

Taking Change to Scale in Education

27-28 October 2016



Positive Education: From Theory to Practice

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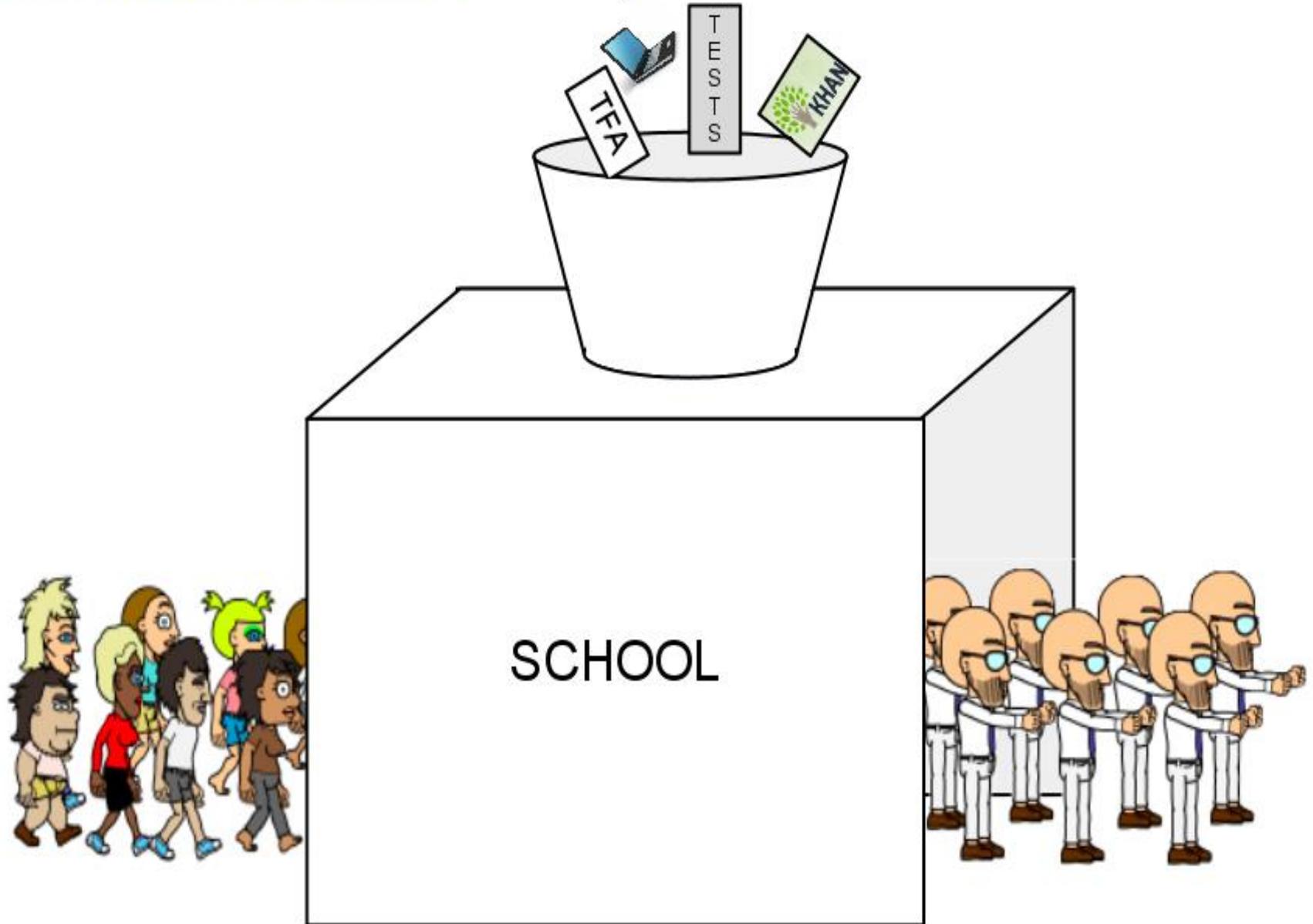
What is the purpose of education?

Programme for International Student Assessment (2012)^[18]

(OECD members as of the time of the study in boldface)

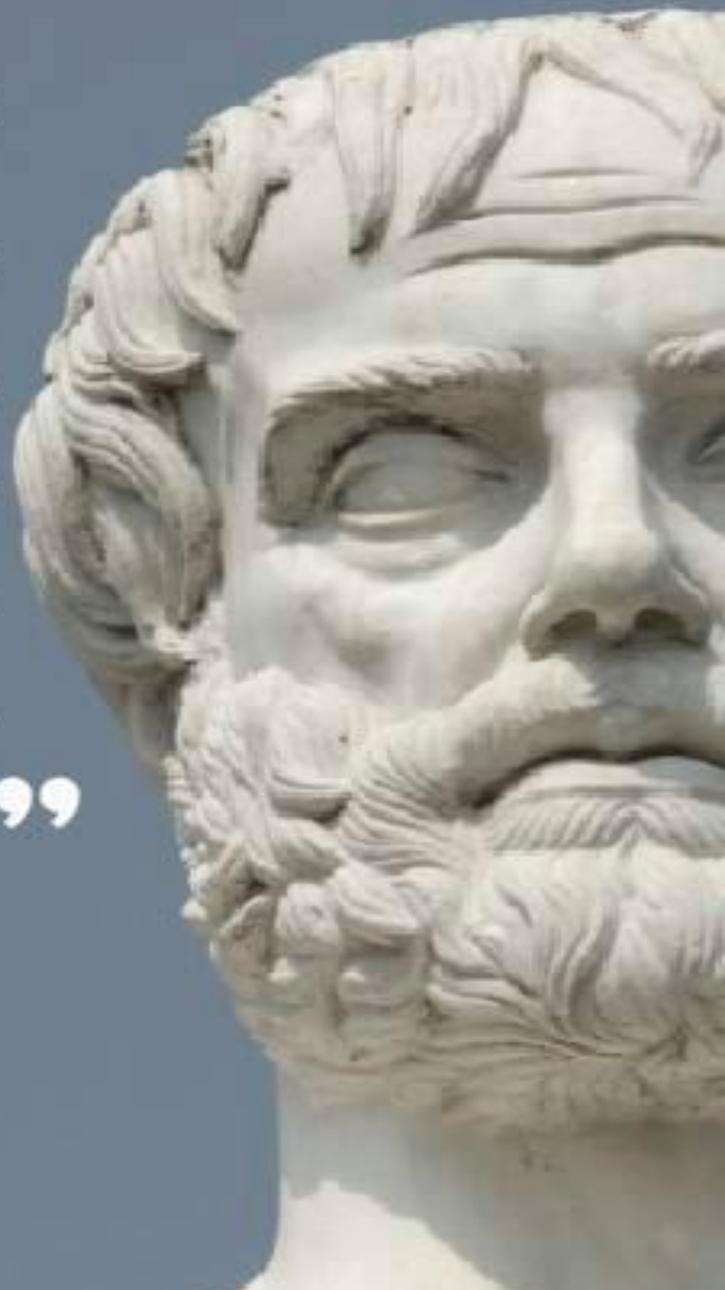
Maths			Sciences			Reading					
1		Shanghai, China	613	1		Shanghai, China	580	1		Shanghai, China	570
2		Singapore	573	2		Hong Kong, China	555	2		Hong Kong, China	545
3		Hong Kong, China	561	3		Singapore	551	3		Singapore	542
4		Taiwan	560	4		Japan	547	4		Japan	538
5		South Korea	554	5		Finland	545	5		South Korea	536
6		Macau, China	538	6		Estonia	541	6		Finland	524
7		Japan	536	7		South Korea	538	7		Taiwan	523
8		Liechtenstein	535	8		Vietnam	528	8		Canada	523
9		Switzerland	531	9		Poland	526	9		Ireland	523
10		Netherlands	523	10		Liechtenstein	525	10		Poland	518
11		Estonia	521	11		Canada	525	11		Liechtenstein	516
12		Finland	519	12		Germany	524	12		Estonia	516
13		Canada	518	13		Taiwan	523	13		Australia	512
14		Poland	518	14		Netherlands	522	14		New Zealand	512
15		Belgium	515	15		Ireland	522	15		Netherlands	511
16		Germany	514	16		Macau, China	521	16		Macau, China	509
17		Vietnam	511	17		Australia	521	17		Switzerland	509
18		Austria	506	18		New Zealand	516	18		Belgium	509
19		Australia	504	19		Switzerland	515	19		Germany	508
20		Ireland	501	20		Slovenia	514	20		Vietnam	508

