



# Self-Care Strategies: Building Emotionally Resilient Educators

- **Strategies needed for modern day teaching (and life)!**

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# Objectives:

- Review the definitions of: stress, vicarious trauma, secondary trauma, compassion fatigue, burnout, emotional resiliency, and self-care
- Gain an understanding of the importance of self-care
- Identify ways to increase your emotional resiliency through the practice of self-care; including ways to incorporate it in both your personal and professional life

**Thank you for all you  
do each and every  
day to help students!**

**Why do we need this?**



- What are some of your stressors?

STRESSORS	TOOLS FOR MANAGING

What are some ways you relieve/reduce/cope with stress?





## CHRONIC

# EUSTRESS

Long, lasting and recurrent  
(Good stress)

E.g. An individual who loves their work & finds it challenging and fulfilling. Cognitive stress is placed on the mind, but it further develops and grows in a more creative manner.

Short term, generally not remembered or retained

(Good stress)

## ACUTE

# EUSTRESS

E.g. Taking part in physical challenge. The stress experience within the body is sometimes referred to as an 'adrenalin rush'; this stress aids awareness and muscular strength in order to complete.

## FOUR TYPES OF

# STRESS

## CHRONIC

# STRESS

Consistent & unavoidable  
(Bad stress)

E.g. Experienced by a person in a highly stressful job or a particularly difficult relationship. It is chronic stress that is the most common cause of burnout.

(Bad stress)

Short term—treatable and ,manageable

## ACUTE

# STRESS

Acute stress is the most common form of stress. Occurs within one month after exposure to an extreme traumatic stressor (e.g., death of a loved one or serious accident).

# Secondary Traumatic Stress & Related Conditions

- Secondary Traumatic Stress (STS) refers to the presence of Post Traumatic Stress (PTS) symptoms caused by at least one indirect exposure to traumatic material.
- Burnout, is characterized by emotional exhaustion, depersonalization, and a reduced feeling of personal accomplishment.
- Compassion Fatigue, a less stigmatizing way to describe secondary traumatic stress and has been interchangeably used with STS
- Vicarious Trauma, refers to changes in the inner experience of the caregiver resulting from empathic engagement with an individual who has experienced trauma. It is a theoretical term that focuses less on trauma symptoms and more on the covert cognitive changes that occur following cumulative exposure to another person's traumatic material



# Signs and Symptoms of STS and Vicarious Trauma

<https://www.acf.hhs.gov/trauma-toolkit/secondary-traumatic-stress>

## Cognitive

- Lowered Concentration
- Apathy
- Rigid thinking
- Perfectionism
- Preoccupation with trauma

## Physical

- Increased heart rate
- Difficulty breathing
- Muscle and joint pain
- Impaired immune system
- Increased severity of medical concerns
- Headaches, stomach aches
- Exhaustion
- Irritability

## Behavioral/Emotional

- Withdrawal
- Sleep disturbance
- Appetite change
- Hyper-vigilance
- Elevated startle response
- Poor boundaries
- Viewing the work/lives of others as less important
- Difficulty relating to others' day-to-day without comparing
- Reduced productivity
- All “home” or “work” thinking (difficulty with balance)
- Guilt
- Anger
- Numbness
- Helplessness
- Sadness/ prolonged grief

▶ Let's Get Real!

# Here are some things we know...

- 78% of educators express overwhelming levels of stress.\*
- Teachers who experience higher levels of stress are more likely to burn out, be less effective in teaching and classroom management, less connected to their students, and less satisfied with their career.\*
- On average 1/3 of new teachers quit teaching within 5 years (salary, demands and stress).\*
- Teachers, who are stressed and unhappy, are less likely to deliver effective instruction to students – regardless of whether they have created a lesson that is differentiated, cross-curricular, and standards – aligned. \*

