

Unveiling the Adult Thriving Assets of Midland

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Author's Note

This paper outlines twenty-two adult thriving assets and a survey for the Midland Area Wellbeing Coalition to utilize in Midland County to identify priority thriving assets to focus on to increase wellbeing for adults. This work would not have been possible without the dedication and support of Kathy Snyder, the Director of the Midland Area Wellbeing Coalition, Kathryn Tate, President and CEO of the Legacy Center, Richard (Dick) Dolinski, Founder and President Emeritus of the Legacy Center, Charlie Schwedler, Executive Director of Senior Services, Beverlee Wenzel, President and CEO of the ROCK Center for Youth Development, Sarah Weisbarth, Director of Discover You for the ROCK Center for Youth Development, Justin Roskopf, Manager of Survey Services and Measurement Strategy for Search Institute, Mark O'Brien, our Assistant Instructor for MAPP714, and Leona Brandwene, MAPP 714 instructor.

Abstract

The Midland Wellbeing Coalition strives to create inclusive communities where everyone can thrive. Using positive psychology principles, the Coalition aims to foster community wellbeing by identifying and cultivating strengths within individuals and organizations. Stemming from evidence-based research, students in the Masters of Applied Positive Psychology program at the University of Pennsylvania developed twenty-two thriving assets tailored for adults. This paper explores the integration of positive psychology practices in community initiatives, focusing on the development of the aforementioned assets. Additionally, the implications of this work are discussed, focusing on how adults in the Midland community will flourish and alluding to the potential of applying this framework in other communities.

Keywords: adult, assets, Midland, wellbeing, thrive, positive, psychology

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Situation Analysis

Background

The Midland Area Wellbeing Coalition (the Wellbeing Coalition, or Coalition) is a comprehensive and robust initiative comprising over 150 members and 86 organizations throughout Midland, Michigan (Midland Area Wellbeing Coalition, 2024). The Coalition is a non-profit organization dedicated to fostering a thriving environment in Midland for all residents, and cultivating a healthy community invested in wellbeing. Kathy Snyder, the Midland Area Wellbeing Coalition Director, advocates for wellbeing across various segments of the community, encompassing individuals, groups, organizations, and the community at large. The Coalition's mission, inspired by Dr. Christopher Peterson, defines wellbeing as the ability to feel good, handle challenges effectively, and maintain functionality (Peterson, 2006; Huppert & So, 2013; K. Snyder, personal communication, January 19, 2024). The Coalition's vision is "Midland is a thriving community where everyone feels good, struggles well, and functions effectively" (Midland Area Wellbeing Coalition, 2024); "Together. Forward. Bold. An exceptional place where everyone thrives" (Midland Area Wellbeing Coalition, 2024; K. Snyder, personal communication, January 19, 2024).

Snyder traces the Coalition's origins back to 2018 when they introduced a certificate training program centered on wellbeing in Midland. This initial effort engaged around 40 community members, providing insights into the science of positive psychology and its applicability to personal lives, workplaces, and the broader community (K. Snyder, personal communication, January 19, 2024).

In terms of outreach and education, the Coalition conducts monthly online workshops and partners with organizations to create organizational wellbeing initiatives (Midland Area

Wellbeing Coalition, 2024). The "Journey Toward Wellbeing" series is one of their online wellbeing workshops, which meets on the first Tuesday of each month. This meeting provides foundational knowledge on the science of wellbeing and the significance of positive thinking. For those seeking more in-depth insights, they offer "Power Half Hour" workshops every third Wednesday and a weekly series titled "Wellbeing Life Hacks." These are disseminated through social media (Instagram @midlandwellbeingcoalition) and email newsletters, offering research-informed strategies and tools (Midland Area Wellbeing Coalition, 2024). In addition to virtual engagements, the Coalition collaborates with employers and organizations, providing tailored presentations and training packages to meet specific needs. Snyder emphasizes the Coalition's integral role in Midland's collective mission to progress and thrive. The Coalition's collaborative efforts have enriched the community's understanding of wellbeing, instigated positive shifts in workplace conversations, and equipped families with valuable tools for navigating challenging circumstances (K. Snyder, personal communication, January 19, 2024).

The Midland Area Wellbeing Coalition and the Community

The Midland Area Wellbeing Coalition came into existence with the support of Midland's mayor, Maureen Donker, and other key community leaders and organizations (K. Snyder, personal communication, January 19, 2024). The Coalition now encompasses dozens of organizations, including United Way, Dow Chemical, MyMichigan Health, and the Midland Public School District. It extends across multiple sectors, such as arts, business, education, faith, health, and law enforcement, reflecting a broad spectrum of community interests. The Coalition's mission is "To promote wellbeing, foster meaningful connections, and provide tools for growth throughout our diverse and interconnected community" (Midland Area Wellbeing Coalition, 2024). The overarching goal of the Wellbeing Coalition is to cultivate an inclusive

community where every individual has the chance to thrive and make meaningful contributions to the collective wellbeing of Midland (K. Snyder, personal communication, January 19, 2024).

The Coalition engages with the community through various initiatives, including a community center, arts events, training courses, workshops, and a business alliance program (Midland Area Wellbeing Coalition, 2024). These programs cater to the needs of different life stages and advance essential developmental assets for youth and older adults. Involvement in events like the Midland County Neighboring Week exemplifies the Wellbeing Coalition's commitment to inclusivity and a thriving community (Midland Area Wellbeing Coalition, 2024). The organization estimates that, through these initiatives and various communication methods, it has engaged in over 225,000 interactions with members of their community (Midland Area Wellbeing Coalition, n.d.).

The Midland community includes a blend of working-class adults, students, young professionals, and older adult citizens that shape the County's inclusive community (K. Snyder, personal communication, January 19, 2024). The city of Midland includes families struggling with poverty, evidenced by the 20% that qualify for free and reduced lunch programs, as well as a substantial presence of highly educated and prosperous professionals (Midland Area Wellbeing Coalition, n.d.). Midland faces similar challenges that other communities face, including, but not limited to, housing, access to broadband internet, access to childcare, mental health, substance use, and physical health, among others (S. Mortensen, personal communication, personal communication, February 9, 2024). This community is still dealing with the effects of a 2020 flood, including housing loss, infrastructure damage, and reduced property values. Despite these challenges, Midland maintains a strong sense of trust and safety, as reflected in the comfort of residents taking nighttime walks (K. Snyder, personal communication, January 19, 2024).

The downtown area, marrying historic charm with modern amenities, is a vibrant centerpiece of Midland, appealing to residents and visitors (K. Snyder, personal communication, January 19, 2024). A key attraction is the Dow Diamond, home to the Great Lakes Loons, a Minor League Baseball team. Midland showcases its affinity for nature and outdoor activities through active community participation in local arts events, regular visits to parks and farmers' markets, and enjoyment of the Pere Marquette Rail Trail (K. Snyder, personal communication, January 19, 2024). The active involvement of Midland's population in these outdoor activities amplifies the importance of maintaining an inclusive and engaged community.

Strengths

The Coalition's strengths include support from key community leaders, empathy, love for the Midland community, and a deep foundation in positive psychology (K. Snyder, personal communication, January 19, 2024). The Midland Area Wellbeing Coalition is well-funded and has an established staff, with a full-time director and eight part-time employees (K. Snyder, personal communication, January 19, 2024). The stability and depth of the organization, including their shared knowledge and broad training in positive psychology, are major strengths.

All members must undergo classroom training in positive psychology to enhance the effectiveness of the Wellbeing Coalition's endeavors. This approach enriches their collective wisdom and equips them with a shared language and understanding, essential for guiding their collaborative efforts (K. Snyder, personal communication, January 19, 2024). Snyder, the Coalition's Director, graduated from the University of Pennsylvania's Master of Applied Positive Psychology program (MAPP). Over 150 members have completed training or obtained a master's degree in positive psychology. This foundational knowledge base helps structure and align the members' ideas, provides inspiration, helps coalesce their collective sense of purpose,

and builds their mutual vision of what is possible. In a community setting with many potentially competing interests and voices, the Wellbeing Coalition's shared positive psychology framework is a strength in uniting various parties.

The success of the Wellbeing Coalition hinges on having leadership and members representative of the Midland community who are capable of marshaling necessary resources. The leadership team has various backgrounds and prominent influences of support, including the mayor of Midland, the administrator/controller of Midland County, the executive director of the local United Way, the executive director of the Midland Area Community Foundation, the Global Wellbeing Program Manager at Dow, and the executive director of the ROCK Center for Youth Development (Midland Area Wellbeing Coalition, 2024). Broad support is needed for a community to learn and adopt the principles of positive psychology.

Support from key community leaders is a strength that broadens the Coalition's reach across the Midland community. For example, approximately 75% of the students in the first cohort of the Coalition's education program started the training because the mayor of Midland suggested they attend (K. Snyder, personal communication, January 19, 2024). The Wellbeing Coalition has member organizations, including businesses, governmental agencies, health organizations, and all levels of education. This gives the Coalition reach into all parts of the Midland community. Snyder can request assistance on various projects from many sources (K. Snyder, personal communication, January 19, 2024). This gives the Coalition great influence and a wide variety of ways to positively affect the community.

Enhancing the wellbeing of the 150 Coalition members who have been trained directly affects the community. The positive psychology knowledge a Coalition member receives through the training program can enhance the trainee's subjective wellbeing, as well as the wellbeing of

the trainee's friends, family members, acquaintances, and colleagues due to the nature of social interactions and the interconnectedness of society (Fowler & Christakis, 2008). The training provided by the Wellbeing Coalition, and the ripple effect of that training, is a source of community strength and wellbeing.

Additionally, the Wellbeing Coalition employs empathy and social intelligence to gain a deeper understanding of the challenges and viewpoints of their community members (K. Snyder, personal communication, January 19, 2024). This approach allows the Wellbeing Coalition to address identified challenges and support their community members in their current situations, aiding their development and growth. A key aspect of their approach is to "honor the struggle" some members face. Recognizing and acknowledging these challenges profoundly resonates within their community (K. Snyder, personal communication, January 19, 2024).

An intangible yet fundamental strength of the Wellbeing Coalition resides in the deep care that its members hold for their community. While members are realistic about the challenges within the Midland community, they have resilient and positive responses. Snyder and the other Coalition members are dedicated to helping their community confront life's challenges so all members can thrive and flourish. They are proud of their community, its residents, and the Coalition's work and future potential (K. Snyder, personal communication, January 19, 2024). Snyder's strengths of curiosity and zest are apparent in her discussions about the Coalition and the various opportunities to enhance wellbeing within the community (K. Snyder, personal communication, January 23, 2024). Thus, the overarching strength of the Coalition is its love for its community and the grit, vision, and drive it and its members possess to see its goal through to fruition to improve the wellbeing of its community and its residents.

Application of Positive Psychology

Positive psychology is central to the Coalition's vision of enhancing wellbeing within the Midland community. This field seeks to identify, enhance, and cultivate what works well for individuals and organizations. A foundational element of this science is to leverage individual and organizational strengths to promote a thriving community (Peterson, 2006). Leaders within the Coalition seek to optimize functioning by promoting these strengths.

The PERMA Theory of Well-Being lists positive emotions, engagement, relationships, meaning, and achievement as vital elements of wellbeing that together cultivate a state of flourishing (Seligman, 2011). These elements highlight areas where attention and interventions can be employed to foster wellbeing. PERMA can assist practitioners in developing tools and behaviors that support flourishing in non-clinical populations. A benefit of the PERMA model is that it is malleable and can be applied in numerous situations (Seligman, 2011).

The Wellbeing Coalition further builds on the PERMA model by utilizing the PERMA-H framework, which includes health as a component to acknowledge the impact that exercise, sleep, and nutrition have on wellbeing (Midland Area Wellbeing Coalition, n.d.). In addition to PERMA-H, the Coalition provides the community with resources on resilience to strengthen their ability to manage stress (Reivich & Shatté, 2003; Midland Area Wellbeing Coalition, n.d.). Although positive psychology aims to enhance wellbeing, it does not ignore everyday issues (Seligman, 2011). The Coalition can utilize positive psychology principles to foster collective wellbeing while acknowledging the issues their community faces.

The Coalition has integrated positive psychology into the community, supporting children and older adults through the use of asset models. To build the wellbeing of young people, the Youth Impact Partnership (the Wellbeing Coalition is a member) employs a list of 40

developmental assets for children ages three to eighteen (Search Institute, 2006). These assets are identified as building blocks for helping children grow up happy, healthy, and well-adjusted. Through extensive research in the fields of child and youth development, social science and psychology, the Developmental Assets Framework was developed in 1990 by the Search Institute (Lorion & Harris, 2003). Search Institute is a non-profit organization that “studies and works to strengthen youth success in schools, coalitions, youth and family organizations, and the faith community” (Search Institute, 2024a). The Developmental Asset Framework includes 40 developmental assets for youth, with 20 external assets and 20 internal assets (Search Institute, 2024a). External assets are defined as: “environments, activities and experiences [provided] for youth to help them thrive. These fall into four categories: support, empowerment, boundaries and expectations, and constructive use of time” (The Legacy Center for Success, 2021). Internal assets are defined as: “attributes and values youth hold that influence their perceptions of self and others, as well as how [they] interact with one another. There are four categories: commitment to learning, positive values, social competencies, and positive identity” (The Legacy Center for Community Success, 2021). An example of an internal asset for youth is positive identity, which is characterized by “self-esteem—young person reports having a high self-esteem” (Search Institute, 2006). An example of an external asset for youth is support: “family support: family life provides high levels of love and support” (Search Institute, 2006). For the past 19 years, the community of Midland has invested in youth by having 6th graders through 12th graders take the Search Institute’s Attitudes and Behaviors Survey to identify the developmental assets that they have (K. Tate, personal communication, February 6, 2024; K. Tate, personal communication, February 7, 2024). The middle school and high school students in Midland County take the Attitudes and Behaviors Survey every five years. The last survey was

administered in 2021; 4,389 students responded to the survey, which was 69% of the middle school and high school students in Midland County (K. Tate, personal communication, February 7, 2024). The most important assets that emerged from the most recent data set from 2021 were a sense of purpose, self-esteem, and positive peers (S. Weisbarth, personal communication, February 28, 2024). After receiving the results from Search Institute, the community needs to think about the key things they can do to impact those attitudes and behaviors in children and adolescents to help them develop those particular assets (S. Weisbarth, personal communication, February 28, 2024).

