

DESCRIPTION

The Certificate In Applied Positive Psychology (CAPP) program is a 110-hour blended evidence-based learning program for people who want effective, evidence-based, systems-oriented and measurable approaches for improving wellbeing across workplaces, schools, and communities. CAPP is offered through the City of Palmdale's Leadership Antelope Valley initiative, a project of Palmdale Cares. Scholarships are given in 2024 thanks to American Relief Funds earmarked for mental health and wellbeing. This is our third cohort, building on the work of a first cohort who completed the course in 2022, and the second cohort who completed the course in 2023.

Whether you're a business leader in the region, a school official, a mental, physical, or emotional health practitioner, or a passionate community member wanting to help your community heal, CAPP has been designed for you to gain confidence, motivation, and positive impact in your world – our world, starting with yourself first, the relationships in your personal life, as well as those we are building with Cappsters in the cohort, and then out in your workplace and the Antelope Valley region.

Positive psychology is a growing field of scientific inquiry and application of wellbeing and flourishing. It is not about thinking all positive all the time; it is about learning to think more flexibly and accurately. Positive psychology isn't about escaping from hard realities; it's about finding ways to get closer to reality. Throughout the course, we'll explore what new results in psychological science teach us about our own biases and mindsets, how to be happier, how to feel less stressed, and how to flourish more.

Positive psychology encompasses the study of positive experiences, positive character strengths, positive relationships, and the institutions and practices that facilitate their development.

- **Positive experiences** include the mental states of flow and mindfulness and emotions about the present (pleasure, gratitude, laughter), past (e.g., savoring, satisfaction, pride), and future (e.g., hope, optimism). We will explore these constructs and the distinction among the pleasant life, the good life, and the meaningful life will be made.

- **The positive character traits** include wisdom, courage, compassion, love, humanity, justice, temperance, self-efficacy, resilience, grit, zest, imagination, creativity, and spirituality/ transcendence. The classification of these virtues and strengths is explored.

- **Positive relationships** include the factors that enhance meaning and wellbeing among couples, family, friends, co-workers, and the community. Positive institutions are exemplified by positive education, positive work environments, healthy families, humane leadership, and the development of a flourishing community.

CAPP is structured around renowned psychologist and father of positive psychology Dr. Martin Seligman's (2011) PERMAH model for flourishing: Positivity, Engagement, Relationships, Meaning, Accomplishment, and Health. We will explore these pillars in detail, one each monthly module, which will consist of six (6) learning modules PERMAH, seven (7) onsite meetings, fifteen (15) distance learning sessions, and three (3) community of practice calls to support impact project teams. Each month we will meet onsite for a day and a half. Each week we will meet for a 90-minute distance learning as a cohort on Wednesday eves. The entire experience will last eight months from May through December.

OBJECTIVES

With this certification, you will be recognized to help others thrive, even in times of struggle, and better equipped with collaborative solutions to some of our shared social challenges in Antelope Valley communities, become a member of the Coalition, and:

- **Articulate a clear business case for wellbeing** by sharing the social and economic impact wellbeing behaviors have in workplaces, and social systems like healthcare and education.
- **Make the science of wellbeing accessible and actionable** by helping you learn evidence- and strengths-based wellbeing interventions that you will apply yourself, in our cohort-style learning environment, and out in the Antelope Valley community where you have influence.
- **Implement what you are learning** by taking a strengths-based approach to creating positive changes that fuel belonging, build trust, bolster resilience, and improve health and education outcomes in the community.
- **Learn to facilitate psychologically safe spaces for teams, groups, and families** to playfully experiment with more effective and joyful ways to support each other's wellbeing, even in the midst of struggle and change.
- **Contribute to an ongoing community-wide effort** to build a Wellbeing Coalition in Antelope Valley so strong and robust that we reverse some of the mental, emotional, and even physical stressors weighing people down from optimizing their full potential.

COMMITMENT: Thank you for honoring your integrity to prepare, show up, apply what you are learning, and reflect on that application. Wellbeing is also about being integral and whole, which means being impeccable with our words: meaning what we say and saying what we mean. This means you are saying you are doing this, and really, really doing it. Of course, we understand life stuff happens, and we sometimes get distracted. If you find yourself in this position, it's best you reach out to an instructor or learning partner to get back on track.

