

LOS ANGELES POLICE DEPARTMENT
Organizational Wellness
Expanded Course Outline
1850-23406

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.

Performance Objectives: 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

Organizational Wellness

1850-23406

3/31/22 (IDU, LAPDLP)

PTE 04/18/22 Page 1 of 4

LOS ANGELES POLICE DEPARTMENT
Organizational Wellness
Expanded Course Outline
1850-23406

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