*Growing Wellbeing Communities*
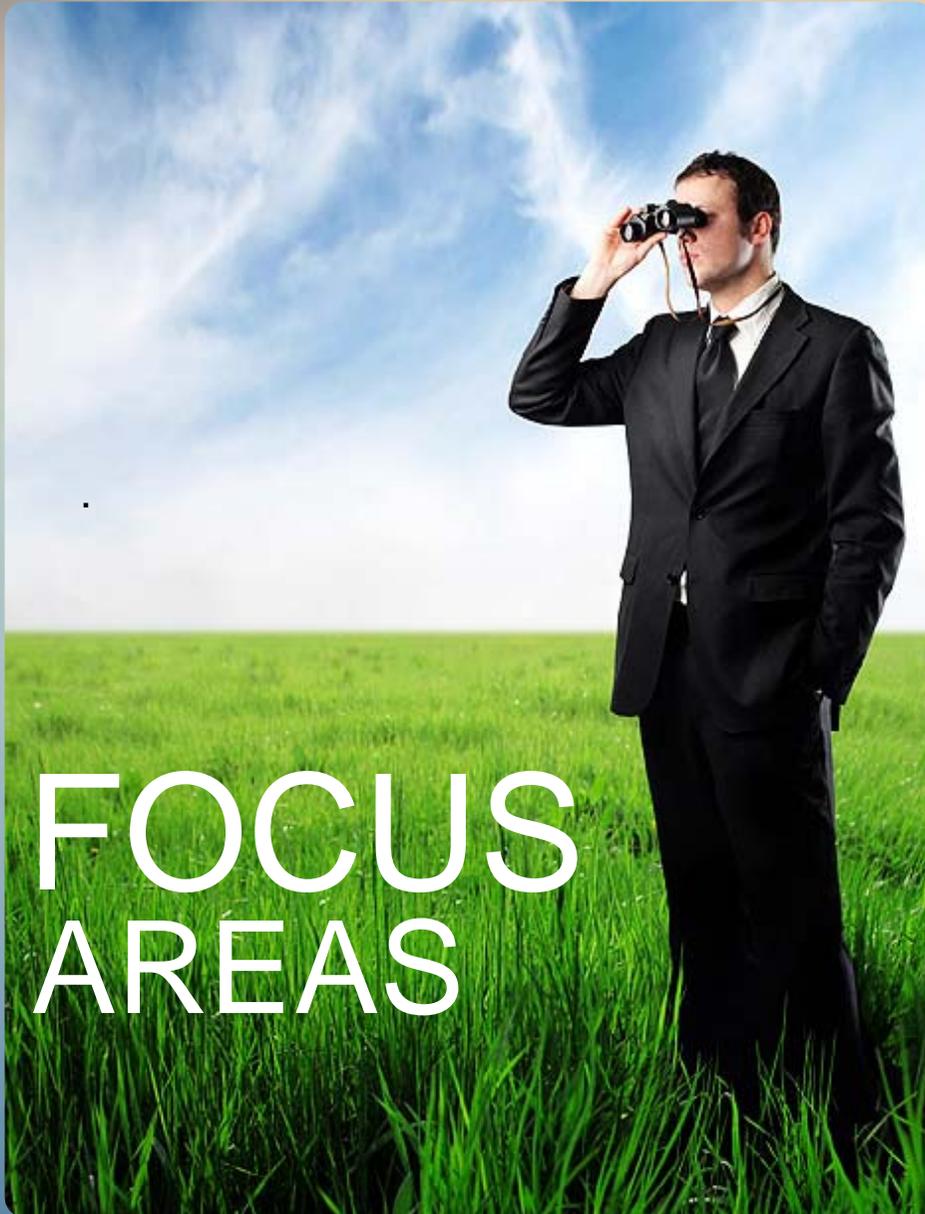
FOCUS AREAS

Why should organisations make wellbeing a priority?

What is the link between type theory and wellbeing theory?

How has our school implemented type and wellbeing theory?

Growing young in people in schools – practical applications

How can we help your organisation grow?

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Why should organisations make wellbeing a priority?

