

Wellbeing & Self Care

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Staff Wellbeing

- Models of health and wellbeing:
 - Physical health
 - Psychological / Mental health
- Workplace wellbeing in schools
- Personal strategies to improve wellbeing



Why focus on Wellbeing??



Taking care of business means
Taking care of yourself

Spencer Johnson MD
The One Minute Manager



verdure durability ease shape ecstasy luxury beneficial innocuous
favorable ~~good~~ hearty comfort strong body hale useful
pink security enjoyment welfare advantage felicity hygienic clean
legs usage salubrious good condition jubilation energy
zip strength robust lustiness sturdy pr
physique happiness wellbeing benefit right
east flourishing high formal health sound exhilaration arm
potency color vigor merry non
force fortune healthy thriving physical
delight satisfaction informal physical
elation success prosperity spirits luck fit giving
gee bloom cheer contentment wholesome state
red feather fresh active euphoria hardy abundance vitality
pith laughter brawniness exuberance sanitary stout street
flush steadiness salutary florid

dreamstime.com



Definition of wellbeing?

- wellbeing is your ability to feel good and function effectively
- wellbeing is what makes it possible for you to 'be well and do well'

<http://permahsurvey.com/>



Health and well being



"Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity."

Constitution

World Health Organisation





Numerous Wellbeing Models





WHO - Physical in-activity

- Physical inactivity is the fourth leading risk factor for death worldwide.
- Approximately 3.2 million people die each year due to physical inactivity.
- Physical inactivity is a key risk factor for noncommunicable diseases (NCDS) such as cardiovascular diseases, cancer and diabetes.
- Physical activity has significant health benefits and contributes to prevent NCDS.
- Globally, one in three adults is not active enough.



Impacts on physical health



Almost one in five (17%)
Australians reported that current
stress was having a strong to very
strong impact on physical health.

APS Stress & Wellbeing in Australia Survey (2014)



Work was also implicated in
health outcomes, with
nearly half Australians (48%)
citing 'work demands' as
a barrier to maintaining a
healthy lifestyle.



2016 – APS Wellbeing Survey (Compass for Life)

- Being active each day related to multiple wellbeing measures
- Poor sleepers scored significantly lower on all domains of wellbeing
- Those who regularly eat fruit & vegetables and avoid sugary drinks scored higher on all wellbeing domains



Physiology of Stress

Physiology of the Fight or Flight Response

Inability to Focus or Concentrate

Tunnel Vision

Blushing

Tightness in Chest

Butterflies in Stomach

Need to Urinate

Sweating



Dizzy or Light-Headed

Dry Mouth

Difficulty Breathing or Swallowing

Heart Pounding

Nausea or Diarrhea

Muscle Tension

Trembling or Shakiness





STRESS!!!

- ✓ Overwhelming threats to physical or physiological well-being
- ✓ Demands exceed capacity to respond
- ✓ Prompts cascade of neurochemical changes (cortisol, adrenalin)
- ✓ Essential to survival (acute, rapid responding)
- ✓ If prolonged, recalibrates the brain & behaviour; long-term immune/ physical health consequences.



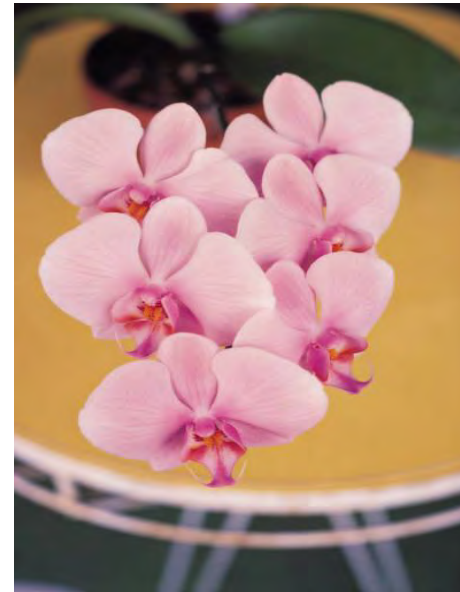
Types of Stress



| Positive Stress | Tolerable Stress | Toxic Stress |
|---|---|--|
| <ul style="list-style-type: none">○ Moderate, short-lived○ Daily challenges○ Necessary to healthy development | <ul style="list-style-type: none">○ Buffered by supportive relationships○ Time limited | <ul style="list-style-type: none">○ Strong & prolonged activation○ Disrupts brain architecture○ Increased risk of stress-related physical & mental illness |



Biological Sensitivity to Context





Trying to be healthy causes Stress!



