



Mental Wellness Mastery: *Nurturing My Own Psychological Needs*

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School Name: Pleasant Hill Elementary

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Background Leading to My Inquiry (Slide 2)

- 5th year as an elementary principal.
- 2nd year feeling exhausted, overwhelmed, and anxious
- Gaining a deeper understanding of my personality through IPLI & the Process Communication Model, PCM
- With a harmonizer base, I naturally prioritize everyone else's needs at the expense of my well-being.
- My struggles are exacerbated by my "thinker" needs for structure, control, efficiency, and recognition of hard work.
- It's difficult to meet these needs in a principal's role.
- At the end of the last school year, I was displaying second-degree distress, and my need for control was becoming self-destructive

The Purpose of My Inquiry (Slide 3)

Therefore, the purpose of my action inquiry was to determine how increasing my ability to manage stress, sustain motivation, and nurture my needs would impact my well-being, efficacy, and sustainability as a leader.

My Wondering (Slide 4)

With this purpose, I wondered if I could improve my well-being and efficacy as a school leader by enhancing my capacity to manage stress, sustain motivation effectively, and nurture my psychological needs more purposefully and adeptly.

My Actions (Slide 5)

To gather insights into my wondering, I chose three specific self-care action steps to implement over 10 weeks. The actions included sleeping at least 8 hours per night, keeping a daily reflection journal, and a datasheet for tracking my accomplished tasks, effort levels, and related emotions. Each action was selected to help me better manage stress, maintain motivation, and nurture my psychological needs.

Data Collection/My Data (Slides 6-10)

1. Sleep Data:

I utilized the bedtime reminder feature on my Apple watch to support my success with this. Each evening, a lullaby would play 20 minutes before my scheduled bedtime to remind me it was time to “wind down” and prepare for bed.

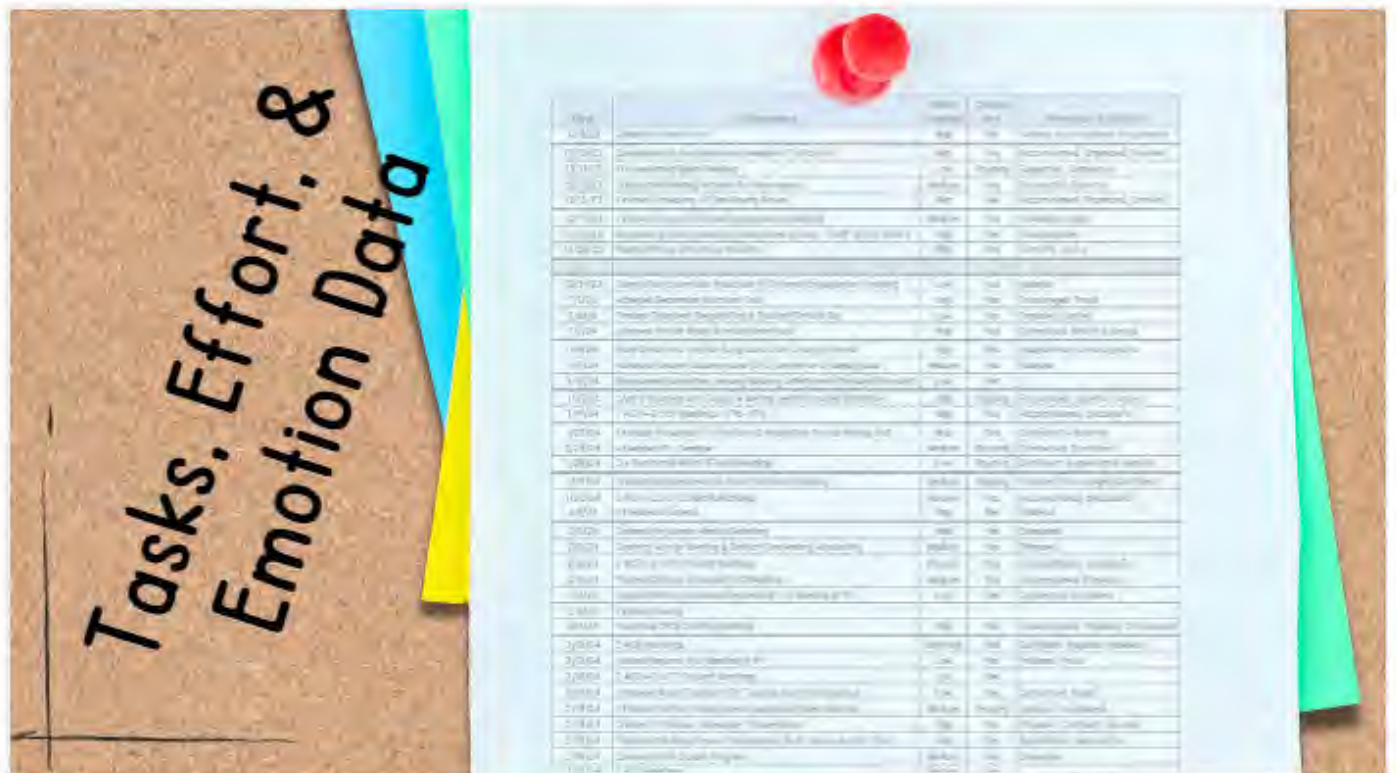
2. Task, Effort, & Emotion Tracking:

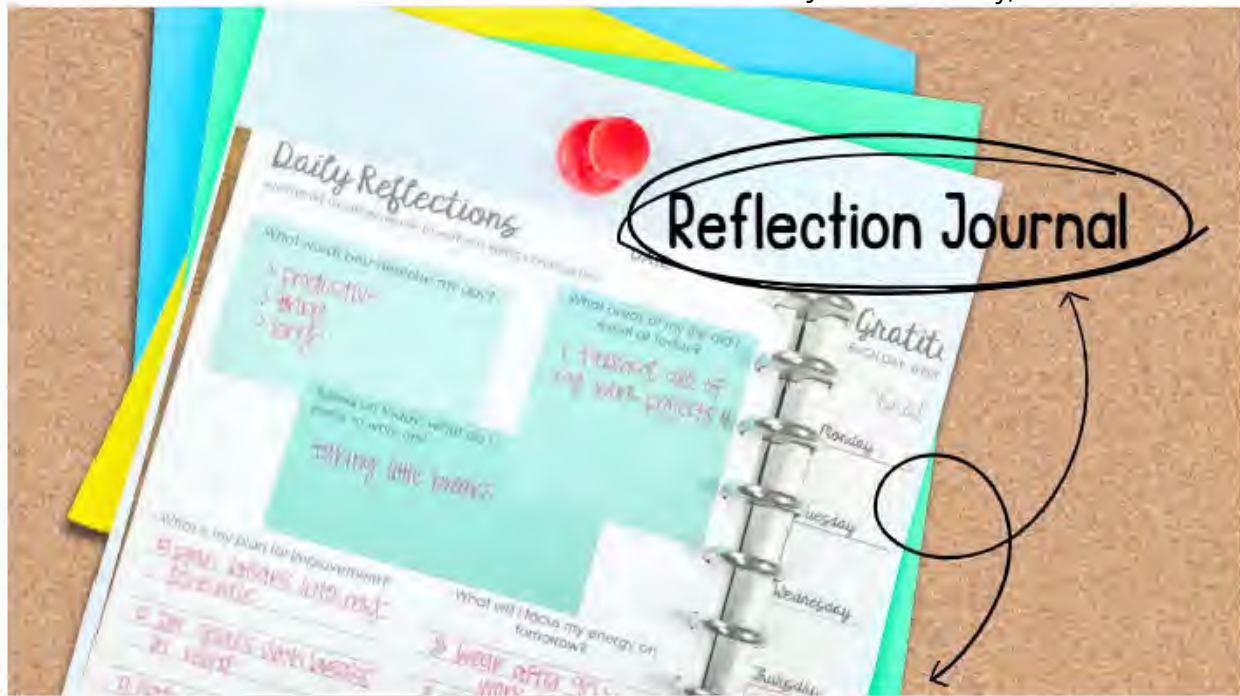
I created a Google Sheet to keep track of my accomplished tasks, the level of effort required to complete each task, whether or not I met the criteria for each task, the emotions I felt upon completing each task, and any given reward. Adding information to the Google sheet was part of my end-of-day work routine before I left school each day.

3. Daily Reflection Journal:

I committed to setting aside 10 minutes of my “wind down” time each evening for quiet self-reflection and to write my thoughts and feelings about the day’s experiences, celebrations, challenges, etc., in my journal. I answered a series of questions each day, including: What was the best part of my day? What areas of my life did I excel at today? Based on today, what do I need to work on? What is my plan for improvement? What will I focus my energy on tomorrow?







My Discoveries (Slides 10-11)

Learning Statement One:

By taking the time to acknowledge and reflect on what I have completed, I can feel accomplished and proud of myself, thus fulfilling my own psychological needs.

