



SRAETTA

Sexual Risk Avoidance Education
Training and Technical Assistance

Transforming Impossible into Possible (TIP)

Day 2: Keynote

Presenter: Philip Hong, Ph.D.

Moderator: Jerry Regier, Ph.D.



ADMINISTRATION FOR
CHILDREN & FAMILIES

FYSB Family & Youth
Services Bureau

Session Description

This session will discuss the *Transforming Impossible into Possible* (TIP) model as a researched-based curriculum framework that can be used to address a variety of social issues faced by vulnerable individuals and families, including youth.

The SRAE required topics C and D will be discussed in the context of how the TIP model is used to develop character, identity, and the motivation needed for resilience and executive functioning to achieve successful outcomes critical to avoiding poverty and establishing safe and stable families.



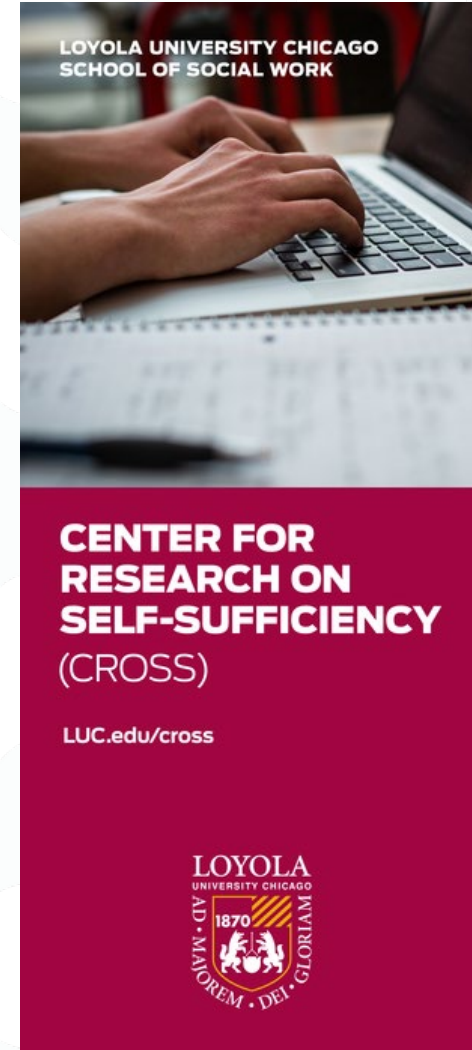
Introduction

- Philip Hong, Ph.D. | Loyola University Chicago
- Professor & Associate Dean for Research | School of Social Work
- Director | Center for Research on Self-Sufficiency (CROSS)
 - Psychological self-sufficiency (PSS)



Focus on the Process to
Success Goals

Barriers → **Hope**



- **Vision**

- We envision a world where **systemic imbalances** in access to opportunity and personal achievement are minimized through **harnessing the potential of Psychological Self Sufficiency**.

- **Mission**

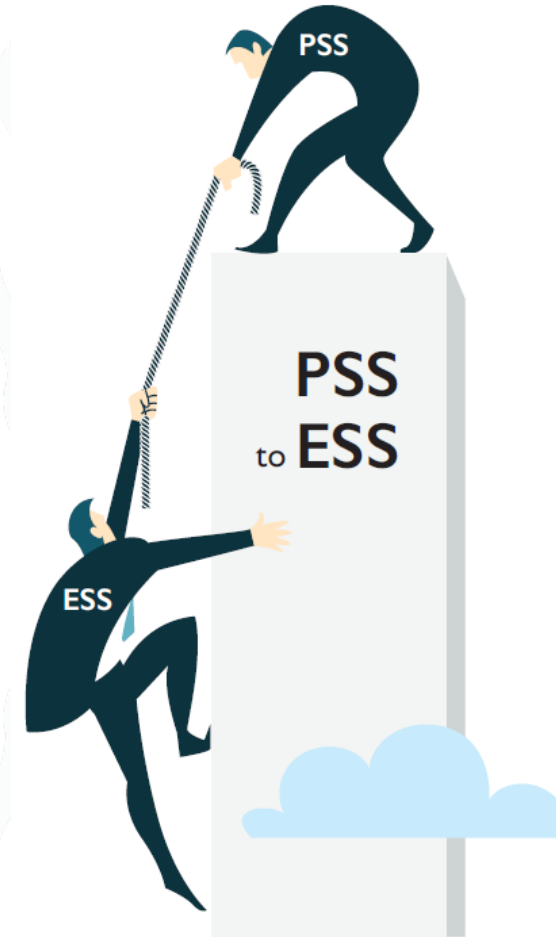
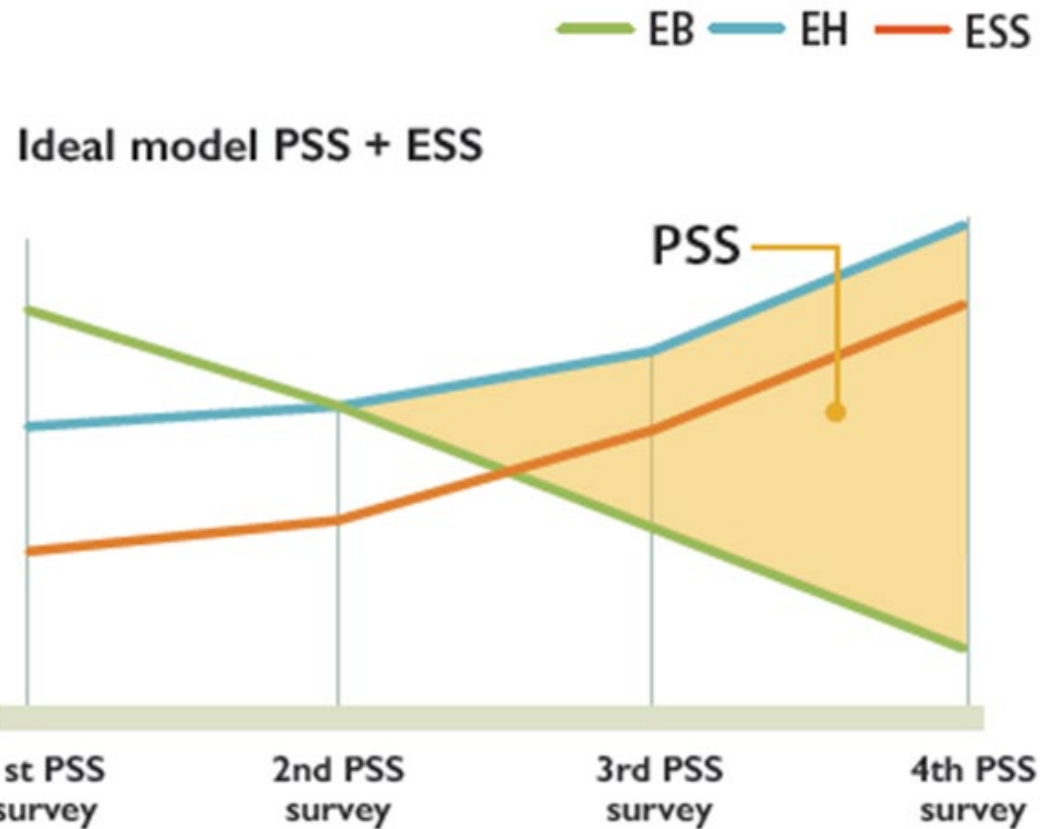
- **Strengthen individuals from the inside out** by providing organizations with the processes and tools they need to dramatically **improve outcomes**.



- Transforming Impossible into Possible (TIP) is an evidence-based **social work intervention model** developed and based on participant-centered research evidence with vulnerable populations.
- TIP model supports two developmental tasks:
 - ✓ self-identity/self-awareness strengthening
 - ✓ goal-directed actions
- TIP model uses **psychological self-sufficiency (PSS) theory** as the core organizing principle and evaluative tool.



