



Living with SHAPE

REGENERATIVE PSYCHOLOGY™

SYSTEMS CHANGE ROOTED IN HUMANITY

A Framework for Healing Systems and Cultivating Human Flourishing





Table of Contents

3	<u>Regenerative Psychology Definition</u>	13	<u>Integrating with EBPs</u>
4	<u>Executive Summary</u>	15	<u>Living Systems and Behavioral Health</u>
5	<u>Introduction</u>	17	<u>Regenerative Leadership</u>
6	<u>The Problem</u>	20	<u>Our Services</u>
7	<u>The Core Principles</u>	21	<u>The Value</u>
10	<u>Application Across Levels</u>	22	<u>The Authors</u>

Regenerative Psychology™

Systems Change Rooted in Humanity



Definition:

Regenerative Psychology is a systems-oriented approach to mental health that goes beyond symptom reduction to actively restore vitality, connection, and purpose in individuals, communities, and organizations. Rooted in principles of resilience, ecological harmony, and human-centered design, it integrates evidence-based psychological practices with regenerative systems thinking to cultivate sustainable, flourishing well-being.

Core Principles of Regenerative Psychology

1. **Restoration + Flourishing:** Healing is not the end goal—flourishing is. This approach supports individuals and systems in regenerating their internal and external resources for sustained vitality.
2. **Systems Integration:** Recognizes the interconnectedness of individual well-being with social, organizational, and ecological systems. Change at one level affects all levels.
3. **Capacity Building Over Quick Fixes:** Prioritizes interventions that build long-term capacity, resilience, and adaptability, rather than short-term solutions or symptom suppression.
4. **Cyclical and Iterative Growth:** Embraces non-linear development. Regeneration is dynamic, acknowledging that setbacks are part of sustainable growth and evolution.
5. **Human + Ecological Sustainability:** Considers the psychological impact of disconnection from nature, purpose, and community. Encourages reconnection as a central element of healing and design.
6. **Data-Informed, Compassion-Driven:** Leverages data and technology (e.g., measurement-based care, EHR-integrated tools) to inform compassionate, context-sensitive action.

Executive Summary



Across behavioral health systems, we are witnessing a pivotal shift. As the demand for mental health services rises, so does recognition that traditional models—focused primarily on symptom reduction, crisis response, and standardized protocols—are insufficient for creating lasting, meaningful change. Clinicians are burned out. Clients are surviving but not thriving. Systems are strained by fragmentation, inequity, and disconnection.

Regenerative Psychology™ offers a new path forward.

This framework invites us to move beyond a paradigm of repair toward one of renewal, vitality, and systemic healing. Grounded in principles of resilience, systems design, and ecological harmony, Regenerative Psychology™ integrates evidence-based clinical practices with the regenerative logic found in nature: cycles of restoration, interdependence, and growth.

Rather than asking, how do we fix what's broken? Regenerative Psychology™ asks, how do we design for thriving—within ourselves, our clients, and our systems?

This white paper outlines the foundations of the Regenerative Psychology™ framework, its guiding principles, and its applications across individual, organizational, and systemic levels of care. It is a call to visionaries in behavioral health—to think like ecosystem stewards, to build capacity, and to co-create mental health systems that don't just sustain, but regenerate.



Introduction

From the desk of Dr. McLennan

Why We Need a Regenerative Approach to Mental Health



The field of psychology has long been rooted in identifying problems and treating dysfunction. And while this model has helped millions, it often stops short of what people truly need: the ability to recover in a way that is life-giving, not just stabilizing.

In my work as a psychologist, clinical innovation consultant, and systems strategist, I've seen this gap firsthand. I've worked inside organizations that are doing everything "right" by the standards of evidence-based practice—yet their clinicians are exhausted, clients are disengaged, and change feels surface-level at best.

These outcomes aren't due to a lack of knowledge or good intention. They're the result of a mental health system designed for containment, not cultivation.

We need a new story for how people heal and grow—a story that honors complexity, centers resilience, and embraces the idea that flourishing is not a luxury, but a basic human need.

