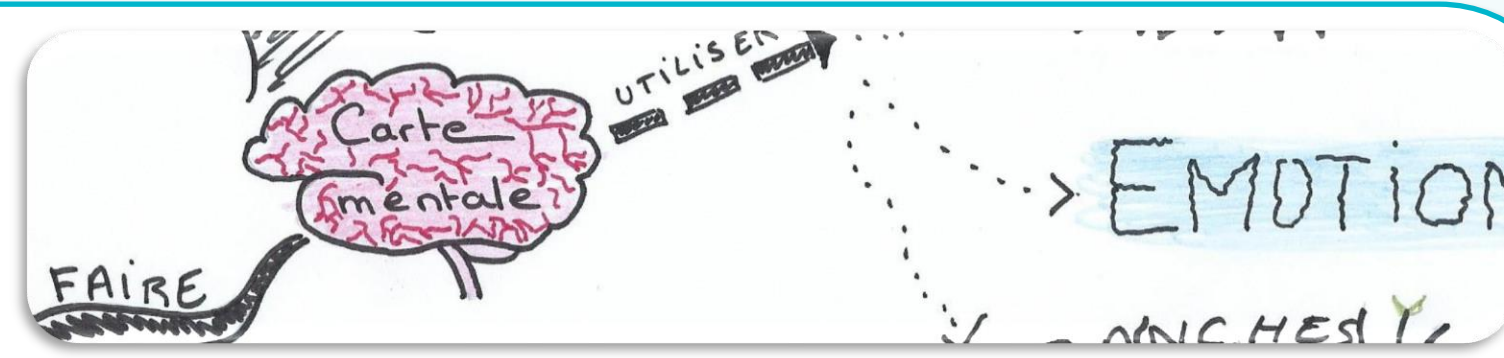


1 Context



- Growing concern about professional dropout with teachers from French-speaking Belgium as elsewhere in the world → Impacts on the quality of school systems (Alava, 2016; EOCED, 2005)
- Lack of well-being identified as one of the factors of this phenomenon (Karsenti et al., 2015)
- Answers can be provided by **positive psychology** (Seligman & Csikszentmihalyi, 2000) but literature on this domain remains limited

2 Theoretical framework



PsyCap

Individual's positive psychology state of development characterized by four combined HERO positive resources

