

TRUSTEE CONFERENCE REPORT

Date Submitted: August 9, 2016

Name of Conference: Principal's Conference

Sponsoring Organization: _____

Theme (If any): _____

Conference Dates: December 10 to December 12, 2015

Location: Oakwood Inn & Resort

Workshops/Seminars/Presentations/Keynote Speeches Attended:
(Include a brief Summary)

Plasticity - Jim & Jennifer Moss

on a mission to help billions of people to find the tools to live a happier life
only 2 minutes of thinking about something for which you are grateful will get you into a happy mood for the day

used the positivity and gratefulness to achieve his goal
asking kids what made them happy that day caused them to begin to notice what makes them happy
using classrooms to ask the what made them happy
the smile epidemic was a blog then a facebook page but started with asking kids

Martin Seligman PERMA

Positive emotions
engagement
positive relationships
meaning
accomplishment

Science of Happiness

look at the brain science of happiness
amygdala manages fight or flight - reduce prefrontal cortex by 35% this is the impact of unhappiness reduce decision making capacity
reduced creativity and innovation
reduced ability to focus and follow through
increased emotional reactivity

A study by Teachers Assurance revealed 76% teachers believe workplace stress is making them ill
56% believe they would do a better job if they were less stressed
40% feel that they argue more with their parents and friends as a result of pressures that they face
83% said that they feel constantly exhausted because of work
start with 10 students and lose 30% how do you function?

you can attend to 40 things at a time
by asking him to report each day on things you are grateful - you replace 10 things that are negative or neutral with 10 things that are positive

Definition of Happiness

the joy we feel while striving for our potential

Workplace Happiness

"the joy we collectively experience as we strive to reach our collective potential"

So, How Do we Improve It?

Ruby Receptionists

not in your office
you go through an offline
21 day gratitude journal activity
60% improvement
practicing gratitude saves over \$250,000 per year in time and efficiency

tech innovations and data can lead the way
if you do it for 28 days, it becomes easier each day
around 15 days, people start to notice changes
behavioural reinforcement

Working with WRDSB

very Grateful and Very Excited about interest from everyone
commitment of the Senior Leadership

The Hero Traits

Hope
Efficacy
Resilience
Optimism
Gratitude
Empathy
Mindfulness

Hope

belief that there must be a way to accomplish your goal, if people high in hope stumble in their effort, they get up

Hope is the belief that there is a path to the solution, and the willpower to find it

Activity

How Hopeful do you think you are on a scale of 1-1000

think of a time when you have exhibited hope in the face of adversity

when has willpower led you towards a positive outcome

Discussion

How can hope impact the work that we do?

BHAG - big hairy audacious goals

Efficacy

self efficacy is confidence in your abilities - your effectiveness, it is a belief in your ability to produce a necessary level of performance, or to influence the events that affect your performance

Activity

1) how efficacious do you think you are on a scale of 1 to 100

2) share one thing which you feel you have the highest level of efficacy

3) what things in the past have made you feel efficacious at something

Discussion - Why would efficacy improve the work that we do

Resilience

resilience is the ability to bounce back - the ability to endure and rebound from failure, conflict or adversity. It is your ability to take life's twists and turns in stride. Resilient people accept reality as it is and deal with it - they also have an incredible ability to improvise and adapt to changes

Activity

How resilient do you think you are on a scale of 1 - 100

When is a time that you have had to be resilient at work? in life?

what are some of the traits you exhibited when you've been resilient - hope, self care, resilience experience (self empathy), all the hero attributes, courage

Discussion - Why does resilience matter so much?

Optimism

Optimistic people tend to see things in a positive, favourable light. If something good happens, a highly optimistic person would see it as a lasting and important event. If something bad happens a highly optimistic person would tend to brush it off as "no big deal" In some cases, optimism can be taken too far.

Activity

1) How optimistic do you think you are on a scale of 1 to 100

2) What is the difference between blind optimism and healthy optimism

Discussion - How could Optimism drive innovation

Amanda Weber

When you're stressed, you eat ice cream, cake, chocolate and sweets. Why? Because "stressed" is desserts spelled backwards.

People wear stress like a badge of honour

Stress - what is it? How does it impact you?

fight or flight response

parable of the two wolves (Cherokee)

people tend to the negativity outlook to keep people alive

it keeps us focussed alert and alive

Getting Good at Emotional Stress

4 Steps to Success! notice it

name it

breathe.....

reframe it

learn to slow your breathing

watch a baby breathe

allow you fight flight to spike and then allow yourself to come back to balance

if you are drinking water(8 glasses), everytime you stop to go to the bathroom take 5 long deep slow breaths

her son said now that you are happy, I don't feel guilty when I feel happy

Emotional Stress

judgy

tired

angry

overwhelmed

fragile

frustrated

anxious

cocooned

rest

digest

heal

peace

calm

relaxed

content