

Feeling Good, Leading Well

The Hive of Wellbeing
25th January 2019

Main Focus of The Hive

SELF CARE

- Taking time-out to rest, reflect, “sharpen the saw.”
- Making good choices in physical, emotional and mental lives
- Be kind...to yourself. Develop compassion for yourself and others

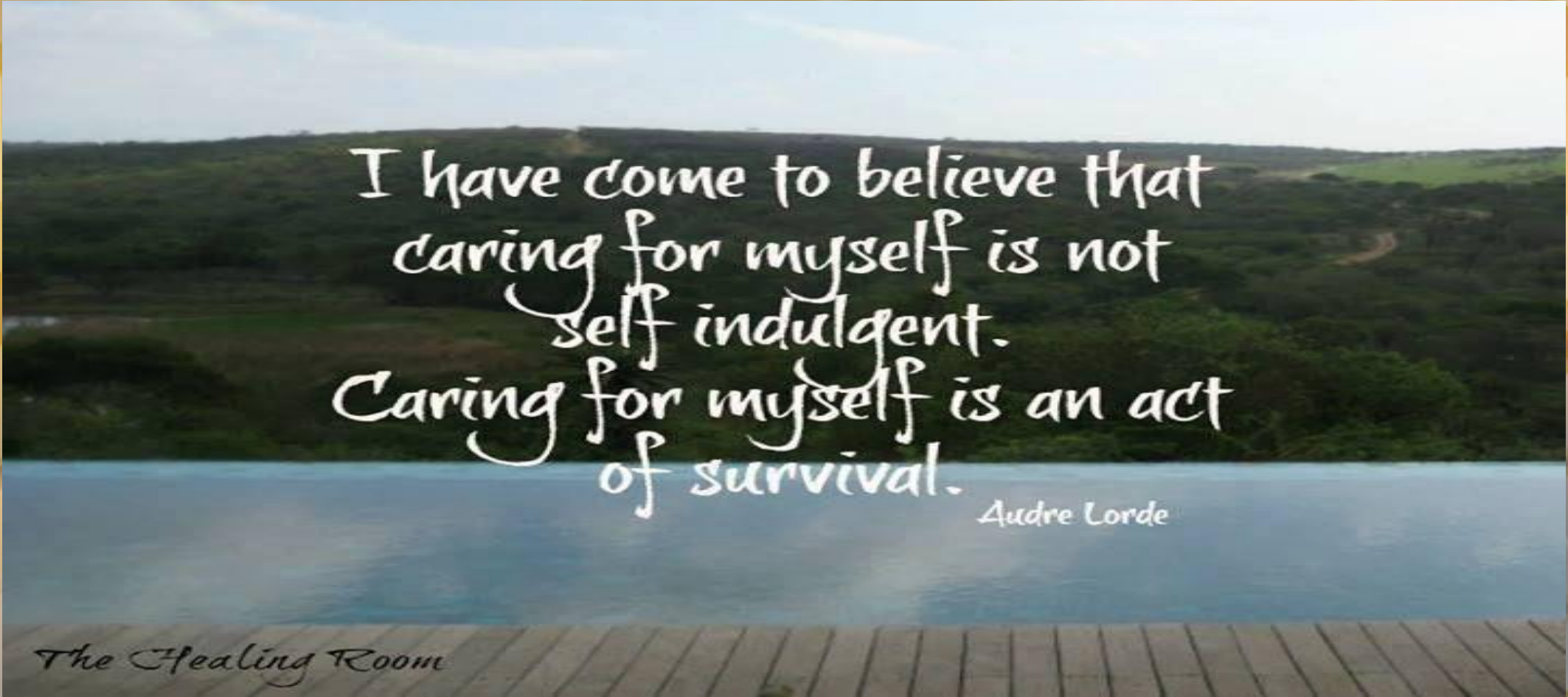
SELF EFFICACY

- Belief in your ability to succeed
- Support with motivation, behaviour choices, thought patterns and responses
- Affected by experience, modelling, social persuasion, physiology

EMOTIONAL CAPITAL

- Positive outcomes for self and for teams
- Higher accomplishment, higher ambition, higher achievements for individuals and communities

SELF-CARE



*I have come to believe that
caring for myself is not
self indulgent.
Caring for myself is an act
of survival.*

Audre Lorde

The Healing Room

Today's thread

- Why self-care matters
- How relationships support us
- Managing workload
- Managing time and energy
- What you think and how it supports you

“Industry has gone from the efficient use of people’s hands to the use of people’s brains. Success in the 21st century will require the efficient use of people’s hearts.”

