



From Inner to Outer Integration

of Migrants in the Swedish Society
A Well-being, Human Rights & Integration
Gestalt psychology Intervention

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Aims and hope for today



- To present a few **programs** I have conducted
 - Why I developed these programs
 - What we developed
 - What it meant for us
 - What we accomplished
- To present the underlying **theoretical and conceptual constructs**
 - Training models
 - Pedagogical approaches
 - The Gestalt approach
 - The beauty and the limitations and the possibility of integrating
- To **reflect together** on what we/you felt, learned and experienced
- To **test and give feedback** on the models

Landing, feeling present and ready



- **Breathe** consciously, bringing your attention to your
 - Body
 - Feelings
 - Mind
- **Notice:** How ready and motivated are you to explore together **well-being as a migrant?**
- **Remember** a time when you survived a **difficult transition in your life** for example when you
 - Moved? Migrated?
 - Lost your job? Changed job?
 - Survived an illness or a traumatic experience?
 - Separated from or Lost someone close to you?
- **Reflect** What do you remember from this experience?
- **Share** in pairs (4 minutes) and in larger group (2 minutes):
How are you feeling? What insights did you get?

Who am I ?



- Organisation and Gestalt Psychologist
- Jewish, American, middle age, middle class, educated, woman, passionate, Mom
- Migrated to Sweden in 1990
 - feel invisible, disconnected, not fitting in 'who are you?'
 - too passionate, innovative, eager, personal, demanding, emotional
- Researcher-Activitist, Teacher, Innovator
- Dedicate my life to creating the possibilities to jointly:
 - explore and study **well-being – migration – integration**. Well-being together with all actors in society
 - create **awareness**, new **understandings**, new **relations**, new **approaches**,
 - in order to make joint interventions, improvements and innovations
 - At **individual, group and society level**

Background of including well-being in integration work



- **Large streams of refugees, immigration to Sweden** 60, 70, 80, 90, 2000, 2015, present
- **Unemployment steady and variable** (1990's-present) even in context of strong economy (today!)
 - High percentage of migrants unemployed – especially women
- **Political campaigns**
 - **to reduce unemployment**
 - programs, measures and incentives for industry
 - training programs – mostly focused on competence development, employability
 - **to integrate migrants**
 - language training, society orientation, support and matching
- **Work environment – rising stress & burn out syndrome**
 - Growing trend of people not feeling well in the work place
 - Long waiting time for residency permits, temporary permits (13 months), deportations
- **Swedish culture**
 - Medical model for 'well being'
 - Focus on material security, not psychological "the address is the door into the Swedish system"
 - Discrimination discussion is taboo – as **Solidarity** and **Equality** is such a strong value!
- **My experience** – working since 1991.....with unemployed migrants.
 - Observations that so many of the unemployed immigrants were not feeling well.
 - **Focus only as productive beings, not as a human beings.**

Integration...



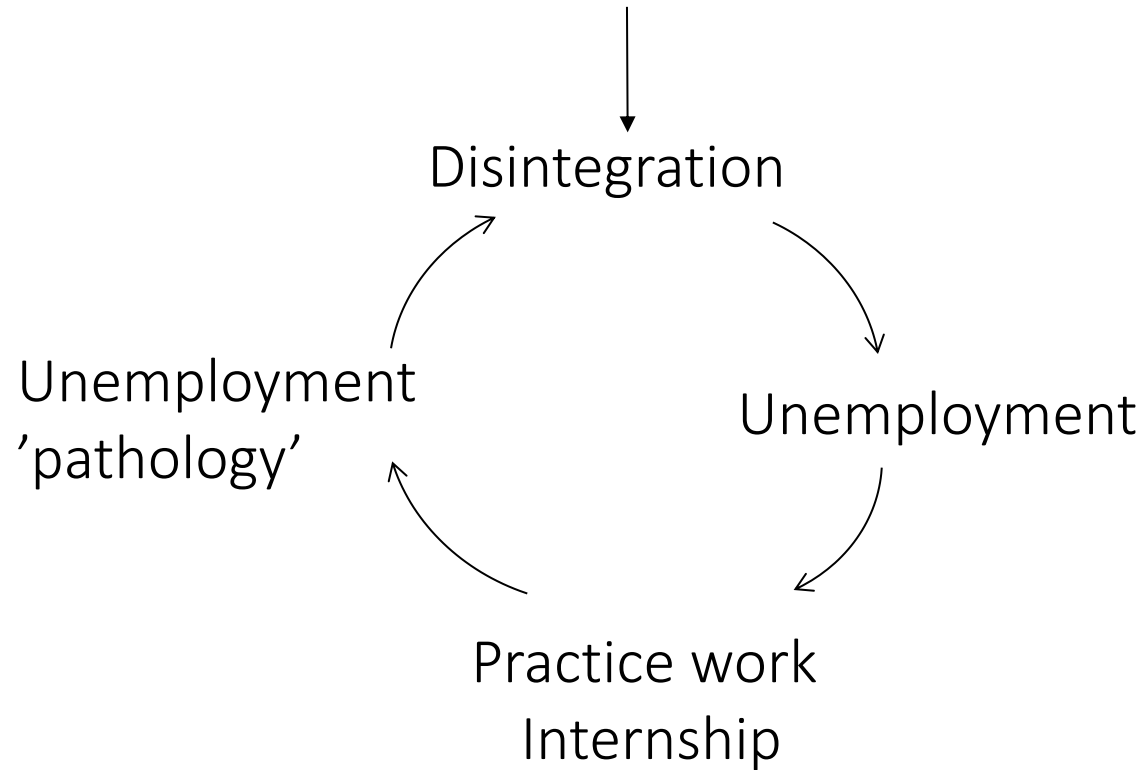
Political strategy?
or
Psychological process?

Hypothesis - Inner Integration leads to Outer Integration

Disintegration process



Migration crisis/transitions



Observed 'Pathology' in transitions from research and experience



- Symptoms

- Restlessness, cannot listen or perform
- Hard to hold agreements
- Laziness, even easy things are hard, can't prioritize
- Don't dare to say truth, give answer think you want to hear, use others
- Don't keep time, don't show up
- Feel afraid, insecure, depressed, aggressive, false pride, helpless
- Poor self identity, loss of own meaning, loose touch with reality
- Passiveness, don't take initiative, blame others, pretending
- Fantasies, unrealistic expectations, lack of information

- What can lie behind

- Lost sense of self, competence
- Lost ability to focus and concentrate, worried
- Lost responsibility for relationships, lost trust
- Lost ability to meet people
- Lost ability to plan and take responsibility for time
- Lost memory of what can do, what have done, what need to do
- Lost will and motivation to drive life, depression
- Lost meaning and place of work in life
- Lost moral and ethical feelings
- Lost social competence
- Lost market knowledge
- Family system not feeling well

