



*Staff Wellbeing:
recharge,
recalibrate,
rejuvenate*

Be You In Focus webinar handout: Staff Wellbeing: recharge, recalibrate, rejuvenate

Thank you for your participation in the Be You In Focus event, **Staff Wellbeing: recharge, recalibrate, rejuvenate** on 12 December 2019.

This handout contains:

- Quick summary of key concepts
- Reflective questions
- Resources
- Questions and Answer section

Quick summary of key concepts

Defining Wellbeing

Your wellbeing influences:

- how you interact with children and young people
- your relationships with children and young people
- your ability to respond to challenging or unexpected situations
- Your commitment and desire to remain an educator.

By looking after your own wellbeing, you can work to create the best possible version of yourself, both as a person and educator. It will help you to cognitively, physically and emotionally perform your role over the long term.

Steps to positive wellbeing

While others determine much of your work environment, individually you can take the following steps to protect and enhance your mental health and wellbeing:

- Identify what's important to you, and what you want to change or do.
- Find a mentor to offer support, guidance, reassurance and accountability.
- Try to set realistic expectations for what you can achieve personally and professionally.
- Engage in professional development that inspires and refreshes you.
- Think about eating well, sleeping well, practicing and developing mental health skills, learning from mistakes, celebrating wins and maintaining personal hobbies or interests.
- Develop a wellbeing plan.
- Create new wellbeing habits.

Ultimately, taking responsibility for your mental health, and understanding that it's key to success in your personal and professional life, is the most important action you can take.

What is self-care?

Caring for self means:

- being able to recognise and respond to bodily cues to stress
- acknowledging importance of caring for self-first so better able to care for others
- Accepting we can't control life events whether it is professional or personal but can control how we respond to these

While others determine much of your work environment, individually you can take steps to protect and enhance your mental health and wellbeing. Managing your stress levels, maintaining positive social interactions and asking for help when needed are all helpful actions to support your wellbeing.

Doing things for yourself to make you feel better!

You need to practice self-care in a way that works for YOU. It might include maintaining a healthy lifestyle by eating well, getting enough exercise and cutting back on unhelpful habits.

Mindfulness

Being mindful means awareness of your own moment-to-moment internal and external experiences, with gentleness and acceptance and without judgment. It's a state of being that encourages us to slow down, focus on the present, accept things as they are, and act with discernment.

When we do this, we're less distracted by thoughts of the future and the past, which can often make us worry and stop us from enjoying the present moment.

Research has found that mindfulness can help you feel calmer, bring clarity and enhance your creativity and awareness.

Other benefits, include:

- reduced rumination (continuously thinking about upsetting situations and things)
- reduced stress, including occupational stress, anxiety and depression
- improved focus and working memory (being able to recall and use relevant information)
- improved health through better immune function (resistance to disease) and slower ageing
- increased self-awareness, social awareness and self-confidence
- greater emotional intelligence, compassion (to self and others) and prosocial behaviours
- better and more flexible problem-solving abilities
- stimulating new connections and cell growth in the brain
- better resilience

By practising mindfulness, you can support your own wellbeing and that of the whole learning community.

Staff wellbeing is a shared responsibility, a mentally healthy workplace brings benefits for employees and employers alike.

Reflective questions

These reflective questions can be used to form the basis of a conversation with your Be You Action Team or Learning Community Leadership.

- What strategies do you find useful in your own self-care?
- What strategies do you have in place at a whole-service level to build, support and maintain staff wellbeing?
- Being emotionally literate is critical – for all of us. Possibly as important as other literacies. Is this considered in your learning community?
- How can you influence educators to model self-care strategies actions themselves to promote help-seeking among children and families?

Resources

Please find below a selection of resources either shared during the webinar or used in preparation for the webinar.

Be You Toolkits

- [Wellbeing Tools for Students](#)
- [Wellbeing Tools for You](#)

Be You Professional Learning

- [Be You Professional learning](#)

Be You Fact Sheets:

- [Be You Your Wellbeing factsheet](#)
- [Be You Mindfulness fact sheet](#)
- [Be You Stress Management](#)

Other recommended resources

- [Smiling Minds \(education\)](#)
- Smiling Mind video [How mindfulness can improve awareness and attention](#)
- [Beyond Blue heads up \(joint initiative by the Mentally Healthy Workplace Alliance and Beyond Blue to support Australian workplaces to become more mentally healthy\).](#)
- [RUOK conversations \(Education/staff resources\)](#)

[Please also refer to your State and Territory school sector resources.](#)

Attendee questions and answers:

Q: Can you share some tips for self-care I can share with my team?

Taking the time to look after yourself means you'll be in better position to provide support to those around you. Here are some tips for looking after yourself:

- Maintain routines that work for you – eat well and sleep well. Your physical health impacts your emotional health

- Know who your supports are and spend time with them. This might be friends, family or someone else at work
- Know your limits. Supporting others can be tough, so know when to step back
- Debrief with others at work. This can be informal or formal

[Link with supports outside of your learning environment.](#)

Learn more about [staff wellbeing](#) and [stress management](#) in the Be You Fact Sheets.

Have on hand a list of helpline numbers to reach out for support (i.e. Lifeline, Beyond Blue, others as listed on the Be You website/[Wellbeing tools for you](#)), encouraging access to a GP for further professional advice; regularly checking in with the individual to discuss what further supports they may require either in an individual discussion or group discussions. Actively and regularly connect and build local professionals networks (e.g. allied health professionals; EAP services) to be able to call on them if or when needed.

Invite or seek advice from local professionals to inform Quality Improvement Plans, including policy planning as well as include information in induction information and processes.

More information can be found on the following Be You Fact Sheet - <https://beyou.edu.au/fact-sheets/critical-incidents/educator-wellbeing>

Q: Can we please get a copy of the slides?

The In Focus recording and support materials including the transcript, post webinar document, Q&A, research and resources links will be provided on the [Be You website > Events > Previous In Focus webinars.](#)

Q: How do we contact our Be You consultant?

To get in contact with your Be You consultant, you can log into your Be You account at beyou.edu.au, then click on 'your learning community', then click on 'supports', your consultant will be listed there.