Exploring the Sense of Flourishing among the Outstanding Principals in Canada

Positive Leadership in Flourishing Schools

Research Overview

- Explanatory Sequential Mixed-Methods
- 73 Canadian Principals completed Questionnaires
- Received the Outstanding Principals award
- 20 Canadian Principals Semi-Structured Interviews

<table>
<thead>
<tr>
<th>Demographics</th>
<th>7 Demographic Questions</th>
<th>Flow</th>
<th>19 Likert-scale questions</th>
<th>1 Open-ended question</th>
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<tbody>
<tr>
<td>Thriving</td>
<td>10 Likert-scale questions</td>
<td>2 Open-ended questions</td>
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<tr>
<td>Resilience</td>
<td>15 Likert-scale questions</td>
<td>2 Open-ended questions</td>
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<td></td>
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<tr>
<td>Grit</td>
<td>10 Likert-scale questions</td>
<td>1 Open-ended questions</td>
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<tr>
<td>Well-being</td>
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<td>5 Open-ended questions</td>
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<table>
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<tr>
<th>Age Group</th>
<th>Count</th>
<th>Male</th>
<th>Female</th>
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<tbody>
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<tr>
<td>61 and older</td>
<td>16</td>
<td>0</td>
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</table>

Preliminary Qualitative Key Findings

- Nurturing Relationships: Collaborative, genuine, and trusting relationships
- Making Decisions: Principals in the key holder and problem-solver role
- The 5 As: Approachable, Accessible, Available, Aware, Appreciative
- Actualizing the Vision: Continuing focus on engaged vision and value satisfaction
- Building Capacity: Holistic wellness in both personal and professional life

The ability to:
- Empower others
- Create opportunities for growth
- Model mindset and behaviour
- Establish a culture of trust
- Practice distributed leadership

Providing:
- Actions to remove roadblocks for ideas to flourish
- Professional development in others
- A solid image, foundation, and basis for flourishing

Feeling:
- Autonomous
- Appreciated and recognized
- Overall state of managing time
- Supported by the system
- Everyone is doing "their best"
- Purposeful

Cultivating:
- Work-life balance
- Internal processes to boost wellness
- Professional development
- Self-Efficiency
- Passion and mindset
Preliminary Quantitative Key Findings

Components of Flourishing

FLOW
- Immersion
- Enjoyment
- Intrinsic Motivation

THRIVING
- Vitality
- Learning

RESILIENCE
- Self-awareness and authenticity
- Purpose and meaning
- Learning and developing

GRIT
- Working strenuously toward challenges
- Maintaining effort and interest despite failure