Disintegration – Unemployment Polarities



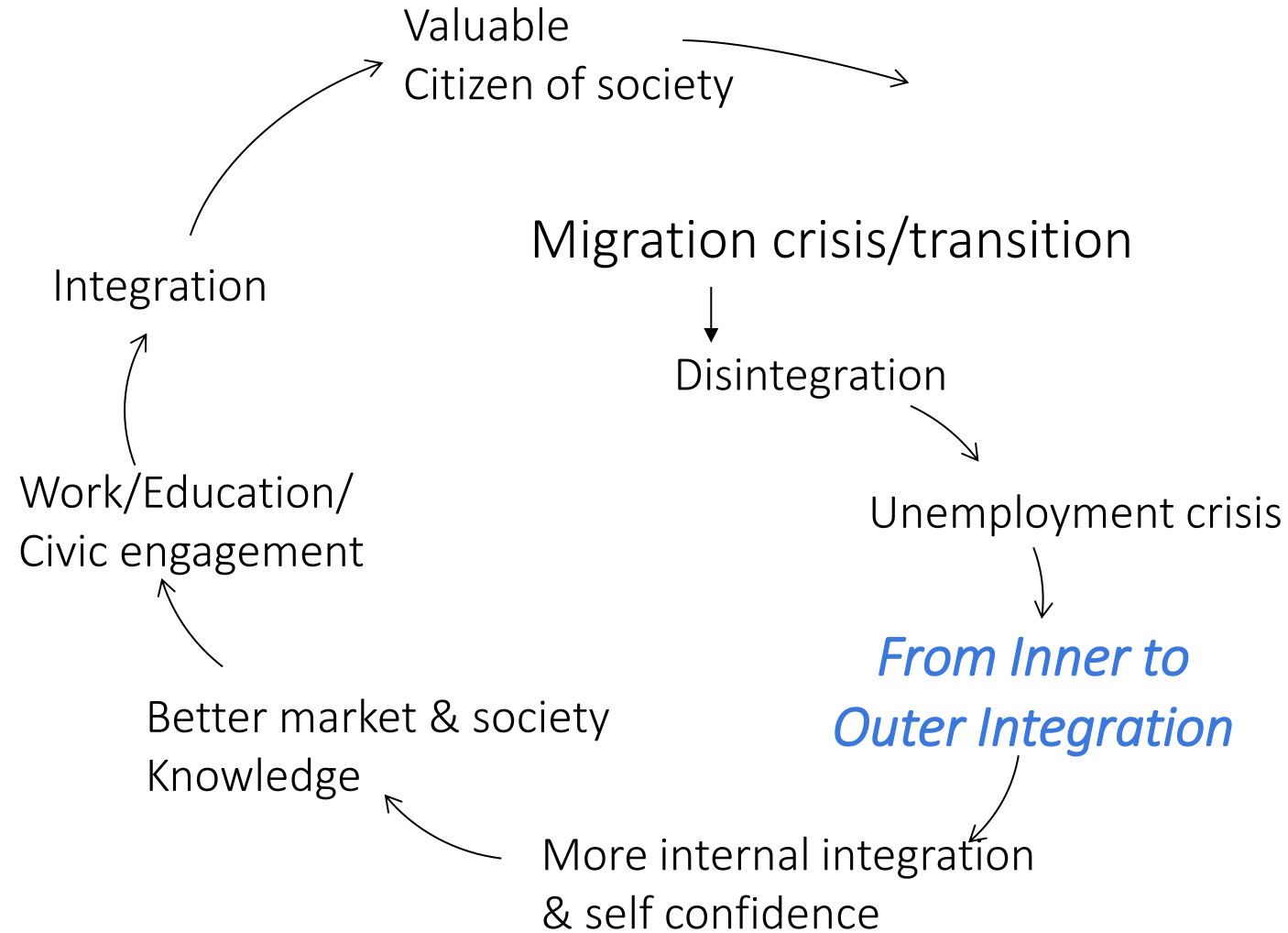
- Adult Child
- Power, empowered Dependence, disempowered
- Control, Responsibility Helpless
- Confident Hopeless
- Self respect Lack of self respect
- Clarity Confusion
- Take initiative Waiting, lazy, inertia, fear
- Language, expressive Limited understanding, communication
- Trust No trust
- Remember Blocked, forgot, traumatized
- Data, Facts.....Fantasy
- HonestPretending
- Relating Using, Formal
- Feel at Home, included, invited...Feeling Homeless, excluded, not invited
- Visible Invisible
- Curiosity Fear, indifference
- Relationship Loneliness
- Top dog..... Under dog
- We They

We become invisible



- For others...
- For ourselves ...
- We **forget** who we are and what is important for us.
- We don't have **any witnesses**, who can honor us for **who we are**, for what **we have done** and what **we can do**...

Integration process



Conducted different programs



- *From Inner to Outer Integration* Program - 5 times from 1997 to 2005
- Over 150 refugees and immigrants to Sweden participated in this program
- Conducted research with each group Before, During, After
- EI WISH – Aging with Dignity as a Migrant- from a cross cultural, religious, generation & sector perspective Program – from 2009-2016.
- In 3 Cities in Western Sweden: Göteborg, Borås, Trollhättan
- Action Research and innovation
- Over 400 elder migrants, their family, elder care authority & service providers, ethnic and cultural associations, religious congregations, Red Cross, politicians, integration authority, etc.

From Inner to Outer Integration

Program evolution



- **Earlier**

A **one-year** education & development program for those who have been **unemployed more than 6 months**, who have a **migrant background** and are tired, frustrated and motivated to change their work-life situation.

The program is based upon a **psychological approach** to support the **personal and professional development** using a varied pedagogy aimed to improve and sustain 'well being'.

- **Today**

An **8-month** education & development program for **new migrants** and those **unemployed for over 12 months** – who need support to be ready & able to change their work-life situation.

The program is based upon a psychological approach to support the personal & professional development using varied pedagogy aimed to improve & sustain well-being – **Resilience as a person, family member, worker, student & citizen.**

Levels of system – Partner overview



Level of system	1997 to 2005	2017 to 2020
EU level	Funding from European Social Fund (ESF)	Applying to ESF
Target group	<ul style="list-style-type: none"> Unemployed immigrants (over 6 months) 	<ul style="list-style-type: none"> New migrants Unemployed migrants (over 12 months)
International level	Cooperation with NRW region Germany	
National level	<ul style="list-style-type: none"> Swedish Authority for Integration Discrimination Ombudsmen 	
Regional level: Western Sweden (VGR)	Employment services	Job Centers, Regional Authority, Public Health department
City level	2 communities in Gothenburg	Cities of Gothenburg, Möndal, Borås, Trollhättan, Lerum
Local level	Advisory board, Immigrant associations, Mentor group, Therapist group	industry, employers, NGO, civil society mentor group, psychologists

Education plan from a year perspective



Phase 1 (4 months) Personal development



Care and develop your self & personal competence

Introduktion	Personlig utveckling
	Yrkesutveckling
	Svenska
	Självstudier
	Mentorstöd i grupp
	Individuellt mentorstöd
	Egna stödgrupper

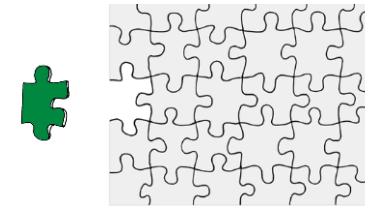
Phase 2 (4 months) Develop Professional Fit



How does the job market look? Is there a work niche for me?