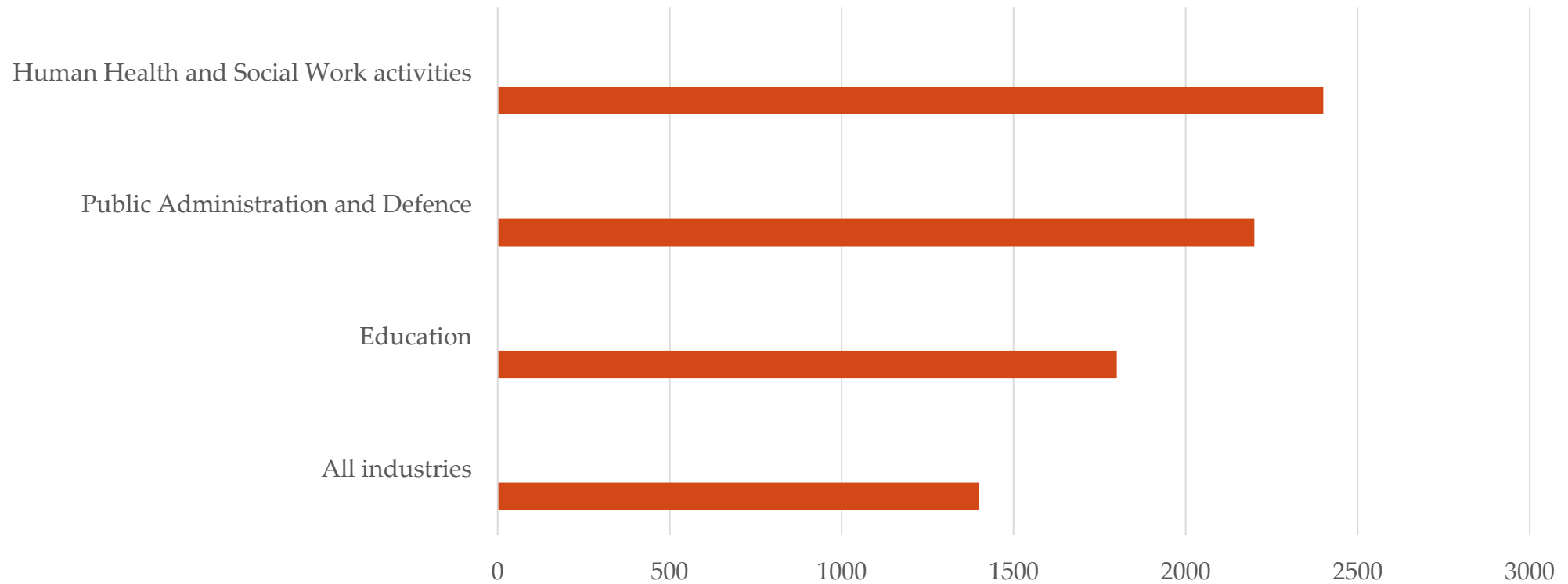
Ch12 Authentic Leadership- Bill George

Effects of STRESS



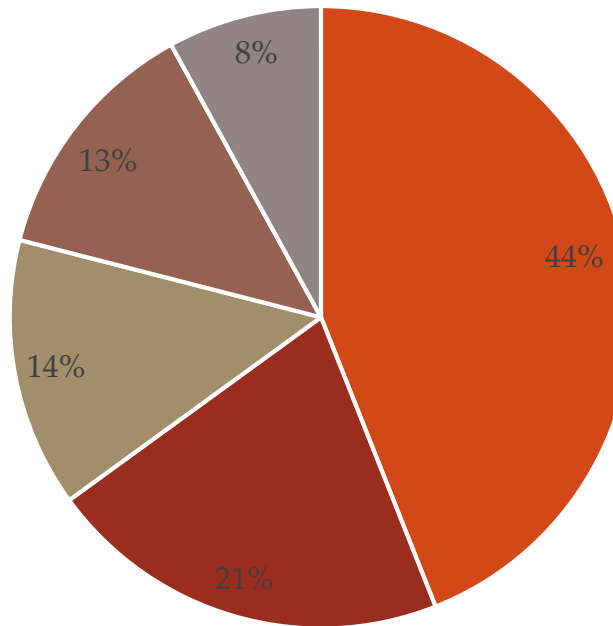
HSE Statistics

Industries with higher than average rates of stress, depression or anxiety
2014/15 – 2016/17 – Nos per 100, 000 workers



