

Personalized Flourishing Plan

To get holistically flourishing in Jesus and help others do the same, develop and implement your own Personalized Flourishing Plan. To develop your plan, take these 5 steps:

1. Reflect on the importance of using a [holistic approach](#) & a [holistic plan](#) to help you flourish.
2. Think about your vision of holistically flourishing (see samples: [staff](#), [residential program staff](#), [leaders](#)).
3. Identify possible experiments to make your vision a reality. Look at experiments on the plans for [teaching staff](#), [support staff](#), [residential program staff](#), and/or [leaders](#). Then look at more experiments on [pp. 6-10 of this document](#).
4. For each of the [5 Elements of Flourishing](#), identify 3+ experiments you'll do in the next 3 years. Input your experiments below.
5. Learn more by reviewing the [FAQs on p. 11](#).

To get holistically flourishing in Jesus and to help others do the same, over the next 3 years I will do the following 15+ experiments, 3+ for each of the [5 Elements of Flourishing](#). And during each of those 3 years, I will do 1+ experiments for each of the 5 Elements of Flourishing:

Element 1: [Passionate Purpose](#)

- Experiment 1 [Assess Progress](#) : Text
- Experiment 2 [Assess Progress](#) : Text
- Experiment 3 [Assess Progress](#) : Text

Element 2: [Resilient Well-Being](#)

- Experiment 4 [Assess Progress](#) : Text
- Experiment 5 [Assess Progress](#) : Text
- Experiment 6 [Assess Progress](#) : Text

Element 3: [Healthy Relationships](#)

- Experiment 7 [Assess Progress](#) : Text
- Experiment 8 [Assess Progress](#) : Text
- Experiment 9 [Assess Progress](#) : Text

Element 4: [Transformative Learning](#)

- Experiment 10 [Assess Progress](#) : Text
- Experiment 11 [Assess Progress](#) : Text
- Experiment 12 [Assess Progress](#) : Text

Element 5: [Helpful Resources](#)

- Experiment 13 [Assess Progress](#) : Text
- Experiment 14 [Assess Progress](#) : Text
- Experiment 15 [Assess Progress](#) : Text

Personalized Flourishing Plan

Sample Plan for Teaching Staff: To get holistically flourishing in Jesus and to help others do the same, over the next 3 years I will do the following 15+ experiments, 3+ for each of the [5 Elements of Flourishing](#). And during each of those 3 years, I will do 1+ experiments for each of the 5 Elements of Flourishing:

Element 1: [Passionate Purpose](#)

- **Experiment 1** **Done!** : Do my morning devotions each day for 30+ days
- **Experiment 2** **Not This Year** : Tell a story at least once a week about seeing the mission in action. I will do this for 9 weeks
- **Experiment 3** **Not This Year** : In each class I teach, I will [articulate in 30-seconds a vision](#) of why what students are learning is important. I will do this once a week for 9 weeks.

Element 2: [Resilient Well-Being](#)

- **Experiment 4** **Not This Year** : Be outside for 20 minutes every day for 30+ days.
- **Experiment 5** **Not This Year** : Do 1 course on well-being, apply what I learn in 3 ways, and share my application with 1+ colleagues: [The Science of Well-Being](#) (free course from Yale) or [How to Reverse Educator Burnout](#).
- **Experiment 6** **Not Yet Started** : Do 1 self-assessment that is related to resilient well-being. Apply the results in 3 ways: [Myers Briggs](#)

Element 3: [Healthy Relationships](#)

- **Experiment 7** **Done!** : Ask God to help me and my colleagues (A) to consistently experience healthy relationships and (B) to help students consistently experience healthy relationships. I will do this for 30+ days.
- **Experiment 8** **Not This Year** : Tell 10+ colleagues 1 thing I appreciate about them.
- **Experiment 9** **Not This Year** : Ask 10+ colleagues, "How are you?" Then, I will listen so intently that my colleagues feel my care.

Element 4: [Transformative Learning](#)

- **Experiment 10** **Not This Year** : Collaboratively develop and use 1 tool that helps me focus on flourishing, for example: [Curriculum Plan](#)
- **Experiment 11** **Done!** : Read 1 book, apply what I learn in 3 ways, and share my application with 1+ colleagues: [The Will to Learn](#)
- **Experiment 12** **Not This Year** : Stay current with best practice by participating in 1 conference, applying what I learn in 3 ways, and sharing my application with 1+ colleagues: Teach 4 the Heart Christian Educators' Online Conference.