Learning Statement Two:

I can permit myself to “not do” instead of providing myself with tangible rewards to keep working. I am most successful when I permit myself to take breaks at various times and set work time boundaries instead of incentivizing myself to work continuously. Breaks and boundaries have provided me with the necessary time to take care of my personal needs, which in turn have improved my mental health.

Learning Statement Three:

There is validity in nurturing one’s own psychological needs, which leads to less stress and increased motivation, both personally and professionally. By making the action steps of this project daily priorities, I’ve successfully implemented ways to improve how I react to stress and reenergize my motivation for leading others!

Where I Am Heading Next (Slide 12)

- I will stay committed to prioritizing time for daily reflection.
- I will continue to set boundaries and take breaks from work to nurture my psychological needs.
- I will share my findings with others and encourage those I lead to set boundaries & find their own ways to provide self-care.
- I will continue to be reflective and create new wonderings in the future!

Bibliography (Slide 13)

Regier, N. (2020). *Seeing People Through: Unleash Your Leadership Potential with the Process Communication Model®*. Oakland, CA: Berrett-Koehler Publisher

IPLI Action Research Project

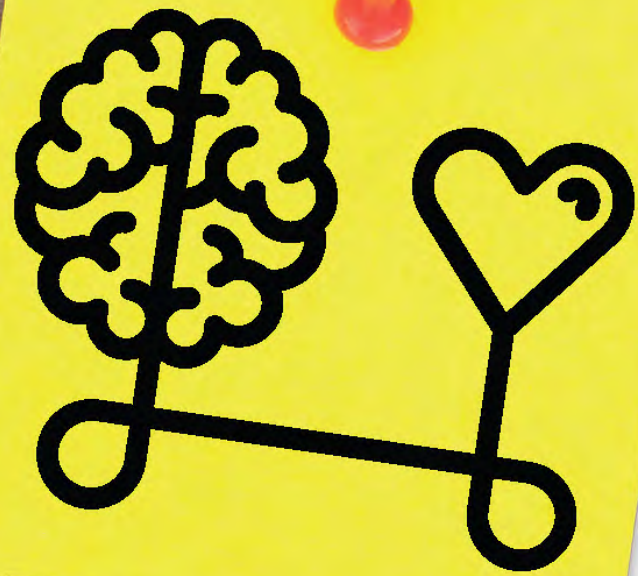
MENTAL WELLNESS MASTERY:

NURTURING MY OWN PSYCHOLOGICAL NEEDS

PLEASANT HILL ELEMENTARY

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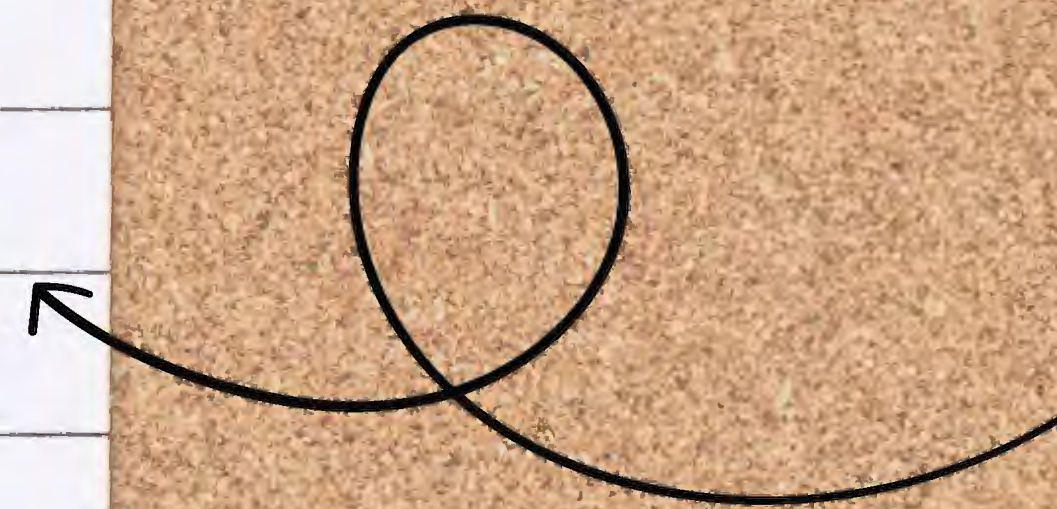
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Purpose of this Inquiry

To determine how increasing my ability to manage stress, sustain motivation, and nurture my needs could impact my well-being, efficacy, and sustainability as a leader.

