



Insights Alberta

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BEYOND SELF-CARE

*Leading a Systemic Approach to
Well-Being for Educators*

Stress Test

The following picture is from a McGill study on stress.

- Look at both dolphins jumping out of the water.
- The dolphins are identical.
- The McGill study revealed that a person under stress would find differences in the two identical dolphins.
- The more differences a person finds between the dolphins, the more stress that person is experiencing.

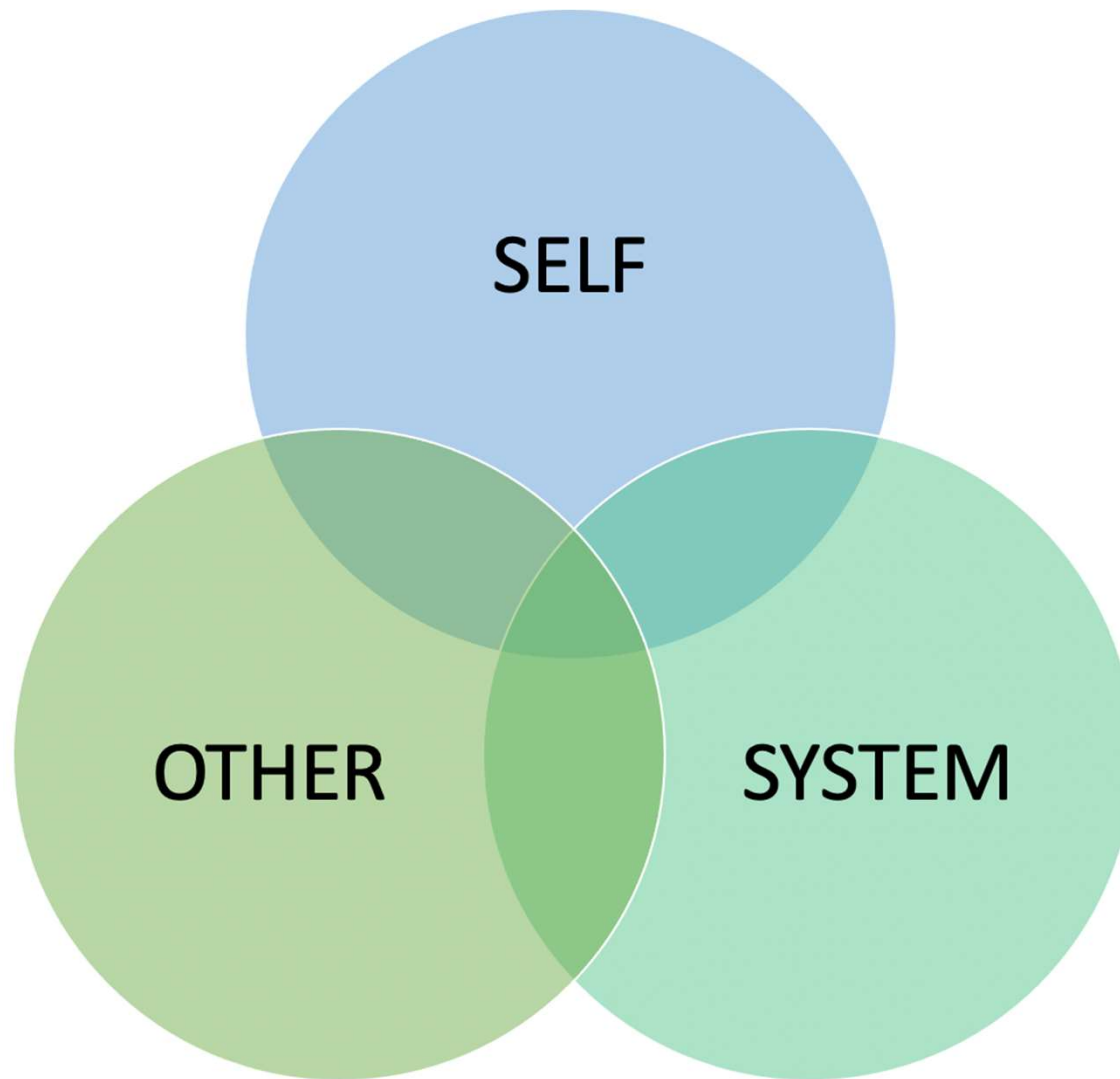


WHY?

