



PRINCIPAL  
HEALTH & WELLBEING SURVEY

# Principal Health & Wellbeing: Longitudinal Results from Australia and Ireland

COPSOQ Meeting, Paris  
October 7, 2015

Philip Riley

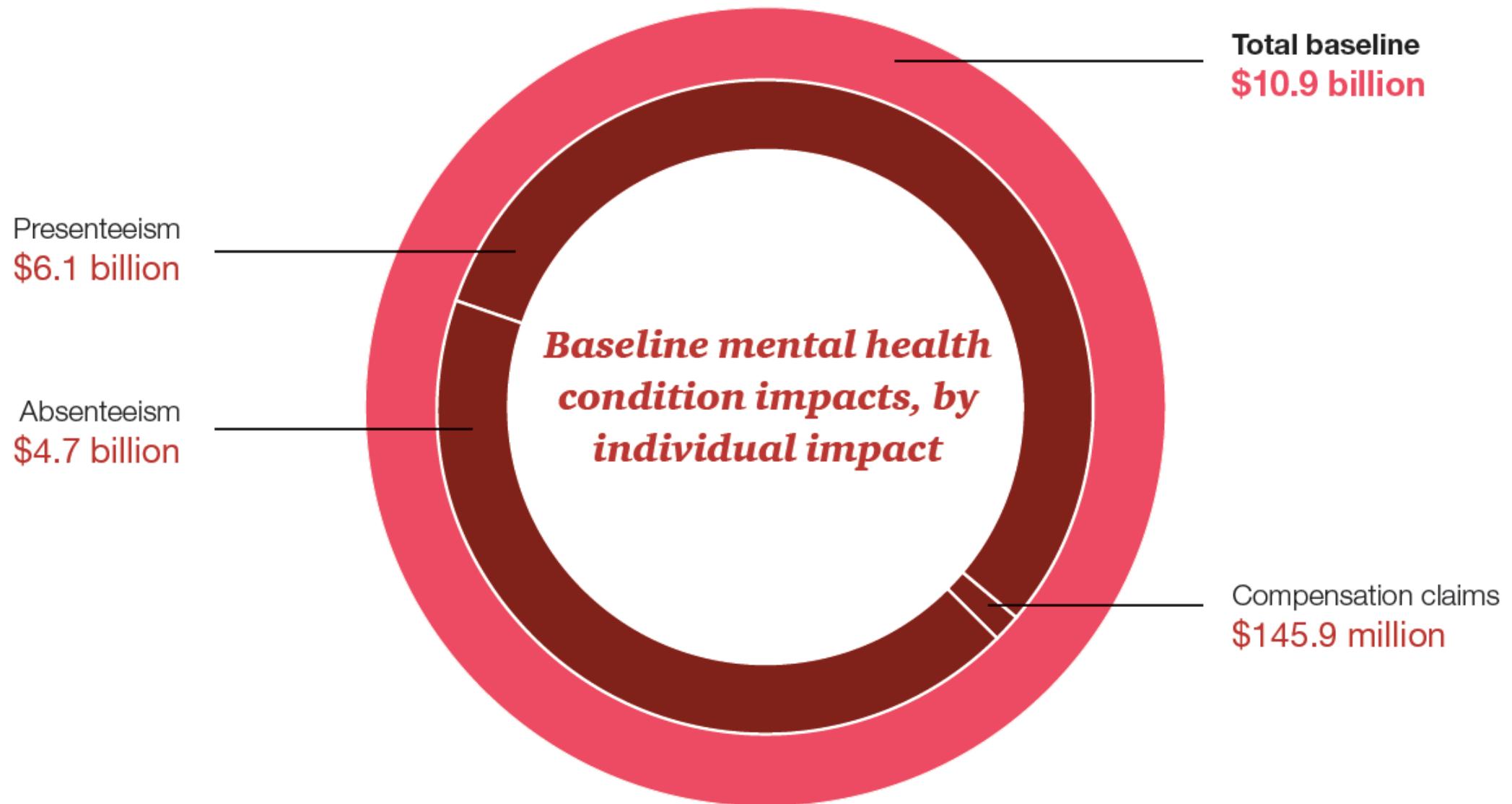
[www.principalhealth.org](http://www.principalhealth.org)



Institute for Positive Psychology & Education



# Impact of not addressing mental health



# Return on Investment

Every \$ spent on effective workplace mental health actions may generate \$2.30 in benefits the organisation.

Price Waterhouse Coopers, 2014

<http://www.headsup.org.au/creating-a-mentally-healthy-workplace/the-business-case>