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Young People

- One in 16 young Australians is currently experiencing depression
- One in six young Australians is currently experiencing an anxiety condition
- One in four young Australians currently has a mental health condition
- Suicide is the biggest killer of young Australians

(Beyond Blue, 2015)

Adults

- One in six adults will experience depression at some stage in their lives
- One in four adults is currently experiencing an anxiety condition
- At least seven Australian adults take their lives every day
- Suicide is the leading cause of death in men and women under the age of 45

(Beyond Blue, 2015)

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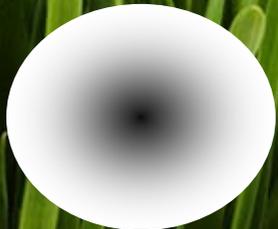
The Australian Psychological Society (APS) conduct an annual stress and wellbeing survey to assess the stress and wellbeing of the Australian population (first commissioned in 2011).

TABLE 1. *Gender of survey participants and ABS data comparison (N=1553)*

	Survey participants (n)	ABS
Male	48% (753)	49%
Female	52% (800)	51%

TABLE 2. *Location of survey participants and ABS data comparison (N=1553)*

	Survey participants (n)	ABS
VIC	25% (382)	25%
NSW	32% (496)	33%
QLD	20% (313)	20%
SA	8% (123)	8%
WA	10% (158)	10%
TAS	3% (40)	2%
ACT	2% (26)	2%
NT	1% (14)	1%

The Australian Psychological Society (APS) made the following key findings:

Levels of Stress

- One in four Australians reported moderate to severe levels of distress in 2014.
- Almost one in seven Australians reported depression and anxiety symptoms in the severe to extremely severe range.

(APS, 2014)

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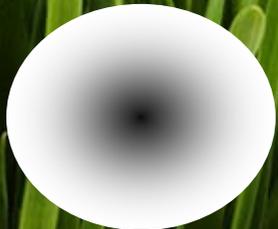
Wellbeing in the Workplace

- Working Australians reported significantly lower levels of job satisfaction than findings in 2012 and 2011, and significantly lower levels of work-life balance than in 2011.

- Working Australians reported significantly lower levels of interest in their job than those reported in 2012.

(APS, 2014)

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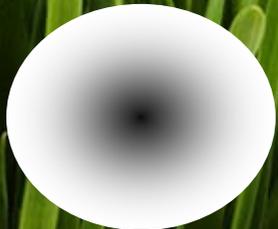
Organisations have the unique potential to explore the development of members of their community.

A organisational-wide wellbeing strategy aims to identify opportunities to monitor and develop stakeholders' wellbeing as a member of a nurturing community.

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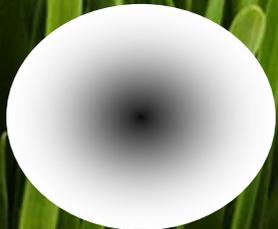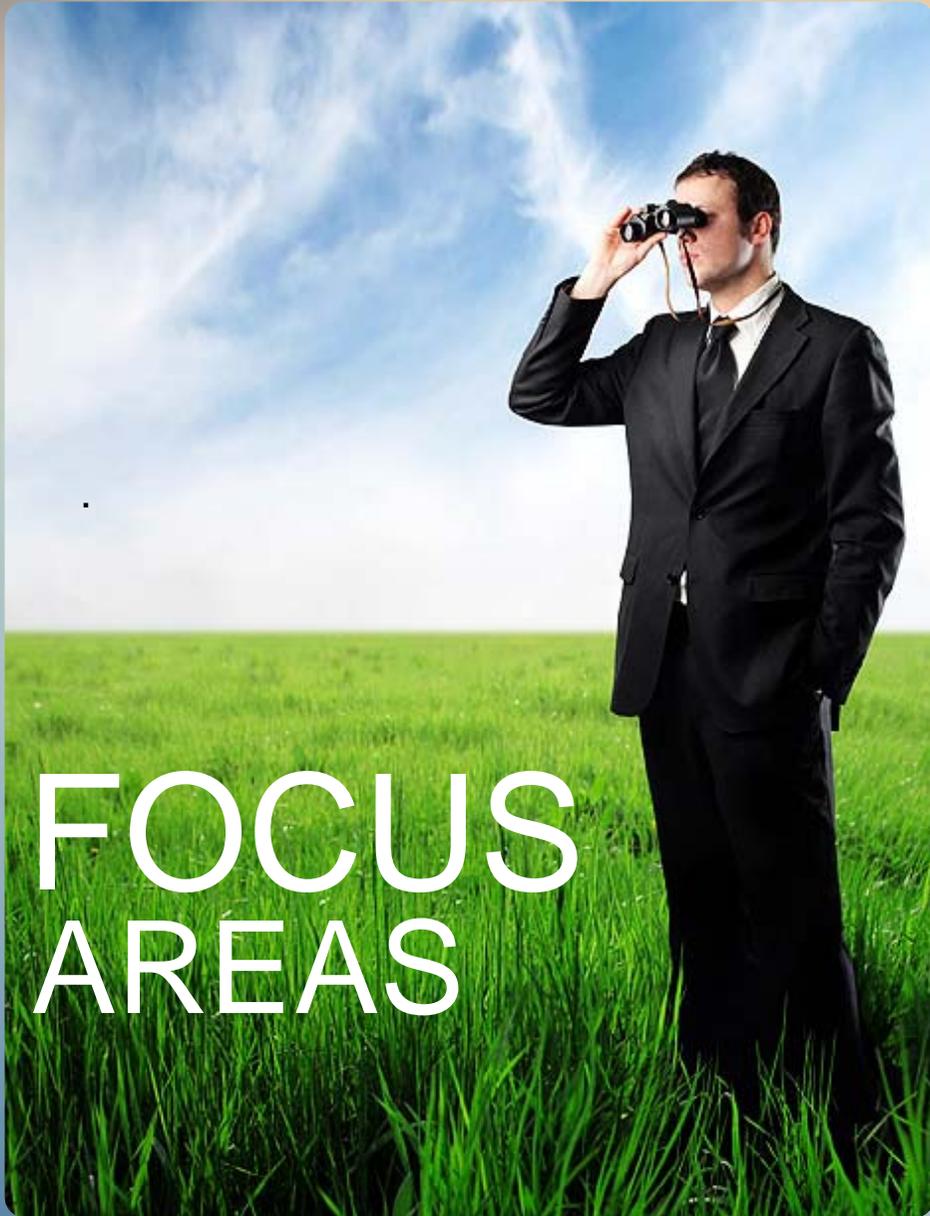
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What is the link between type theory and wellbeing theory?