Key findings descriptive trend analysis



EB=Employment Barriers (in the youth context, it is Perceived Barriers)

EH=Employment Hope (in the youth context, it is Goal-directed hope)

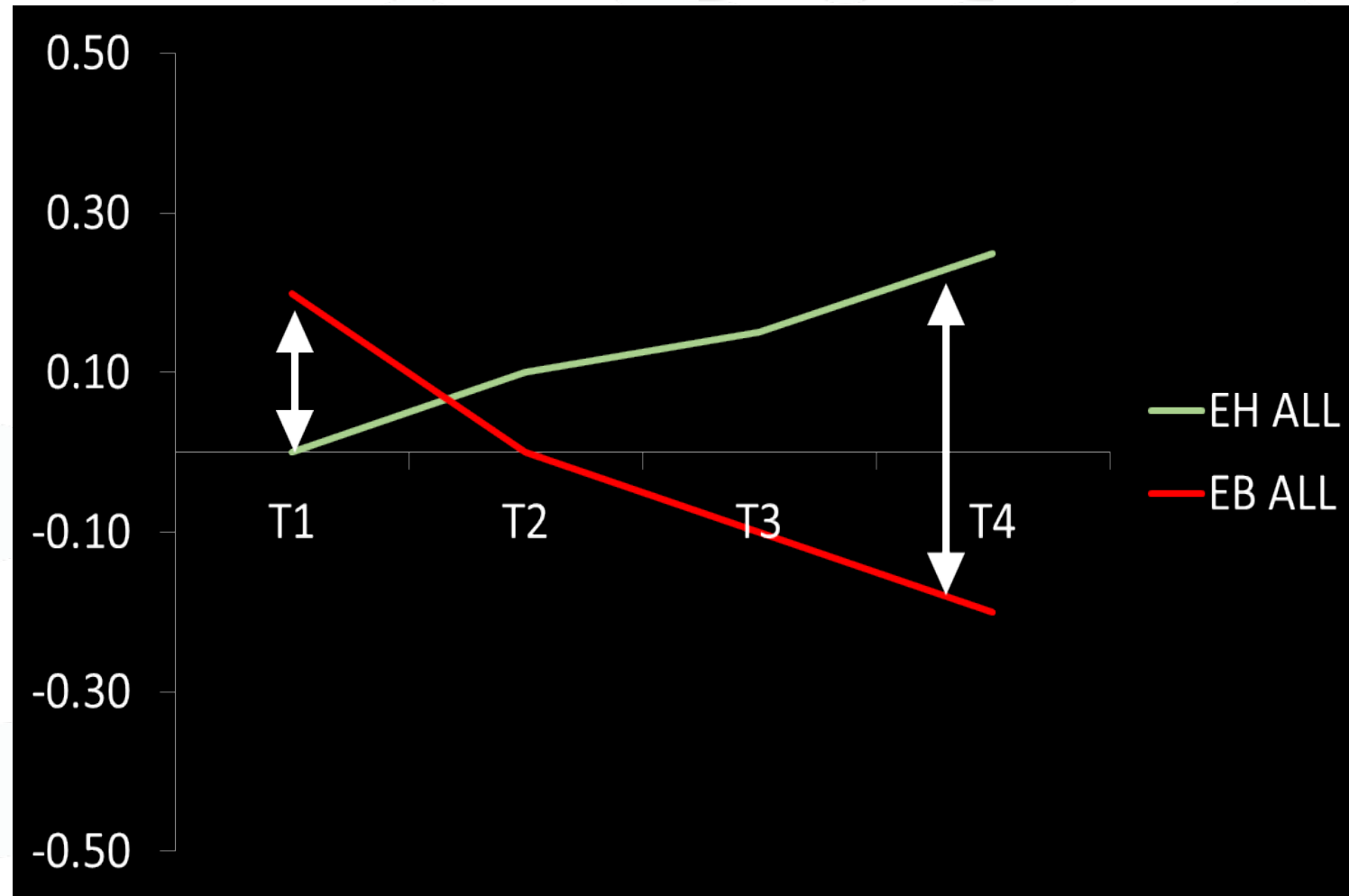
PSS=Combination of EB and EH and the shaded area represents PSS widening over time.

ESS= Economic Self-sufficiency (or, program outcome, or SRA outcomes including youth stability in relationship and future orientation and goals)

(Hong, 2020)



