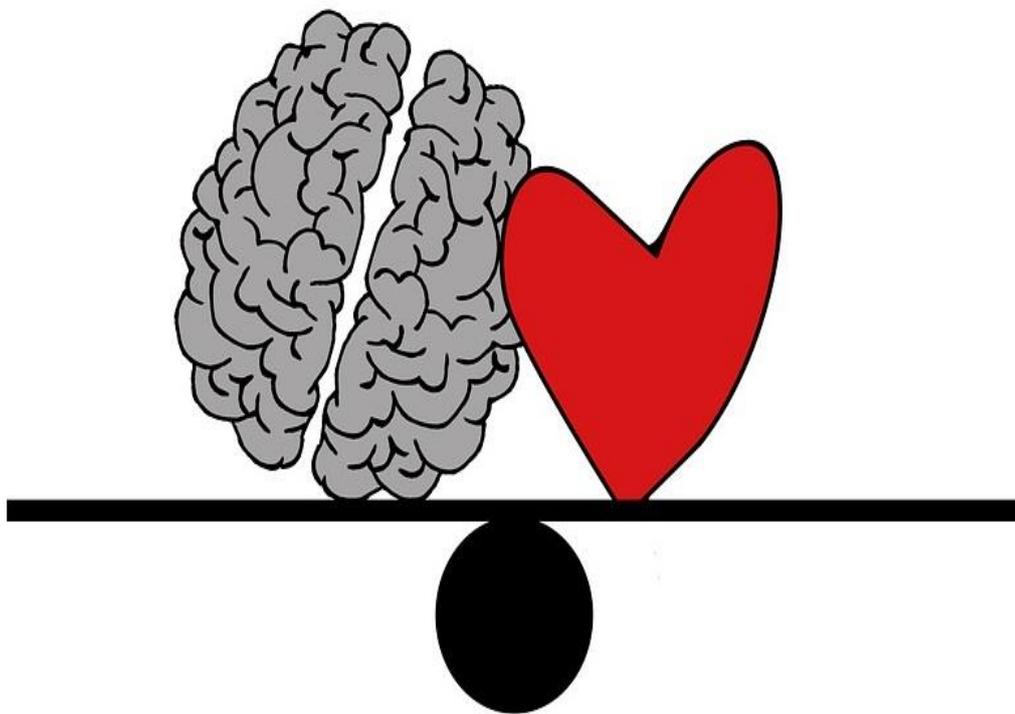




# Educating the Heart and Mind



## What Happens When a School Puts Growth Mindset & Wellbeing at its Heart?

Developing A Whole School Wellbeing Strategy

A Whole School Mindful Journey to the Growth Mindset Programme

Staff Wellbeing Workshops



# It Flourishes!

Does your school have lots of initiatives in place but no clear strategy for wellbeing?

## Developing a Whole School Wellbeing Strategy.

Putting wellbeing at the heart of a school enables the school to flourish. Flourishing occurs when there are healthy connections in a supportive environment that nurtures individuals to be the best that they can be.

Developing a school wellbeing strategy needs to take into account school culture, the policies and practices that you have in place, the attitudes and behaviours of the people and the school norms that govern behaviour. Congruence is crucial if wellbeing is to truly be at the heart of a school.

The following workshop takes an appreciative inquiry approach which enables all stakeholders to have a role in shaping the wellbeing strategy. When everyone is involved, long lasting valuable change takes place.

