Wisconsin Public Psychiatry Network Teleconference (WPPNT)

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• Enter passcode 107633#, when prompted.
• Questions may be asked, if time allows.
• To ask a question, press *6 on your phone to un-mute yourself. *6 to remote.
• The link to the evaluation for today’s presentation is on the WPPNT webpage, under today’s date: https://www.dhs.wisconsin.gov/wppnt/2018.htm
Sparking Transformation!

How Behavioral Health Service Planning and Delivery Can Spark Higher Levels of Development

Wisconsin Department of Health Services

Jonathan I. Cloud
Planning and Management Consultant and Trainer

December 6, 2018
What We’ll Cover

- The Decisive Feature of Human Development and Functioning
- Where Our Developmental Journey Started and Where It’s Struggling to Go
- Understanding Two Ways In Which We Develop
- The Pivotal Developmental Task of Forming an Identity
- Utilizing a Growth Perspective to Guide Case Planning and Service Delivery
Section One

The Decisive Feature of Human Development and Functioning
Transformation
The Decisive Feature of Human Development and Functioning

- A life unfolds itself stage by stage, like a bud that harbors a blossom within itself; or like an acorn that harbors an oak tree within itself; or like a caterpillar that harbors a butterfly.

- “The urge and compulsion to self-realization or individuation is a law of nature and thus of invincible power.” (Carl Jung)

Two Ancient Greek Axioms That Capture the Essence of Human Self-Realization:

1. Know Yourself
2. Become What Your Are
Section Two

Where Our Developmental Journey Started and Where It’s Struggling to Go
We’ve Come A Long Way from Where Our Story Started
Many Advances in Self-Realization Since This Stage of Our Journey

- Innate drive to satisfy basic needs. Survival clans. Hunting and gathering.
- Our early innate drive to succeed (or mastery motivation) was dominated by brain’s survival-avoidance system.
- Mastering the environment for basic survival (i.e., physiological, safety, and belonging needs).
It’s Still Needed But Can Undermine Self-Realization When Over-Activated

- An important system which goes into overdrive for those who experience trauma.
- Can block knowing self and becoming who one is, or growth.

**Safety and survival**

- "Autonomic" nervous system – this means the involuntary stuff that happens in our bodies (heart beat, breathing etc...)
- Subconscious mind - the thoughts we have without even knowing it...
- Autopilot; the behaviors we do without even thinking about them...
- Reflexes - freeze/flight/fight response etc...
Importance of Person-Centered Approaches Based on Satisfying Higher Needs Associated With Meaning

(Marie S. Dezelic and Gabriel Ghanoum, *Trauma Treatment: Healing the Whole Person; Meaning-Centered Therapy and Trauma Treatment Foundational Phase-Work Manual*, 2016, modified)
Our Journey Is Now About Satisfying Our Higher Needs
What Each Person’s Journey is Ultimately About

- Innate drive satisfy higher needs. From survival clans to multiple social networks. From hunting-and-gathering to work or careers.
- Now our innate drive to succeed (or mastery motivation) can be dominated by brain’s higher thriving-approach system.
- Mastering our development and realizing our potentials.

<table>
<thead>
<tr>
<th>Human Needs</th>
<th>Human Motivations</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPIRITUAL</td>
<td></td>
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<tr>
<td>Service</td>
<td>7</td>
</tr>
<tr>
<td>Making a Difference</td>
<td>6</td>
</tr>
<tr>
<td>Internal Cohesion</td>
<td>5</td>
</tr>
<tr>
<td>MENTAL</td>
<td></td>
</tr>
<tr>
<td>Transformation</td>
<td>4</td>
</tr>
<tr>
<td>EMOTIONAL</td>
<td></td>
</tr>
<tr>
<td>Self-Esteem</td>
<td>3</td>
</tr>
<tr>
<td>Relationship</td>
<td>2</td>
</tr>
<tr>
<td>PHYSICAL</td>
<td></td>
</tr>
<tr>
<td>Survival</td>
<td>1</td>
</tr>
</tbody>
</table>