Additionally, after the Legacy Center for Student Success received the report from Search Institute with the results of the survey, they hired a statistician to perform additional analysis (K. Tate, personal communication, February 6, 2024). For example, with the 2021 data, the statistician did a regression analysis where every developmental asset was run against every risk-taking behavior. The statistician looked at the strength of the relationship between the asset and risk-taking behavior to determine which assets were more effective at reducing risk-taking behaviors (K. Tate, personal communication, February 6, 2024; R. Dolinski, personal communication, February 22, 2024). The asset that is most effective in Midland against kids engaging in risk-taking behaviors is positive peers because kids who have positive peers are the least likely to engage in risky behaviors (R. Dolinski, personal communication, February 22, 2024). Increasing a kid's presence with other constructive kids facilitates protections against taking risks (R. Dolinski, personal communication, February 22, 2024). The community chose to focus on positive peers as a priority asset for youth by focusing specifically on helping kids to build their communication skills, understand what a good friend looks like, and what being a positive peer means and looks like (S. Weisbarth, personal communication, February 28, 2024).

Midland is also thinking about how to engage kids in positive relationships with peers to encourage good decisions (K. Tate, personal communication, February 6, 2024). The community invests in these efforts because when youth have more developmental assets, they engage in fewer risk-taking behaviors and are more likely to thrive (K. Tate, personal communication, February 6, 2024). The statistician that The Legacy Center contracted also ran every developmental asset against self-esteem and sense of purpose. 50 percent of kids who had self-esteem as a developmental asset had 27 developmental assets (K. Tate, personal communication, February 6, 2024). This highlights that in Midland, when kids have the developmental asset of self-esteem, they tend to have many other assets. These findings illustrate that developmental assets are interconnected and that working to nurture them collectively contributes to the holistic wellbeing of individuals. If kids need 27 developmental assets to have self-esteem as an asset, then everywhere they go in town, someone needs to be helping them to build developmental assets (K. Tate, personal communication, February 6, 2024). By focusing on the assets of positive peers and helping children and adolescents to build multiple assets, Midland can leverage its resources and implement programs within the community to help children and adolescents build developmental assets and improve their wellbeing.

A similar model was used to identify 32 assets for older adults (K. Snyder, personal communication, January 19, 2024; The Legacy Center for Community Success, 2019). In 2014, the Senior Services of Midland County asked the Legacy Center for Community Success to “identify, define, and measure key attributes older adults need in their lives to live optimally” (The Legacy Center for Community Success, 2019, p. 1). The Legacy Center for Community Success created the Senior Assets for Optimal Living Steering Team, which was made up of representatives from the community who were abreast with the current research on aging and

who work with older adults. Some members included United Way, Senior Services, the Department of Human Services, Community Mental Health, Senior Housing, and the Veterans Administration (The Legacy Center for Community Success, 2019). The Steering Team researched, analyzed data, and chose to add additional assets to address basic needs, which is not something that is a part of the Search Institute's framework (K. Tate, personal communication, February 6, 2024). The Steering Team chose to include the basic needs of older adults because many older adults rely on services like Meals on Wheels to provide them with proper nutrition (C. Schwedler, personal communication, February 6, 2024).

At the conclusion of this initiative, the Steering Team developed 32 Senior Assets for Optimal Living. One of the external assets is support and it is broken down further into "family proximity: family member lives within an hour driving distance" (The Legacy Center for Community Success, 2019). Another external asset is constructive use of time and nutritional health is an asset under that category. "Nutritional health: senior adheres to nutritional guidelines" (The Legacy Center for Community Success, 2019). An internal asset is having a positive outlook and an asset that falls under this category is "Positive view of personal future: senior is optimistic about his or her personal future" (The Legacy Center for Community Success, 2019). After developing the assets, they created a survey to measure the assets that older adults had in their community (The Legacy Center for Community Success, 2019). In 2014, they administered the Senior Assets for Optimal Living survey to the older adults in the community to gather a baseline measure. In 2019, they administered the Senior Assets for Optimal Living survey for a second time. They recruited 184 volunteers from different sectors of the community to survey older adults within the community. Between March 4- April 29, 2019,

2,085 individuals completed the Senior Assets for Optimal Living Survey (The Legacy Center for Community Success, 2019).

The key recommendations from the results of the survey were to focus on six priority assets:

give adequate support through long-term positive relationships, provide meaningful community involvement opportunities, engage older adults in groups, clubs, organizations, faith-based communities that provide a caring encouraging environment, provide supports to encourage older adults to plan for the future, provide supports to encourage older adults to set, discuss and communicate boundaries, and help older adults connect to their community. (The Legacy Center for Community Success, 2019)

Senior Services of Midland County has utilized the data from the Senior Assists for Optimal Living survey to inform their strategic plan (C. Schwedler, personal communication, February 6, 2024).

These models provide the Coalition with areas to focus on for the community to improve and grow. For instance, these assets are incorporated in the Community Health Improvement Plan (MCTV Network-Midland Michigan's Community Voice, 2024) and the Midland County Dashboard (Midland Area Community Foundation, 2021). The potential for positive psychology here resides within creating assets similar to those for youth and older adults but for the adult population in Midland County. One of the goals of the Community Health Improvement Plan for 2024 is to increase positive assets for youth, adults, and older adults (MCTV Network-Midland Michigan's Community Voice, 2024). They have a three-part strategy to do this. First, they want to focus on accomplishing what matters across the lifespan. They believe that achieving this goal will feature storytelling from residents and other action steps. Their second strategy is to

continue to focus on cultivating healthy relationships. Their third strategy is the development of the adult thriving assets framework (MCTV Network-Midland Michigan's Community Voice, 2024). Midland has the youth asset survey and the Senior Assets for Optimal Living, but they do not really have anything for the workforce population. Charlie Schwedler mentioned during an annual review that the Wellbeing Coalition planned to work with the University of Pennsylvania's Master of Applied Positive Psychology program to develop a survey to more accurately have an idea of what the community of Midland is doing well and what they should be doing to work to build adult assets (MCTV Network-Midland Michigan's Community Voice, 2024; C. Schwedler, personal communication, February 6, 2024).

Midland needs to know what the adult thriving assets are for adults in the community to thrive (K. Snyder, personal communication, January 19, 2024). When individuals become adults, they do not stop needing assets, the assets might just look a little different (C. Schwedler, personal communication, February 6, 2024). The benefit of developing adult assets is that the needs that adults have are not necessarily the same as the needs that youth and older adults have. Additionally, the community of Midland is trying to attract and retain talent, particularly younger demographics (e.g. students who finish college, trade school, or return from the military). They are wondering how they can make it so that these individuals want to move to Midland or come back to Michigan (K. Snyder, personal communication, January 30, 2024). Currently, Midland does not have a model that shows what it takes for adults to thrive in their community. This model could be useful as a diagnostic that then informs strategy and priority (K. Snyder, personal communication, January 30, 2024). Similar to how the ROCK Center for Youth Development and the Legacy Center for Community Success utilized positive psychology to develop youth and senior assets, there is yet another opportunity for the Coalition to apply positive psychology

to identify the essential assets for adults. A significant benefit of these assets is that they can be used by workplaces, organizations, and nonprofits to better support the adults within the community and attract and retain new talent (K. Snyder, personal communication, January 25, 2024; K. Snyder, personal communication, January 30, 2024).

Literature review

Introduction

Our service partner, the Midland Wellbeing Coalition, requested a series of adult thriving assets. We have identified twenty-two assets, which include internal assets, values and attributes that adults have that impact how they perceive themselves and others, and external assets, elements outside of oneself that help them to thrive, such as support and activities (Search Institute, 2006; Search Institute, 2024c). Our literature review begins with an examination of the internal assets, followed by the external ones. Next, we explore the importance of having multiple assets and how they contribute to one's wellbeing. The final segment of our review focuses on implementation, highlighting an in-depth case study conducted by the University of Pennsylvania.

Self-esteem: Valuing oneself highly, which positively influences personal, social, and professional aspects of life.

Self-esteem is an important individual asset that contributes to wellbeing, and there are ways to enhance it. Self-esteem is a reflection of one's evaluation of their own worth and value (Orth & Robins, 2022). High self-esteem benefits our personal, social, and professional lives (Orth & Robins, 2022). Self-esteem influences relationship quality and creates motivating behaviors to achieve social acceptance and meet the fundamental need for belonging (Leary & Baumeister, 2000). Positive social interactions increase self-esteem (Orth & Robins, 2022). By

fostering a positive self-view, self-esteem enhances our interactions with others, which satisfies the innate need for connection to improve our wellbeing. In professional settings, high self-esteem promotes autonomy and confidence, encouraging one to respond proactively to challenges, aggressions, and failures (Baumeister & Vohs, 2018). Positive regard for oneself increases the likelihood of pursuing lucrative careers that promote financial stability (Drago, 2011). People with high self-esteem have been shown to have positive financial behaviors like saving and making smart investments (Tang & Baker, 2016).

Self-verification theory offers insights into enhancing self-esteem (North & Swann, 2009). It posits that individuals seek feedback that corroborates their self-perceptions; such congruent feedback boosts their self-esteem (North & Swann, 2009). For instance, if people view themselves as competent and receive praise at work, this acknowledgment reinforces their positive self-view and elevates their self-esteem. High self-esteem creates an emotional buffer that helps one to be resilient amidst adversity (Drago, 2011). Positive self-evaluation is valuable as it enhances the ability to navigate life's challenges more effectively. Fostering self-esteem throughout the lifespan is essential for cultivating satisfaction and success.

Autonomy: Feeling in control of one's life and decisions.

Autonomy, a key aspect of psychological wellbeing, drives intrinsic motivation and problem-solving abilities. Autonomy provides one with a sense of agency and control (Gottlieb et al., 2021). This helps individuals identify alternative solutions and engage in problem-solving when faced with challenges (Seligman, 2006). Self-determination theory posits that to obtain psychological wellbeing, one must have met the basic needs of relatedness, autonomy, and competence through targeted activities unique to each individual (Schueller, 2014). This theory analyzes autonomy through intrinsic, extrinsic, and integrated motivation, noting that

autonomously motivated behaviors are actions carried out willingly (Brown & Ryan, 2015). Extrinsic motivation derives from external sources. The satisfaction of completion comes from the reward the behavior solicits rather than the behavior itself. Intrinsic motivation occurs when individuals find inherent satisfaction in the activity, driven by the beliefs that inspire them to engage in it. In this case, the reward is the fulfillment derived from the behavior (Brown & Ryan, 2015). An individual's fundamental beliefs, moral code, and values inspire integrated motivation, where the reward is received because the action contributes to the individual's image of themselves (Brown & Ryan, 2015). This alignment fosters autonomy because the individual's behaviors become inherently motivated and independent of external pressures (Brown & Ryan, 2015). Control over one's actions is vital. An individual needs to perceive that they have control over their own life to experience optimal life satisfaction (Schueller, 2014).

Goals: Having the motivation and opportunity to set and achieve personal aspirations.

Access to opportunities and the presence of motivation are foundational for adults to pursue and achieve their goals. Opportunities offer necessary external conditions, such as time, resources, and support, while motivation is the internal drive propelling individuals toward their goals (Brown & Ryan, 2015). When intrinsic motivation, which involves participating in activities out of inherent interest and enjoyment, drives pursuing a goal, the goal is more likely to be met. Self-determination theory (SDT) posits that intrinsic motivation often emerges from fulfilling the innate psychological needs for competence, relatedness, and autonomy, increasing persistence and wellbeing (Brown & Ryan, 2015). SDT provides a basis for integrating goal-setting theory, which advocates for establishing specific, challenging, yet attainable goals aligned with personal values to increase one's motivation and ability to achieve one's objectives (Locke, 1996). Engaging in suitably challenging activities can induce a state of flow where complete

immersion and focus lead to a loss of self and time (Csikszentmihalyi, 1990). This state fulfills the engagement criterion of the PERMA model of wellbeing (Seligman, 2011). The framework for understanding and achieving wellbeing consists of five elements. The first is positive emotions which involve experiencing feelings of happiness, joy, gratitude, and contentment. The second letter in the acronym is engagement, also known as "flow," and it refers to being fully absorbed and involved in activities that are meaningful and enjoyable (Seligman 2011). The third element in this framework is positive relationships, which suggests fostering positive connections with others, creating a sense of belonging and social support. Furthermore, the fourth element, meaning, relates to finding purpose and significance in life (Seligman, 2011). Finally, accomplishment suggests setting and achieving goals. These elements compose the acronym PERMA and serve as a holistic framework for understanding and cultivating wellbeing in individuals and communities (Seligman, 2011). Continuous engagement in flow necessitates a progressive increase in the challenge level of activities. This escalation can lead to feelings of accomplishment or goal attainment, addressing another crucial component of the PERMA model: accomplishment (Seligman, 2011). Opportunities and motivation in pursuing goals can contribute to the wellbeing elements necessary to cultivate human flourishing.