THEY DISCOVERED THAT IF THEY ADDED JUST A PINCH OF SALT, SCHOOLS PRODUCED 10,000 MORE ENGINEERS.



“Those who educate children well are more to be honored than they who produce them; for these only gave them life, those the art of living well.”

Aristotle



**“EDUCATION
IS THE MOST
POWERFUL
WEAPON
WHICH YOU
CAN USE TO
CHANGE THE
WORLD.”**

NELSON MANDELA



Skills of
Achievement

Skills of
Well-Being

Positive Education

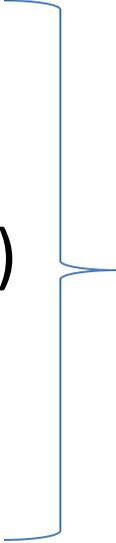
Well-being is learnable

1. What is well-being?

Well-being Theory

Integrates hedonia and eudaemonia

- Positive affect
- Engagement or flow
- Relationships (positive)
- Meaning or purpose
- Achievement



PERMA

(Seligman, 2011)

2. Can we increase well-being?

Why is it desirable?

Intrinsic value

Well-being (flourishing) is the meaning and purpose of life, the whole aim and end of human existence.

- Aristotle

“The purpose of our existence is to seek well-being. It seems like common sense, and Western thinkers from Aristotle to William James have agreed with this idea.”

-Dalai Lama

Why is it desirable?

Instrumental value

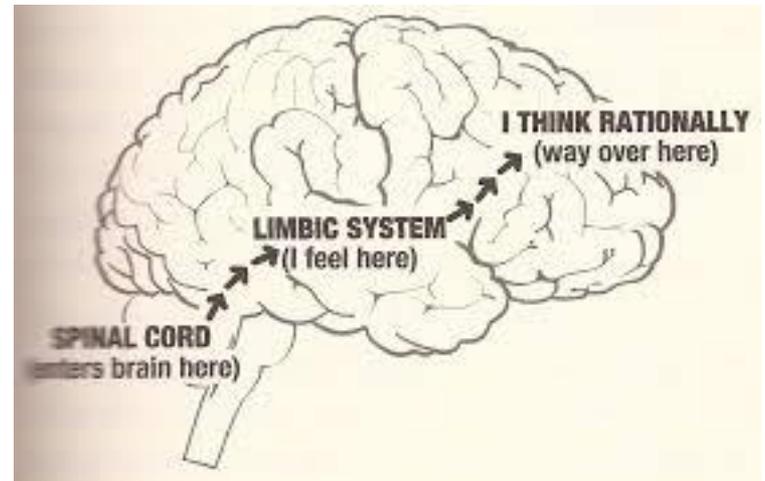
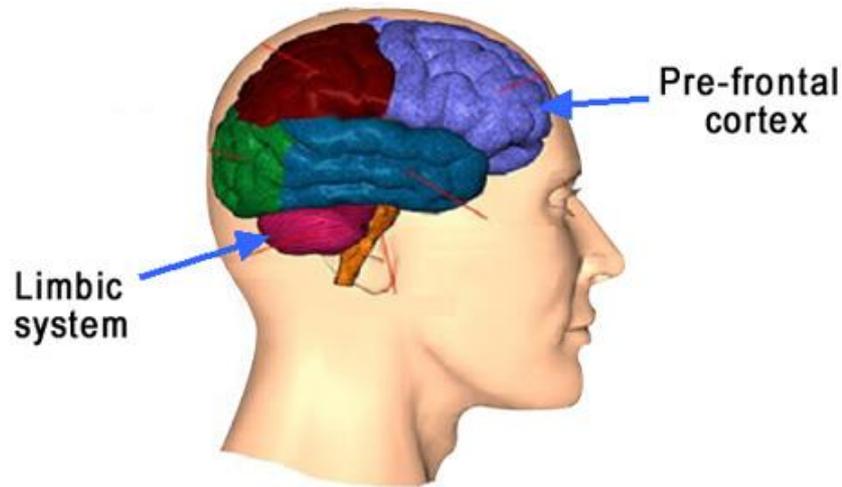
- Psychological well-being contributes to:
 - enhanced academic performance
 - better physical health
 - better job performance
 - more care for community and environment
 - higher creativity
 - better social relationships
 - less smoking and drinking
 - reduced racial biases towards others
 - substantially higher incomes 15 years later in life
 - less depression
 - stronger marriages