LEARNING PARTNERS: You will be paired with another participant in the course. It is recommended you meet regularly to explore your learning together. In a month or so, we'll connect your duo with a peer mentor from a previous cohort. These learning partnerships will be a chance to get to know people better, give and receive smart ideas and social support, and challenge you to meet your goals and commitments.

ULTIMATELY: We want you to be learning something of value to your life in this course. The learning partners and pay-it-forward challenges is because we are social creatures in our growth. We want you to feel more confident and able to increase your quality of life, and that your wellbeing is impacted with your intention, attention, attitude, and toolbox. We want you to feel more motivated to help others, too, and encourage your playful experimentation to explore ways in which you want to bring applied positive psychology, the science of wellbeing to others. Your pay-it-forward challenges and final impact project will demonstrate your ability and motivation to help others.

NOTES ON MENTAL HEALTH: Please note this class is not a substitute for any mental health therapy. If you find yourself struggling with your mental health, you can also access free, confidential mental health services by calling 988 or visiting the mental health resources on City of Palmdale's website. There is no shame in seeking help.

CAPP can be an intensely emotional experience. We explore you own cases of failure and success as well as experiences of struggle and trauma, and the impact on your identity and growth. You can choose how deeply you explore these experiences, and no one will be pushed to share more than they wish. Nevertheless, *you should not take this class* if you do not feel prepared to undertake a potentially destabilizing exploration, and if you have mental health challenges that are not currently being attended to through clinical treatments.

INSTRUCTORS



Louis Alloro, M.Ed., MAPP
(**louis@thewellbeinglab.com**)





SUPPORTED BY

Dr. Michelle (Chelle)McQuaid
(**chelle@thewellbeinglab.com**)
and Dr. Talma Shultz (**talmashultz@gmail.com**)

Louis met Michelle in graduate school, where they studied positive psychology with Dr. Martin Seligman, and have been working as social entrepreneurs in the human benefit sector since 2008. They have been training and certifying change-agents for over a decade. Louis has a particular interest in community development, and Michelle has taken a stronger pursuit of workplace wellbeing and change. Dr. Talma Shultz is also a change leader in the human benefit sector, facilitating experiences that support wellbeing integrating the science of learning, neurobiology, art, and positive psychology. Louis met Talma in a course he taught on creating positive change during the heart of the pandemic, and was enamored by her attention to equity, and justice principles she weaved through her work as a change-agent so intentionally. The three collaborate to bring the best to Antelope Valley in the CAPP program.

TEXTBOOK: Everyone will get a copy of Chelle's book co-authored with our PERMAH Survey mastermind Dr. Peggy Kern called *Your Wellbeing Blueprint* (McQuaid & Kern, 2017). We'd like you to read this book over the first six month of the program. Can you commit to reading the book from April through September, or sometime sooner? You and your Learning Partner(s) can have a book club.

PLAYBOOK: A new section of the manual (which we call a playbook just because it's more fun is provided each month with additional resources and references. We recommend you read the playbook pages after each onsite. If reading is not your thing, each lesson comes with resources that include podcasts and videos, so please use whatever learning style is best for you. Just promise us you'll do the DIY part of this course, which is to continue expanding your learning of positive psychology and applying it.

TO HELP YOU LEARN: We have created a DIY PERMAH Library. This self-paced learning comprises 6 one-hour pre-recorded classes (each broken into 15 minutes lessons) that participants can watch online or listen to with audio while you go for a walk or run. You'll spot Louis and Chelle in the frames! Detailed playbooks are also provided to summarize each of the PERMAH pillars. Please complete the Quiz beneath each of the sections on the learning portal by July 3.

TO HELP YOU APPLY:Each month, you will have (1) personal wellbeing and (2) pay-it-forward challenges. For example, this first month (April), your challenges are:

- Take the PERMAH Survey, Work on your Tiny Habit, Read your Textbook (Chapter 1 and 4)
- Meet with your Learning Partner for 60 minutes and debrief PERMAH survey results together.

REQUIREMENTS: To earn the certificate, participants must:

1. PREPARE. Participants commit to self-study and reflection in preparation of our classes. You can find the assignments listed on the portal, and sent out in weekly email communications. You'll be expected to prepare for each session by watching a video, or reading a chapter in the book, taking a survey, or trying an activity.
2. SHOW UP. Participants must attend greater than 70% of the sessions in real time and use video recordings on the portal to make up any missed sessions on their own. If you have to miss any of our classes know that we will miss your presence. Please email me to let me know you'll be absent so that we can support you and help you catch up afterwards.
3. APPLY. Participants must complete monthly pay-it-forward challenges and a final impact project. You can work together on these application projects. They should be fun and playful interventions and tools, and service- learning experiences.
4. REFLECT. Participants must reflect on their learning as part of synthesizing the wisdom you are gaining, with learning loop reflections which can either be written or video recorded. Every single participant must complete their own reflections. Bonus points if you share your reflections with others, on your social media, or otherwise with those in the community.

