-being than unemployed
• People in management and professional occupations experience higher well-being than those in service and manual labor in most domains
Physical Well-Being: Benefits

- We can control expression of genes (prostate cancer suppressed by eating broccoli)
- Omega 3 is good for your brain
- Sugars and carbohydrates tell our brains to eat more, but
- Nuts, avocados, and olive oil tell our brains to stop eating because we are satisfied
- Eat red, green and blue
Older people experience higher well-being than younger people in all domains except physical well-being.
Physical Well-Being: Benefits

- 20 minutes exercise per day
- Only 27% do 30 minutes of exercise 5 times per week
- Exercise much better than drugs to fight fatigue
- Sleep: your reset button
- Sleep is good for learning and problems solving
- 7 to 8 hours of sleep is optimal (more or less is unhealthy)
Physical Well-Being: Enemy: Lack of Prevention

- Economics of ill health
  - 50% of all healthcare spending is consumed by just 5% of the population
  - 75% of medical costs are due to preventable conditions such as stress, tobacco, inactivity and poor food choices
Happiness and Well-Being: Benefits

• Happier people are...
  – More sociable and energetic
  – More cooperative and charitable
  – Better liked by others
  – More flexible in thinking
  – More productive
  – More resilient
  – Better leaders
  – Physically healthier
  – Live longer
Benefits: High Self Efficacy

• The belief we hold about our ability to accomplish our goals

• Those with high self-efficacy…
  – Set high goals
  – Expend efforts to meet their goals
  – Persevere when they face obstacles
  – Engage in problem-solving behavior
  – Are at times frustrated but rarely overwhelmed by challenges
Psychological Well-Being

Mattering
Sense of control
Efficacy
Meaning
Psychological Well-Being: Mattering
Threats to Mattering
Psychological Well-Being: Enemies

- Poor self-esteem
- Helplessness
- Low self-efficacy
- Poor impulse control
- Negative self-talk
- Mental health issues
Psychological Well-Being:
Enemies

- Put downs
- Scorn
- Envy
- Bullying
- Emotional abuse
- Neglect
Economic Well-Being: Benefits

- Well being tied to GDP
- Richer countries report higher levels of well-being
- Money essential for basic needs
- However, money is not everything!
- Spending money on yourself is not as good as spending money on others
- We spend the most when we are sad
- If you spend, buy experiences, not things
• More income leads to higher overall and psychological levels of well-being, but for this to occur there has to be a big gap in income
• Small gaps in income do not make much of a difference in general
• Only domain of well-being where small increments in income makes a difference is in economic well-being
BET I CAN: Seven drivers of change
BET I CAN STRATEGIES

SET A GOAL
CREATE POSITIVE HABITS

Well-Being

Behaviors
Next Steps
Emotions
Thoughts
Context
Interactions
Awareness
BET I CAN

COPE WITH NEGATIVE EMOTIONS
COLLECT POSITIVE EMOTIONS
BET I CAN

Well-Being

Behaviors

Next Steps

Awareness

Context

Emotions

Thoughts

Interactions

CHALLENGE
ASSUMPTIONS
WRITE A NEW STORY
BET I CAN

Well-Being

Behaviors

Next Steps

Awareness

Context

Emotions

Thoughts

Interactions

CONNECT

COMMUNICATE
BET I CAN

Well-Being

Behaviors

Emotions

Thoughts

Interactions

Context

Awareness

Next Steps

READ THE CUES CHANGE THE CUES
KNOW YOURSELF
KNOW THE ISSUE

BET I CAN

Well-Being

Behaviors

Emotions

Thoughts

Interactions

Context

Awareness

Next Steps
BET I CAN

MAKE A PLAN
MAKE IT STICK

Well-Being

Next Steps

Behaviors

Emotions

Thoughts

Awareness

Context

Interactions
THE CHALLENGE OF BEHAVIOR CHANGE

“Giving up smoking is the easiest thing in the world. I know because I've done it thousands of times.” (Mark Twain)
THE CHALLENGE OF SELF CHANGE

☐ NOW
☑ LATER
BEHAVIORS: SET A GOAL

• To change yourself, not someone else
• Consistent with your values and priorities
• Realistic and within your control
• Stated in the positive
• Can be broken down into measurable sub-goals
SMART SUB-GOALS

