



## **The Flourish Movement From “Coping” To “Flourishing” – How the Flourish Movement Is Improving the Mental Health and Wellbeing of Principals.**

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A range of evidence shows that the demands on principals have risen exponentially in recent years, and the increasing demands are having a negative impact on their personal health and wellbeing.

Members of the New South Wales Primary Principals' Association initiated the development of a proactive health and wellbeing program specifically to meet the needs of principals.

The Flourish Movement was created by Dr Adam Fraser in collaboration with principals. It seeks to address the personal aspects of wellbeing and performance that are within our circle of control and influence.

To date over 10% of NSW Government School Principals have joined The Flourish Movement. Research from Dr John Molineaux from Deakin University show a profound positive impact on their health, wellbeing and happiness.

The data includes

- 20% Decline in stress levels
- 22% increase in work/life balance.
- 91% increase in boundary strength (not letting work affect family)
- 47% increase in the believe that “My personal time is my own”
- 15% increase in rating “My life is ideal”
- 10% Increase in optimism.

The Flourish Movement has also been shown to have significant impact on productivity, performance and focus on instructional leadership. Aspects of the program are specifically dedicated to controlling your environment, enhancing your workflow and productivity, as well as aligning your actions with your values.

As a result the participants have shown improvements like:

- 17% decrease in the time spent on administration and compliance.
- 50% increase on time spent on strategy
- 56% Increase on time spent coaching their staff.
- 38% increase on time spent doing research.

Imagine how that data would translate into improved productivity and teaching performance across a system!

The statistics are amazing but the real impact has been shown in the powerful and deeply personal stories of how the program has enhanced the quality of people’s lives, reignited their passion for education, enhanced their careers and built stronger relationships.

In this presentation Bob will share the story of The Flourish Movement and show the latest research about its evidence based impact on the health and wellbeing of Principals.