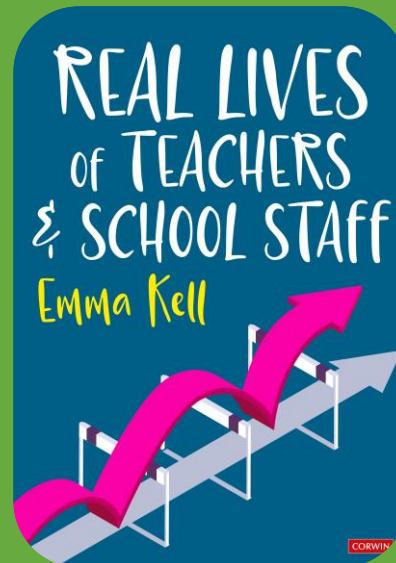
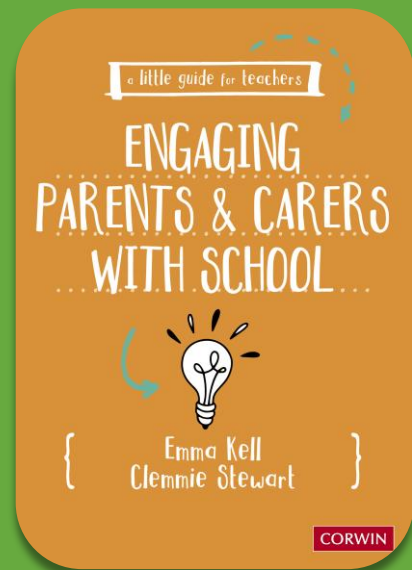
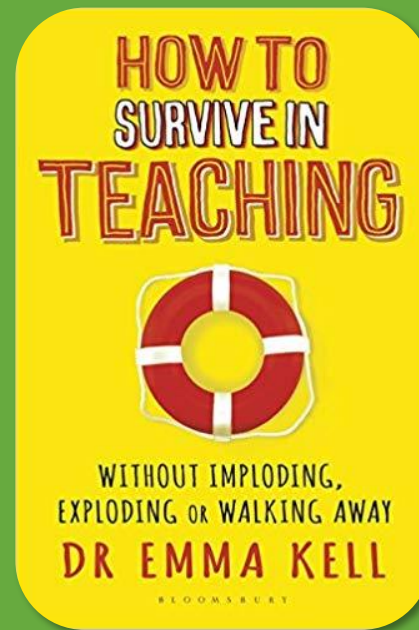
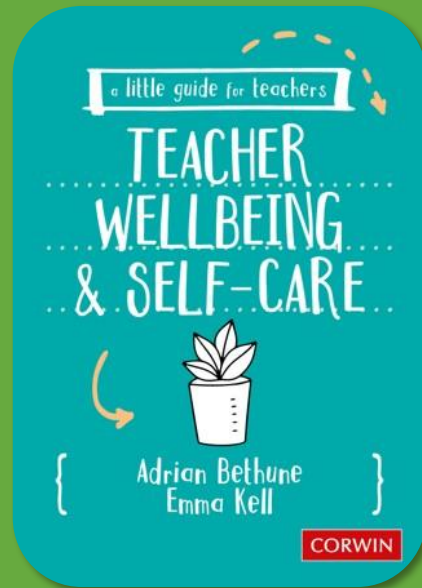


Taking Control and Reducing the Risk of Burnout

Essex Primary Headteachers' Association

22 October 2025

A bit about me



Shifting identities:

A mixed methods study of the experiences of teachers who are also parents



@thosethatcan

<https://www.those-that-can.com/>

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Content

1

What is wellbeing and why does it matter?