Regenerative Psychology™ is the name we've given to this story.

It's not a technique or a new clinical modality. It's a paradigm—one that blends psychological science with the wisdom of regenerative systems thinking. It asks us to consider not only how we reduce harm, but how we design conditions for ongoing renewal.

What if our mental health systems worked more like living ecosystems—dynamic, interconnected, and self-renewing? What if we stopped asking clinicians to do more with less and instead invested in organizational vitality as a clinical tool? What if we stopped treating human suffering as something to "manage" and started treating it as something to transform?

This white paper is the foundation of that vision.

*To Growth & Good Care,
Dr. Priya McLennan*

The Problem

A System That Treats but Doesn't Heal



Behavioral health systems were built to respond to crisis. Over time, that reactive orientation has shaped the architecture of care—narrowing it toward symptom checklists, insurance-driven metrics, and throughput goals. While these elements serve important functions, they also risk reducing the richness of psychological healing to a transaction: diagnose, treat, discharge.

This system doesn't leave much room for wholeness.

Clinicians feel it in their bones—chasing productivity metrics, managing administrative overload, and contending with the moral injury of knowing what good care looks like but not having the space, time, or support to provide it. Clients feel it, too—looping through care episodes without a sense of progress, connection, or enduring change.

We have spent decades investing in evidence-based practices, and while those tools are powerful, they often get delivered inside systems that are not designed to nurture growth. We focus on fidelity but neglect the health of the environments in which care happens. We optimize for compliance but overlook the relational, cultural, and ecological conditions that make healing possible in the first place.

In this context, even the best interventions struggle to take root.

Signs of a System That Treats But Doesn't Heal:

- Clinician burnout normalized as an individual issue instead of a systemic signal.
- Clients plateauing, cycling through treatment without lasting change.
- Organizational disconnection between mission, practice, and lived experience.
- Equity gaps that persist despite DEI initiatives, because root conditions go unaddressed.
- Leadership fatigue, where innovation is expected without the infrastructure to sustain it.

The core problem isn't a lack of tools—it's the absence of a regenerative paradigm. We've tried to scale clinical innovation without designing for the conditions that allow humans and systems to thrive.

Regenerative Psychology™ begins with a different premise: that healing is ecological. People don't heal in isolation, and neither do organizations. They heal in environments designed for connection, reflection, renewal, and purpose.

The Core Principles

of Regenerative Psychology



At its heart, Regenerative Psychology™ is a shift in orientation—from controlling symptoms to cultivating systems of vitality, adaptability, and renewal. It borrows wisdom from regenerative design, trauma-informed care, ecological systems, and human-centered design to reimagine the goals and processes of psychological healing.

The following six principles serve as the foundation of this framework. They can guide practice across clinical, organizational, and systemic levels.

1. Restoration and Flourishing
2. System Integration
3. Capacity Building Over Quick Fixes
4. Cyclical and Iterative Growth
5. Human + Ecological Sustainability
6. Data-Informed, Compassion-Driven

These principles are not theoretical—they are actionable. When used to guide design, supervision, program development, and leadership, they create mental health ecosystems that don't just function—they flourish.

The Core Principles of Regenerative Psychology



1. Restoration and Flourishing

We don't just aim to reduce suffering—we aim to restore the capacity for joy, meaning, and contribution. This principle acknowledges that health is not merely the absence of illness. Healing includes creativity, belonging, and purpose.

In regenerative ecosystems, damage is not only repaired—it becomes a source of new growth. Regenerative Psychology™ embraces this potential within people and systems, inviting transformation rather than simply stabilization.

2. Systems Integration

Individual well-being is inextricably linked to social, organizational, and ecological systems. Regenerative Psychology™ encourages practitioners and leaders to see mental health within its broader relational and systemic context.

Healing happens at the intersections—between clinician and client, team and organization, organization and community. This principle fosters whole-system thinking, recognizing that sustainable change occurs when we align the micro (clinical practice) with the macro (culture, leadership, policy).