PSS Research Framework

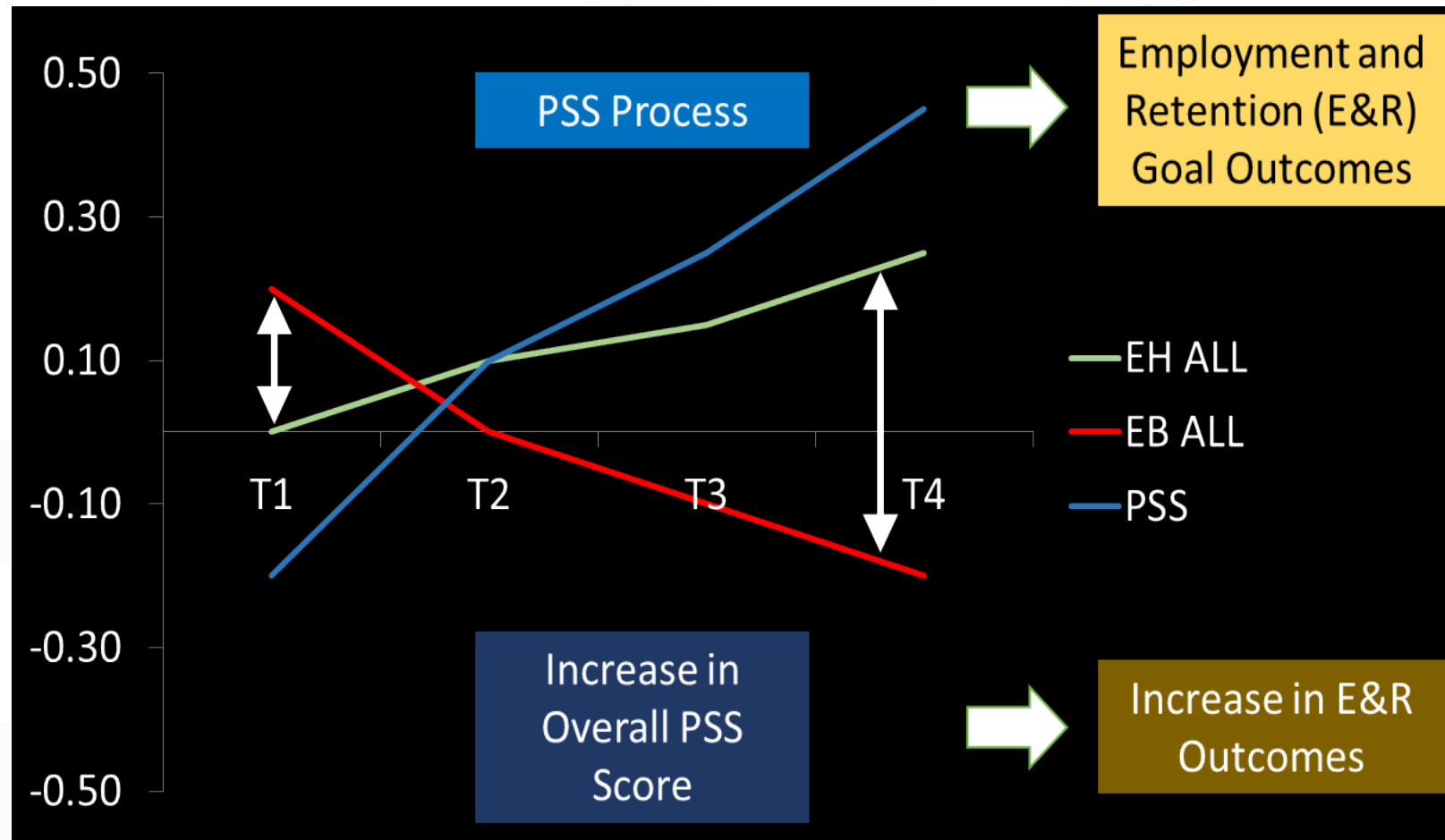


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PSS Research Framework

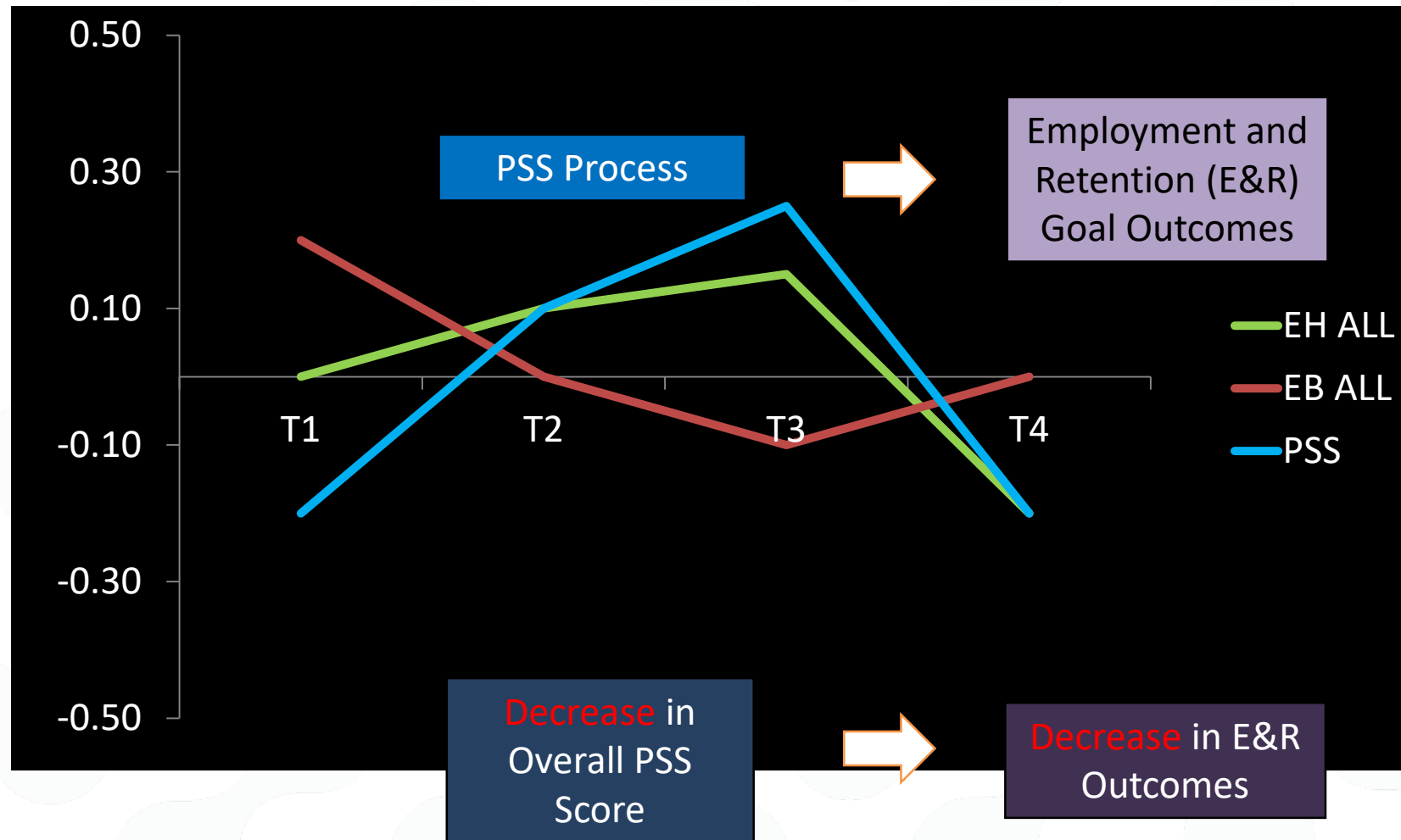


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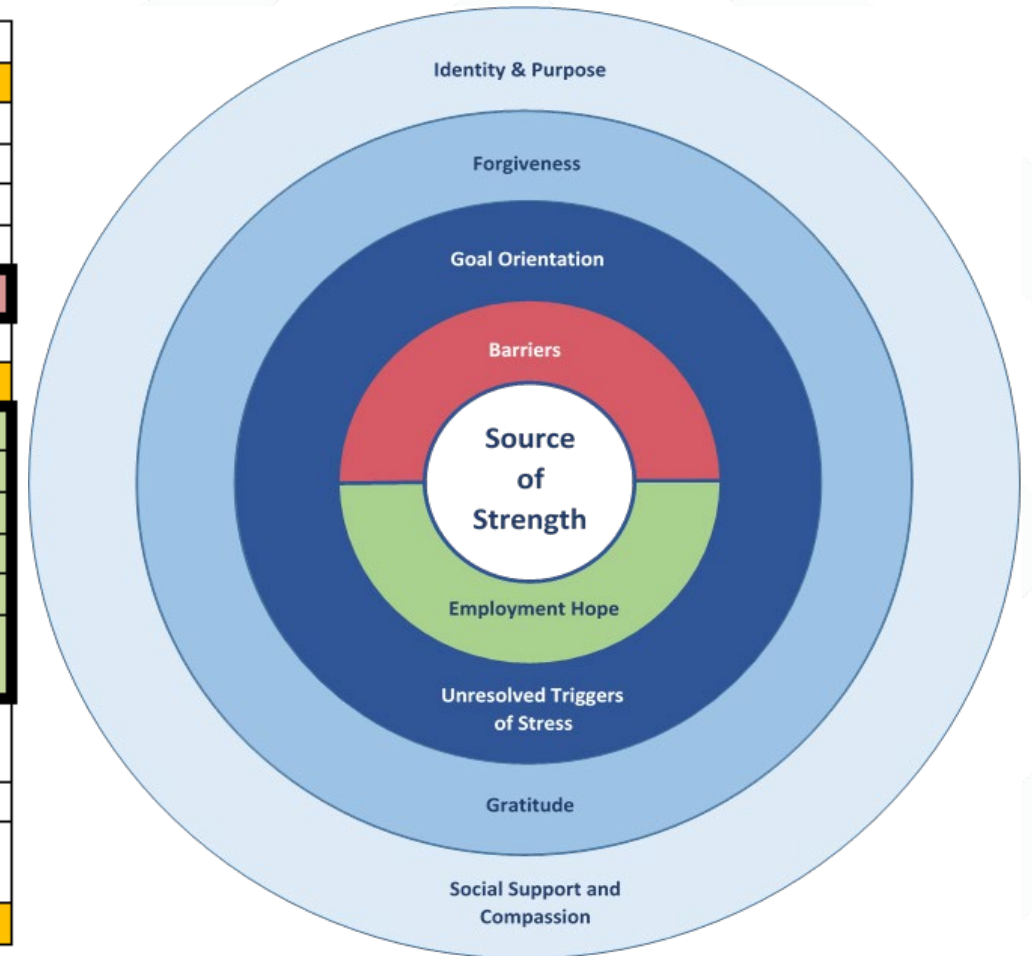
(Hong, 2020)



TIP Content at a Glance



Weeks	Themes	Topics
1.	Evaluation	PSS Survey (1)
2.	Identity & Purpose	TIP 1: Who Am I/Purpose In Life
3.	Forgiveness	TIP 2: Self-Compassion
4.	Goal-Orientation	TIP 3: Goal Setting TIP 4: Improvement & Pathways (1)
5.	Barriers	TIP 5: Barrier Inventory
	Source of Strength	TIP 6: My strength comes from
6.	Evaluation	PSS Survey (2)
7.	Employment Hope	TIP 7: Love/Self-Worth
8.		TIP 8: Self-Perceived Capability
		TIP 9: Future and the Possibilities
9.		TIP 10: Self-Motivation TIP 11: Skills and Resources Inventory TIP 12: Renewed Goal Commitment / Improvement & Pathways (2)
10.	Unresolved Triggers of Stress	TIP 13: Managing Stress & Anger
	Gratitude	TIP 14: Finding Meaning in Life
11.	Social Support and Compassion	TIP 15: Seeking Help & Helping Others
12.	Evaluation	PSS Survey (3)



(Hong, 2016b)