2

Values and perspective

3

The challenges

4

Communication and agency



Wellbeing ready reckoner

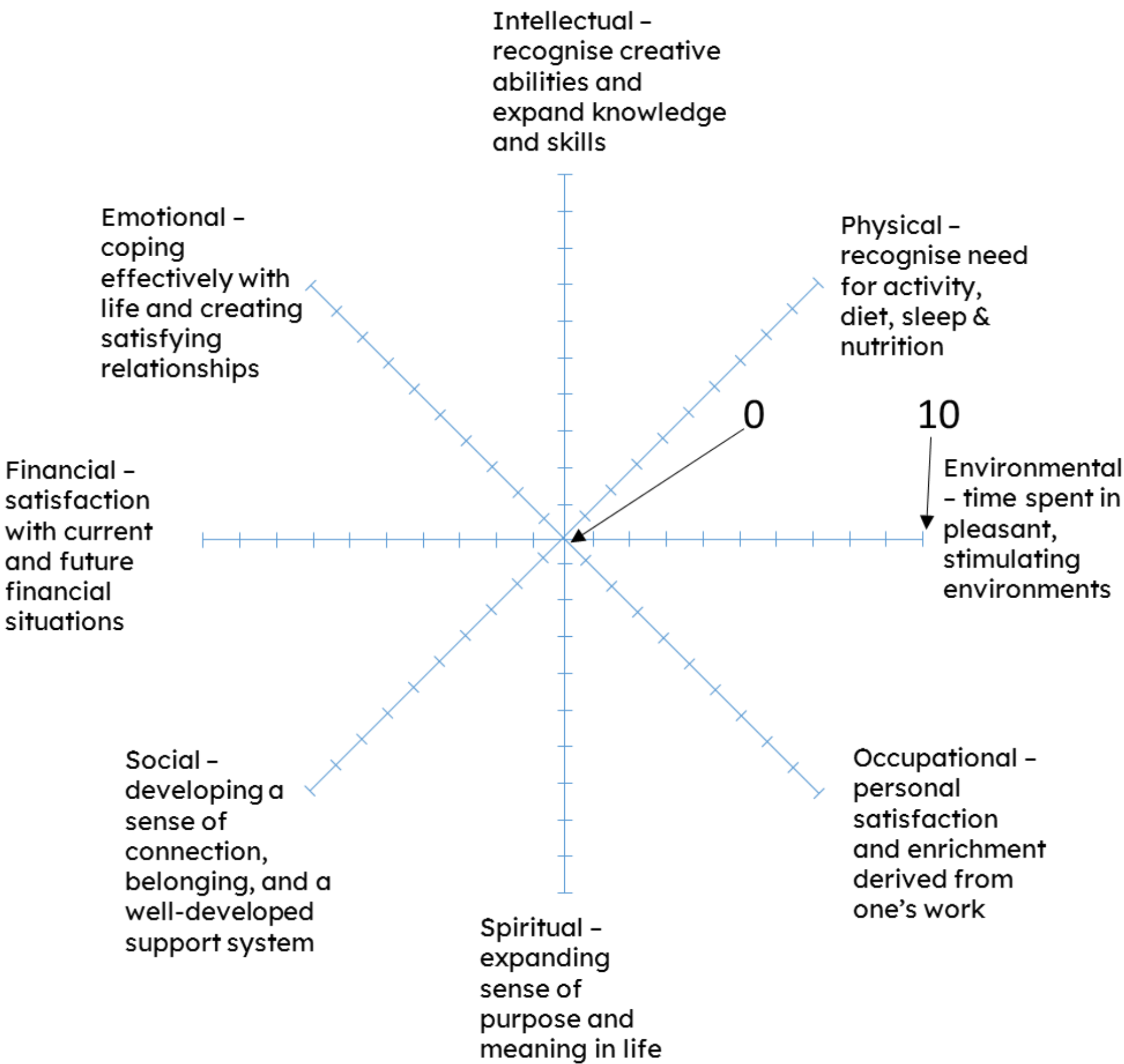
Pledges to myself

1.

2.

3.