Element 5: [Helpful Resources](#)

- **Experiment 13** **Not This Year** : Organize and [lead a book discussion](#): [AI for Educators](#).
- **Experiment 14** **Not This Year** : Subscribe to 1 newsletter, reading each installment for 9 weeks, applying what I read in 3 ways, and sharing how I used my learning with 1+ colleagues: [ACSI' Blog](#) and/or [Dave Stuart Jr's newsletter](#).
- **Experiment 15** **On Track** : Do 1 course, apply what I learn in 3 ways, and share my application with 1+ colleagues: 40 Hour Work Week ([instructional coaches](#)).

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Sample Plan for Support Staff: To get holistically flourishing in Jesus and to help others do the same, over the next 3 years I will do the following 15+ experiments, 3+ for each of the [5 Elements of Flourishing](#). And during each of those 3 years, I will do 1+ experiments for each of the 5 Elements of Flourishing:

Element 1—[Passionate Purpose](#):

- **Experiment 1** **Done!** : Recite the mission statement in casual conversation at least once a day for 30+ days.
- **Experiment 2** **Not This Year** : Clarify 5+ connections between my job responsibilities and the achievement of the mission and expected student outcomes. I will share these with 1+ colleagues.
- **Experiment 3** **Not Yet Started** : Read 1 book related to passionate purpose and apply what I learn in 3 ways: [Flourishing Together](#).

Element 2—[Resilient Well-Being](#):

- **Experiment 4** **Not Yet Started** : Stop focusing on my weaknesses, and start focusing on leveraging my strengths. I will do this for 30+ days.
- **Experiment 5** **Not This Year** : Collaboratively develop and use 1 tool that helps me focus on flourishing in terms of well-being: [Well-Being Culture Plan](#). Use it for 9 weeks.
- **Experiment 6** **Not This Year** : Do 1 self-assessment that is related to resilient well-being. Then, apply my results in 3 ways: [Working Genius](#).

Element 3—[Healthy Relationships](#):

- **Experiment 7** **On Track** : Tell 10+ colleagues 1 specific thing I appreciate about them.
- **Experiment 8** **Not This Year** : Ask God to help me and my colleagues (A) to consistently experience healthy relationships and (B) to help students consistently experience healthy relationships. I will do this for 30+ days.
- **Experiment 9** **Not This Year** : Do 1 self-assessment that is related to healthy relationships. Then, apply my results in 3 ways: [Outward Mindset](#).

Element 4—[Transformative Learning](#):

- **Experiment 10** **Done!** : Share with 10+ people a best practice that is helping me flourish, for example, [personalized flourishing plan](#).
- **Experiment 11** **Not This Year** : Stay current with best practice by subscribing to a newsletter, applying what I learn in 3 ways, and sharing my application with 1+ colleagues..
- **Experiment 12** **Not This Year** : Do 1 self-assessment. Then, I will apply the results in 3 ways: [Ideal Team Player](#).

Element 5—[Helpful Resources](#):

- **Experiment 13** **Done!** : Do 1 course related to my job, apply what I learn in 3 ways, and share my application with 1+ colleagues.
- **Experiment 14** **Not This Year** : Participate in a book discussion on [Road to Flourishing: Eight Keys to Boost Employee Engagement and Well-Being](#). This discussion group will meet 6–7 times for 1 hour each time. At the end of each session, each participant will commit to applying what they learned in 1 way before the next meeting. At the start of the next discussion, each participant will share what they did.
- **Experiment 15** **Not This Year** : Collaboratively develop and use 1 tool that helps me focus on flourishing, for example: [Financial Health Plan](#).

Personalized Flourishing Plan

Sample Plan for Residential Program Staff: To get holistically flourishing in Jesus and to help others do the same, over the next 3 years I will do the following 15+ experiments, 3+ for each of the [5 Elements of Flourishing](#). And during each of those 3 years, I will do 1+ experiments for each of the 5 Elements of Flourishing:

Element 1—[Passionate Purpose](#):

- **Experiment 1** [Done!](#) : Develop a [vision script](#) for what flourishing residential program students look like. Assess the level of flourishing. Then determine next steps.
- **Experiment 2** [Not This Year](#) : Clarify 5+ connections between my job responsibilities and the achievement of the mission and expected student outcomes. I will share these with 1+ colleagues.
- **Experiment 3** [Not This Year](#) : Read 1 book related to passionate purpose and apply what I learn in 3 ways: [Flourishing Together](#).