\*American Federation of Teachers Surveys 2015

\*\*Arizona State University, 2015

# Oh wait there is more...

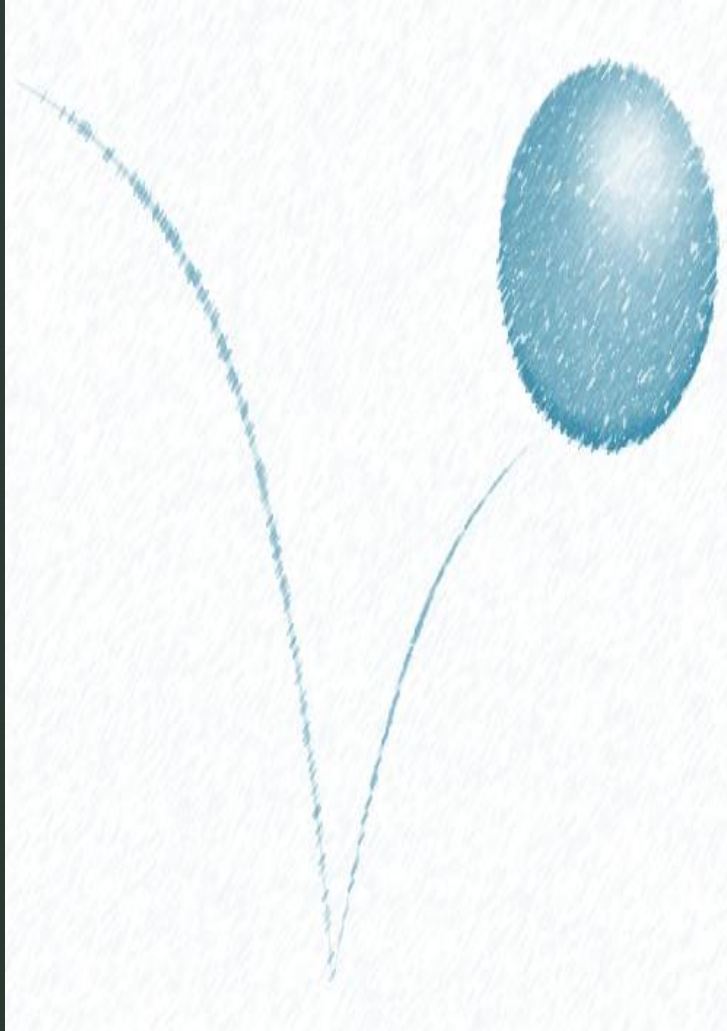
- Research shows a direct correlation of teacher anxiety, stress, and depression to negative student test results. \*\*
- Studies show that from 6% to 26% of therapists working with populations whom have been traumatized, and up to 50% of child welfare workers and educators, are at high risk of secondary traumatic stress or the related conditions of PTSD and vicarious trauma.
- Anyone who works directly with children who have experienced trauma and are in a position to hear the recounting of traumatic experiences, is at risk of secondary traumatic stress.
- The risk of STS appears to be greater among women and among individuals who are highly empathetic by nature or have unresolved personal trauma.



## Emotional Resiliency:

One's ability to adapt to stressful situations or crises.

The more resiliency one has the more likely they will be able to "bounce back" and adapt to adversity without lasting difficulties.



# What are traits of someone with emotional resilience?

- They know their boundaries.
- They keep good company.
- They cultivate self-awareness.
- They practice acceptance.
- They're willing to sit in silence.
- They don't have to have all the answers
- They have a menu of self-care habits.
- They enlist their team.
- They consider the possibilities.
- They set goals
- They get out of their head.



# Self-Care Supports Emotional Resiliency

- Self-Care: refers to activities and practices that we can engage in on a regular basis to reduce stress, maintain and enhance our short and longer-term health and well-being.
- Self-care is necessary for our effectiveness and success in honoring our professional and personal commitments.





**Take a moment to list all the roles you play, both in your personal and professional life.**







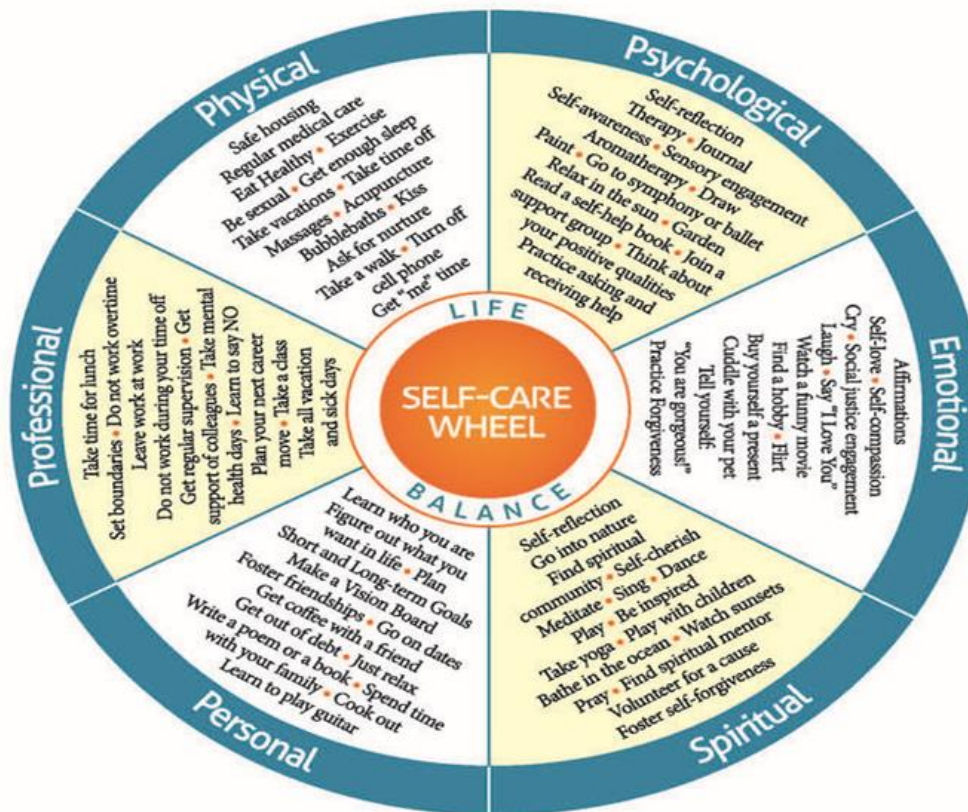
**FOSTERING RESILIENCY  
BY PRACTICING SELF-  
CARE**