Causes of Stress:

1. Financial – 45%
2. **Personal Health issues – 44%**
3. Family issues – 43%
4. **Trying to maintain healthy lifestyle – 39%**



Impact of Social Media



| Time spent connected to Social Media | Average % |
|--------------------------------------|-----------|
| Constantly | 6 |
| More than 10 times per day | 5 |
| About 5 – 10 times per day | 12 |
| About 1- 4 times per day | 36 |
| Several times per week | 23 |
| Once a week | 9 |
| Once or twice a month | 5 |
| Less than once a month | 4 |



Social media use - FOMO



About one quarter of everyone surveyed, irrespective of the frequency of their social media use, feel a sense of burnout from the constant connectivity to social media

** 2016 – higher social media use
Higher levels of Loneliness &
Negative Emotion



Mental Health / Wellbeing

Mental health is a state of well-being in which an individual realizes his or her own abilities, ***can cope with the normal stresses of life***, can work productively and is able to make a contribution to her or his community.

(WHO April 2016)



Percentage of Australians in any 12 months

| | % Male (16 – 85) | % Female (16-85) | % Total (16-85) |
|-----------------------------------|------------------|------------------|-----------------|
| Any anxiety disorder | 11.0 | 18.0 | 14.4 |
| Any depressive / bipolar disorder | 5.3 | 7.1 | 6.2 |
| Any substance use disorder | 7.0 | 3.3 | 5.1 |
| Any common mental illness | 18.0 | 22.0 | 20.0 |

2007 ABS National Survey of Mental Health and Wellbeing



Borrowed from the Canadian Mental Health Commission, Working Mind Project, 2013.

| Healthy | Reacting | Injured | Ill |
|---|---|---|---|
| <p>Normal mood fluctuations Calm and takes things in stride Good sense of humour Performing well In control mentally Normal sleep patterns Few sleep difficulties Physically well Good energy levels Physically and socially active Good appetite Maintaining a stable weight</p> | <p>Irritable/impatient Nervous Sadness/overwhelmed Displaced sarcasm Procrastination Forgetfulness Trouble sleeping Intrusive thoughts Nightmares Muscle tension/headaches Low energy Decreased activity/ socialisation Regular but controlled alcohol use/gambling Changes in eating patterns Some weight gain or loss</p> | <p>Anger Anxiety Pervasively sad/hopeless Negative attitude Poor performance/ workaholic Poor concentration/ decisions Restless disturbed sleep Recurrent images/ nightmares Increased aches and pains Increased fatigue Avoidance Withdrawal Increased alcohol use/ gambling is hard to control Loss of appetite Fluctuations or changes in weight</p> | <p>Angry outbursts/aggression Excessive anxiety/panic attacks Depressed/suicidal thoughts Over insubordination Can't perform duties, control behaviour or concentrate Can't fall asleep or stay asleep Sleeping too much or too little Physical illness Constant fatigue Not going out or answering phone Alcohol or gambling addictions Other addictions No appetite Extreme weight loss or gain</p> |



What to look out for?

Signs of deteriorating mental health

- Long-term changed sleep patterns
- Increased tendency to withdraw from previous social networks and interactions
- Increased substance abuse (chicken or egg?)
- Deterioration in self care, school work & attendance
- Any marked change in behavior that impacts ability to function
- Disorder specific symptoms (Eg. Depression/anxiety / eating disorder)



What do I do if I recognize these signs?

- Seek support – friends, family etc.
- Employee assistance program (EAP)
- GP – mental health plan
- Private counsellor / Psychologist
- Lifeline
- Blackdog Institute
- Relationships Australia

Workplace Wellbeing

Teachers and Schools

Risk and protective factors?