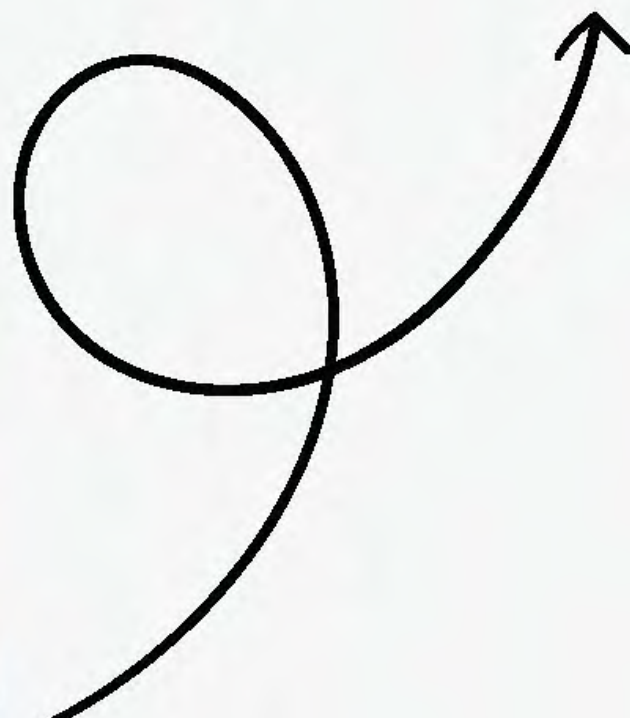




My Wondering



Can I improve my well-being and efficacy as a school leader by enhancing my capacity to manage stress, sustain motivation effectively, and nurture my psychological needs more purposefully and adeptly?





Action 1

Track sleep hours to meet my goal of 8 hours of sleep per night for improved health wellness.

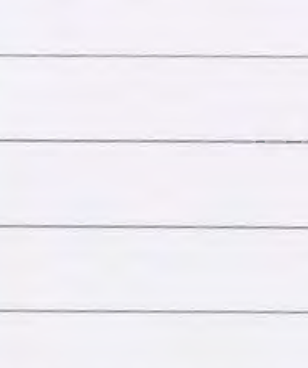

Action 2

Create a Google spreadsheet to track completed tasks, level of effort, met the task criteria, and reflection of emotions.



Action 3

Keep a personal reflection journal of my thoughts and feelings about each day.



