
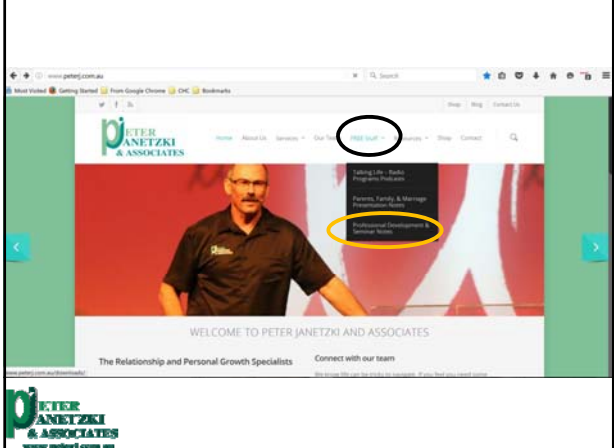


Don't be a Stress Statistic!

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WELCOME TO PETER JANETZKI AND ASSOCIATES
The Relationship and Personal Growth Specialists Connect with our team

the guardian


Stressed teachers suffer breakdowns

Monday 13 April 2009

Teaching is the most stressful job in the UK and mental illness is on the rise, says the National Union of Teachers

Schools are blighted by stress-induced mental illness and many teachers face "burn-out" before they retire...

Most alarmingly, the Samaritans have reported that the rate of suicide per 100,000 teachers in England and Wales is **14.20** compared with **10.25** per 100,000 people in the general population.




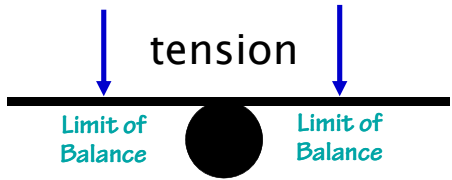
A breeding ground for stress and burnout...

Australian Teacher Magazine

"What you see in these professions is that, often those that are really committed and dedicated, they work too long, too hard and too intensely and are then vulnerable to burnout," ...

"They say that teacher attrition rate in the first five years is round about **20 to 50 per cent** and if you assume that they are often the high quality teachers, those that have worked really hard and intensely, we're often losing some of our best teachers."


For those experiencing problems it can often be difficult to raise the matter with colleagues for fear of being seen as unable to cope. For that reason, official figures can be misleading, but statistics from the Northern Territory paint a worrying picture - education is the leading industry for mental stress claims, costing **\$8.6 million** in the last five years.

tension


Limit of Balance Limit of Balance


To keep it BALANCED
we have to hold the TENSION
by staying within the LIMITS




Key Tensions Manage

1. The Tension of Who vs DO!
2. The Tension of Demands vs Resources
3. The Tension of saying No!
4. The Tension of Multiple Roles
5. The Tension of Different Levels of Care
6. The Tension within My Body







#1 The Tension of Who vs DO!


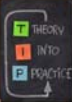



How do I see myself?
How do I define myself?







Five Dimension of Being


| | |
|---------------------|-------------------------|
| Body | Physical Being |
| Emotional | Emotional Being |
| Intellectual | Thinking Being |
| Neighbour | Social/Relational Being |
| God | Spiritual Being |

- I. What have I done over the holidays that has cultivated & invested in myself across the five dimensions
- II. Which of these am I able to maintain during the school year?



Being clear about how I see myself – my self-worth does not come from what I DO but WHO I AM!




#2 The Tension of Demands vs Resources





The demands are always greater than the resources

Effective leadership involves deciding which demands will get met and which will be left undone

The more **prominence** that we get means that we have to say **NO**, especially to good things, so that we can say **Yes to the best things**






I. Clarify what my primary purpose is


II. Understand why I struggle to say NO

III. Learn how to say No effectively




#3 The Tension of saying NO!