# Participation Rates

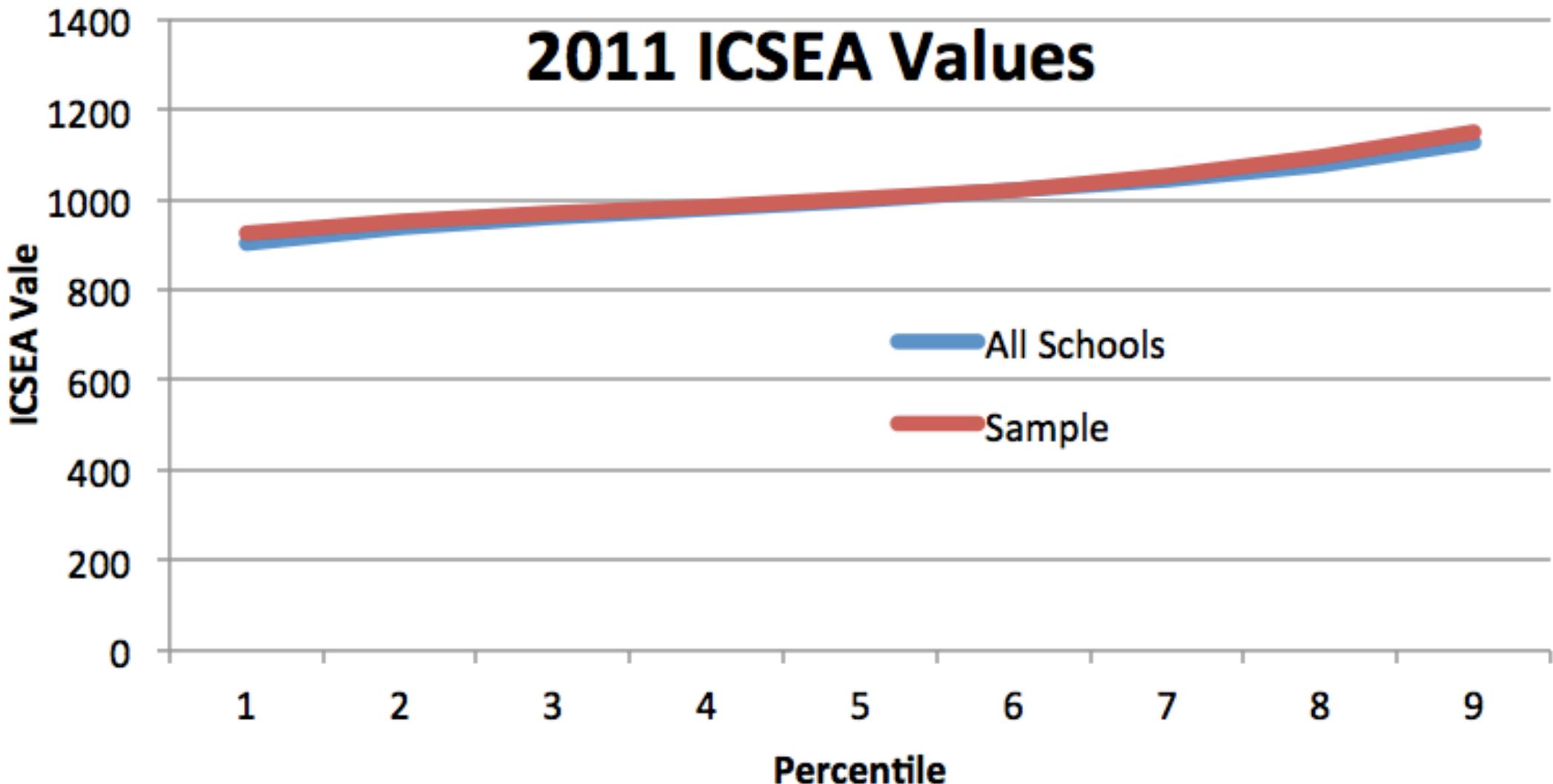
## Australia

- Year-on-Year: 20-25%
- 4 Year Total: 3675 ~33%**

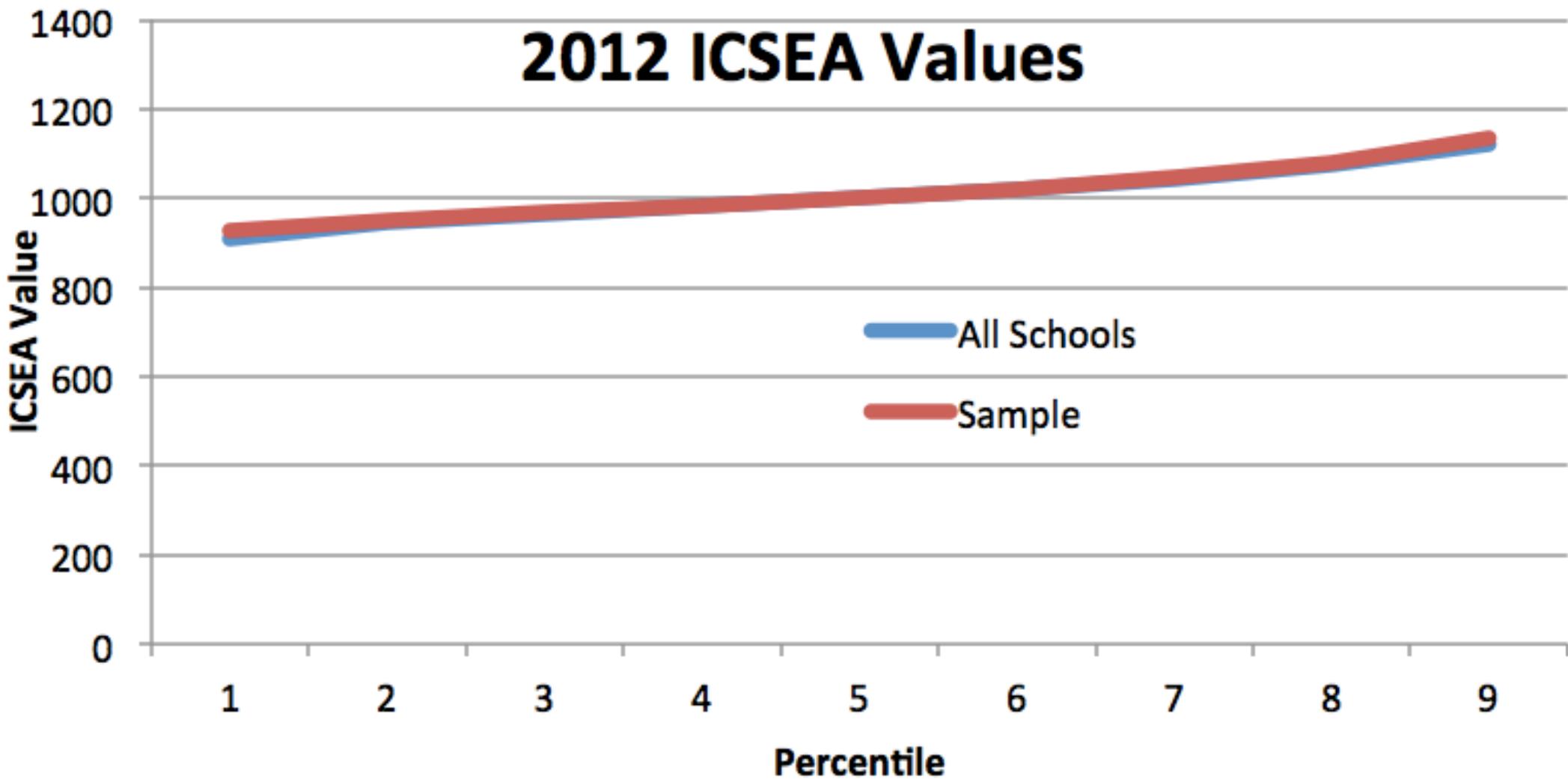
## Ireland

- Year-on-Year: 18-20%
- 2 Year Total: 1427 ~33%**

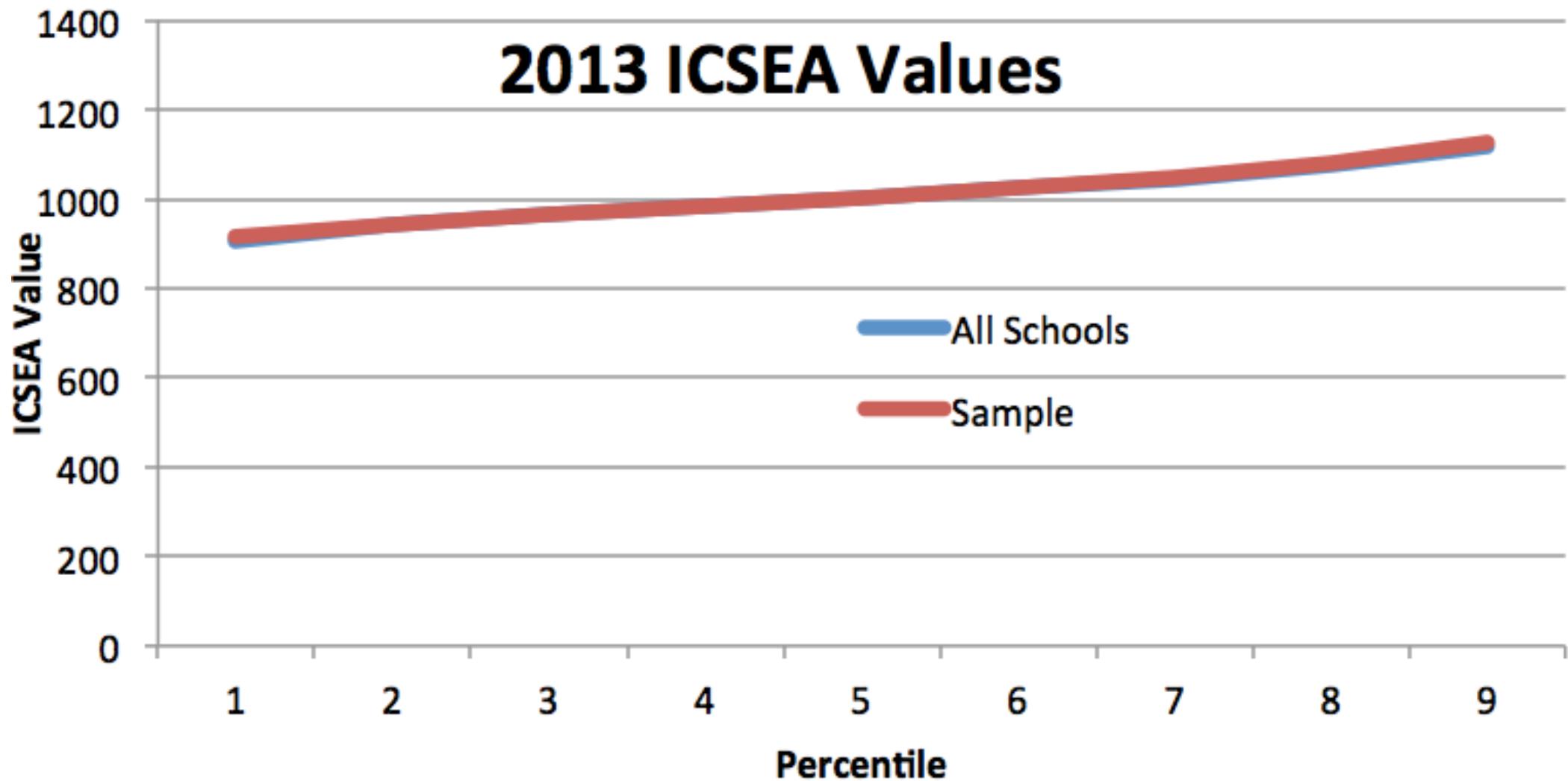
# Representativeness: Australia



# Representativeness: Australia



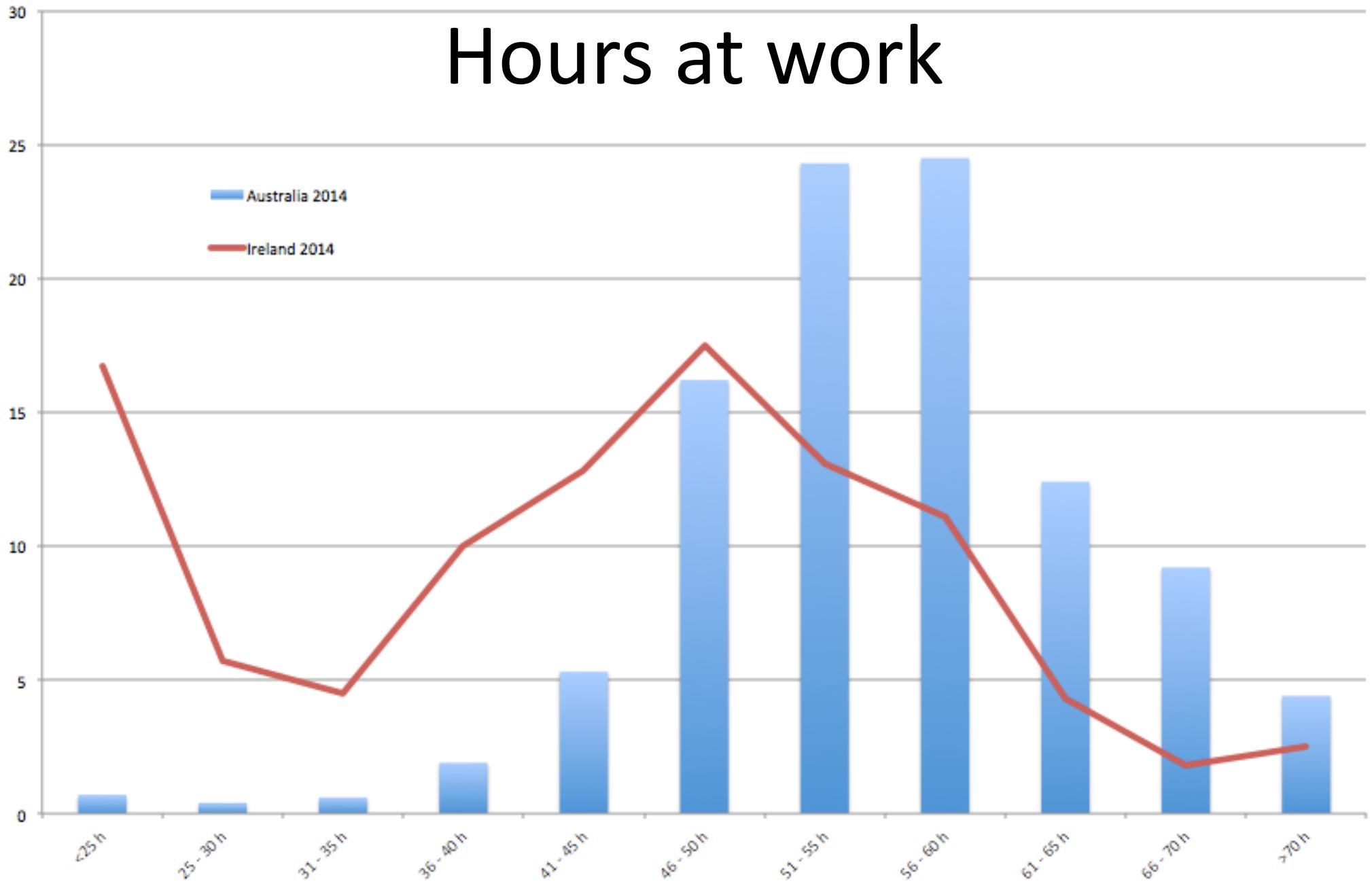