**=**

**A RESPONSIBLE ADULT  
& EDUCATOR**

▶ **Let's brainstorm!**

# SELF-CARE WHEEL



This Self-Care Wheel was inspired by and adapted from "Self-Care Assessment Worksheet" from *Transforming the Pain: A Workbook on Vicarious Traumatization* by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing for Social Change (2013).

Dedicated to all trauma professionals worldwide.

[www.OlgaPhoenix.com](http://www.OlgaPhoenix.com)



# Physical Self-Care



- Safe housing
- Develop a regular sleep routine
- Aim for a healthy diet with meal prep
- Take lunch breaks
- Go for a walk at lunch-time
- Walk your pets after work
- Take a personal day
- Exercise regularly
- Apps to develop healthy habits
- Physical intimacy
- Bubble baths
- Turn off technology



# Psychological Self-Care



- Self reflection
- Power words and affirmations
- Attitude of gratitude
- Journaling
- Therapy
- Engage in non-work hobbies
- Make/take time for relaxation
- Read Self-Help books
- Aromatherapy
- Make/take time to engage with friends & family
- Practice asking/receiving help from others

# Emotional Self-Care



- Positive affirmations
- Reflective practices
  - (mindfulness, meditation, talking with a friend or family member)
- Be in nature
- Self-Love and Self-Compassion
  - (“If you wouldn’t say it to \_\_\_\_\_, don’t say/think it to yourself.”)
- Laughter
- Say “I love you.”
- Family movie night
- Date Night
- Imagery
- Practice forgiveness of self & others
- Hug/Cuddle your partner/child/pet



We need 4 hugs a day for survival.  
We need 8 hugs a day for  
maintenance. We need 12 hugs a  
day for growth.

— *Virginia Satir* —

**AZ QUOTES**



# Spiritual Self-Care



- Meditate/Yoga
- Prayer
- Attend/recommit to your church, mosque, synagogue, temple, etc.
- Seek a spiritual community
- Sing, dance, or drum
- Dream interpretation
- Healing touch
- Study/read spiritual or inspirational text
- Viewing sun rises or sunsets
- Play with your kids
- Being present



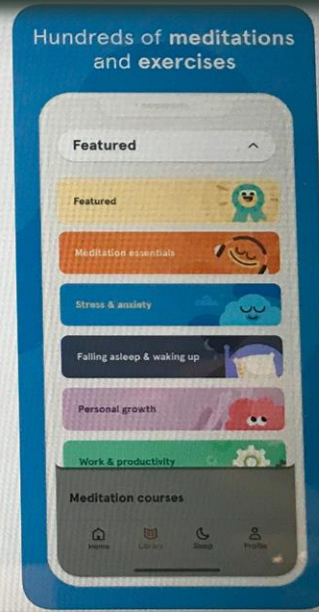
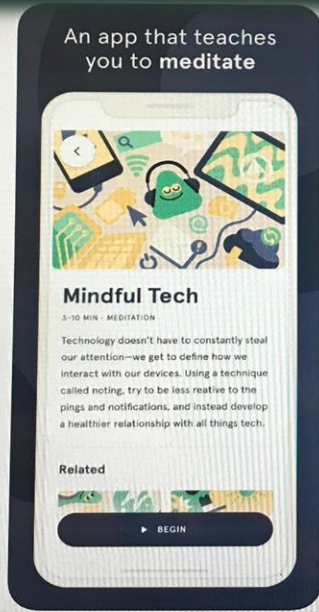


Mind Full, or Mindful?

