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## Ways to Wellbeing for Townsville Education Leaders

This resource has been developed in a collaborative process with members of the Townsville Education Leaders community. Thank you to everyone involved.



### 1. Appreciating the education environment

The way we feel about our workplace will impact our wellbeing.

- establish a team approach and shared responsibility for creating an inclusive community.
- promote a culture of high expectations that is everyone's business.
- lead with an appreciative mindset, sharing the positive and showing gratitude.



### 2. Enhancing connectedness

Human beings need to belong, and we benefit from a sense of connectedness with those around us. Understanding what motivates our behaviour builds satisfying relationships.

- connect with community through a shared vision and moral purpose.
- be visible and welcoming in the teaching and learning environment.
- establish collaborative safe structures to promote community connection.



### 3. Building capability

Building capability may be considered in the context of skills and knowledge, it is also about building self-agency and freedom.

- maintain an appreciative growth mindset and have the courage to redirect priorities.
- be honest with yourself and work on areas for improvement.
- build networks and relationships aligned with values and goals.



### 4. Continuous improvement

Focusing on wellbeing in the learning space is not a set and forget approach. It is a journey assessing what is working and acting on what is not working.

- give yourself permission to step back and do something that brings joy.
- develop strategies to support transitions between tasks/environments.
- know when to lead and whether to lead from the front, beside or behind.



### 5. Encouraging brain health

Good brain health is about realising your abilities and optimising your cognitive, emotional, psychological, and behavioural functioning to cope with life situations.

- develop strategies to achieve the five areas of brain health: sleep/relaxation, meditation, healthy diet, regular outdoor exercise, social interaction.
- engage in interesting and thought-provoking conversations.
- develop strategies to minimise stressors and triggers.



### 6. Coaching for success

Coaching for success is about self-efficacy as well as coming together to share and collaborate with others.

- identify evidence of success and take responsibility for personal growth.
- acknowledge achievement and success at all levels.
- be courageous and welcome feedback from colleagues, staff, and external sources.



### 7. Supporting someone in distress

A conversation can make a difference in helping someone feel less alone and more supported when they are in distress.

- make time to be present, non-judgemental, and sensitive.
- allow the person to speak without interruption – “WAIT” why am I talking.
- check in and know when to seek further help.