# Representativeness: Australia

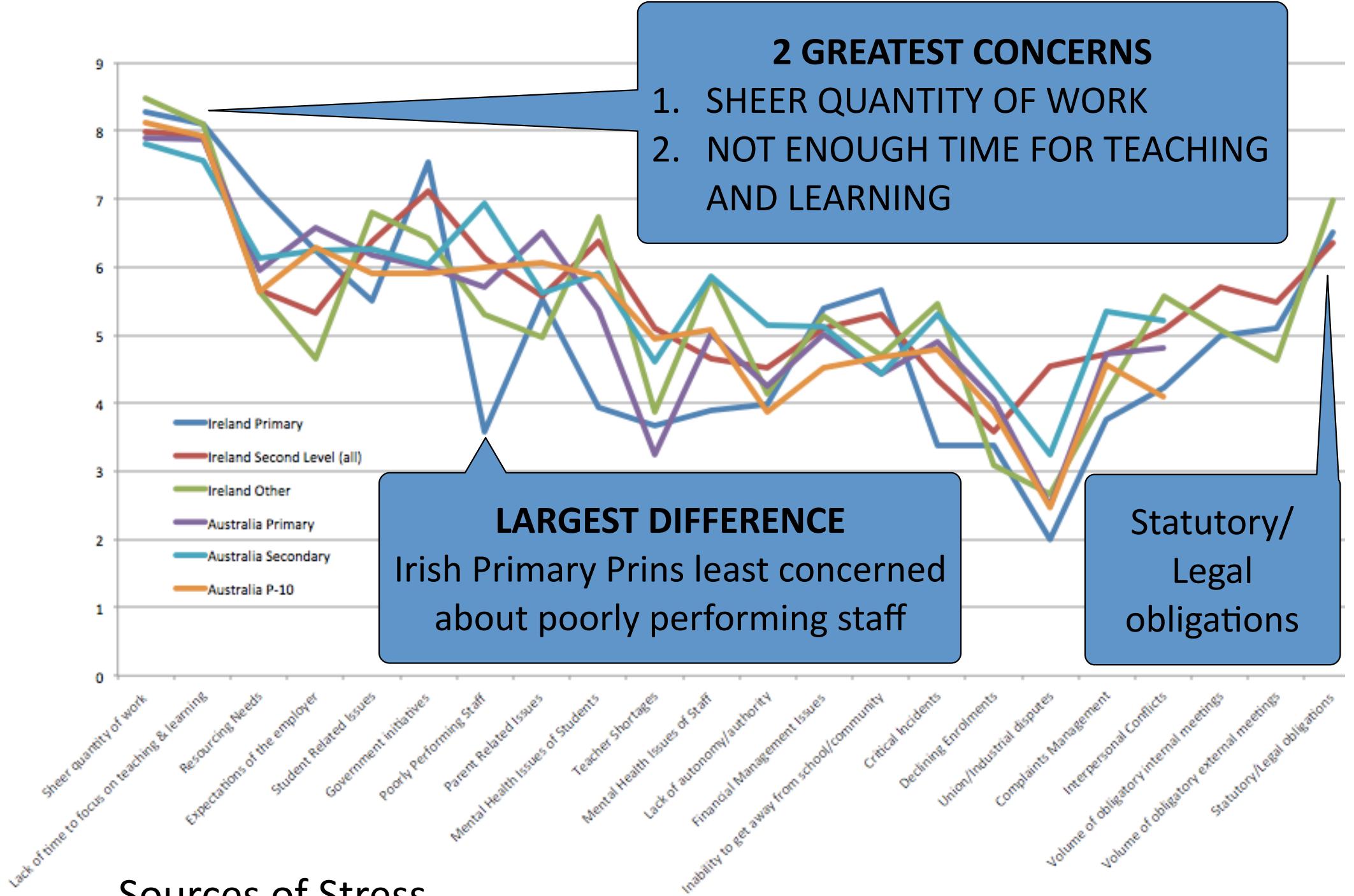


# Demographics

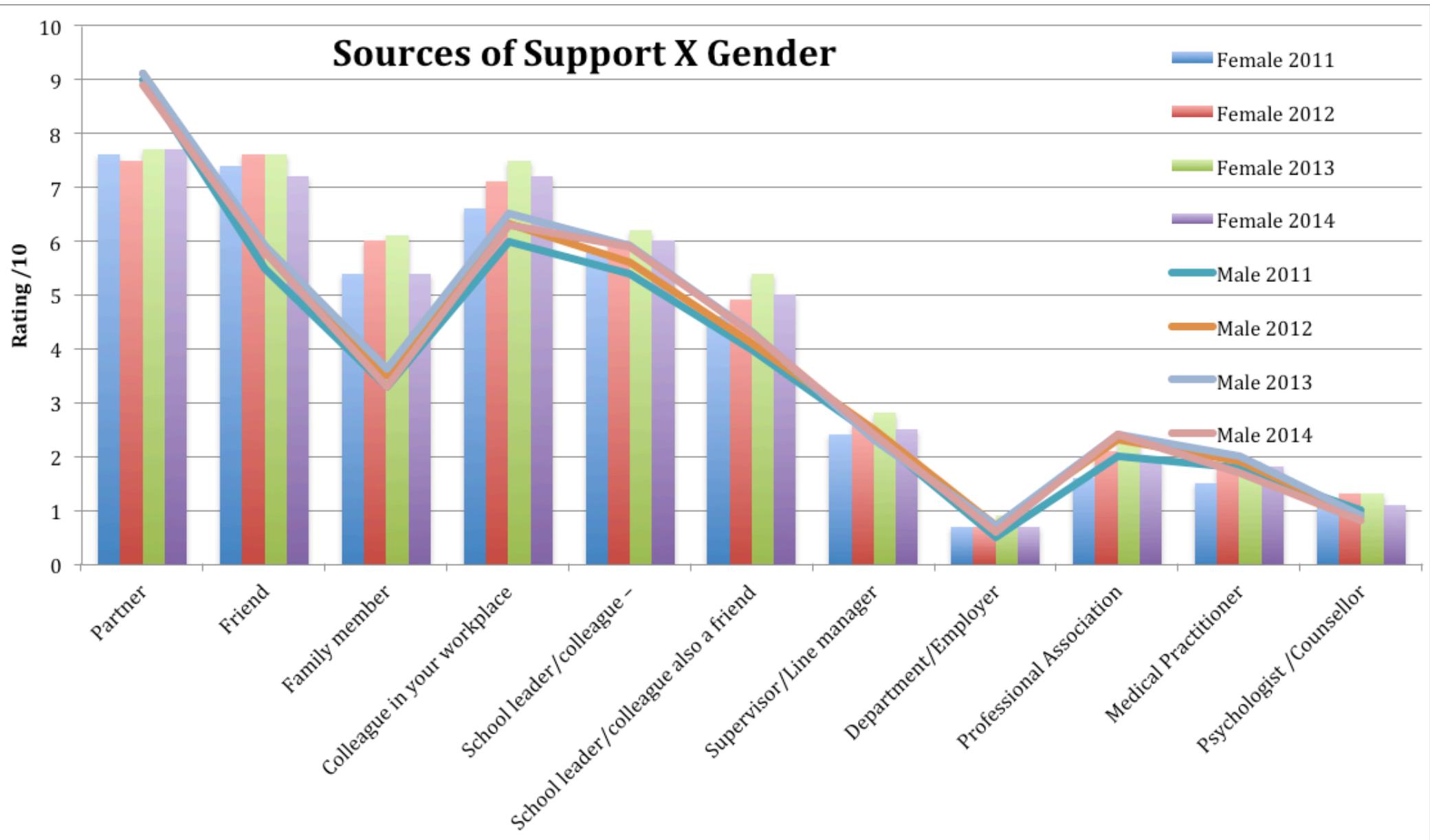
Ireland	Australia
<b>26-75</b>	Age
<b>48.05</b>	Mean
<b>81%</b>	Principals
<b>20%</b>	Deputies
<b>67%</b>	Primary
<b>27%</b>	Secondary
<b>90%</b>	Full time
<b>~8.5</b> Years in current role	<b>~5.5</b>
<b>~12</b> Years in leadership	<b>~13</b>
<b>~13</b> Years in teaching	<b>~12</b>