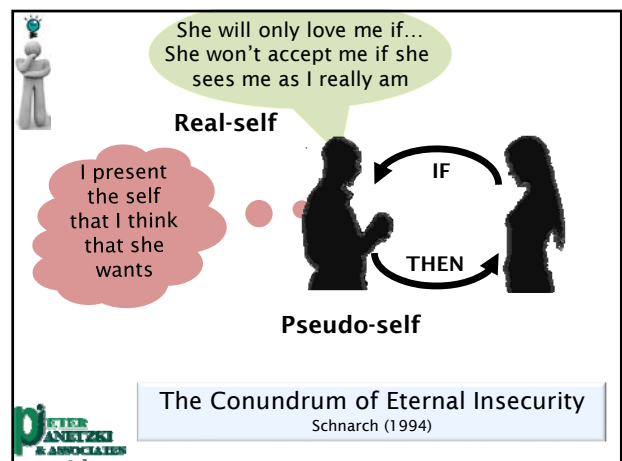
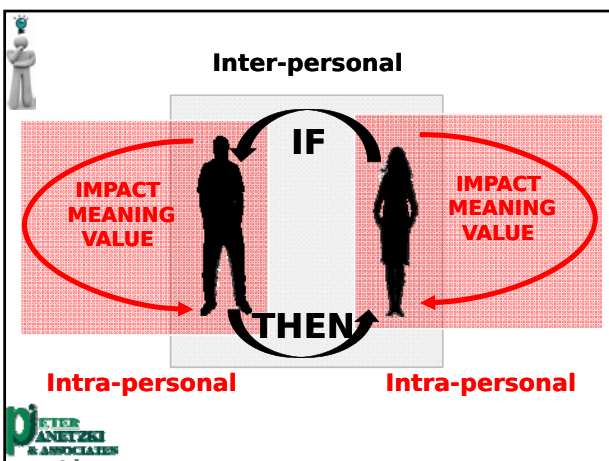
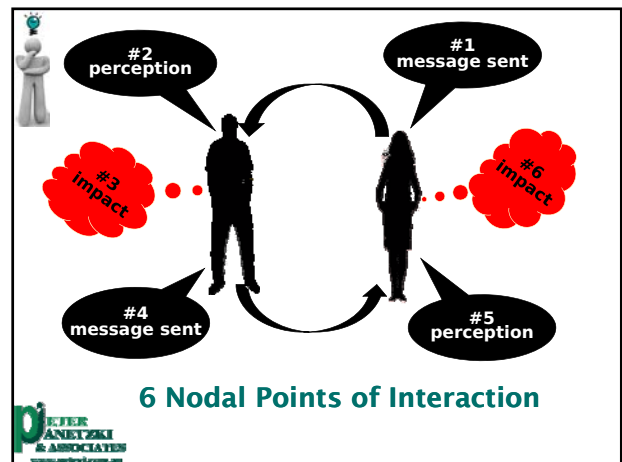
No! maybe?

No!

I. What are the situations or people that I find it difficult to say no too?

II. What is it about me that prevents me from saying no?

The saying No strategy


For every YES there is a NO!

Saying NO gives meaning/value/importance to my YES




I. What are the things that I really want to say yes to this year?

II. Which demands do I need to better manage so that I have greater balance across my 5 dimensions of being?



The saying No strategy


1. Clarify the request
2. Create space
3. Assess its reasonability
4. Say No with out excessive apology - give a simple but clear reason
5. Suggest an alternative
6. If you are in a position where you are unable to say no then give a conditional response – “I’ll do my best”



Do a Time Budget

Directions: You have a total of 168 hours to allocate to your average working week. You need to aim for a buffer of 10% - 16.8 hours. Be honest with yourself because if you crib you’re ripping yourself off.


| Activity | Minimum Requirement per Day | Days x Hours | Hours per Week |
|-------------------------------|-----------------------------|--------------|----------------|
| Sleep | 9 Hrs | 7 x 9 | 56 |
| Travel - children from school | 0.15 Hrs per trip | 5 x 0.3 | 1.5 |



Stephen Covey’s Matrix

Source: Stephen R. Covey (2004). ‘The 7 Habits of Highly Effective People’.