Positive Education

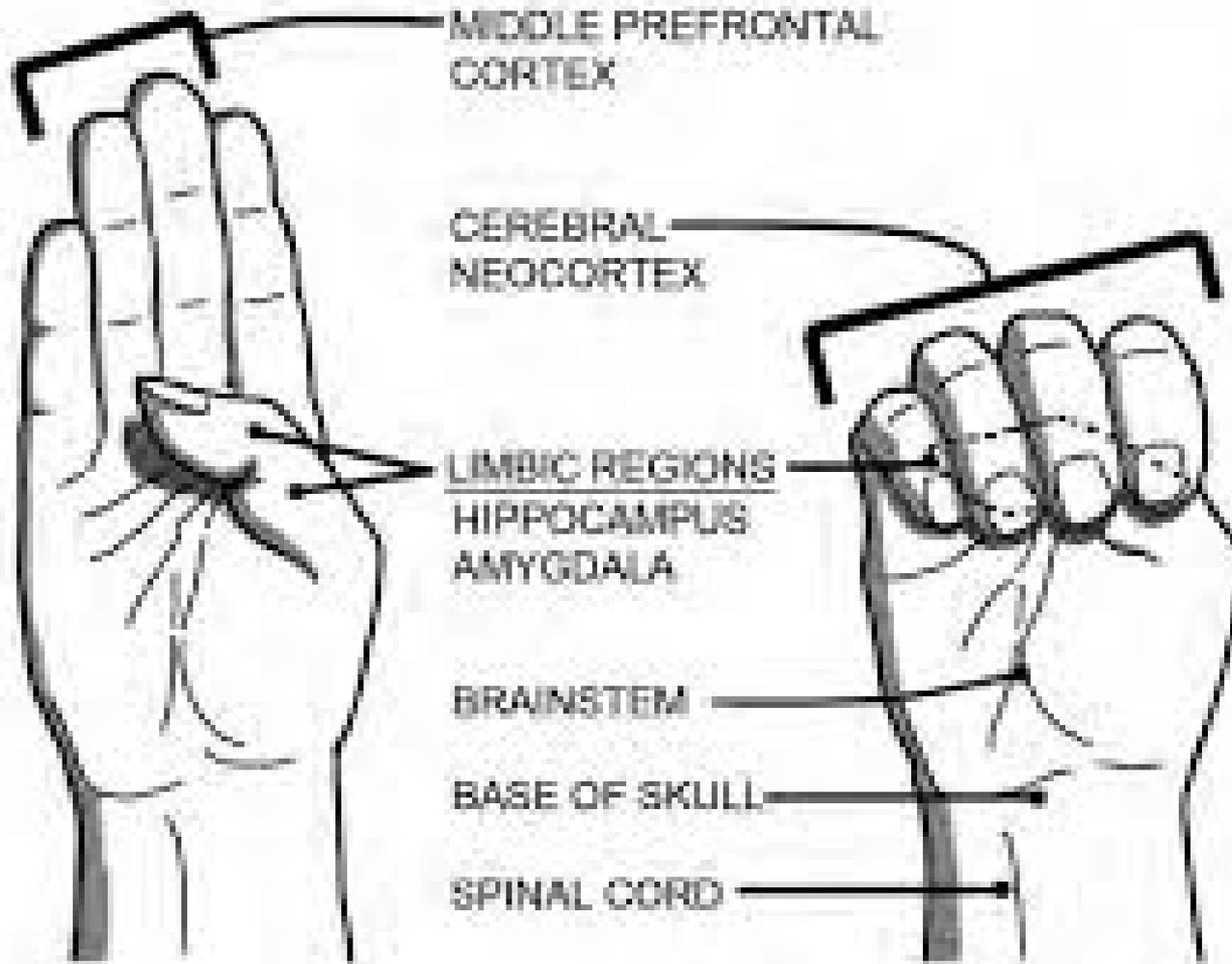
- Well-being should be taught
 - Intrinsic value
 - Instrumental value

- Well-being can be taught
 - Past empirical evidence
 - Possible at a large (whole-nation) scale

Limbic system and pre-frontal cortex



The brain in the palm of your hand



“Flipping your lid”



→ Prefrontal cortex
P.F.C.
“THE WISE LEADER”



← “Flipped Your Lid”

← The big emotions, anger, fear,
anxiety etc...
The AMYGDALA - The alarm center
Acts on instinct
fight, flight or freeze