# Hours at work



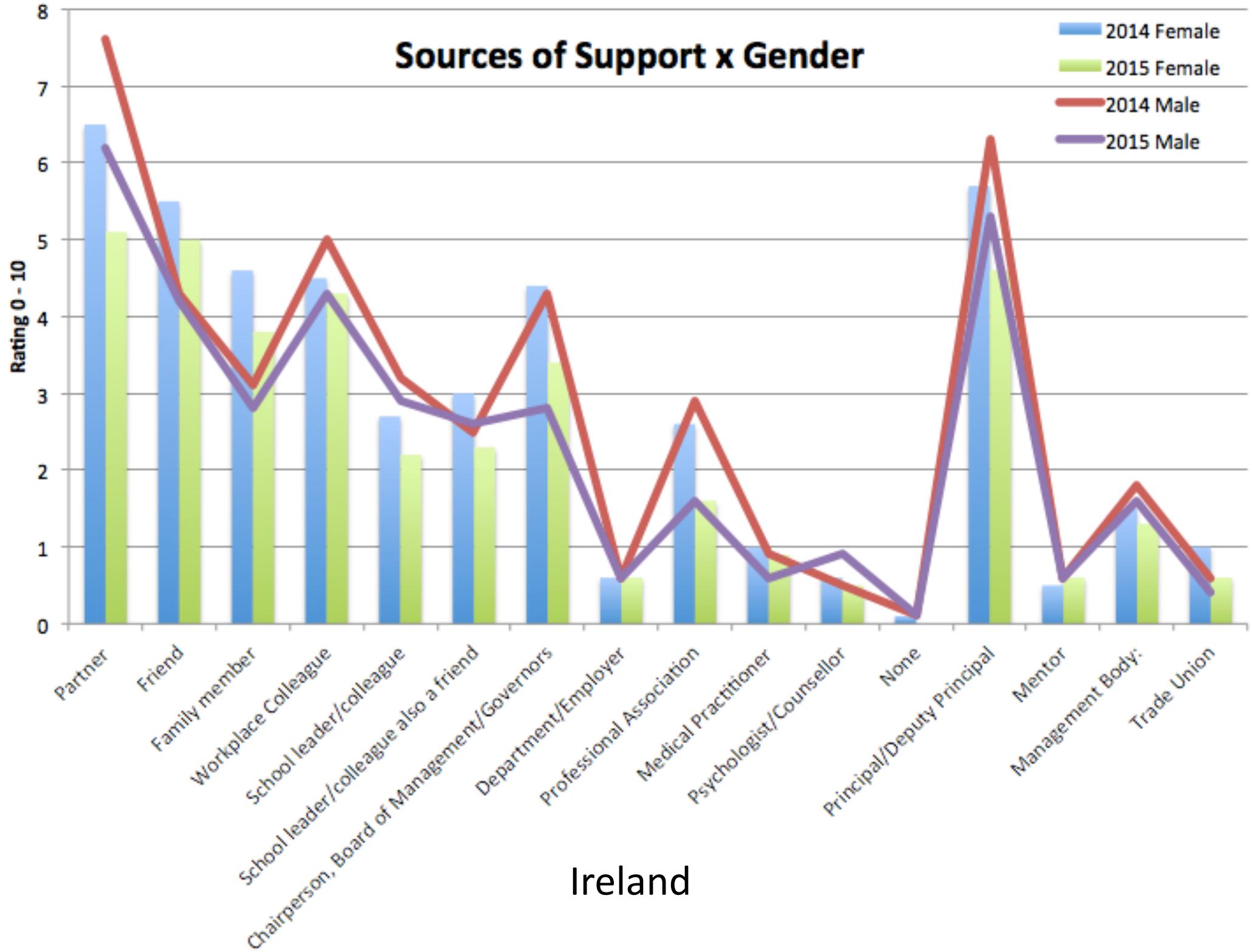


## Sources of Stress

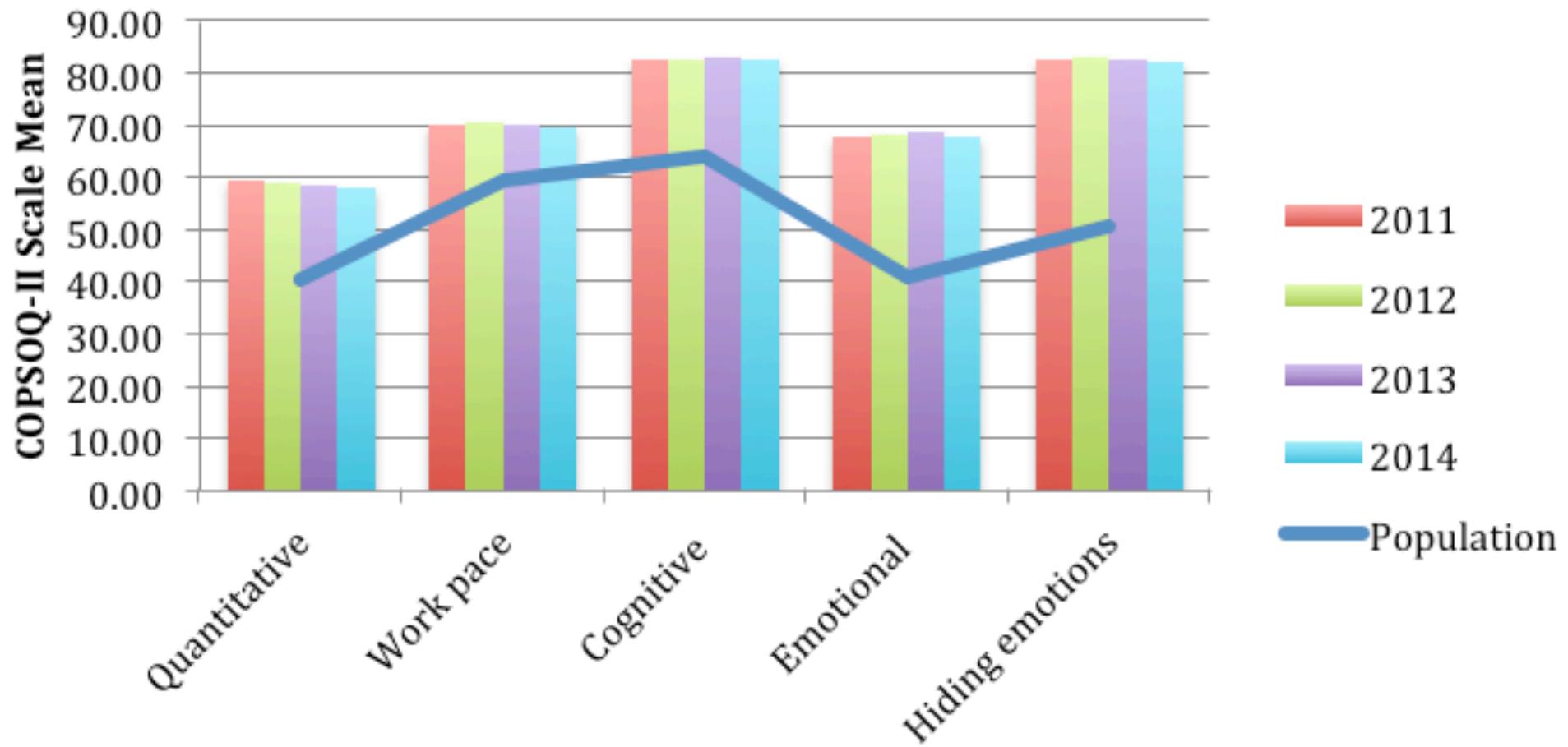


Australia

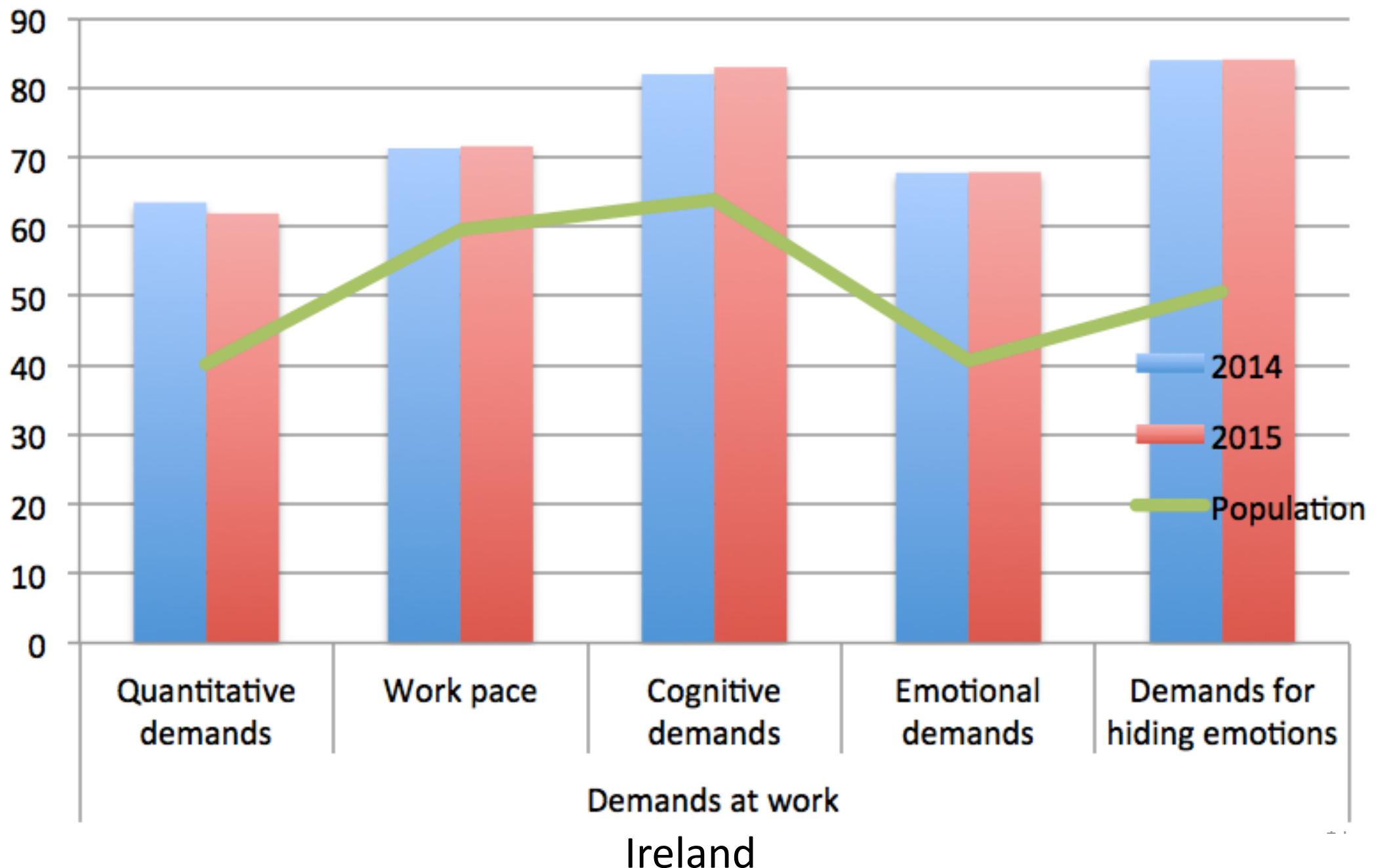