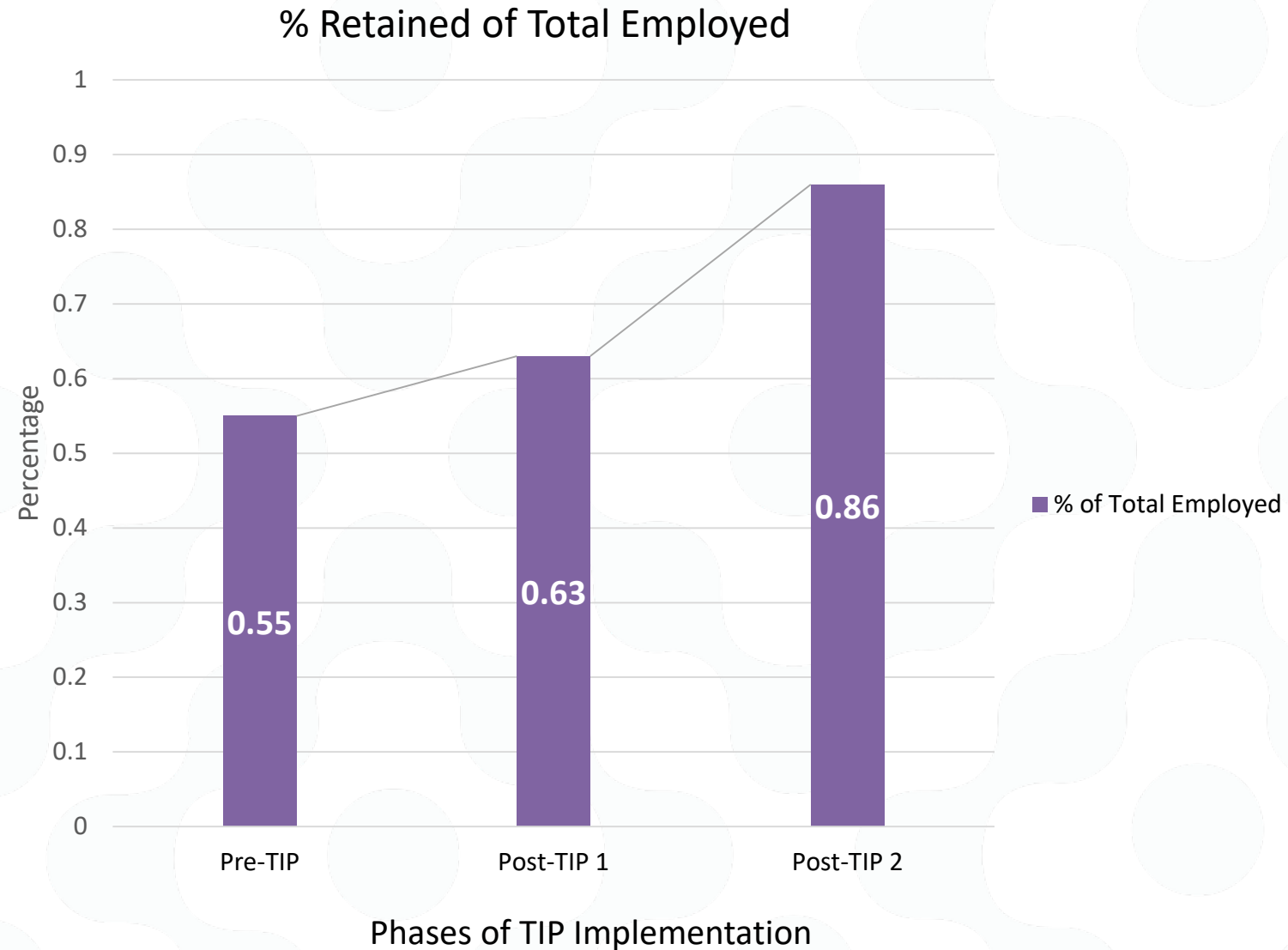
TIP Training for Workforce Development Staff



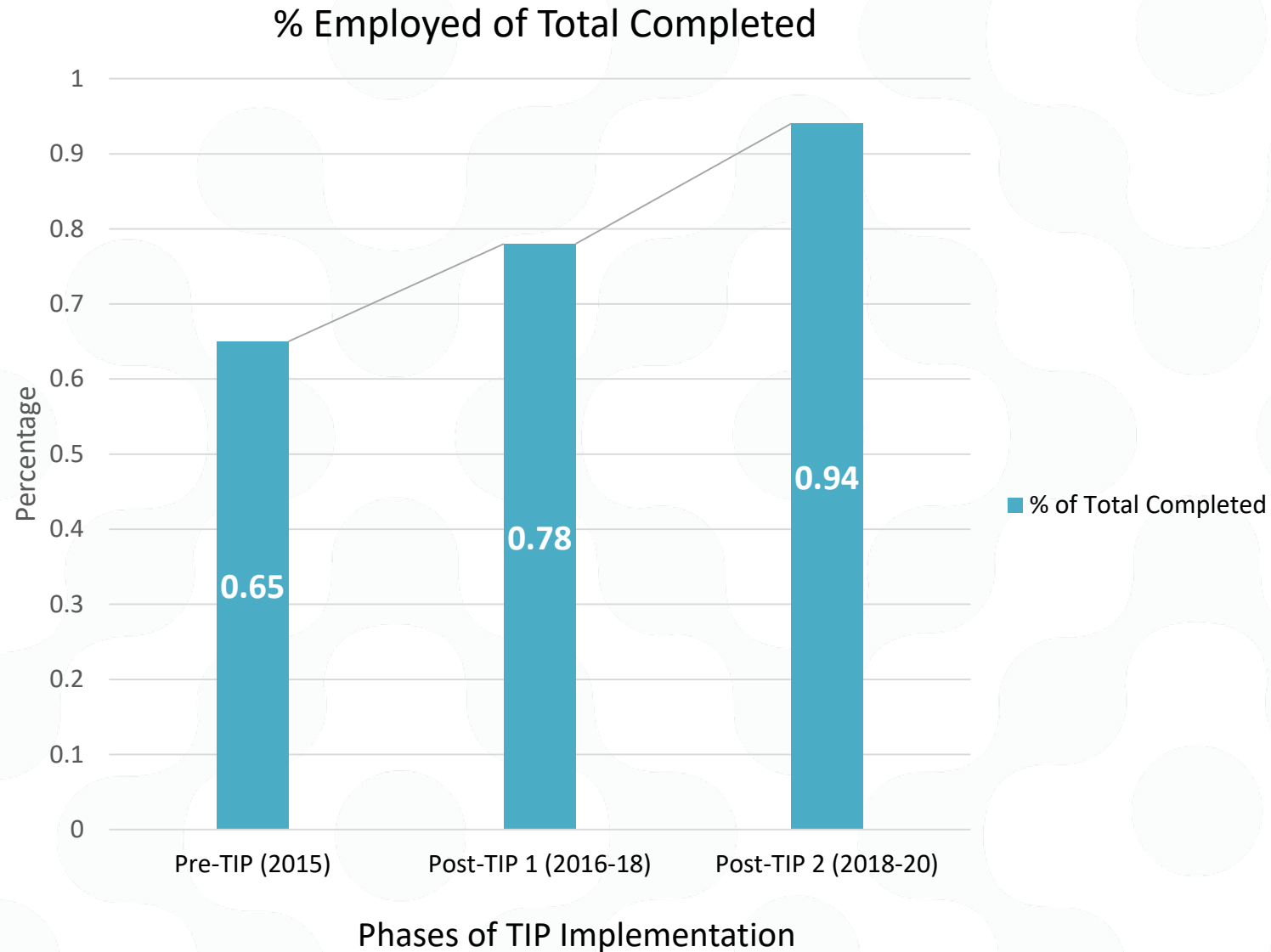
TIP Training for Youth Serving Staff



Impact of TIP in WFD



Impact of TIP in WFD



Humanship is defined as:

“Leadership in one’s life, or self-sponsorship, [that is developed] through finding an optimal balance between awareness and action by focusing on one’s internal locus of control.” (Hong, 2016b).