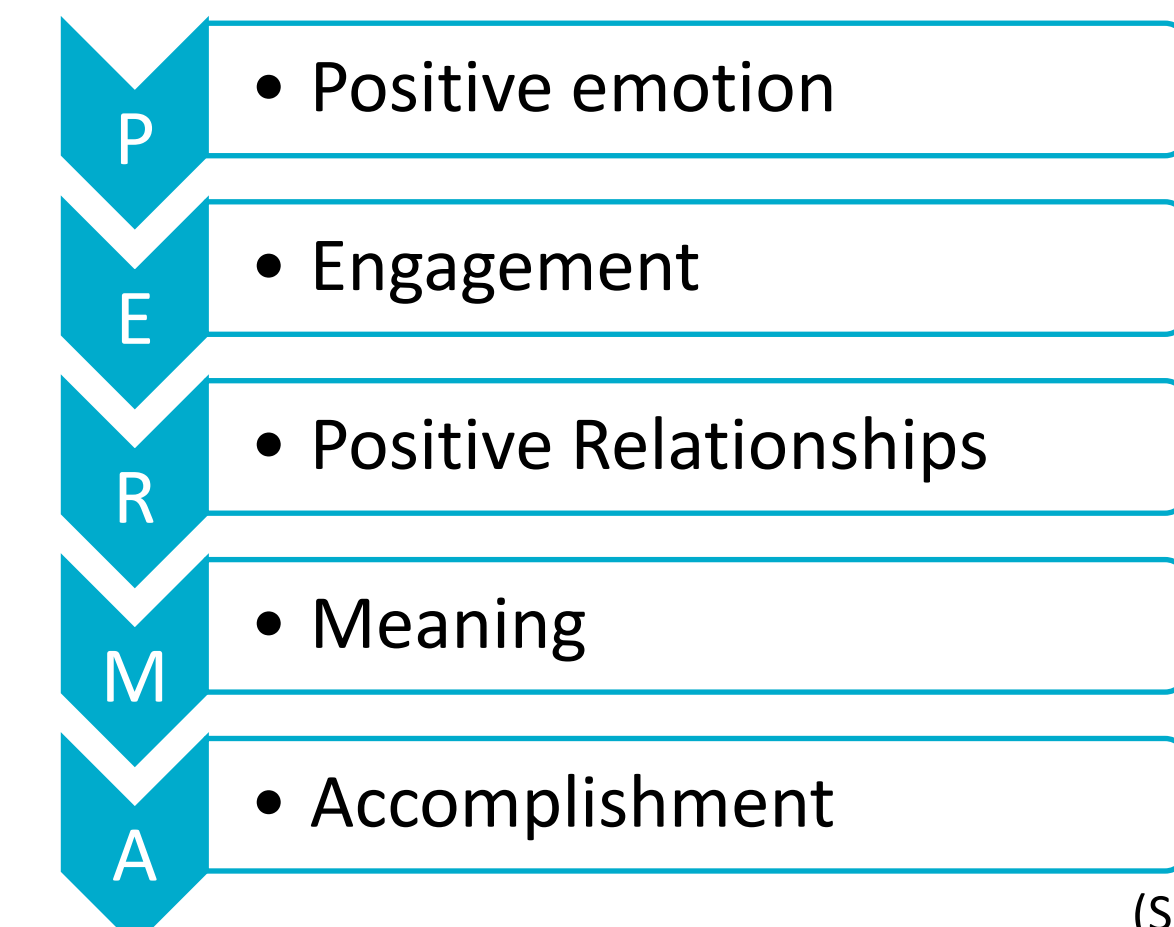


(Luthans & Youssef-Morgan, 2017)

PERMA Well-Being

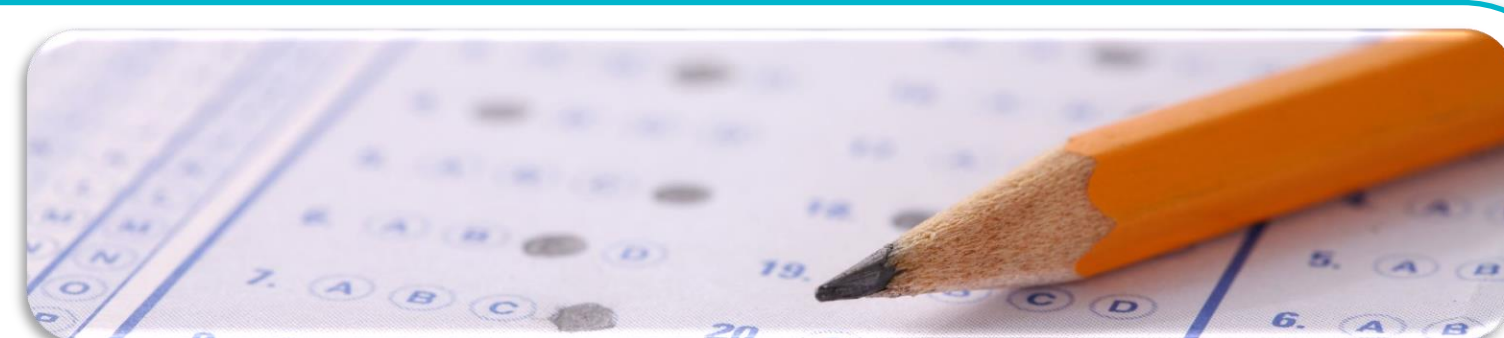
Well-being is a construct that...