# Sources of Support x Gender



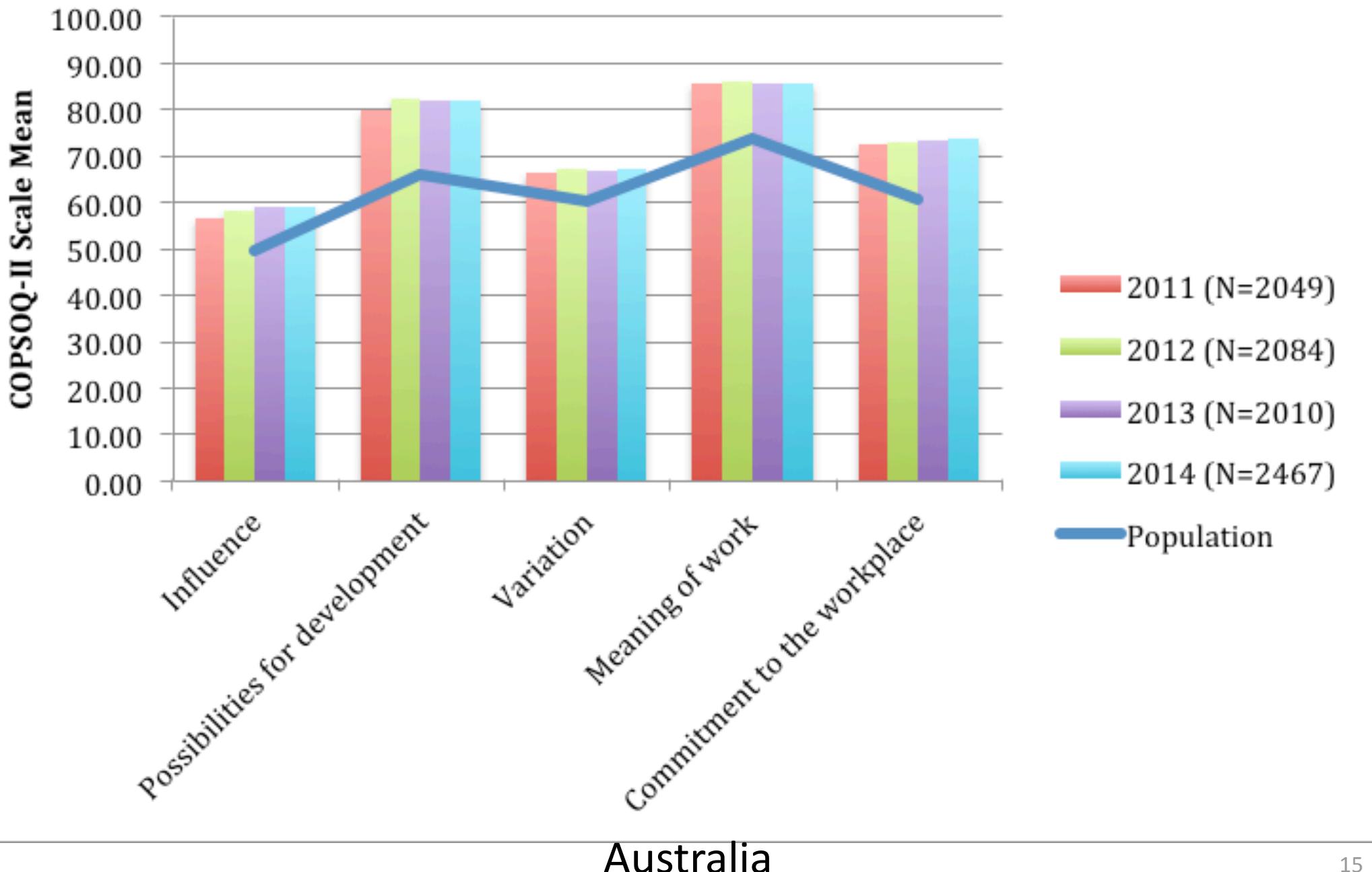
# Demands at Work

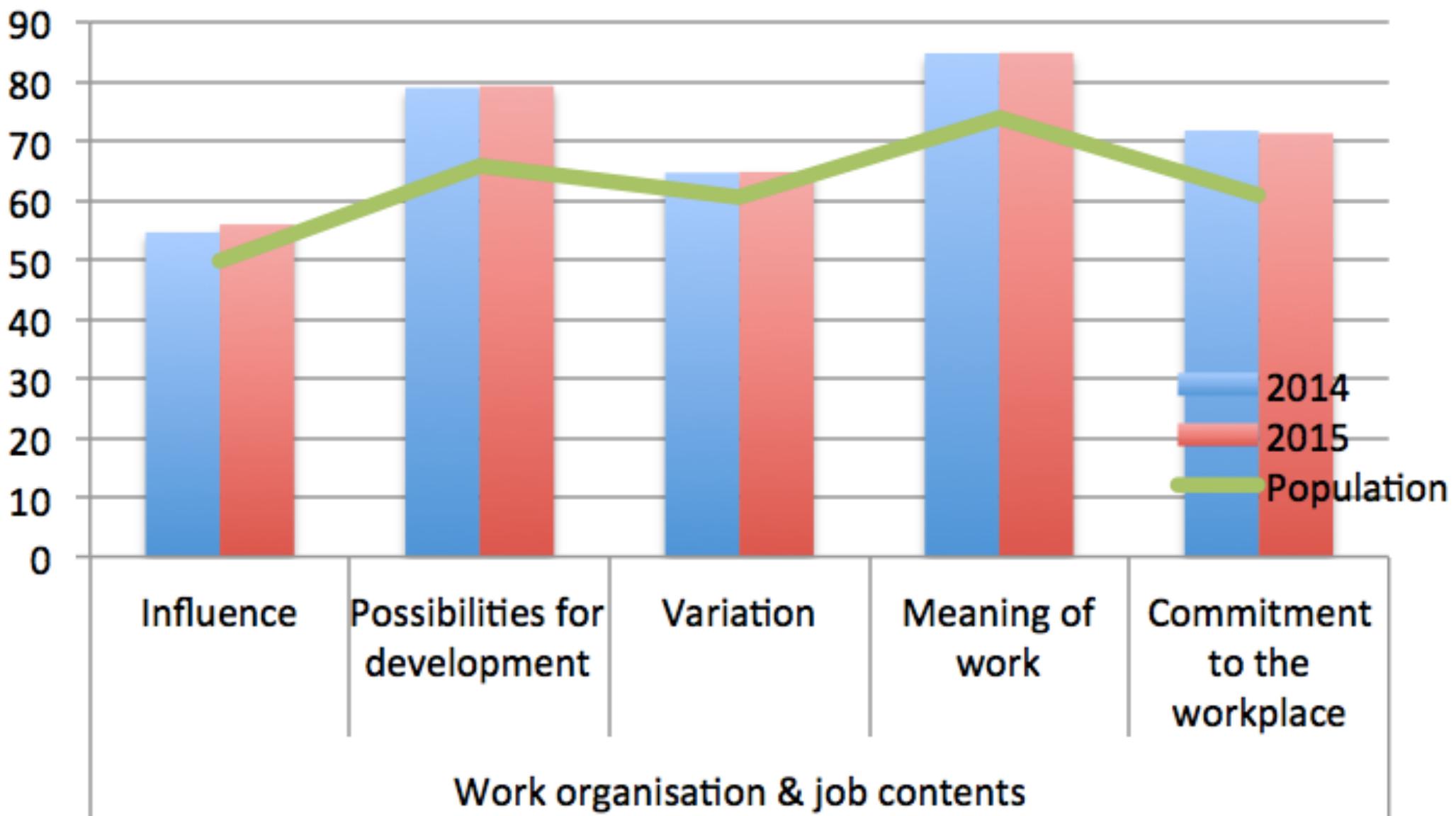


Australia



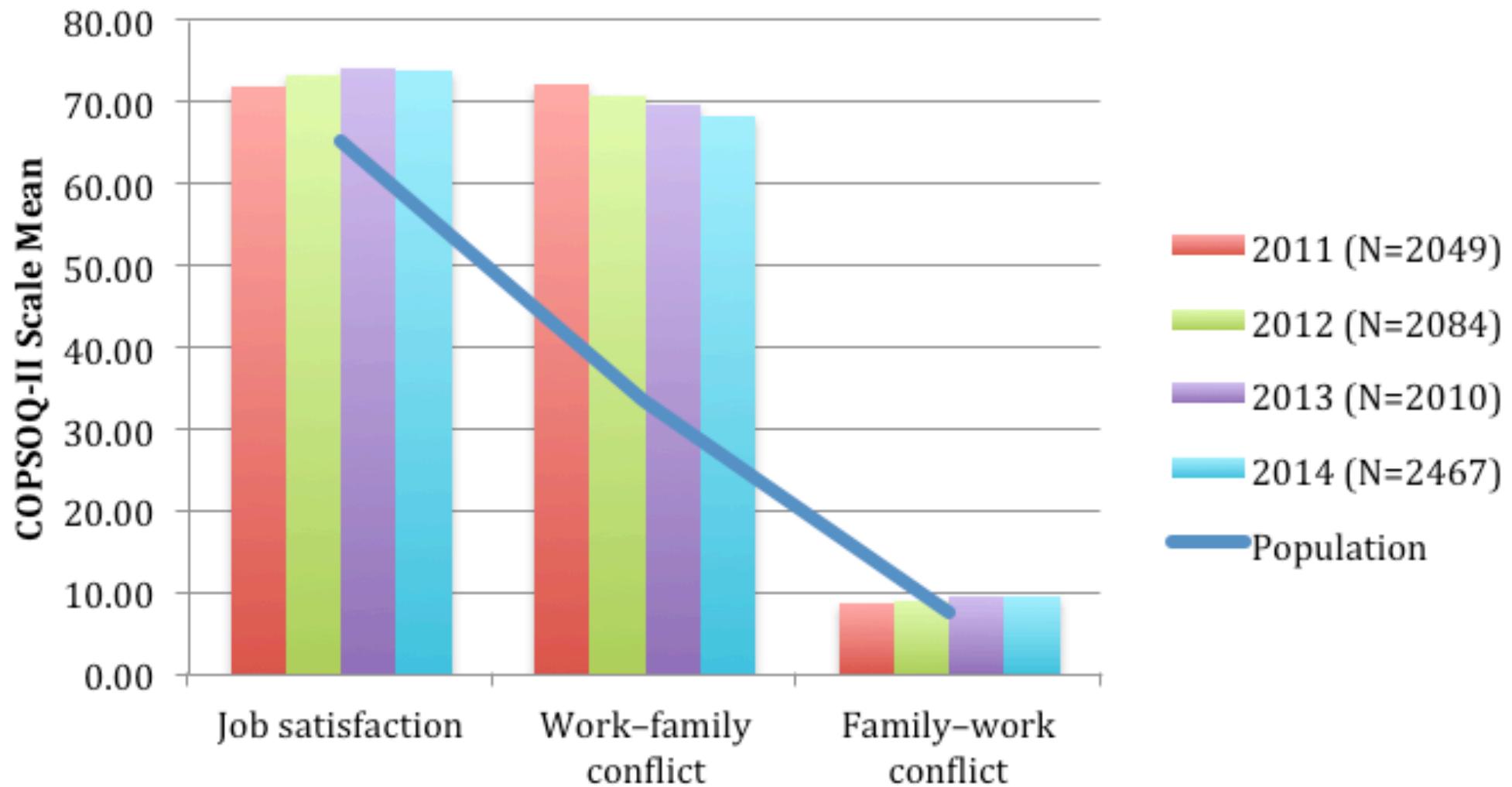
# Work Organisation & Job Contents