Element 2—[Resilient Well-Being](#):

- **Experiment 4** [Sort of on Track](#) : Ask my supervisor for a weekly 1-on-1 meeting during which my supervisor will monitor my well-being and provide proactive care.
- **Experiment 5** [Not This Year](#) : Do 20+ minutes of exercise each day for 30+ days.
- **Experiment 6** [Not This Year](#) : Do 1 self-assessment that is related to resilient well-being. Then, apply my results in 3 ways: [Style Under Stress](#).

Element 3—[Healthy Relationships](#):

- **Experiment 7** [On Track](#) : Establish and implement a plan for [moments of genuine connection](#) with each student.
- **Experiment 8** [Not This Year](#) : Practice transparency, vulnerability, healthy conflict, commitment, accountability, and an appreciation for different cultural backgrounds. Do this for 9 weeks. Share the results with 1+ persons.
- **Experiment 9** [Not This Year](#) : Do 1 self-assessment that is related to healthy relationships. Then, apply my results in 3 ways: [Outward Mindset](#).

Element 4—[Transformative Learning](#):

- **Experiment 10** [Not Yet Started](#) : Explore, make a plan for, and begin pursuing residential program certification so I can [receive certification](#) within the next 3 years.
- **Experiment 11** [Not This Year](#) : Ask God to help me and my colleagues (A) to consistently experience transformative learning and (B) to help students consistently experience transformative learning. I will do this for 30+ days.
- **Experiment 12** [Not This Year](#) : [Talk for 30-60 minutes 3-8 times per year with a counterpart at another international Christian school](#).

Element 5—[Helpful Resources](#):

- **Experiment 13** [Done!](#) : Subscribe to and read 1 newsletter. I will do this for 9 weeks, apply what I learn in 3 ways, and share my application with 1+ colleagues: [TCK Training](#).
- **Experiment 14** [Not This Year](#) : Facilitate in a book discussion on [Raising Up a Generation of Healthy Third Culture Kids: A Practical Guide to Preventive Care](#). This discussion group will meet 6–7 times for 1 hour each time. At the end of each session, each participant will commit to applying what they learned in 1 way before the next meeting. At the start of the next discussion, each participant will share what they did.
- **Experiment 15** [Not This Year](#) : Collaboratively develop and use 1 tool that helps me focus on flourishing, for example: [Boarding Program Framework](#).

Personalized Flourishing Plan

Sample Leader Plan: To get holistically flourishing in Jesus and to help others do the same, over the next 3 years I will do the following 15+ experiments, 3+ for each of the [5 Elements of Flourishing](#). And during each of those 3 years, I will do 1+ experiments for each of the 5 Elements of Flourishing:

Element 1—[Passionate Purpose](#):

- **Experiment 1** **Done!** : Collaboratively develop and use 1 tool that helps me focus on flourishing in terms of passionate purpose: [Christ-Centered Purpose Statements Plan](#). Use it for 9 weeks.
- **Experiment 2** **Not This Year** : Help 2+ colleagues to actively use our [school's purpose statements when making decisions](#).
- **Experiment 3** **Not This Year** : Read 1 book related to passionate purpose and apply what I learn in 3 ways: [Flourishing Together](#).

Element 2—[Resilient Well-Being](#):

- **Experiment 4** **Not Yet Started** : Get 7-9 hours of sleep each night. Do this for 9 weeks.
- **Experiment 5** **Not This Year** : Collaboratively develop and use 1 tool that helps me focus on flourishing in terms of well-being: [Well-Being Culture Plan](#). Use it for 9 weeks.
- **Experiment 6** **Not This Year** : Do 1 self-assessment that is related to resilient well-being. Then, apply my results in 3 ways: [Working Genius](#).

Element 3—[Healthy Relationships](#):

- **Experiment 7** **On Track** : Eat lunch twice a week with colleagues who energize me. Do this for 9 weeks.
- **Experiment 8** **Not This Year** : Increase my conflict resolution skills by implementing in 3 ways what I learn from reading [Radical Candor](#) and from doing an online course: [Feedback Loop](#).
- **Experiment 9** **Not This Year** : Do 1 self-assessment that is related to healthy relationships. Then, apply my results in 3 ways: [Accidental Diminisher](#).