3. Capacity Building Over Quick Fixes

Rather than chasing outcomes or compliance, this principle prioritizes long-term capacity—in clients, clinicians, and organizations. This means focusing on skills like emotional flexibility, relational attunement, and reflective functioning—qualities that foster resilience across changing conditions.

It also means rejecting false urgency. True regeneration requires time, trust, and iteration—not shortcuts.

The Core Principles *of Regenerative Psychology*



4. Cyclical and Iterative Growth

Regenerative Psychology™ draws on the cyclical nature of healing. Just as seasons turn and ecosystems regenerate through cycles of rest and renewal, psychological growth is non-linear. Clients don't move through change in a straight line, and neither do teams or systems.

This principle encourages honoring plateaus, setbacks, and pauses—not as failures, but as essential parts of the growth process.

5. Human + Ecological Sustainability

Our inner and outer ecosystems are deeply connected. Disconnection from nature, community, and shared meaning contributes to widespread burnout, loneliness, and spiritual distress.

Regenerative Psychology™ affirms that healing is inherently ecological. When we tend to the environments in which people live and work, we support health at every level—from individual well-being to planetary care.

6. Data-Informed, Compassion-Driven

Measurement matters—but it's only meaningful when paired with compassion. Regenerative systems use feedback loops not to control behavior, but to guide responsive, adaptive learning.

This principle integrates measurement-based care (MBC), clinical dashboards, and data analytics with a human-centered ethos. It calls for systems where data enhances presence, connection, and care—not overwhelms it.

Application Across Levels

From Individual Healing to Systemic Regeneration



One of the defining strengths of Regenerative Psychology™ is its ability to scale across levels of care and influence. Whether you're sitting in a therapy room with a client, redesigning a clinical workflow, or leading a statewide initiative, **regenerative principles can guide how healing is conceptualized, delivered, and sustained.**

This section illustrates how Regenerative Psychology™ can be applied at three key levels: individual, organizational, and systemic.

A. Individual Level: Clients and Clinicians

At the individual level, Regenerative Psychology™ supports the full arc of human experience—from distress to renewal. It honors the emotional and physiological realities of trauma, while holding space for post-traumatic growth, reconnection, and purpose.

In practice, this means:

- Using MBC tools not just for tracking symptoms, but for deepening reflection and amplifying agency.
- Supporting clients in developing regenerative capacities like flexibility, self-compassion, emotional resilience, and values-aligned action.
- Moving beyond protocol rigidity to blend evidence-based modalities with context-sensitive and culturally responsive care.
- Helping clinicians reconnect with their why—a regenerative act in and of itself.

Clinicians, too, are part of the system that must be nourished. Burnout is not a personal failing; it's often a system-level trauma response. Regenerative Psychology™ positions clinician vitality as essential, not optional.

Application Across Levels

From Individual Healing to Systemic Regeneration



B. Organizational Level: Culture, Leadership, and Design

Organizations are living systems. Their health depends on clear vision, regenerative leadership, and relational coherence. A regenerative approach at this level prioritizes culture change—not as a slogan, but as a practice.

Key applications include:

- Designing workflows and supervision structures that align with core regenerative principles (e.g., protected reflection time, trauma-informed leadership, relational accountability).
- Embedding psychological safety and belonging as cultural norms—not just DEI checkboxes.
- Using data (e.g., client outcomes, staff feedback) as a tool for learning, not policing.
- Encouraging bottom-up innovation, where clinicians and clients co-create new solutions.
- Developing leadership that supports regenerative cycles of work and rest—moving away from constant productivity toward sustainable contribution.

Regenerative organizations don't just provide services; they embody the conditions they want to foster in others.

A Regenerative Psychology™ System

At an Organizational Level

- A Healing-Centered Workplace Culture
- Regenerative Rhythms, Not Burnout Cycles
- Liberated Roles, Activated Purpose
- Radically Compassionate Teams
- Data That Nourishes



Application Across Levels

From Individual Healing to Systemic Regeneration



C. Systemic Level: Policy, Equity, and Ecosystem Healing

At the systems level, Regenerative Psychology™ invites leaders, funders, and policy-makers to consider how our infrastructures either constrain or cultivate flourishing.