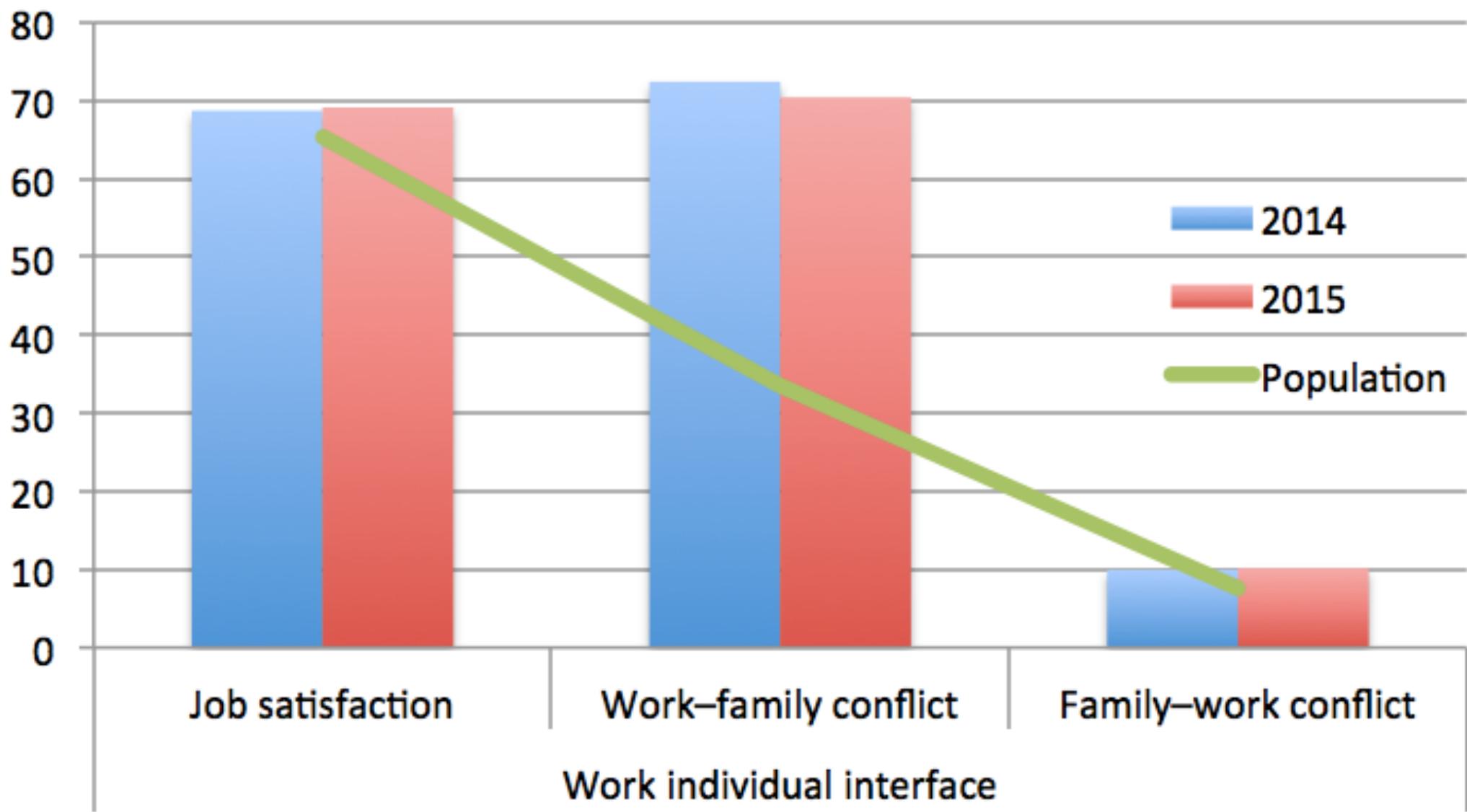


Ireland

# Work - Individual Interface

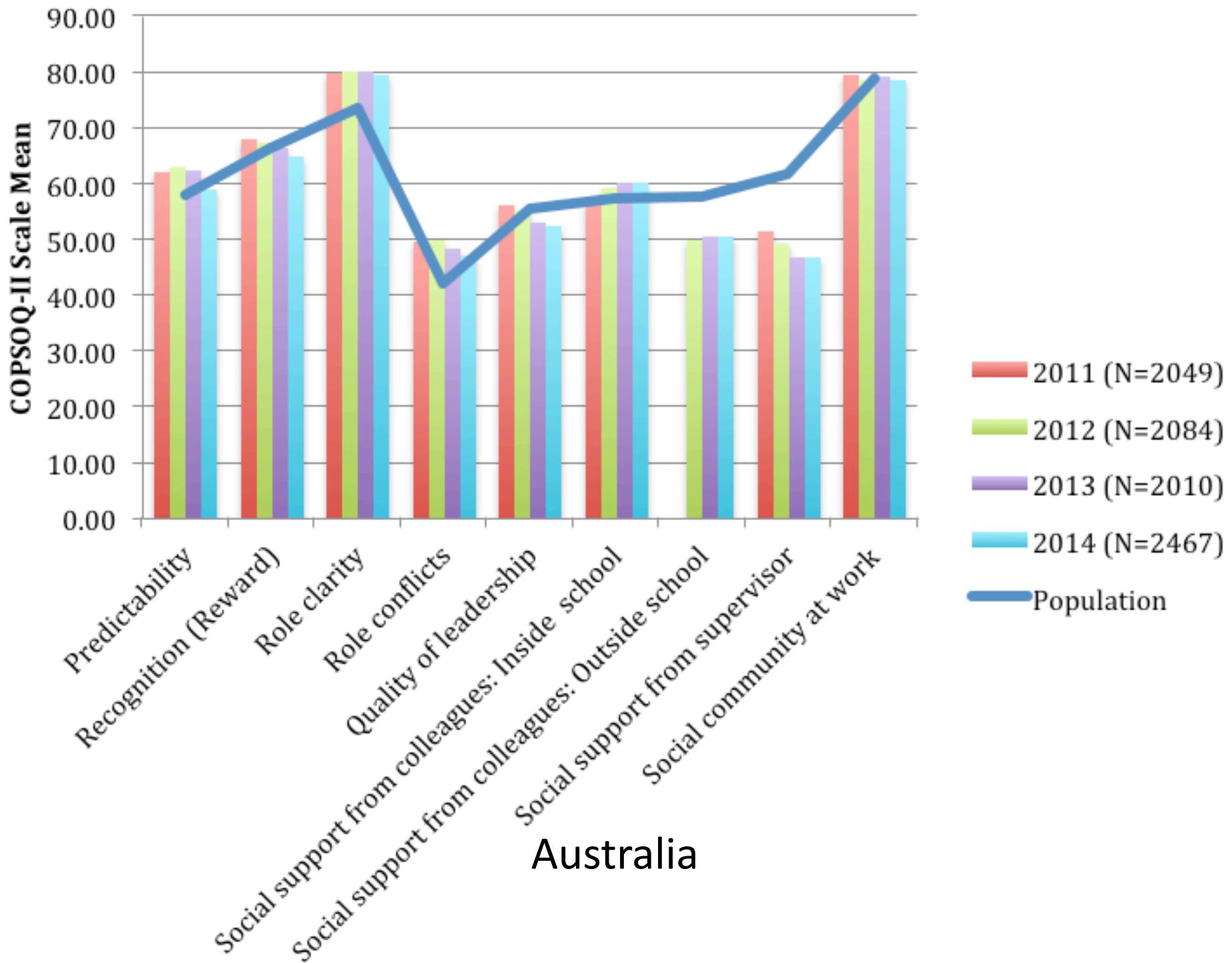


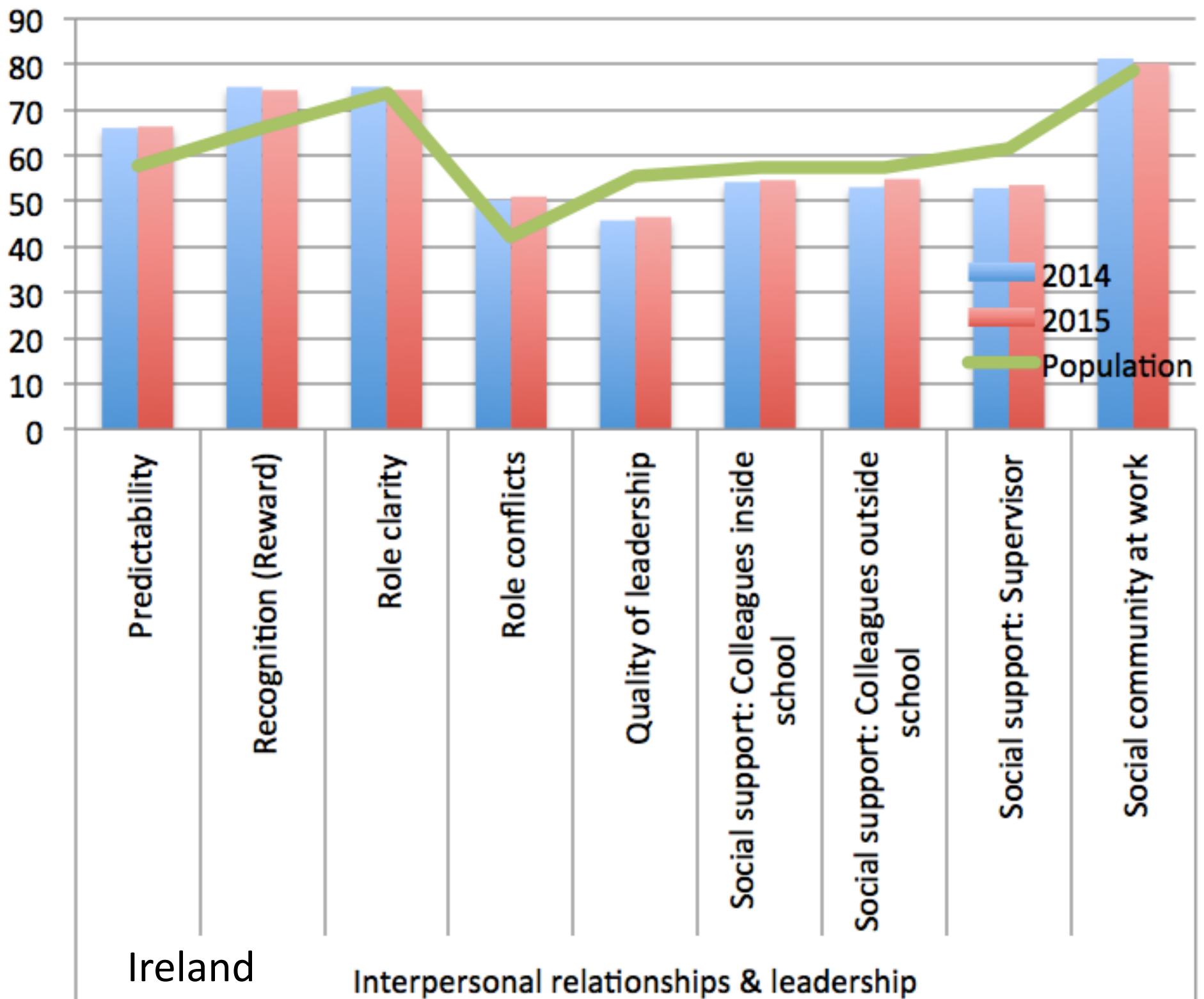
Australia



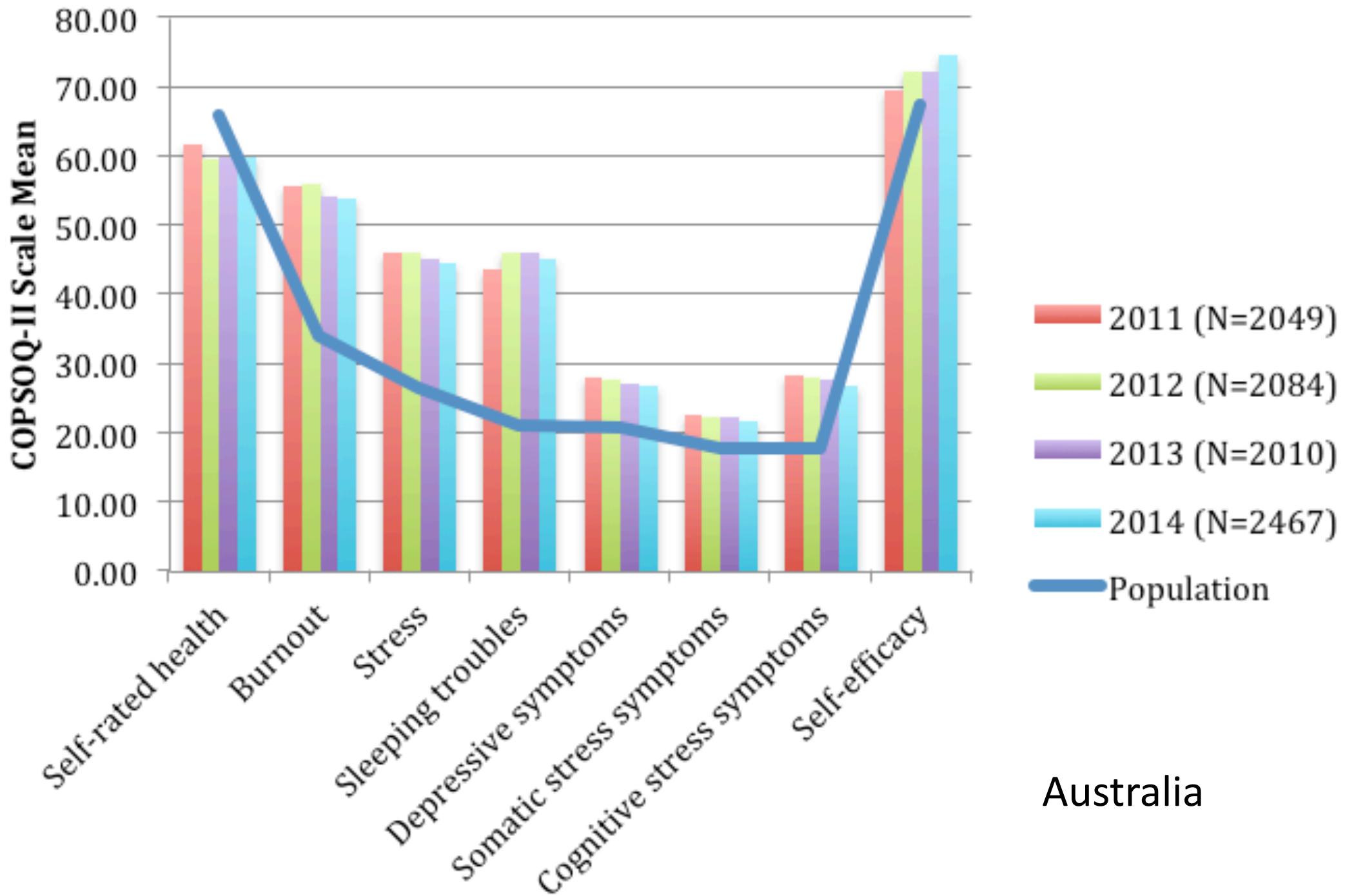