As this is an adult education experience, participants will remain active in tracking and evaluating their own learning. During the month 5 of the class, you will be sent a progress report noting your attendance and participation, so that you can find ways to ensure successful completion by month 7.

Our theory of change is derived on research on the contagion factor, that when we teach social-emotional (SOMO) leaders wellbeing science, then their lives may improve. If their lives improve, then with intention, the lives of the people on their work teams, in their communities and families could likely improve too. So, let's train those SOMO leaders in applied positive psychology, the science of success, wellbeing and happiness…and support them in bringing it out more consciously in the world. And, together, we are more powerful than any one of us alone.

#PositivePsychology #AntelopeValley #CollectiveImpact #Wellbeing

Course Schedule

OS = On-site (Live) (One and a half days per month x 7)
DL = Distance Learning (Virtual) (90 minutes per week x 15)
CP = Community of Practice (Virtual) (90 minutes x 3)

ON-SITE LOCATION: City of Palmdale Aero Building 38256 Sierra Highway

ONLINE LOCATIONS:

- Our class learning portal is accessed at **www.michellemcquaid.com**
- Our class communicates via Slack
- Our class meets online via Zoom **https://zoom.us/j/4239209594** (Meeting ID: 4239209594)

MODULE 1: HEALTH

THE SURPRISING TRUTHS ABOUT WELLBEING

- Learn how to easily and reliably measure people's wellbeing and unpack the business case for it on teams and in the community.
- Discover the three simple questions to help people turn feelings of stress and anxiety into opportunities for learning and growth.
- Improve your confidence and motivation to care for your wellbeing, even through struggle.
- Bust the "I'm too busy" myth and other thinking that gets in the way of good intentions.
- Learn how to help people create tiny health habits that maximize energy and health.

OS 1	How can you heighten your health?	THURSDAY, MAY 2 9:00 a.m.–5:00 p.m. PST FRIDAY, MAY 3 9:00 a.m.–12:30 p.m. PST	City of Palmdale Aero Building 38256 Sierra Highway
DL 1	How do we develop a growth mindset?	WEDNESDAY, MAY 8 7:00-8:30 p.m. PST	Zoom
DL 2	What good is positive emotion?	WEDNESDAY, MAY 15 7:00-8:30 p.m. PST	Zoom
DL 3	How do we think about how we think?	WEDNESDAY, MAY 22S 7:00-8:30 p.m. PST	Zoom

MODULE 2: RELATIONSHIPS

FUEL CONNECTIONS & PSYCHOLOGICAL SAFETY

- Discover how to connect with anyone in a micro-moments at work in the community.
- Learn how to debug the thinking traps that undermine healthy levels of optimism.
- Learn how to set healthy boundaries while still being an effective giver.
- Challenge your relationship mindsets to let go of judgement, reduce incivility, supercharge compassion, and build psychologically safe spaces with others.

OS 2	Can you create connection?	THURSDAY, MAY 30 9:00 a.m.–5:00 p.m. PST FRIDAY, MAY 31 9:00 a.m.–12:30 p.m. PST	City of Palmdale Aero Building 38256 Sierra Highway
DL 4	How do we listen actively and empathetically	WEDNESDAY, JUNE 5 7:00-8:30 p.m. PST	Zoom
DL 5	How do we stay resilient to negativity?	WEDNESDAY, JUNE 12 7:00-8:30 p.m. PST	Zoom
DL 6	How do we avoid thinking traps?	WEDNESDAY, JUNE 26 7:00-8:30 p.m. PST	Zoom
DL 7	What do we know about PERMAH? (Special: PERMAH Quiz Call)	WEDNESDAY, JULY 3S 7:00-8:30 p.m. PST	Zoom

MODULE 3: ENGAGEMENT

DEVELOP STRENGTHS & FEEL MORE ENGAGED AT WORK & AT HOME

- Discover people's neurological superpowers – the things they are good at and enjoy doing.
- Learn how to develop people's strengths so they can avoid underplaying or overplaying them at home and work.
- Mindfully align people's strengths to create more moments of flow – that feeling when they are "in the zone."
- See how you can spot strengths in others and provide strengths-based feedback to supercharge relationships and navigate strengths collisions.

