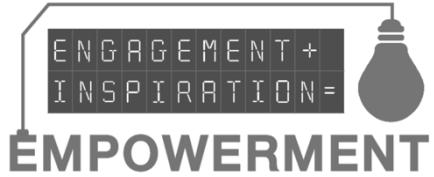


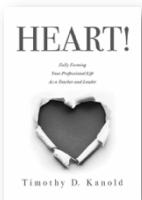
HEARTPRINT: Living a Fully Engaged, High-Energy, Well-Balanced Professional Life!



Timothy D. Kanold, PhD
tkanold.blogspot.com
tdkanold@gmail.com
Twitter: @tdkanold



R U Available for a Quick Call?



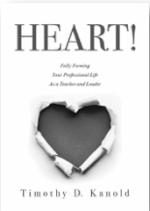
"I define your heartprint as the distinctive impression and marked impact your heart leaves on others—your students and your colleagues, as your career and your school seasons unfold."



**My Heartprint!
The H, E and A of Our Work!**



- Examine cultural elements of professional Happiness.
- Consider data about professional Engagement.
- Choose a balanced Quadrant II life!



H Is for Happiness
The Science of Happiness

Happiness is a state of heightened positive emotion.

“[Happiness] increases our emotional and social intelligence, boosts our productivity, and heightens our influence over peers.”

The book cover features the title 'THE HAPPINESS TRACK' in large, bold letters. Below it, smaller text reads 'HOW TO APPLY THE SCIENCE OF HAPPINESS TO ACCELERATE YOUR SUCCESS'. At the bottom, it says 'EMMA SEPPÄLÄ, PH.D., SCIENTIFIC DIRECTOR OF STANFORD'S MINDFULNESS INSTITUTE FOR RESEARCH AND LEARNING'.

Solution Tree Blog

The “Now What?” Of Life: Celebrating Rebecca DuFour

By Timothy D. Kanold | October 9, 2018

Categories: PLC, Solution Tree

Like Share Print Tweet

It was one of those wonderful mid-fall afternoons as I walked to my car, crossing the quad of the university campus. Tree colors were just starting to appear, and the air had that rare “higher temperatures than normal with crispness” smell.

I took off my suit jacket as I approached the car with this intense feeling I had done the act of taking off my suit jacket on getting into my car, many times before. I have always known that movements had always left me feeling a bit empty. It was a feeling similar to the one you sense right after spending hours with friends and family, saying goodbye, going on your way, but feeling a bit homesick for them immediately.

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Check out the featured blog!

Formative Assessments versus Summative Assessments

By Chris Jakiede | October 2, 2018

Who is the most joyful person you know?

List three characteristics of this person!

Discuss with a partner!

Who is the most joyful person you know?

Stability is about strength—We can do this!

Stability is about support—I will be there when you fail.

Stability is about peace—I will demonstrate joy and gratitude toward you.

There is a joy–gratitude–stability connection.

Happiness and ...



Hope is about **direction**—

You are you taking me?

Hope is about **faith**—

You know where to take me.

Hope is about **guidance**—

You will help me own how to get there.

Happiness and ...



Compassion is about **caring**—

You mourn the setbacks of others.

Compassion is about **support**—

You cheer on their victories.

Compassion is about **love**—

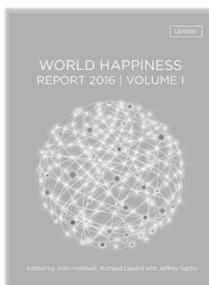
You do not withhold it.

World Happiness Report

eudaimonia

(n.) lit. “human flourishing”;
a contented state of being happy
and healthy and prosperous

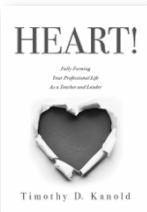
pronunciation: U-de-'mOn-E-a
English / Origin: Greek



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Engaged Teachers Enjoy Personal, Professional Edge

by Matt Hastings and Sangeeta Agrawal

STORY HIGHLIGHTS

- Engaged teachers report higher levels of purpose well-being
- Engaged teachers report higher personal and professional satisfaction

Left to our own devices, we are most likely not to fully engage in our work life.

2008–2017 Gallup Research

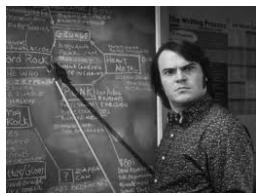
What percent of U.S. K-12 teachers do you think are fully engaged in their daily work?