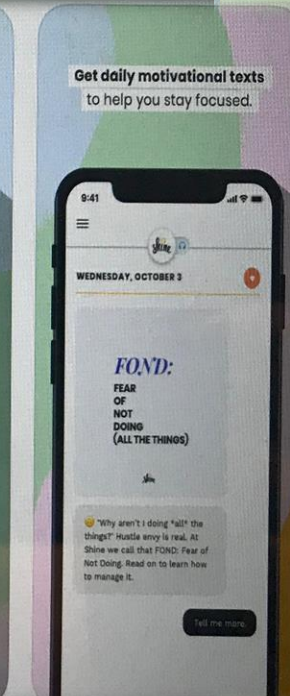
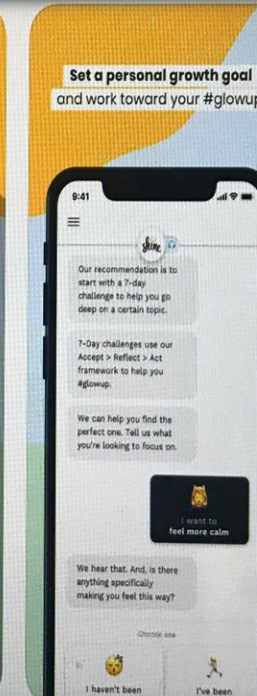
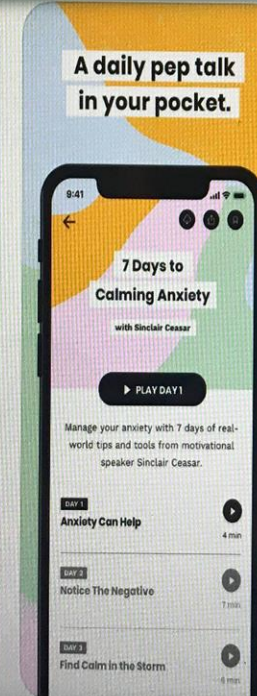
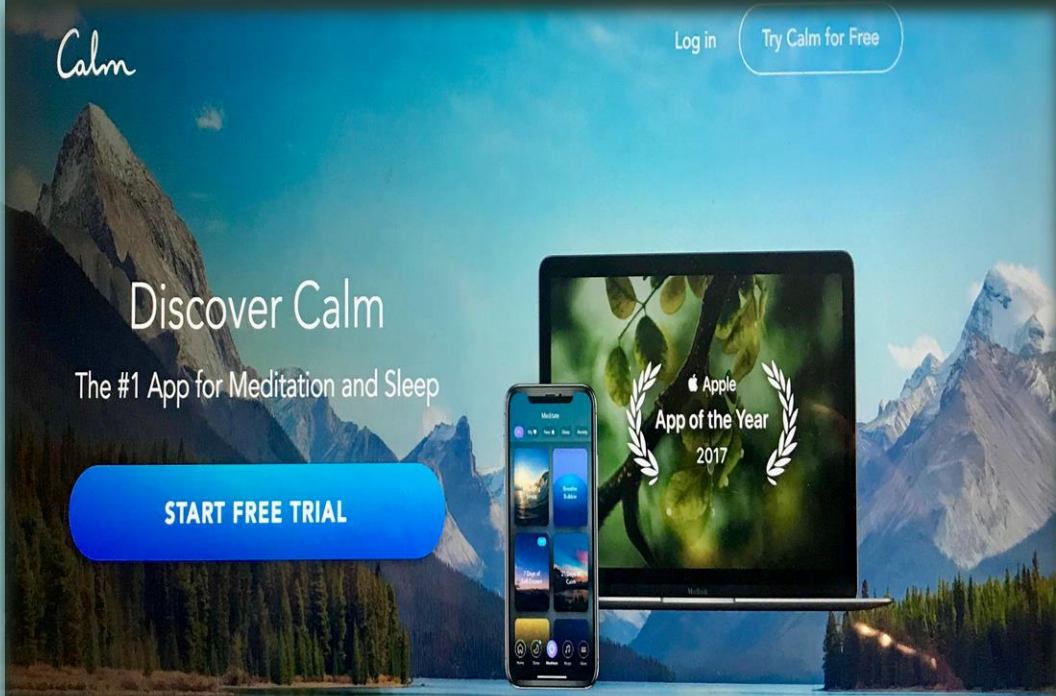
# Headspace App