Date: _____



Key wellbeing principles



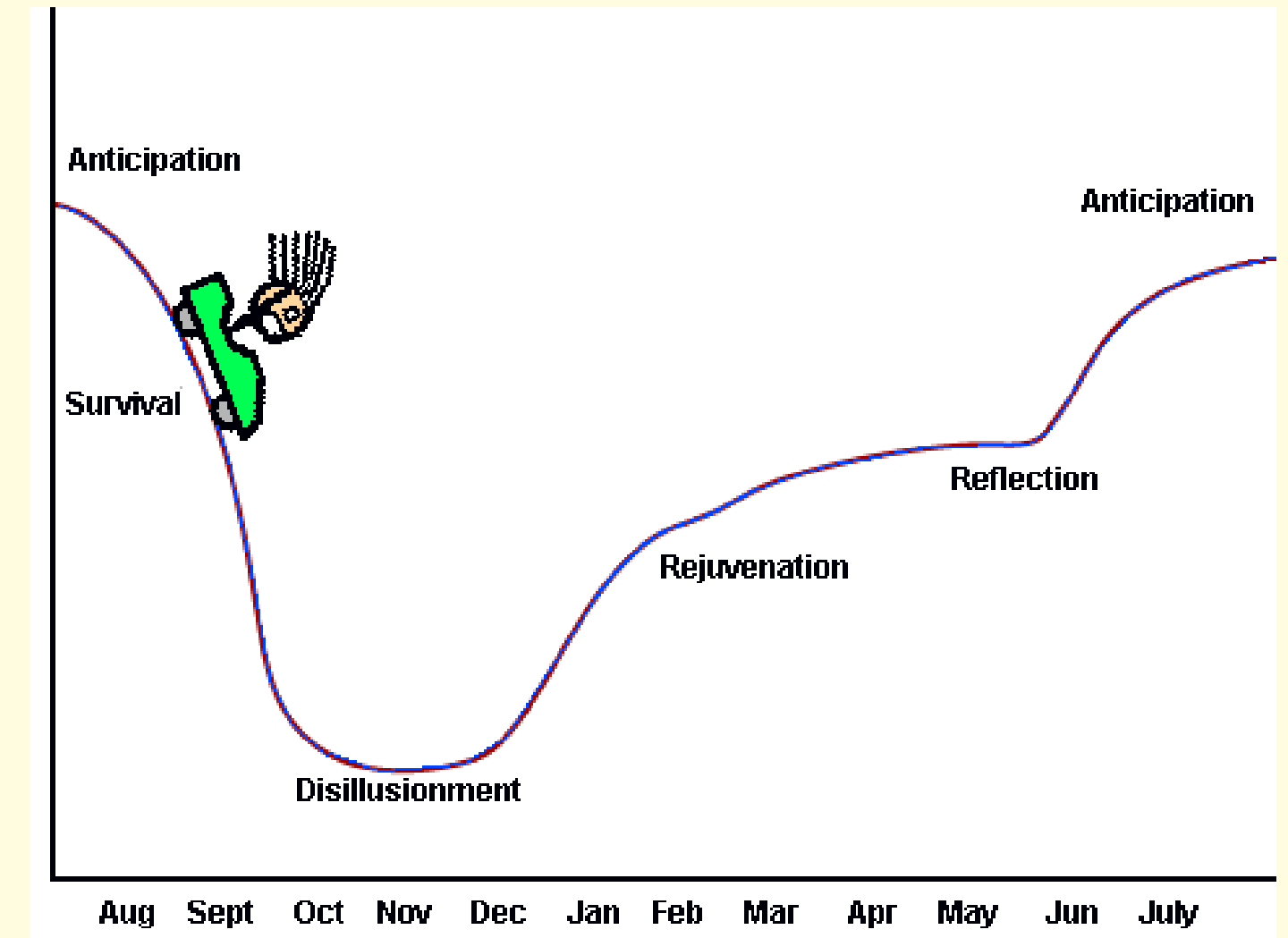
"My ok isn't
necessarily your ok"