**Reflection
Journal**

**Exercise
Data**

**Emotions
Tracker**

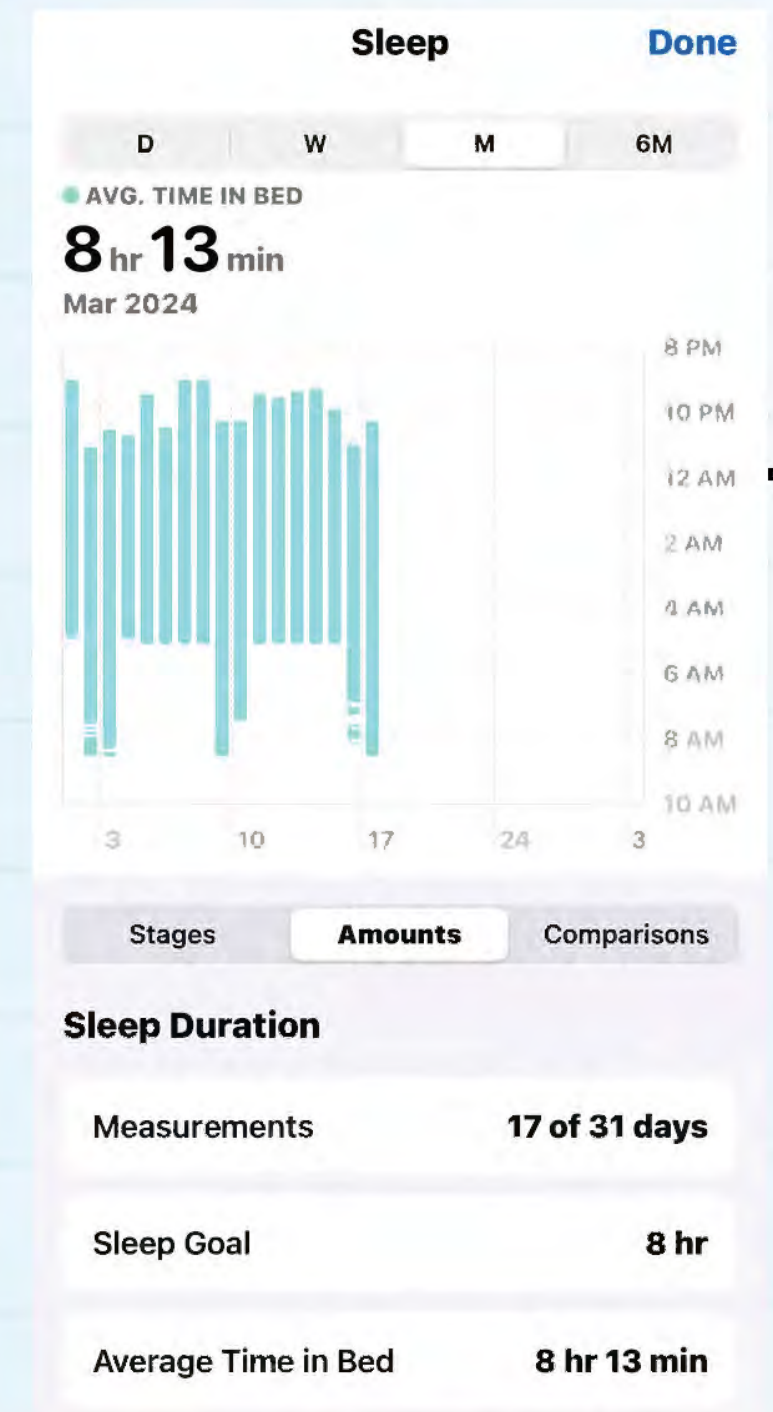
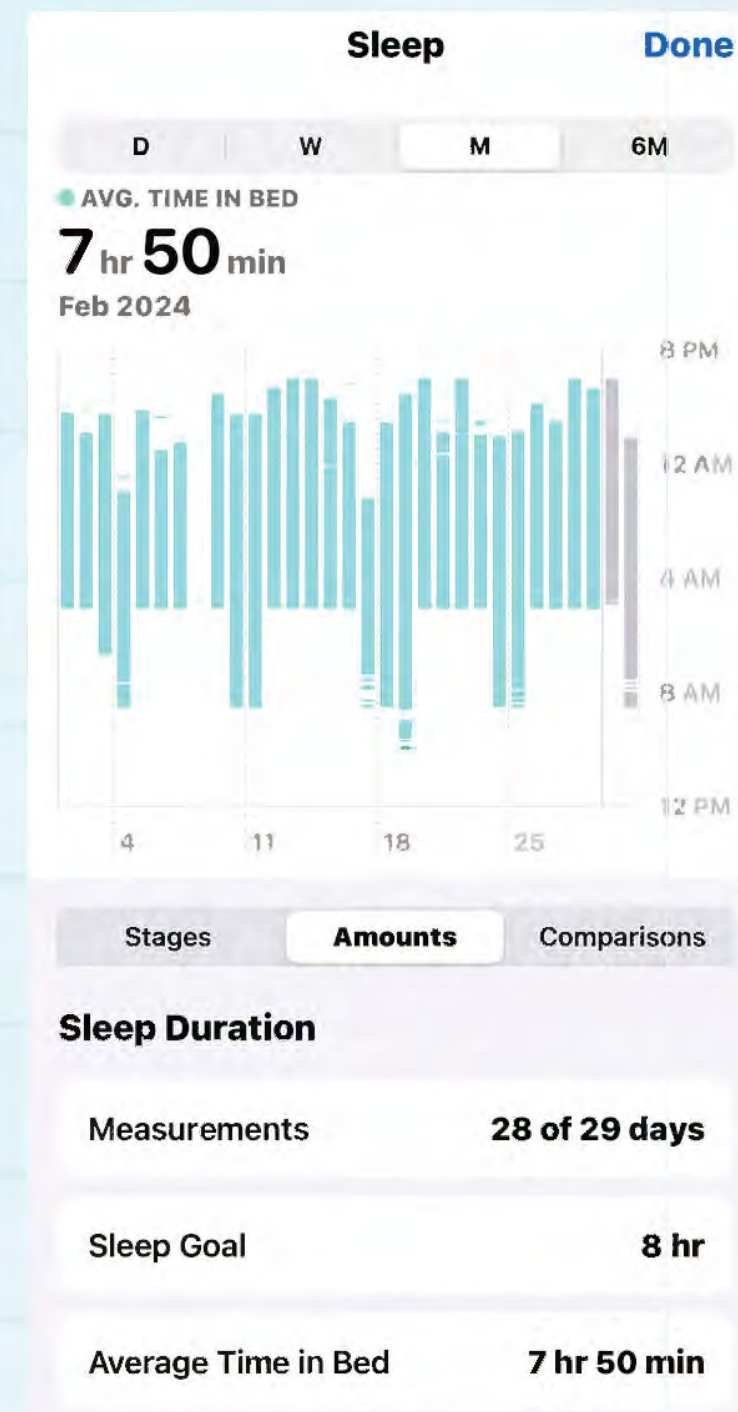