Top factors workplace wellbeing

1. Demand and Control – high job demand (eg. time pressure) and low job control. Eg. teachers, nurses, lawyers
2. Opportunity and security
3. Trauma
4. Relationships with colleagues and managers
5. Leadership training
6. Organisational change
7. Recognition and rewards



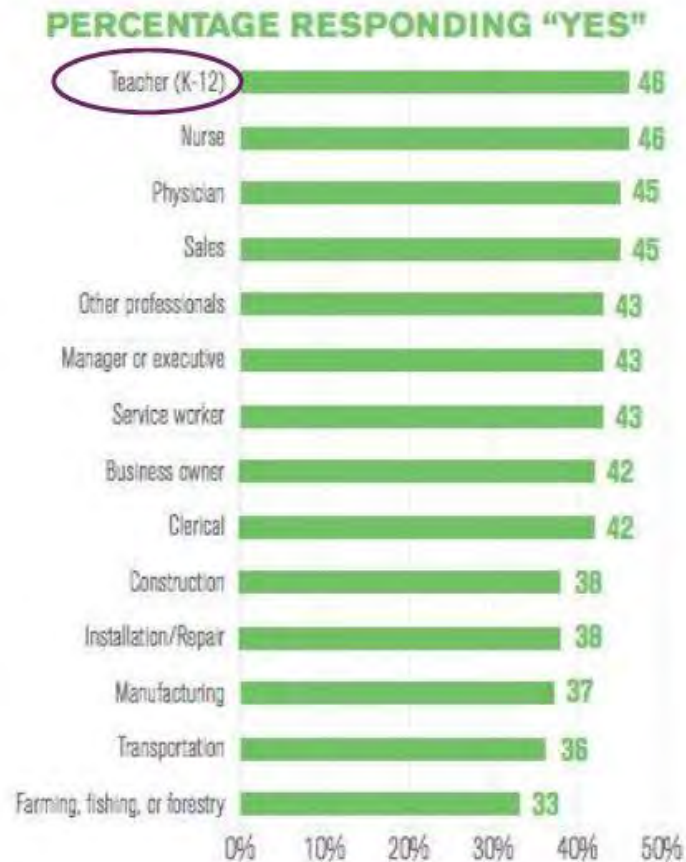
Daily stress and occupation

Prevalence

Teachers report the highest level of occupational stress in Australia, the United Kingdom and America (Bailey, 2013; Education, 2014; Milburn, 2011).

Nearly Half of Teachers Experience a Lot of Daily Stress

Did you experience stress during a lot of the day yesterday?



Results from the 2013 Gallup-Healthways Well-Being Index survey



Beginning Teachers

Results from national surveys 2006 & 2008:

- 24% of students who entered teacher training in 2006 will have left by 2015
- The most able teachers are likely to leave
- 25 – 40% burnout in their first 3 – 5 years
- 44% stated would be teachers for more than 10 years; similar number reported would leave within 10 years and 27% would leave within 5
- Classroom management concerns and satisfaction in the workplace significant factors for staying in teaching role and feeling valued.



Potential barriers for Teachers

- Educators today have multiple roles – constantly adapting to changing functions of families and schools, transformations in curriculum & employment and new information technologies
- Unique stress for staff in challenging schools
- Increase in numbers of difficult-to-teach students
- Real dangers of burnout & compassion fatigue



Burnout

“Psychological syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment that can occur among individuals who work with other people in some capacity”

(Maslach, 1993, pp. 20-21)



Teacher Burnout

Burnout occurs when passionate, committed people become deeply disillusioned with a job or career from which they have previously derived much of their identity and meaning. It comes as the things that inspire passion and enthusiasm are stripped away, and tedious or unpleasant things crowd in.



"Be on the lookout for signs of teacher distress or compassion fatigue. The earlier you notice them, the earlier you can get help."



Teacher burn out self – test:

- https://www.mindtools.com/pages/main/newMN_TCS.htm
- https://www.mindtools.com/pages/article/newTCS_08.htm



Compassion fatigue

Compassion Fatigue has been described as the “cost of caring” for others in emotional and physical pain. (Figley, 1982)

(running on empty)

It is characterized by deep physical and emotional exhaustion and a pronounced change in the helper’s ability to feel empathy for their patients, their loved ones and their co-workers. It is marked by increased cynicism at work, a loss of enjoyment of our career, and eventually can transform into depression, secondary traumatic stress and stress-related illnesses.



