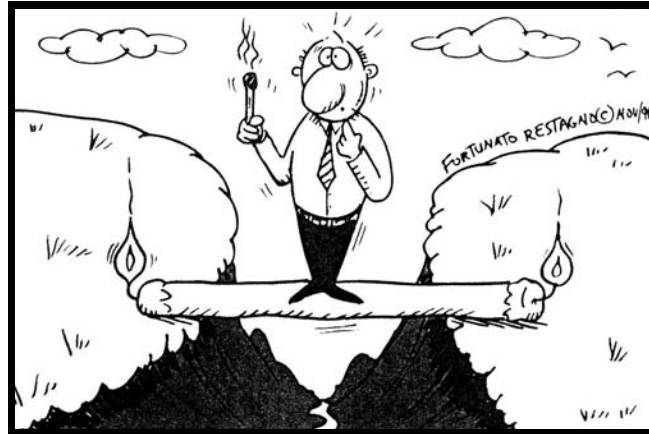


WellChoices™ Consulting Presents at the

NAD Teacher's Convention

Tuesday, 11:15 AM, August 8, 2006

Breakout Session



5 Ways To Make Sure That Unmanaged Teacher Stress Is Not Robbing Your School Blind!

With Cameron Johnston, The Stress Fitness Coach

**No longer can employers assume employees have adequate stress hardiness;
they must ensure it!**

Stress and related illnesses like depression and burnout are fast becoming
the #1 direct and indirect employee health cost for employers.

Do you know what that cost is in your organization?

Probably not, because most employers and their employees have no idea how stress is actually affecting them.

"Corporations are about to enter an era of stress crisis."

WELCOA, Absolute Advantage, March, 2004.

**The alarming truth is that, at any given time, 15 to 25%
of your employees are on the edge of serious burnout.**

**Teachers at greatest risk of stress illness,
are those most *faithful, dedicated,
conscientious and serious about their
ministry* especially those who are
Living Life In Double Overtime!**

Here are a few examples of teachers living in life in double overtime:

1. Single working parents—especially mothers
2. Adjusting to living with a serious chronic illness
3. Working over 70 hours a week on a regular basis, especially in ministry
4. Adjusting to and living with a serious disability
5. Caregivers
6. Parenting a particularly difficult child or teen
7. Recovering from physical, emotional or sexual abuse
8. Accepting and adjusting to the losses and limitations of aging
9. Choosing to heat up the stress soup as hot as you like it and live life on the edge on a regular basis
10. Other: _____

Living life in Double Overtime is not for everyone but not everyone has a choice!

Notes:

5 Ways To Make Sure That Unmanaged Teacher Stress Is Not Robbing Your School Blind!

1. As an employer, you must first be _____ of your _____ stress levels and how stress is affecting you.

2. You must ensure that all _____ are aware of their stress levels and how stress is _____ them.

Yes, all your employees. Do not leave employees to their own devices to ensure stress hardiness. Regularly provide resources for assessment, training plus coaching, as needed. **Personally know the stages to burnout and be able to recognize the signals** and know how to relate positively and help individuals get the help they need.

See Cameron's book on stress and the chapter, *What If... You Already Ate The Soup Too Hot!*

What is critical here is that you do not assume you know how your employees are handling their stress, people can hide the reality extremely well, especially from the boss.

3. Provide and require regular _____ training and _____ stress assessment for all employees.

Stress management training and assessment of all employees at least yearly is no longer optional. The time has come when this needs to be mandatory with the cost and time provided by the employer. **The small cost of stress management training and assessment will pay huge dividends.**

A caution here: when you require stress training and assessment be very sensitive to confidentiality issues and do not try to do this in house. Employers must go out of their way to reinforce the concept that being involved in stress training and assessment will only affect job security positively, never negatively.

4. Assess your workplace _____ and make sure that it is not _____.

Linda Duxbury, a researcher at Carleton University makes it very clear that the greatest predictor of stress overload is directly related to work culture and work demands.

