

Facilitating Well-Being: Wholistic Perspectives on Education and Counselling

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by

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Overview

- Fostering resilience
 - Resilience comes in people
- Some environments are more easy to be resilient in than others
- Addressing whole-person needs
 - Of adults
 - Of students
- Wholistic education requires collaboration
- Leaders are responsibility for creating a positive learning environment
 - But don't wait for your boss to do it



What is resilience?

The ability to *bounce back* (recover) when hit with unexpected demands out of *out of the blue*

Take things in stride



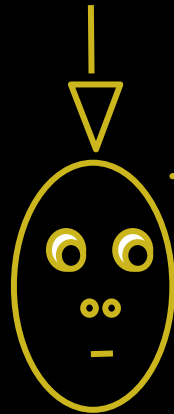
Kumpfer (1999) Resilience Model

- Stressors
- Environmental contexts
- Person-environment transactional process
- Internal resiliency factors
- Resilience process
- Adaptation and reintegration



Stressors

DEMAND



Appraisal

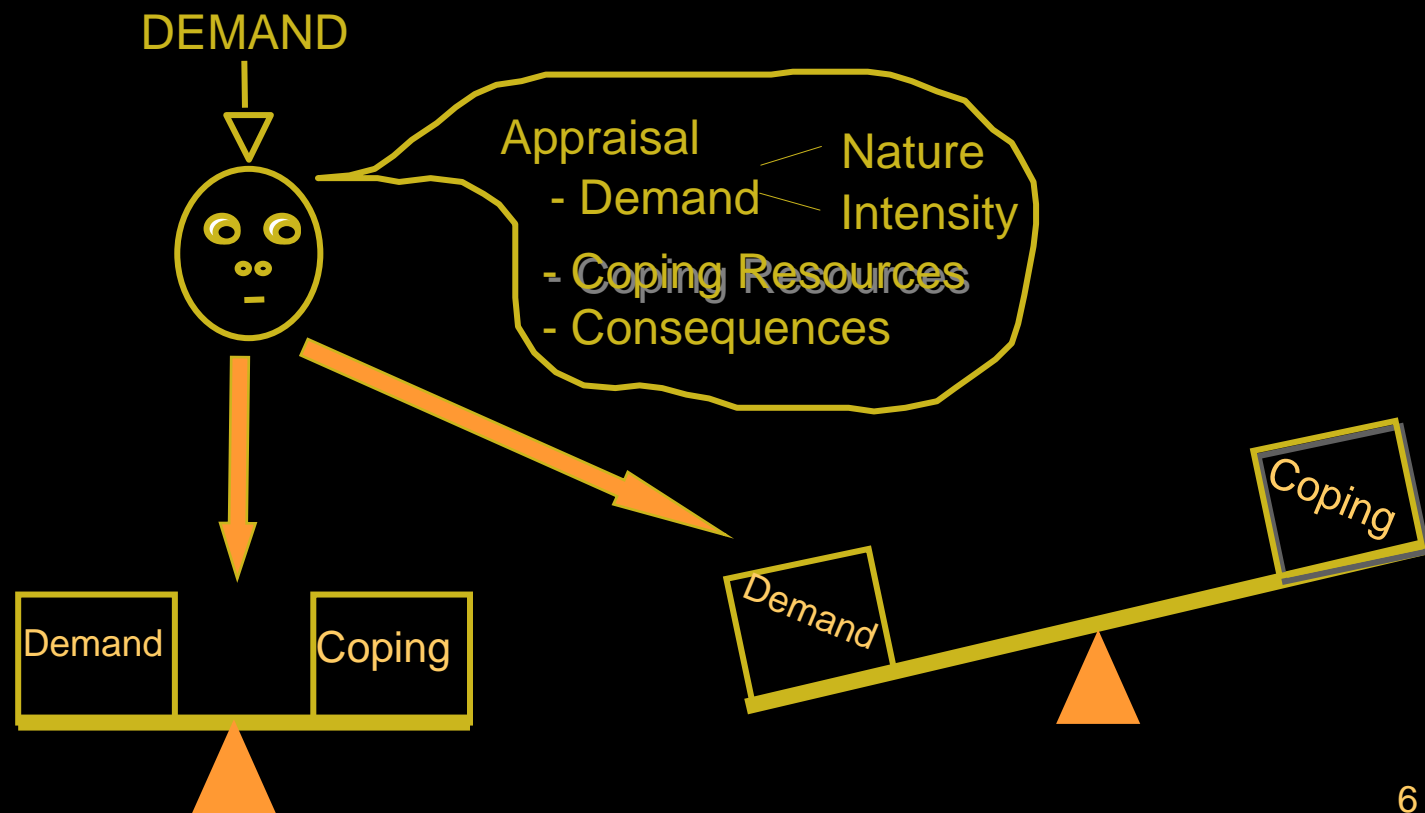
- Demand
 - Nature
 - Intensity
- Coping Resources
- Consequences