### Workshop: Placing Wellbeing at The Heart of Your School. Inset Day.

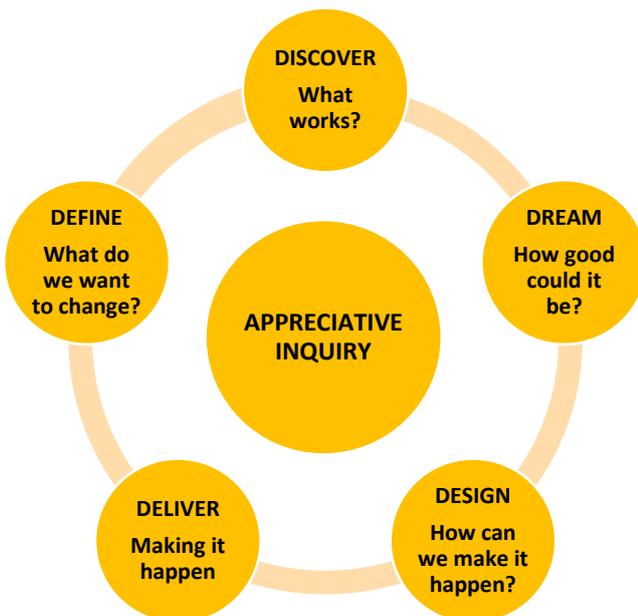
There are many different approaches to develop a wellbeing strategy. I firmly believe in working with you, to identify **your specific needs**, building on what you already have in place to develop a workable plan that will deliver the results that you are looking for. Try an innovative approach to developing a wellbeing strategy with an Appreciative Inquiry.

An Appreciative Inquiry works with all the key stakeholders in school to create strengths led

change, building on established good practices. Using the 5D model stakeholders explore each stage - Define, Discover, Dream, Design, Deliver, crafting a wellbeing plan for your school.

At the end of the inquiry initiatives are agreed and supported by self-selected teams who take forward the plans ensuring that momentum is sustained and the desired results achieved. A continuous review process is also built in to ensure that the success of the initial inquiry can be sustained.

“Very great change starts from very small conversations held among people who care.”  
(Margaret Wheatley)



# A Mindful Journey to the Growth Mindset

A Growth Mindset culture will maximise your opportunity to nurture the potential of every child in your school.

The Growth Mindset Programme equips school leaders and teachers with the tools and strategies to embed Growth Mindset into the culture of the school. The Programme enables each child and also, importantly, staff members to understand the Growth Mindset and to change behaviours accordingly. Explicitly teaching Growth Mindset to children ensures a more successful learning journey by developing a passion for challenges, encouraging perseverance, resilience, and an understanding of the need for effort and mistake making in learning.

Nurture My Potential will work closely with you by offering the following:

## School Leaders and Teaching Team

- Nurture My Potential led but collaborative development of a school specific implementation plan.
- Flexible delivery of initial staff twilight Inset sessions (2) or an Inset day to introduce the theory of Carol Dweck's work to gain an understanding of how to develop a Growth Mindset for both personal and professional development. The training then focuses on providing an overview of the Mindful Journey to the Growth Mindset Programme – Eight detailed lessons to introduce Growth Mindset and mindful awareness to the children.
- Follow-up training with all staff – Going deeper – Mindset language, engaging parents.
- Close liaison to evaluate progress, assess further training requirements.
- *Optional TA training (if unable to join main INSETS)*
- Evaluation of the Programme.

## Children

- Children explore the Growth Mindset Programme in eight detailed inspiring lessons. They learn about their brain and the importance of practising to develop neural pathways. They explore and develop their understanding of curiosity, perseverance and resilience as key skills for their learning journey. Children discover that mistake making is a natural part of the learning process. They learn the importance of emotions and how to manage difficult ones and how to create and savour the positive ones. Basic mindfulness techniques are explored to enhance focus and attention and to teach children the importance of suspending judgement and acting with kindness on their journey.

## Parents

- Parent Information Evening on Dweck's Research and the Mindful Journey to the Growth Mindset Programme, offering practical suggestions to use at home to complement the programme at school.

# Developing Staff Wellbeing

Flourishing teachers provide positive, creative, quality teaching and learning. Teacher wellbeing not only impacts the health and optimal functioning of the teacher but it also has a major impact on pupil outcomes. When teachers become burned out, or worn out, their students' achievement outcomes are likely to suffer because they are more concerned with their personal survival (Hattie,2013).

If teachers have strategies to support their wellbeing they will be better placed to manage the everyday stressors enabling them to flourish.

In this series of workshops participants identify the importance of their own wellbeing, balancing workloads, managing stress and exploring ways to flourish.