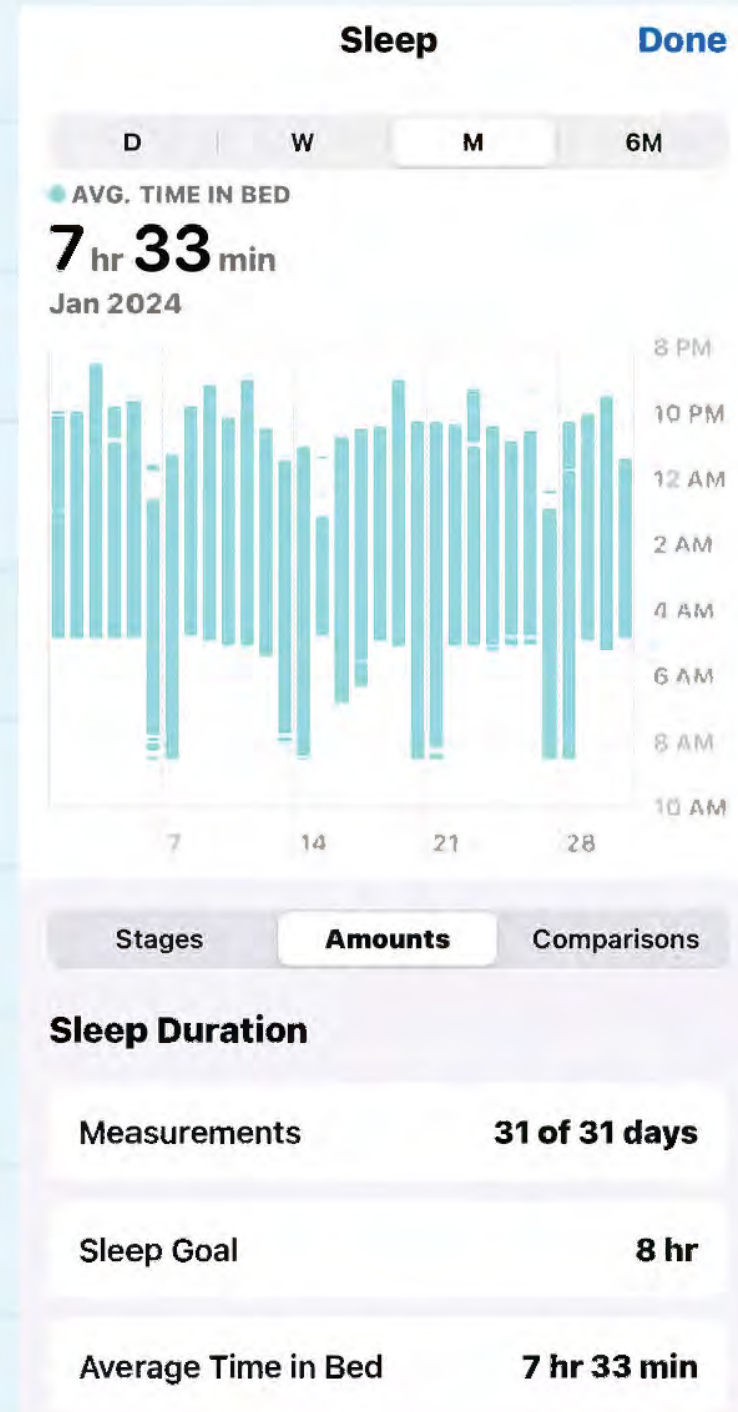
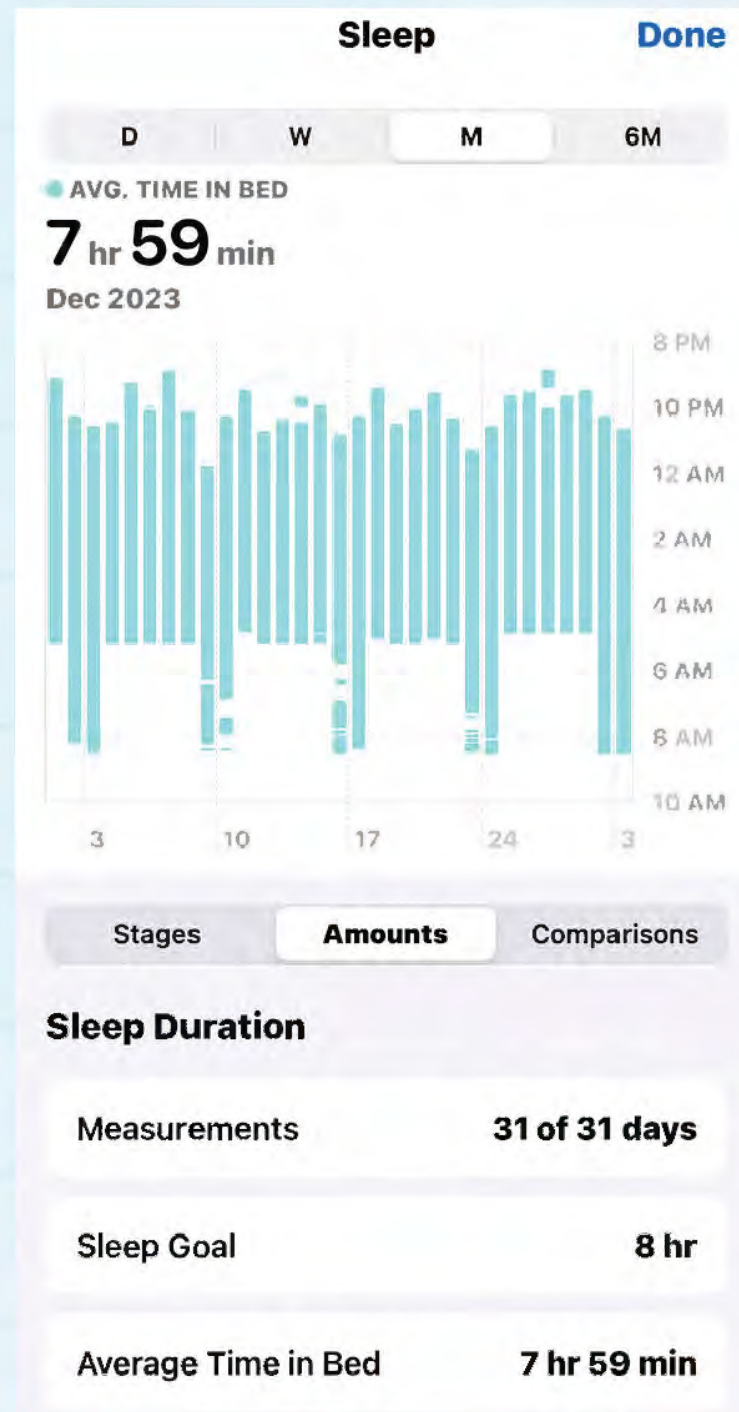
**Nutrition
Data**