- can't be measured exhaustively
- includes **elements** that contribute to it



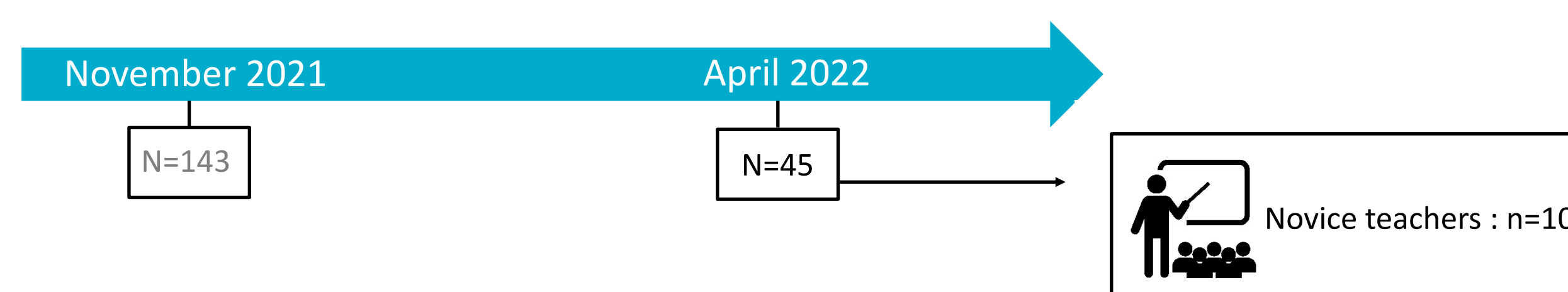
(Seligman, 2011)

3 Methodology



- Purposes :
- Measure teacher's PsyCap and PERMA (including novice teachers)
 - Highlight the links between these concepts

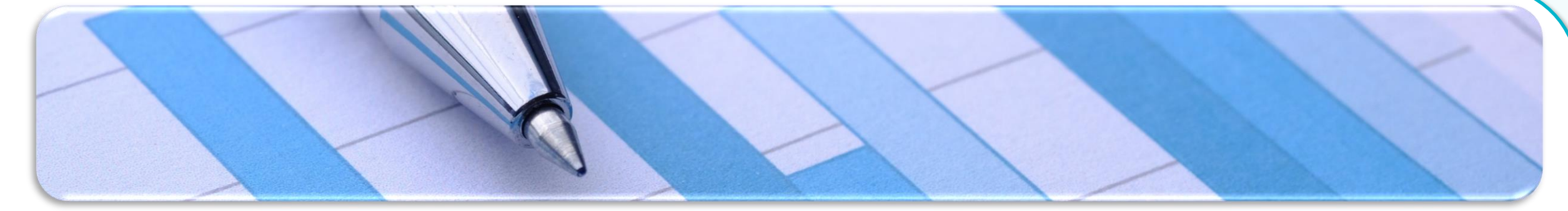
Survey conduct at two times among teachers of French-speaking Belgium