Optimism: Maintaining a positive outlook and expecting good outcomes in the future.

Optimism is an asset that supports our wellbeing through the general belief that favorable events will take place in the future (Carver et al., 2010). Pessimism, however, is marked by an expectation of adverse outcomes, often leading to anxiety, anger, and despair (Carver et al., 2010). Optimism is not fixed and can be developed and strengthened throughout our lifetime, offering continuous benefits to our wellbeing and life satisfaction (Seligman, 2011). One's optimism can be assessed through explanatory style, which describes how one interprets the

causes and outcomes of events (Seligman, 2006). Optimistic individuals typically attribute positive outcomes to their abilities or stable traits instead of external or fleeting factors. When confronted with adversity, optimists view challenges as temporary, specific, and external (Seligman, 2011).

Optimism increases employee engagement (Mappamiring & Putra, 2021). At work, 85% of people are either not engaged or are actively disengaged, and this psychological absence costs seven trillion dollars (Prilleltensky & Prilleltensky, 2021). Organizations that facilitate entrepreneurship opportunities and uphold principles of fairness enhance career optimism among their employees (Mappamiring & Putra, 2021). Investing in employees enables organizations to minimize financial losses attributed to workplace disengagement and maximize business efficiency.

Optimists are known to proactively seek knowledge and adopt behaviors that lead to positive future outcomes (Carver et al., 2010). They grasp health risk factors, implement preventative measures, exercise consistently, recover from illnesses faster, have less body fat, and experience greater longevity. Optimism facilitates flexible thinking, which enables individuals to adapt to stressful situations through problem-solving strategies for controllable circumstances and emotional regulation for scenarios beyond their control (Carver et al., 2010). A positive outlook enables adults to learn from adversities, adopt healthier lifestyles, and enhance career success and satisfaction. Adults must cultivate optimism to maintain a positive outlook and lead healthy, fulfilling lives.

Resilience: Persisting and adapting to life's challenges.

Resilience is the capacity to persist and adapt to life's adversities (Reivich & Shatté, 2003). It is an essential component of wellbeing because it addresses the inevitable struggles all

human beings encounter. One of the Coalition's main goals is to help their community learn how to struggle well (K. Snyder, personal communication, January 19, 2024). Research suggests resilience is the key to success at work and satisfaction in life (Reivich & Shatté, 2003).

Resilience provides one with the ability to see the opportunities around them which encourages one to take on new challenges and experiences to further progress and grow (Reivich & Shatté, 2003). This perspective can help individuals normalize and reframe the human struggle, increase life satisfaction, and lower their chances of depression (Seligman, 2006). Resilience cultivates a growth mindset (Reivich & Shatté, 2003), making it an essential adult thriving asset.

Lifelong learning: Seeking new knowledge and experiences throughout life on a regular basis.

United Nations Educational, Scientific, and Cultural Organization (UNESCO) advances the notion that significant learning experiences should span an individual's entire life and emphasizes the impact lifelong learning can have in enabling societal transformation (Hager, 2020). During the cultural turmoil of the late 1960s, both UNESCO and the Council of Europe viewed lifelong learning as the cornerstone of educational philosophy (Hager, 2020). UNESCO's position also underscored the pivotal role of lifelong learning in shaping individuals and societies (Hager, 2020). Frameworks like UNESCO's 'Learning to Become' concept provide a pathway for a more equitable and prepared society (Veerasingam & Rasmussen, 2021; Hager, 2020; Fairfax-Cholmeley & Meade, 2023). This framework for education perceives knowledge and education as the fundamental drivers of change in human minds and societies (Fairfax-Cholmeley & Meade, 2023). By embracing this perspective, everyone can progress together, equipping society to effectively navigate future challenges and seize opportunities, both socially, environmentally, and economically (Fairfax-Cholmeley & Meade, 2023).

The Covid-19 pandemic underscores adults' strong desire to learn new information (Fairfax-Cholmeley & Meade, 2023). Organizations must prioritize reform and funding to ensure inclusive, resilient adult education (Fairfax-Cholmeley & Meade, 2023). Community learning centers provide individuals with an opportunity for educational opportunities. These spaces offer various learning opportunities, including skills and literacy training, citizenship, health, and vocational education (Belete et al., 2022). Often, they serve as focal points for learning within the community. They provide access to resources such as sports centers, museums, clubs, and libraries (Belete et al., 2022).

Narushima et al. (2018) suggest that engaging in learning activities has a beneficial effect on active aging, which is defined as optimizing opportunities for security, health, and participation. Active aging is thought to improve one's quality of life. A connection was observed between active aging and participation in learning (Narushima et al., 2018).

Meaning and Purpose: Possessing a clear sense of direction and objectives that give life meaning.

A sense of meaning and purpose predicts wellbeing and is associated with positive physical and psychological health benefits (Pfund et al., 2021; Hill et al., 2018; Van Agteren et al., 2021). Individuals with a sense of purpose have personally meaningful goals that are actively pursued and engaged in a manner that directs and guides one's life (Pfund et al., 2021). On a daily basis, individuals with meaning and purpose in their life experience higher amounts of positive affect and reduced levels of negative affect (Hill et al., 2018). Purpose can help individuals better weather stress and obstacles. Consequently, there is an inverse relationship between perceived stress severity and a sense of purpose (Hill et al., 2018). Individuals exhibiting a high level of purpose react less severely to stressful situations, indicating that

purpose is a psychosocial asset that mitigates negative responses to challenges (Hill et al., 2018). Likewise, meaning is associated with the use of adaptive coping techniques, less frequent thoughts of suicide, and lower occurrences of psychological disorders (Van Agteren et al., 2021). A reduced sense of meaning and purpose puts one at risk for psychological disorders. A sense of meaning is linked to lower hospital utilization, lower risks of myocardial infarction, Alzheimer's disease, and strokes, and increased longevity (Van Agteren et al., 2021). Thus, a high sense of meaning and purpose in one's life correlates with higher levels of overall wellbeing, a better quality of life, and greater life satisfaction (Van Agteren et al., 2021).

Transcendence: Believing in or being part of something greater than oneself.

Transcendence is believing in or being part of something greater than oneself (Smith, 2017; Thoresen & Harris, 2002). Transcendent experiences, characterized by altered states of consciousness, lead to a diminished focus on the self and foster a profound sense of connection (Yaden et al., 2017). Self-transcendent experiences, such as meditation, help decrease self-salience, which refers to one's relationship with oneself versus the collective. These experiences foster pro-social behavior and better relationships with one's community (Yaden et al., 2017). Transcendence represents one of the four foundational pillars of meaning (Smith, 2017). The lack of perceived meaning in life can increase the risk of individuals developing thoughts or actions related to suicide (Smith, 2017). Therefore, fostering a sense of meaning through transcendence can be a defense against suicide. Self-transcendence can be achieved through various experiences, such as mindfulness, flow, positive emotions, and awe (Yaden et al., 2017).

Exploring activities that promote mindfulness can affect how individuals relate to others. Mindfulness, as a transcendental consequence, makes people care more about others by showing

empathy and altruistic behavior instead of just focusing on the needs of the self (Yaden et al., 2017).

Spirituality is related to transcendence and is defined as pursuing the sacred, which includes but is not limited to, God, transcendent reality, and the divine (Thoresen & Harris, 2002; Pargament & Mahoney, 2017). Religion provides a framework that can help individuals make meaning in their lives and cope with challenges (Pargament et al., 2022). Religion and spirituality are positively associated with increased life satisfaction (Yaden et al., 2017).

Transcendence, spirituality, and religion allow individuals to connect with something greater than themselves and improve their wellbeing (Pargament & Mahoney, 2017; Pargament et al., 2022).

Mattering: Feeling valued and believing that one's existence is significant to others.

Mattering is important for the wellbeing of individuals, especially in midlife, as well as for the community. An individual feels as if they matter when they both add value to their community and their community adds value to them (Prilleltensky & Prilleltensky, 2021).

Mattering fosters a sense of belonging. A lack of mattering can result in depression, suicide, aggression, alienation, disengagement, and divisiveness (Prilleltensky & Prilleltensky, 2021). An individual must feel appreciated, respected, and recognized to feel valued and have opportunities to make a difference, allowing the individual to add value (Prilleltensky & Prilleltensky, 2021).

Mattering is particularly important for adults in midlife. According to Erikson's theory of psychosocial development, the challenge adults in midlife must confront is generativity vs. stagnation, characterized by being creative or stuck (Orenstein & Lewis, 2022). A successful outcome in this stage results in the individual engaging in the betterment of their community (Bishop, 2013). The individual will add value to their community and feel accomplished when

they reflect on their life's accomplishments and consequently give back to the community by sharing the fruits of their success with the younger generations. This will increase the individual's self-perception of mattering, which is beneficial for personal growth since it promotes individual happiness, health, autonomy, self-acceptance, purpose, mastery, and growth (Bishop, 2013; Prilleltensky & Prilleltensky, 2021).

Mattering is also an essential element for community wellbeing. By adding value to the community, individuals experience increased satisfaction within their society, which improves their social contentment and allows for a healthier society (Prilleltensky & Prilleltensky, 2021).

Human rights: Valuing and recognizing the dignity and rights of all individuals.

Positive psychology represents a pathway toward teaching people how social justice involves being mindful of how cultural perspectives and the influence of race and ethnicity impact people's values, virtues, traits, and characteristics on an individual and collective level. Social justice refers to the pursuit of fair treatment and equitable status for all individuals and social groups in society (Duignan, 2024). It encompasses the institutions, laws, and policies that promote such fairness and equity (Duignan, 2024). Social justice is often associated with movements advocating for inclusion, self-determination, and other objectives to address certain populations' historical oppression, exploitation, or marginalization (Duignan, 2024). As the adult population navigates the current era of progress and abundance, it is imperative to recognize the enduring importance of promoting social justice and of upholding human rights for the betterment of society (Marshall, 1964/ 2021). Research highlights discrimination's harmful impact on marginalized groups (Beatty & Hill, 2023).

Positive psychology has explored aspects like optimism, subjective wellbeing, and self-esteem across different racial and ethnic groups (Jeglic et al., 2016). Additionally, culture-

specific characteristics such as ethnic identity, familism, and spiritual or religious beliefs have been identified as strengths within this framework (Jeglic et al., 2016).

Physical activity: Participating in regular physical exercise to maintain health.

Regular physical activity offers numerous benefits that enhance wellbeing (Mandolesi et al., 2018; Ratey & Hagerman, 2008). Exercise improves cardiovascular and mental health while reducing the risk of diabetes, depressive symptoms, and chronic diseases (Chekroud et al., 2018; Maessen et al., 2016; Roberts & Barnard, 2005). The American Heart Association, the American College of Sports Medicine, and the United States Center for Disease Control recommend at least 30 minutes of vigorous exercise five days a week (Bennett et al., 2009). Despite this widespread consensus, less than half of Americans are meeting the recommendation or are even aware of the recommendation for daily physical activity. Exercise is known to reduce symptoms of depression and anxiety, improve mood, and enhance cognitive function (Ratey & Hagerman, 2008).

In addition to mediating physical and mental health problems, physical activity is also associated with improvements in brain function and cognition (Ratey & Hagerman, 2008; Ratey & Loehr, 2011). This compelling evidence underscores the importance of regular exercise for physical health and mental wellbeing. Incorporating physical activity into an adult's daily routine can lead to enhanced memory, better problem-solving skills, and improved emotional regulation (Ratey & Hagerman, 2008). Physical activity produces insulin-like growth factor-1 and brain-derived neurotrophic factor, which affects neural plasticity and somatic growth, promoting improved learning, memory, and executive function (Ratey & Loehr, 2011).

Regular exercise not only benefits individuals but also has significant advantages for the community at large. Communities with higher rates of physical activity tend to have lower

healthcare costs due to reduced incidences of chronic diseases, such as heart disease, diabetes, and obesity (Wen et al., 2007; Roberts & Barnard, 2005). Additionally, citizens in such communities experience improved social capital and less mental suffering. Moreover, promoting exercise can lead to more vibrant, engaged communities. Physical activity encourages social interaction through group sports, fitness classes, and outdoor activities in public parks and recreational areas (Wen et al., 2007).

Sleep: Obtaining sufficient and restful sleep consistently.