Systemic applications might include:

- Rethinking reimbursement structures to incentivize relational depth and outcome sustainability, not just volume.
- Designing statewide initiatives that decentralize power and invest in community-led models of care.
- Embedding ecological and cultural humility in program funding and evaluation.
- Using cross-sector collaboration to regenerate the social determinants of mental health: safety, housing, connection, nature, and dignity.
- Applying regenerative frameworks in crisis response, school mental health, and equity initiatives.

We cannot regenerate what we do not value. Regenerative systems start by asking what kind of world we want to create—and then designing mental health infrastructure in service of that world.



A Regenerative Psychology™ System

At an Ecosystem Level

- Interconnected Systems for Whole-Person Health
- Decentralized & Community-Rooted Healing
- Self-Healing Workplaces
- Data with Soul
- Healing That Ripples Outward

Integrating with Evidence-Based Practices

Bridging Regeneration and Science



One of the most common questions we hear from clinicians and healthcare leaders is: "How does Regenerative Psychology™ fit with what we already do?"

The answer is simple: **it deepens it.**

Regenerative Psychology™ doesn't ask us to abandon evidence-based practices (EBPs). Instead, it helps us deliver them within environments where they can thrive—environments that honor complexity, center the clinician-client relationship, and treat the healing process as dynamic and relational, not just procedural.

A. Regeneration Is a Delivery System

Many EBPs—including Modular CBT, Acceptance and Commitment Therapy (ACT), and trauma-informed approaches—already contain regenerative potential. They support skill-building, value-driven action, cognitive flexibility, and resilience. But without regenerative infrastructure, their impact often remains limited.

Regenerative Psychology™ enhances their delivery by:

- Aligning organizational structures (supervision, scheduling, documentation) to support quality over quantity.
- Encouraging flexibility over rigidity, allowing clinicians to adapt evidence-based tools to the needs and rhythms of the client and context.
- Emphasizing relational attunement and systemic awareness alongside fidelity.
- Embedding care within cycles of feedback and reflection, using data not as a verdict but as a guide for iterative improvement.

"Gathering people is one thing (**community**), getting them involved is another (**contribution**), and growing them to transform (**change**) is the most important."

Integrating with Evidence-Based Practices

Bridging Regeneration and Science



B. Measurement-Based Care as a Regenerative Tool

Measurement-Based Care (MBC) is a powerful bridge between clinical rigor and regenerative practice. When implemented thoughtfully, it becomes more than a tracking mechanism—it becomes a mirror.

Regenerative Psychology™ uses MBC to:

- Strengthen the therapeutic alliance by involving clients in tracking their own progress and co-authoring their healing journey.
- Support adaptive decision-making, where feedback loops guide treatment shifts in real time.
- Foster reflective practice in clinicians and teams, using data as an invitation into curiosity, not compliance.
- Integrate client-defined outcomes alongside standardized metrics, ensuring that flourishing—not just functioning—is measured.

In regenerative systems, data is nourishment—something that feeds learning, not surveillance.

C. A New Gold Standard: Contextualized, Regenerative Practice

The next evolution in evidence-based care isn't about more manuals or tighter fidelity checks. It's about building systems that can absorb complexity, honor context, and support the full humanity of clients and clinicians alike.

In this vision:

- ACT becomes a way to align people with what matters, within environments that also reflect those values.
- CBT becomes a tool for regenerating thought patterns, delivered in a relational space that invites safety and exploration.
- MBC becomes a feedback ecosystem, supporting both self-awareness and system learning.

Regenerative Psychology™ doesn't compete with science—it gives it fertile ground.

Living Systems + Behavioral Health

Designing Ecosystems That Heal



If you walk into a thriving forest, you don't see control—you see coherence. Diverse organisms exist in mutual relationship, each playing a role in the vitality of the whole. Growth happens through feedback, cycles, and interdependence. Damage is absorbed and transformed.

Nothing is wasted.