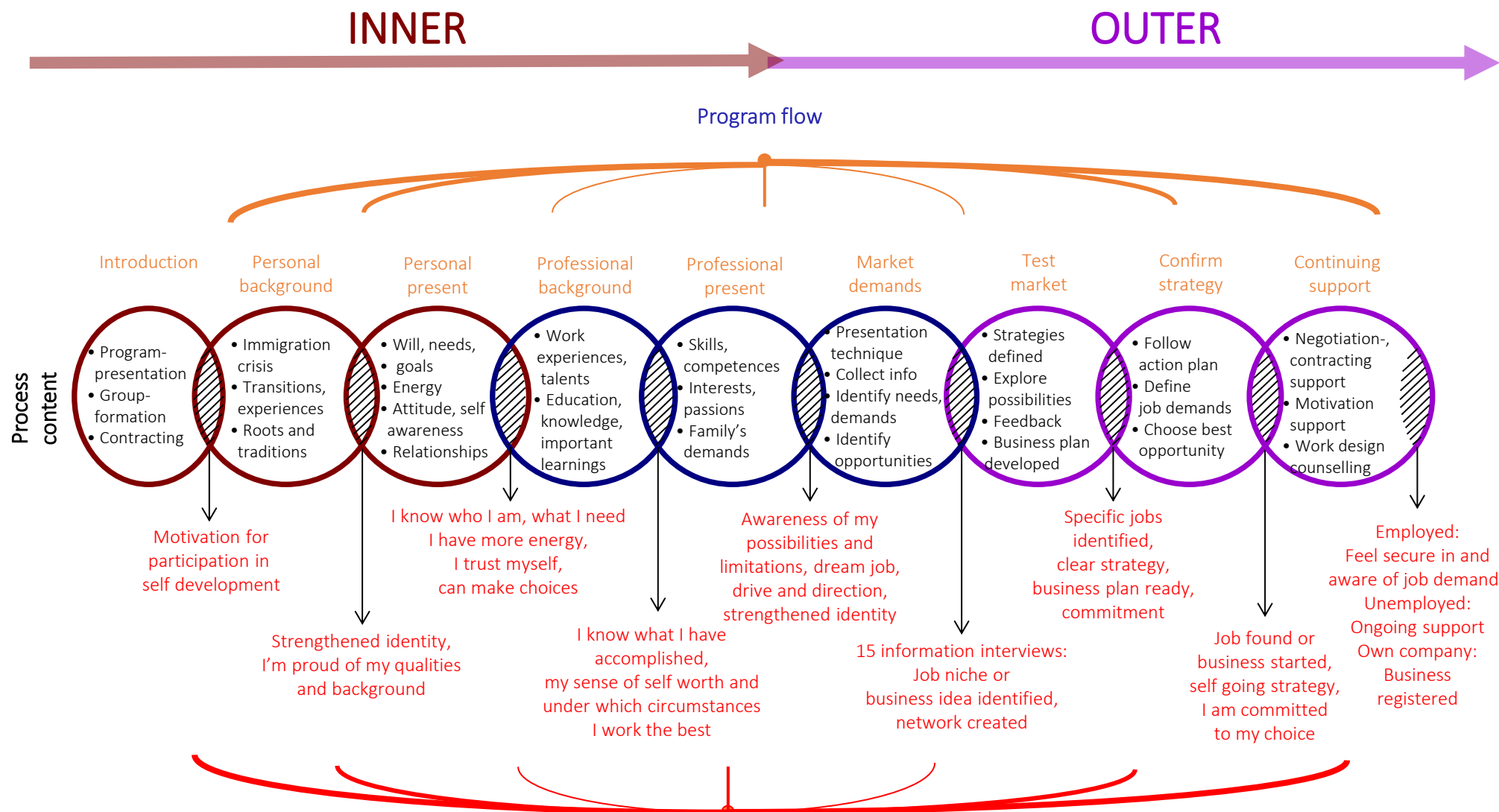
Yrkesutveckling
Personlig utveckling
Svenska
Marknadsundersökning
Individuellt mentorstöd
Egna stödgrupper

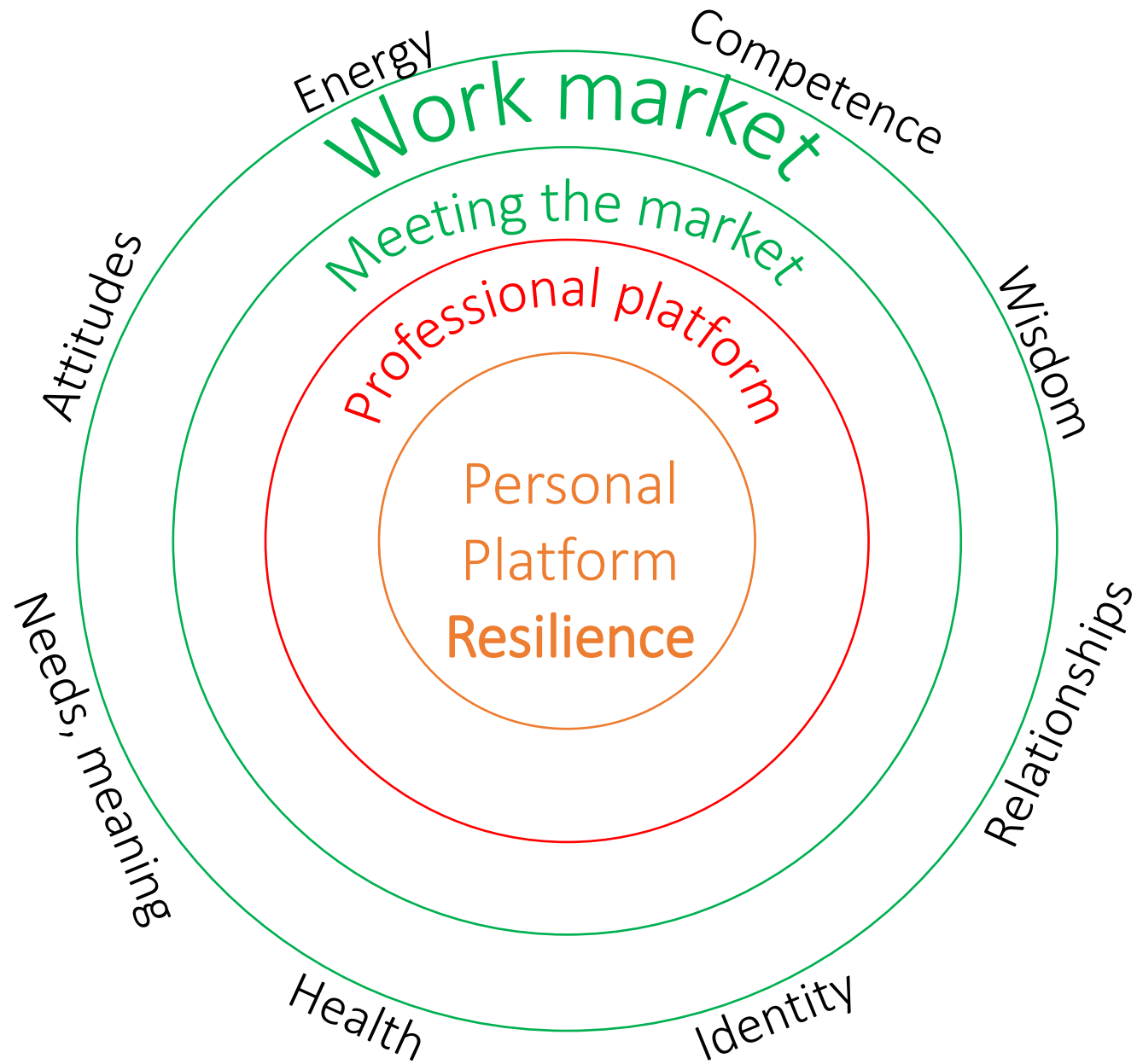
Phase 3 (4 months) Develop & test your strategies