Millions of Americans suffer from inadequate sleep, which impairs daily functioning, mood, and overall longevity (Altevogt & Colten, 2006). Insufficient sleep is linked to numerous negative health outcomes, such as obesity, depression, heart disease, and diabetes, elevating community healthcare expenses, increasing the risk of accidents, and reducing overall productivity (Altevogt & Colten, 2006). Given these implications, adequate sleep is crucial for personal wellbeing. Various factors can disrupt sleep, including neighborhood environments marked by noise, lack of safety, and feelings of insecurity (Chung, 2017; Pabayo et al., 2022). High-quality sleep does more than merely help prevent physical and mental health problems; sleep also fosters wellbeing and positive emotions. Studies have shown that positive emotions and personal wellbeing, signifying a person's overall happiness and fulfillment, are correlated with fewer sleep problems (Ryff et al., 2004; Steptoe et al., 2008). Positive psychological states and quality sleep are a virtuous pair, as wellbeing is also linked to better sleep. Thus, underscoring the role good sleep plays in enhancing emotional, psychological, and physical health (Steptoe et al., 2008). Adequate sleep is not a luxury. Sleep is a necessary asset supporting health and wellbeing.

Nutrition: Consuming a healthy, balanced diet to support physical and mental health

A nutritious diet is essential for maintaining a healthy, active lifestyle (Ross et al., 2020). Research consistently links a healthy diet with longevity (Longo & Anderson, 2022), disease prevention (Bleich et al., 2015; Roberts & Barnard, 2005), enhanced heart and cardiac health (Hu, 2002), lower cancer risk (Rock et al., 2020), better mental health, resistance to depression (Adan et al., 2019), as well as general wellbeing (Moreno-Agostino et al., 2019; Muth et al., 2022; Owen & Corfe, 2017).

Despite these benefits, many individuals face roadblocks that hinder the adoption of a healthy diet (Snow, 2018). Cost is a problem for low-income families. The time required to cook is often seen as a burden. Not everyone feels they have the skills to prepare a healthy meal. Additionally, knowledge of what constitutes a healthy diet can be lacking (Snow, 2018). Poor food choices and consumption habits can be obstacles even with such knowledge. Limited access to stores that sell nutritious food is also a challenge for some families (Larson et al., 2009; Powell et al., 2007). The Census Bureau estimates that there are over six fast-food restaurants for every supermarket in the United States (Snow, 2018). This highlights the challenge many individuals face accessing healthy food options and the existence of food deserts across America. A food desert is an area where it is challenging to buy affordable, high-quality food (Snow, 2018).

Effective interventions to change habits can lead to new nutrition behaviors in as little as 18 days (Wood & Neal, 2016). Any interventions relating to this asset must address nutrition knowledge, access to healthy foods, and habit change. Nutrition, healthy eating habits, sleep, and consistent physical activity are foundational to a strong physical body and overall wellbeing (Rattan & Kaur, 2021).

Play: Engaging in enjoyable and recreational activities

Play, often associated solely with children, significantly enhances adult well-being through fostering creativity, bolstering social connections, and improving both physical and mental health. Play theorist Brian Sutton-Smith (2001) describes play as inherently ambiguous, making it challenging to define (Hartt, 2023). At its essence, play can be seen as creative and spontaneous behavior that breaks away from the monotony of routine (Hartt, 2023). It promotes physical and mental wellbeing and combats issues like loneliness and depression (Hartt, 2023). Loneliness, associated with deteriorating cardiovascular health and mental wellbeing, contrasts sharply with the benefits of play. Engaging in play is a way to connect and socially interact with others to foster a sense of belonging. Play improves fitness, reduces disease risk, and boosts mental health by stimulating learning, coping strategies, and creativity (Hartt, 2023). For older adults, play can serve as a means to process loss and improve health (Hartt, 2023). Ageism refers to the negative stereotypes and bias associated with age (Levy & Macdonald, 2016). Engaging in play through game, sports, creative activities, or other forms of recreation, adults can overcome societal stereotypes and norms associated with aging.

Urban planning and design should integrate play infrastructure to inspire happiness and encourage playful interaction across all age groups (Hartt, 2023). By creating well-designed public spaces promoting play, cities can enhance their residents' daily experiences and overall wellbeing. An Australian study involving 175 participants suggests that valuing play as an asset supports individual wellbeing (Farley et al., 2021). Through multiple regression analyses, playfulness emerged as a significant predictor of wellbeing in adults across various domains. It showed strong positive associations with positive emotion, engagement in activities and relationships, finding meaning in life, and overall wellbeing (Farley et al., 2021).

Creativity: Participating in creative and artistic activities to express oneself and stimulate the mind

Creativity entails the production of ideas or artifacts that are simultaneously novel and practical (Forgeard, 2015). Within positive psychology, creativity is recognized as a universal character strength (Peterson, 2006). Creative activities can also be considered positive interventions, which are deliberate actions or methods that aim to foster positive emotions, behaviors, or thoughts (Forgeard, 2015). This positions creativity as a beneficial personal trait and a tool to improve individual and collective wellbeing. According to Csikszentmihalyi,

Personal creativity may not lead to fame and fortune, but it can do something that from the individual's point of view, is even more important: make day-to-day experiences more vivid, enjoyable, and rewarding. When we live creatively, boredom is banished, and every moment holds the possibility of a fresh discovery. (as cited in Forgeard, 2015, p. 2)

Recent studies reveal that adults who view themselves as creative and engage in creative hobbies tend to experience several benefits, such as reduced symptoms of depression (Israel et al., 2022). Furthermore, receiving recognition for their creative endeavors can act as a more potent safeguard against depression compared to other factors like age or their own assessment of creativity (Israel et al., 2022). Recognizing creativity's positive effects has prompted cities to integrate vibrant cultural and creative sectors into their identity and growth strategies, highlighting creativity's economic value (Cerisola & Panzera, 2021). By nurturing creativity, cities seek to stimulate economic development locally and throughout the surrounding regions (Cerisola & Panzera, 2021). Thus, creativity is a valuable asset for adults and the community.

Work environment (one's main occupation, including opportunities that are paid or unpaid, e.g., student, stay-at-home parent, volunteering with organizations, or caring for relatives): feeling part of a supportive environment for one's occupation

A supportive work environment can enhance productivity and physical wellbeing (Putra et al., 2023). Work refers to one's main occupation, including paid or unpaid opportunities (Prilleltensky & Prilleltensky, 2021). Some examples of unpaid opportunities include being a stay-at-home parent raising children, being a student, volunteering with different organizations, or caring for elderly relatives (Prilleltensky & Prilleltensky, 2021). However, some individuals may not have an occupation due to factors outside of their control, such as disability status, layoffs, or other reasons.

The workplace significantly influences wellbeing, with individuals spending, on average, a third of their lives in paid employment (Slemp & Vella-Brodrick, 2013). A lack of supporting resources can make employees feel more drained and exhausted at work (Hoare & Vandenberghe, 2022). Supportive resources in the workplace that encompass social, physical, organizational, and psychological aspects aid in professional development and goal achievement, reduce job stress, and enhance employee engagement (Hoare & Vandenberghe, 2022). Higher levels of supportive resources, such as control over one's work, opportunities for development, a positive work environment, and satisfaction with one's compensation, can lead to higher employee engagement because they feel supported in the position (Hoare & Vandenberghe, 2022). A work environment with ample supportive resources can reduce employee exhaustion and turnover, increasing wellbeing. On the other hand, a toxic work environment lacking such supportive resources can negatively impact employee wellbeing and engagement (Rasool et al., 2021). Employees' sense of belonging is enhanced when they feel supported by their workplace

(Rasool et al., 2021). Work environments that support employee autonomy lead to improved wellbeing outcomes compared to more controlling organizations (Slemp et al., 2015).

Finance: Experiencing financial stability and security.

Financial security is an essential aspect of wellbeing. A study by Diener et al. (2010) found that satisfaction with one's standard of living is the strongest mediator between income and life evaluation. They found an inverse relationship between one's basic needs not being met and wellbeing. Additionally, the researchers found that being satisfied with one's standard of living and owning luxury conveniences were strong predictors of life evaluation (Diener et al., 2010). When money is scarce and an individual cannot meet their basic needs, life can be stressful, which correlates with lower levels of well-being (Diener et al., 2010; Kahneman & Deaton, 2010). At lower income brackets, meeting one's basic needs provides a sense of control, safety, and a means of survival (Waldinger & Schultz, 2023). Individuals have more control over their lives when they have sufficient money to meet their basic needs.

Killingsworth (2021) analyzed over one million reports from 33,391 individuals who lived in the United States. He found that higher incomes were associated with experienced wellbeing, which he measured by asking how the participants felt in the moment, and greater evaluative wellbeing, which he measured by how satisfied the participants were with their lives. Additionally, Killingsworth (2021) found that higher incomes may increase an individual's daily wellbeing. However, Killingsworth et al. (2023) found that income increases had different effects on the participants in the study who were unhappy versus those who were happy. Another key finding from Killingsworth et al. (2023) is that at lower levels of income, an increase in happiness is higher for individuals who are unhappy compared to those who are happier. For the 15 percent of participants in the study who were unhappy, the point at which happiness began to

diminish was after income reached \$100,000 (Killingsworth et al., 2023). In contrast, 30 percent of the happiest people in each income category experienced more happiness when their annual income exceeded \$100,000 per year (Killingsworth et al., 2023). According to the U.S. Census Bureau (2022), the median household income in Midland County, Michigan, between 2018-2022 was \$73,643.00 USD. Approximately 8.9 percent of the persons who live in the county had an income level that was at the poverty level. This data supports residents' sense that, like many communities in the United States, Midland experiences income inequality (B. Wenzel, personal communication, February 14, 2024). The community has an opportunity to enhance the wellbeing of its residents by focusing on interventions that can help support individuals in becoming increasingly financially secure and stable.

Happiness may increase even for the happiest individuals (Killingsworth et al., 2023) when an individual's yearly income is over \$100,000 because money can buy happiness (Buttrick & Oishi, 2023). A higher income increases one's ability to be financially secure, which allows one to exert autonomy in spending decisions. It can also enable one to spend money on others, which increases wellbeing (Buttrick & Oishi, 2023). Additionally, individuals with a higher socioeconomic status have more autonomy and control over how they can spend their time, which is linked to increased wellbeing. In contrast, individuals with less money have less control over how they spend their time (Buttrick & Oishi, 2023). Lastly, individuals with higher socioeconomic status tend to have higher quality social relationships than individuals with lower socioeconomic status (Buttrick & Oishi, 2023). Financial security is a vital asset because it impacts many facets of an individual's sense of wellbeing.

Safety: Feeling safe and secure in one's environment

Feeling safe at home, work, and in one's community is fundamental to an individual's health, productivity, and overall wellbeing (Nahrgang et al., 2011; Robinette et al., 2016). A sense of security in these environments reduces stress and anxiety levels, improves one's quality and amount of sleep, which is associated with mental and physical health. Security also allows individuals to engage more with their work and encourages creativity and problem-solving (Nahrgang et al., 2011). In a safe environment, individuals are more likely to actively engage with their community, enhance their own personal growth, develop strong positive relationships, and help build mutually supportive personal networks (Wen et al., 2007). Individuals need to feel safe to develop and maintain resilient and thriving communities, productive workplaces, and happy homes (Nahrgang et al., 2011; Robinette et al., 2016).

Community: Having a sense of connection and belonging to a community.

Community engagement encompasses a range of activities, such as volunteering for a community organization, participating in charity fundraising through direct methods like charity walks or runs, contributing to voting and get-out-the-vote efforts, and maintaining active membership in civic groups or organizations (Adler & Goggin, 2005). Volunteering and community involvement are associated with positive outcomes, including improved sense of meaning and purpose, relationships, physical health, social capital, and wellbeing (Piliavin & Siegl, 2007; Thoits, 2011; Thoits, 2012; Morrow-Howell et al., 2009). Civic engagement encourages a sense of self-efficacy, defined as confidence in one's capabilities, which increases wellbeing (Fenn et al., 2021; Maddux & Kleiman, 2021). Individuals experience greater wellbeing when they participate in opportunities for civic engagement with a team. This can lead

to enhanced community engagement for the individual (Fenn et al., 2021). Increasing community engagement can benefit individuals and communities (Prilleltensky & Prilleltensky, 2021).

Resources: Accessing community resources that meet one’s needs

Awareness of available community services, ranging from health care to libraries, is advantageous. Adults must know about these resources to access them effectively. Governmental and private agencies make substantial investments to improve public awareness of community-based organizations and programs, such as the Affordable Care Act (ACA) (Gollust et al., 2020), because more knowledge of available services is an asset. For several reasons, being aware of community resources that address individual needs—including healthcare, mental health services, and libraries—is essential. This knowledge can empower individuals to proactively improve their wellbeing and address issues by seeking support and information needed for prevention, early intervention, and when necessary, treatment for mental and physical health issues (Kushman & Freeman, 1986). Utilizing these resources, individuals contribute to the growth and sustainability of these services, creating a virtuous cycle that will benefit the entire community. For example, libraries do not only lend books. They are hubs for community education, digital access, and personal engagement, which can enrich an individual’s life and help build social capital. Individuals are more likely to be engaged in community life and satisfied with other parts of social life if they approve of the community’s communication processes (Rainie et al., 2011). Campaigns that support the ACA and Veterans Affairs services, or other efforts to increase knowledge and awareness, increase community wellbeing and care activities (Gollust et al., 2020; Sherman, 2006). Knowledge of available resources enables engagement and participation, which is important in adulthood.