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Person-Environment Transaction

- Stressors
- Environmental contexts
- Person-environment transactional process



Avoid self-blame

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**“Thinking outside of the box didn’t work.
Thinking inside of the box didn’t work.
Maybe it’s a defective box!”**

Kumpfer (1999) Resilience Model

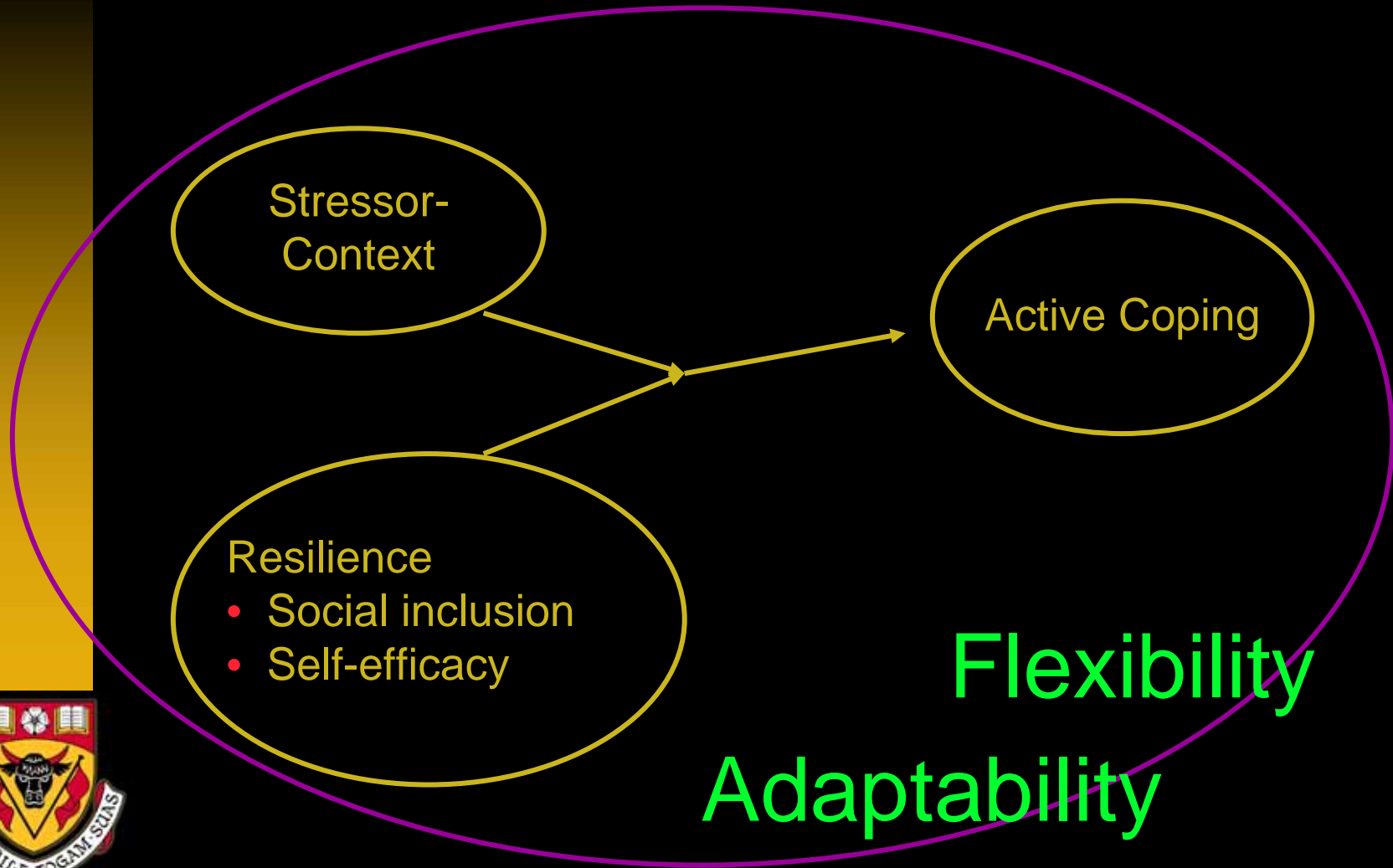
- Stressors
- Environmental contexts
- Person-environment transactional process