| | |
|-------------------------------|---------------------------|
| 1. Urgent & Important | 2. Important & Not Urgent |
| 4. Not Urgent & Not Important | 3. Urgent & Not Important |



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#4 The Tension of Multiple Roles

1. A key issue is how do others see me?
2. Clarifying which role I am in (what hat I am wearing) in a given situation
3. Being clear about how I see myself – my self-worth does not come from what I DO but WHO I AM


#5 The Tension of Different Levels of Care

Care of OTHERS

Care of FAMILY

Care of US

Care of SELF




#6 The Tension within My Body

- do you feel overwhelmed more often than you think you should?
- do you frequently feel worn out at the end of the working day?
- do you hang out for the end of term and holidays?
- does your body ache, particularly when you stop being busy?
- have you been too busy to call close friends and family members?
- have you lost your sense of humour?

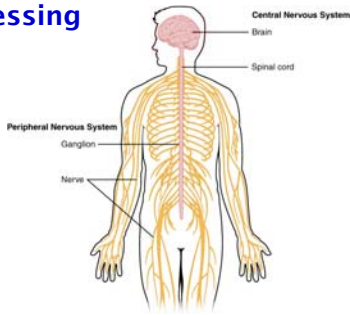



The Brain in The Central Nervous System

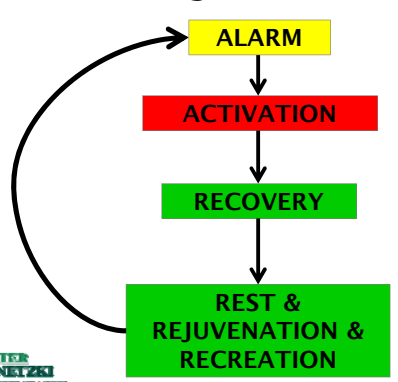

Two Fold Processing

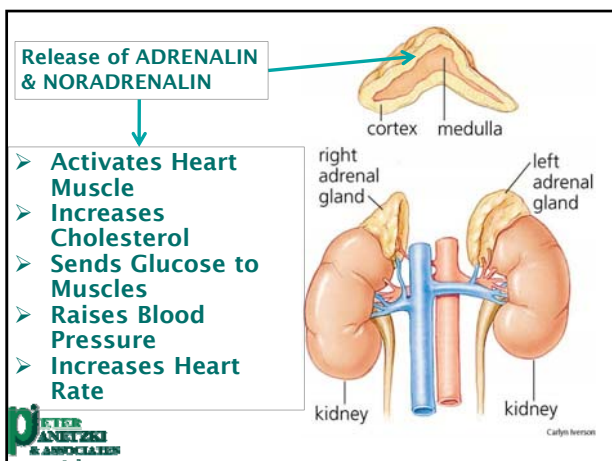
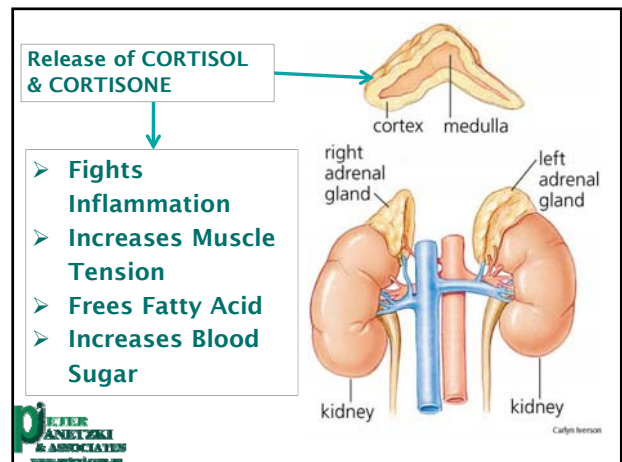
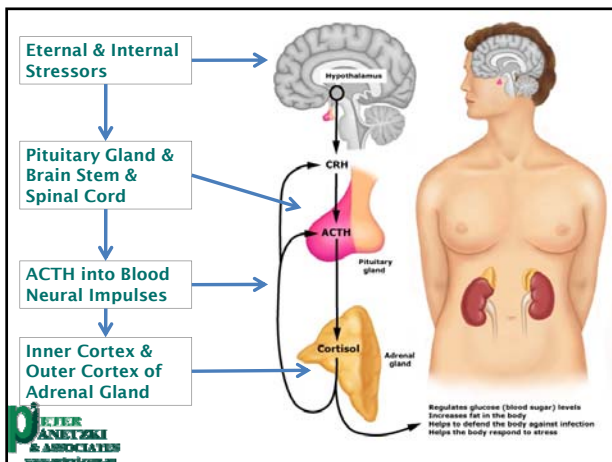
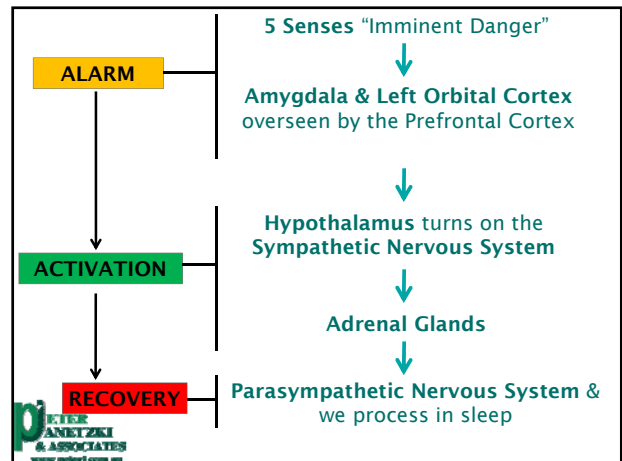
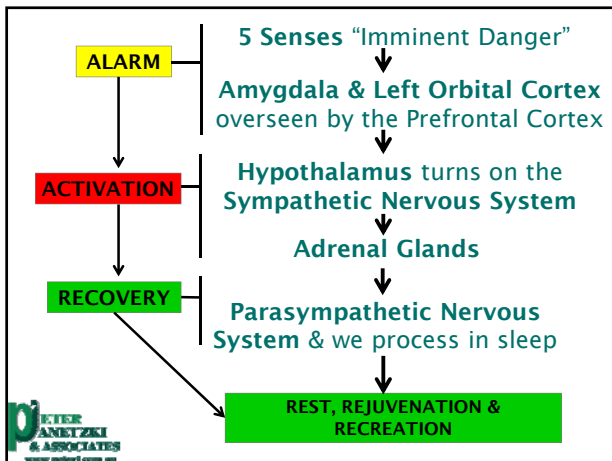