App

# Calm App



# Shine App











# Professional Self-Care



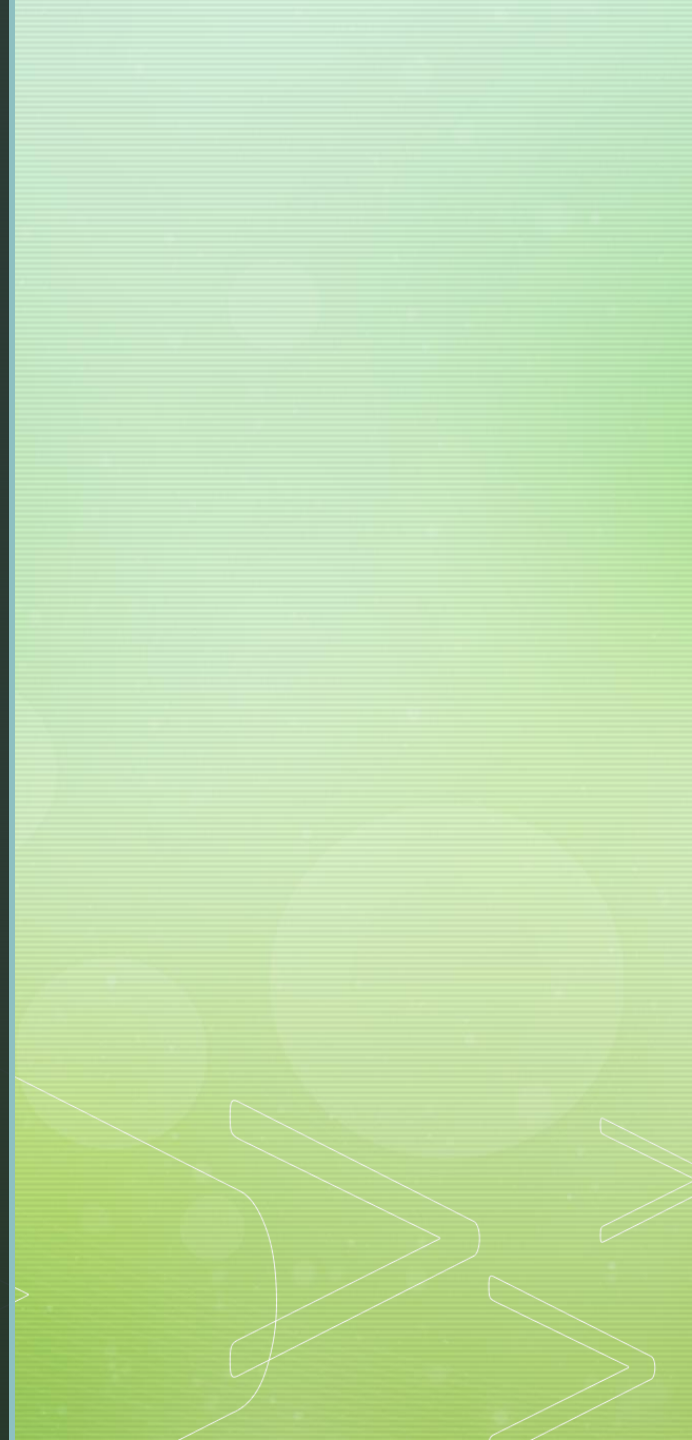
- Take your lunch (get out of your office/classroom/house)
- Take your breaks
- Create a “Calming” spot for employees/staff
- Encourage and model positive practices used for customers relations, students with employees/staff (Warm Fuzzies, Self-Reflection, Mindfulness, Incentives, etc.)
- Design/participate in team building activities
- Set purposeful boundaries (every time you say “yes” to something you are saying “no” to something else)
- Be your colleague’s keeper

# Professional Self-Care



- Arrive to work on time/Leave work at work
- Regularly consult with more experienced colleagues/mentorship
- Plan/map your career goal(s)
- Seek out higher level learning opportunities and/or professional development that is meaningful
- Take a personal day (use that vacation time!)
- Therapy (insurance offerings)
- Create a book club, support club, mentoring club
- Seek out & encourage ways to bring the “FUN” into the work place

▶ Let's Create!



# SELF-CARE WHEEL



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[www.OlgaPhoenix.com](http://www.OlgaPhoenix.com)



## SIZING UP STRESS IN MY LIFE

My Stress Audit - How is my body feeling today?

Do I have a problem that could be stress-related?

Have I become more short-tempered or irritable than I used to be?

Am I often tired or exhausted?

Am I having trouble concentrating?