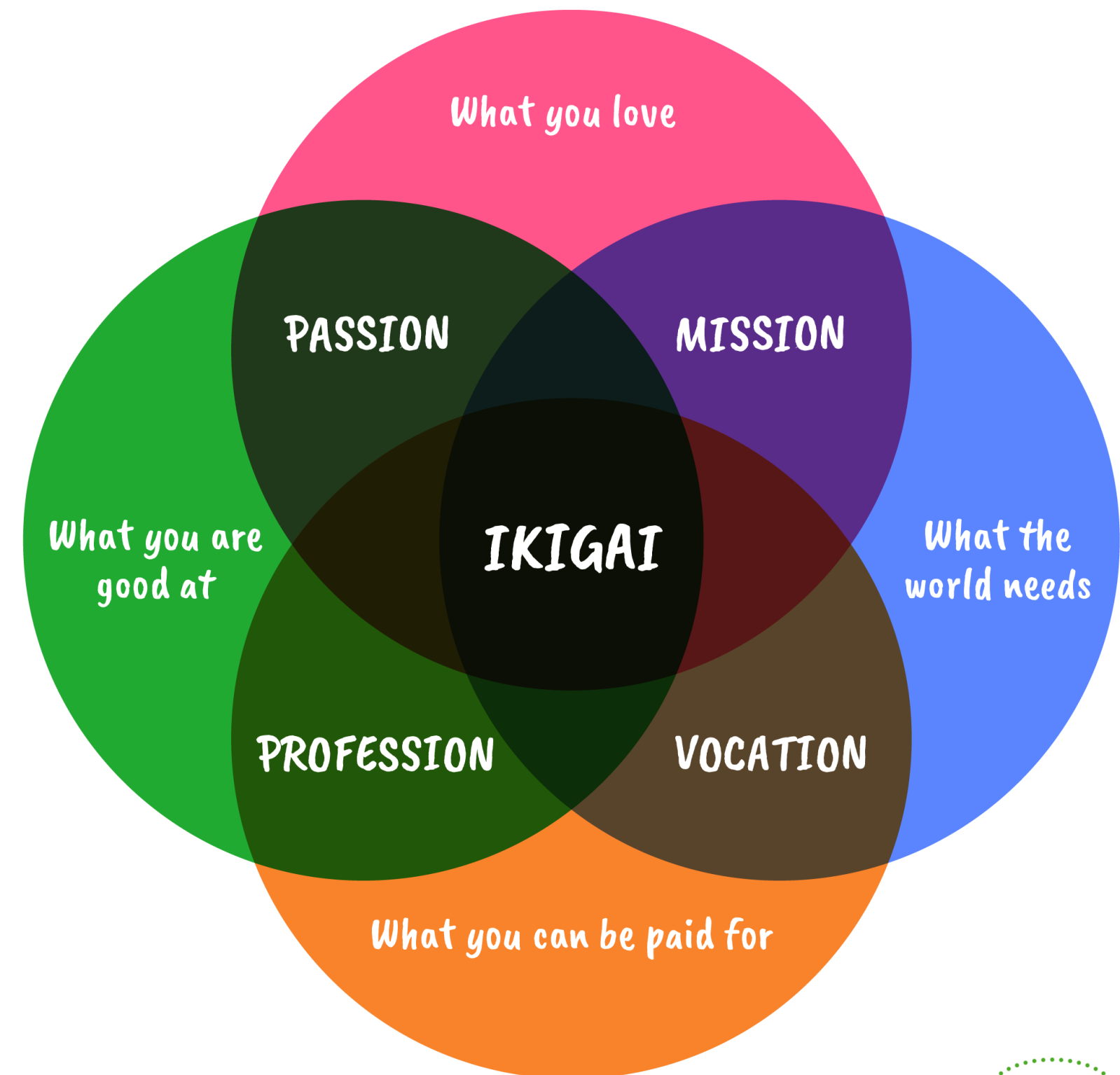
"Assume
good
intent"

