**Instructional Goal:** Students will be familiar with and will be able to mitigate conflict in the workplace, create the optimal workplace climate, and enhance personal resilience.

<u>Performance Objectives</u>: Using didactic instruction, learning activities, and instructional films, the students will:

- Understand the importance of officer wellness to the whole law enforcement professional as well as the organization.
- Understand how officer wellness can reduce health problems, personal issues, and uses of force.
- Gain an understanding of wellness as concepts that can be broken down into four parts of the whole law enforcements professional.
- Demonstrate knowledge of how to incorporate not only intervention strategies, but prevention strategies to build resiliency when it has been reduced by the nature of police work.
- By the conclusion of the training, students will understand how the application of this training can allow them to invest in their own physical, social, emotional, and cognitive wellness.

**Distance Learning Delivery Methodology**: Using self-paced training, students will complete the following:

• Students will complete training on their mobile devices using the LAPD University Application, downloaded from the App Store or Google Play. Contained within the app are videos, case studies, podcasts, and checks for knowledge.

• Each of the course modules will have content directed at accomplishing the performance objectives, followed by a test. The desired result is a more content workforce, providing optimal service to the community.

• Self-paced training may be certified for CPT credit if the curriculum and instructor information is submitted in EDI in compliance with Regulation 1053. Additionally, presenters must advise the following:

- A. **Method in which trainee attendance and course completion is verified:** Students will sign-up and log onto the LAPD University mobile application. They will then type a code into the Leadership Core course in the collections section. As the student progresses through the course, data is fed to the course administrators at LAPD Training Division, including student progress through the modules, examination scores, and rate of completion. Using this data, program administrators can mark the student has having completed the course.
- B. **Online registration access code:** Students will receive a registration code for each course instance. This data if fed through the LAPD University software and verified by personnel from Training Division
- C. Audio or text (chat area) interaction: The LAPD University app will allow for real time interaction with a chat function
- D. Method in which trainee interaction with the instructor for questions or exercises occurs: Audio or text (chat area) interaction
- E. Method in which instructor evaluates trainee performance and verifies the learning took place: Individual written test at the end and chat function debriefs

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- F. Assessment activity (test or submitted written assignment): 10 questions online test with 80% passing requirement. The data from the test will be transmitted via the software to the course administrators, whom will verify that the student has completed each segment.
- G. **Taped Webinars:** Parts of the brief backs and presentation can be recorded for reachback and future usage.

## I. INTRODUCTION AND OVERVIEW 0800-0900

- A. Welcome, Introduction and Course Overview
  - 1. Class meets live, virtually
  - 2. Introduction of instructor
  - 3. Overview of training, platform, and technology
  - 4. Class participant introductions
- B. Introduction to the Material
  - 1. Didactic introduction to resilience and its importance in law enforcement
  - 2. Learning activity
  - 3. Review assignments, platform use

#### II. PHYSICAL WELLNESS 0900-1000

- A. Introduction to Physical Wellness Video
- B. Sleep Hygiene Video
  - 1. How policing is impacted by sleep hygiene
  - 2. Strategies for increased sleep wellness
- C. Nutritional Tactics Video
  - 1. Importance of nutrition for law enforcement personnel
  - 2. Four pillars of a healthy diet
  - 3. How to implement the four pillars on the job
  - 4. Where to find reliable nutrition and diet information
- D. Yoga for First Responders Video
  - 1. Informational segment on the benefits of yoga for first responders
  - 2. Physical activity instruction

# III. SOCIAL WELLNESS 1000-1100

- A. Introduction to Social Wellness Video
- B. Conflict Resolution Video

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(60 min)

(60 min)

(60 mins)

- 1. Empathy and understanding
- 2. Conflict resolution in everyday life
- 3. The art of mediation
- 4. Communication and asking questions
- C. Connection Video
  - 1. Attachment Theory
  - 2. Connection versus isolation
  - 3. How to form and maintain meaningful connections
- D. Alcohol Awareness Video
  - 1. Drinking culture & history in law enforcement
  - 2. Statistics of excessive drinking and incidents
  - 3. How and why to change behavior
  - 4. Resources and treatment explained

# IV. PHYSICAL & SOCIAL WELLNESS DISCUSSION SESSION 1100-1200 (60 mins)

- A. The students will be given the opportunity using the chat function to debrief the situation simulations to uncover any questions the students may have on physical wellness.
- B. The students will be given the opportunity using the chat function to debrief the situation simulations to uncover any questions the students may have on social wellness

#### V. EMOTIONAL WELLNESS 1300-1400

(60 mins)

- A. Introduction to Emotional Wellness Video
- B. Mindful Breathing Video
  - 1. The mind/ body connection & how it applies to law enforcement
  - 2. Practitioner- led breathing exercises
- C. Gratitude Video
  - 1. Define gratitude
  - 2. How it relates to building resilience and mindset change
  - 3. Strategies for incorporating gratitude in daily life
- D. Financial Wellness Video
  - 1. Case examples of how personal financial irresponsibility or bad habits impact law enforcement personnel
  - 2. Strategies for prevention and intervention
  - 3. Resources explained

#### VI. COGNITIVE WELLNESS 1400-1500

(60 mins)

- A. Introduction to Cognitive Wellness Video
- B. Grit Video

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- 1. Define a grit mindset and why it's so important right now
- 2. The Grit formula
- 3. How to apply at work & home
- C. Dialectical Thinking Video
  - 1. Cognitions in recent, challenging times for law enforcement
  - 2. Define dialectical thinking with examples
  - 3. Strategies to incorporate healthier thinking
- D. Character Strengths
  - 1. Expert video introducing concepts of character and what we can learn from assessing them
  - 2. Students take Character Strengths survey from VIA Institute website

# VII. EMOTIONAL & COGNITIVE WELLNESS DISCUSSION SESSION 1500-1600 (60 mins)

- A. The students will be given the opportunity using the chat function to debrief the situation simulations to uncover any questions the students may have on emotional wellness.
- B. The students will be given the opportunity using the chat function to debrief the situation simulations to uncover any questions the students may have on cognitive wellness.

# VIII. FINAL SESSION 1600-1700

(60 mins)

- A. Suicide Awareness & Prevention
  - 1. Goals for awareness
  - 2. How suicidal ideation develops
  - 3. Differences in the law enforcement population
  - 4. Prevention and intervention strategies
  - 5. What to do if you suspect someone is having suicidal thoughts
  - 6. Resources
- B. Course Evaluation
- C. Participants will be able to provide commentary and discussion in a chat embedded within the application and will be monitored in real-time by an instructor.
- D. Feedback