Barriers to whole-brain activation



Barriers to whole-brain activation in organizations

Negative emotions

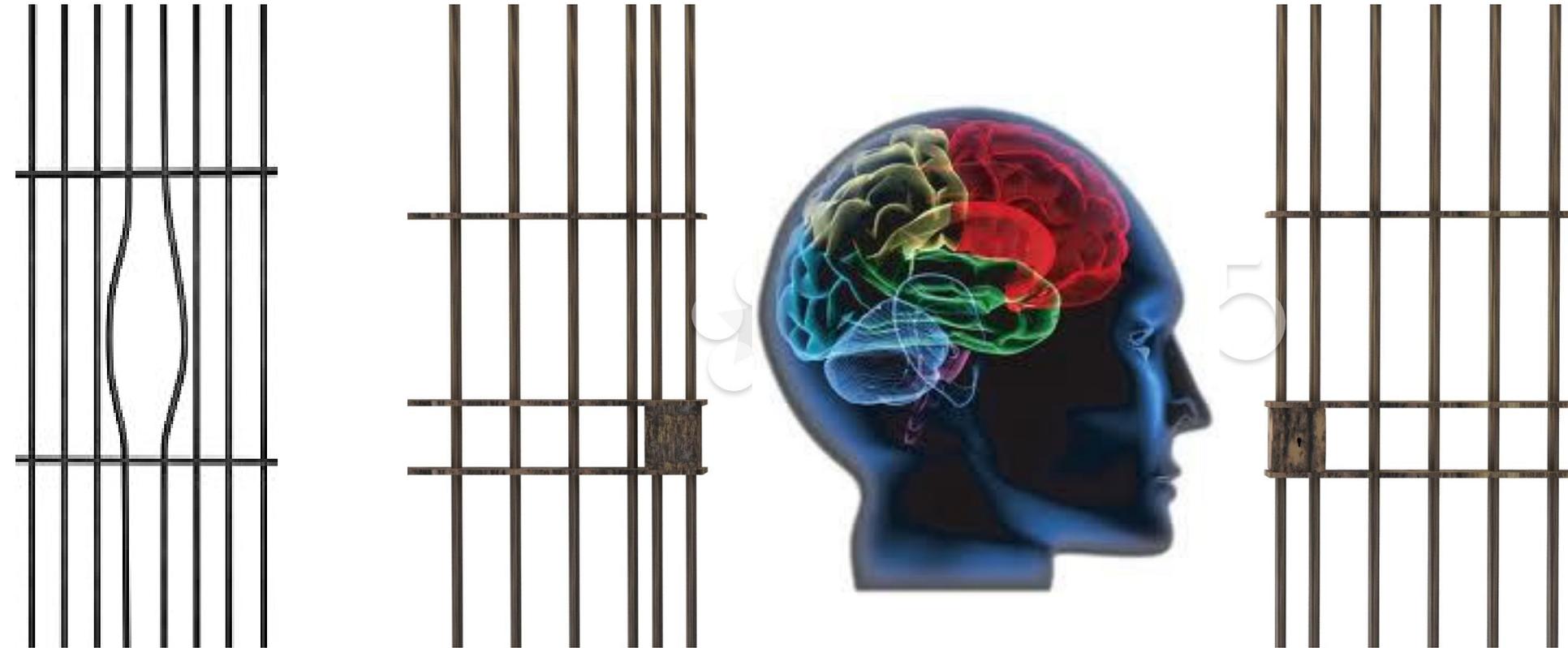
Bad relationships

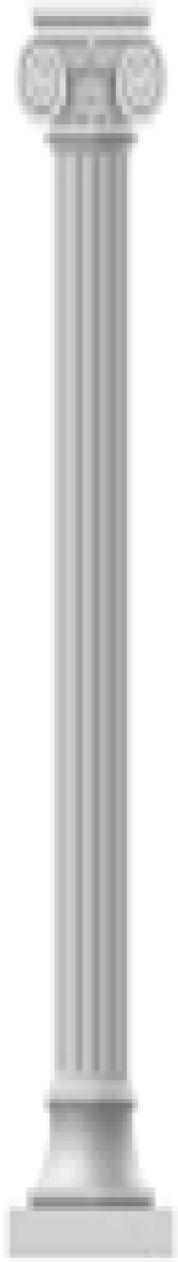
Lack of meaning and purpose

Dysfunctional organizational
culture

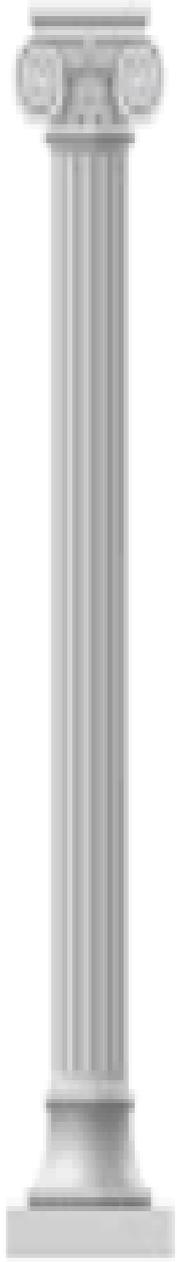
Absence of opportunities
for growth

Weakening and breaking barriers to whole-brain activation

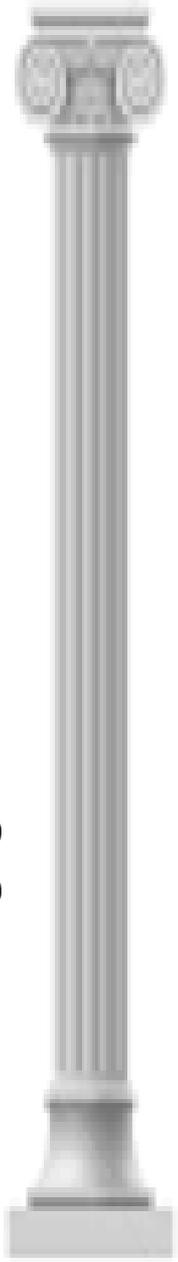




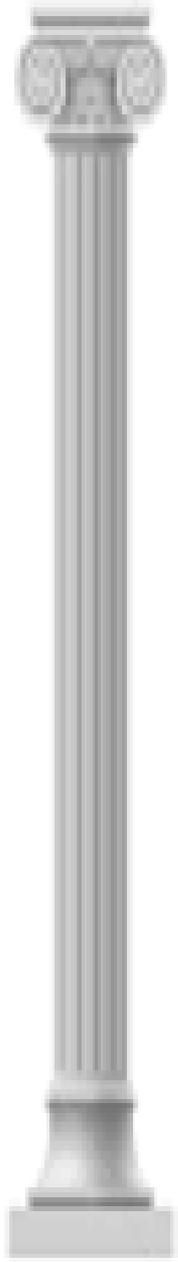
Positive emotions



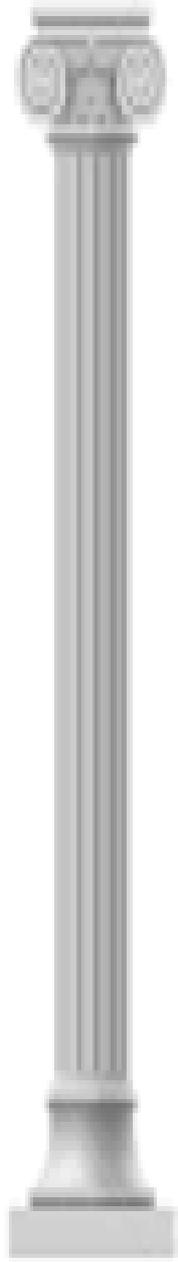
Engagement and flow



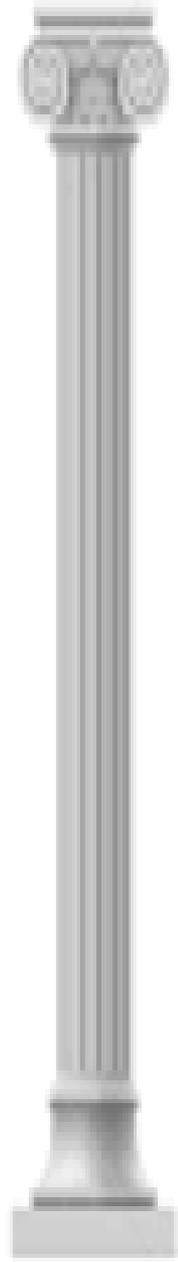
Healthy relationships



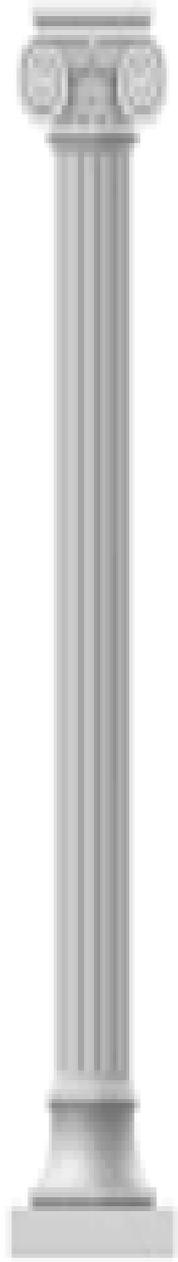
Meaning and purpose



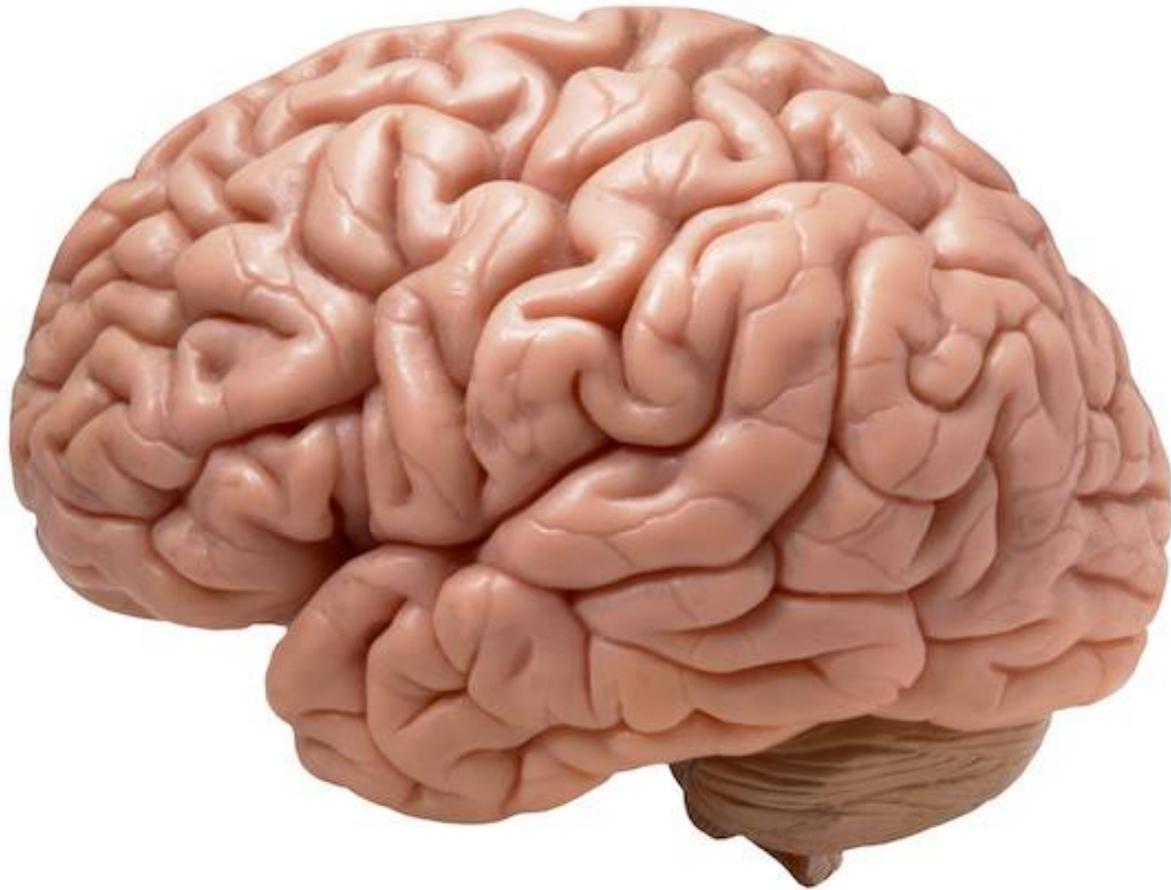