This is the logic of living systems—and it offers a powerful model for behavioral health. Currently, most mental health systems operate like machines: linear, output-driven, and optimized for efficiency. But humans aren't machines. Neither are communities. Trying to "fix" people or systems through mechanical thinking leads to burnout, fragmentation, and stagnation.

Regenerative Psychology™ invites us to redesign mental health systems as living systems. That means shifting from extraction to nourishment, from fragmentation to integration, from static roles to dynamic relationships.

Key Characteristics of Living Systems Thinking in Behavioral Health:

1. Interdependence over silos
2. Decentralized wisdom
3. Adaptive rhythms
4. Feedback as growth
5. Wholeness over fragmentation
6. Equity as a natural state

Living Systems + Behavioral Health

Designing Ecosystems That Heal



1. Interdependence over silos

Departments, teams, and disciplines are connected in purposeful ways. Healing is not “owned” by one role or one level—it emerges from collaborative ecosystems.

2. Decentralized wisdom

Just as health in nature is maintained through distributed intelligence, regenerative systems value the insights of clients, clinicians, community leaders, and support staff—not just executives or funders.

3. Adaptive Rhythms

Living systems don't run 24/7. They honor cycles of rest, renewal, and regeneration. In behavioral health, this could look like built-in recovery time for staff, reflective space in teams, and pause points in treatment planning.

4. Feedback as Growth

Mistakes and stressors are not failures—they're information. Regenerative systems design for real-time feedback (from data, people, and outcomes) and use it to adapt rather than punish.

5. Wholeness Over Fragmentation

Living systems thrive when their parts are healthy and connected. Regenerative behavioral health supports the whole clinician, the whole client, and the whole organization—not just pieces.

6. Equity as a Natural State

In regenerative ecosystems, diversity strengthens resilience. The same is true in mental health systems: equity is not an initiative, but a condition of health. Without inclusion and justice, regeneration is impossible.

Living Systems + Behavioral Health

Designing Ecosystems That Heal



Regeneration Is the Future of Systems Thinking in Healthcare

As behavioral health leaders increasingly embrace complexity science, trauma-informed systems, and human-centered design, the need for an integrative paradigm becomes clear. Regenerative Psychology™ offers that integrative frame—one that honors data, science, story, and soul.

This is not about softening expectations or abandoning rigor. It is about recognizing that the most effective systems are those that grow, adapt, and heal themselves.

It's time to stop trying to fix broken models and start designing systems that make healing inevitable.

Regenerative Leadership: Building from the Inside Out

The Inner Work That Sustains Systemic Change



Every system reflects the consciousness of its leaders. You can't build regenerative organizations or deliver regenerative care without regenerative leadership—a way of leading that is relational, embodied, reflective, and rooted in values.

In systems shaped by urgency and extraction, leadership is often equated with control, decisiveness, and output. But regeneration requires something different: the capacity to tend, attune, and steward. It asks leaders to become cultivators of conditions, not just managers of tasks.

Regenerative Leadership

Leadership as Ecosystem Stewardship

The Inner Work of Regeneration

Regenerative Leadership in Action

Regenerative Leadership: Building from the Inside Out

The Inner Work That Sustains Systemic Change



A. Leadership as Ecosystem Stewardship

Regenerative leaders don't center themselves—they center the health of the whole. This means noticing how power, communication, and decision-making flow through the system. It also means creating the conditions for others to thrive—not just perform.

Key practices include:

- Deep listening to teams, communities, and the data beneath the data.
- Leading with curiosity instead of certainty, especially in the face of complexity.
- Prioritizing relationships over roles, knowing that trust is the currency of transformation.
- Creating containers for reflection, not just action—because pace without pause leads to collapse.

B. The Inner Work of Regeneration

The most powerful lever for system change is the self-awareness of the leader.

Regenerative leadership begins with examining:

- What am I reinforcing through my decisions?
- Where am I perpetuating urgency, scarcity, or disconnection?
- How do I model rest, humility, and repair?

This work isn't just philosophical—it's practical. Leaders who do their inner work create cultures of psychological safety, equity, and adaptive resilience. They can hold ambiguity, metabolize conflict, and guide others through transformation because they are doing that work within themselves.