How do you get or create job opportunities?

Yrkesutveckling - starta eget eller anställning
Personlig utveckling
Strategiformulering och genomföra mål
Individuellt mentorstöd
Egna stödgrupper





Results and experience



- At courses end... 68% had occupational direction (work, education, or own business)
- After 1 year, 90% had occupational commitment
- 85% thought that they improved their language and computer abilities as well as improved their personal, social and professional competence
- 93% felt better and thought that they are more aware of themselves, have a stronger identity and feel more self reliant and resilient

Results of the Program



Participants

- Developed inner strength, energy and motivation
- Developed awareness of self, needs, limitations, strengths, dreams, passion
- Found their job niche and took a step towards realizing this
- Developed knowledge of work market and feedback
- Got practical and effective tools for creating or getting work
- Improved their Swedish
- Improved how to negotiate a good contract for work
- Improved ability to create and sustain their network

Pedagogy – how we worked



- **Psychological reflections and awareness building**
 - Gestalt and organisation psychology
 - Individual reflections, group discussions, pictures, meditations, movement, experiments, discovery – the group was our 'lab'
 - Time to reflect, feel and evaluate
- **Relationship based learning and working**
 - Importance of building long and ongoing support relations
 - Teachers, mentors, therapist, students
 - Contracting, negotiating with self, family system,
 - To share and participate
 - To support one another and to create the conditions needed for development
- **Action learning and research**
 - Experience and experiment based learning
 - COE - Problem definition, planning, doing, reflecting, learning



Models and Methods

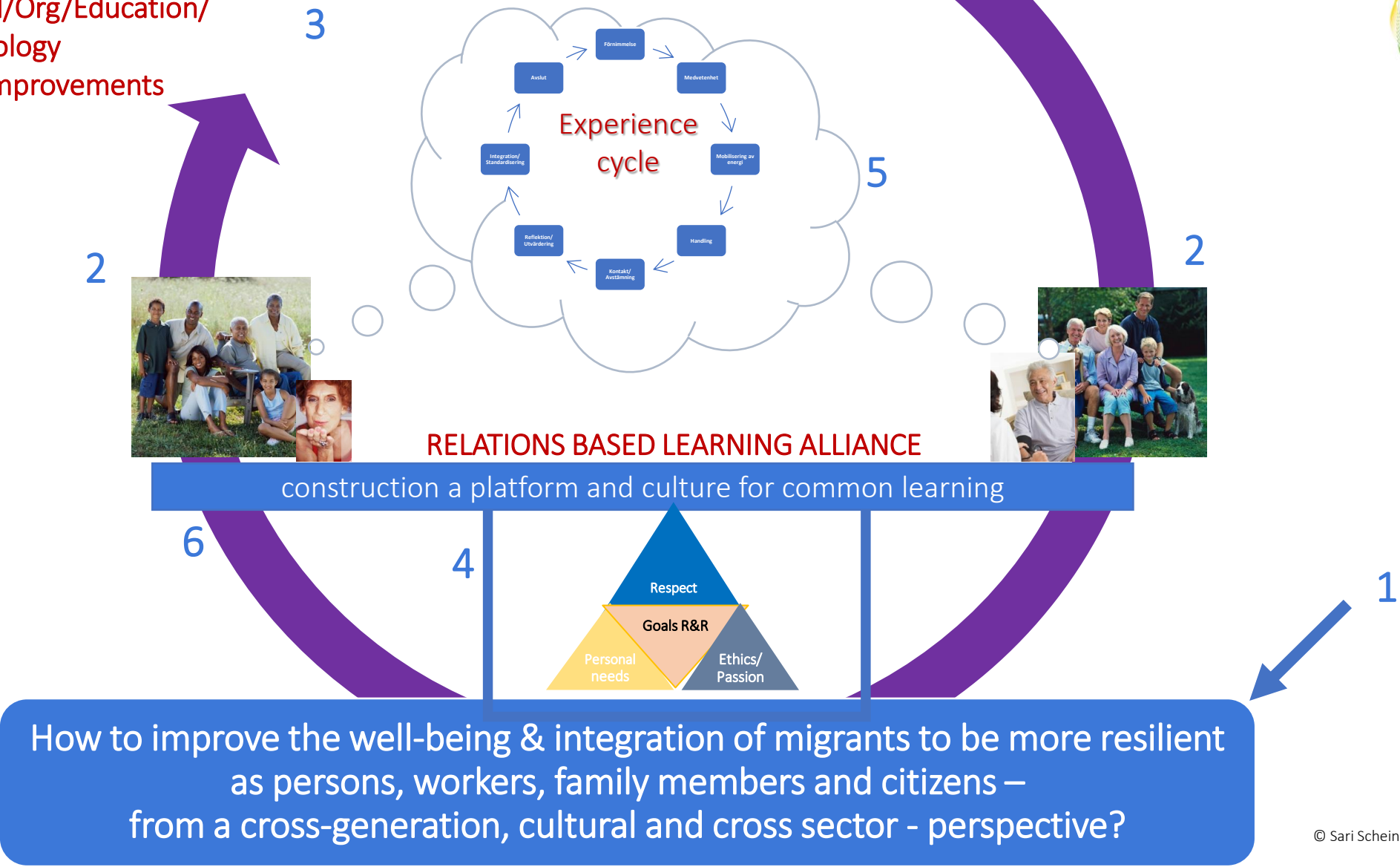
1. Action research

2. Work-life balance for Resilience
3. Energetic well-being for Resilience
4. Cycle of experience
5. Relationship-building