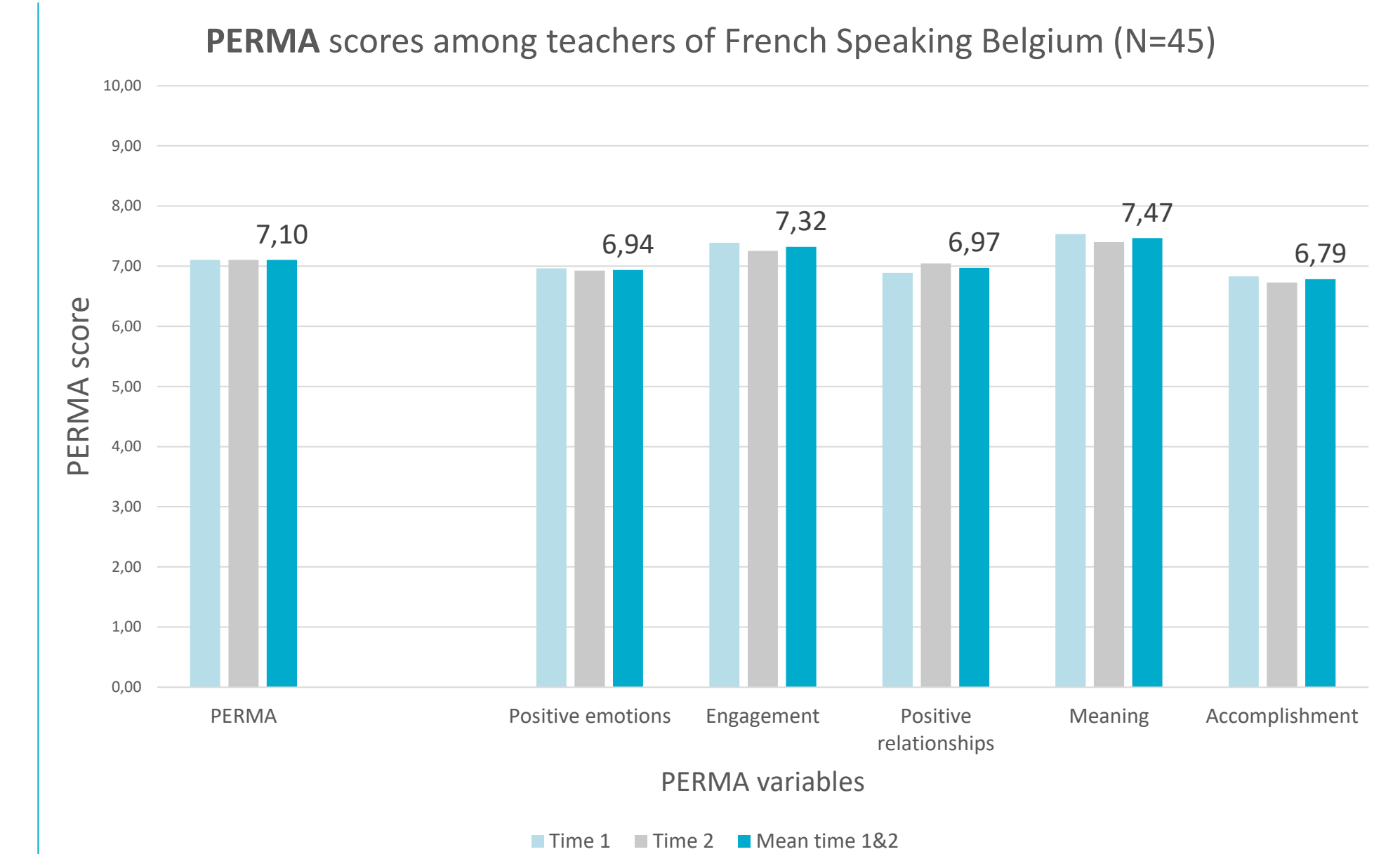
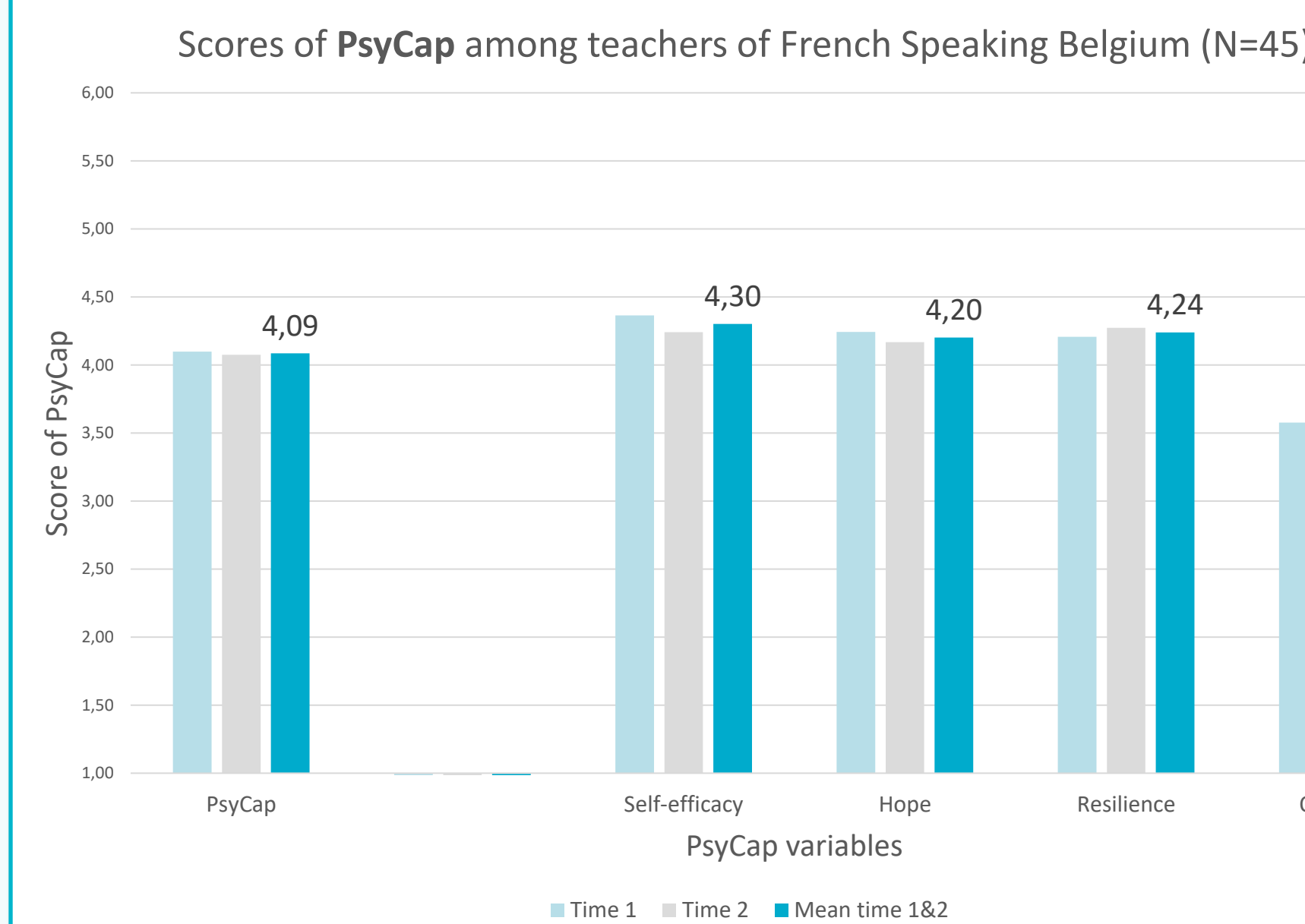
- SURVEY**
- ➔ PsyCap : F-PCQ24 (Choisy et al., 2021) – 24 items – Likert scale from 1 to 6
 - ➔ PERMA : PERMA-Profilier (Butler & Kern, 2016) – 31 items – Likert scale from 0 to 10