Am I overeating or not eating healthy food?

Am I smoking, eating, thinking, nagging, drinking too much?

## A PLAN THAT WORKS FOR ME

What can I do today to relieve some of my stress?

Connect with others

Exercise

Take a walk

Watch a good movie

Reach out to other parents

Listen to music

Enjoy a cup of tea or coffee

Meditate

Breathe deeply

Say a prayer

Create artwork

Take a hot bath or shower

Join a support group

## IDENTIFY SOMETHING(S) I CAN DO TO TAKE BETTER CARE OF MYSELF...

1. Working on my bedtime hygiene routine (going to bed no later than 11:00 and washing my face)
2. Positive self talk
3. Mindful of time for myself and spent with my family



# ACTION CALENDAR: SELF-CARE SEPTEMBER 2018



MONDAY



TUESDAY



WEDNESDAY

THURSDAY

FRIDAY



SATURDAY

SUNDAY

**"Treat yourself as you would treat a good friend" - Dr Kristin Neff**

**3** Free up time in your diary by cancelling any unnecessary plans

**4** Forgive yourself when things go wrong. We all make mistakes

**5** Notice what you are feeling today, without any judgment

**6** Avoid saying 'I ought to' or 'I should' to yourself

**7** Remember it's ok not to be ok. We all have difficult days

**1** Recognise that self-care isn't selfish. It's essential

**2** Talk to yourself like you would to someone you love

**10** Give yourself permission to say No to requests from others

**11** Find a new way to use one of your strengths or talents today

**12** Aim to be good enough, rather than perfect

**13** Find a caring, calming phrase to say to yourself when feeling low

**14** Be willing to share how you feel and ask for help when needed

**8** Plan a fun or relaxing activity this weekend and make time for it

**9** Remind yourself that you are loved and worthy of love

**15** Stop the glorification of 'busy'. It's good to take a break

**16** Make time today to do something you really enjoy

**17** Notice the things you do well today, however small

**18** Don't compare what you feel inside to how others appear outside

**19** Leave positive messages where you will see them regularly

**20** Accept your mistakes as a way of helping you make progress

**21** You matter. Remember that you are enough, just as you are

**22** Get active outside and give your mind & body a natural boost

**23** No plans day - make time to slow down and be kind to yourself

**24** Look at photos from a time with happy memories

**25** Write down three things you appreciate about yourself today

**26** Think of a previous mistake you're glad you made and why

**27** Release yourself from inner demands and self-criticism

**28** Ask a trusted friend to say what they like about you

**29** Take your time. Find space to just breathe and be still

**30** Let go of other people's expectations of you today

**ACTION FOR HAPPINESS**




[www.actionforhappiness.org](http://www.actionforhappiness.org)

Find out more about the Ten Keys to Happier Living, including books, guides, posters and more here: [www.actionforhappiness.org/10-keys](http://www.actionforhappiness.org/10-keys)

# FEBRUARY 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29 Stay Late	30	31 Get my hair done	1
2 Sunday Dinner	3 Team Mtg.	4	5 Stay Late	6	7 Fancy Coffee	8 Escape Room
9 Sunday Dinner	10 Team Mtg.	11	12 Nails	13	14	15 TJ Max /Target
16 Sunday Dinner	17 Team Mtg.	18	19 Stay Late	20	21 Fancy Coffee	22
23 Sunday Dinner	24 Team Mtg.	25	26	27 MWLBS Conference	28	29 Family Out To Eat

B	I	N	G	O
				

When I make a “BINGO” I will reward myself with ... 1. a nap 2. an ice cream cone  
3. watching Harry Potter with my daughter (all day binge, maybe) 4. go to the mountains



# IGNACIO 's Self Care Plan!

MEDITATE  
TAKE LOTS OF BREAKS  
MUSIC  
**Mind**  
FUN!  
LIFE-LONG LEARNING

TEA  
NOURISHING FOOD  
EXERCISE  
**Body**  
SLEEP EIGHT HOURS  
EVERYTHING IN MODERATION

Supportive People In My Life:  
GRETCHEN  
MOM  
MI VIEJO  
ALBERTO  
LYNNE  
CAROLINE  
REED  
DEBORAH