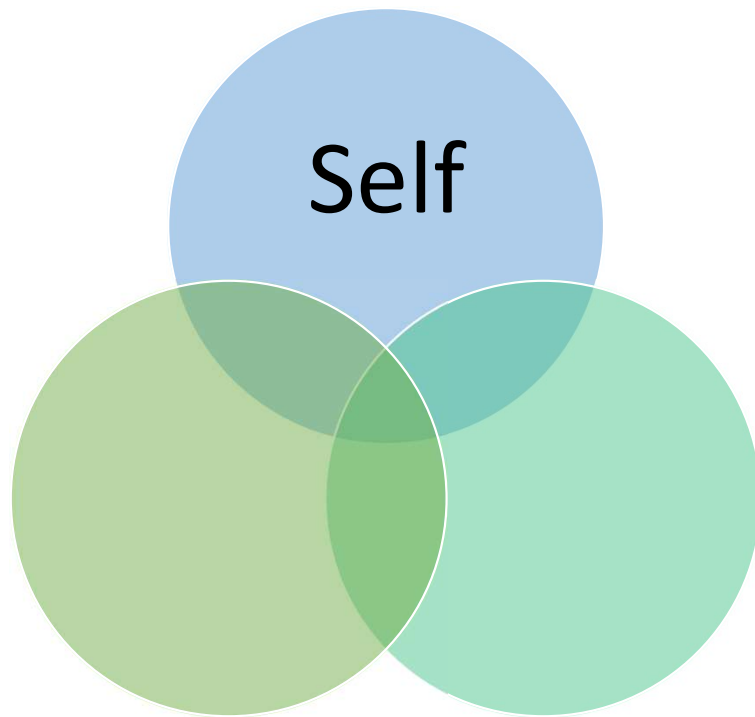


There comes a point where we need to stop just
pulling people out of the river. We need to go
upstream & find out why they're falling in.
Desmond Tutu