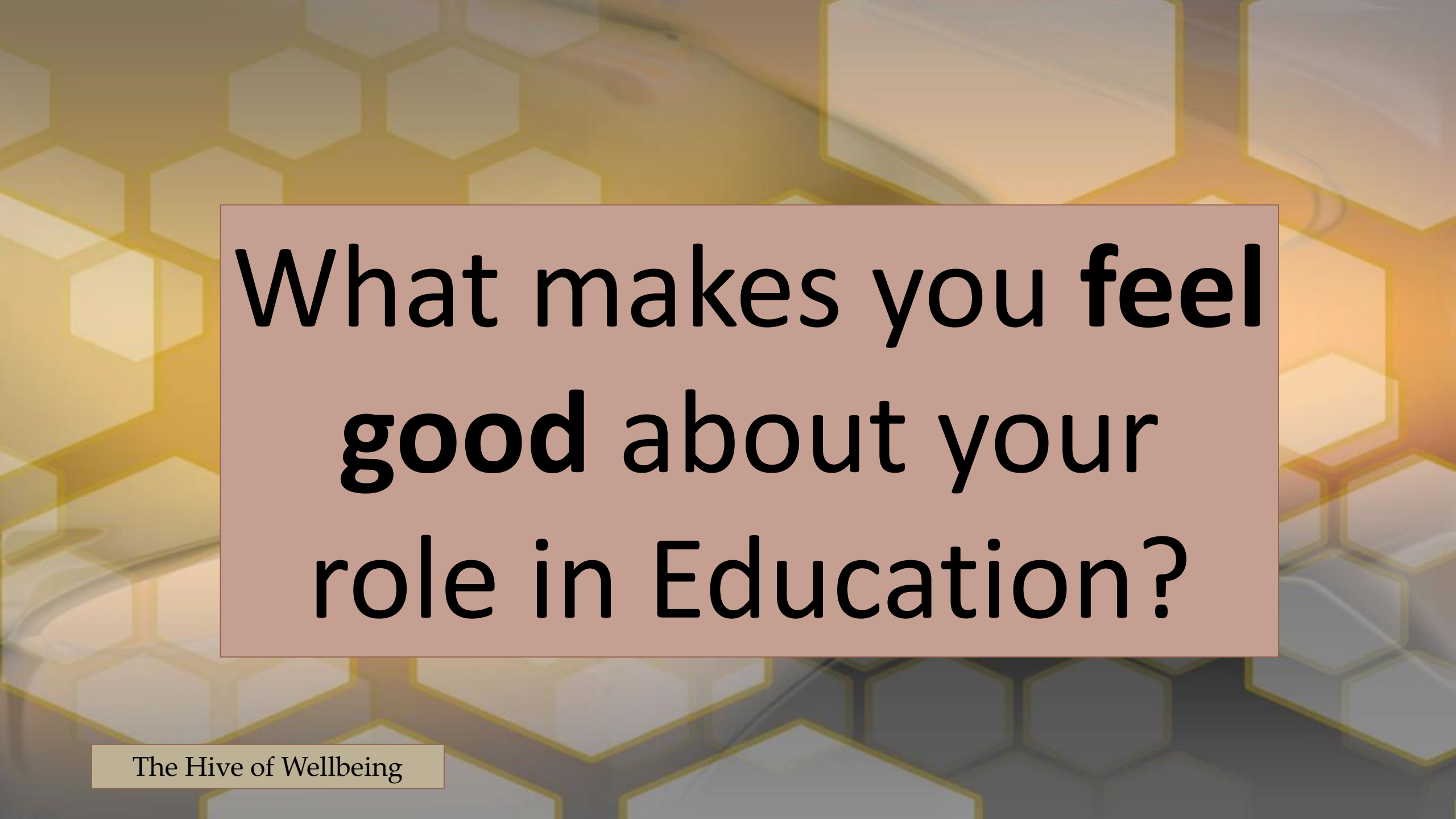
Effect of Workload – HSE Results 2009/10- 2011/12

Stress, Depression or Anxiety cause averaged 2009/10-2011/12



■ Workload ■ Other ■ Lack of support ■ Violence, threats or bullying ■ Changes at work

What can stop you
feeling good about
your role in
Education?