Nurture My Potential uses the latest research in positive psychology - the science of optimal functioning in all workshops.

The following workshops can be combined for a wellbeing day/half day for Inset training or as a series of twilight development sessions throughout the year.

## Staff Wellbeing Workshops

- **What is Wellbeing and Can We All Flourish?**
- **Using Strengths to Increase Wellbeing and Performance.**
- **Self-Compassion for Flourishing.**
- **Relationships for Flourishing Teams.**
- **Mental Toughness for Flourishing.**

# Wellbeing Workshops

## Workshop: What is Wellbeing and Can We All Flourish?

Teaching is a gift, often described as more than just a job as it can be so rewarding but the stress that is part of the role can sometimes reduce the joy that was initially experienced.

In this workshop participants:

- Explore wellbeing and flourishing and what it means to them.
- Discover the 5 pillars of the PERMA wellbeing model developed by Martin Seligman, widely recognised as the founder of positive psychology. The model outlines Positive Emotions, Engagement, Relationships, Meaning and Accomplishment as key components of wellbeing.
- Identify their own levels of PERMA and identify simple and effective strategies to use within each pillar, based on the latest scientific research and evidence-based interventions to create a personal wellbeing plan.



## Workshop: Using Strengths to Increase Wellbeing and Performance

Research reveals that people who use their strengths every day are three times more likely to report having an excellent quality of life, six times more likely to be engaged at work, 8% more productive and 15% less likely to leave their jobs. (Proyer, Gander, Wellenzohn, & Ruch 2015). Every individual has a unique set of character strengths but often most people are unaware of what they are.

In this workshop participants:

- Discover their unique strengths using the VIA skills character strengths survey.
- Consider how to maximise the use of their strengths to enhance wellbeing and performance.
- Work as a team, to discuss individual strengths and how they can be used to enhance whole team wellbeing.



## Workshop: Self-Compassion for Flourishing

Self-compassion is at the heart of wellbeing and is often misunderstood. Practising self-compassion involves generating kindness towards the self as an imperfect human being, and learning to be present with the inevitable struggles of life with greater ease, rather than continuous judgement and evaluation that the inner critic often delivers.

In this workshop participants:

- Identify the 3 components of self-compassion and explore the benefits of practising self-compassion.
- Learn and practise techniques to challenge their inner critic.
- Explore practices to increase self-compassion.



## Workshop: Relationships for Flourishing Teams.

This workshop explores the importance of team psychological safety. When a team feels psychologically safe it can take risks, be vulnerable, make mistakes and ask questions knowing that different opinions and perspectives are valued.

In this workshop participants:

- Examine their explanatory style - the way in which they explain events to themselves and gain an excellent understanding of how this affects their thoughts, feelings and resultant behaviour.
- Identify the effects of language on thinking, emotions and physiology.
- Identify effective communication techniques for social investment, considering gratitude and kindness as fundamental constructs for effective relationships.



## Workshop: Mental Toughness for Flourishing

Mental toughness is a personality construct that relates how people deal with challenges, stressors and pressure. It had its origins in sport and is now used in many different sectors including education. The research indicates that people with higher mental toughness benefit from a wide range of benefits e.g. greater ability to cope with stress, effective management of emotions, better relationships and even increased sleep!

The Mental Toughness model is comprised of four components. The 4Cs - *Commitment*, having the ability to carry out task despite setbacks or problems. *Challenge* - seeking out opportunities for personal development, *Control* - controlling emotions and life direction and *Confidence* - both in abilities and interpersonal relationships.



In this workshop participants:

- Explore the mental toughness model.
- Identify their personal levels of mental toughness using the MTQ48. (The measure developed Clough et al., (2002) to establish current mental toughness).
- Formulate a plan to develop mental toughness.

As a licensed practitioner of the MTQ48 Claire works with leaders and teachers to provide 1:1 coaching to follow up this workshop.

**Please call to discuss your requirements.**

**Many wellbeing workshops are bespoke, designed for the specific needs of a school team. The options are limitless.**

**Work with Nurture My Potential to put wellbeing at the heart of your school to create a flourishing team.**

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