



B.C. Principals' & Vice-Principals' Association

MEMBER UPDATE

ReFresh

May 12, 2021



Are You Thriving or Surviving?

We want to know: *How do the work environment, relationships and culture promote your ability to thrive? What factors at work may be impeding your health and success?*

We want to know. ***Don't you?***

Let's just state the obvious. This was — and still is — a tough school year. It has taken a toll on our members. Even pre-pandemic, work intensification had varying impacts across our membership and COVID-19 did not help!

Yet, many of you still thriving. *Why is that?* It could be due to many individual factors: well developed coping skills, great health habits, a sense of humour, good genetics, or even pure luck. But oftentimes, individual circumstances alone are not the only reason we thrive. Usually, we thrive in supportive and safe environments, with solid systems in place that empower us in our roles.

The opposite may be said for those just surviving, or for a sad number of our colleagues who have burnt out. Many of our members on the darker end of the thriving spectrum may also have come from resilient backgrounds (most leaders do!), engaged in a healthy lifestyle, and were strong for a long time. But something was missing to help them thrive.

We want to learn just what those missing factors could be. What are the ingredients in the workplace — the special yeast — that helps members rise when the heat is on? Why do some people thrive, yet others struggle?

Let's find out together!

During your 15-minute ReFresh break today, we encourage you to fill out the **Thriving in Education Survey** link that came to your inbox on **Thursday April 29** from our external survey firm, Verita HR Services.

We care about the health and wellness of our BCPVPA members. The BCPVPA Thriving in Education Survey will be open until Friday May 13. The Survey will lead you through questions that will help illustrate the level of psychological safety you experience at your workplace and to what degree you are thriving. Based on the National Standards of Psychological Health and Safety, this Survey is a critical component of the BCPVPA strategy to increase understanding in the sector about how the environment, systems and culture influence well-being.

The insights from the Survey will help us determine what needs to change and what needs to be built to help our members thrive. We will also share this information with other associations in the K-12 sector and partner to target priority areas that will support Principals and Vice-Principals.

Now is the time to share your experience.

Thank you. We are looking forward to hearing from you!

If you did not receive an email with your survey link, please first check your spam folder, and if you do not have the email, please contact Verita HR Services at adam@veritaengage.com, or call or text 604-809-8570. To learn more about the Thriving in Education Survey, please visit bcvpva.org/thriving

BCPVPA Members participating in the Thriving in Education Survey will be entered to win one of three copies of Calm Within the Storm, by Dr. Robyne Hanley-Dafoe.

If you would like to contribute, or have ideas about what you would like to see in the **ReFresh** series, we would love to hear from you: contact rochelle@bcpvpa.bc.ca.