Positive organizational culture



Empowering organizational practices



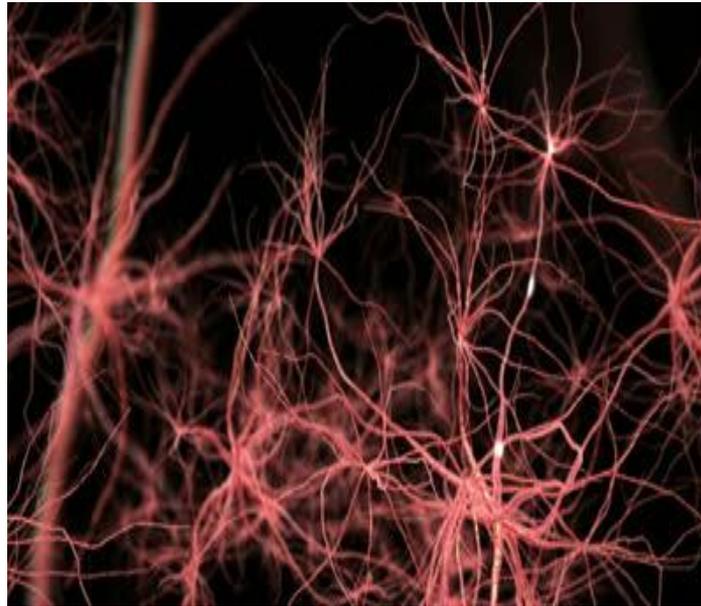
The brain and optimal performance



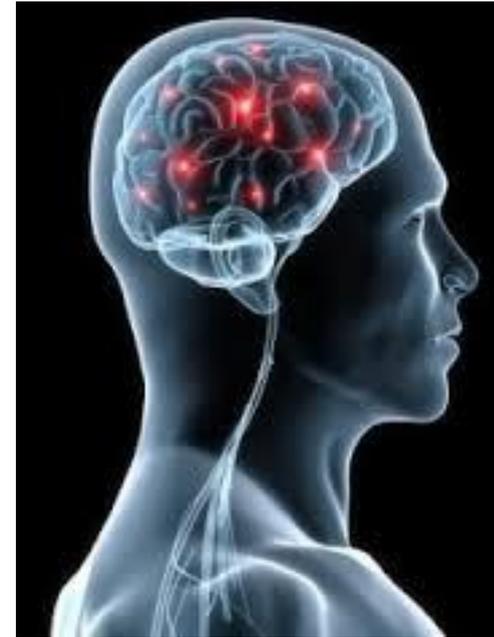
How the brain works



Nerons

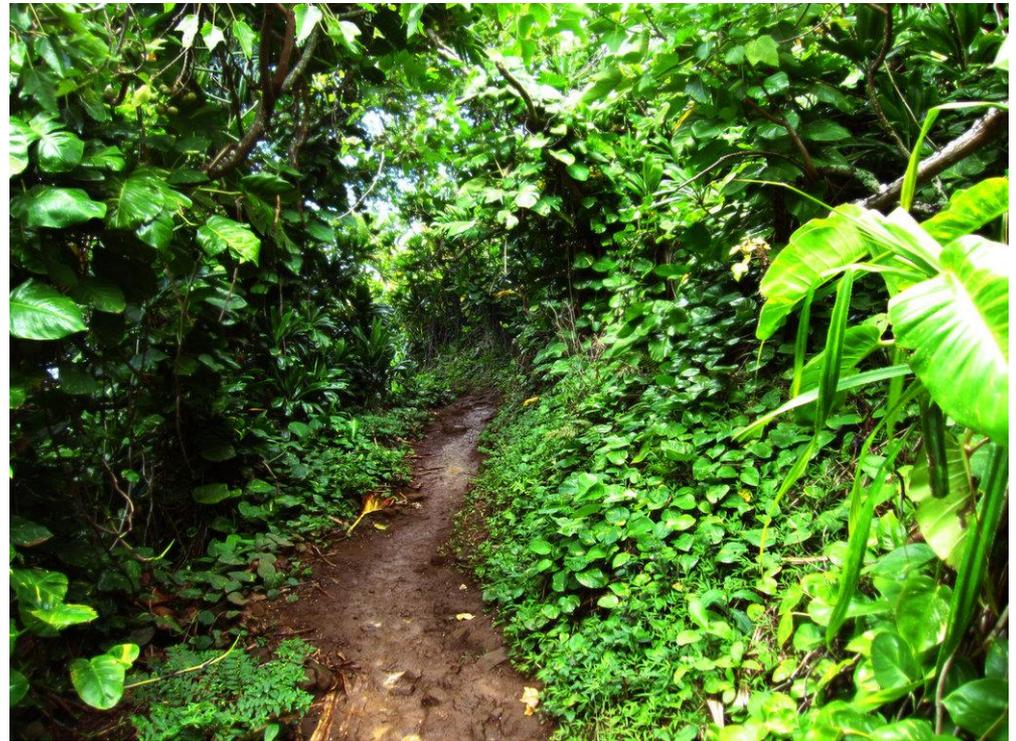
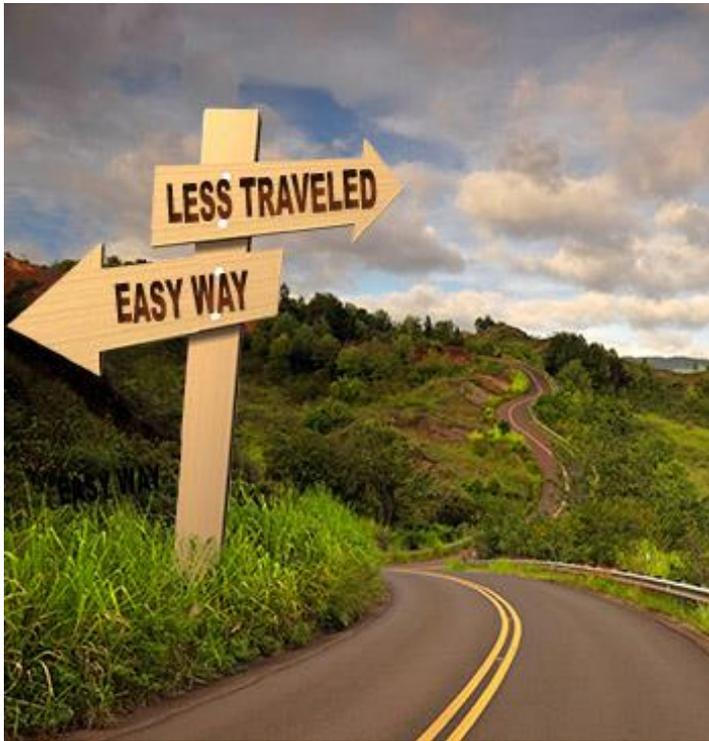


Neron networks



Whole brain

Pathways in the brain



Pathways in the brain



Pathways in the brain



Map, tools, and skills

Pathways in the brain



Building new pathways



New path in the brain



Old path in the brain

“Watch your beliefs, they become actions. Watch your actions, they become your habits. Watch your habits, they become your character. Watch your character, it becomes your destiny.”