Social support – positive view of self & world
Self-efficacy – control over self & environment

- ✓ resilience outcome
 - adapt well to stressful situations



Resilience model



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Say NO! to zero tolerance



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A little tolerance is a good thing

Creating Wellness-Oriented Communities

Make sure demands are reasonable

- 3 factors are predictably difficult to deal with
 - Intense and unpleasant demands
 - Uncertainty (about outcomes)
 - Ambiguity (regarding expectations)



- Not all demands are reasonable

A Starting Point

All things
To all people
All the time
is
All over



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Creating A Positive Climate

- Say something nice to colleagues
 - Every day
- Say something nice to yourself
 - Several times each day
- Message seen is stronger than message spoken
 - Support your colleagues for being pleasant
- Walk the Talk



Wholistic

or

Holistic?

Wholistic means addressing the **WHOLE**

- Environment
- People
 - Adults
 - Students
- Whole person needs
 - Social, psychological, emotional, spiritual, academic, physical, etc.



Resilient & Wellness Oriented Communities for Students

Addressing the
whole person needs of students



Student Realities

- 80+% of grade 10 students aspire to university
- 50+% of grade 12 students plan to attend university
- 20+% of grade 12 students plan to attend college or tech school
- 40% of students 18 - 21 attend post-secondary education
- 50% continue on to their second year
- 50% change area of study



Career Development is ...

- the life-long process of managing learning, work and transitions
- in order to move toward a personally determined and evolving preferred future
- Career / Life Planning
- Developing a *vision for your life*
- #1 student reported need



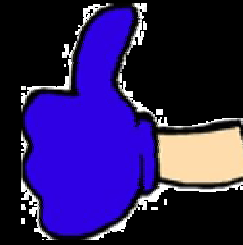
Basic Career Development Principles

- Multi-potentiality
- Career self-concept
- Planned happenstance
- Opportunity awareness
- Career education
- Career/life planning for girls and women
- Addressing individual needs





The “High 5” (+1)



A Changing Theme For Career Development

1. Change is constant
2. Focus on the journey
3. Follow your heart
4. Keep learning
5. Access your allies
- +
6. Believe in yourself



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Meeting the whole person needs of students

(not just the academic needs)

- Listening to the voices of students

and

- Programming to meet the needs students express



Why do this?



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When students are involved as partners in their learning experiences ...

- Greater academic achievement
- Reduced drop-out rate & lower absenteeism
- Reduced student alienation
- Reduced bullying and harassment
- Reduced incidence of smoking and drinking
- More positive school climate
- Greater satisfaction with school
- Students report school experiences as more relevant and better preparation for the future
- Students indicate that the quality of their education is better



In many communities ...

After implementing a
career development program ...

- Less time to complete programs
- Fewer changes in program

Due to

- Greater perceived relevance
- Increased focus
- Increased motivation



Collaboration ... (A brief aside)

Just because people are
working on a common project,
doesn't make it

- a partnership

or

- a collaboration



Collaboration?? ...

For example:

- Let's get together and work on this project
- I know how to do it
- We'll do it my way
- You can help
- We'll be working together



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Collaboration is ...

Group think

- Let's work **together** on this, and
- figure out **together** what it is we want to do, and
- *how* we will attempt to do it **together**, and
- decide **together** how we will evaluate success.



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A New Approach to Leadership

- If it goes wrong,
 - say “I did it.”
- If it goes sort of OK,
 - say “we did it.”
- If it goes really well
 - say “you did it.”
- Reduce “Look at me, look at me.”
 - And replace it with “Look at us”
 - or better yet, “Look at them.”



Creating Resilience: Who's job is it?

- It's a leadership job
 - **BUT** don't wait for your boss
- Learn how to train your boss
 - Approach your boss with solutions, not problems
 - Comment on your boss's successes
 - Train your boss to be the kind of boss you want him or her to be
- You can make a difference in **YOUR** emotional climate



Control and Choice

- Lobby for structural changes
- Many teachers feel that the clocks are controlled downtown
 - Perhaps consider ditching the clock?
- Demands gravitate towards competence
 - so be prepared or be less competent
- Basic assertiveness helps keep balance
- Develop a resilient & wellness oriented personal and professional identity
 - **Your** view of **yourself**