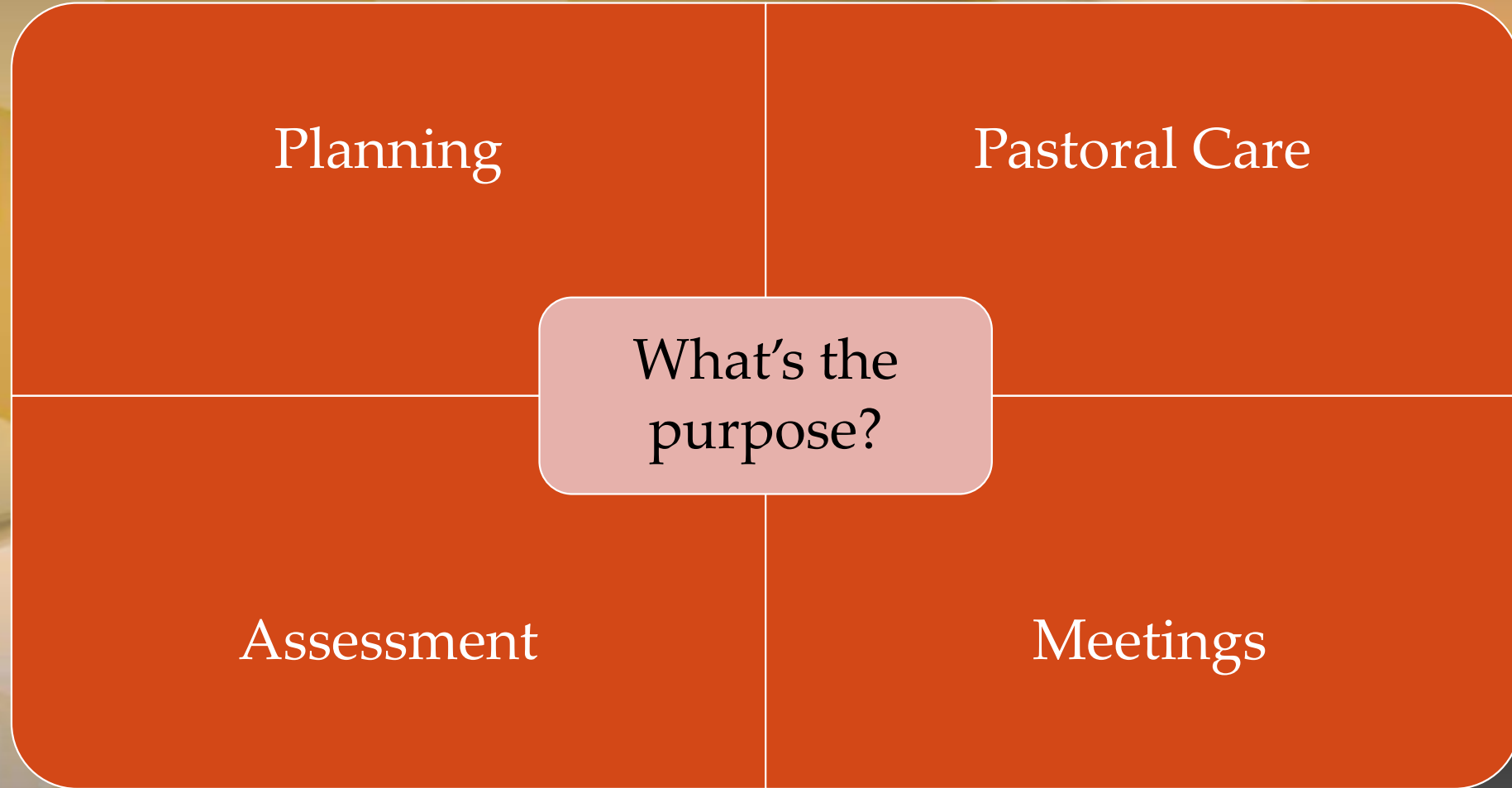
The background of the slide features a honeycomb pattern with hexagonal cells in various shades of yellow, orange, and light grey. A large, semi-transparent pink rectangle is centered on the slide, containing the main text.