Element 4—[Transformative Learning](#):

- **Experiment 10** **Done!** : Participate in weekly coaching sessions regarding my personalized flourishing plan. I will do this for 18 weeks (6 weeks per quarter, 3 times).
- **Experiment 11** **Not This Year** : Stay current with best practice by attending the annual ACSI Administrator Conference and [EARCOS Conference](#).
- **Experiment 12** **Not This Year** : Increase my operational knowledge of what makes a good Christian school good by going on 1 accreditation visit.

Element 5—[Helpful Resources](#):

- **Experiment 13** **Not Yet Started** : Get staff talking 2+ times each month for 10+ minutes about the progress they are making on their personalized flourishing plans. Do this for 4 months.
- **Experiment 14** **Not on Track** : [Organize and lead a book discussion](#) for the leadership team on [Road to Flourishing: Eight Keys to Boost Employee Engagement and Well-Being](#). This discussion group will meet 6–7 times for 1 hour each time. At the end of each session, each participant will commit to applying what they learned in 1 way before the next meeting. At the start of the next discussion, each participant will share what they did.
- **Experiment 15** **Not This Year** : Subscribe to and read 1 newsletter: [ACSI's Blog](#).
- **Experiment 16** **Not This Year** : Formally ask [board members to help me flourish](#).

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Passionate Purpose: What 3+ experiments will I do in the next 3 years to get flourishing in terms of passionate purpose? ([top](#))

1. I will ask God to help me and my colleagues to carry out our school's mission. I will do this for 30+ days.
2. I will do my morning devotions each day for 30+ days.
3. I will recite the mission statement in casual conversation at least once a day for 30+ days.
4. I will tell a story at least once a week about seeing the mission in action. I will do this for 9 weeks.
5. In each class (secondary)/subject (elementary) I teach, I will [articulate in 30-seconds a vision](#) of why what students are learning is important. I will do this once a week for 9 weeks.
6. In all meetings where decisions are being made, I will explicitly use the mission as a decision-making guideline. I will do this for 9 weeks.
7. I will help 2+ colleagues to actively use our [school's purpose statements when making decisions](#).
8. I will clarify 5+ connections between my job responsibilities and the achievement of the mission and expected student outcomes. I will share these with 1+ colleagues.
9. I will ask 5+ colleagues, "What do you like about our school?" Then I will listen so intently that my colleagues feel my care.
10. I will start each meeting I lead with someone reading/reciting our mission statement. I will do this for 9 weeks.
11. Leader(s): I will formally invite the board to rigorously monitor my implementation of our school's Christ-centered purpose statements.
12. Leader(s): I will do 1 self-assessment that is related to passionate purpose. Then, I will apply the results in 3 ways and share what I learn with 1+ colleagues: [Vision Grader](#).
13. I will collaboratively develop and use 1 tool that helps me focus on flourishing in terms of passionate purpose, for example: [Christ-Centered Purpose Statements Plan](#), [Expected Student Outcomes Assessment Plan](#), [Get Flourishing Framework](#), [Governance Plan](#), or [Help Students Grow Strong in the Lord](#). I will use it for 90 days.
14. I will do my ACSI Christian philosophy of education requirement. I will apply what I learn in 3 ways and share my application with 1+ colleagues..
15. I will read 1 book related to passionate purpose, apply what I learn in 3 ways, and share my application with 1+ colleagues, for example:
 - a. [Deep Purpose: The Heart and Soul of High-Performance Companies](#)
 - b. [Every Good Endeavor: Connecting Your Work to God's Work](#)
 - c. [Faith for Exiles: 5 Ways for a New Generation to Follow Jesus in Digital Babylon](#)
 - d. [Flourishing Together: A Christian Vision for Students, Educators, and Schools](#)
 - e. [Get Real: Sharing Your Everyday Faith Every Day](#)

Personalized Flourishing Plan

Resilient Well-Being: What 3+ experiments will I do in the next 3 years to get flourishing in terms of resilient well-being? ([top](#))