1. Action research

Personal/Social/Org/Education/
Process/Technology
Innovation & improvements

Action research and development



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Models and Methods

1. Action research

2. Work-life balance for Resilience

3. Energetic well-being for Resilience

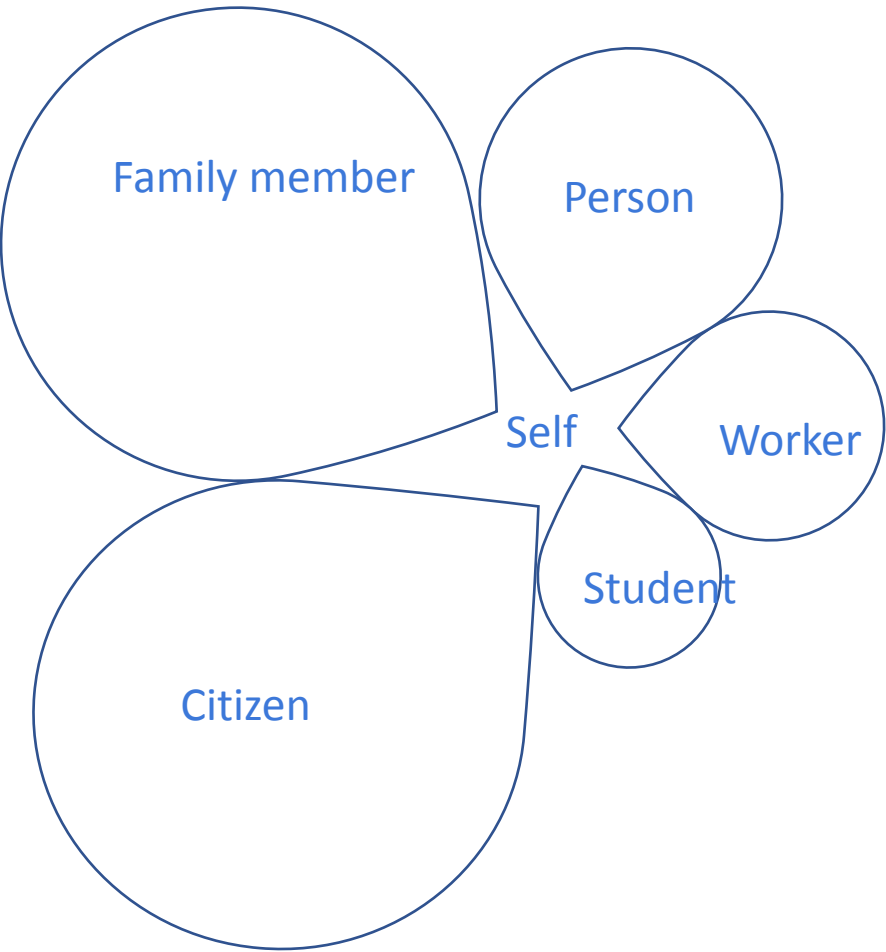
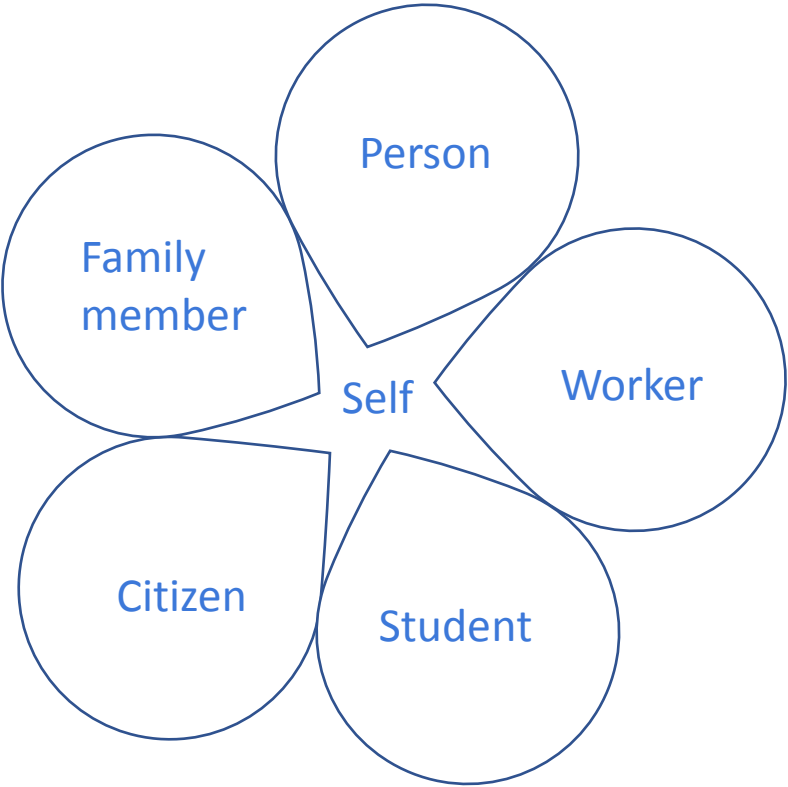
4. Cycle of experience

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2. Work-life balance for Resilience



Self Assessment of roles, responsibilities and goals
Learn to find a balance & negotiate





Models and Methods

1. Action research
2. Work-life balance for Resilience
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3. Energetic Well-being

Who defines my well-being? Who is responsible for it?



Our research shows

Dominant culture lacks...

- Self reflection & self awareness
- Attention to shifts and/or transitions
- Diversity-sensitive and holistic instruments & approaches
- Feedback from self and others
- Collaboration between the professionals themselves, and between them and the clients

My well-being is in the hand of others

I am not sure what I need to feel well...