• Specific
• Measurable
• Attainable
• Relevant
• Time-bound
IMPLEMENTATION INTENTION

• What will you do and how will you do it?
• Where and when will you do it?
• What obstacles might get in the way of acting on your goal?
• What’s your plan for addressing these obstacles?
EMOTIONS

• Cope with negative emotions
  – Common trigger for problem behavior
  – Lower self-control

• Cultivate positive emotions
  – Broaden perspective and possibilities
  – Build resources over time
  – Facilitate self-control
COPE WITH NEGATIVE EMOTIONS

• Tune in to your emotions and seek to understand
• Practice acceptance and self-compassion
• Avoid maladaptive ways of regulating emotions
• Reappraise the situation to change its emotional impact
• Problem-solve
• Seek support
CULTIVATE POSITIVE EMOTIONS

• Adopt an attitude of gratitude
• Practice mindfulness
• Savor positive experiences
• Find the silver lining
• Commit to your goals
• Balance pleasure and purpose
• Build on your strengths
• Nurture social relationships
• Practice kindness
THOUGHTS

• How we think and what we say to ourselves affects how we feel and what we do

• We are most likely to talk to ourselves in stressful, challenging situations and what we say will have a powerful impact on how we respond
THOUGHTS-EMOTIONS-BEHAVIORS
DEAL WITH YOUR THOUGHTS

• Identify your thoughts and self-talk
  – This is harder than it seems, since self-talk is often automatic

• Ask yourself.....
  – Is this thought reasonable? What is the evidence?
  – Does it help me to think this way?
  – what would I say to a good friend if she were in this situation?

• Change your thoughts

• Change your relationship to your thoughts
INTERACTIONS: CONNECT AND COMMUNICATE

• Our relationship with others is the single most important factor that contributes to our well-being
• lack of social ties is a greater health risk than smoking and obesity
• relationships contribute to our most enduring happiness and greatest distress
INTERACTIONS: CONNECT AND COMMUNICATE

• Make time and share your inner life
• Express appreciation and affection (the 5 to 1 ratio)
• Focus on strengths
• Recognize and celebrate
• Strive to remain supportive and constructive in the face of conflict
INTERACTIONS: RELATIONSHIPS THAT SUPPORT SELF-CHANGE

• Social support is a critical component of self-management plans
  – Encourage, praise, and celebrate
  – Model
  – Join
  – Listen and support
  – Problem solve
  – Remind and provide feedback (if asked)
• Antecedents
  – Take place before the behavior
  – Act as triggers for the behavior
  – When these triggers are present, the behavior is likely to occur

• Consequences
  – Come after the behavior
  – Affect whether or not we repeat the behavior
TRIGGERS CAN BE....

- Environmental
- Interpersonal
- Mood
- Self-talk
BECOME A GOOD DETECTIVE
• Avoid triggers that cue problem behavior
  – What triggers do I need to avoid?
• Introduce triggers that cue desired behavior
  – How can I modify my environment?
• Pay attention to people, places, and things
Duped by Dopamine
CUES FOR HEALTHY BEHAVIOR
Context and fun are important for well-being
AWARENESS

• Know the issue and face the facts
• Know yourself
  – Patterns
  – Triggers
  – Values
  – Future growth
NEXT STEPS: “GREASE” THE PLAN

• **GRADUAL**  (small but constant steps)
• **REWARDED**  (small wins, reward yourself)
• **EASY**  (make it simple)
• **ALTERNATIVES**  (replace old with new)
• **SUPPORTED**  (do it with others, ask help)
• **EDUCATED**  (inform yourself)
NEXT STEPS: MAKE IT STICK

• Continue to control your environment
• Plan for high risk situations
• Remember that setbacks are normal
• Get back on track if you slip
CHANGE UNFOLDS IN STAGES...