Barrett’s Seven Levels of Consciousness that has extended and adapted Abraham Maslow’s Hierarchy of Human Needs

DIAGRAM 1: Barrett’s Values Centre and Seven Levels of Consciousness
Brain’s Thriving-Approach System
It Can Be Hijacked by the Survival-Avoidance System

Utilize CCS and other services to activate thriving-approach:

- **EQ**: services to support emotional functioning; self-regulation.
- **IQ**: services to support cognitive-behavioral functioning; self-concept.
- **SQ**: services to support meaning-making functions; self-efficacy.
Integrating Four Brains and Four Blocks of Intelligence
(Intelligence is capacity to respond to one’s environment in ways that increase development.)

- Body Intelligence (BQ)
- Survival Brain
- Spiritual Intelligence (SQ)
- Executive Brain
- Psychological Intelligence (IQ)
- Thinking Brain
- Emotional Intelligence (EQ)
- Emotional Brain

How I Move About My World
How I Interact With My World
How I Get Things Done in My World
How I Serve and Make Meaning In My World
Section Three

Understanding Two Ways In Which We Develop
## Two Developmental Processes

<table>
<thead>
<tr>
<th>Psychosocial Stages of Development</th>
<th>Psychospiritual Levels of Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biological Groundplan: utilizing one’s commonly shared abilities; human capabilities</td>
<td>Spiritual Groundplan: realizing one’s individual unique potentials; human virtues</td>
</tr>
<tr>
<td>Brain: change or growth governed by unconscious, encoded processes</td>
<td>Mind: change or growth governed by conscious, intentional processes</td>
</tr>
<tr>
<td>Stages</td>
<td>Positive Outcomes</td>
</tr>
<tr>
<td>---------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>Infancy</td>
<td>Trust</td>
</tr>
<tr>
<td>Early Childhood</td>
<td>Autonomy</td>
</tr>
<tr>
<td>Preschool Age</td>
<td>Initiative</td>
</tr>
<tr>
<td>School Age</td>
<td>Industry</td>
</tr>
<tr>
<td>Adolescence</td>
<td>Identity</td>
</tr>
<tr>
<td>Early Adulthood</td>
<td>Intimacy</td>
</tr>
<tr>
<td>Middle Adulthood</td>
<td>Generativity</td>
</tr>
<tr>
<td>Late Adulthood</td>
<td>Integrity</td>
</tr>
<tr>
<td>Levels</td>
<td>Descriptions</td>
</tr>
<tr>
<td>---------------------</td>
<td>---------------------------------------------------</td>
</tr>
<tr>
<td>9. Integrated</td>
<td>Meaning-making; able to make us of transpersonal experiences</td>
</tr>
<tr>
<td>8. Autonomous</td>
<td>Concerned with self-actualization</td>
</tr>
<tr>
<td>7. Individualistic</td>
<td>Heightened sense of individuality/uniqueness</td>
</tr>
<tr>
<td>6. Conscientious</td>
<td>Self-evaluated standards; long-term goals and ideals</td>
</tr>
<tr>
<td>5. Self-Aware</td>
<td>Emerging awareness of inner feelings/thoughts</td>
</tr>
<tr>
<td>4. Conformist</td>
<td>Conventional, rule-bound; need to belong</td>
</tr>
<tr>
<td>3. Self-Protective</td>
<td>Wary, complaining; hedonistic</td>
</tr>
<tr>
<td>2. Impulsive</td>
<td>Demanding; immediate gratification</td>
</tr>
<tr>
<td>1. Presocial/ Symbiotic</td>
<td>Exclusive focus on immediate needs</td>
</tr>
</tbody>
</table>
One Way of Conceptualizing the Two Types of Development

- Our capabilities develop stage by stage with adequate nurture.
- From infancy to about early adolescence, this nurture supports growth to about the Conformist level without child’s intentional, conscious effort (i.e., no virtue).
- Around adolescence, brain development reaches the level at which further growth is consciously undertaken (i.e., virtue).
But There’s a Unique Modern Problem
(Many Youth Not Getting Experiences Needed to Activate Optimal Brain Development)