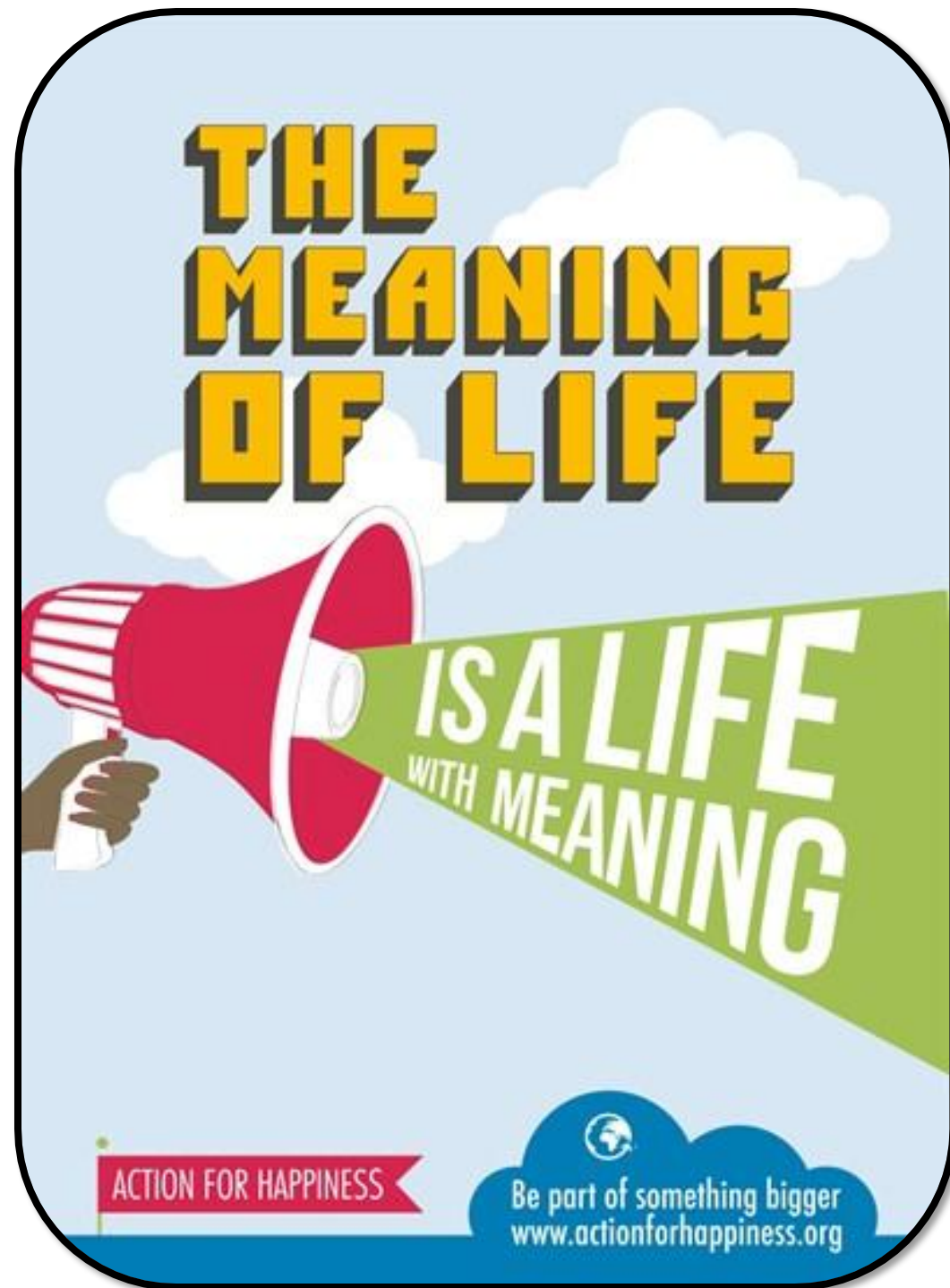


What's unique or surprising about working in schools?



Values and moral purpose





**Why do you
do the job
you do?**

Strong Sense of
Purpose

is associated with:



improved
health
outcomes &
behaviors



fewer strokes &
cardiovascular events,
reduced risk of death,
less health care utilization