Taking In Information & RESPONDING

Monitoring Our Body & REGULATING


The Design of Our Bodies






Stress Can Kill!

Esophagus, Stomach



5 Key Chemicals



- **Adrenaline** the rush
- **Serotonin** the bliss
- **Melatonin** sleep
- **Cortisol** stress
- **Dopamine** pleasure

Serotonin

Five key things that effect it

1. **Sleep** - Wake Sleep Cycles
2. **Food** - Appetite
3. **Exercise** - Movement
4. **Thoughts** - Memory & Mental Function
5. **Stress levels** - Mood





Recovery ≠ Rest & Relaxation


Recovery time allows my adrenal system to return to balance this needs to done daily and weekly and at the end of high demand periods

Those working in schools often use the first week of their holidays to recover from the demands of the term

Adrenal abuse is a significant contributor to mental and physical un-wellness





1. If I am a Type 'A' personality **STOP** it!
2. Build in 'Recovery Time' daily, weekly, and especially after high demand times!
3. Remember **SELFCARE ≠ SELFISHNESS**

Weekly Time Mapping

| | Mon | Tue | Wed | Thur | Fri | Sat | Sun |
|-------|-----|-----|-----|------|-----|-----|-----|
| AM | R | W | - | W | W | R | - |
| PM | W | - | W | W | W | - | W |
| Night | - | W | W | - | R | - | W |




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