Quantitative analysis through SPSS28

4 Results



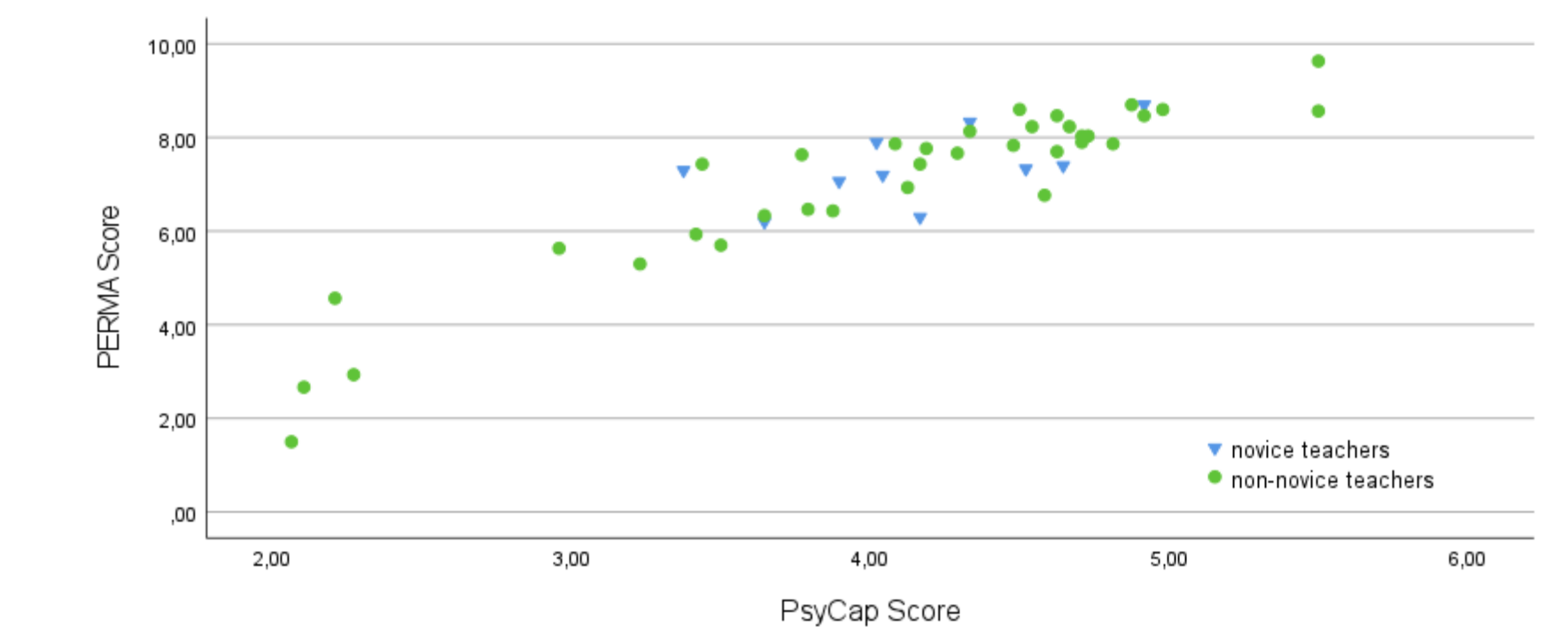
1) Scores of PsyCap & PERMA



