



Recognising,
avoiding and
dealing with
burnout for
you and your
team.

Rachael Roberts

www.Life-Resourceful.com

Teacher Wellbeing Index 2018 highlights stress epidemic and rising mental health issues across the sector



- 76% of education professionals experienced behavioural, psychological or physical symptoms due to their work, compared to 60% of UK employees
- 57% considered leaving the profession in the last two years due to health pressures
- 47% experienced depression, anxiety or panic attacks due to work.

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Warning signs of
burnout





Overflow



Chronic
exhaustion



Getting sick
all the time



Feeling
disengaged
and cynical



Can't let go of
perfectionism



What's your stress temperature?

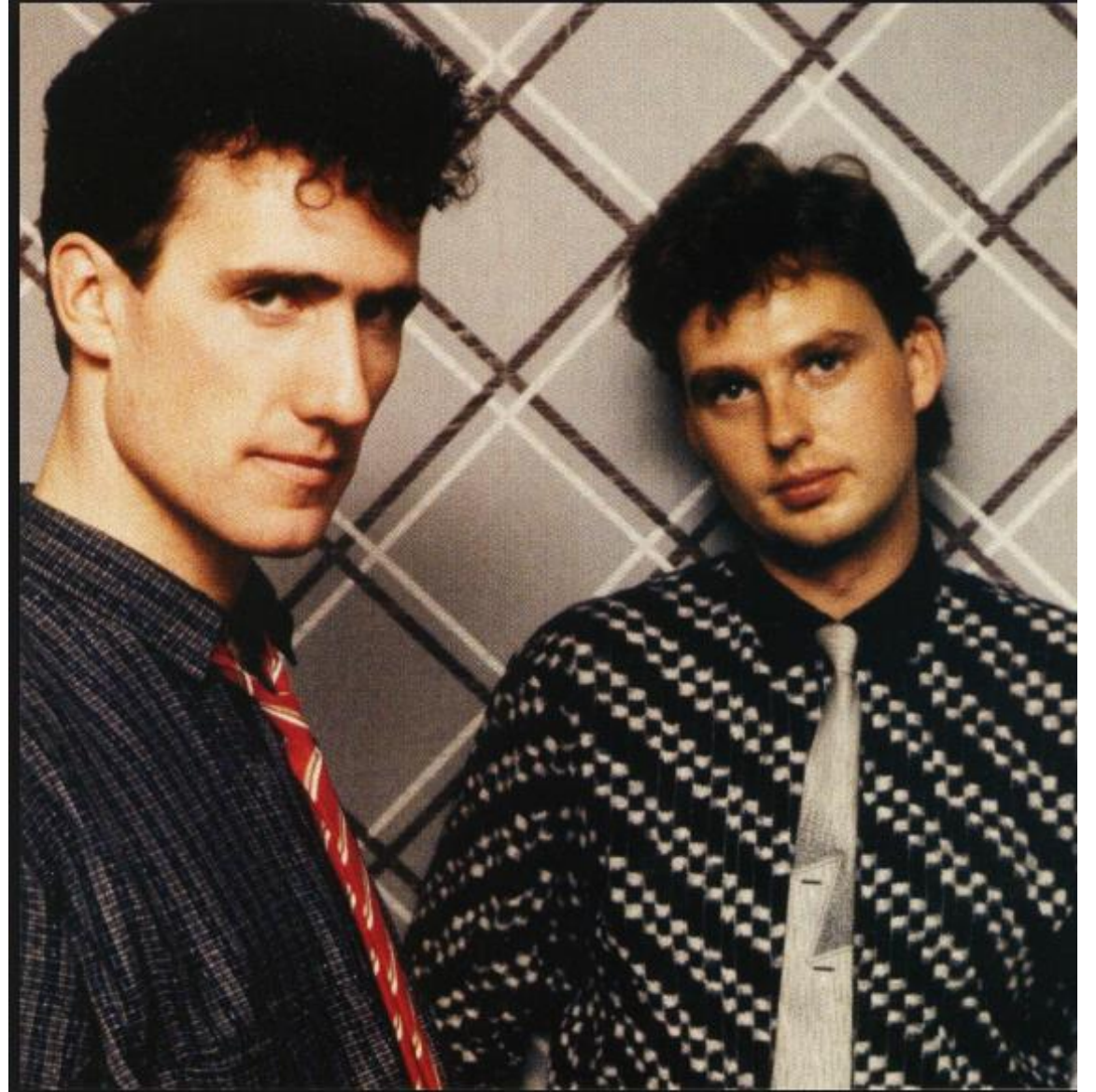


Practical tips to avoid overwhelm



Get
organised

OMD





Inbox



Starred



Snoozed



Sent



Drafts



@ACTION



@READING



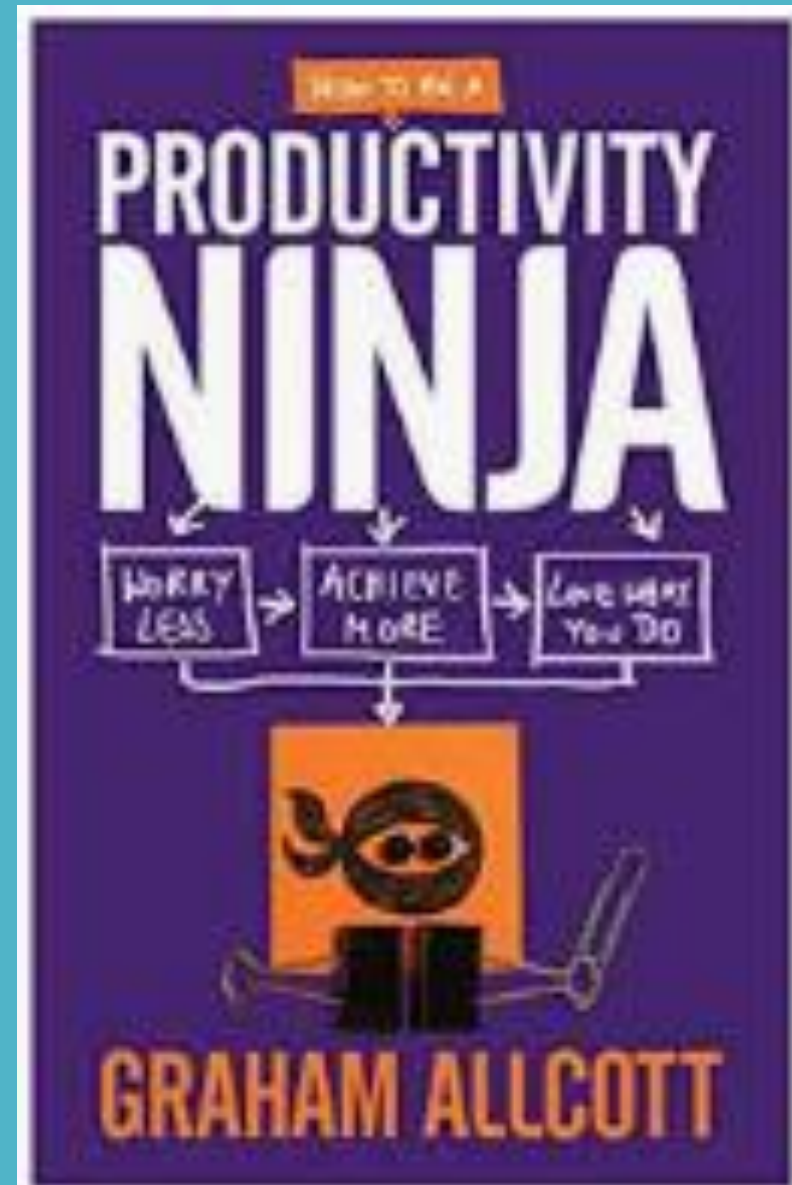
@WAITING



Clients



Contacts



Prioritise





Monk Mode



Stop trying to do too
many things at once



Cushion
time

Treat your
job like being
an athlete.



30 WAYS TO MINDFULNESS

www.life-resourceful.com

RACHAEL ROBERTS

Get mindful



Practical ways to support your team

'Teacher wellbeing isn't compulsory yoga and cakes'

Teachers' wellbeing depends on them having two things - time and respect. Fads won't help, says Tom Rogers

By Tom Rogers
15 February 2019

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Most of us by now will have experienced the wellbeing fad. Often introduced with all the best intentions by school leaders, the fads can rob teachers of precious time or, even worse, add to their already huge workload.

Teacher wellbeing is not served by:

Compulsory after school or lunchtime yoga sessions or wellbeing meetings.

Telling teachers not to work weekends, while not actually changing the workload

Encouraging and talking about mindfulness while continuing to behave in a mindless way.



Cut down on
paperwork.



Help staff
keep
boundaries





Mindset

Examine any
unconscious
beliefs you
may hold.

"A good teacher is like a
candle- it consumes itself
to light the way for
others"





Learn to say
'no' to
people and
projects.

Attitude





Benefits of
positivity

‘The order of
the elephant’



Autonomy and empowerment