Regenerative Leadership: Building from the Inside Out

The Inner Work That Sustains Systemic Change



C. Regenerative Leadership in Action

In behavioral health, regenerative leadership might look like:

- Modeling values-aligned boundaries, such as protecting time for supervision, reflection, or grief.
- Redistributing power by including clinicians, clients, and communities in program design and decision-making.
- Naming and disrupting patterns of organizational trauma, like perfectionism, martyrdom, and false urgency.
- Leading with transparency and relational accountability, especially during change or crisis.
- Prioritizing long-term vitality over short-term optics, even when it's uncomfortable.

Regenerative leadership is not about being perfect—it's about being anchored, adaptive, and aligned.

We cannot regenerate systems we lead if we are depleted, disembodied, or disconnected.

We begin by tending to ourselves—not as a retreat from responsibility, but as an act of integrity.

The future of behavioral health depends on leaders who know how to listen, grow, and regenerate from the inside out.

Our Regenerative Psychology™ Services

How we change the system from the inside out



Regenerative Assessment

A data-driven process that measures your organization's readiness for regenerative change—so you can move from intention to impactful action.



Regenerative System Design

A collaborative process where we help you implement technology and clinical workflows that boost efficiency—while staying grounded in human-centered, regenerative principles.



Community Impact

We help you design and fund community impact strategies that align with regenerative values—creating measurable, mission-driven change that strengthens partnerships and supports long-term social responsibility goals.



Regenerative Cultivation Labs

We combine hands-on innovation workshops with systems-based psychology to help your staff and leadership develop a regenerative mindset, improve workflows, and co-create lasting change.

The Regenerative Psychology™ Service Value

Real Life Return on Investments



Regenerative Assessment

Understanding how fertile the ground is for change

Through expert analysis and strategic implementation, we have helped organizations unlock significant revenue streams:

- Example: \$1,947,260 recovered for one CCBHC through tailored financial strategies.



Regenerative System Design

Design and implementing for sustainable impact

Helped a CCBHC implement a cutting-edge digital engagement platform which led to substantial financial and operational improvements:

- Nearly doubled copay collection, significantly boosting revenue.
- Significant revenue gains without increasing service volume.
- 4.5x more services were fully paid, reducing billing and administrative burdens.
- Proven sustainability and scalability as patient volume grows.



Community Impact

Co-creating regenerative ecosystems of care

- Supported a nonprofit organization in securing \$400K in funding to launch a digital platform that maps youth behavioral health resources and empowers data-informed, equitable access to care across communities.



Regenerative Cultivation Labs

Build innovation capacity at your organization

- 100% staff retention since 2022 for participants who completed our Cultivation Lab.
- 30% increase in copay collections as a direct result of team-led experiments.
- Feedback: *"Working with Priya and the team helped my professional development because I was someone who was weary of change, I thrived on consistency and to know what was coming next. As I worked alongside Priya, I was able to become comfortable and excited with change and with new possibilities. I knew there would be obstacles that come along with change but embraced them as they came because that was the true key to building something that can run successfully long term."*

21

The Authors



Priya McLennan, Ph.D.

Chief Vision Officer

I'm a licensed child psychologist and systems innovator passionate about transforming behavioral health from the inside out. Through Regenerative Psychology™, I help organizations move beyond quick fixes to design healing-centered, sustainable systems rooted in equity, creativity, and community wisdom. My work bridges evidence-based care, implementation science, and human-centered design to drive lasting, meaningful change across teams, organizations, and ecosystems.



Justin McLennan

Chief Executive Officer

I'm a seasoned executive leader with a track record of scaling startups, driving revenue growth, and building high-performing, values-driven teams. With a deep commitment to systems transformation, I bring the principles of Regenerative Psychology™ into leadership—prioritizing psychological safety, shared accountability, and purpose-aligned strategy. My approach integrates commercial excellence with human-centered design, helping organizations grow in ways that are sustainable, relational, and impact-driven. I lead not just for performance, but for the health of the system as a whole.