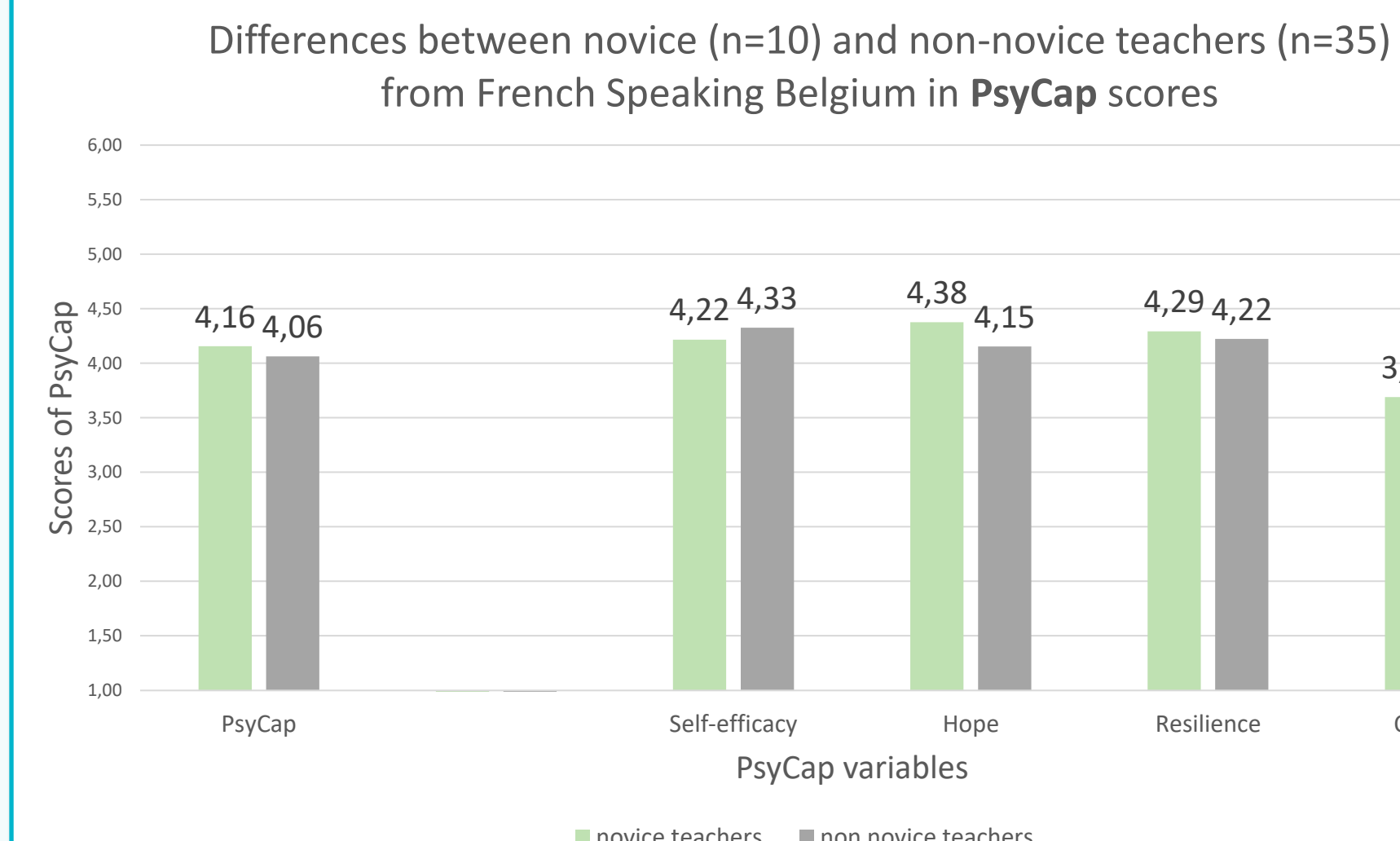
2) Links between PsyCap & PERMA

Strong and significant correlation between PsyCap and PERMA : $r = .908$ ($p < .001$)