Prosocial: Engaging in prosocial behaviors that contribute to the wellbeing of others

Acting in a prosocial manner improves wellbeing (Curry et al., 2018). Prosocial behavior is a broad term that refers to a wide range of actions intended to aid or benefit the welfare of others (Espinosa et al., 2022). Prosocial behavior ranges from small acts of kindness, like buying a coffee for a co-worker or assisting a family member with a task (Kesenheimer et al., 2023), to more significant acts of giving, including volunteering, organ donation, blood donation, or charitable contributions (Aknin & Whillans, 2020). Previous research shows that helping others is linked to increased levels of happiness and better health (Curry et al., 2018). A meta-analysis of 27 studies determined that helping others can modestly increase one's happiness (Curry et al., 2018).

Acts of kindness can be mutually beneficial (Curry et al., 2018). They can enhance the wellbeing of both the individual receiving the act of kindness and the individual performing the act. It is suggested that helping others may provide an overall greater benefit for one's wellbeing than engaging in helpful acts for oneself (Curry et al., 2018).

The impact of prosocial activities may vary between individuals (Kesenheimer et al., 2023). Prosocial behavior reduces feelings of loneliness and stress, increases happiness, and fosters social connection (Espinosa et al., 2022). Additionally, engaging in acts of kindness can cultivate acceptance and trust, enhance relationships, and generate positive emotions (Kerr et al., 2014).

Relationships: Maintaining supportive and nurturing relationships with others

Relationships are an integral component of Seligman's (2011) PERMA model of wellbeing. Stable relationships are a key component of one's overall wellbeing and health (Gable & Gosnell, 2011). They provide individuals with support and a safety net that helps catch them

when they experience adversities or stressors to cope more effectively. Social support also equips individuals with the skills to handle stressors they face and helps decrease the number of stressors a person experiences (Gable & Gosnell, 2011).

Holt-Lunstad et al. (2010) looked at the relationship between relationships and one's mortality risk. The authors conducted a meta-analysis of 148 studies in different countries worldwide with 308,849 participants. The empirical evidence across the studies suggest "individuals with adequate social relationships have a 50% greater likelihood of survival compared to those with poor or insufficient social relationships" (Holt-Lunstad et al., 2010, p. 14). These results were consistent across age, ethnicity, and gender, suggesting that individuals with more social connections live longer.

Happiness is a collective phenomenon; each individual's happiness is shaped by the happiness of other individuals in their social circle (Fowler & Christakis, 2008). In a study by Diener and Seligman (2002), individuals who reported being very happy spent the most time socializing with others and spent the least amount of time by themselves. All of the participants in the very happy group reported social relationships that were of good quality (Diener & Seligman, 2002).

Pezirkianidis et al. (2023) did a systematic review of 38 studies and found that adult friendship is associated with or predicted wellbeing. Specifically, the quality of one's friendship is a predictor of wellbeing. The authors found a positive link between the number of friendships one has and wellbeing. Additionally, when a person's friend engaged in the process of capitalization, which is defined as responding to an event in a positive way (Langston, 1994), this was linked to wellbeing (Pezirkianidis et al., 2023). Furthermore, a friend supporting one's autonomy was associated with wellbeing. Lastly, the researchers found an association between

wellbeing and actions to maintain friendship (Pezirkianidis et al., 2023). They found six different elements that mediated the relationship between friendship and wellbeing: the quality of the friendship, one's perceived sense of mattering, the sense of one's uniqueness, one's experience of worthiness, the recognition of one's distinctive features, the effort one puts into maintaining the friendship, vitality, and satisfaction of one's basic psychological needs (Pezirkianidis et al., 2023).

In adulthood, one's network of friends varies, but an important component of friendship is how alike they are with each other (Mertika et al., 2020). When individuals have a positive relationship with another individual, that friendship provides them with emotional closeness and companionship (Mertika et al., 2020). Another relationship that some individuals enter into during adulthood is marriage. A study by Grover and Helliwell (2017) found that individuals who see their spouse as their best friend are twice as likely to experience higher wellbeing. Vaillant and Mukamal (2001) found that the social support a group of individuals had when they were seventy years old was affected by the protective factors they had before they were fifty years old. This group within the study was defined as happy-well and the protective factors that they engaged in included controlling one's weight, exercising, education, and not utilizing alcohol or smoking. These findings suggest that "good social supports in old age may be in large part a result of the same earlier good habits that preserve physical health" (Vaillant & Mukamal, 2001, p. 845). Individuals who are more connected with their friends, family, and community are happier and physically healthier than those who are not as well connected (Waldinger & Schulz, 2023).

The importance of having multiple assets

Research suggests that possessing higher numbers of assets may contribute to wellbeing, though the available evidence relates to youth. Search Institute's (2024a) Attitudes and Behavior Survey, which is for youth in grades 6-12, measures both the number of developmental assets an individual has and the risk behaviors they engage in. The most recent measured data from the Search Institute's Attitudes and Behavior Survey was from data that was collected between 2012 and 2015. The survey was completed by 121,157 students (Search Institute, 2024b). The participants in the study included 60,973 students who identified as female and 57,873 who identified as male. They found that, on average, youth who have between 0-10 developmental assets are more likely to engage in riskier behaviors. These students were more likely to engage in 7.7 out of the 24 risk behaviors. Some of the risk behaviors that they measured were whether an individual was depressed, whether they had attempted suicide, whether they had an eating disorder, whether they gambled, if they had skipped school, engaged in acts of violence, engaged in anti-social behavior, had sexual intercourse, drank alcohol and drove, or utilized tobacco, alcohol, or other drugs (Search Institute, 2024b). In contrast, on average, youth with 31-40 developmental assets were less likely to engage in risk behaviors. These students engaged in only 0.7 of the 24 risk behaviors. Individuals with more developmental assets are less likely to engage in risky behaviors (Search Institute, 2024b). Benson et al. (2011) state that "multiple studies confirm the more developmental assets people experience, the better off they attend to be, across a range of academic, psychological, social-emotional, and behavioral indicators of wellbeing" (p. 204). Children and adolescents who have more assets are more likely to help other people, overcome challenges and adversity, be successful in school, maintain their physical

health and value diversity (Benson & Scales, 2009). The more developmental assets an individual has, the better it is for one's overall wellbeing.

Research has also examined whether assets are important for success in emerging adulthood, the developmental period for individuals aged 18-25 (Arnett, 2000). Pashak et al. (2014) analyzed 12 internal assets, interpersonal competence, academic motivation, positive view of personal failure, school engagement, sense of purpose, homework, self-esteem, reading for pleasure, personal power, equality and social justice, peaceful conflict resolution skills, cultural competence, and 12 external assets, youth programs, family support, creative activities, positive family communication, high expectations, other adult relationships, positive peer influence, parent involvement in schooling, family boundaries, youth as resources, safety, service to others, with 308 undergraduate students who attended a public university in the Midwestern region of the United States. These assets were selected because they were the assets that were the most applicable to college students. The authors found that these 24 developmental assets were important for the success of college students. The results from this suggest that emerging adults benefit from developing assets. Therefore, adults may also benefit from additional assets that contribute to wellbeing and thriving.

Implementation

In addition to identifying assets, it will be important for the Coalition to consider how to engage the community to build them. One potential model comes from Lorion and Sokoloff (2003). The authors detail a case study on the implementation of the Search Institute's Attitudes and Behavior Survey within a specific United States community. In 1999, the Community Advocates for Safe Youth, a council in the Main Line, a suburban area west of Philadelphia, secured a grant from the county's health department to obtain the survey. Utilizing this grant,

they administered the survey to 7th through 12th grade students across public schools in the community and four private schools, totaling 3,000 participants (Lorion & Sokoloff, 2003). The Community Advocates for Safe Youth chose this survey to proactively understand the needs and behaviors of the community's youth. A local school district's superintendent collaborated with Sokoloff to assemble a group aimed at enhancing the community's awareness of available resources. This effort sought to ensure that initiatives within the community were more coordinated and complementary (Lorion & Sokoloff, 2003). Following the meeting, a community coalition was established. Upon receiving the Attitudes and Behavior Survey data from the Search Institute, Lorion and Sokoloff (2003) formed a working group to review the data and strategize about its dissemination to the community. They shared the findings with public and private school leaders in the district and separately with community parents. These discussions identified five key themes critical to the community: support and communication, boundaries and expectations, exposure to violence, the nature and extent of alcohol and drug use, and sexual activity (Lorion & Sokoloff, 2003).

At a community forum, Sokoloff and Lorion (2003) shared insights on these five critical themes, attracting 350 attendees—surpassing the expected 100—highlighting significant community interest. Participants formed small groups in this forum to delve into each theme, fostering a consensus on actionable steps to integrate the findings into the community (Lorion & Sokoloff, 2003). The engagement continued with a follow-up intergenerational workshop focusing on community goal-setting. The initiative in the Philadelphia area exemplifies how communities can mobilize around findings from the Attitudes and Behaviors Survey by the Search Institute. By identifying central themes and setting targeted goals, this approach fosters a collective effort to address challenges, aiming for community members' overall wellbeing and

development. A similar model could be applied to other communities to implement developmental assets in a community-wide initiative.

Conclusion

Our next step is to work with our service partner, Kathy Snyder, to identify priority thriving assets for the implementation process. Snyder is interested in utilizing an existing survey within the Midland community that measures community wellbeing and helps individuals assess their overall wellbeing (K. Snyder, personal communication, January 30, 2024). The twenty-two thriving assets that we have identified through our literature review research will guide us in the implementation and survey creation process.

Application Plan

Introduction

The situation analysis emphasizes the need for the Midland Area Wellbeing Coalition to establish thriving assets targeting the adult population. Adult thriving assets are essential for advancing the Coalition's mission to enhance wellbeing, nurture meaningful connections, and equip individuals with tools for growth within the interconnected community (Midland Area Wellbeing Coalition, 2024). In previous years, the group concentrated on offering wellbeing resources tailored to its community's adults, leaving the youth offerings to Discover You (n.d.), a program equipping youth in the community with developmental skills. The results experienced by the youth population were positive and influenced the desire to create a similar model that can be applied to the adult population of Midland. However, the Coalition is in need of a framework that resembles those used by Discover You with the youth population (Midland Area Wellbeing Coalition, 2024; K. Snyder, personal communication, March 26, 2024). Based on the results anecdotally experienced via surveys and the continued demand for the work reflecting the

success of these interventions, the Coalition reached out to the University of Pennsylvania Master of Applied Positive Psychology program to help develop the adult thriving assets framework to better understand the strengths and areas of growth (K. Snyder, personal communication, March 26, 2024).

The target population for the assets is residents aged 18 to 59, which is generally the workforce-age population. Ideally, the intervention should be carried out as soon as possible within the community. The assets we identify can be a model for other communities to enhance the wellbeing of their adult populations. The Coalition can use the adult thriving asset list and survey to direct efforts and investments to increase the presence of these assets. This will complement how Midland utilizes the Youth Developmental Assets and the Senior Assets for Optimal Living.

We propose the following intervention strategy for the Midland Coalition:

- creation of 22 thriving assets that are designed to foster wellbeing across the community;
- development of survey questions that will be used to measure each asset's presence in the Midland community;
- conducting focus groups in order to gather qualitative insights into the community's needs and responses to the assets;
- organizations in Midland will identify and select assets that they intend to prioritize in the first two years;
- participants of the focus groups will be surveyed to quantify the impact and reception of the selected assets
- an Appreciative Inquiry Summit to collaboratively explore potential improvements and expansions of the assets;

- the 'Community Success Panel' will serve as an advisory group to provide ongoing advice and guidance; and
- a steering committee will be formed to maintain momentum and drive the initiative forward.

Limitations

As a team offering recommendations for a community where we do not reside, we must acknowledge our limitations to avoid risks of cultural misinterpretation and oversights. We may not fully comprehend Midland's traditions, values, and norms. Despite our efforts to talk with many Midlanders and listen with open minds, we know our understanding of living in Midland is incomplete. Our experience is limited by the gaps in our knowledge, further complicated by our reliance on Zoom for interactions with Midland's citizens. This virtual communication format may hinder our ability to grasp the local nuances fully.

In addition to the lack of first-hand local knowledge, the constrained timeline of our consulting project also posed challenges. Despite our diligence, we acknowledge the potential limitations and gaps in our background research. We are uncertain whether our recommendations for the proposed adult assets truly capture Midland's needs. The youth developmental and the senior assets had much more research, study, and focus group engagement than what the MAPP team has been able to dedicate to this report (K. Tate, personal communication, February 6, 2024; C. Schwedler, personal communication, February 6, 2024). We could have missed vital assets or have suggested assets that are not relevant or useful.

In addition, the MAPP team will not be responsible for implementing any recommendations. The responsibility for implementation will fall to local people. The principles of self-determination theory suggest that goals originating internally and driven by internal

motivation are more likely to result in success and meaningful achievements (Maddux & Kleiman, 2021). Therefore, our following recommendations strive to address the limitations of our study and foster intrinsic motivation among those who will implement the adult thriving asset model within Midland. To this end, we suggest a series of community meetings, discussions, and investigations designed to address the above mentioned concerns while encouraging local ownership of the implementation process and beyond.

Point of View

The Midland Area Wellbeing Coalition is putting together a framework of adult thriving assets that they will use to support the Midland Community. A central aim of this initiative is to assist the Midland Wellbeing Coalition in constructing an asset model, while also proposing a strategy for its continued development and implementation within the greater Midland community.