- The stage of brain development designed to open at late adolescence is an order of magnitude vastly beyond that of the previous stage (i.e., spiritual intelligence).
- Development of this new stage would be lifelong if that stage were to unfold. And higher levels of development would be possible.
- The executive brain seems to lie largely dormant despite the fact that it would offer a discontinuously new potential, a new reality – a whole new mind.
- If a child’s environment does not furnish the appropriate stimuli (or experiences) needed to activate prefrontal neurons, the prefrontals can’t develop as designed.

Problem:
Brains Steadily Losing It’s Capacity to Register Subtle Stimuli Essential for Higher Development

- Study involving 4,000 young people between late teens and early twenties.
- Since 1966, a serious drop in sensory perception and general awareness.
- Delicate sensations are simply being filtered out of consciousness.
- In order for brain to register stimuli, it has to be especially strong.
Development is Becoming Stuck at Lower Basic Survival Levels

- While level of development increases predictably during childhood and adolescence (Redmore & Loevinger, 1979), it appears to stop or slow dramatically after adolescence, usually by about 18 years of age (Adams & Fitch, 1982; Kitchener, King, Davison, Parker & Wood, 1984).

- Development seems to taper off during early adulthood and remain relatively stable throughout much of adulthood (Cohn, 1998).

(Stackert and Bursik, “Ego Development and the Therapeutic Goal-Setting Capacities of Mentally Ill Adults,” American Journal of Psychotherapy, Vol. 60, No. 4, 2006)
Section Four

The Pivotal Developmental Task of Forming an Identity
A Behavioral Health Perspective on Identity
Understanding Its Role in Evolving Humans From Caves to Careers
(And Its Current Role in Efforts to Make Work/Career Meaningful)

- One’s established way of succeeding or seeking to be successful.
- Includes how one defines success or being successful.
Two Types of Careers and Successes
Elevating Career or Work Beyond Satisfaction of Basic Needs

Subjective Career/Success
(Intrinsic Motivation: What one loves. What the world needs.)

Objective Career/Success
(Extrinsic Motivation: What one can do well. What one will paid for.)

(Hall and Chandler, Journal of Organizational Behavior, 2004; Ikigai)
Ikigai
“Reason for Being”
The Critical Transformative Stage of Adolescence
Intense Need for Experiences That Spark Growth

Levels of Development: Psychospiritual
- Integrated
- Autonomous
- Individualistic
- Conscientious
- Self-Aware
- Conformist
- Self-Protective
- Impulsive
- Presocial

Stages of Development: Psychosocial
- Trust
- Autonomy
- Initiative
- Industry
- Identity
- Intimacy
- Generativity
- Integrity

What’s Typical

Transition Into Adulthood: Critical Period for Discovering One’s Calling or Subjective Career
Driving Development Higher and Expanding Definition of Success
Making One’s Career/Work Meaningful

Stages of Development: Psychosocial

Levels of Development: Psychospiritual

- Integrated
- Autonomous
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What’s Possible

Calling: Subjective Success

Career: Objective Success

Trust  Industry Initiative  Intimacy Identity Generativity Autonomy

27
Growth Experiences
Aspects Empirically Shown to Spark Growth to Higher Levels

Interpersonal in Nature
Emotionally Engaging
Disequilibrating
Personally Salient

Section Five

Utilizing a Growth Perspective to Guide Case Planning and Service Delivery
Growth Goals Empirically Shown to Spark Transformation
Important for Service Planning and Eliciting the Consumer’s Voice

- **Agentic Growth**: Goals aiming for: 1) heightened knowledge of self; 2) learning for sake of one’s own knowledge

- **Interpersonal Growth**: Goals aiming for: 1) heightened knowledge of others; 2) fostering intellectual development of others

- **Intellectual Growth**: Goals aiming for: 1) deeper experience of self; 2) strengthening of personally meaningful activities

