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## Ways to Wellbeing for Townsville Teachers and Wellbeing Staff

This resource has been developed in a collaborative process with members of the Townsville Teachers and Wellbeing Staff community. Thank you to everyone involved.



### 1. Appreciating the teaching and learning environment

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

- create and maintain a safe, respectful, inviting and stimulating teaching and learning environments.
- advocate for a safe, welcoming space to bring staff together to build rapport across the school.
- create opportunities to share ideas and resources with colleagues.



### 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.

- acknowledge colleagues' achievements to show appreciation and support.
- regularly check in with your colleagues to build an inclusive and supportive community.
- seek opportunities to share expertise and innovative ideas with colleagues.



### 3. Building capability

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

- share goals, aspirations and concerns with colleagues and leadership team.
- allocate time for self-reflection and be open to new ideas.
- allocate time to reflect, back yourself, know your boundaries and be open to change.



### 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.

- mentally check in before moving from one task/learning space to another.
- make the time to leave your classroom or desk to engage with colleagues in a different environment.
- establish boundaries to ensure a healthy work life balance.



### 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.

- take time to wind down and limit digital access.
- contribute to a culture that supports personal and health priorities.
- make time for self-care to connect with family, friends, and nature.



### 6. Coaching for success

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

- contribute to a culture of collaboration across the teaching and learning environment.
- find ways to recognise each other as "people" and "friends" to build deeper cooperative relationships.
- pursue a voice to design ways to recognise staff successes and achievements.



### 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.

- be observant to colleagues' changes in behaviour.
- be present, kind, non-judgemental, comfortable with silence and aware of boundaries.
- follow up check in if appropriate.