Ireland

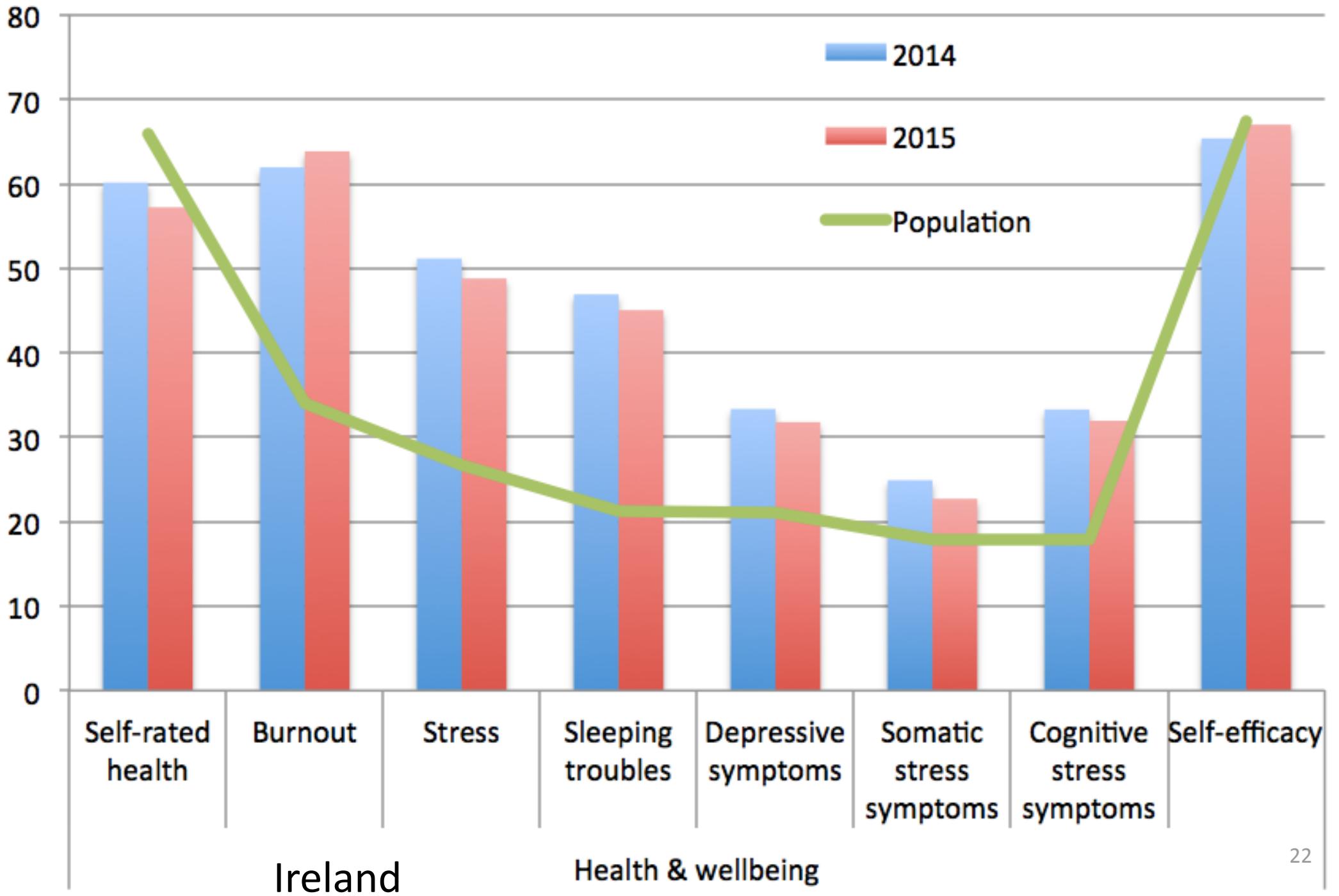
# Interpersonal Relations & Leadership

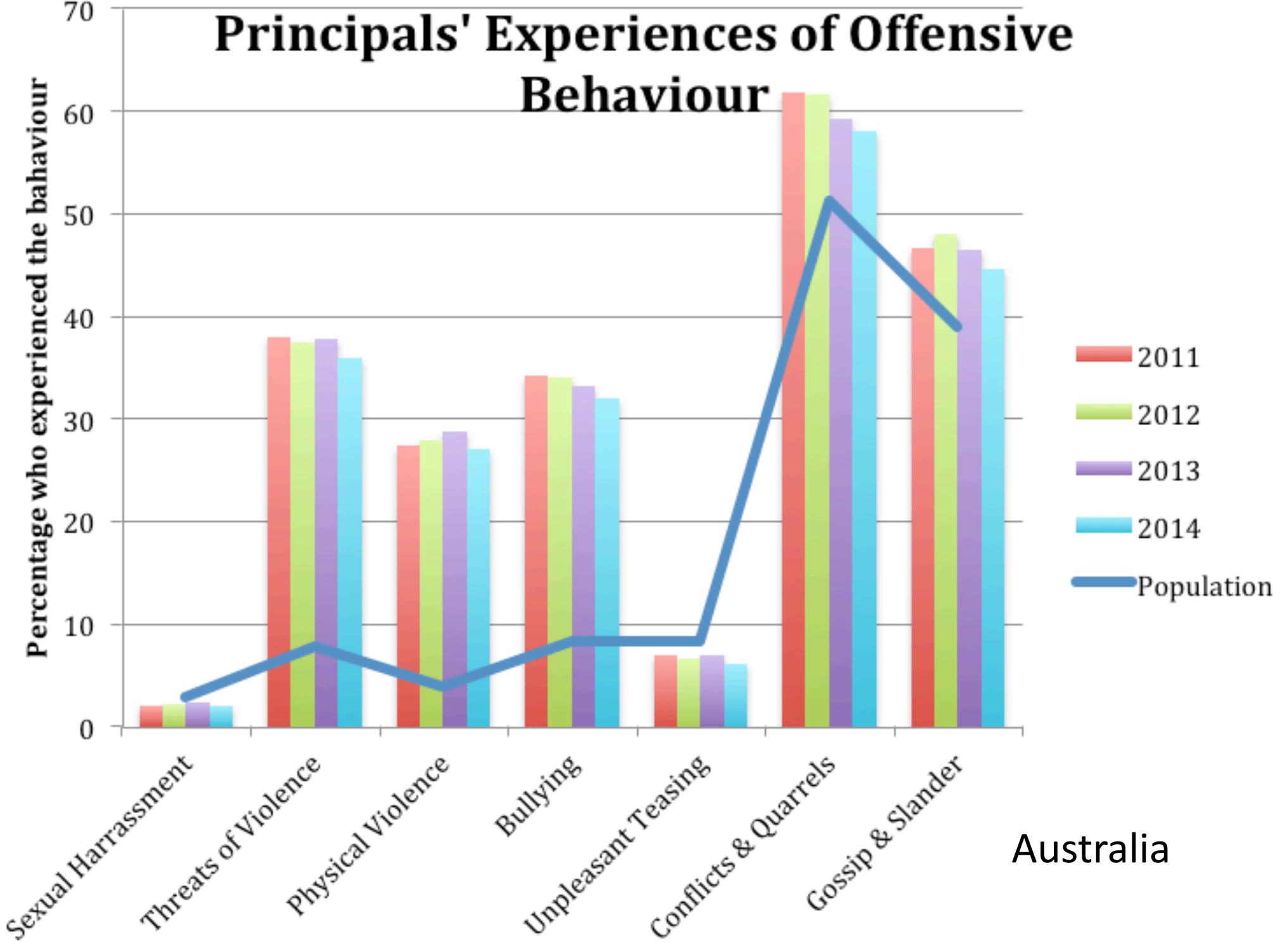




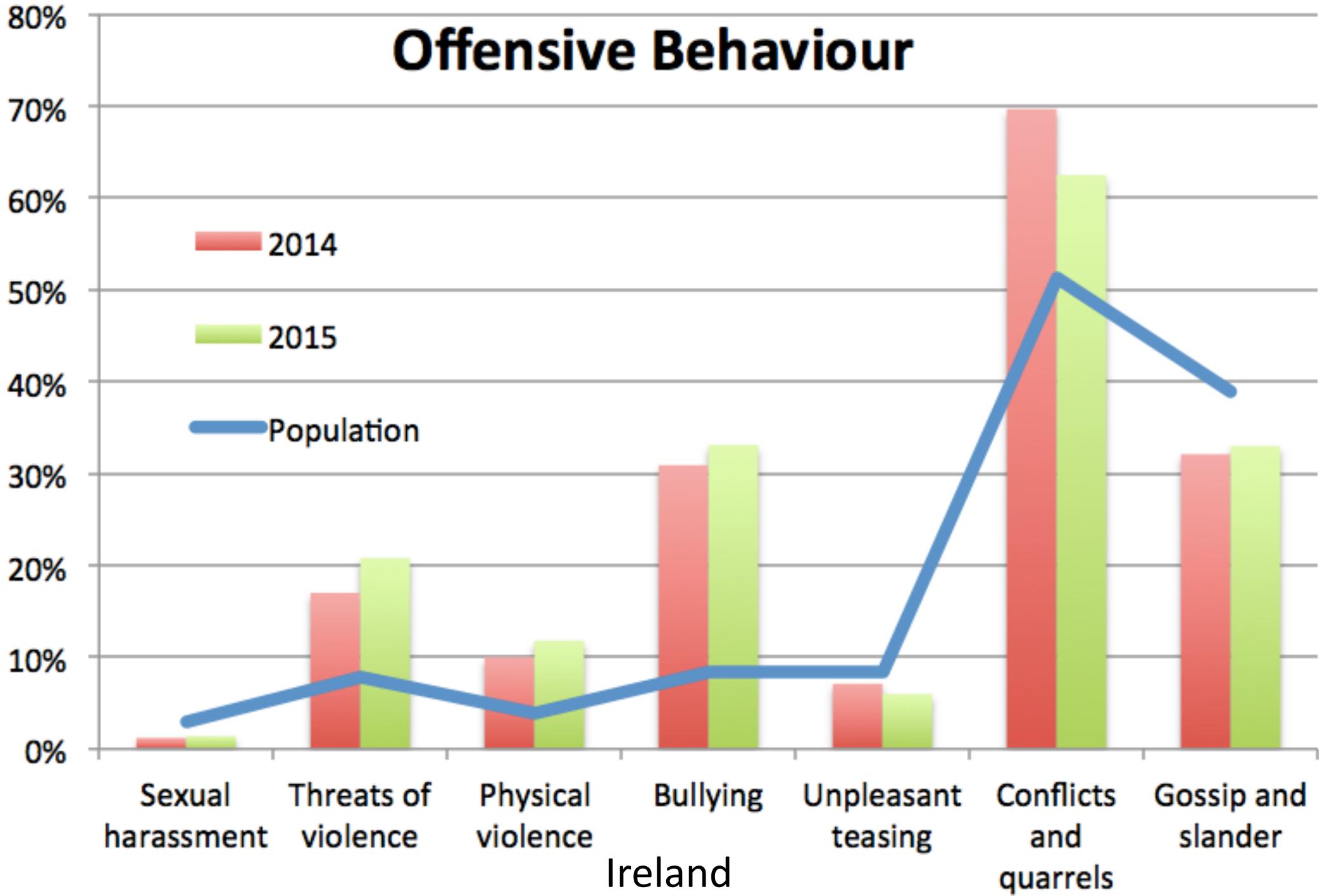