2008–2017 Gallup Research

Engaged teachers: constantly look for new and better ways to achieve outcomes

31.4%



(Kanold, *HEART! Fully Forming Your Professional Life as a Teacher and Leader*, 2017)

2008–2017 Gallup Research

Not engaged teachers: satisfied with their jobs, not emotionally connected, and unlikely to devote much **discretionary** effort to their work

57%

(Kanold, *HEART!*, 2017)



2008–2017 Gallup Research

Actively disengaged teachers: unhappy, and act out their unhappiness in ways that undermine what their coworkers accomplish

12%



(Kanold, *HEART!*, 2017)

What do you believe is a primary cause for the lack of full engagement by educators at work?



Discuss ...

For volunteers, work will not be satisfying unless they can answer “yes” to three critical questions:

1. Is the work meaningful to me personally?
2. Is my emotional energy high or low?
Do I feel energized or drained?
3. Do I enjoy the people with whom I am serving or volunteering?

volunteerism
nonprofit
vibrant
change
youth group
love
adults
society
service
hope
Thank You
thanks
prosperous
difference
community
mission
celebrate
HandsOn
friends

When you know your **why**, your **what** has more impact, because you are walking in and toward your purpose.



Who Do You Really Want to Hang Out With?

Nobel Prize-winning economist Daniel Kahneman's list of people we most desire to socialize with in a more mutually nourishing way:

1. Friends, then relatives
2. Spouse or partner, then children
3. Students or parents, then coworkers or colleagues
4. Then ... your boss

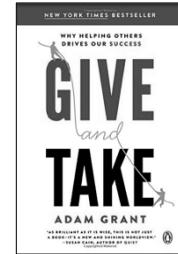
(Goleman, *Social Intelligence: The New Science of Human Relationships*, 2006, pp. 311–313)

Meet Adam Grant

Takers like to get more than they give. They place their own interests ahead of others' needs.

Givers prefer to give more than they get. They are other-focused, placing more attention to what other people need from them.

Matchers prefer to keep a score and keep things balanced. They are focused on a principle of fairness and an even exchange of favors.



In Terms of Your Own Professional Experiences ...

Takers like to get more than they give.

Givers prefer to give more than they get.

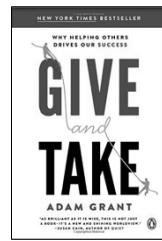
Matchers prefer to keep a score and keep things balanced.



1. Which reciprocity style do you most like working with (your colleagues)?
2. Which style fits your primary behavior with colleagues?

Which relationship style results in the greatest levels of student achievement?

Takers
Givers
Matchers



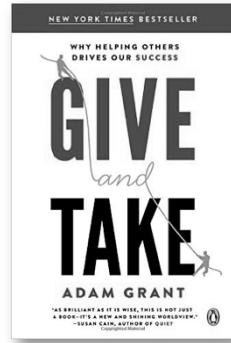
SURPRISE!

Givers achieve **less** success ...

... because they set themselves up for
burnout and potential resentment.

So, who is on top of the
success ladder then?

It is also the givers.



Successful Givers ...

1. Embrace high other-interest
and high self-interest.



2. Get and give **impact**
feedback.

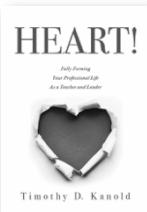
Giver burnout has less to do with compassion fatigue and more to do with **impact**.