“...as general teacher autonomy increased so did empowerment and professionalism. Also, as job satisfaction, perceived empowerment, and professionalism increased, on-the-job stress decreased, and greater job satisfaction was associated with a high degree of professionalism and empowerment.”

Dealing with 'difficult' people



- Don't jump to conclusions
- Show vulnerability
- Explain
- Involve and consult
- Be patient



What 2-3 changes can
you institute to help
your staff next week?

AVOIDING TEACHER BURNOUT IN YOUR TEAM

A SIX SESSION TRAINING PACK FOR
LANGUAGE SCHOOLS



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SIX 45-60 MINUTE TRAINING SESSIONS

Step-by-step training notes, powerpoint
slides, videos and worksheets

- 01** **Key stressors**
Prior to this first session staff complete an anonymous questionnaire, and management discuss what they can immediately do to help- suggestions are provided. There is then a facilitated discussion where some initial plans are put in place.
- 02** **Systems and organisation**
This session focuses on what kind of systems can be put in place by teachers and managers in order to reduce or manage workload more efficiently.
- 03** **Mindfulness**
In this session participants will explore the benefits of mindfulness in dealing with stress, and learn some basic mindfulness techniques they can put into practice immediately.
- 04** **Resilience**
This sessions focuses on ways to develop greater resilience. Note that this does not mean learning to 'put up and shut up', as is sometimes thought, but how to deal appropriately with challenging situations as they arise.
- 05** **Dealing with difficult people**
Other people can sometimes be a big part of stress at work. In this session participants look at good ways to deal with people they find difficult- and how to build better relationships with colleagues in general.
- 06** **Review and moving forward**
The final session looks back at the process, at what has changed and what still remains to be done. Participants make plans for the future and explore ways to keep on track.

TRAINER: RACHAEL ROBERTS

As well as 30 years' experience in the ELT industry, as a teacher, manager, trainer and author, I am also a qualified life coach and have three years' training in counselling and psychotherapy

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You can't stop the
waves, but you can
learn to surf

Jon Kabat-Zinn

Join my free Facebook group



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Lightbulb Moments**

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