My well-being is measured in ways that are limited

Medical experts
measure
the physical body

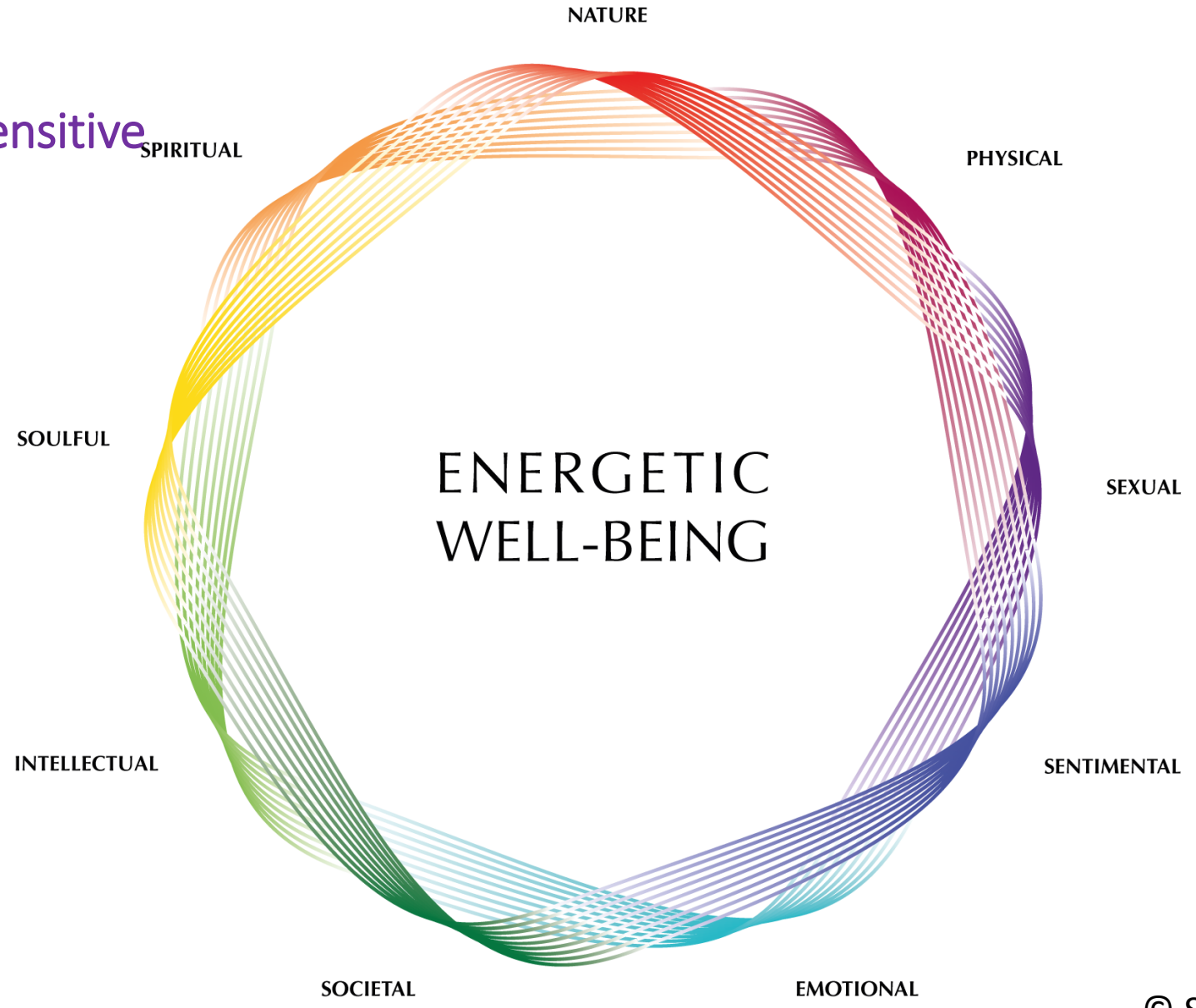
My employer
measures
my productivity
and performance

Myself I am
pretending
everything is
going well

Society doesn't see
my special needs as
a migrant

3. Energetic Well-being

Self-assessment –
holistic, diversity-sensitive
Model & Method



9 Dimensions of Energetic Well-Being

9 Dimensions

Reflection questions



- Nature
- Physical body
- Intimacy – Sexuality
- Sentimental – Belonging – Identity
- Psychological – Emotional
- Society
- Intellectual – Creativity
- Soulful – Deep Love
- Spirituality

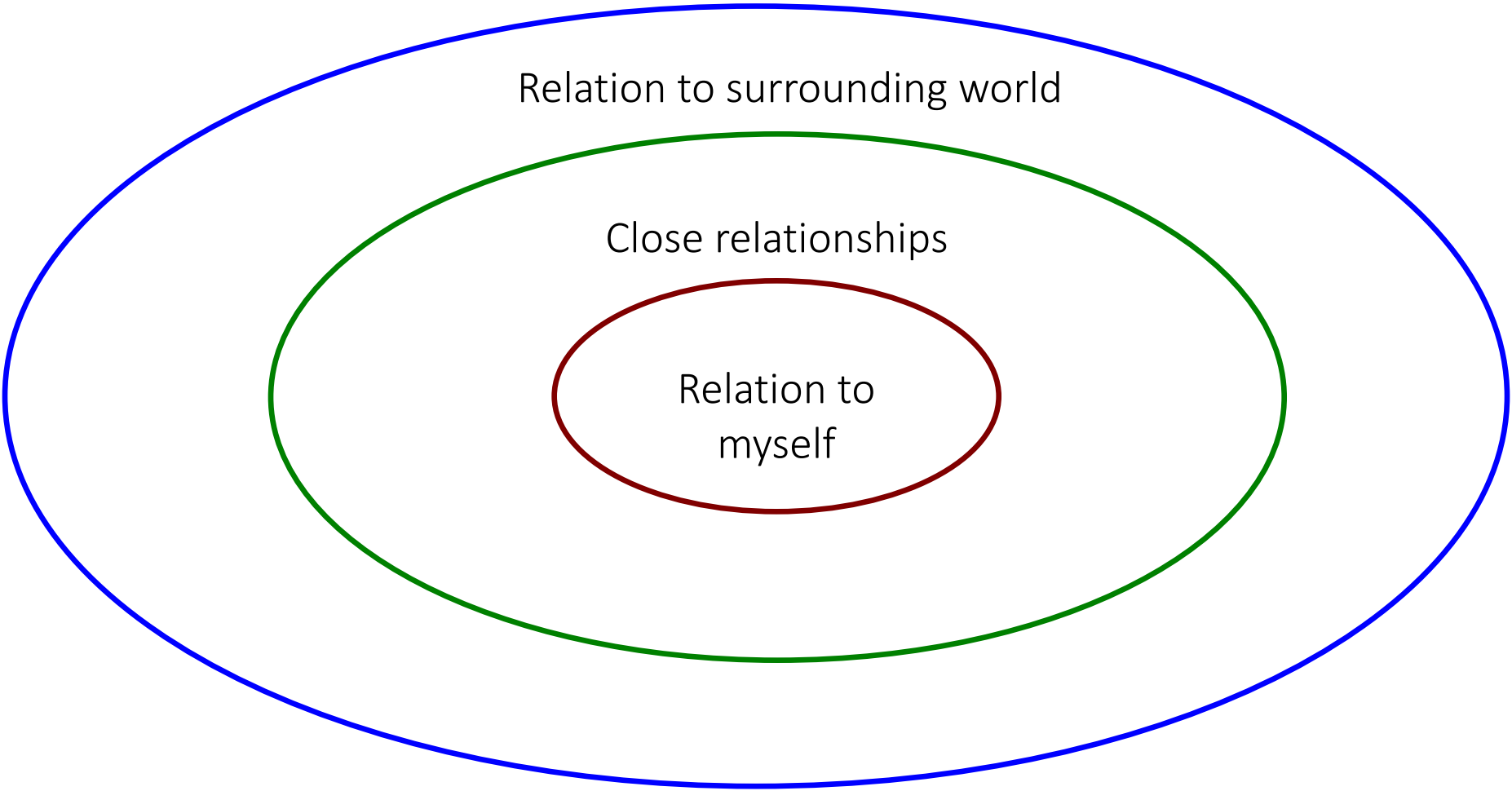
- How important is this dimension for you?
- How do you **get nourishment and energy** for each dimension?
- How do you **lose energy** from each dimension?
- To **what extent does** your culture, religion gender, generation, class effect each dimension?
- What **ideas for improvement** can you identify in the next months?
- Do you **need support** to accomplish this – and if so – from who?
- What can **sabotage/hinder** your wish?
- Do you have at least 3 dimensions that are nourished for you – which?