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Type Theory and the Myers-Briggs Type Indicator:

- Equip individuals with the information they need to reflect on their own type and begin integrating that knowledge into their everyday lives

- Enhance your understanding of yourself, your motivations, your natural strengths, and your potential areas for growth

- Appreciate people who are different from you

- Self-affirm and encourage co-operation

(Briggs Myers, 2015)
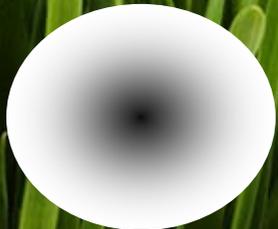
Positive Psychology and the Theory of Wellbeing:
- Positive Psychology is different from traditional clinical psychology which treats depression, anxiety disorders and other mental illnesses.
- The role of Positive Psychology is to help us to maximise our wellbeing by giving us the tools to thrive or flourish regardless of what life throws at us

(Seligman, 2011)

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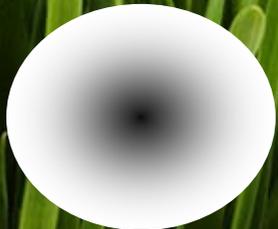
The Southport School (TSS) in Queensland, Australia, is a boarding school for boys that aims to develop tomorrow's leaders through holistic education.

The School emphasises providing staff and students with the skills they need to flourish.

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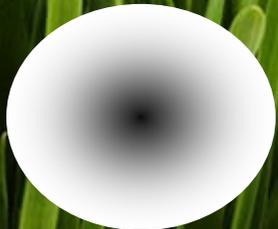
The ideal is that school community members develop positive relationships, resilience and a positive disposition so that, through life's challenges, they will have the emotional strength and strategies to flourish.

(Aim of TSS Wellbeing Strategy)