**Sleep
Data**

**List of
Achievements &
Level of Effort**

**Incentives
&
Rewards**

Sleep Data



Tasks, Effort, & Emotion Data

Date	Achievement	Effort Invested	Criteria Met	Reflection (Emotions)
12/8/23	Closed on New Home	High	Yes	Excited, Accomplished, Empowered
12/10/23	Completed all the tasks on my weekend "To Do" list	High	Yes	Accomplished, Organized, Content
12/11/23	PH Leadership Team Meeting	Low	Ongoing	Supported, Connected
12/13/23	Completed Painting Artwork for New Home	Medium	Yes	Successful, Talented
12/15/23	Finished Unpacking All the Moving Boxes	High	Yes	Accomplished, Organized, Content
12/17/23	Finished Family Christmas Preparations/Shopping	Medium	Yes	Exhausted, Happy
12/22/23	Wrapped Up Staff/Student Holiday Week (Friday - Staff "gift of time")	High	Yes	Unappreciated
12/23/23	Hosted Family Christmas Weekend	High	Yes	Content, Joyful
12/31/23	Completed/Submitted Preschool PTQ Family Engagement Training	Low	Yes	Relieved
1/1/24	Achieved December Nutrition Goal	High	Yes	Encouraged, Proud
1/4/24	Planned Teachers' Records Day & Student Return Day	Low	Yes	Prepared, Excited
1/7/24	Achieved Winter Break Grandchildren Goal	High	Yes	Connected, Grateful, Loved
1/8/24	Staff Christmas Surprise (Upgraded Staff Lounge) Reveal	High	Yes	Disappointed, Unrecognized
1/11/24	Achieved Teacher Observations (SFS) Semester 2 Weekly Goal	Medium	Yes	Relieved
1/12/24	Completed/Submitted January Building Safety Walk-Through/Checklist	Low	Yes	
1/16/24	Cont'd Progress with School + Mental Health Provider Initiative	High	Ongoing	Encouraged, Hopeful, Excited
1/19/24	7 ACR + 2 SST Meetings (1/16-1/19)	High	Yes	Accomplished, Successful
1/22/24	Finalized Preschool PTQ Portfolio & Requested Annual Rating Visit	High	Yes	Confident & Relieved
1/24/24	Attended IPLI Seminar	Medium	Ongoing	Connected, Confident
1/26/24	Co-Facilitated WRAP Family Meeting	Low	Ongoing	Confident, Appreciated, Hopeful,
1/29/24	Conducted Interviews for Head Custodian Opening	Medium	Ongoing	Prepared, Encouraged, Confident
1/30/24	3 ACR + 2 SST Student Meetings	Medium	Yes	Accomplished, Successful
2/1/24	Attended a Funeral	High	Yes	Thankful
2/5/24	Covered for Admin Assist/Secretary	High	Yes	Exhausted
2/6/24	District Admin Meeting & District Elementary Admin Mtg	Medium	Yes	Stressed
2/6/24	2 ACR + 2 SST Student Meetings	Medium	Yes	Accomplished, Successful
2/6/24	Planned District Extended PLC Meeting	Medium	Yes	Accomplished, Prepared
2/7/24	Hosted District Extended Elementary PLC Meeting @ PH	Low	Yes	Connected, Confident
2/8/24	Finished Coding			
2/9/24	Facilitated SPED Staffing Meeting	High	Yes	Accomplished, Prepared, Encouraged
2/12/24	3 ACR Meetings	Low/High	Yes	Confident, Prepared, Relieved
2/13/24	Hosted Regional IPLI Meeting @ PH	Low	Yes	Prepared, Proud
2/13/24	3 ACR + 2 SST Student Meetings	Low	Yes	
2/13/24	Attended Music Teacher's Fat Tuesday Band Performance	Low	Yes	Connected, Happy
2/14/24	Attended District Instructional Leadership Cadre Meeting	Medium	Ongoing	Anxious, Unprepared
2/14/24	Created PH Review: Semester 1 Presentation	High	Yes	Prepared, Confident, Excited
2/15/24	Presented Building Review Presentation to Dr. Moran and Dr. Tharp	High	Yes	Appreciated, Successful
2/15/24	Covered After School Program	Medium	Yes	Exhausted
2/16/24	3 ACR Meetings	Medium	Yes	

Reflection Journal

Daily Reflections

ANSWER THE QUESTIONS BELOW TO HELP YOU REFLECT ON YOUR DAY

What words best describe my day?

> productive
> tiring
> long

What areas of my life did I excel at today?

I finished all of my work projects!!

Based on today, what do I need to work on?

taking little breaks

What is my plan for improvement?

□ plan breaks into my schedule

□ set goals with breaks in mind

□ eat

What will I focus my energy on tomorrow?

> break after 90 min work

Gratitude
EACH DAY, WRITE

"Gnat

Monday

Tuesday

Wednesday

Thursday

Discoveries

1 Discovery 1

As a result of my taking the time to acknowledge and reflect on what I complete, I've successfully been able to feel accomplished and proud of myself, thus, fulfilling my own psychological needs.

2 Discovery 2

I also discovered that I can permit myself to "not do" instead of providing myself with tangible rewards to keep working.

3 Discovery 3

I answered my wondering and discovered that there is validity in nurturing one's own psychological needs leads to less stress and increased motivation, both personally and professionally.

~~Incentives & Rewards~~



Incentive/Reward
"Not Do" Permission
Celebration Dinner
Stress-free Night
Dinner Out
Sunday Nap
Family Time
Spa Day
"No Work" until 1/8
"No Work" Weekend
"No Work" Saturday

"No Work" Night
"No Work" Weekend
"No Work" Night
"No Work" Saturday

Boundaries
&
Permission



Next Steps

Stay committed
to giving myself
permission to
“not do.”

Continue to set
boundaries to
nurture my
psychological needs.


Reflect & create a
NEW
WONDERING!




Encourage those I
lead to set
boundaries & find
their own ways to
provide self-care.



Bibliography



Regier, N. (2020). Seeing People Through: Unleash Your Leadership Potential with the Process Communication Model®. Oakland, CA: Berrett-Koehler Publishers





Thanks!

Jennifer
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