The Coalition's initiative to enhance its educational endeavors is driven by the imperative to provide clarity and guidance to organizations throughout the community. Kathy Snyder and Charlie Schwedler, who are actively engaged in the Midland Community Health Improvement Plan and serve on the Mental Wellbeing subcommittee, are dedicated to this pursuit (K. Snyder, personal communication, March 6, 2024). Their focus lies on "increasing assets across the lifespan" (K. Snyder, personal communication, March 6, 2024) within the community. By bolstering educational initiatives, the Coalition aims to equip these organizations with the necessary knowledge and understanding to identify and target specific assets for enhancement within the community. This approach ensures that resources and efforts are strategically directed towards areas where they can have the most significant impact on community well-being (K. Snyder, personal communication, March 6, 2024). In essence, the emphasis on enhancing

educational efforts serves as a roadmap for organizations, enabling them to effectively contribute to the overall growth and development of assets within the community.

Future development and implementation of adult thriving assets in the Midland community should leverage and build off the existing collaborations between Snyder and Schwedler in this domain. Another exciting project within the Coalition is the upcoming launch of the inaugural Midland Wellbeing certificate on April 29th (K. Snyder, Personal Communication, March 6, 2024). The Midland Wellbeing Certificate is a comprehensive program aimed at enriching understanding of wellbeing and its impact on the community (K. Snyder, personal communication, March 6, 2024). It comprises an intensive, one-day wellbeing learning experience, offering insights from guest speakers (K. Snyder, personal communication, March 6, 2024). Participants have access to resources, including the Ambassador Tool Kit and the comprehensive Course Guidebook (K. Snyder, personal communication, March 6, 2024). The certificate will take place once every quarter along with monthly coaching opportunities which are also available for ongoing support (K. Snyder, personal communication, March 6, 2024). Additionally, a complimentary wellbeing assessment is provided to offer personalized insights for enhancing wellbeing (K. Snyder, personal communication, March 6, 2024). Considering the Coalition's role in educating the Midland community, continued development of the adult thriving assets model must complement the needs of its educators and programming. If the asset model complements the upcoming wellbeing certificate, its continued implementation in the Midland community becomes more likely. By growing off of existing advisory panels and taking the perspective of certificate trainers within the organization, these perspectives are necessary to continue developing an adult thriving asset model.

Recently, the Coalition's immediate focus has been securing grant funding to continue administering survey questions that complement the data they are already receiving from existing surveys (K. Snyder, personal communication, March 6, 2024). One of the targeted foundations is The Michigan Health Endowment Fund, or the Health Fund, a charitable organization focused on improving the health and wellbeing of Michigan residents while aiming to reduce healthcare costs (Michigan Health Endowment Fund, 2024). Our present task of developing an adult thriving asset model aligns nicely with the upcoming Community Health Impact grant, which commits to investing in bold ideas which empower communities to thrive (Michigan Health Endowment Fund, 2024). Kathy's commitment to accomplishing strategic goals, which enables outreach work, exemplifies her determination to do whatever it takes to grow the Coalition.

Project Management Plan

The project management plan has five components, which we will address in our final presentation. In it, we discuss (a) the service partner's specific request; (b) solutions we have identified to address our limitations; (c) an Appreciative Inquiry intervention; (d) an exemplary thriving asset; and (e) follow-up and benchmarks. Here, we break down these components into more detailed sections.

Service Partner Request

Midland Wellbeing Coalition requested the following items: (a) a list of adult thriving assets; (b) a one-page document listing the assets; and (c) survey questions that reflect and address the presence of the adult thriving assets within individuals in the community (K. Snyder, personal communication, March 6, 2024). The survey measures the presence of adult thriving assets in individuals within the community. The Wellbeing Coalition has identified a gap in the community's wellbeing plan for adults, noting that while assets for older adults and youth are

well-established (Search Institute, 2006; The Legacy Center for Community Success, 2019), the developmental needs of adults aged 18-59, crucial in supporting older adults and children, often remain overlooked. Thus, the Wellbeing Coalition asked our team to research and formulate a list of adult thriving assets to close this gap (K. Snyder, personal communication, January 30, 2024). Based on our research and training in positive psychology, we generated a list of twenty-two evidence-informed thriving assets for adults. The details of these assets and supporting research are in the literature review section of this paper. For ease of use, the Wellbeing Coalition has requested a one-page document as a brief overview of the adult thriving assets to their partner organizations and the wider community (K. Snyder, personal communication, March 6, 2024). The creation and presentation of the one-page document, together with a proposed survey and survey key, will be among the deliverables for our final project presentation.

The Midland Wellbeing Coalition plans to employ a survey by Michelle McQuaid to evaluate adult thriving assets in their community (K. Snyder, personal communication, March 6, 2024). They have asked us to develop a set of survey questions that enhance and build upon the McQuaid survey. Specifically, we will create questions for each asset. These questions will be developed and shared during the final presentation phase of our project.

Addressing and Mitigating the Limitations

We acknowledge the following limitations to our analysis: (a) we do not reside in Midland; (b) we are not involved in the implementation process; (c) the adult thriving assets are not exhaustive; and (d) our survey questions have not undergone a validation process. We will discuss how focus groups and Appreciative Inquiry can help address these recognized limitations. This section outlines our plan to utilize focus groups to resolve the limitations.

In the initial implementation phase, we suggest the Wellbeing Coalition establish and run focus groups comprising different Midland residents. This approach will enable a broad spectrum of the community to provide feedback on the twenty-two adult thriving assets. Engaging a representative sample will allow for insightful recommendations on potential additions or removals from the asset list, leveraging their knowledge of the community's unique needs. We believe this local analysis will help to counterbalance the limitation that our six team members do not live in Midland. Although our service partner expressed an interest in a universal adult thriving assets model, we would be remiss not to acknowledge the vital role local cultural and personal fit play when implementing a community-wide change (K. Snyder, personal communication, March 6, 2024). A focus group of a sample of Midlands residents is one way to further personalize and tailor the assets to Midland and gain further insight on assets that may need to be added to the list, which we acknowledge is not exhaustive.

Our six-member team acknowledges that we will not directly implement the assets within Midland. We also recognize that twenty-two assets may be difficult for the Wellbeing Coalition and the broader Midland community to address and implement. Therefore, we advise the Wellbeing Coalition to prioritize and begin with one or two assets. Our service project partner, Snyder, suggested that Midland utilize their current Community Success Panel, which consists of twenty-five key members who meet monthly, as an advisory group. The panel will assist in identifying the adult thriving asset to prioritize first, considering its potential benefit and the potential ease of implementation strategies to increase it (K. Snyder, personal communication, March 6, 2024). Moreover, the focus groups will also provide insights on which asset they believe Midland should initially concentrate on.

Our team created survey questions for the twenty-two thriving assets without undergoing a formal validation or testing process. We recognize that this is a significant limitation. We suggest that the Wellbeing Coalition undertake a validation process for these questions. We acknowledge, however, that validation can be time-consuming and might delay the Coalition's implementation efforts. As an alternative, presenting the questions to focus groups for feedback offers a quicker way to assess their clarity and effectiveness. While this approach won't formally validate the questions, it could yield crucial insights for refining them.

Positive Intervention: Appreciative Inquiry Summit

The Wellbeing Coalition seeks to enhance the wellbeing of adults within Midland (K. Snyder, personal communication, January 19, 2024). This is an expansive goal, requiring a wide range of stakeholders within the community to work together under a shared vision. Inspiring and engaging large numbers of individuals to collaborate on a collective goal is not easy due to the numerous challenges and resource constraints most organizations and communities encounter. Considering the significant challenge, it is advised that the Wellbeing Coalition allocate specific time and space for community stakeholders to convene, exchange ideas, and strategize on effectively fostering and incorporating the initial adult thriving asset within their community. This gathering will model itself after an Appreciative Inquiry Summit. In consideration of the benefits that Appreciative Inquiry Summits have demonstrated for other organizations and communities that have facilitated similarly expansive undertakings that required significant cooperation and participation to expedite change (Whitney & Cooperider, 2000), we see Appreciative Inquiry as a natural fit as a positive intervention for the Wellbeing Coalition to implement in Midland.

In our final project presentation, we detailed the different elements that make up the Appreciative Inquiry Summit we propose for the Wellbeing Coalition to execute, initiating a community-wide focus on its first adult thriving asset. The first step in the process is to form a steering committee to oversee the Appreciative Inquiry Summit. Ms. Snyder anticipates that the steering committee will consist of approximately eight members, including a mix of Wellbeing Coalition members and other pivotal individuals (K. Snyder, personal communication, March 6, 2024). The steering committee will ask the Community Success Panel to identify the adult thriving asset that the Appreciative Inquiry Summit will focus on and to suggest individuals in the community for the focus groups. Ms. Snyder indicated that the Appreciative Inquiry Summit could take place in the Midland Great Hall, which holds 500 people (K. Snyder, personal communication, March 6, 2024). She additionally remarked that other indoor and outdoor spaces are also available. The Appreciative Inquiry Summit will occur for two days (Whitney & Cooperrider, 2000).

The Wellbeing Coalition will lead the various stakeholders attending the summit through the stages of the Appreciative Inquiry 4-D Process, which includes discovery, dream, design, and destiny during the summit (Whitney & Cooperrider, 2000). In the discovery phase, summit participants assess positive aspects of the community as they specifically relate to the summit's identified priority asset (Cooperrider, 2012). They consider positive characteristics and qualities from the past, present, and future. The analysis will include a review of both the community and the Coalition's strengths. It will also consider the various opportunities available within the community to foster the identified priority asset (Cooperrider, 2012). The dream stage then asks participants in the summit to consider what enhancing the identified priority asset will look like within the community. The stakeholders imagine what it would feel like to achieve the goal

(Cooperrider, 2012). They visualize themselves accomplishing the desired end result of instilling the identified priority asset within the citizens of their community. Next, summit participants will engage in the design phase of the process (Cooperrider, 2012). The design stage is where brainstorming occurs, and ideas are shared about what can be done to accomplish the desired end result. This stage of the process may generate training programs, prototypes, and other forms of action plans to accomplish the ultimate goal of increasing the identified priority asset within the community members (Cooperrider, 2012). Lastly, the destiny, or deploy, phase is where the action plan for fostering the identified priority asset within the community members is agreed upon and committed to by the summit participants and implementers. It is the stage where the summit participants' dedication to learning, growth, innovation, and the enactment of a particular action plan takes place (Cooperrider, 2012).

During every phase of the Appreciative Inquiry Summit, it is beneficial for the Coalition to gather data. Specifically, the data collected in the discovery phase should be forward-looking and concentrate on strengths (Cooperrider et al., 2005). This data will be instrumental in the subsequent inquiry phase, where the Coalition will craft its vision and explore opportunities to support this vision. It is essential for members of the steering committee to create a plan for organizing the data collected throughout the summit. They must determine who is responsible for organizing the data and how the findings will be recorded, compiled, reported, and utilized (Cooperrider et al., 2005). The different data collection methods include interviews, observation of participants, and focus groups. The information individuals should focus on collecting includes details significant to the overall experience and embody the inquiry's essence, such as wishes and quotes, practices and stories, exemplars, and illustrations that showcase the organization's best aspects (Cooperrider et al., 2005). This information should be organized and

coded according to key themes. Throughout the summit, each small group will have a designated person(s) to record key themes and share them with the entire summit (Cooperrider et al., 2005). From here, steering committee members will analyze the data from the inquiry and generate a report that contains the patterns and themes that emerged from the interviews and conveys the best practices, stories, and wishes from the interviews. Data may be presented in multiple formats, including charts, storybooks, diagrams, newsletters, pictures, tables, and other visually appealing methods (Cooperrider et al., 2005). After the report is compiled, this data should be shared with individuals and organizations who attended the summit.

The summit will concentrate on the adult thriving asset chosen by the Coalition and other stakeholders as the main priority for the Appreciative Inquiry Summit and the subsequent two years. The overarching strategy involves the Wellbeing Coalition selecting a new adult thriving asset from the list every two years to develop and nurture within the community. Concurrently, the Wellbeing Coalition will organize Appreciative Inquiry Summits every two years, each focusing on a different selected asset from the list. This approach will enable the community to unite and align around a specific goal and objective related to a particular adult thriving asset. Every two years, a different asset will be featured and merged into the process until all twenty-two thriving assets are cultivated into the community.

Priority Asset Exemplar

During our discussions with leaders in the Midland community, the asset of positive peer relationships emerged as a priority for the youth and senior assets (B. Wenzel, personal communication, February 14, 2024; R. Dolinski, personal communication, February 22, 2024; S. Weisbarth, personal communication, February 28, 2024). Positive peers continue into adulthood and throughout the lifespan. Relationships matter to adults as well because human beings are

social creatures who need to be with others and want to have friends (R. Dolinski, personal communication, February 22, 2024). For adults, relationships are where people learn and grow. If someone is going to increase their own personal development, they need to foster relationships with others (S. Weisbarth, personal communication, February 28, 2024). Consequently, we anticipate that the Wellbeing Coalition, the Steering Committee, the Community Success Panel, and the focus groups will select the asset focused on relationships as the first adult thriving asset to prioritize. For the sake of example, we put forth two potential ways the Wellbeing Coalition can approach enhancing positive relationships within Midland. These include connecting isolated individuals with positive community groups, and enhancing positive relationship opportunities within existing groups that individuals frequently operate within, such as one's workplace. We provide this example for demonstration purposes only. Ultimately, the Wellbeing Coalition and the Midland community members will generate and determine their best course of action(s) for enhancing their selected priority asset during their Appreciative Inquiry Summit and subsequent work after that.