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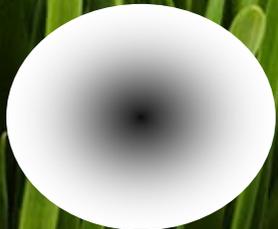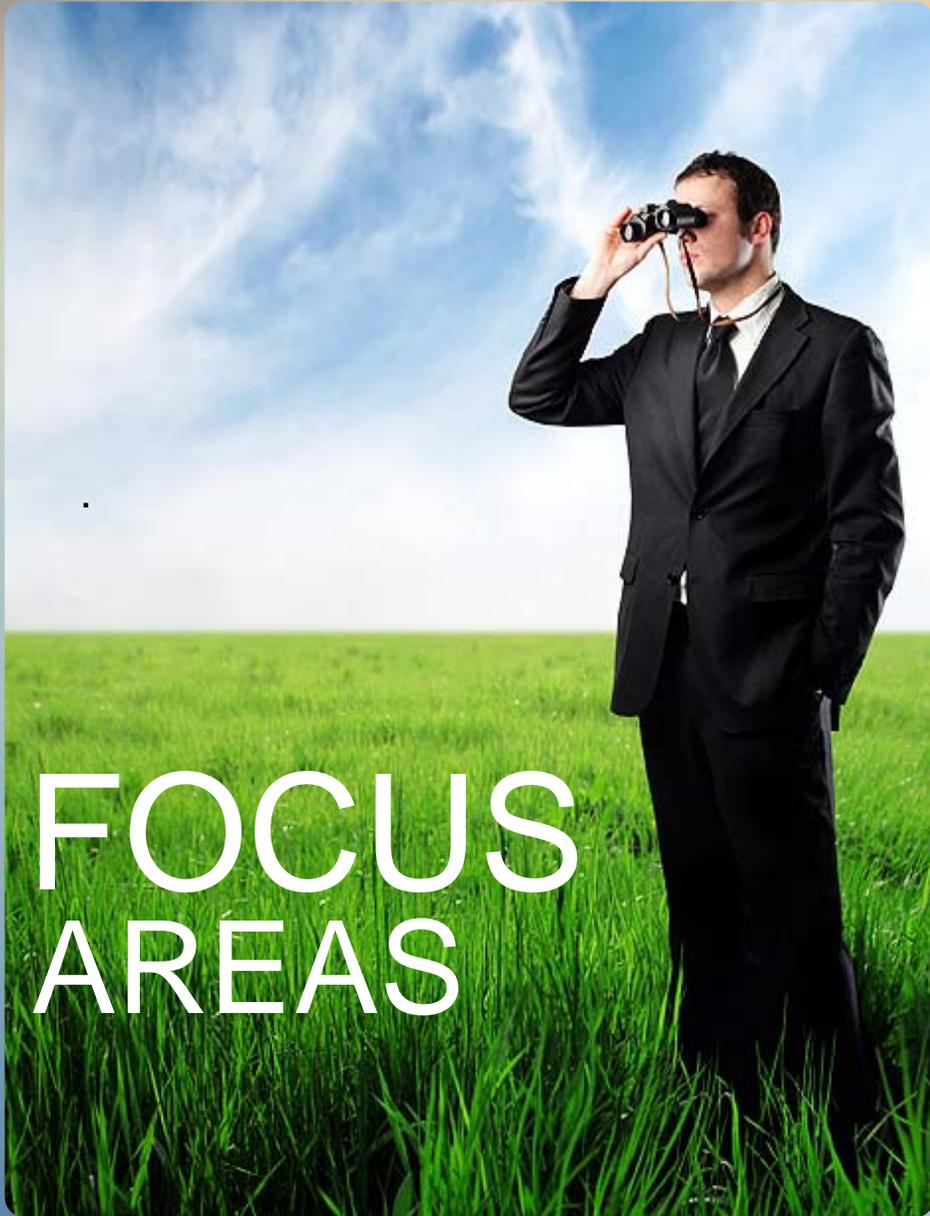
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How has our school implemented type and wellbeing theory?

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Profiling of Staff and Students

Positive Change to School Culture and Environment

Learning Preferences Framework

Increased Levels of Engagement at Work and in Personal Life

Team Building Programs

Improved Relationships with Staff, Students and Family

Wellbeing Resources - Stress Management Tool

Strengthened Understanding of Personal Values

Leadership Development Program – *Learning to Lead*

Enhanced Goal Setting and Strength Identification

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4Cs
OF CHANGE

Collaborate

Create

Connect

Change

1
2
3
4

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Collaborate

Draw on internal expertise to empower those around you

Create

Develop strategies that are authentic

Connect

Communicate your vision and inspire your community

Change

Remain responsive and grow with those around you

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4Cs
OF CHANGE

- Engage a Project Manager to steer the project
- Form a Research and Implementation Group (RIG)
- Develop a set of responsibilities for RIG members
- Devise an aim for your program, aligned with school values
- Conduct Professional Learning

Collaborate

Create

- Devise teams to create your program
- Conduct an assessment of current practices
- Engage in formal training
- Create your program
- Focus test your program

- Deliver Professional Learning for staff
- Develop a common language
- Implement organically
- Connect and communicate with your community

Connect

Change

- Appoint a team to deliver your program
- Work towards cultural change
- Respond to challenges