Taking care of our own well-being



- The beauty and the danger
- Practicing **SELF**-care

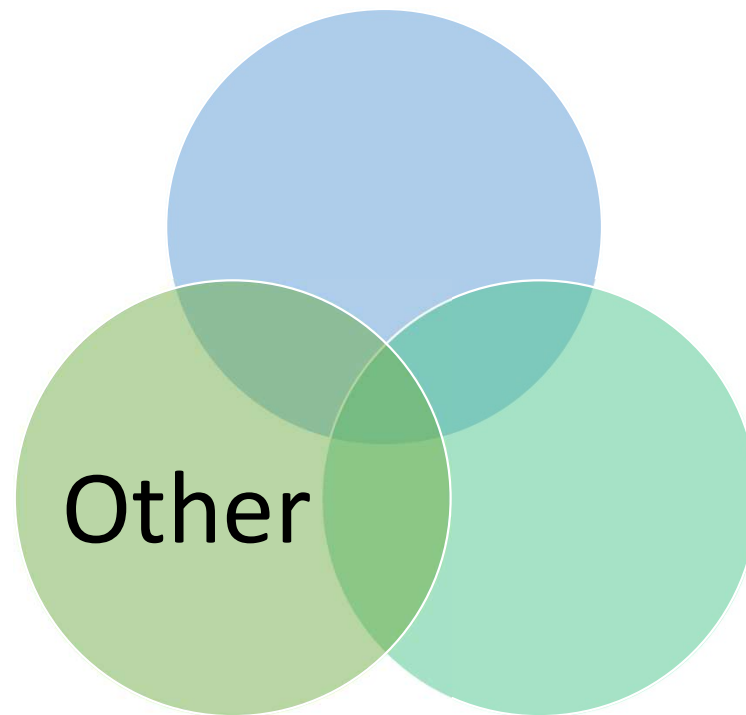
Self-Awareness

*“Self-awareness is
the meta skill of the
21st century.”*

- Tasha Eurich,
Organizational Psychologist



Supporting each other

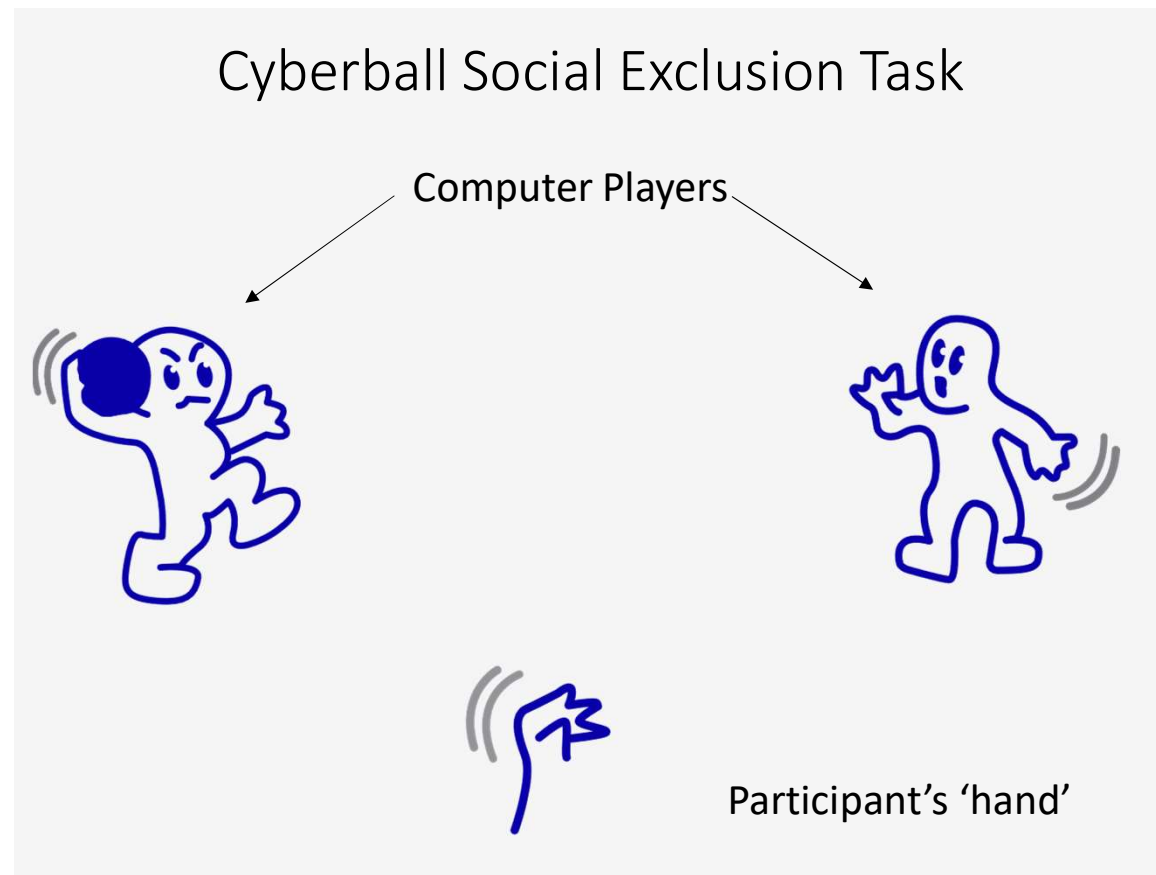




What if I told you....

Belonging and Connection

- Health, happiness and success
- Biologically hard-wired into us



A partner exercise



Our amazing bodies and minds

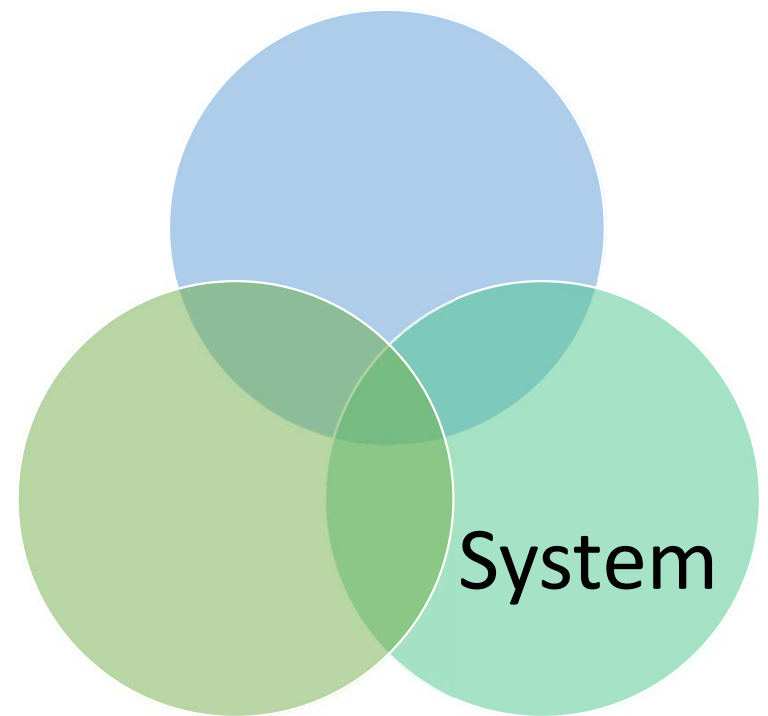
- Pain of disconnection
- Rewards of connection
- Serotonin and oxytocin
- Project Aristotle



Systems

“You do not rise to the level of your goals. You fall to the level of your systems.”

- James Clear,
Author, Atomic Habits



Creating Human-Centred Systems

What practices, policies and ways of being support well-being?



