



Strategies to Support a Positive School Climate

Eudaimonia

Eudaimonia, or 'thriving', is about getting to know one's true self and striving to be the best one can be. Eudaimonia is accomplished through goals, values, and beliefs that give life meaning and is tied to both identity formation and career identity (Waterman & Schwartz, 2013). The core element of eudaimonia is obtaining a sense of purpose in life through reaching one's best potential in goals and pursuits that are personally fulfilling (Waterman et al., 2010).



Why is it important?

- Eudaimonic well-being influences positive workplace actions including engaging in prosocial behaviours (Turban & Yan, 2016).
- A strong sense of purpose is linked to feelings of satisfaction, motivation, and perseverance (Cartwright & Holmes, 2006).
- Teacher identity is important for maintaining a commitment to and passion for teaching (Day, 2004).
- Educators with a strong sense of purpose are more resilient and can maintain a higher level of performance over time (Gu & Day, 2007).

In Practice

School leaders should encourage participation in activities that support employee growth and fulfillment, and that align with individual goals and beliefs.



What can schools do?

- Give staff the flexibility to work in areas they are passionate about by working with each member of staff to document their interests and consider assignments or projects that align with those interests.
- Allow staff the ability to choose from a variety of flexible professional development opportunities relevant to their skills and strengths.
- Provide staff with opportunities to experience a variety of roles and assignments (e.g., shared leadership, mentoring systems, job shadowing and rotated responsibilities), allowing them to gain exposure to a variety of responsibilities and skills sets that they may find personally meaningful.



Leader Reflection

Consider, what are your passions and how did they start? Through modeling one's passions and describing how they were discovered school leaders can help staff thrive.

Encourage staff to do the following:

- Reflect on values, interests and pursuits that feel true to yourself by discussing them with others or writing them down in an essay or journal.
- Consider how your interests and pursuits fit into the broader context of your life long-term.
- Live your passions by pursuing excellence with respect to those things that best align with your personal identity.

Ultimately, eudaimonia is about self-reflection. Through deep contemplation and personal growth, school staff can develop an awareness of what makes them happiest (Huta, 2015).

References

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