Key Aspects of EWB Methodology

- **9 Dimensions** –
 - holistic perspective – how we use our diverse energies to manage our challenges and maintain our vitality and resilience
 - Linked to Human Rights and Society Services
- **Self- Awareness** – where do we focus our energy?
- **Remembering** – what is important? – Honouring our own diversity
- **Responsibility** – consciousness supports better choices
- **Witness** – sharing with another person – not alone
- **Continuous checking & adjustment** – over time
- **Coping -Managing challenges** – strengthen power of 3, 4, 5, dimensions
- **Variation** – energy in movement, new combinations, flexibility
- **Resilience** – ability for persistence – recovery – 2nd breath – to live a good life
- **Renewal** – new ideas, new combinations

Energetic System Levels

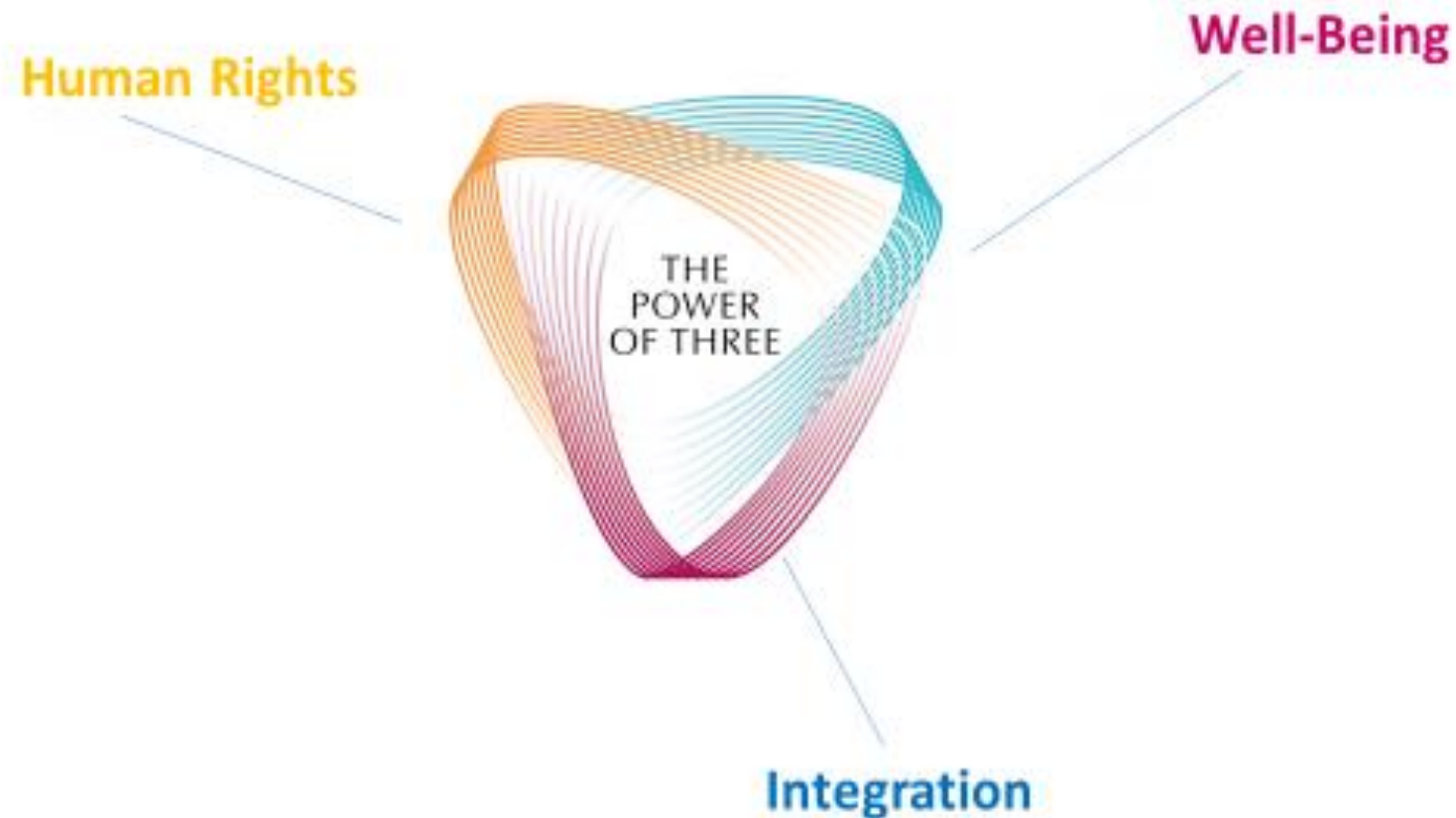


3. Energetic Well-being

There are **Three key cornerstones** that structure our work and that serve as a guide for the social innovations to be generated in our program :