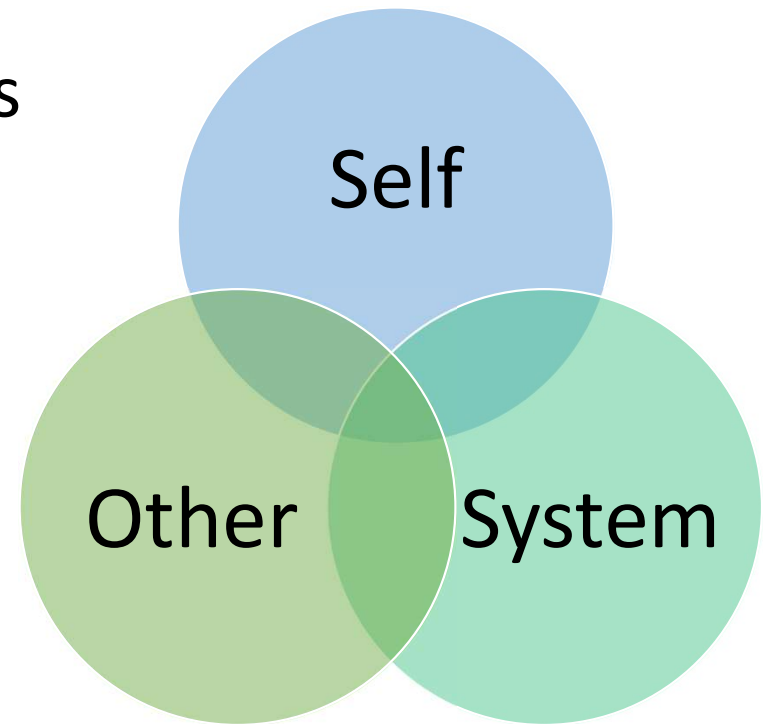


Creating Human-Centred Systems

Which ones get in the way?

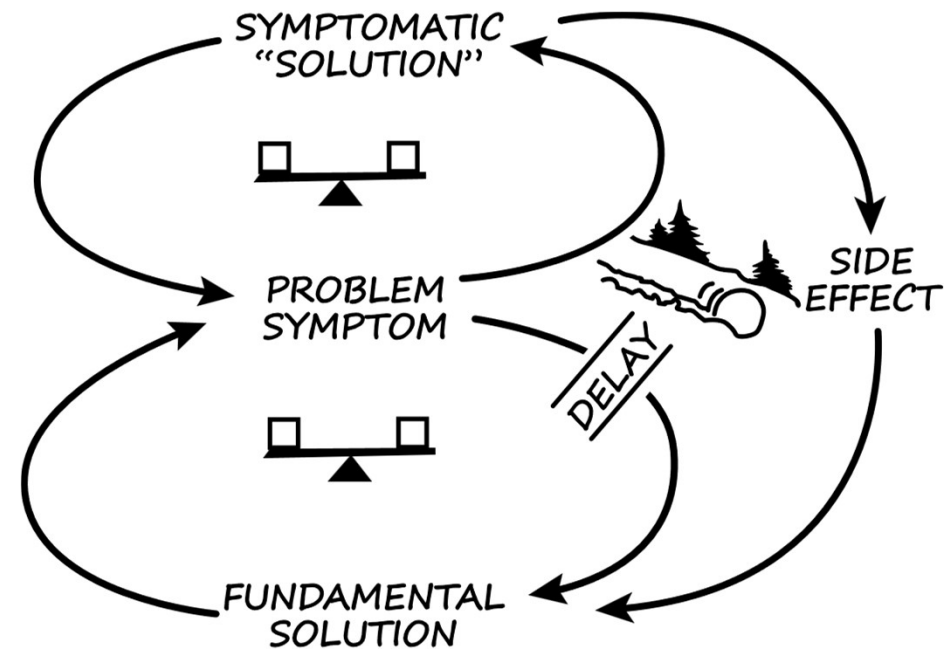
Creating Human-Centred Systems

- Match solutions to the problems
- Ask and be curious together



Taking Action Tips

- Be clear about the problem you are solving together
- System's problems/change can be big or small
- Beware of the quick fix- what is the fundamental solution?
- Embrace feedback, often and with gusto



Systems Problems Need Systems' Solutions

- Of the survey items provided, school administrators felt that the hierarchical structure of the organization contributed most to [their] feeling psychologically unsafe (41.7%).
(Wang, 2022)
- School administrators were asked what they do when they feel psychologically unsafe.

COPING STRATEGIES	P&VP	PRINCIPALS	VPS
Talk with my family/friends	55.5%	60.2%	47.6%
Talk with a confidant	49.2%	51.4%	45.9%
Consult with other colleagues within my district/school board	42.7%	48.0%	33.5%
Keep silent	37.2%	39.5%	33.5%
Talk with my administrative team within the school	32.9%	31.7%	35.9%
Seek solitude	26.4%	29.8%	20.6%
Contact my professional association	21.1%	23.2%	17.6%
Use alcohol	18.9%	19.1%	18.8%
Do nothing	18.7%	19.7%	17.1%

"We can't control systems or figure them out. But we can dance with them!"



- Donella Meadows,
American Environmental
Scientist and Educator



With Gratitude



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