- **Socioemotional Growth**: Goals aiming for: 1) deeper experience of others; 2) greater ability to act caringly; 3) fostering growth of others

Bauer and McAdams, *Developmental Psychology*, 2010, Vol. 46, No. 4)
Growth and Identity Are Critical Aspects of Recovery

Four key component processes of recovery:

1. Finding and maintain hope
2. Reestablishment of a positive identity
3. Finding meaning in life
4. Taking responsibility for one’s life

Describes recovery from the psychological trauma of the illness rather than a cure or the absence of symptoms

### Marcia’s Four Identity Statuses

<table>
<thead>
<tr>
<th>Do you make commitments, e.g., to a career, mate, values?</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Yes</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identify Achieved (self-confident, high level of moral development)</td>
<td></td>
<td></td>
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<tr>
<td><strong>No</strong></td>
<td></td>
<td></td>
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<tr>
<td>Moratorium (currently having an identity crisis; actively trying to reach a commitment)</td>
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<tr>
<td>Identity Diffusion (immature and impulsive, with a sense of hopelessness)</td>
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</tbody>
</table>
Identity Formation is the Pivotal Developmental Task
Relating it to Higher Level of Growth
(identity involves one’s way of succeeding and how one defines success)

- At the impulsive level, the individual is demanding; concerned with bodily feelings, especially sexual and aggressive.
- Associated identity status is **Identity Diffusion**.
Identity Formation is the Pivotal Developmental Task

- At the self-protective level, the individual is wary, complaining; hedonistic, preoccupied with not getting caught.
- Associated identity status is **Moratorium**.
Identity Formation is the Pivotal Developmental Task

- At the conformist level, the individual is conventional, rule-bound; needs to belong; simple “black and white” thinking.
- Associated identity status is Foreclosure.
Identity Formation is the Pivotal Developmental Task

- At the self-aware level, the individual reflects emerging awareness of inner feelings; reflections on life’s issues.
- Associated identity status is **Identity Achievement**.

<table>
<thead>
<tr>
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<td>Generativity</td>
</tr>
<tr>
<td>Integrity</td>
</tr>
</tbody>
</table>
Growth-Focused Case Planning Reduces Vulnerability to Behavioral Health Difficulties

### Table 15.2: Correlations with Indices of Psychological Well-Being for the Two Goal Orientations of Validation-Seeking and Growth-Seeking

<table>
<thead>
<tr>
<th>Dependent Measure</th>
<th>Validation-Seeking Scale of the GOI</th>
<th>Growth-Seeking Scale of the GOI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interaction anxiety</td>
<td>.46**</td>
<td>-.48**</td>
</tr>
<tr>
<td>Social anxiety</td>
<td>.42**</td>
<td>-.41**</td>
</tr>
<tr>
<td>Fear of failure</td>
<td>.50**</td>
<td>-.48**</td>
</tr>
<tr>
<td>Self-esteem</td>
<td>.59**</td>
<td>-.56**</td>
</tr>
<tr>
<td>Task persistence</td>
<td>-.40**</td>
<td>.55**</td>
</tr>
<tr>
<td>Depression</td>
<td>.38**</td>
<td>-.36**</td>
</tr>
<tr>
<td>Self-actualization:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time competence scale</td>
<td>-.51**</td>
<td>.20*</td>
</tr>
<tr>
<td>Inner directedness scale</td>
<td>-.56**</td>
<td>.31**</td>
</tr>
</tbody>
</table>

*p < .05; **p < .01. N ranged from 101 to 251 for each correlation reported above.
We Are Designed for Continuous Advancement in Human Functioning
We Possess Extraordinary Developmental Potential

A key part of our work is helping people realize their potential and thrive in the midst of difficulties.

“SURVIVING IS IMPORTANT. THRIVING IS ELEGANT.”

Maya Angelou
quoteseverlasting.com

Human potential, though not always apparent, is there waiting to be discovered and invited forth.

William Purkey
quotehd.com