5. Ensure an adequate ongoing wellness _____ and _____ program is in place.

This does not need to be comprehensive or expensive but it can be effective and adapted to your particular needs. Remember, **wellness is the caring arm of administration.**

If you do not know how stress is affecting your organization, you can be certain you are being robbed!

Thriving & Maximizing Life in Double Overtime

requires a very deliberate well-designed strategic
Lifestyle advantage plan that works for you.

Developing a stress hardiness above and beyond
the average is **a must and not an option!**

6 Advanced Stress Management Techniques

That Must Be Mastered If you Are Living Life in Double Overtime Either By Choice or By Circumstances!

1. You must maximize your physical _____ with

- the best food combined with good eating habits
- regular daily physical activity
- adequate rest and relaxation
- avoiding any short cuts with unnecessary drugs legal or illegal

2. You must develop & maintain a high level of _____ intelligence

which is the ability to monitor and regulate one's own and other's feelings and to use feelings to guide thought and action. **Five basic emotional and social competencies include:**

- Self-awareness** being aware of our feelings moment by moment and using them in decision making combined with a realistic assessment of our abilities with a well-grounded sense of self-confidence. It is knowing who we are and feeling comfortable with ourselves—**positive self-worth.**
- Self-regulation** is handling our emotions to facilitate rather than interfere with the task at hand. It is delaying gratification to pursue goals and recovering well from emotional distress—**balanced self-control.**
- Motivation** is using our deepest preferences to move us toward our goals, to help us take initiative, to strive to improve and to persevere in the face of setbacks and frustrations—**active faith and courage.**
- Empathy** is sensing what people are feeling and being able to understand and take their perspective and cultivate rapport and atunement with a broad diversity of people—**relating to all people with gentleness and kindness.**
- Social skills** are handling emotions in relationships well. The ability to accurately read social situations and networks, and to interact smoothly while using these skills to persuade, lead, negotiate and develop teamwork—**positive leadership.**

Adapted from Daniel Goleman, Working with Emotional Intelligence, Page 318

3. You must develop a mental _____ with

- Visualization, mental focus and rehearsal
- Choosing to be positive and practicing positive thinking
- Stretching your brain with creative and stimulating mental activities
- Moving toward your fears

4. You must nurture _____ health with

- Daily quiet, reflective time that nurtures a meaningful relationship with Jesus
- Living and working from a clear vision complete with challenging, achievable goals
- An open-ended belief system that is always growing and seeking for the more essential truths of life
- Continuous exploration of the big questions of the meaning of life, why you are here, and where you are going

5. You must aggressively pursue and maintain a strong, positive social support network of family and friends

6. You must resolve all deep-seated stressors especially

- Issues of low self-worth
- Unresolved grief
- Negative emotions and attitudes with forgiveness and gratitude

FREE 7-Day E-Course For Teachers

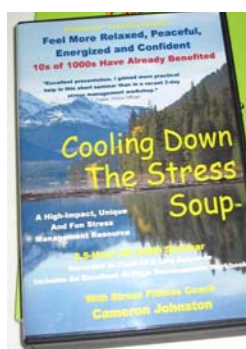
7 Days to Enjoying the Stress of Teaching E-Course

with the Stress Fitness Coach Cameron Johnston. Clear the fog and confusion surrounding teacher stress including 5 stress myths you must avoid to maximize your energy and success. Master the ABC's of managing stress and a complete plan used by 10s of 1000s daily to thrive and prosper in today's classroom. No obligation.

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Any purchase or order of our Unique Teacher Stress Management Resources Library which includes:

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- A copy of Cameron's book: *Don't Eat The Soup As Hot As They Cook It!*
- For Teens a copy of: *Don't Eat The TEEN Soup As Hot As They Cook It!*

At Today's Special Price of Only \$49.95 US (regular value \$75)

And we will add Absolutely **FREE** Our Comprehensive, Computerized, Personalized Stress Management Assessment with up to 2 hours of one-on-one stress coaching (an additional value of \$95)

Answers: Page 3: aware, personal, employees, affecting, stress, confidential, environment, toxic, awareness, training. Page 4 & 5: health, emotional, toughness, spiritual

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