

THE FLOURISH PROJECT

Research Results

Program Purpose

Understanding the world of School Principals and helping them Flourish professionally, physically and mentally.

Culture - Increase Internal Social Capital in the school ie. develop a greater connection with the people they work with.



What our researched achieved:

13% Increase in social support at work (their culture became more supportive)

"I believe my staff feels this genuine care for them. I think I have been able to be a little more honest with my staff about the role of the principal and my needs. I always believed this would make me seem weak and incompetent but instead I think being honest has improved my relationship with staff."

Efficiency - Increase Personal Capital. Work more effectively to get to the tasks that will make a significant impact on the school.



What our researched achieved:

15% Decrease in time required to complete admin and compliance

22% Decrease in email and phone usage by controlling their environment more productively

27% drop in interruptions

"I am much more efficient at managing tasks, making clearer decisions and delegating more effectively. I don't work at home anywhere near as much as I used to."

Balance - Ensure your passions are harmonious and take responsibility for your personal work-life balance.



What our researched achieved:

14% Increase in work life balance

38% Increase in boundary strength (not taking stress related work home)

33% Increase in recovery activities at work (they are looking after themselves more at work and outside of work)

13% Increase in recovery activities after work (strategies outside of work to reduce stress and improve well-being)

"Overall I feel that I am confident in myself and my capabilities within the Principal role. I have a more balanced, positive outlook on my role as Principal. I am happy to be alone and happy to hang out with my colleagues. I do not feel overwhelmed, isolated or vulnerable. I use my flourish learnings to teach my staff the importance of striving for balance between home and school life."

Resilience - The capacity to recover quickly from difficulties; toughness.



What our researched achieved:

13% increase in resilience

12% reduction in work pressure

18% increase in energy levels

"The nature of the job means that interruptions will always happen but I need to control what is in my control."

Passion/Purpose - The reason they got into this career in the first place and what lights them up as people.



What our researched achieved:

56% Improvement in positivity towards work

18% increase in energy levels

10% increase in hope and optimism

"I'm more relaxed and present in the moment when at work, this has helped to build more positive relationships, even with some "difficult" staff. Sharing of Flourish techniques are included in exec meetings. My increased efficiency means I can spend more time visiting classrooms and in the playground with students"

DR.

Adam Fraser

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