Psychological wellbeing at work

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"The Stress Lady"

- a bit of background about my dual career (teaching part time, working in staff wellbeing for the other part of the week)

Staying well at work

- Physical risks
- Psychological risks

What are psychological risks at work?

- Think

- Pair

- Share

What is stress?

- There is a difference between pressure and stress

- I prefer to use the term "distress"

- We are all complex individuals and what causes distress for one may represent an appropriate level of challenge for another.

- Stress is cognitively mediated – the same event (the stressor) is experienced in different ways depending on a wide range of factors, including past experiences and life scripts, personality types, individual belief systems (not necessarily religious ones) current circumstances and surrounding relationships.

- CONTEXT is everything!

▶ All of us have different things which will 'collapse' us or knock us off balance – different 'crumple buttons'

▶ All of us have different things which will help us get back up again and recover.

▶ Understanding something about what affects your health and wellbeing helps you to manage yourself better.

What causes you distress at work?

- Timed
- Pair
- Share

Self Determination Theory

▶ **Self-Determination Theory** (SDT) is a broad framework for the study of human motivation and personality.

▶ It focuses on how social and cultural factors facilitate or undermine people's sense of

  ▶ Volition

  ▶ Initiative

  ▶ well-being and

  ▶ the quality of their performance.

▶ Conditions supporting the individual's psychological wellbeing, performance, creativity and persistence are fostered by their experience of ;

   ▶ **autonomy (feeling they are in control),**

   ▶ **competence (feeling they are good at things),** and

   ▶ **relatedness (feeling they belong)**

▶ In addition SDT proposes that the degree to which any of these three psychological needs is unsupported or thwarted will have a significant detrimental impact on wellbeing.

► http://www.selfdeterminationtheory.org/theory/

► Deci, E. L., & Ryan, R. M. (1985). ***Intrinsic motivation and self-determination in human behavior***. New York: Plenum.

What are the effects of prolonged distress ?

- Physiological

- Psychological

Who is responsible for keeping us well at work?

- Our employer (LCC and ArtForms)

- Ourselves

- GP

Inspection Framework

- The Health and Safety Executive (HSE)

- OFSTED

How is risk measured?

- Wellbeing at work is a complex issue

- It consists of many interrelated components

- A sense of well being is seldom attributed to only one element, whether at work or at home

- The HSE introduced the Management Standards in 2006 as one way of capturing these different components

- OFSTED published a report on Teacher wellbeing in July 19

OFSTED

What Works Centre for Wellbeing framework.

Its main elements are:
- health (how we feel physically and mentally)
- relationships with others at work
- purpose (including clarity of goals, motivation, workload, ability to influence decisions)
- environment (work culture, facilities and tools)
- security (financial security, safety, bullying/harassment).

Staff wellbeing comes under Leadership and Management in the OFSTED Framework

- OTSTED have committed to considering staff workload, relationships (including bullying and harassment, pupil behaviour) and management support as part of their new inspection framework which comes into effect September 19.

- The onus is still on staff to highlight well being issues with their managers.

The HSE Management Standards

The six areas are:

- **Demands:** workload, work patterns, and the work environment

- **Control:** How much say the person has in the way they do their work

- **Support:** encouragement, sponsorship and resources provided by the organisation, line management and colleagues

- **Relationships:** promoting positive working to avoid conflict and dealing with unacceptable behaviour

- **Role:** Whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles

- **Change:** How organisational change (large or small) is managed and communicated in the organisation.

The **culture** of the organisation is created by the felt experience of the employees in relation to the Management standards