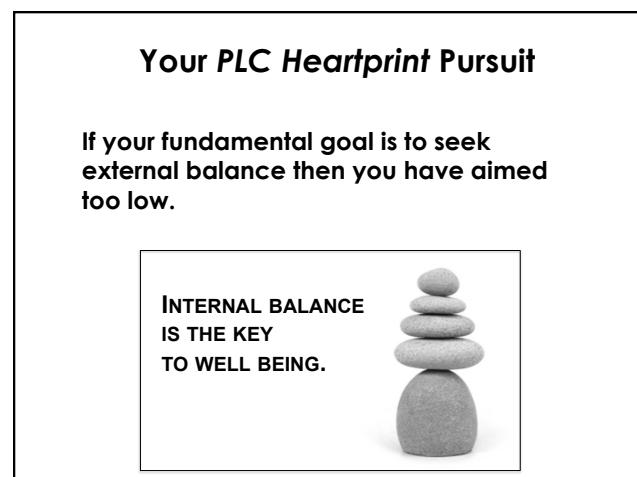
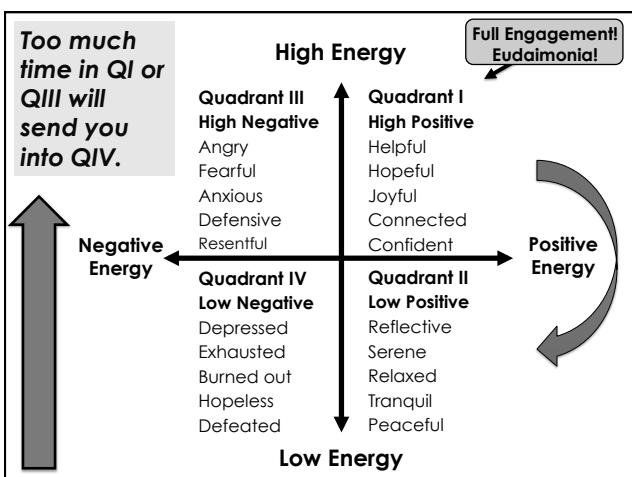
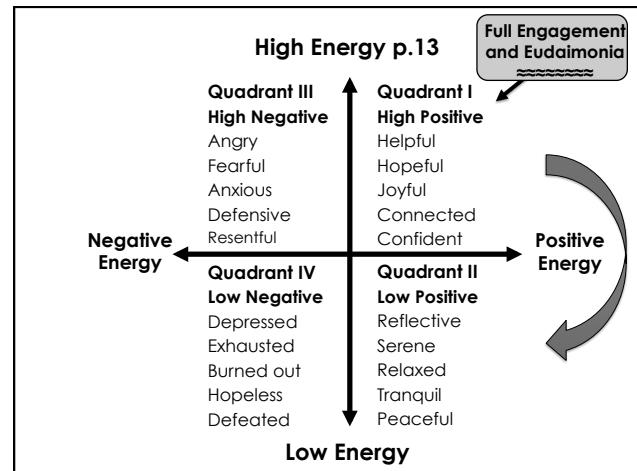
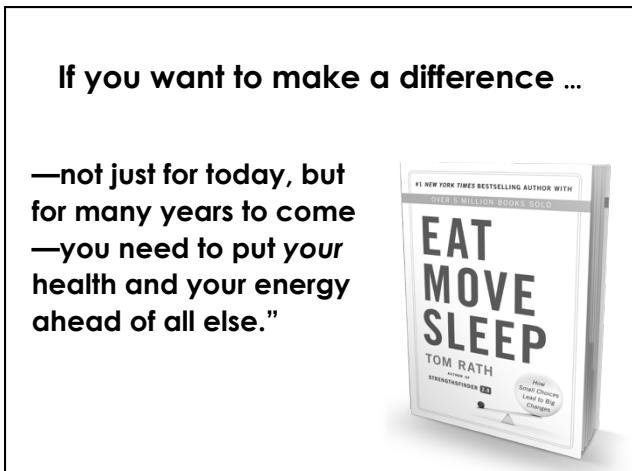
(Grant, *Give and Take*, 2014, pp. 165-166)

My Heartprint! The H, E, and A of Our Work!



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Quadrant II Time Required!

Becoming fully engaged in Quadrant I while strategically engaging in Quadrant II activity ...



Only you can know what this is for you.

Pursuing Internal Balance

What is your Quadrant II activity?

I'd rather be in
QUADRANT II



What Will Be Your Mathematics and Science Teaching Inspiration Story?

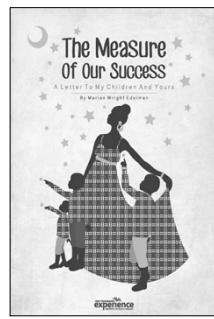
There are four types of students:

- A. A good past has led to a good present.
- B. A good past has led to a bad present.
- C. A bad past has led to a good present.
- D. A bad past has led to a bad present.

A. 43% B. 15% C. 22% D. 20%

**What's
Your
Story?**

Yours, Mine, and Ours!



"So much of America's tragic and costly failure for all of its children stems from our tendency to distinguish between our own children and other people's children ...

... as if justice were divisible."