Purpose protects us

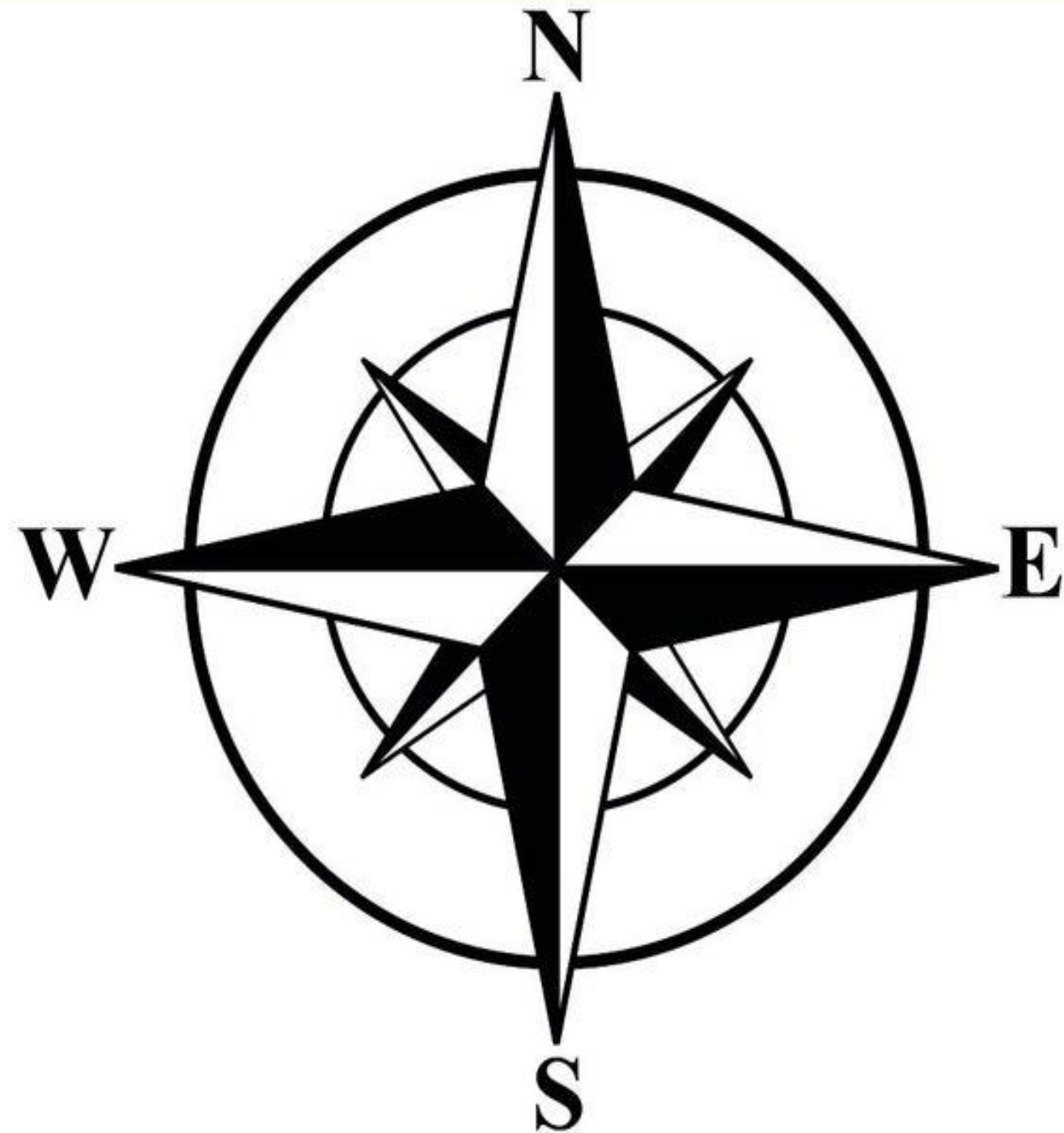
Values



Fairness	Mercy	Generosity	Resourcefulness	Open-mindedness
Trust	Happiness	Independence	Simplicity	Authenticity
Growth	Autonomy	Reliability	Creativity	Playfulness
Safety	Respect	Integrity	Duty	Courtesy
Dignity	Liberty	Love	Curiosity	Insight
Adventure	Equity	Belonging	Justice	Loyalty
Success	Excellence	Honesty	Order	Forgiveness
Kindness	Self-knowledge	Empathy	Understanding	Patience
Humour	Risk	Stability	Supportiveness	Self-control
Public service	Inclusion	Compassion	Openness	Credibility
Humility	Nurture	Candour	Determination	What else?