Scatter Plot of PsyCap and PERMA variables



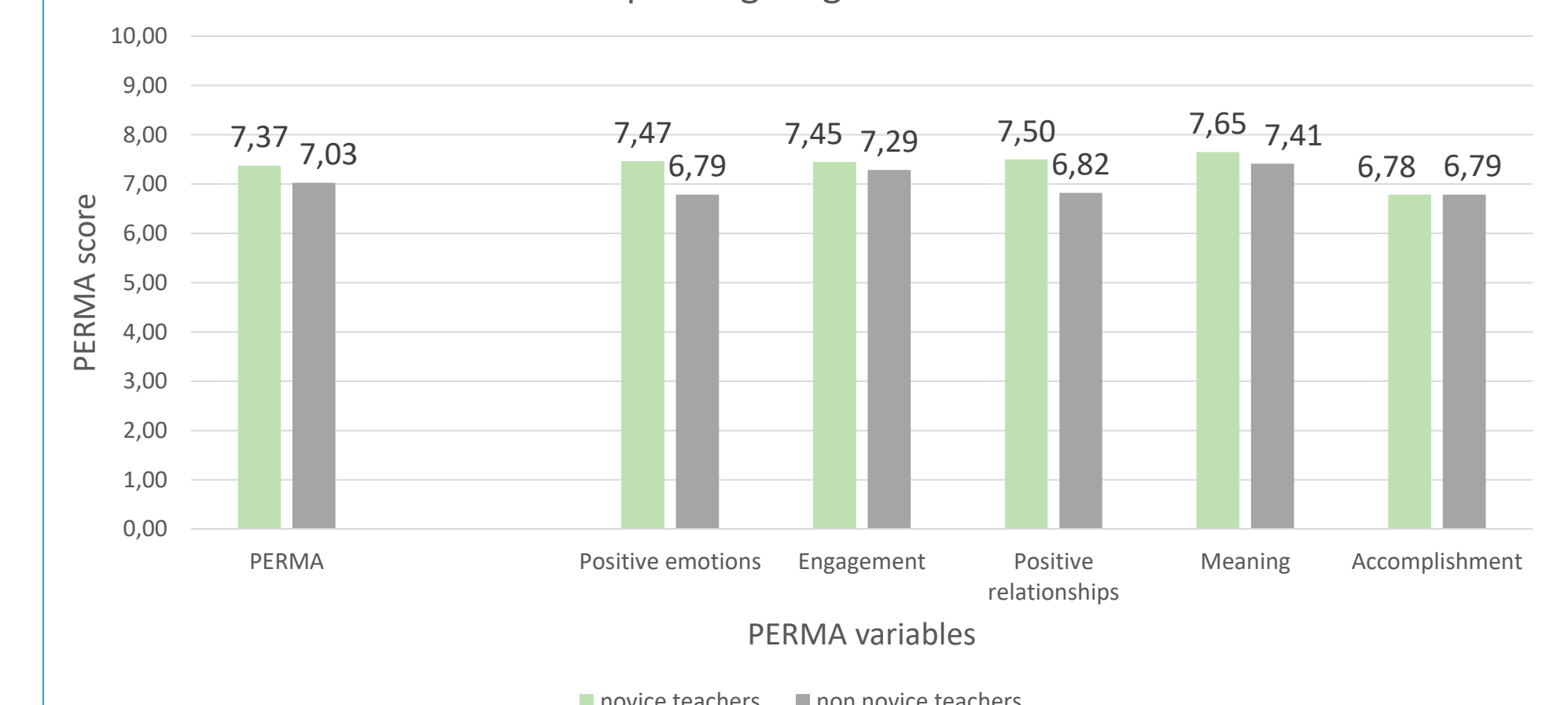
3) Differences between novice and non-novice teachers



No significant differences between novice and non-novice teachers (Mann-Whitney U tests and p values) :

PsyCap	U=184, p=.82
Self-Efficacy	U=202, p=.48
Hope	U=166.5, p=.82
Resilience	U=186, p=.78
Optimism	U=165, p=.80

Differences between novice (n=10) and non-novice teachers (n=35) from French Speaking Belgium in PERMA scores



No significant differences between novice and non-novice teachers (Mann-Whitney U tests and p values) :

PERMA	U=185, p=.80
Positive Emotions	U=152, p=.72
Engagement	U=184, p=.55
Positive relationships	U=155, p=.60
Meaning	U=188.5, p=.82
Accomplishment	U=195.5, p=.58

5 Conclusions



- Positive level of PsyCap marked by high self-efficacy and low optimism
- Positive level of PERMA well-being marked by high meaning and low accomplishment
- Strong links between PsyCap and PERMA
 - These results are consistent with scientific literature (Clarence et al., 2021; Kun & Gadanez, 2022; Kurt & Demirbolat, 2018)
- Novice teachers have higher level of PsyCap, except for self-efficacy
- Novice teachers have also higher level of PERMA well-being
 - But these differences are not significant, and results are limited by a small convenience sample

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