Follow-Up

An Appreciative Inquiry Summit is the starting point for the change, not the final destination (Whitney & Cooperrider, 2000). An Appreciative Inquiry Summit can be a powerful catalyst for enthusiasm, engagement, collaboration, and innovation. However, the work that generates the change and cultivates the asset in the community begins once the summit has finished. Therefore, after forming a plan during the summit to implement policies that cultivate the thriving asset, it is vitally important to create a subsequent plan to follow up on the initial plan. We recommend that the Wellbeing Coalition devise a regular follow-up schedule that includes monthly or quarterly check-ins with its partner organizations to sustain the momentum.

Additionally, we recommend that the Coalition ask partner organizations to regularly report on the benchmarks and metrics identified by the Wellbeing Coalition. Ideally, the Wellbeing Coalition's benchmarks for partners are uniform, so the Wellbeing Coalition can easily monitor and compare the results to see how each partner is progressing. This approach will allow the Coalition to pinpoint organizations or partners requiring extra support early on, ensuring no critical time is lost during the two years. Additionally, this strategy will enable the Coalition to pair organizations performing well with those less successful, allowing the latter to learn best practices and improve their performance. Lastly, regular follow-up with the Wellbeing Coalition's partners will keep the priority asset at the forefront of the Midland community members' minds and actions so the momentum does not wane following the summit.

Assessment of the Application Plan

The adult thriving assets survey will require psychometric validation by a statistician to guarantee its reliability and validity, ensuring it accurately measures its intended constructs. If it is not feasible for the Coalition to psychometrically validate the survey, they could pre-test the survey with a few people in Midland who might take the survey, or they could pre-test the survey with individuals who are like the people who would take the survey (C. Robertson-Kraft, personal communication, April 2, 2024). Another option is for the Coalition to test their survey against four other psychometrically validated surveys that measure some of the thriving assets we identified: (1) the ICOPPE Scale, (2) the PERMA Profiler, and (3) the Mattering in Domains of Life Scale (MIDLS) and Ryff Scales of Psychological Well-Being (Prilleltensky et al., 2015; Butler & Kern, 2016; Scarpa et al., 2022; Ryff, 1989). For example, the ICOPPE scale measures an individual's self-reported wellbeing on the different dimensions of wellbeing: interpersonal wellbeing, community wellbeing, organizational wellbeing, psychological wellbeing, physical

wellbeing, and economic wellbeing (Prilleltensky et al., 2015). Additionally, the PERMA Profiler (Butler & Kern, 2016) measures the five pillars of wellbeing from Seligman's (2011) PERMA Theory of Well-Being: positive emotions, engagement, relationships, meaning, and accomplishment, as well as perceptions of one's health and negative emotions. Furthermore, the MIDLS measures an individual's self-reported sense of mattering, an adult thriving asset we identified (Scarpa et al., 2022). Lastly, the Ryff Scales of Psychological Well-Being measure the nature of an individual's self-perception of their psychological wellbeing in terms of their environmental mastery, self-acceptance, positive relationships, personal growth, and purpose in life (Ryff, 1989). The Coalition could test our survey questions against these existing measures to see how our survey questions compare with these. These scales measure many of the thriving assets we identified in our twenty-two thriving asset list for the Coalition.

Relationships are the exemplary adult thriving asset we present for the first Appreciative Inquiry Summit. The key element to measure for the Appreciative Inquiry Summit is how individuals within the community perceive their relationships and overall wellbeing before and after the summit. Additionally, we recommend that the Coalition test at regular intervals after the summit, such as three months, six months, nine months, and one year. To assess positive relationships, the Coalition can utilize five different measures: (1) Ryff Scales of Psychological Well-Being, (2) The Short Loneliness scale, (3) the PERMA Profiler, (4) Perceived Community Scale, and (5) Social Convoy Circles (Ryff, 1989; Hughes et al., 2004; Butler & Kern, 2016; Heidrich & Ryff, 1993; Antonucci & Akiyama, 1987). The Ryff Scales of Psychological Well-Being (Ryff, 1989) assess one's perception of their psychological wellbeing in terms of their self-acceptance, positive relationships with other individuals, purpose in life, environmental mastery, and personal growth. The Short Loneliness Scale (Hughes et al., 2004) assesses an

individual's degree of loneliness. The PERMA Profiler (Butler & Kern, 2016) measures the five pillars of wellbeing from Seligman's (2011) PERMA Theory of Well-Being: positive emotions, engagement, relationships, meaning, and accomplishment, as well as perceptions of one's health and negative emotions. The Perceived Community Scale (Heidrich & Ryff, 1993) assesses an individual's perception of whether they believe they belong to their community. The Social Convoy Circles (Antonucci & Akiyama, 1987) evaluate the size of an individual's social network. We recommend that the Coalition utilize these measures to establish a pre and post-test measure before and after the summit and periodically throughout the year following the summit. This will help the Coalition to see whether positive relationships have increased following the summit.

The design phase of the summit is when individuals can work together to design the future of their organization, build their new ideas, and see them come to life (Cooperrider, 2012). This process can significantly impact individuals within the summit and the organization for years to come (Cooperrider, 2012). Immediately following the summit, participants will likely feel inspired, connected with others, and engaged. To maintain the excitement and fervor moving forward, the Coalition must take a proactive stance to continue engaging with its community partners. Utilizing Appreciative Inquiry as an agent of change increases energy, hope, and the goal for change, but whether this excitement leads to change that is both measurable and sustainable over time is unknown (Donnan & Shaked, 2010). The Appreciative Inquiry process has yet to have a standard process regarding how outcomes are measured (Donnan & Shaked, 2010). It is up to the organizations and communities to measure whether the visions they articulated during the summit become a reality. For example, Dr. Julie Haizlip, an alumnus of the Master of Applied Positive Psychology Program, and Margaret Plews-Ogan describe how the

University of Virginia (UVA) Health System adapted the Appreciative Inquiry framework to help physicians experiencing burnout rediscover the meaning behind what inspired them to pursue a career in medicine (Haizlip & Plews-Ogan, 2010). They found Appreciative Inquiry helped improve efficiency and re-energize the staff. After the Appreciative Inquiry, the UVA Health System conducted formal measurements to assess the effectiveness of the Appreciative Inquiry with the department, which included surveys and measuring the patient's overall satisfaction with their experience. Additionally, UVA also measured employee engagement and satisfaction. Haizlip and Plews-Ogan (2010) are working to develop specific measurement tools within their organization. In 2009, Haizlip and Plews-Ogan helped to create the UVA Center for Appreciative Practice to expand the use of Appreciative Inquiry within the university (Haizlip & Plews-Ogan, 2010). Our team suggests that Kathy Snyder consult with Dr. Julie Haizlip to discuss additional measurements that the Coalition could utilize to test the effectiveness of the Appreciative Inquiry Summit. We think this would be particularly helpful since one of the largest employers in Michigan is MyMichigan Health (K. Snyder, personal communication, January 19, 2024).

We recommend that the Coalition conduct qualitative interviews with individuals from different demographics in Midland every quarter following the Appreciative Inquiry summit. This will help the Coalition assess whether the summit made a difference in their partner's actions toward the identified goals and dreams that emerged from the summit.

Appreciative Inquiry summits focus on what is working well while generating innovative ideas and products to create a better future for organizations (Armstrong et al., 2020). These new ideas increase the positive emotions that individuals feel both during and after the summit (Armstrong et al., 2020). The Coalition can measure whether the summit increased positive

affect by requiring summit participants to take the Positive Affect and Negative Affect Schedule (PANAS) before and after the summit (Watson et al., 1988). PANAS is a self-reported measure of one's positive affect and negative affect (Watson et al., 1988). If individuals show an increase in positive emotions following the summit, they may be more likely to engage in collaborative efforts within the community. If individuals report more negative affect, qualitative interviews could be a way in which the Coalition identifies barriers and challenges hindering action. Ongoing conversations and touchpoints throughout the year will likely keep the momentum going to recommit summit participants to the goals and vision generated during the Appreciative Inquiry Summit.

The Community Success Panel will determine the focus of the first Appreciative Inquiry. If the focus is on relationships, it's crucial to establish specific metrics and benchmarks for organizations to measure regarding relationships. This ensures consistency and agreement on what aspects of relationships are being evaluated across the board. The Midland Area Wellbeing Coalition should request that organizations share data on the key metrics they track at specific times throughout the year. Many organizations have their own internal performance metrics and employee satisfaction surveys. The Coalition can work directly with the human resources departments at different workplaces in the Midland area to collect that data. For example, the Legacy Center for Community Success, a nonprofit organization in Midland, lets other agencies utilize their programs free of charge, but to use the programs, the organizations must agree to follow the key metrics they have identified and report back to The Legacy Center for Community Success on the metrics (R. Dolinski, personal communication, February 22, 2024). This approach allows the Legacy Center for Community Success to determine what strategies are

effective and which are not. For the Coalition, recognizing successful methods is crucial, and identifying areas of improvement provides the necessary insights for future adjustments.

Reservations/ Qualifications Regarding the Proposed Intervention

We have suggested a two-day Appreciative Inquiry summit. In our last meeting with our service provider, our team asked her about finances and budget around a possible Appreciative Inquiry intervention. She informed us that she recently applied for a grant focused on equity and outreach within the community. If the Coalition secures the grant, she plans to allocate a portion of the funds to this initiative. Conversely, should the grant not be awarded, she mentioned the possibility of proceeding with the initiative on a limited budget (K. Snyder, personal communication, March 6, 2024). Our interventions are malleable and can adjust according to the resources within the Coalition and the needs of the Midland community.

As we have offered numerous suggestions for assessing and measuring the interventions proposed, it could also be beneficial for the Coalition to hire an individual with a background in research to spearhead the initiative to enhance thriving assets within the community. An alternative option would be to hire a consultant to collect and analyze data. The Legacy Center for Community Success hires a statistician to run additional analyses on metrics regarding the youth developmental assets (K. Tate, personal communication, February 6, 2024). The Coalition could connect with the Legacy Center for Community Success to get the contact information of the statistician to see if they might be interested and available for this initiative as well.

Conclusion

We considered our service partner's goals and perspectives, assessed the community's needs, and identified potential limitations while developing this plan. Our application plan focuses on implementing adult thriving assets and offering evaluation recommendations. Within

our plan is a sequential approach for our service partner to effectively integrate the twenty-two adult thriving assets into the community. We have suggested a comprehensive range of solutions for the Wellbeing Coalition and acknowledge various limitations. A proposal was made for the Wellbeing Coalition to hold a two-day Appreciative Inquiry Summit as a positive intervention to enhance community collaboration, engagement, and enthusiasm. For the inaugural summit, we provide the adult thriving asset of relationships as an example. Overall, our application plan develops a comprehensive, multi-level plan that fulfills all requests from our service partner and provides a detailed, step-by-step approach for the Coalition to implement adult thriving assets within the Midland community.

We have provided empirical evidence for twenty-two adult thriving assets and created a survey that the Midland Area Wellbeing Coalition can utilize to assess the assets of adults within their community. Once the Coalition identifies which thriving assets individuals have and which ones individuals do not, they can identify which assets are a priority within their community and create interventions and programs to help adults increase those specific thriving assets. By increasing the thriving assets of adults in Midland, adults within the community can increase their wellbeing and continue to struggle well and function effectively when they face challenges and setbacks. The adult thriving asset model is not unique to Midland County, Michigan (K. Snyder, personal communication, January 30, 2024). It is a universal model that other communities can utilize to increase the thriving assets and wellbeing of adults within their communities (K. Snyder, personal communication, March 6, 2024).

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Appendix A

Assessment is essential because it allows organizations to see how an intervention works within an organization or community. It also illuminates whether an intervention might need to be changed in the future.

The assessment plan that we proposed is on pages 57-62 of the Application Plan.

We have chosen this plan because we wanted to ensure that the Coalition tests the Adult Thriving Asset survey against other existing surveys to see how they compare with each other. It will also help the Coalition see if individuals are answering the questions the way they anticipate. If not, then the wording of the questions may need to be altered to ensure that the questions are measuring what the Coalition intends for them to measure.

For the Appreciative Inquiry, we chose this plan because we wanted to ensure that representatives from the steering committee gather data, compile it, and share it with participants who attended the summit after the summit's conclusion. This will ensure that everyone is on the same page and will provide individuals with concrete tools and action steps after the summit.

Suppose the Coalition chooses to focus on positive peer relationships for the first Appreciative Inquiry summit. In that case, we have suggested assessments that they can utilize to test to see how individuals perceived their positive peer relationships before and after the summit and to see whether their wellbeing increased before or after the summit. The measures we selected are valid and reliable measures of positive relationships and wellbeing.

Following the Appreciative Inquiry Summit, we believe the Coalition would need to measure whether the visions articulated during the summit became a reality. Dr. Julie Haizlip, a MAPP alumnus, has done Appreciative Inquiry summits at her place of work, and is working with a team on developing measurement tools specific to her organization. We suggested that our

service provider connect with Dr. Julie Haizlip because MyMichigan Health is one of the largest employers in Michigan.

Lastly, we suggested that it is essential for the Community Success Panel to establish metrics and benchmarks for organizations to measure regarding positive relationships to ensure that there is consistency and agreement on the measures.