- Citizenship: Human rights
- Relationship: Change starts with oneself

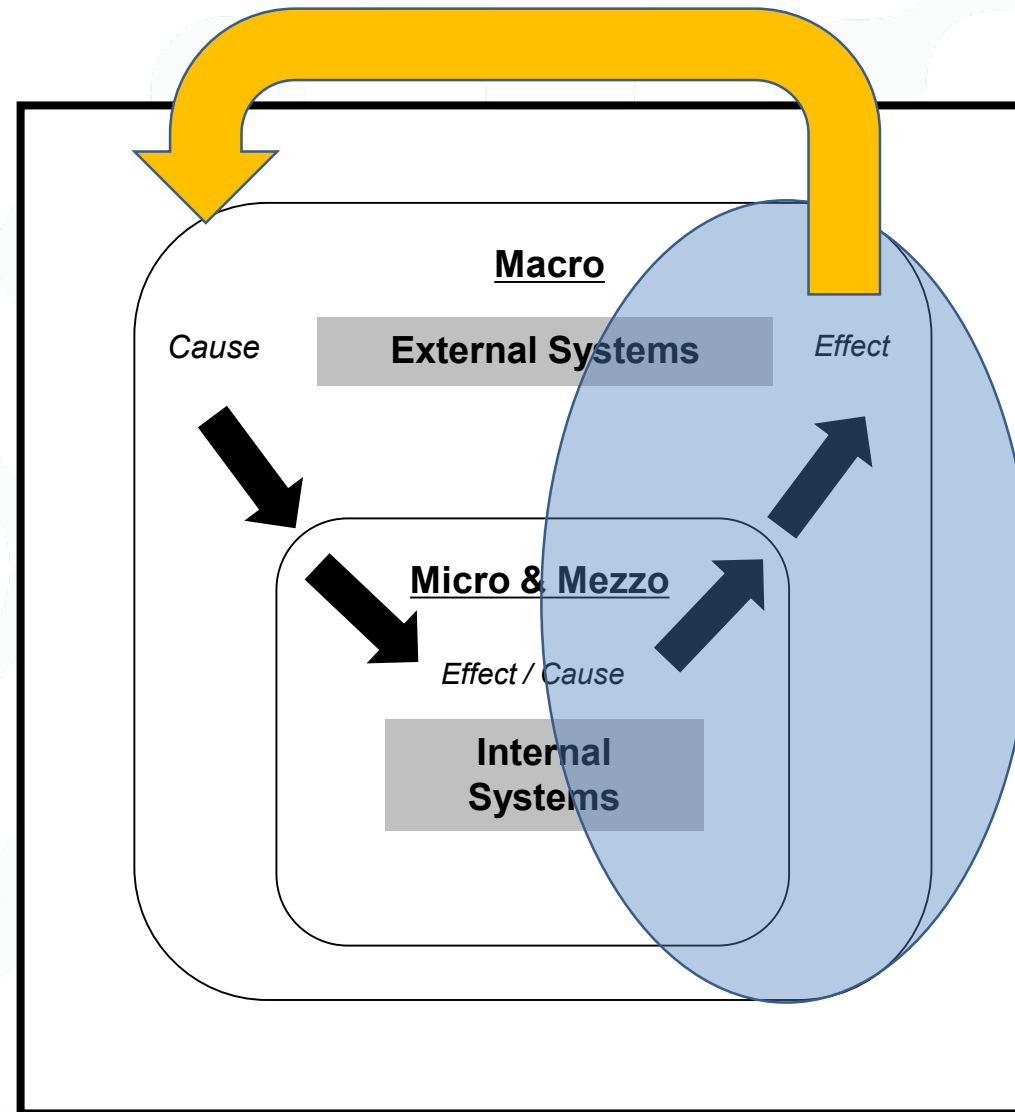


Transformation

- Starts at the point of the “as-is” condition of the individual.
- Change uses external influences to modify actions, but transformation **modifies beliefs leading to actions that become natural and thereby achieve the desired result.**
- Change fixes the past (fix and improve), but transformation **creates the future** (create the vision.)
- Change is usually an event; transformation is a **process that creates sustainable change.**
- Change is reversible; transformation IS NOT because it **causes new systems to emerge** (Palinkas, 2014.)



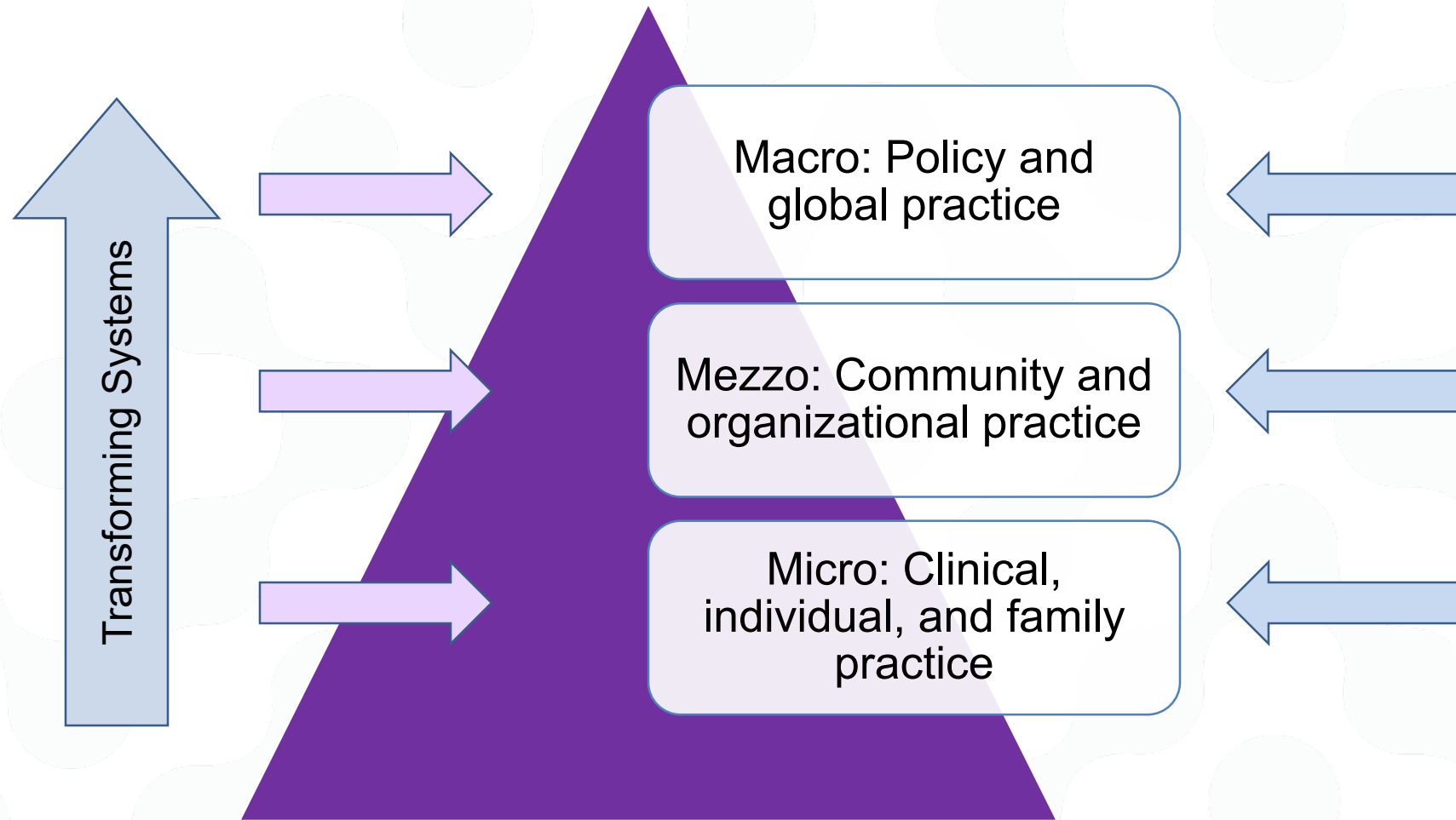
Bottom-Up Transformative Practice



(Hong, 2016b; Hong et al., 2014)