**What makes you feel
good about your
role in Education?**

Social Support – Ever had this feeling? – Who's got you?



Systems for Self-Care – support yourself!



Typical Day....Morning...first two hours.....

- 7:30am – Staffing issue – no supply available –timetable check of all staff to cover wherever possible. Switch on computer. Email check and replies.
- 7:45am – Staff member at door, asking to leave CAT session early. Discussion needed.
- 8:00am – Resume email check. Quick prioritising of 24 emails - Responses needed for 5 urgent emails before 9:30am, before going into class to cover.
- 8:15am – Meeting with CT to discuss support in class for pupil with additional needs. Discuss triggers and strategies and support CT needs.
- 8:30am – Parent wants to have a “quick word” – behaviour incident from previous day. Need quick catch-up with the CT to make sure incident recorded and quick summary. Then parent comes in. Parent feeling very distressed
- 8:50am – Parent still in office. School day officially begins.
- 9:30am – Parent still in office. Get message to teacher in class that you are on your way... 9:45am – Arrive in class. Teacher not too happy! Where's the plan? What are they learning?

Demands - Common workload issues

- Pupils' needs – complex cases, ongoing involvement with parents
- Staffing issues – turnover, supply, consistency, relationships
- Emails and social media – When are you off? When are you off, off?
- Bureaucracy – Paperwork trails
- New initiatives – Scottish Govt etc
- Constant involvement with people – “Fruit Scones?”
- Psychological impact of having to do “stuff” that is not your responsibility or your passion or aligned with your goals
- Frequent guilt at “not getting to” learning and teaching

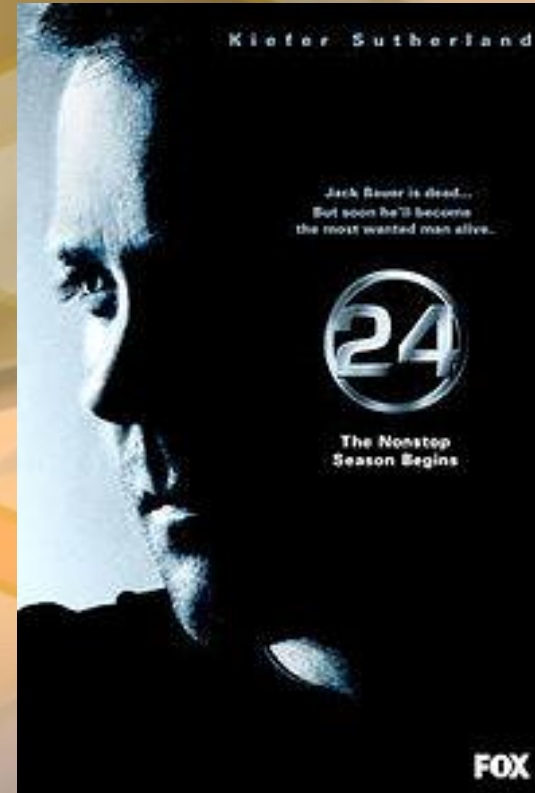
The Happiness Track – Emma Seppälä

- **Step Out Of Overdrive**
 - Success is falsely linked with “driving hard at it”
 - Use your natural resilience
 - Breathe- Philipotts and Blairy (2002)
- **Managing Your Energy**
 - Cultivating Calmness
 - Beliefs about Fatigue – Dweck
 - “Satisficing” – good is good enough sometimes
 - The Power of Self-compassion vs Excessive Self-Criticism

Prioritising self-care everyday- In this last 24 hours...

- What gave you the most enjoyment?
- What gave you the most energy?
- What did you not enjoy?
- What can you drop?
- REFRAME - What do you have to do, but can look at it/view it differently to support you?