- Gandhi

Brain Plasticity

REWIRE

YOUR

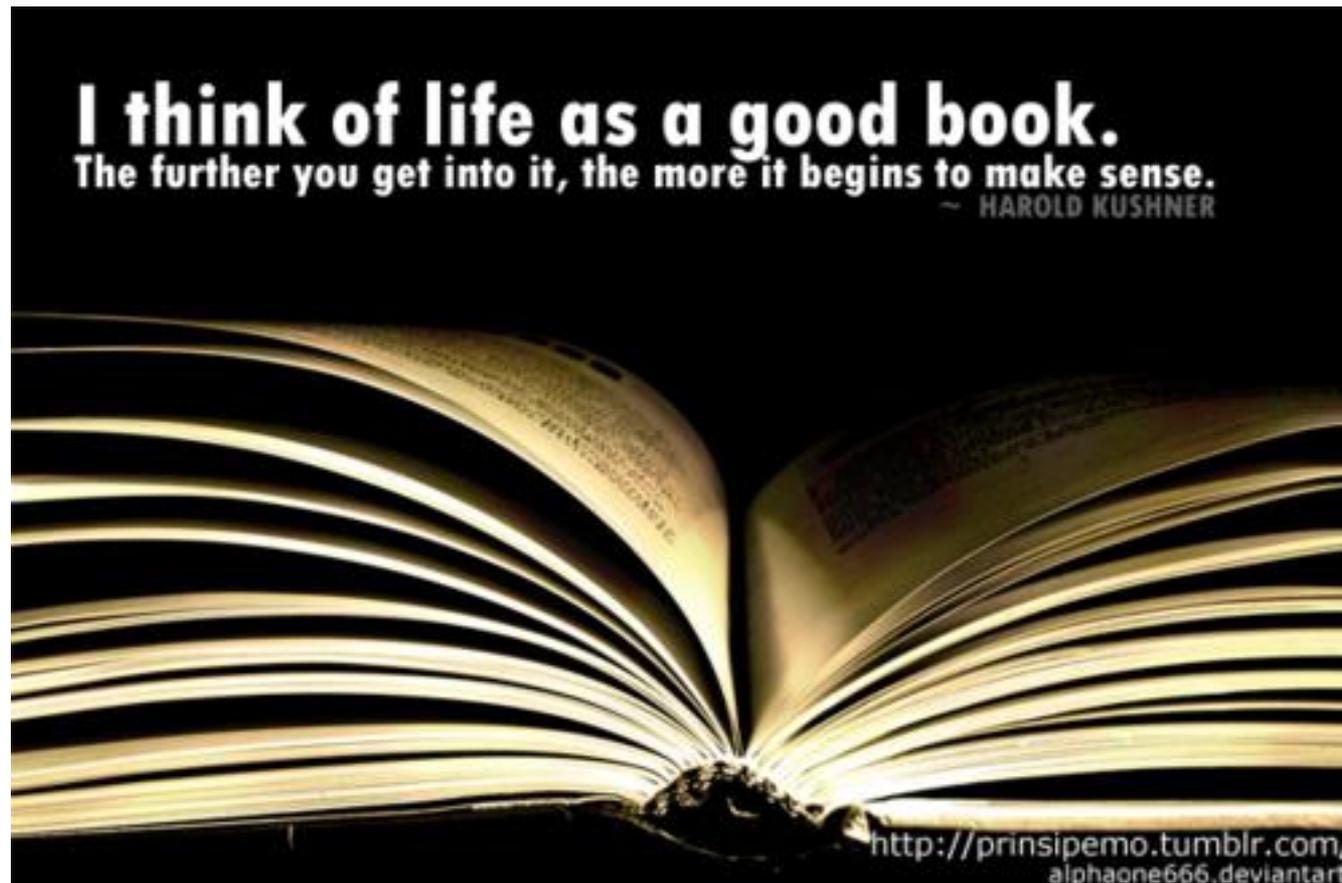
BRAIN



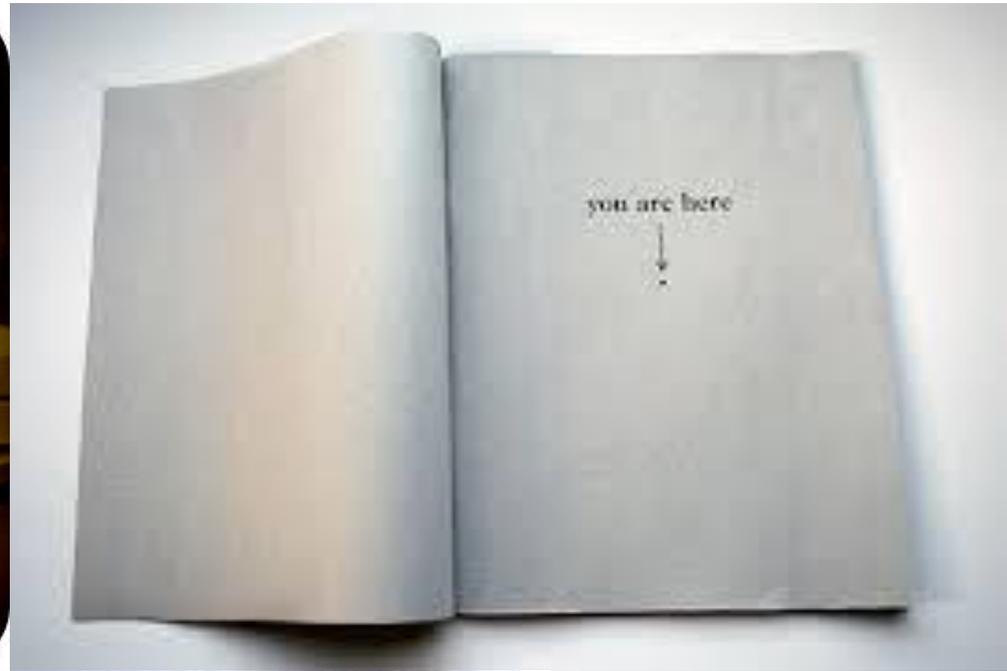
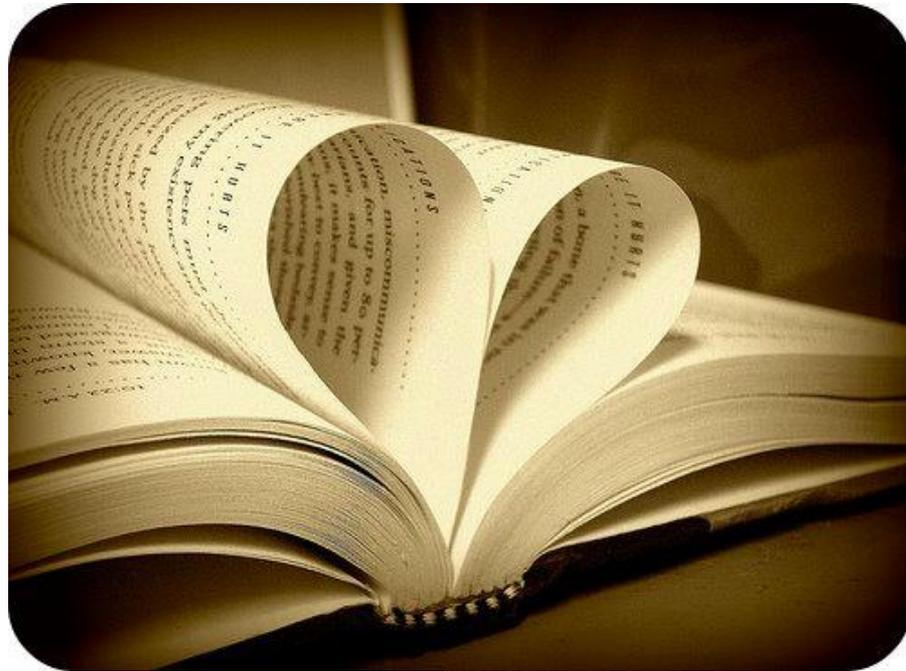
Well-being is learnable