MEDITATE  
HUMAN CONNECTIONS  
SELF-REFLECTION  
**Spirit**  
FULFILLMENT  
THOUGH USING MY AWESOME SKILLS

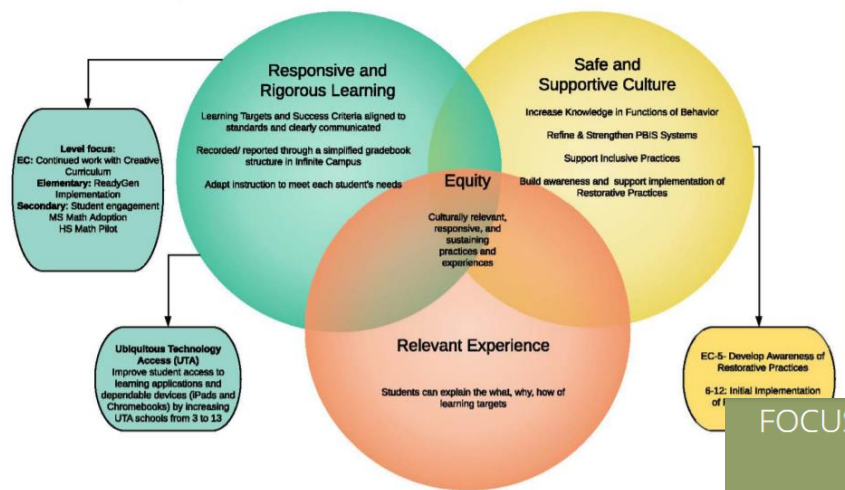
I want to accomplish:  
PEACE  
SERENITY  
CONTROL  
HAPPINESS  
GOOD WORK  
BE A GOOD PERSON



A Multi-Tiered System of Supports (MTSS) is a comprehensive, prevention-based, organizational framework that uses implementation science strategies to enable student-level and system-level change.



## 2019-2020 Thompson School District Teaching and Learning Focus



Colorado's MTSS framework consists of five integrated and complementary Team-Driven Shared Leadership; Data-Based Problem-Solving and Decision-Making; and Community Partnering; a Layered Continuum of Supports; and Evidence-Based Practices.

Education reform that includes MTSS as "the way we do the business of schools" manages rollout, scale-up, and sustains prioritized initiatives. Within TSD's MTSS, the Teaching and Learning Focus Areas will be monitored for continuous improvement.



### FOCUS AREA #3: HUMAN TALENT

Thompson School District will invest in teachers, leaders and support staff to ensure we create the most impactful learning conditions that enable students to reach their full potential. TSD will be a "destination of choice" for individuals who are seeking a rewarding profession that empowers and inspires them to become difference-makers.

#### WHAT WE WILL USE TO MEASURE OUR PROGRESS:

- Retention of Workforce
- Staff Satisfaction Surveys
- Applicant Pool Statistics
- Number of Staff Vacancies on the First Day of School
- Exit Survey Data
- Culture and Climate Surveys
- Personnel Turnover Rates
- Educator Effectiveness Data
- Professional Learning Opportunities Provided and Accessed
- Regional Comparison of Salaries and Benefits

#### INDICATORS OF SUCCESS:

- Recruitment and retention of high quality staff
- Continuous improvement and growth mindset
- Satisfactory culture and climate surveys

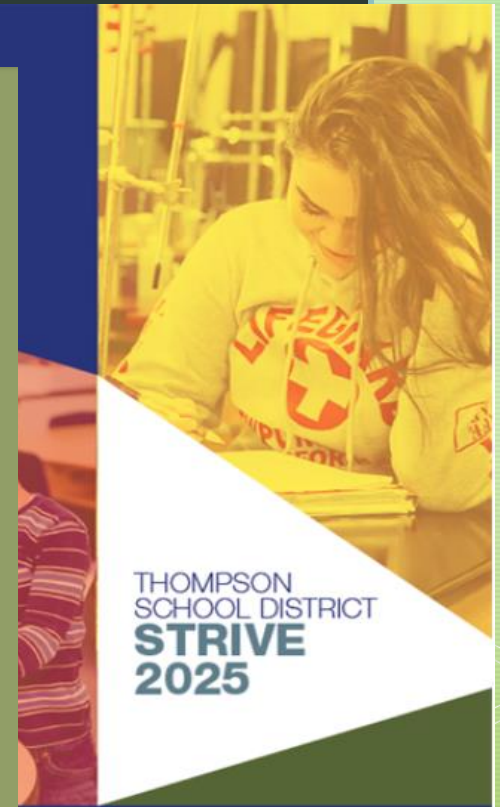
#### STRATEGIC GOAL:

TSD will maintain an annual staff retention rate of 85% or greater.