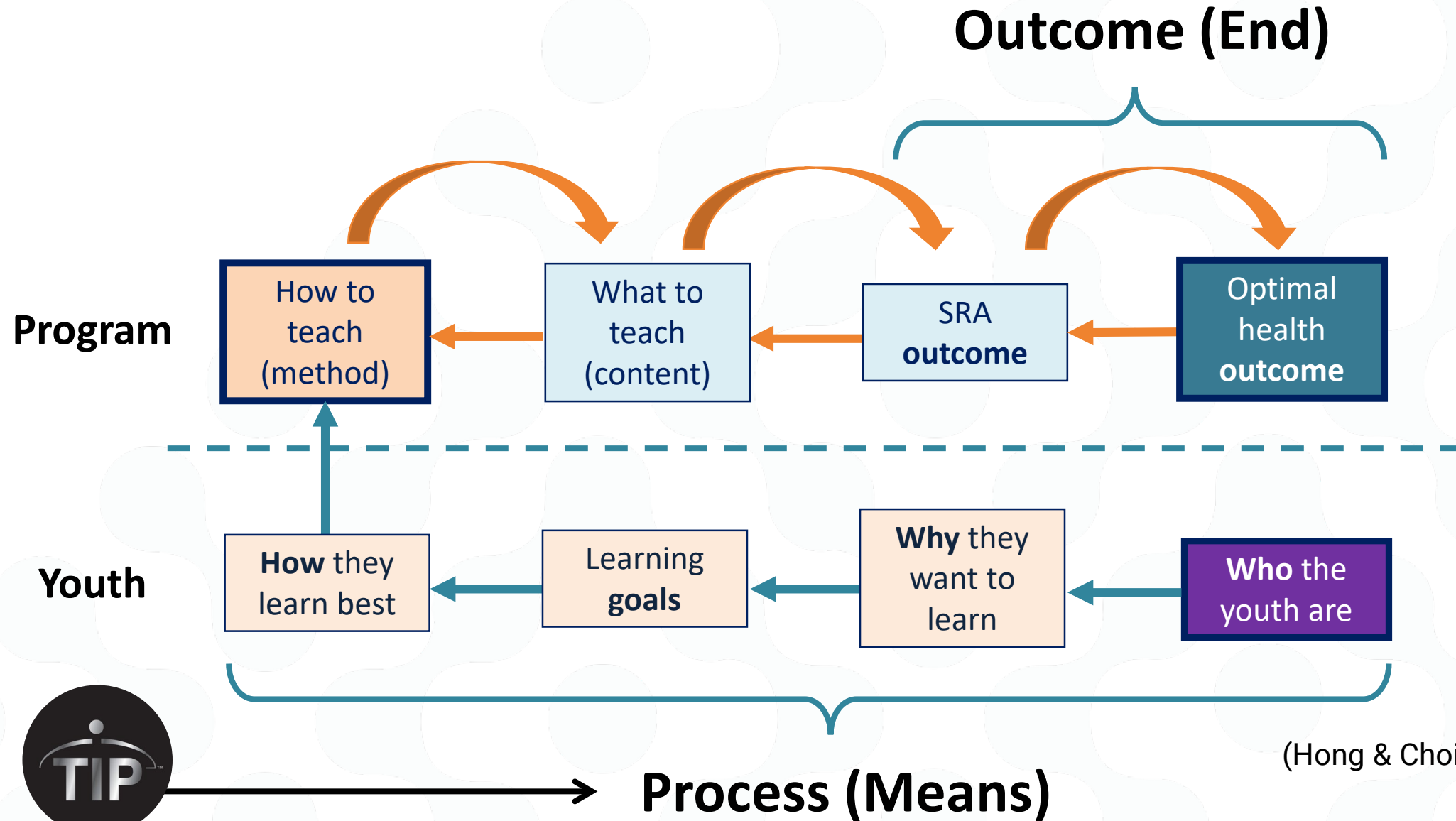
Bottom-Up Transformative Practice



(Hong & Choi, 2017)



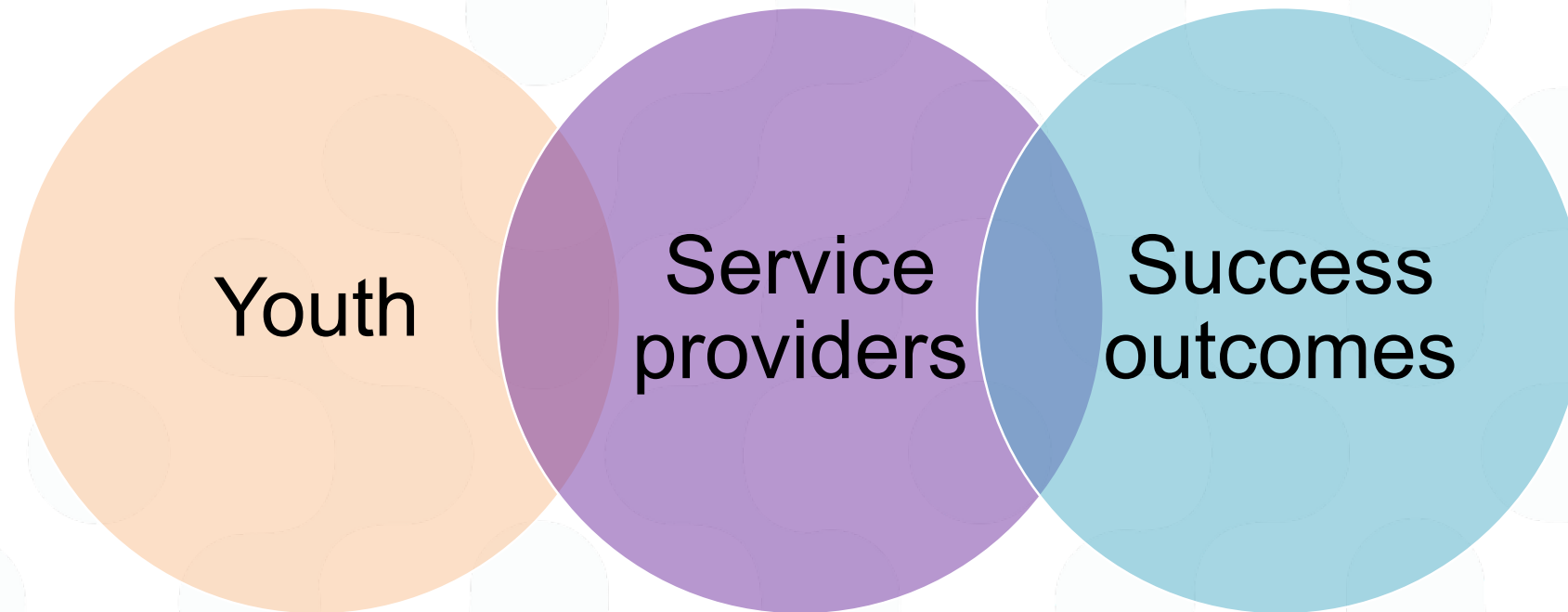
Bottom-Up Transformative Practice



(Hong & Choi, 2017)



Bottom-Up Transformative Practice



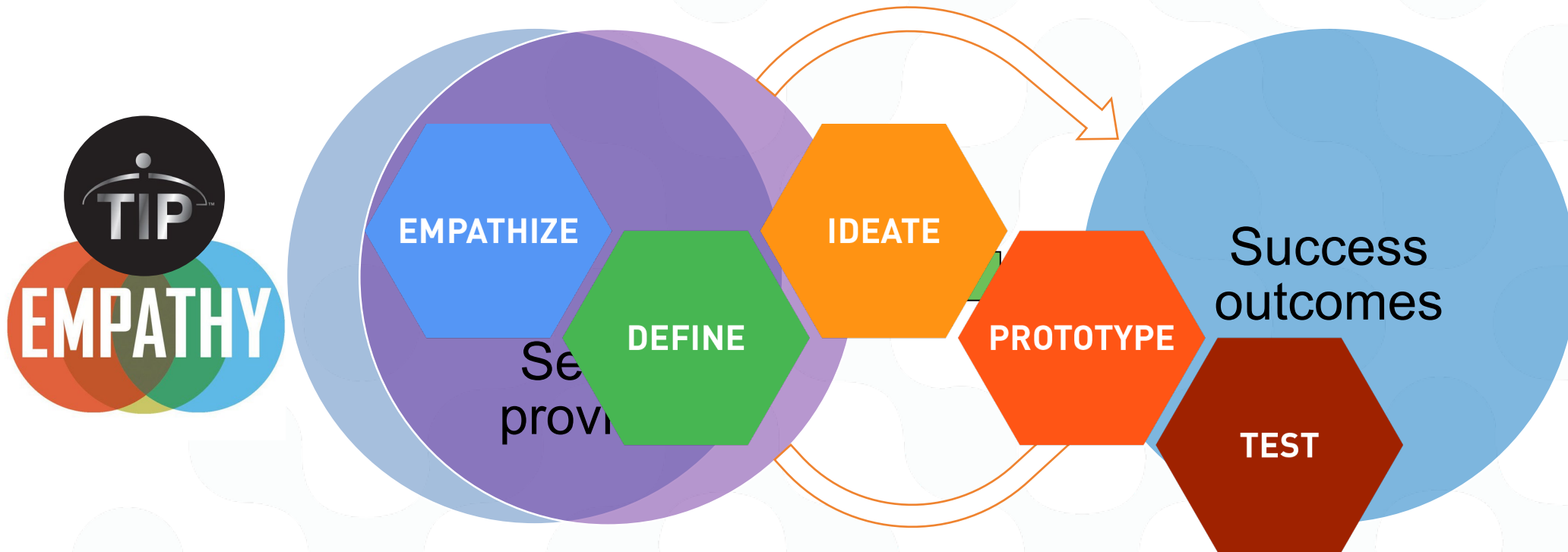
Who is the target audience?