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FOCUS AREAS

Growing young in people in schools – practical applications

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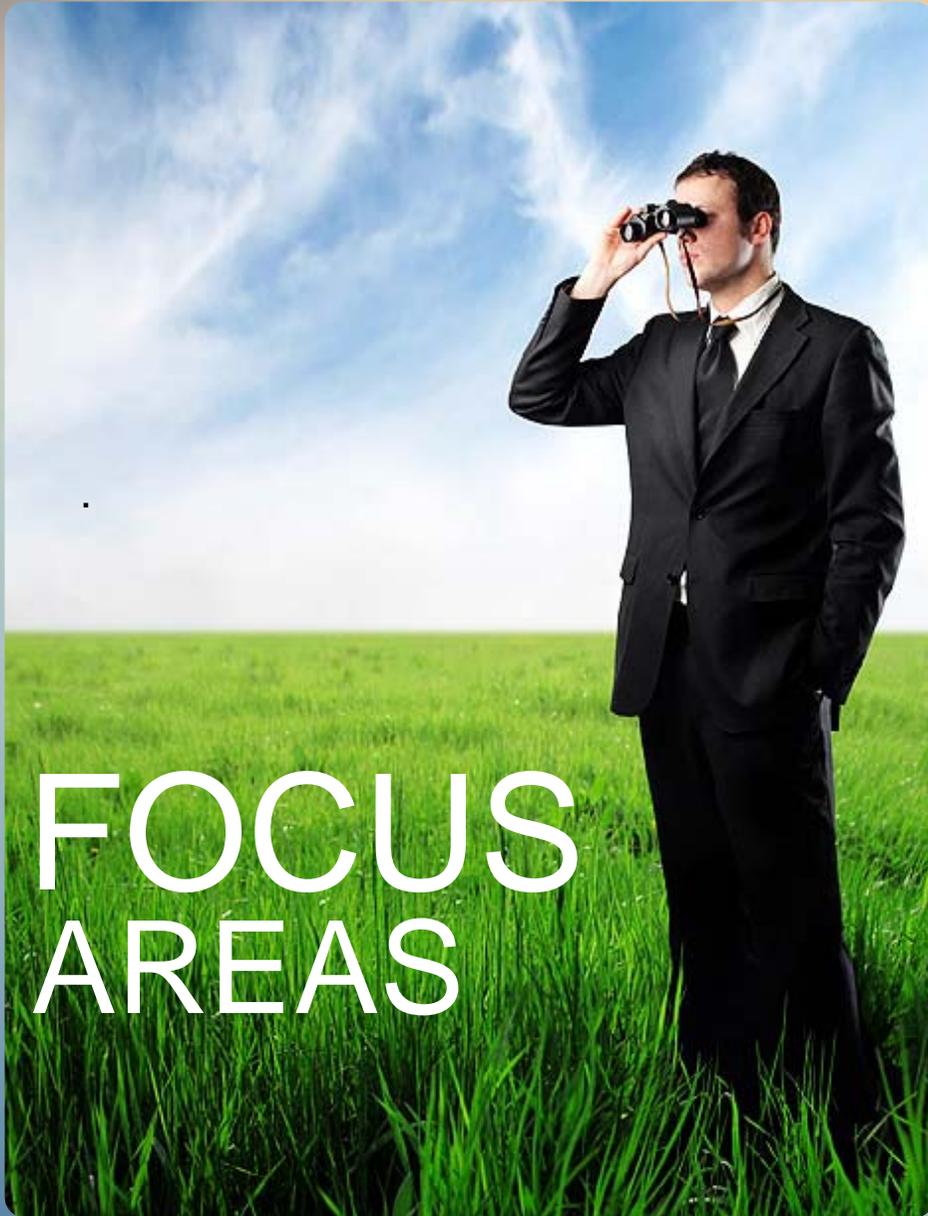
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How can we help your organisation grow?

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- We have a proven process to assist with change management in organisations.

- This allows your organisation to put into action the development of your own sustainable programs for your community.

Collaborate

Create

Change

Connect

1
4 2
3

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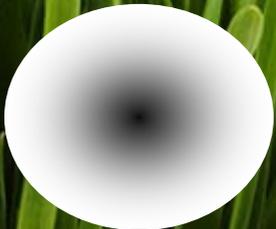
Questions
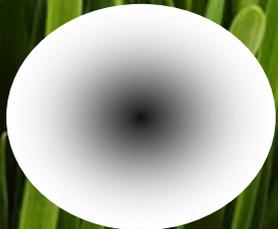
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