Your Life as a Book



How do you want to write the next chapters of your life?



Evidence from around the world

Positive Education in Bhutan



Education for Gross National Happiness



“Educating for GNH” Initiative

- Goal: GNH Curriculum in all 507 secondary schools
- Target life skills in curriculum
 1. Mindfulness
 2. Critical thinking
 3. Decision making
 4. Communication
 5. Creative thinking
 6. Empathy
 7. Problem solving
 8. Interpersonal relationships
 9. Resilience
 10. Self-awareness

Methods

GNH Curriculum implementation (15 months)

GNH Schools:

Teaching life skills co-curricularly

Infusing subjects with life skills

Control Schools

Teaching physical health, psychology, and nutrition

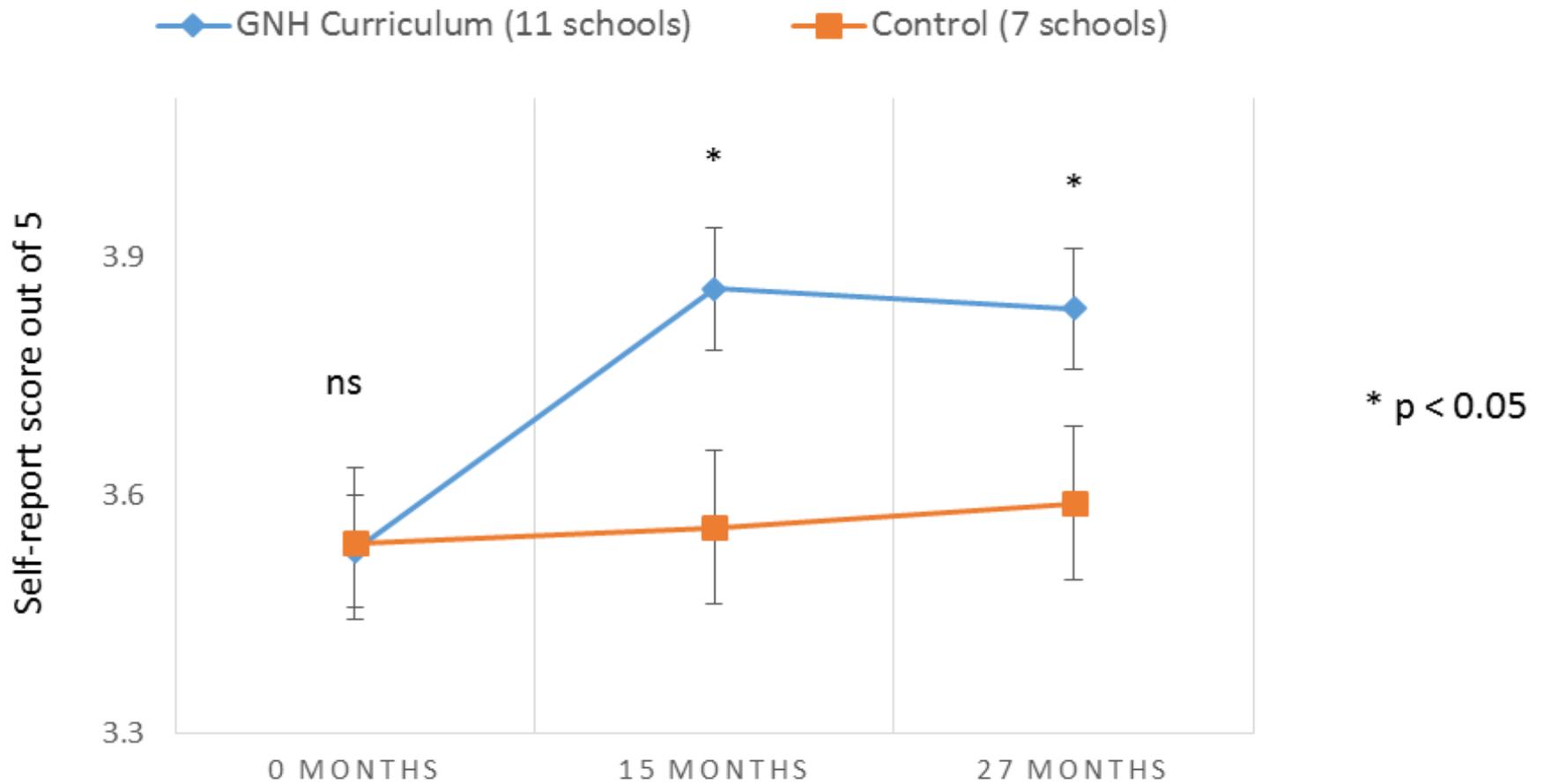
Methods

GNH Curriculum implementation (15 months)