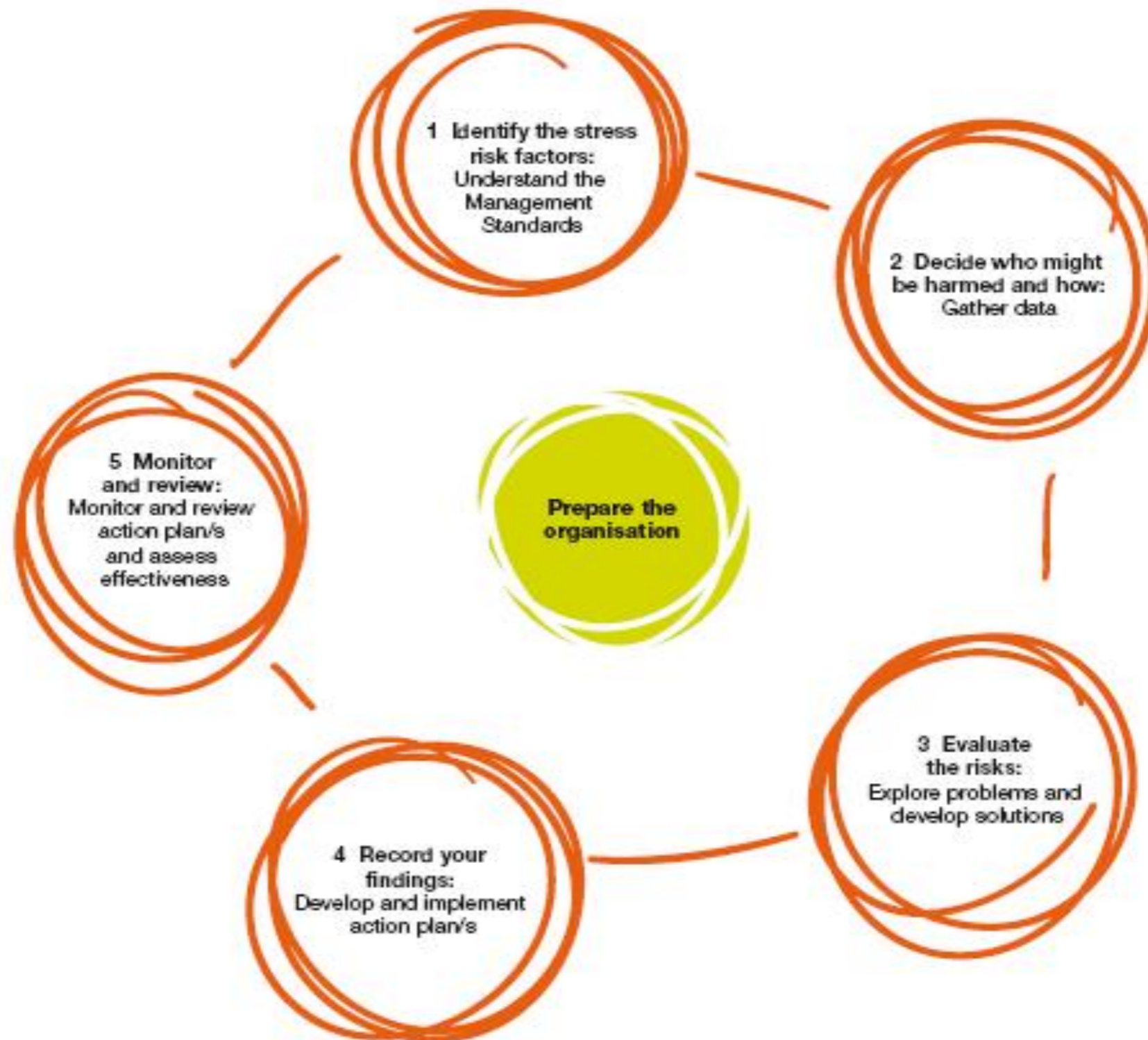# Example HSE Questionnaire
The Indicator Tool

Results

- RED
- AMBER
- GREEN

1 Identify the stress risk factors: Understand the Management Standards

2 Decide who might be harmed and how: Gather data

Prepare the organisation

3 Evaluate the risks: Explore problems and develop solutions

4 Record your findings: Develop and implement action plan/s

5 Monitor and review: Monitor and review action plan/s and assess effectiveness

Reflection

Table groups

- Thinking about your role within ArtForms to what extent do each of these areas work for you?

- Is there a difference between schools?

Our employers are not expected to be clairvoyant

- If we are not feeling well at work, **whatever** the reason (physical or psychological) WE have responsibility for letting our employer know.

Conflict in the classroom

- Adults

- Children

- Adult and child

Where does conflict fit into this?

- It affects our **relationships**

- It can undermine our confidence in our **role** and prevent us meeting the **demands** of the job

- It can leave us feeling out of **control**

- It can lead to **change**

- We may need extra **support**

For further help and support contact

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