



HOW TO BUILD TEACHER WELLBEING

Wellbeing is “a state in which the individual realizes his or her own abilities, can cope with normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her own community” (WHO, 2004).



Professor Martin Seligman, the father of Positive Psychology, explained a holistic Wellbeing Theory called PERMA that was published in his book “Flourish” (2011).



School communities can use PERMA to build teacher wellbeing as a way to support schools to flourish

WHAT	PILLAR OF WELLBEING	HOW
<ul style="list-style-type: none"> Track the good stuff 	 <p>Positive Emotions</p>	<ul style="list-style-type: none"> Establish a “What Went Well” board in the staffroom Keep a gratitude diary, app or jar nearby. Encourage savouring of positive events
<ul style="list-style-type: none"> Identify character strengths 	 <p>Engagement</p>	<ul style="list-style-type: none"> Take the VIA Survey to identify strengths Create a strengths tree in the staffroom Encourage goal setting that relates to passion, values & interests
<ul style="list-style-type: none"> Share, collaborate, support 	 <p>Relationships</p>	<ul style="list-style-type: none"> Encourage random acts of kindness Incorporate thank you cards into staff meetings Establish mentoring or coaching programs Provide opportunities for positive feedback
<ul style="list-style-type: none"> Reflect on meaning and purpose 	 <p>Meaning</p>	<ul style="list-style-type: none"> Redefine your job description what is your real role? Put some pictures on your desk of what is important to you Practice moments of mindfulness to be present, without judgement
<ul style="list-style-type: none"> Set authentic goals 	 <p>Accomplishment</p>	<ul style="list-style-type: none"> Encourage SMART goal setting (specific, measurable, authentic, relevant, set a time) Give opportunities to celebrate achievements