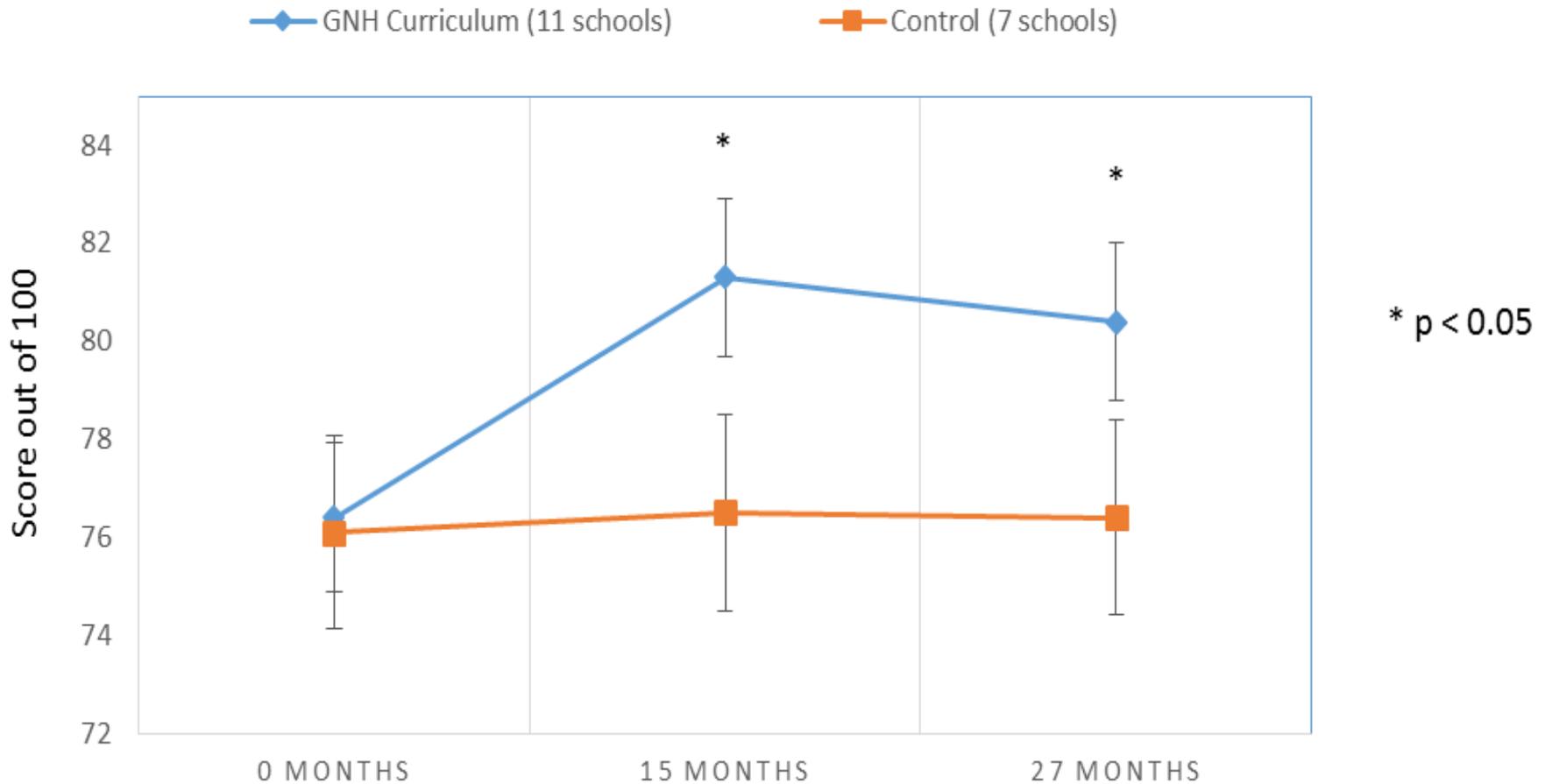
Results: PERMA in Bhutanese Students

Youth Well-being (EPOCH)



Results: Academic Achievement

STANDARDIZED TEST SCORES



GNH and Positive Education in Bhutan

- Findings also showed that increased psychological well-being (PERMA) contributes to:
 1. Better physical health
 2. Decreased absenteeism
 3. Higher satisfaction with school
 4. Lower drop-out rates

Program has now been taken to a national scale

Well-being and Education at a Global Scale



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(OECD members as of the time of the study in boldface)

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12	 Finland	519	12	 Germany	524	12	 Estonia	516
13	 Canada	518	13	 Taiwan	523	13	 Australia	512
14	 Poland	518	14	 Netherlands	522	14	 New Zealand	512
15	 Belgium	515	15	 Ireland	522	15	 Netherlands	511
16	 Germany	514	16	 Macau, China	521	16	 Macau, China	509
17	 Vietnam	511	17	 Australia	521	17	 Switzerland	509
18	 Austria	506	18	 New Zealand	516	18	 Belgium	509
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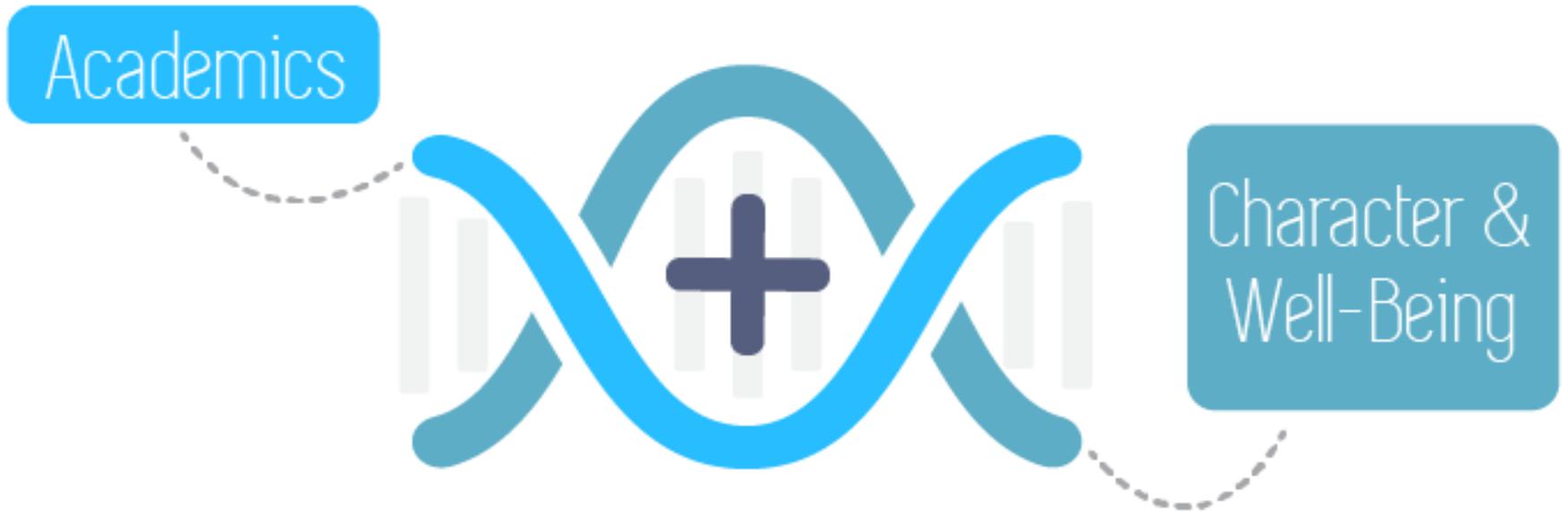
IPEN

Positive Education Across the World

Many Names, Common DNA



International Positive Education Network



THE DOUBLE HELIX OF POSITIVE
EDUCATION

<http://www.ipositive-education.net/>

Human flourishing is a prerequisite for optimal performance, in academic domains and beyond.

The key: unleashing your potential as human beings and as educators to unleash the potential of your students and the people you care about most



Thank you dearly!

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