Signs to watch for

| Signs of Burnout | Signs of compassion fatigue |
|--|--|
| Isolation from peers / reduced participation | Increased irritability or impatience with students |
| Less sharing of ideas or plans | Difficulty planning classroom activities and lessons |
| Negative thinking and constant complaining | Decreased concentration |
| Losing the “spark” | Denying that traumatic events impact students or feeling numb or detached |
| Fatigue | Intense feelings and intrusive thoughts, that don't lessen over time, about a student's trauma |
| Irritability / frustration with job | Dreams about students' traumas |
| Reduced empathy | |
| Loss of sense of accomplishment | |



CHALLENGES TO SEEKING/ACCEPTING HELP FOR EDUCATORS

Person related barriers

Denial of Mental Health difficulties or signs of burnout

Fear of judgment / embarrassment

Perception of poor relational supports

Confidentiality fears e.g. EAP

Insurance (e.g. GP mental health plan)

Other

Actions to Improve Well-being

Actions for Happiness?





The perfect solution



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Ways to Thrive



APS, 2016
Wellbeing Survey



Building blocks of wellbeing





PERMAH workplace



POSITIVE EMOTION

the right balance of heartfelt positivity to boost our resilience



ENGAGEMENT

the regular development of our strengths – those things we're good at and enjoy doing



RELATIONSHIPS

the creation of authentic, energizing connections



MEANING

a sense of connection to something bigger than ourselves



ACCOMPLISHMENT

the belief and ability to do the things that matter most to us



HEALTH

eating well, moving regularly, sleeping deeply

<http://permahsurvey.com/>



GIVING



Do things for others

RELATING



Connect with people

EXERCISING



Take care of your body

APPRECIATING



Notice the world around

TRYING OUT



Keep learning new things

DIRECTION



Have goals to look forward to

RESILIENCE



Find ways to bounce back

EMOTION



Take a positive approach

ACCCEPTANCE



Be comfortable with who you are

MEANING



Be part of something bigger

www.actionforhappiness.org


A I S W A



Contact with nature

- Whether through parks, gardens, beaches, natural bush, pets or farm animals — helps us recover from stress and mental fatigue, assists us to relax and puts us in a good frame of mind.
- Nature experience improves mental well-being by reducing rumination – a known risk factor for mental illness.

(Stanford University study, 2015)





Taking Action: some practical ideas




1) Daily mindfulness



2) Three good things



3) Letter of thanks

A person in a dark jacket is seen from behind, looking out over a calm lake. In the distance, a large, snow-capped mountain peak rises against a sky with soft, colorful clouds. The scene is peaceful and contemplative.

“Practice mindfulness – the intentional, accepting and non-judgmental focus of one’s attention on the emotions, thoughts and sensations occurring in the present moment.” - Dr. Stuart Shanker



The MEHRIT Centre

The AISWA logo consists of a stylized blue flame above the letters AISWA in a blue serif font.

AISWA



Mindfulness

The term "mindfulness" has been used to refer to a psychological state of awareness, the practices that promote this awareness, a mode of processing information and a character trait.

We define mindfulness as a moment-to-moment awareness of one's experience without judgment. In this sense, mindfulness is a state and not a trait. While it might be promoted by certain practices or activities, such as meditation, it is not equivalent to or synonymous with them.

American psychological association

www.apa.org



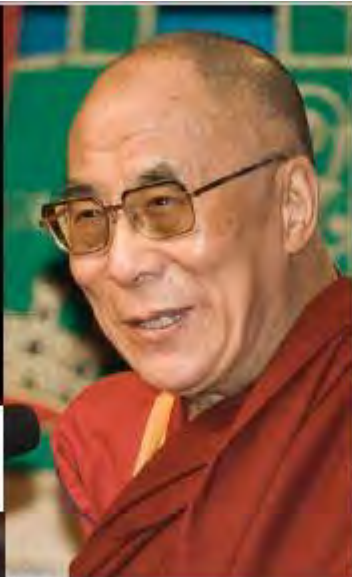


Benefits of mindfulness

- Reduced rumination
- Stress reduction
- Boosts to working memory
- Focus
- Less emotional reactivity
- More cognitive flexibility
- Relationship satisfaction

American Psychological Association







Mindful Moments in the Everyday

Be present, aware, mindful

- Eating Walking Having a cup of tea
- Collaboration at: <http://smilingmind.com.au/>





BRUSHING YOUR TEETH

Be mindful of your arm moving from *side to side* and the *sound* of the brush against your teeth; mindful of *each and every tooth* and the sensation of the brush against the gums.