1. I will ask God (A) to help me and my colleagues to consistently experience resilient well-being and (B) to help students consistently experience resilient well-being. I will do this for 30+ days.
2. I will get 7-9 hours of sleep each night. I will do this for 30+ days.
3. I will practice gratitude by writing down 3 things I'm thankful for each day. I will do this for 30+ days.
4. I will seek agency (not control) by focusing on my [Circle of Influence](#). I will do this for 30+ days.
5. I will address well-being in each meeting I lead by starting the meeting with a question like, "What's a recent high and a recent low for you?"
6. I will ask 10+ people how they are doing. Then I will listen so intently that they feel my care.
7. I will stop focusing on my weaknesses, and start focusing on leveraging my strengths. I will do this for 30+ days.
8. I will set a specific time to stop doing/thinking about work—then stop at that time. I will do this for 30+ days.
9. I will get 20+ minutes of exercise each day for 30+ days.
10. I will stop drinking coffee 10-12 hours before I go to sleep. I will do this for 30 days.
11. I will be outside for 20 minutes every day for 30+ days.
12. I will do 1 self-assessment that is related to resilient well-being. Then, I will apply the results in 3 ways and share my application with 1+ colleagues: [Myers Briggs](#), [Working Genius](#), [Style Under Stress](#), or [4 Tendencies](#).
13. I will collaboratively develop and use 1 tool that helps me focus on flourishing in terms of well-being, for example: [Well-Being Culture Plan](#). I will use it for 90 days.
14. I will do 1 course on well-being, apply what I learn in 3 ways, and share my application with 1+ colleagues: [The Science of Well-Being](#) (free course from Yale) or [How to Reverse Educator Burnout](#).
15. I will read 1 book related to resilient well-being, apply what I learn in 3 ways, and share my application with 1+ colleagues, for example:
 - a. [All Learning is Social and Emotional](#)
 - b. [The Burnout Epidemic: The Rise of Chronic Stress and How We Can Fix It](#)
 - c. [The Cost of Control: Why We Crave It, the Anxiety It Gives Us, and the Real Power God Promises](#)
 - d. [A Cure for the Common Company: A Well-Being Prescription for a Happier, Healthier, and More Resilient Workforce](#).
 - e. [Educator Wellness: A Guide for Sustaining Physical, Mental, Emotional, and Social Well-Being](#)
 - f. [Feel-Good Productivity: How to Do More of What Matters to You](#)
 - g. [A Minute to Think: Reclaim Creativity, Conquer Busyness, and Do Your Best Work](#)
 - h. [The Ruthless Elimination of Hurry: How to Stay Emotionally Healthy and Spiritually Alive in the Chaos of the Modern World](#)
 - i. [What God Has to Say about Our Bodies: How the Gospel Is Good News for Our Physical Selves](#)

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Healthy Relationships: What 3+ experiments will I do in the next 3 years to get flourishing in terms of healthy relationships? ([top](#))

1. I will ask God (A) to help me and my colleagues to consistently experience healthy relationships and (B) to help students consistently experience healthy relationships. I will do this for 30+ days.
2. I will admit my weaknesses and ask for help. I will do this for 9 weeks.
3. I will practice transparency, vulnerability, healthy conflict, commitment, accountability, and an appreciation for different cultural backgrounds.
4. I will listen in order to understand, not to respond. I will do this for 9 weeks.
5. I will introduce 1 colleague to their counterpart in another international Christian school.
6. I will eat lunch 2+ times each week with colleagues that energize me. I will do this for 9 weeks.
7. I will tell 10+ colleagues 1 specific thing I appreciate about them.
8. I will ask 10+ colleagues, "How are you?" Then, I will listen so intently that my colleagues feel my care.
9. I will ask 10+ colleagues from a different country than I am from, "What do you appreciate about your culture?" Then, I will listen so intently that my colleagues feel my care.
10. I will do [10 random acts of kindness](#).
11. I will document an intentional [moment of genuine connection](#) with each of the students I teach. I will do this over the course of 2 weeks, and I will do this a total of 3 times (6 weeks).
12. I will do 1 self-assessment that is related to healthy relationships. Then, I will apply the results in 3 ways and share my application with 1+ colleagues: [Outward Mindset](#), [Culture Map](#), [Advice Monster](#), [Accidental Diminisher](#), or [5 Dysfunctions of a Team](#).
13. I will collaboratively develop and use 1 tool that helps me focus on flourishing in terms of healthy relationships, for example: [Organizational Culture Map](#). I will use it for 90 days.
14. I will increase my conflict resolution skills by taking a course, applying what I learn in 3 ways, and sharing my application with 1+ colleagues: [The Feedback Loop](#).
15. I will read 1 book related to healthy relationships, apply what I learn in 3 ways, and share my application with 1+ colleagues, for example:
 - a. [The 5 Dysfunctions of a Team](#)
 - b. [Crucial Conversations: Tools for Talking When Stakes are High](#)
 - c. [The Culture Map: Breaking Through the Invisible Boundaries of International Business](#)
 - d. [Emotionally Healthy Spirituality](#)
 - e. [Hacking School Discipline: 9 Ways to Create a Culture of Empathy and Responsibility Using Restorative Justice](#)
 - f. [How to Work with \(Almost\) Anyone: Five Questions for Building the Best Possible Relationships](#)
 - g. [Radical Candor](#)