OS 3	Can you enhance engagement?	THURSDAY, JULY 11 9:00 a.m.–5:00 p.m. PST FRIDAY, JULY 12 9:00 a.m.–12:30 p.m. PST	City of Palmdale Aero Building 38256 Sierra Highway
DL 8	What is the coach approach?	WEDNESDAY, JULY 17 7:00-8:30 p.m. PST	Zoom
DL 9	How do you find flow?	SWEDNESDAY, JULY 24 7:00-8:30 p.m. PST	Zoom

MODULE 4: ACCOMPLISHMENT

ACCOMPLISH WHAT MATTERS MOST & THE NEXT STEPS FOR OUR WORK

- Learn how to help people cultivate authentic grit, and avoid the pitfalls of "stupid" grit to have passion and perseverance towards goals.
- Understand why accomplishing the things that matter most can be both messy and magical.
- Discover how to spark hope to create a future for people's best possible self.
- Learn how appreciative coaching conversations can amplify the positive changes you're helping people to create.
- Unleash the power of self-compassion, and asking for help.

OS 4	Can you accelerate accomplishment?	THURSDAY, AUGUST 1 9:00 a.m.–5:00 p.m. PST FRIDAY, AUGUST 2 9:00 a.m.–12:30 p.m. PST	City of Palmdale Aero Building 38256 Sierra Highway
DL 10	How do we get pulled by the future?	WEDNESDAY, AUGUST 7 7:00-8:30 p.m. PST	Zoom
DL 11	How do set and meet goals?	WEDNESDAY, AUGUST 14 7:00-8:30 p.m. PST	Zoom
DL 12	How do you ask for, give (and take) feedback?	WEDNESDAY, AUGUST 21 7:00-8:30 p.m. PST	Zoom

MODULE 5: POSITIVITY

BOOST RESILIENCE & IMPROVE EMOTIONAL INTELLIGENCE

- Uncover the power of positive emotions and the simple ways people can boost their positivity.
- Build emotional intelligence, and improve your ability to describe and navigate feelings.
- Improve your ability to set meaningful goals, and have resilience strategies in place when plans change, or the world does.
- See how you can harness emotional contagion to create more positive communities.

OS 5	Can you prioritize positivity?	THURSDAY, SEPTEMBER 5 9:00 a.m.–5:00 p.m. PST FRIDAY, SEPTEMBER 6 9:00 a.m.–12:30 p.m. PST	City of Palmdale Aero Building 38256 Sierra Highway
DL 13	How do we develop team strengths?	WEDNESDAY, SEPTEMBER 11 7:00-8:30 p.m. PST	Zoom
DL 14	How do we set healthy boundaries?	WEDNESDAY, SEPTEMBER 18 7:00-8:30 p.m. PST	Zoom
DL 15	Are you taking accountability for your wellbeing? [Progress Reports]	WEDNESDAY, SEPTEMBER 25 7:00-8:30 p.m. PST	Zoom

MODULE 6: MEANING

BALANCE MEANING & PURPOSE

- Understand how the power of storytelling and journaling can help us thrive.
- Learn how to help people identify and leverage their values to find meaning and purpose.
- How to avoid passion fatigue and burnout.
- Prototype and execute your own impact project to apply what you are learning in your family, team, organization, or community.

OS 6	Can you balance meaning & purpose?	THURSDAY, OCTOBER 3 9:00 a.m.–5:00 p.m. PST FRIDAY, OCTOBER 4 9:00 a.m.–12:30 p.m. PST	City of Palmdale Aero Building 38256 Sierra Highway
CP 1	Impact Project Working Groups	WEDNESDAY, OCTOBER 16 7:00-8:30 p.m. PST	Zoom
CP 2	Impact Project Working Groups	WEDNESDAY, OCTOBER 30 7:00-8:30 p.m. PST	Zoom
CP 3	Impact Project Working Groups	WEDNESDAY, NOVEMBER 20 7:00-8:30 p.m. PST	Zoom

OS 7	Can we celebrate success?	THURSDAY, DECEMBER 5 9:00 a.m.–5:00 p.m. PST	City of Palmdale Aero Building 38256 Sierra Highway