# Health & Wellbeing



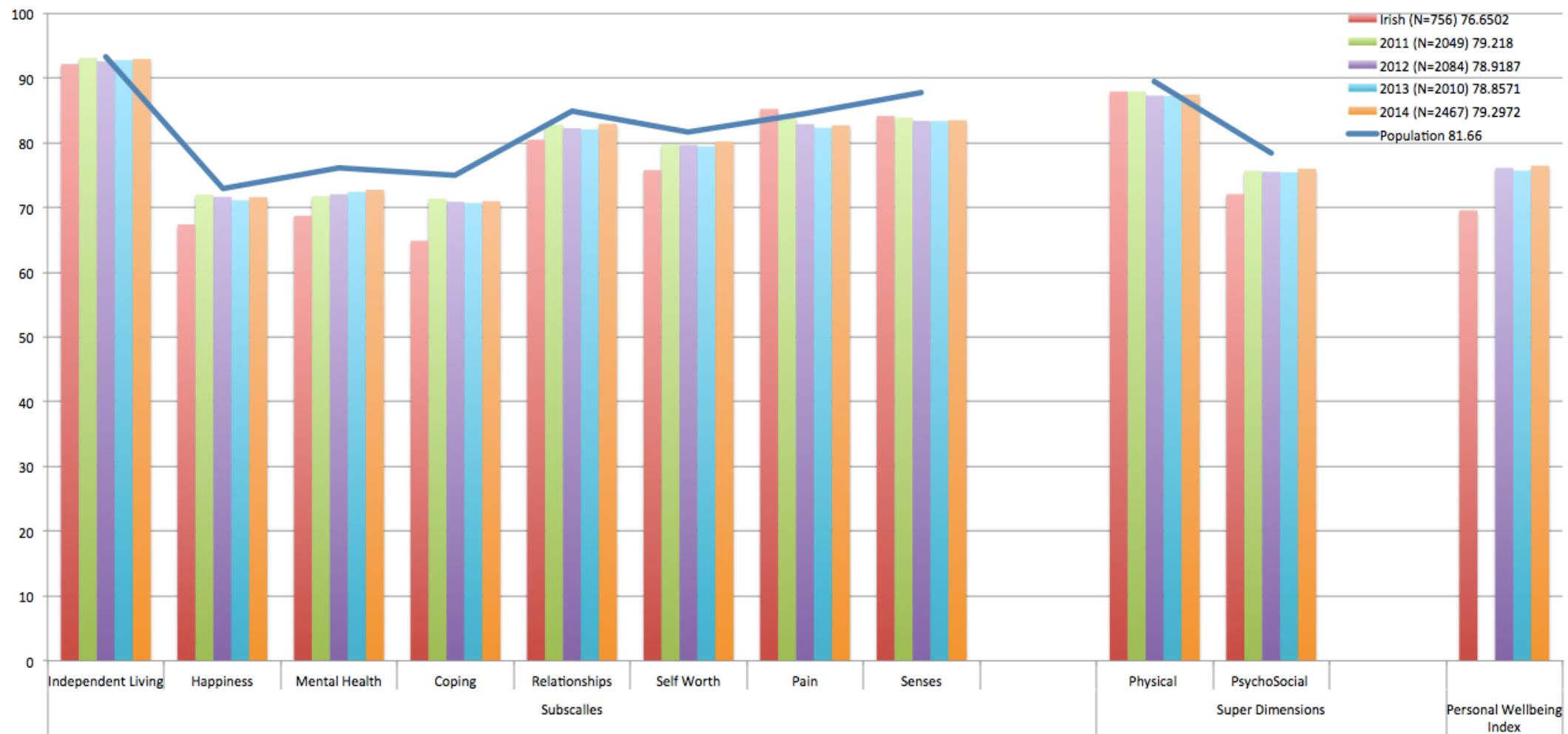


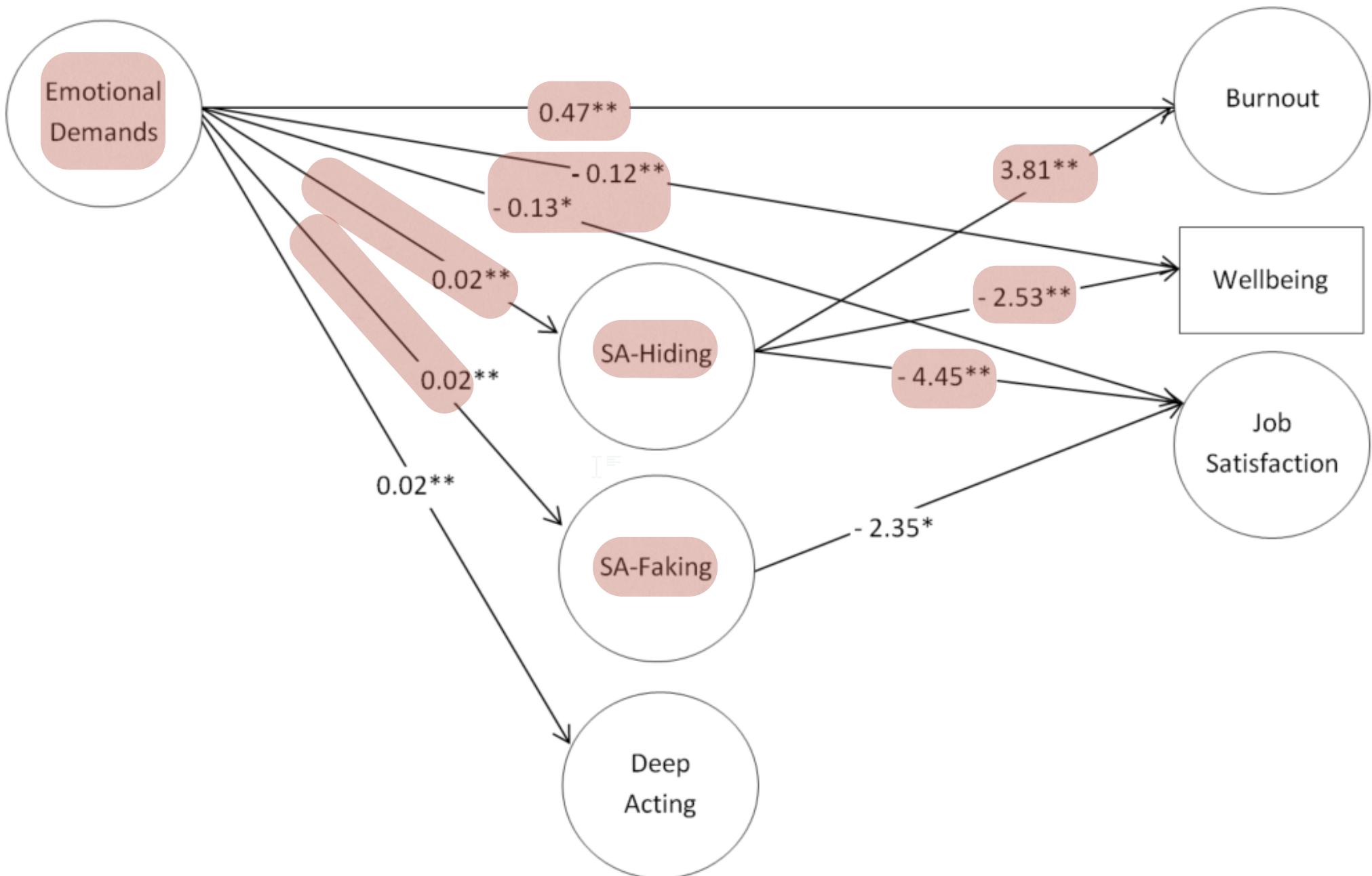


# Offensive Behaviour



# Quality of Life: AQoL-8D; PWI





[www.principalhealth.org](http://www.principalhealth.org)