Well-being–Human Rights–Integration

3 Cornerstones





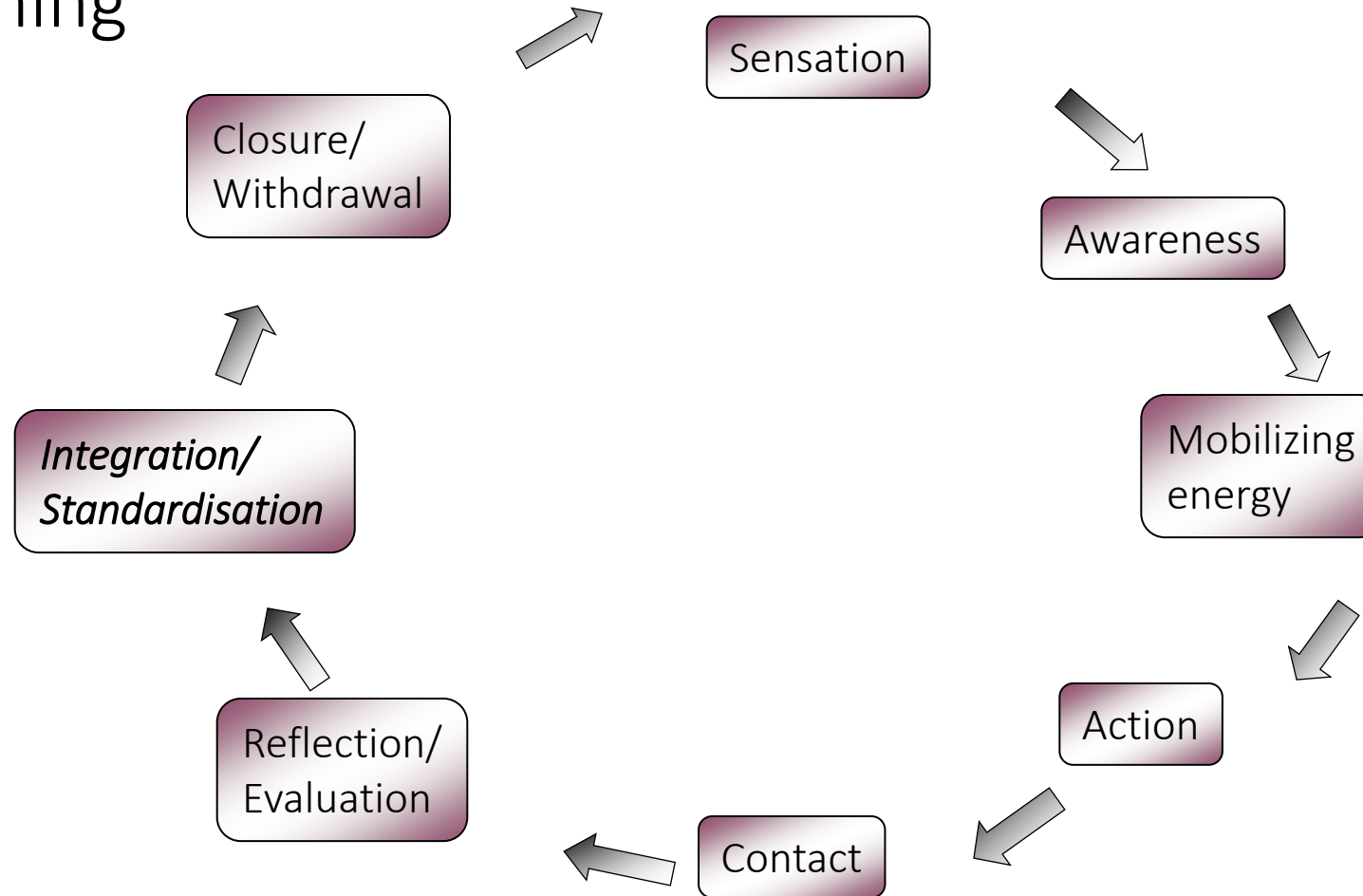
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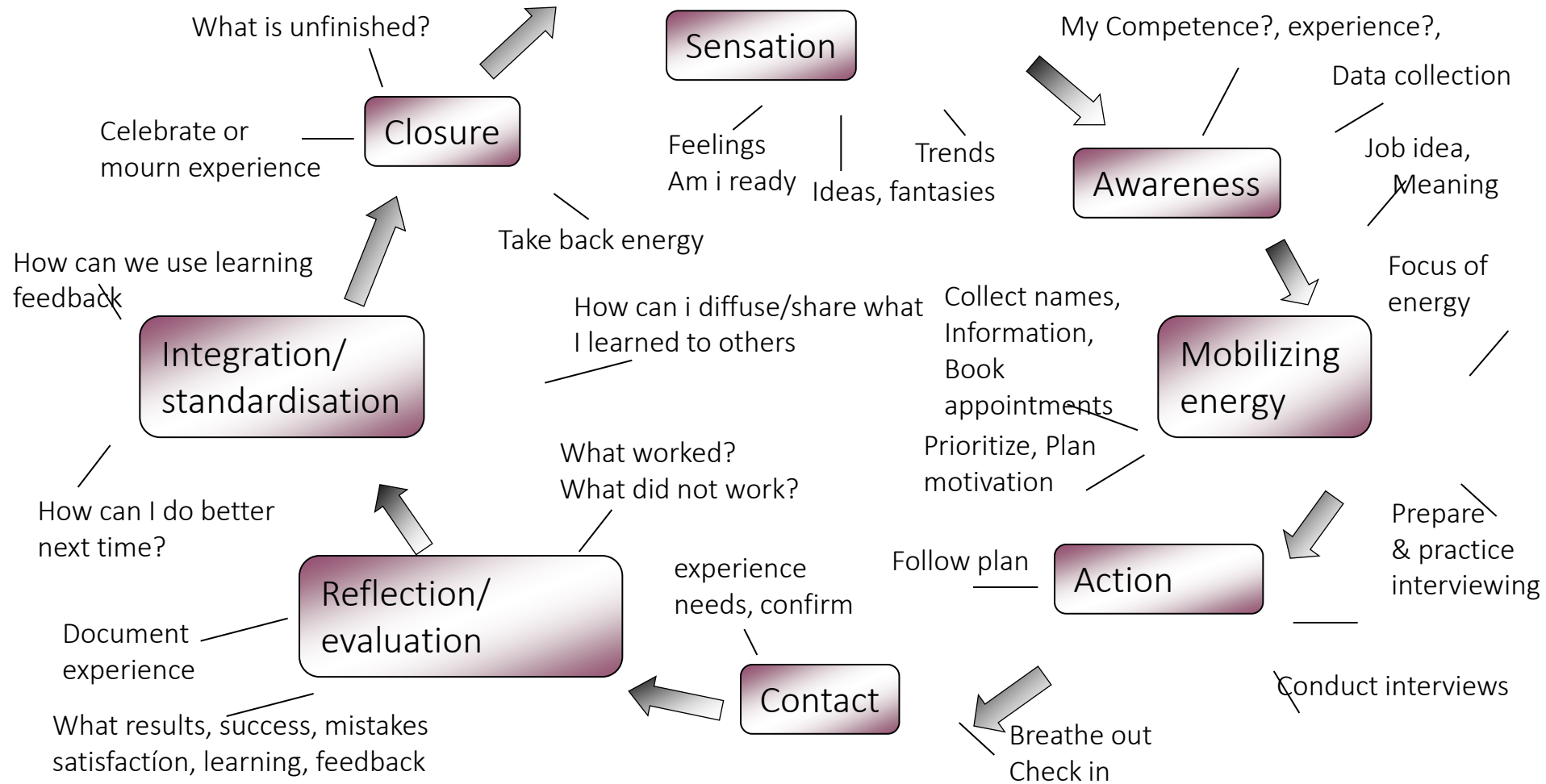


– a conscious & systematic way of working and learning





Job&Market information search process





Models and Methods

1. Action research
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4. Cycle of experience

5. Relationship-building

What are the important Qualities needed to support **relations**? For learning & contracting

Conditions for social contract – I-Thou
building trust and commitment for Long Term work



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Reflections



- What insights did you get? What is useful ?
 - Personally
 - Professionally
- What questions do you have?
- What feedback for me? What can be improved?
- How can we cooperate?



Thank you !
Any questions, reflections, etc. – please
contact us:

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