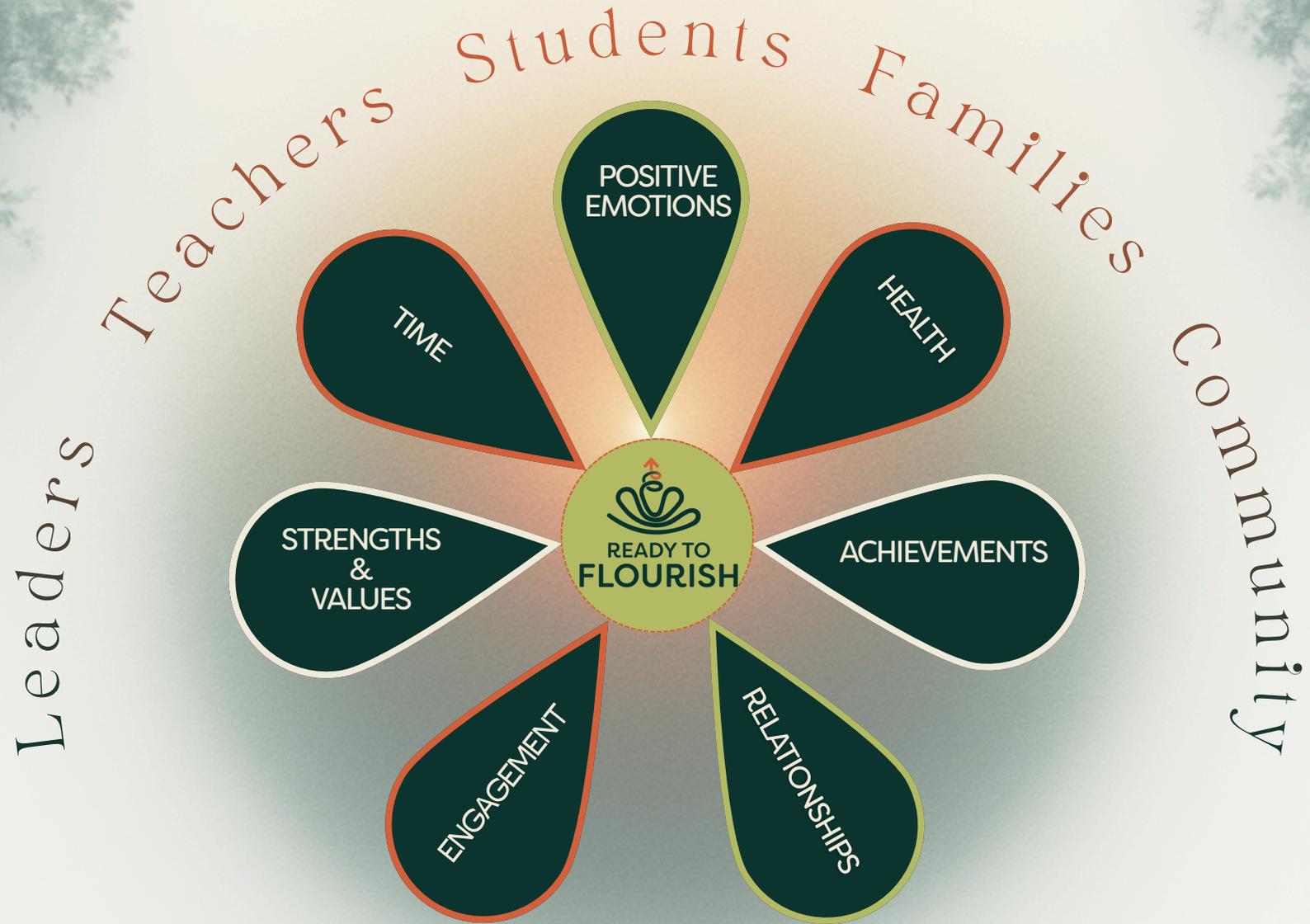


Appreciative Inquiry WELLBEING FRAMEWORK



4 D Cycle of Appreciative Inquiry - Discover, Dream, Design, Deliver

Appreciative Inquiry WELLBEING FRAMEWORK

P

POSITIVE
EMOTIONS

Leaders and staff discover sources of joy and connection, envision a culture rooted in positive psychology, create rituals that enhance recognition, and foster uplifting environments.

H

HEALTH

Leaders identify healthy habits and stressors, creating sustainable workloads and support systems.

A

ACHIEVEMENTS

Leaders and teams reflect on past successes, envision future opportunities, set shared goals, and work toward improved wellbeing for all.

R

RELATIONSHIPS

All staff discover relationships that foster thriving, dream of a trust-based school, design communication practices and relational habits, and deliver daily actions that promote belonging.

E

ENGAGEMENT

Teams identify what energises their work, envision greater professional engagement, create opportunities for voice and agency, and cultivate a more connected workforce.

S

STRENGTHS
&
VALUES

Staff identify their strengths and values, envision a culture that inspires them, create strengths-based practices, and make value-driven decisions.

T

TIME

Leaders focus on understanding how time affects well-being, envision intentional workflows, create smarter schedules, and foster a balanced time culture.