#### CHALLENGES

- Shortage of qualified applicants
- Changing workforce needs
- Lack of professional development opportunities that address the individual needs of employees

Steps and Outcomes ▶



#WeAreThompson

# Emotional Resiliency



**Self-Care Strategies**



## benefits of mindfulness in the workplace

### stress reduction:



**80%**

of employees feel stress on the job

stress costs companies in the U.S. **\$300 BILLION/year**

nearly **half**

of employees need help learning how to manage stress



### less workplace conflict:



**1/10**

employees report conflict led to project failure

employees spend

**2.8 hours**

a week managing conflict

**25%**

of employees report conflict led to illness or absence



### helps employees stay focused:



**71%**

of employees report frequent interruptions



employees check their phones

**150**

times a day



& spend **6.3**

hours a day checking emails

Studies show that mindfulness helps with: improved concentration, emotional intelligence, increased information processing speed and the ability to relate to others and one's self with kindness, acceptance and compassion.



Source: M2 | Graphic: Emily Richardson, Chamber Business News

## Three signature SEL practices for the classroom create the conditions for student learning



- **Welcoming Ritual (2-10 minutes)**- Activities for inclusion, establish safety and predictability, allow students to connect with one another and create a sense of belonging. Activities are connected to the learning of the day.



- **Engaging Practices**- Academic integration, sense-making, transitions and "brain breaks" foster relationships, cultural humility, empowerment, and collaboration.



- **Optimistic Closure (3-5 minutes)**- Reflections and looking forward provides intentional closure by asking students to name something that helps them transition on a positive note.



Ann McKay Bryson, CASEL Professional Learning Consultant for the OUS



F.A.C.E

Time

F lowers

• Appreciation

• Celebration

• Empathy



# 8 FACTORS of HAPPINESS

(Source)

1. LACK OF

Suspicion and  
RESENTMENT



Nursing a grudge was a  
major factor in unhappiness

3. NOT Wasting TIME and ENERGY  
Fighting Things You cannot  
CHANGE



"co-operate with life"

5. Refuse To INDULGE IN  
self-pity



when life hands  
a raw deal

7. Don't EXPECT TOO MUCH  
FROM Yourself



# SEL-EBRATE YOU!

## SEL-EBRATE YOU!

• Perspective

per·spec·tive  
/pərˈspektɪv/

noun - perspective taking is the ability  
to see things from another person's  
view and to better understand what  
someone is thinking and feeling.

← Grab  
A sticky  
note and  
Share  
your  
perspective!

Challenge: complete the picture below!!

\*Hint: It is not an icecream cone.\*



When you are able to see things from another's point of view,  
you are better able to understand and interact with others.

goals, solving problems, looking  
for adventures...

the feeling of **POSSIBILITY!**  
by smell, sound, taste, feel, look like to you?

... achieving goals, solving problems and looking for  
all key to the social + emotional learning  
self-management, self awareness, responsible decision  
relationship skills.








# Still not convinced?





- Ability to develop and keep a fresh perspective
- Increased coping mechanisms or “BOUNCE BACK”
- Increased integrity and dignity
- Increased health and vibrancy
- Enhanced creativity in dealing with challenges
- Create a positive environment with your attitude
- Increased self-confidence, balance and well-being
- Career satisfaction (finding your passion again)
- Improved personal and professional relationships
- IT WILL MAKE YOU A BETTER PARENT, PARTNER, & PROFESSIONAL!!!



The Secret  
to Creating  
*Balance* in  
Your Life

OKDani.com

## 5 Steps to Creating Habits of Self-Care

1. Build in rest as a catalyst for productivity not a break from it.
2. Streamline your schedule by doing fewer things, better.
3. Pair a self-care habit with your regular routine so it becomes automatic.
4. Focus on the habit of the habit: value right actions over right results
5. Connect with like minds.



▶ Let's Review!

**Why do we need this?**

**Because this work is  
hard and YOU matter!**







**Thank you for  
your time!**

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# References & Resources

- The Resilient Practitioner by Skovholt and Trotter-Mathison
- The Onward Workbook
- CULTOPPEDOGOGY
- Headspace App
- Calm App
- Shine App
- Happy Teacher Revolution – <https://happy-teacher-revolution.mykajabi.com/premier-1579466356>
- <http://ineedmotivation.com/100-benefits-of-meditation/>
- [www.olgapheonix.com](http://www.olgapheonix.com) (Self-Care Wheel)
- <https://www.catalystsupport.org.uk/news/mental-health-awareness-week-2018/attachment/types-of-stress/>
- <https://www.psychologytoday.com/us/blog/design-your-path/201305/10-traits-emotionally-resilient-people>
- <https://www.acf.hhs.gov/trauma-toolkit/secondary-traumatic-stress>

