

The Positive Workplace Framework (PWF)

3 key conditions to create a healthy workplace in K-12 education



RESILIENCY: a team's ability to adapt, persist, and generate positive results from challenging situations.

1. **Relationship Assets:** support, care, and community among staff.
2. **Professional Assets:** building professional confidence via professional development.
3. **Attitudinal Assets:** showing optimism and positivity when faced with adversity.
4. **Emotional intelligence Assets:** understanding our and other's emotions and communicating in positive ways.
5. **Adaptation Assets:** using strategies to respond to uncertainty and challenging situations.



MENTAL FITNESS: having a positive sense of how we feel, think, and act, which improves our ability to enjoy life.

1. **Relatedness needs:** sense of connectedness among staff.
2. **Competency needs:** staff's strengths and skills are valued.
3. **Autonomy-support needs:** staff have a voice and opportunities to collaborate.



POSITIVE LEADERSHIP: leaders who are committed to helping staff achieve their highest potential and succeed at work.

1. **Leadership virtues:** leaders who show compassion and gratitude foster compassionate behaviour among staff.
2. **Positive communication:** words and actions that are honest and affirming creates a solution-building dialogue.
3. **Motivational knowledge:** awareness of staff strengths/interests and leveraging these in school routines.
4. **Energizing skills:** making time to listen and understand people, and value staff contributions.
5. **Operational tasks:** clarifying roles and expectations; providing opportunities for growth.

For more information:

edcan.ca/pwf or wmawellness.com

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