Who defines what the success is going to be?

Transformative person-centered approach?



Bottom-Up Transformative Practice

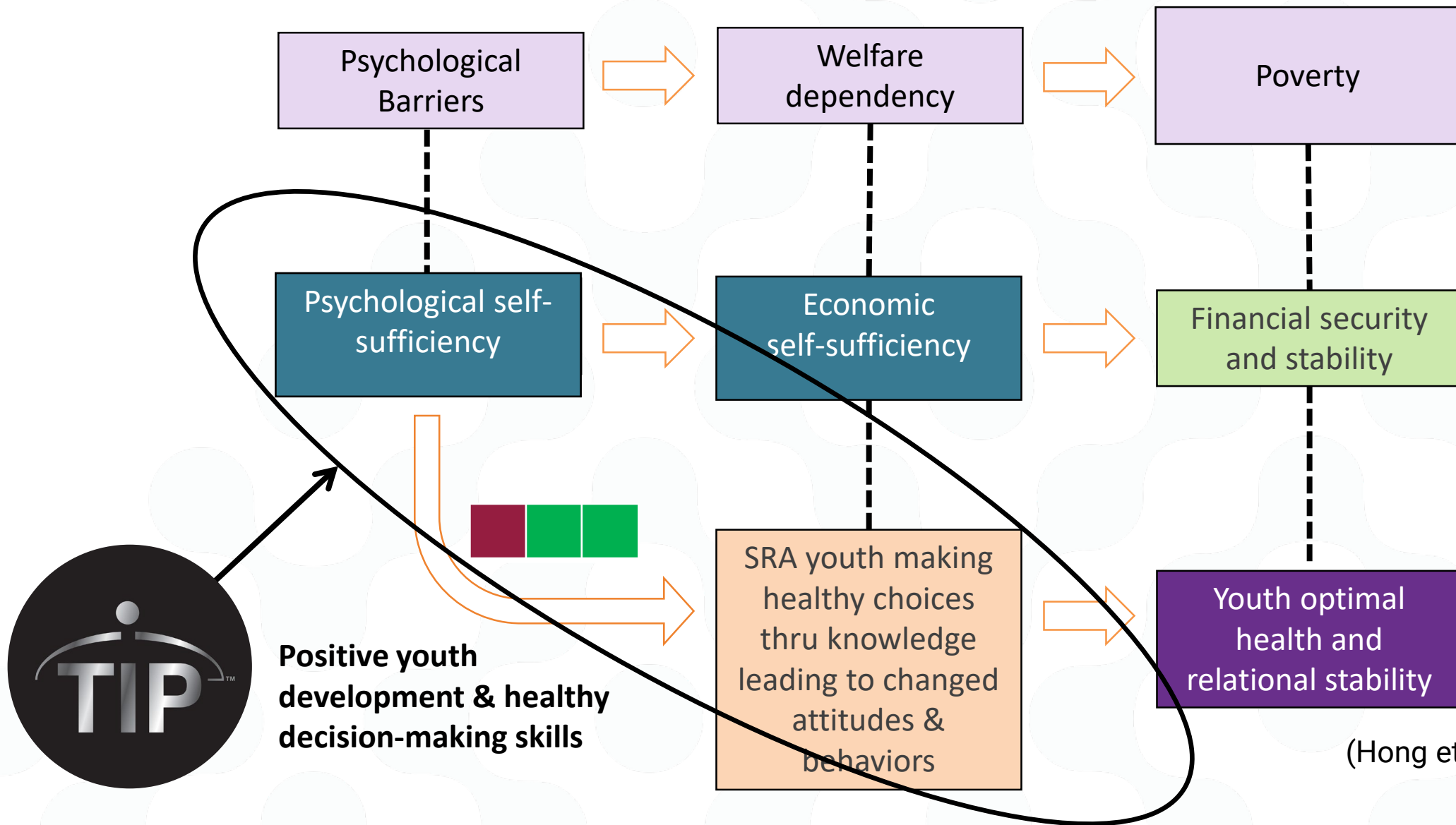


Do we have the courage to stand in solidarity with the community and invite success outcomes to emerge from a 'true' self-sufficiency process by being human-centered and investing in human potential?

(Hong, 2013)



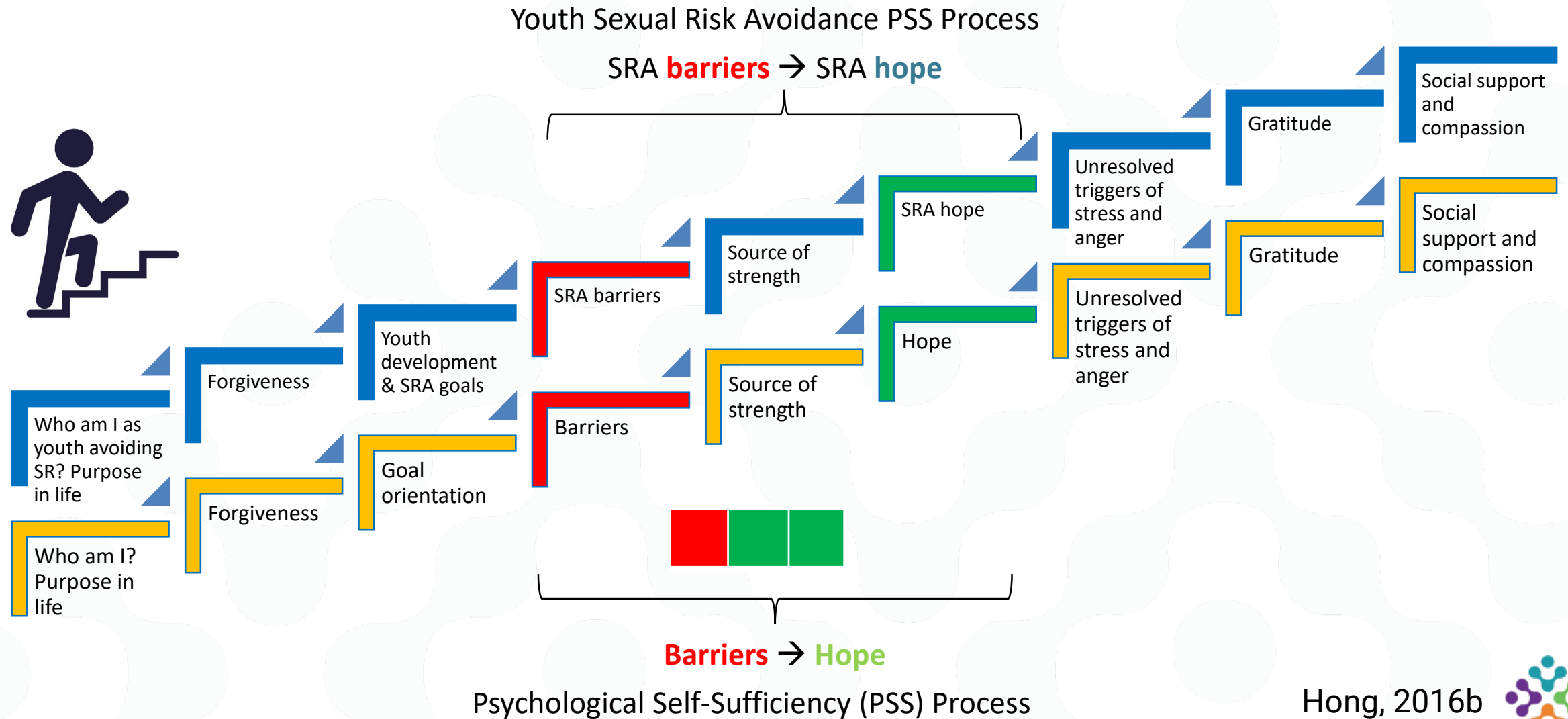
TIP Applied to the Self-Sufficiency Model



(Hong et al., 2019)



TIP Application to Youth Sexual Risk Avoidance



Hong, 2016b



Sexual Risk Avoidance Education (SRAE)

Optimal Health

“Optimal health is a dynamic balance of physical, emotional, social, spiritual, and intellectual health...Lifestyle change can be facilitated through a combination of learning experiences that enhance awareness, increase motivation, and build skills and, most important, through the creation of opportunities that open access to environments that make positive health practices the easiest choice” (O’Donnell, 2009).