Keep your priorities on track

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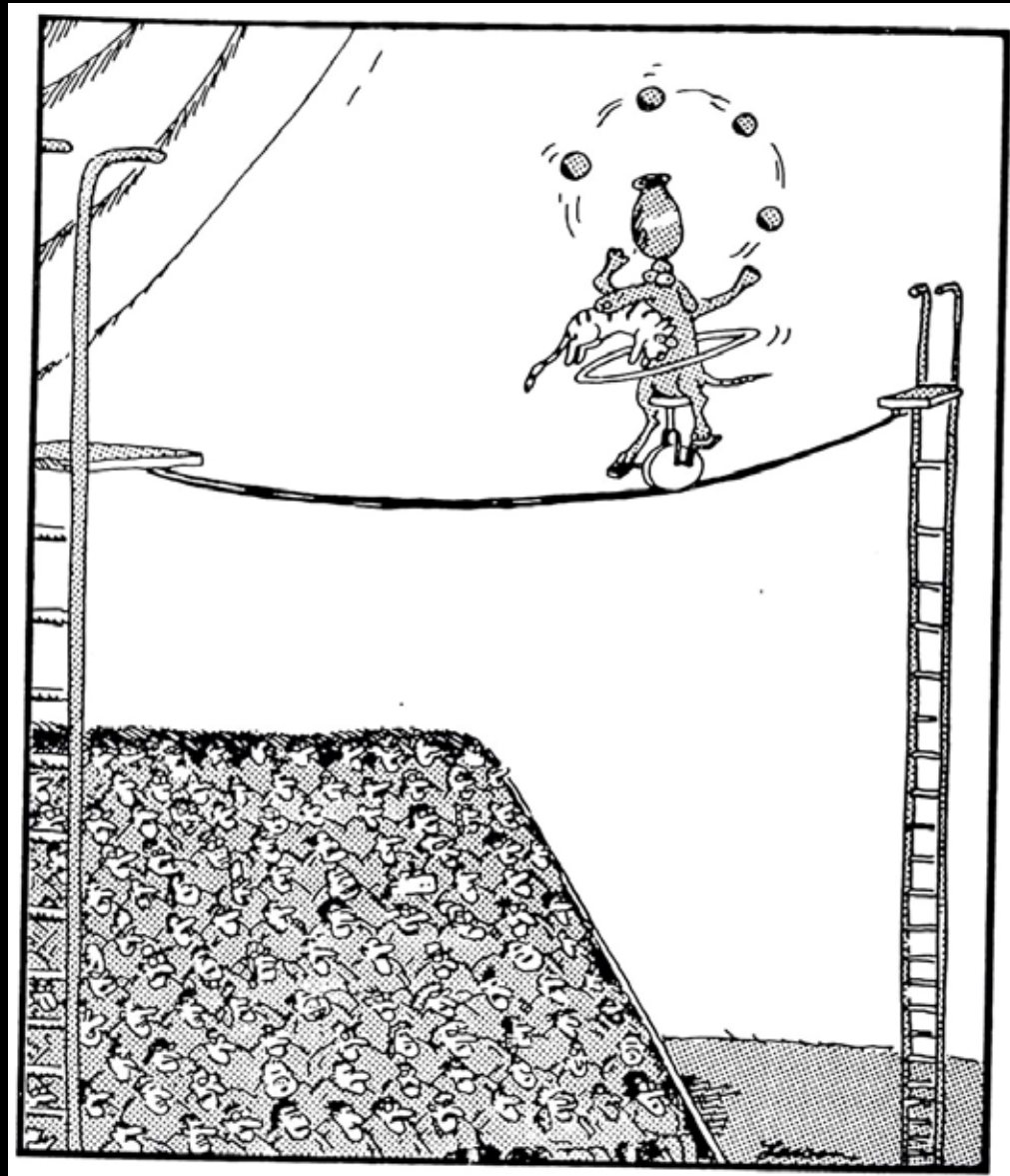


“What fits your busy schedule better, exercising one hour a day or being dead 24 hours a day?”

Summary: Tell them what you told them

- What is resilience and well-being?
 - Resiliency & well-being come in people
 - How do you contribute to your own well-being?
 - How do you interfere with it?
- Some environments are more conducive to being resilient & fostering well-being
 - What have you done to make your context more resilient and wellness oriented?
 - How are you contributing to the whole?
- Creating a resilient and wellness oriented environment is a leadership responsibility
 - How have you helped others be more resilient?
 - How have you encouraged your boss to do more to foster resiliency?





High above the hushed crowd, Rex tried to remain focused. Still he couldn't shake one nagging thought, he was an old dog and this was a new trick.

Don't ever

Give up



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Thank you

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Some key References

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