Appendix B

Adult Thriving Assets

The adult thriving asset list aims to provide a holistic framework for Midland to understand and nurture the multifaceted aspects of adult wellbeing. By recognizing and developing these thriving assets, the Midland Area Wellbeing Coalition can develop interventions to help adults improve their resilience, fulfillment, and life satisfaction. This approach encourages proactive engagement in personal growth and community involvement, leading to healthier, more balanced, and connected lives.

Internal Assets

Psychological Wellbeing

1. Self-esteem: Valuing oneself highly, which positively influences personal, social, and professional aspects of life.
2. Optimism: Maintaining a positive outlook and expecting good outcomes in the future.
3. Resilience: Persisting and adapting to life's challenges.

Personal Development

4. Autonomy: Feeling in control of one's life and decisions.
5. Goals: Having the motivation and opportunity to set and achieve personal aspirations.
6. Lifelong learning: Seeking new knowledge and experiences throughout life on a regular basis.

Spirituality and Morality

7. Meaning and Purpose: Possessing a clear sense of direction and objectives that give life meaning.
8. Transcendence: Believing in or being part of something greater than oneself.
9. Mattering: Feeling valued and believing that one's existence is significant to others.
10. Human rights: Valuing and recognizing the dignity and rights of all individuals.

External Assets

Health and Wellness

1. Physical activity: Participating in regular physical exercise to maintain health.
2. Sleep: Obtaining sufficient and restful sleep consistently.
3. Nutrition: Consuming a healthy, balanced diet to support physical and mental health.

Personal and Professional Environment

4. Work environment (one's main occupation, including opportunities that are paid or unpaid, e.g., student, stay-at-home parent, volunteering with organizations, or caring for relatives): Feeling part of a supportive environment for one's occupation.¹
5. Finance: Experiencing financial stability and security.
6. Safety: Feeling safe and secure in one's environment.
7. Community: Having a sense of connection and belonging to a community.
8. Resources: Accessing community resources that meet one's needs.

Interaction

9. Relationships: Maintaining supportive and nurturing relationships with others.
10. Play: Engaging in enjoyable and recreational activities.
11. Creativity: Participating in creative and artistic activities to express oneself and stimulate the mind.
12. Prosocial: Engaging in prosocial behaviors that contribute to the wellbeing of others.

Included below are the references used to identify the assets. For more information, please see the literature review found [here](#).

¹ However, it is important to note that one may not have an occupation due to factors outside of one's control.

Adult Thriving Assets Survey

The Adult Thriving Asset Survey is for adults in Midland County to take. Based on the survey results, Midland Area Wellbeing Coalition can identify the trends in thriving assets that adults in the community have. It can also help the Coalition to identify priority thriving assets, or assets that majority of individuals do not have, and focus their attention on creating programs to help adults within their community build those thriving assets.

	<u>Not Applicable</u>	<u>Not Sure</u>	<u>Never</u>	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Always</u>
1. I have a high sense of self-esteem.							
2. I feel a sense of control over my actions and decisions.							
3. I have opportunities to pursue my personal goals.							
4. I have opportunities to pursue my professional goals.							
5. I am capable of achieving my goals.							
6. I have a positive outlook on life.							
7. I feel I can persevere and adapt when faced with adversity.							
8. I value learning new information.							

	<u>Not Applicable</u>	<u>Not Sure</u>	<u>Never</u>	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Always</u>
9. I engage in learning opportunities.							
10. I have a sense of meaning in life.							
11. I have a sense of purpose that guides or directs my life.							
12. I feel connected to something greater than myself.							
13. I feel valued.							
14. I feel appreciated by others.							
15. I feel I add value.							
16. I value human rights.							
17. I treat others with respect.							
18. Human dignity, an individual's right to be respected and valued, influences my actions.							
19. I am regularly physically active.							

	<u>Not Applicable</u>	<u>Not Sure</u>	<u>Never</u>	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Always</u>
20. I have seven hours or more of quality sleep per night.							
21. I wake up rested.							
22. I have opportunities to play.							
23. I engage in playful activities (e.g., music, arts and crafts, sports, recreational activities, and gardening).							
24. I participate in creative activities.							
25. I can solve problems that require creative thinking.							
26. I have a supportive work environment (paid, unpaid, volunteer).							
27. I have a best friend at work (paid, unpaid, volunteer).							
28. I am financially secure.							

	<u>Not Applicable</u>	<u>Not Sure</u>	<u>Never</u>	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Always</u>
29. I have trouble affording my basic needs.							
30. I feel safe in my home.							
31. I feel safe at work (paid, unpaid, volunteer).							
32. I feel safe in my neighborhood.							
33. My community has a variety of supportive resources.							
34. I feel that community resources are available to me when I face problems.							
35. There are community assets that make life more enjoyable							
36. I usually eat food that is healthy.							
37. I have an adequate amount of food.							
38. I have convenient access to a full-service grocery store.							

	<u>Not Applicable</u>	<u>Not Sure</u>	<u>Never</u>	<u>Seldom</u>	<u>Sometimes</u>	<u>Usually</u>	<u>Always</u>
39. I help others.							
40. I have supportive relationships with others.							
41. I regularly connect with my family members.							
42. I have someone that I care about and who cares about me.							
43. I have one or more friends I see regularly.							
44. I have neighbors who care about me.							
45. I have someone I could reach out to if I have a problem.							
46. I feel that I belong in my community.							

47. If you regularly get less than seven hours of high-quality sleep in a night, what obstacles or problems impede your sleep?

48. Please tell us about the grocery store where you shop most often. Does it have everything needed for nutritious meals? How far is this store from your home?

49. Do you have someone you could reach out to if you were having a problem? Please describe that person.

50. If you don't have someone, would you be interested in resources to connect you with others?

Survey Key

Adult Thriving Asset	Question	Options	Internal/ External
Self-esteem: Valuing oneself highly, which positively influences personal, social, and professional aspects of life.	1. I have a high sense of self-esteem.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Autonomy: Feeling in control of one's life and decisions.	2. I feel a sense of control over my actions and decisions.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Goals: Having the motivation and opportunity to set and achieve personal aspirations.	3. I have opportunities to pursue my personal goals.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Goals: Having the motivation and opportunity to set and achieve personal aspirations.	4. I have opportunities to pursue my professional goals.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Goals: Having the motivation and opportunity to set and achieve personal aspirations.	5. I am capable of achieving my goals.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal

Adult Thriving Asset	Question	Options	Internal/ External
Optimism: Maintaining a positive outlook and expecting good outcomes in the future	6. I have a positive outlook on life.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Resilience: Persisting and adapting to life's challenges.	7. I feel I can persevere and adapt when faced with adversity.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Lifelong learning: Seeking new knowledge and experiences throughout life on a regular basis.	8. I value learning new information.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Lifelong learning: Seeking new knowledge and experiences throughout life on a regular basis.	9. I engage in learning opportunities.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Meaning and Purpose: Possessing a clear sense of direction and objectives that give life meaning.	10. I have a sense of meaning in life.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal

Adult Thriving Asset	Question	Options	Internal/ External
Meaning and Purpose: Possessing a clear sense of direction and objectives that give life meaning.	11. I have a sense of purpose that guides or directs my life.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Transcendence: Believing in or being part of something greater than oneself.	12. I feel connected to something greater than myself.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Mattering: Feeling valued and believing that one's existence is significant to others.	13. I feel valued.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Mattering: Feeling valued and believing that one's existence is significant to others.	14. I feel appreciated by others.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Mattering: Feeling valued and believing that one's existence is significant to others.	15. I feel I add value.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal

Adult Thriving Asset	Question	Options	Internal/ External
Human rights: Valuing and recognizing the dignity and rights of all individuals.	16. I value human rights.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Human rights: Valuing and recognizing the dignity and rights of all individuals.	17. I treat others with respect.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Human rights: Valuing and recognizing the dignity and rights of all individuals.	18. Human dignity, an individual's right to be respected and valued, influences my actions.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	Internal
Physical activity: Participating in regular physical exercise to maintain health.	19. I am regularly physically active.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Sleep: Obtaining sufficient and restful sleep consistently.	20. I have seven hours or more of quality sleep per night.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External

Adult Thriving Asset	Question	Options	Internal/ External
Sleep: Obtaining sufficient and restful sleep consistently.	21. I wake up rested.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Play: Engaging in enjoyable and recreational activities.	22. I have opportunities to play.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Play: Engaging in enjoyable and recreational activities.	23. I engage in playful activities (e.g., music, arts and crafts, sports, recreational activities, and gardening)	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Creativity: Participating in creative and artistic activities to express oneself and stimulate the mind.	24. I participate in creative activities	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Creativity: Participating in creative and artistic activities to express oneself and stimulate the mind.	25. I can solve problems that require creative thinking	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External

Adult Thriving Asset	Question	Options	Internal/ External
Work environment: (one's main occupation, including opportunities that are paid or unpaid, e.g., student, stay-at-home parent, volunteering with organizations, or caring for relatives): Feeling part of a supportive environment for one's occupation.	26. I have a supportive work environment (paid, unpaid, volunteer).	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Work environment: (one's main occupation, including opportunities that are paid or unpaid, e.g., student, stay-at-home parent, volunteering with organizations, or caring for relatives): Feeling part of a supportive environment for one's occupation.	27. I have a best friend at work (paid, unpaid, volunteer).	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Finance: Experiencing financial stability and security.	28. I am financially secure	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Finance: Experiencing financial stability and security.	29. I have trouble affording my basic needs.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External

Adult Thriving Asset	Question	Options	Internal/ External
Safety: Feeling safe and secure in one's environment.	30. I feel safe in my home.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Safety: Feeling safe and secure in one's environment.	31. I feel safe at work (paid, unpaid, volunteer).	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Safety: Feeling safe and secure in one's environment.	32. I feel safe in my neighborhood.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Resources: Accessing community resources that meet one's needs.	33. My community has a variety of supportive resources.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Resources: Accessing community resources that meet one's needs.	34. I feel that community resources are available to me when I face problems.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External

Adult Thriving Asset	Question	Options	Internal/ External
Resources: Accessing community resources that meet one's needs.	35. There are community assets that make life more enjoyable.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Nutrition: Consuming a healthy, balanced diet to support physical and mental health.	36. I usually eat food that is healthy.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Nutrition: Consuming a healthy, balanced diet to support physical and mental health.	37. I have an adequate amount of food.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Nutrition: Consuming a healthy, balanced diet to support physical and mental health.	38. I have convenient access to a full-service grocery store.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Prosocial: Engaging in prosocial behaviors that contribute to the wellbeing of others.	39. I help others.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External

Adult Thriving Asset	Question	Options	Internal/ External
Relationships: Maintaining supportive and nurturing relationships with others.	40. I have supportive relationships with others.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Relationships: Maintaining supportive and nurturing relationships with others.	41. I regularly connect with my family members.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Relationships: Maintaining supportive and nurturing relationships with others.	42. I have someone that I care about and who cares about me.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Relationships: Maintaining supportive and nurturing relationships with others.	43. I have one or more friends I see regularly.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Community: Having a sense of connection and belonging to a community.	44. I have neighbors who care about me.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External

Adult Thriving Asset	Question	Options	Internal/ External
Community: Having a sense of connection and belonging to a community.	45. I have someone I could reach out to if I have a problem.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Community: Having a sense of connection and belonging to a community.	46. I feel that I belong in my community.	Not Applicable, Not sure, Never, Seldom, Sometimes, Usually, Always	External
Sleep: Obtaining sufficient and restful sleep consistently.	47. If you regularly get less than seven hours of high-quality sleep in a night, what obstacles or problems impede your sleep?	Open-ended question	External
Nutrition: Consuming a healthy, balanced diet to support physical and mental health.	48. Please tell us about the grocery store where you shop most often. Does it have everything needed for nutritious meals? How far is this store from your home?	Open-ended question	External
Relationships: Maintaining supportive and nurturing relationships with others.	49. Do you have someone you could reach out to if you were having a problem? Please describe that person	Open-ended question	External

Adult Thriving Asset	Question	Options	Internal/ External
Relationships: Maintaining supportive and nurturing relationships with others.	50. If you don't have someone, would you be interested in resources to connect you with others?	Open-ended question	External

The thriving assets are divided into internal and external assets. The internal assets and external assets will need to be treated differently in the analysis and written up in separate sections (C. Robertson-Kraft, personal communication, April 2, 2024).

Question 29. I have trouble affording my basic needs, is reverse scored, which means that if an individual selects Usually or Always, then they are less likely to have the asset of experiencing financial stability and security.

Questions 47-50 are open ended questions and can help the Coalition to determine what community interventions adults may be interested in to help them develop the thriving assets related to sleep (question 47), nutrition (question 48) and relationships (questions 49 and 50).

- 47. If you regularly get less than seven hours of high-quality sleep in a night, what obstacles or problems impede your sleep?
- 48. Please tell us about the grocery store where you shop most often. Does it have everything needed for nutritious meals? How far is this store from your home?
- 49. Do you have someone you could reach out to if you were having a problem? Please describe that person
- 50. If you don't have someone, would you be interested in resources to connect you with others?

For the remaining questions, if individuals select Not Applicable, Not Sure, Never, or Seldom, then they are less likely to have that thriving asset.

Based on the survey results, the Midland Area Wellbeing Coalition can determine priority thriving assets to focus on to help individuals within their community develop thriving assets.