The Stages of Behavior Change

- Precontemplation (unaware of the problem)
- Contemplation (aware of the problem and of the desired behavior change)
- Preparation (intends to take action)
- Action (practices the desired behavior)
- Maintenance (works to sustain the behavior change)

Sources: Grimley 1997 (75) and Prochaska 1992 (148)
MATCH STRATEGIES TO STAGES

• In Pre-contemplation and Contemplation...
  – Knowledge
  – Awareness
  – Emotional engagement

• In Action and Maintenance...
  – Control triggers
  – Change the behavior
  – Reinforce desired behavior
Fun For Wellness

RCT of online intervention
Rationale and purpose of study

• FFW was built to support physical and mental health
• Well-being is predictive of physical and mental health
• We have technologies to reach millions of people
• Literature supports a variety of techniques
• Need to evaluate FFW
Interventions to promote subjective well-being vary by...

• **Target audience** (universal, selective, indicated)

• **Target issues** (single or multiple)

• **Theoretical model** (single or multiple)

• **Mode of delivery** (face to face, online, hybrid)

• **Mode of learning** (information, scenario-based, skills-building, didactic)
Fun for Wellness is unique because it combines:

- **Universal** (need and previous evidence)
- **Online** (need and previous evidence)
- **Scenario-based** (previous evidence)
- **Skills-based** (previous evidence)
- **Multiple theories of change** (people change in different ways along different stages of change)
- **Multiple domains of well-being** (synergy)
Multiple domains of well-being are important because....

- Interpersonal well-being is associated with physical and mental health
- Poor occupational well-being is related to adverse physical and emotional outcomes
- Psychological well-being is related to self-efficacy....
• Randomized controlled trial (RCT) tested efficacy of Fun For Wellness (FFW)
• 495 UM faculty and staff
• Well-Being surveys administered before randomization (T1), after 30-days (T2), and after 60-days (T3)
• Intervention and control group had 30-day access to either FFW or Placebo Control Website
• Used CACE statistical analyses
Measurement

• I COPPE Scale to measure subjective well-being
• I COPPE Actions
• Well-Being self-efficacy
Mini-Games Teach Wellness

Flo's Fave Restaurant
Monday's BREAKFAST Menu
- Bacon
- Sausages
- Butter
- Whole grain bread
- Coffee (half and half)
- White bread
- Sweet cereal
- Doughnut
- Croissants

Current Health Bill
- You Owe: $25.00
- Total Health Bill: $0.00

Egg whites

Add 4 more items to Florence's plate.

Score: 31

Florence is grading homework at home with a bottle of water next to her. She has learned that lots of water is good for her so she does it automatically.

Continue
Score: 1

When Florence _____ (trigger), she tends to _______ (action) and this makes her _______ (reaction).

Word List
- feel worse
- feel overwhelmed
- was ten years old
- feels down
- speak Chinese

First, add a TRIGGER.
Effectiveness of FFW: Results of RCT

www.funforwellness.com

- Improvement in well-being *perceptions*
  - Psychological
  - Interpersonal
  - Community
  - Economic
- Improvements in well-being *actions*
  - Interpersonal
  - Physical
- Improvements in I COPPE *self-efficacy*
FFW compliers had significantly higher subjective well-being, compared to Usual Care group compliers in dimensions of:

- **interpersonal** 60-days, 1.19, $p = .042$, $d = 0.80$
- **community** 30-days, 1.16, $p = .009$, $d = 0.71$
  60-days, 0.93, $p = .022$, $d = 0.59$
- **psychological** 60-days, 0.81, $p = .002$, $d = 1.08$
- **economic** 30-days, 1.35, $p = .007$, $d = 1.35$
  60-days, 1.48, $p < .001$, $d = 1.48$
FFW compliers had significantly higher I COPPE actions, compared to compliers in the Usual Care group, in dimensions of:

- **interpersonal**
  - 60-days: 0.51, $p = .003$, Cohen’s $d = 0.78$

- **physical**
  - 30-days: 0.20, $p = .044$, Cohen’s $d = 0.21$
The adjusted mean difference in well-being self-efficacy scores for FFW compliers, compared to compliers in the Usual Care group, was equal to

- $0.21, p = .061, d = 0.28$ at 30-days
- $0.28, p = .050, d = 0.37$ at 60-days
Summary and limitations

- FFW is efficacious in improving well-being perceptions, actions, and self-efficacy
- Potential to reach millions of people
- Low cost
- Accessible 24/7
- Confidential
- Main limitation: fitness is not enough. We also need fairness to promote well-being
Future directions

• Test existing version with various populations
• Create group component to reinforce skills-based training
• Train group facilitators
• Customize to various populations