Theory of Change for the Flourish Pilot Schools project

Intermediate outcomes

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Activity

Introduction of the Flourish Model and associated resources

Key influencing factors

Individual circumstances

Effective commication with the key people

Leadership support and management

Mechanisms of change

Connecting with others Feeling appreciated

Doing something purposeful and meaningful

Developing and using skills and experiences

Role and group identity
Enjoyment

Creativity
Exposure to new thinking

Purpose, identity & values

Increased sense of purpose, contribution and meaning

New/developed sense of identity

Expression of altruism/giving back

Relationships

Increased social connectedness

Increased sense of
belonging/feeling part
of something bigger/
special



Personal growth and development

Increased self-efficacy

Increased self esteem

Decreased stress, exhaustion, burnout

Subjective wellbeing impacts

Greater fulfilment

Higher life satisfaction

Better quality of engagement

Stronger or clearer sense of purpose

Reduced anxiety



Social relationships and networks (family, friends)



DRIVERS and BARRIERS affected by and leading to INEQUALITY



Individual resources (e.g. health, time, skills, confidence)

Wider community, societal and global factors



Subjective wellbeing

influences and shapes engagement