[headspace.com](https://www.headspace.com)



COMMUTING TO WORK

Be mindful of your *environment* and the tendency to resist it; be mindful of the emotions as they *rise and fall*, come and go; mindful of all the *different senses*.

[headspace.com](https://www.headspace.com)



HAVING A SHOWER

Be mindful of the wave of pleasure as the **warm water** washes over you; mindful of the **smell** of the shower gel, soap or shampoo.



headspace.com



Mindfulness for teachers

- Study of preschool teachers attending 8-week mindfulness course
- Results showed decreases in the students' challenging behaviours and increases in their compliance with teacher requests
- Students also showed a decrease in negative social interactions and an increase in isolate play
- “Our results indicate that mindfulness training for teachers was effective in changing teacher-student interactions in desirable ways.”

Singh NN, Lancioni GE, Winton ASW, Karazsia BT, Singh J. Mindfulness Training for Teachers Changes the Behavior of Their Preschool Students. *Research in Human Development* 2013;10(3):211–233.



Free online mindfulness course

- Mindfulness for Wellbeing and Peak Performance
<https://www.futurelearn.com/courses/mindfulness-wellbeing-performance>
- Next course starts: 15 May 2017
- Duration – 6 weeks; Time – 3 hours per week





Taking Action: some practical ideas



4) Extra acts of kindness



5) Use your strengths



6) Look for the good in people



Compassion

The Dalai Lama has said:

If you want others to be happy,
practice compassion.

makes perfect sense, even to a child



If you want to be happy,
practice compassion.

huh?





Kindness

Kindness

Pass It On.



the random acts of
Kindness foundation.



randomacts of kindness.org

Give a flower **Eat lunch with someone new**
Listen with your heart **Visit a sick friend**
Clean a neighbor's walk **Offer a hug**
Give an unexpected gift **Make a new friend**
Pick up litter **Say "hello"** **Open a door**
Plant a tree *Help carry a load* **Share a snack**



A I S W A



Creating a Personal Plan

Self assessment:

- What aspects need focus?
- What strategies work for you?



- <http://www.actbelongcommit.org.au/>
- <http://www.actbelongcommit.org.au/Take-the-Test.html>

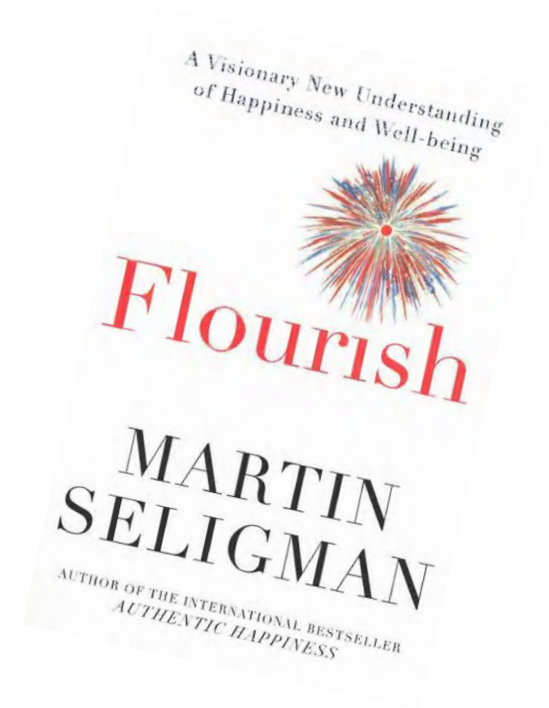


PERMA Wellbeing measures:

- <http://www.peggykern.org/questionnaires.html>
- <http://permahsurvey.com/> (workplace)
- <https://www.authentichappiness.sas.upenn.edu/> (PERMA online survey)



Good self-care allows you to FLOURISH!!!



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