The Hive of Wellbeing



**Complaining
is not a
strategy.**

Urgent & Important Matrix

Urgency	Low	High
	Low	High
Importance	Not Urgent, Not Important	Urgent, Not Important
	Not Urgent, Important	Urgent and Important

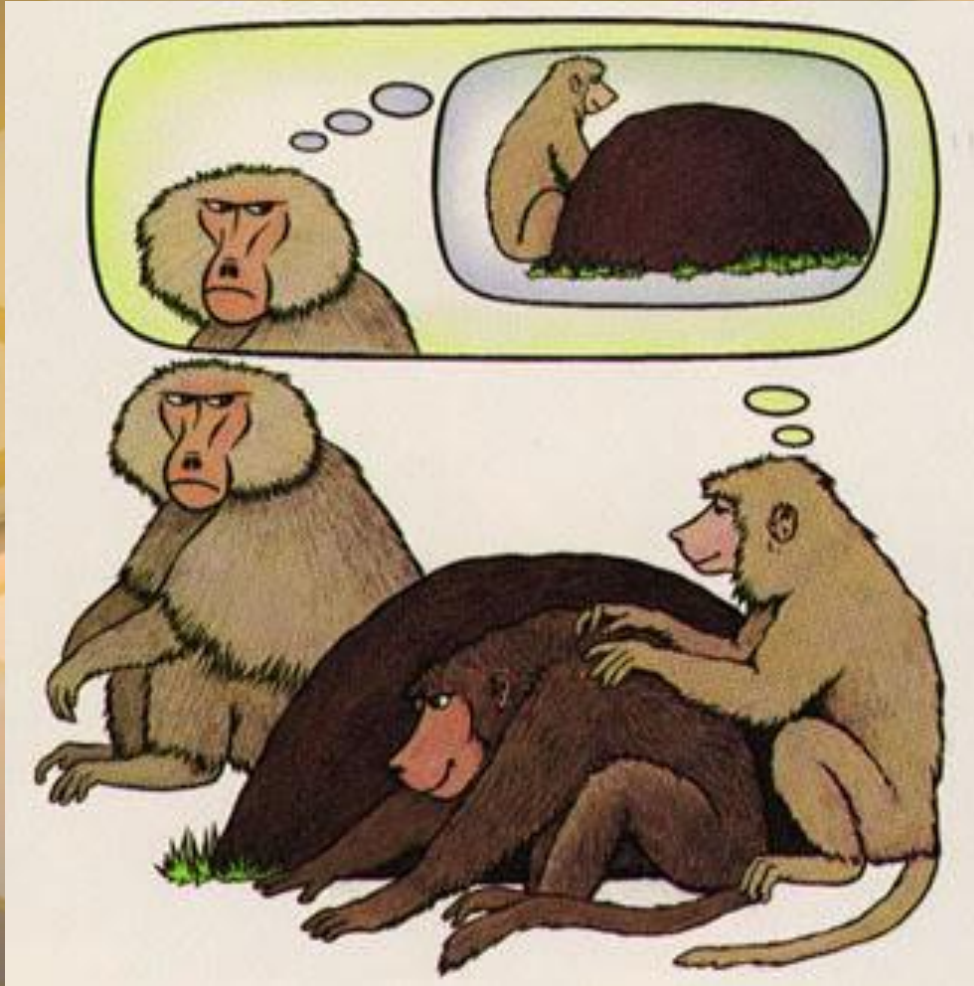


The inbox that works for you



60 000 to
120 000
every day!

Using our thoughts to care for ourselves - Theory of Mind



Being Boss is Hard: The Emotional Side of Being in Charge – Rick Ginsberg (2008)

1. Accept that leadership involves emotional experiences.
 2. Prepare yourself.
 3. Take care of yourself.
 4. Become emotionally mature
 5. Understand your expressions.
 6. Learn not to panic.
- Develop a personal emotional plan.

Burnout – The Cost of Caring

“Doing it on your own”- Christina Maslach

At work

- Setting realistic goals
- Doing the same thing differently
- Take a break
- Taking things less personally
- Accentuating the positive
- Spending time with positive types
- Know yourself

Going/At Home

- Making the transition
- Keeping a daily log
- Rest and relaxation
- Alone time – together time
- Clear boundaries
- Saying “no” not “never”
- Who are you when you are not at work?

Keeping Our Relationships Resourceful!

Compassionate Practices – Kim Cameron (2011)

- Caring for, being interested in, and maintaining responsibility for colleagues as friends
- Providing support for one another, including offering kindness and compassion when others are struggling
- Inspiring one another at work
- Emphasizing the meaningfulness at work
- Avoiding blame and forgiving mistakes
- Treating one another with respect, gratitude, trust and integrity

How do you bring kindness into your workplace to strengthen relationships?

What opportunities do you have to develop kindness further?

Salt Caves in Pizzo, Calabria, Italy



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