Sexual Risk Avoidance Education (SRAE)




A-F	SRAE statutory purpose is to educate youth on how to avoid non-marital sexual activity and other risky behaviors by addressing the following:
A	The holistic individual and societal benefits associated with personal responsibility, self-regulation, goal setting, healthy decision-making, and a focus on the future.
B	The advantage of refraining from non-marital sexual activity in order to improve the future prospects and physical and emotional health of youth.
C	The increased likelihood of avoiding poverty when youth attain self-sufficiency and emotional maturity before engaging in sexual activity.
D	The foundational components of healthy relationships and their impact on the formation of healthy marriages and safe and stable families.
E	How other youth risk behaviors, such as drug and alcohol usage, increase the risk for teen sex.
F	How to resist and avoid, and receive help regarding, sexual coercion and dating violence, recognizing that even with consent teen sex remains a youth risk behavior.



Sexual Risk Avoidance Education (SRAE)



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C	The increased likelihood of avoiding poverty when youth attain self-sufficiency and emotional maturity before engaging in sexual activity.	• Avoiding poverty	• PSS increasing ESS 
		• Self-sufficiency	• Activating sustained ownership of SS processes and outcomes
		• Emotional maturity	• Emotional stability from staying on goal-oriented pathway B<H
D	The foundational components of healthy relationships and their impact on the formation of healthy marriages and safe and stable families .	• Healthy relationships	• Positive relationship with self and others
		• Healthy marriages	• Marriage founded on love and compassion and commitment to mutual growth and support
		• Safe and stable families	• Trusting relationships built on confidence to be vulnerable

TIP: Promising Practice Promoting Self-Sufficiency



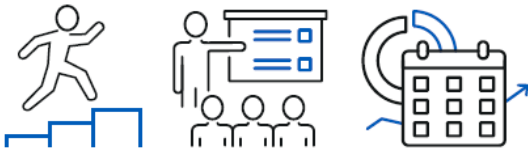
Research BRIEF

Mary Anne Anderson, Elizabeth Brown, Elizabeth W. Cavadel, Michelle Derr, Jacqueline F. Kauff

Using Psychology-Informed Strategies
to Promote Self-Sufficiency:
A Review of Innovative Programs

April 2018

OPRE Report #2018-41



- **Transforming Impossible into Possible (TIP):** One of five promising interventions that Mathematica Policy Research selected in their nationally identified programs that
 - Targeted to participants in challenging circumstances
 - Focused on participants reaching a set goal
 - Implemented interventions to improve participants' self-regulation



(Anderson et al., 2018)



TIP: Promising Practice Promoting Self-Sufficiency

MATHEMATICA
Policy Research

Table 1. Program approaches to improving and/or supporting the use of self-regulation skills

	Evidence-based interventions to improve self-regulation				Intentional approaches to creating environments that support use of self-regulation skills			
	CBT	Mindfulness	Motivational interviewing	MCII	Fostering positive relationships	Reducing logistical challenges	Creating a welcoming environment	Providing clear information
EMPath			✓		✓	✓	✓	✓
MOMS	✓	✓	✓		✓	✓		
NAZ	✓ ^a	✓	✓		✓			
Roca	✓	✓	✓		✓			
TIP 2016				✓			✓	
TIP 2019	✓	✓	✓	✓	✓		✓	

(Anderson et al., 2018)



TIP: Promising Practice Promoting SS



경기부천시소사지역자활센터 게이트웨이과정

『TIP(팁) 프로그램』 변화를 위한 여행

◎ 장소 : 3층 강당
◎ 일시 : 2016년 08월 26일(금) 13:30~

경기부천시소사지역자활센터는 국민기초생활보장법 제 16조 의거, 보건복지가족부로부터 지정받은 기관으로 저소득 주민에게 사회복지서비스 지원, 직업훈련, 취업 연계 및 공동창업 기회를 제공하여 삶의 질 향상을 통한 심리, 경제적 자립을 돕는 기관입니다.



TIP(팁) ??????

(The Transforming Impossible into Possible)

불가능 → 가능으로!!!



Please fill out the red slip of paper with one **barrier** as you get settled in.



(Hong, 2016a)

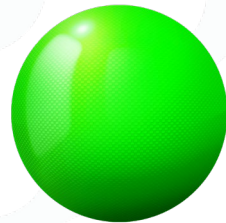


TIP Practicum





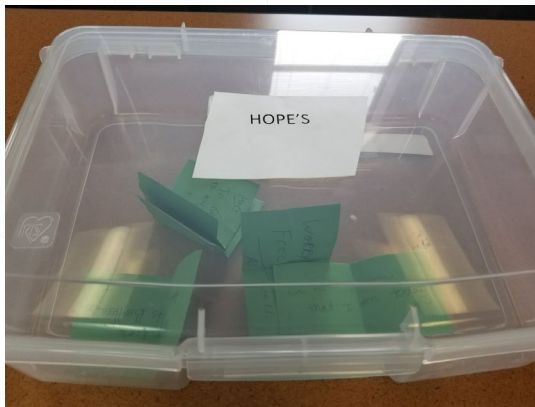
Barriers → **Hope**



TIP Practicum

Please fill out the green slips of paper with two **hope actions** as you commit to them.

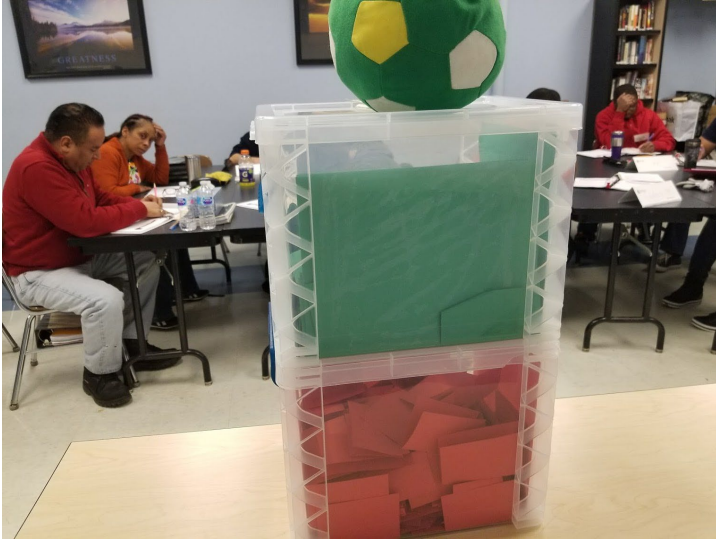




(Hong, 2016a)



TIP Practicum



→ success goal

If
then

I run into a BARRIER [fill in _____] that makes me believe it is **IMPOSSIBLE** to achieve what I want,

I will take the following HOPE ACTIONS [fill in _____] and [fill in _____] to make it **POSSIBLE** to achieve what I want.

Please sign below as a contract with yourself to commit to the HOPE ACTION.

Name _____ Date _____

(Hong, 2016a)



References

- Anderson, M. A., Brown, E, Cavadel, E.W., Derr, M., & Kauff. J. F. (2018). Using Psychology-Informed Strategies to promote Self-Sufficiency: A review of innovative programs. OPRE Report #2018-41, Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services.
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- Hong, P.Y.P. (2020). Employer engagement in HPOG university partnership using a research-informed Transforming Impossible into Possible (TIP) intervention model. Paper presented at ACF/OPRE Research and Evaluation Conference on Self-Sufficiency (RECS), Washington, D.C., October 15.
- O'Donnell, M. P. (2009). Definition of Health Promotion 2.0: Embracing passion, enhancing motivation, recognizing dynamic balance, and creating opportunities. *American Journal of Health Promotion*, 24(1), iv-iv. doi:10.4278/ajhp.24.1.iv
- Palinkas, J. (2014). The difference between change and transformation.



QUESTIONS?



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THANK YOU!
PRESENTED BY



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