Personalized Flourishing Plan

Transformative Learning: What 3+ experiments will I do in the next 3 years to get flourishing in terms of transformative learning? ([top](#))

1. For 30+ days, ask God to (A) help me and my colleagues to consistently experience transformative learning and (B) to help my students consistently experience transformative learning.
2. I will share with 10+ people a best practice that is helping me flourish, for example, [personalized flourishing plan](#), [intentionally modeling resilient well-being for students](#), and using [meetings](#) and [schoolwide action plans](#) to help others flourish.
3. I will ask 10+ people, "What are you learning that's helping you?" Then I will listen so intently that they feel my care.
4. I will meet with a mentor teacher weekly for 9 weeks. Each meeting will last 30-60 minutes.
5. I will mentor a colleague weekly. I will do this for 9 weeks. Each meeting will last 30-60 minutes.
6. I will listen to 1 podcast for 9 weeks, apply what I learn in 3 ways, and share my application with 1+ colleagues, for example: [The Cult of Pedagogy](#).
7. I will watch 1 [webinar](#), apply what I learn in 3 ways, and share my application with 1+ colleagues.
8. I will increase my operational knowledge of what makes a good Christian school good by going on 1 accreditation visit.
9. I will meet weekly with a coach or an accountability partner regarding my personalized flourishing plan. I will do this for 9 weeks. Each meeting will last 30-60 minutes.
10. I will blog weekly on what I'm learning in my life/classroom. I will do this for 9 weeks, publishing 9 blog posts of 300+ words each.
11. I will consistently read the [ASCD newsletter](#) in order to stay current with educational practice. I will do this for 9 weeks, apply what I learn in 3 ways, and share my application with 1+ colleagues.
12. I will do 1 self-assessment. Then, I will apply the results in 3 ways and share my application with 1+ colleagues: [Ideal Team Player](#) or [Mindsets](#).
13. I will collaboratively develop and use 1 tool that helps me focus on flourishing, for example: [Curriculum Plan](#) or [Student Assessment Data Usage Plan](#). I will use it for 90 days.
14. I will stay current with best practice by participating in 1 conference, applying what I learn in 3 ways, and sharing my application with 1+ colleagues, for example: Teach 4 the Heart Christian Educators' Online Conference, ACSI's International Christian Educators Conference, ACSI's Administrator Conference, or [EARCOS Conference](#).
15. I will read 1 book, apply what I learn in 3 ways, and share my application with 1+ colleagues:
 - a. [Becoming a Globally Competent Teacher](#)
 - b. [How to Differentiate Instruction in Academically Diverse Classrooms](#)
 - c. [The New Classroom Instruction That Works: The Best Research-Based Strategies for Increasing Student Achievement](#)
 - d. [Understanding by Design](#)
 - e. [The Will to Learn: Cultivating Student Motivation Without Losing Your Own](#)
 - f. [Trust and Inspire: How Truly Great Leaders Unleash Greatness in Others](#)
 - g. [Ideal Team Player](#)

Personalized Flourishing Plan

Helpful Resources: What 3+ experiments will I do in the next 3 years to get flourishing in terms of helpful resources? ([top](#))

