

**QESS Project on Teacher Competency Framework and related outcome-based professional development programme
for teachers of self-financing post-secondary education sector**

Teachers' Wellbeing Domain

Wellbeing is our subjective experiences of feeling good and our potential to flourish. It is more than absence of physical and psychological illness. In very broad terms, wellbeing can be described as the quality of person's life.

To make the TCF simple and easy to adopt, it is proposed to include the following dimensions of wellbeing:

- a. Physical wellbeing
- b. Emotional wellbeing
- c. Social wellbeing
- d. Spiritual wellbeing
- e. Professional wellbeing

2. There is no consented definition of wellbeing. However, there is general agreement on the meaning of wellbeing. In our context, the 5 dimensions of wellbeing will have the following meanings:

- a. Physical wellbeing relates to physically safe and healthy.
- b. Emotional wellbeing relates to self-awareness and emotional regulation: coherent thinking process, acknowledging and expressing thoughts and feelings and responding constructively.
- c. Social wellbeing includes the extent to which we experience positive relationships and connectedness to others: family relationships, friendships; feeling of belonging, compassion and caring; and social supports.
- d. Spiritual wellbeing relates to the values and beliefs that determine the way people live, the search for meaning and purpose in life, and personal identity and self-awareness; and linked to religion for some individual and communities.
- e. Professional wellbeing is associated with achievement and success. It includes the aspiration of achievement and success, the reception and processing of information that support individuals' interactions with their environment, having autonomy in professional domain and the feeling of being respected.

3. Since wellbeing, which leading to self-actualization, is our subjective judgment and feeling, it is not possible to ask teachers to demonstrate their competencies. Instead, we can only highlight elements related to each dimension as an alert to teachers that they should pay attention to the elements so as to achieve the wellbeing state. To this end, there will not further represented by the three strands, i.e. professional attributes, professional knowledge and professional practice, divided into stages.

4. The descriptors of the 5 dimensions in this domain are as follow:

Dimensions	Descriptors
a. Physical wellbeing	<p>Taking care of one's body, such as:</p> <ul style="list-style-type: none"> → get enough rest; → learn about good nutrition and practice it; → exercise to relieves stress and lift your mood; → get a doss of sunlight everyday; → limited alcohol and avoid cigarettes and other drugs etc.
b. Emotional wellbeing	<ul style="list-style-type: none"> → It is your ability to understand the values of your emotions and use them to move your life forward in positive directions. → Identifying, building upon and operating from your strengths rather than focusing on fixing problems or weaknesses. → With emotional wellbeing, you can experience: <ul style="list-style-type: none"> • Healing – from stress, anxiety, depression, grief and other issues • Change – to transform unhelpful patterns of thinking, feeling and behaving • Self-confidence – as you gain trust and belief in yourself • Growth – to live more authentically
c. Social wellbeing	<ul style="list-style-type: none"> → Social wellbeing is an end state in which basic human needs are met and people are able to coexist peacefully in communities with opportunities for advancement. → This might include the abilities to get one's own way, to establish some control over one's situation and environment, to express some degree of personal power, to be able to communicate and obtain objectives → It also include one's desire to escape feelings of loneliness and alienation and to give (and receive) love and affection, and to have a sense of belonging with high quality communication (with understanding and empathy)
d. Spiritual wellbeing	<ul style="list-style-type: none"> → Spiritual wellbeing is about our inner life and its relationship with the wider world. It includes our relationship

	<p>with the environment, our relationships with others and with ourselves. Each person's spirituality is greatly impacted by the community they are a part of and their relationships.</p> <p>→ To be spiritually wellbeing will mean a positive engagement with others, self and our environment.</p> <p>→ The state of spiritual wellbeing will make a person:</p> <ul style="list-style-type: none"> • Feeling content with life • Maintaining balance and control of life • Building positive relationships • Feeling a purpose and meaning in life • Experiencing a connection with a power greater than oneself • Accepting and growing from the challenges and changes in life.
e. Professional wellbeing	<p>→ Professional well-being could be said to be built by factors such as confidence in one's work, esteem of peers, students and superiors and a positive attitude to one's work.</p> <p>→ Factors governing the professional wellbeing of teachers include:</p> <ul style="list-style-type: none"> • opportunity to update competence, • autonomy, flexibility and possibility to influence one's own work , • colleagues, working atmosphere, • opportunities for collaboration and decision-making.