1. For 30+ days, ask God (A) to help me and my colleagues to consistently experience helpful resources and (B) to help students consistently experience helpful resources.
2. I will identify and secure 2-3 resources that would help me serve more effectively.
3. Leaders: I will personally ask each staff member, "What 1-2 resources could help you?" I will compile the results, report the results, and take action to secure 1 resource for each staff member.
4. I will write a vision script myself for what it looks like for me to consistently experience passionate purpose, resilient well-being, healthy relationships, transformative learning, and helpful resources (sample vision scripts: [staff](#) and [leaders](#)).
5. I will listen to 1 podcast for 9 weeks, apply what I learn in 3 ways, and share how I used my learning with 1+colleagues, for example: [The Truth for Teachers](#), [Teach 4 the Heart](#), [Change Starts Here](#).
6. I will use social media to connect with 10 other international Christian educators. I will message each of them once, taking additional steps as necessary to foster relationships and build my network.
7. Leader(s): I will formally ask [board members to help me flourish](#).
8. I will organize and [lead a book discussion](#) for my colleagues. This group will meet 6–7 times for 1 hour each time. At the end of each session, each participant will commit to applying what they learned in 1 way before the next meeting. At the start of the next discussion, each participant will share what they did.
9. I will subscribe to 1 newsletter, reading each installment for 9 weeks, applying what I read in 3 ways and sharing how I used my learning with 1+colleagues: [ACSI's Blog](#) and/or [Dave Stuart Jr's newsletter](#).
10. I will create a [toolbox](#) containing 20 helpful resources, sharing 3 resources with 1+ colleagues.
11. I will get a professional membership, actively taking advantage of what it offers, applying what I learn in 3 ways and sharing my application with 1+colleagues: [ASCD](#), [NAESP](#), [NCSS](#), [NCTE](#), [NCTM](#),
12. I will do 1 self-assessment. Then, I will apply the results in 3 ways and share what I did with 1+colleagues: [Getting Things Done](#), [Organizational Health](#), or [LifeScore](#).
13. I will collaboratively develop and use 1 tool that helps me focus on flourishing, for example: [Financial Health Plan](#), [Get Flourishing Meeting Framework](#), or [School Improvement Framework](#). I will use it for 90 days.
14. I will do 1 course, apply what I learn in 3 ways, and share my application with 1+ colleagues, for example: 40 Hour Work Week ([teachers](#), [leaders](#), [instructional coaches](#)).
15. I will read 1 book, apply what I learn in 3 ways, and share my application with 1+ colleagues:
 - a. [4 Disciplines of Execution](#)
 - b. [The Advantage: Why Organizational Health Trumps Everything Else in Business](#)
 - c. [AI for Educators: Learning Strategies, Teacher Efficiencies, and a Vision for an Artificial Intelligence Future](#)
 - d. [Lead with AND: The Secret to Resilience and Results in a Polarized World](#)
 - e. [Road to Flourishing: Eight Keys to Boost Employee Engagement and Well-Being](#)

Personalized Flourishing Plan

FAQs ([top](#))

(1) I like following plans, not creating them—can't someone else make this plan for me?

Making plans can be challenging. Since this plan needs to be customized for you and since you are the expert on you, you need to create this plan. Ask a friend to help you!

(2) Can or should I include things I'm already doing to flourish? The goal is for you to flourish even more, so keep doing what helps you flourish, but don't include things you're already doing in your plan.

(3) What do I do when I have completed an experiment? Do I stop doing it? Do I keep doing it? Does it depend on how much it helped me flourish? Some experiments are like projects (read a book) and some are like habits (pray for others). When you have completed an experiment, assess the extent to which it helped you flourish. If it's a habit goal, consider whether or not you're going to continue it.

(4) What if 1 of my experiments just isn't working or helping? Do I finish it or stop and do another experiment? Good questions! Make sure it's really not working—then just choose another experiment. Be sure to update your plan.

(5) What about professional development? How do I include that in my plan? Your personalized flourishing plan is designed to get you flourishing, which includes professional development. My guess is that most of your professional development will go into transformative learning or be related to reading a book or taking a class.

(6) What about meeting the requirements for maintaining my certification? To what extent do I include that in my plan? Your personalized flourishing plan is designed to get you flourishing, not to help you maintain your certification. To the extent that action steps you need to complete to maintain your certification actually help you flourish, include those steps in your plan.

(7) I find reading books really helps me. Can I read more than 1 book? I like reading, too! Yes, you can read more than 1 book. [Try leading a book discussion.](#)

(8) What if I want to do more than 15 experiments in 3 years? No problem. I like doing more than 15 experiments. Just make sure that the number of experiments you do helps you flourish without getting overwhelmed.

(9) How much do I do in 1 year? Do 1+ experiments for each of the 5 elements. Since the time involved in some experiments is more than in others, be sure each year has a good mix, so you don't get overwhelmed or behind. Or to put it another way, don't accidentally end up with all the big experiments in year 3.

(10) Leader(s): What if I want to invite staff to transition from professional development plans to personalized flourishing plans? How do I get started? Start with yourself. Develop and implement your plan, share the pros and cons with others, and then invite a core group to also develop plans. See how that goes—assuming it goes well, make a plan to roll this out with all staff.