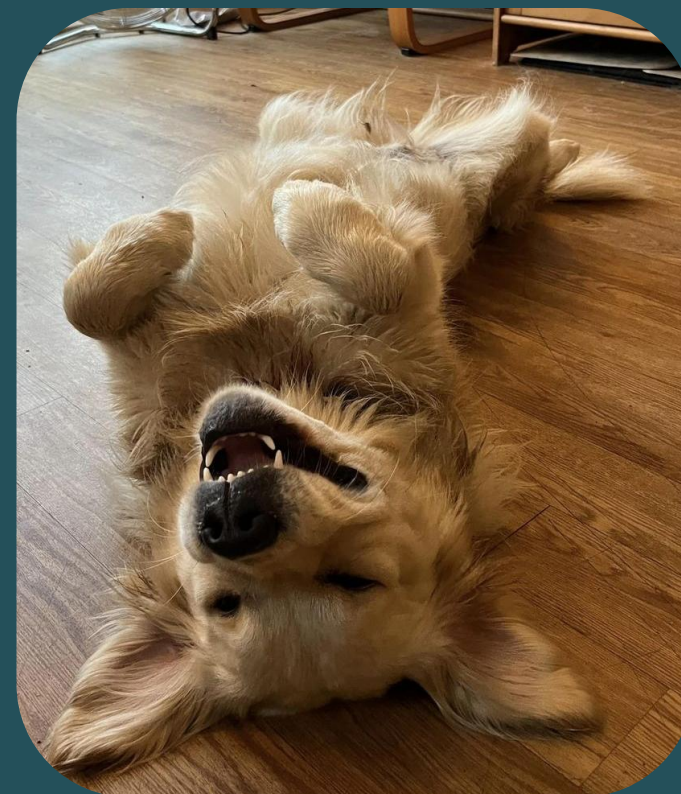
Values in Practice: Stewardship

Stewardship	Proprietary
We / our	I / me
Greater good	Personal benefit
Supervising or managing something entrusted to you	The right or entitlement to possess something
We are custodians.	I'm in charge.
Thinking beyond the present	Thinking mainly about the present
Accountability to others first	Accountability to yourself first
Ready and prepared for someone else to take over	Inability to 'let go' when time is up



Your values compass

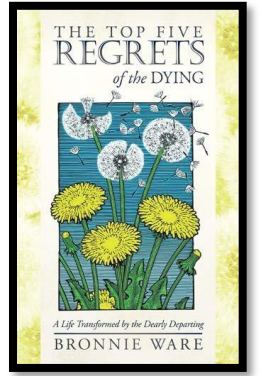
Pay attention to what nourishes you



Take in the good



The bigger picture

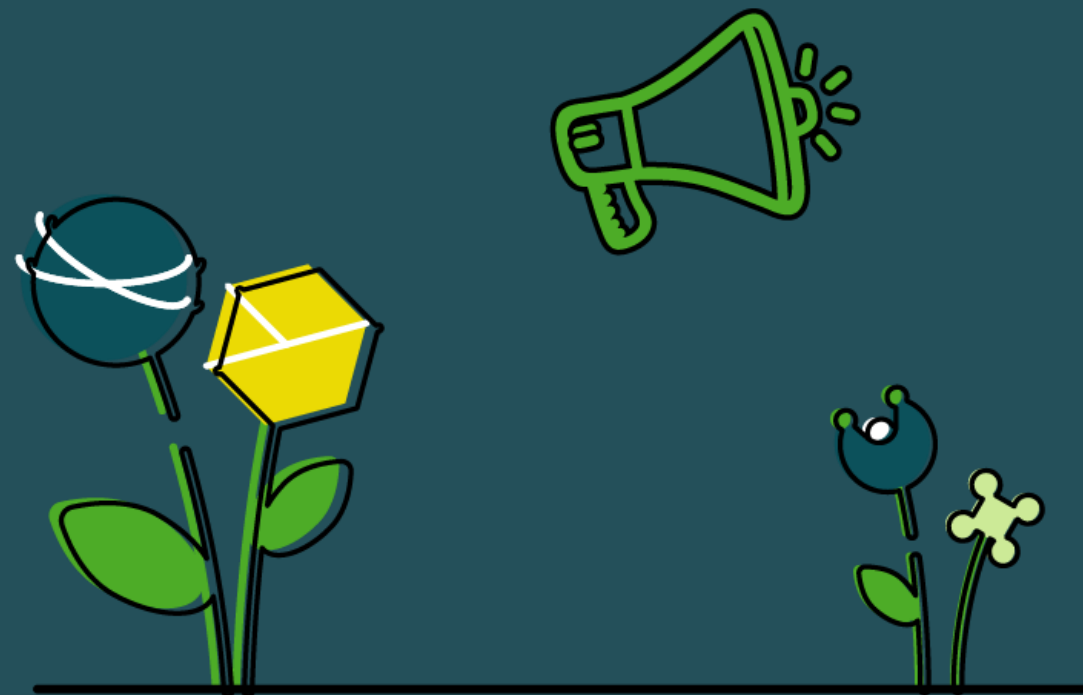


"I wish I'd had
the courage to
lead a life true to
myself"

"I wish I hadn't
worked so hard"

"I wish I'd had
the courage to
express my
feelings"

"I wish I'd
stayed in
touch with my
friends"



"I wish I'd let
myself
be happier"

The bigger picture

What do you want your
legacy to be?



Workload and ways forward



The challenges



Compassion: Protecting your flame

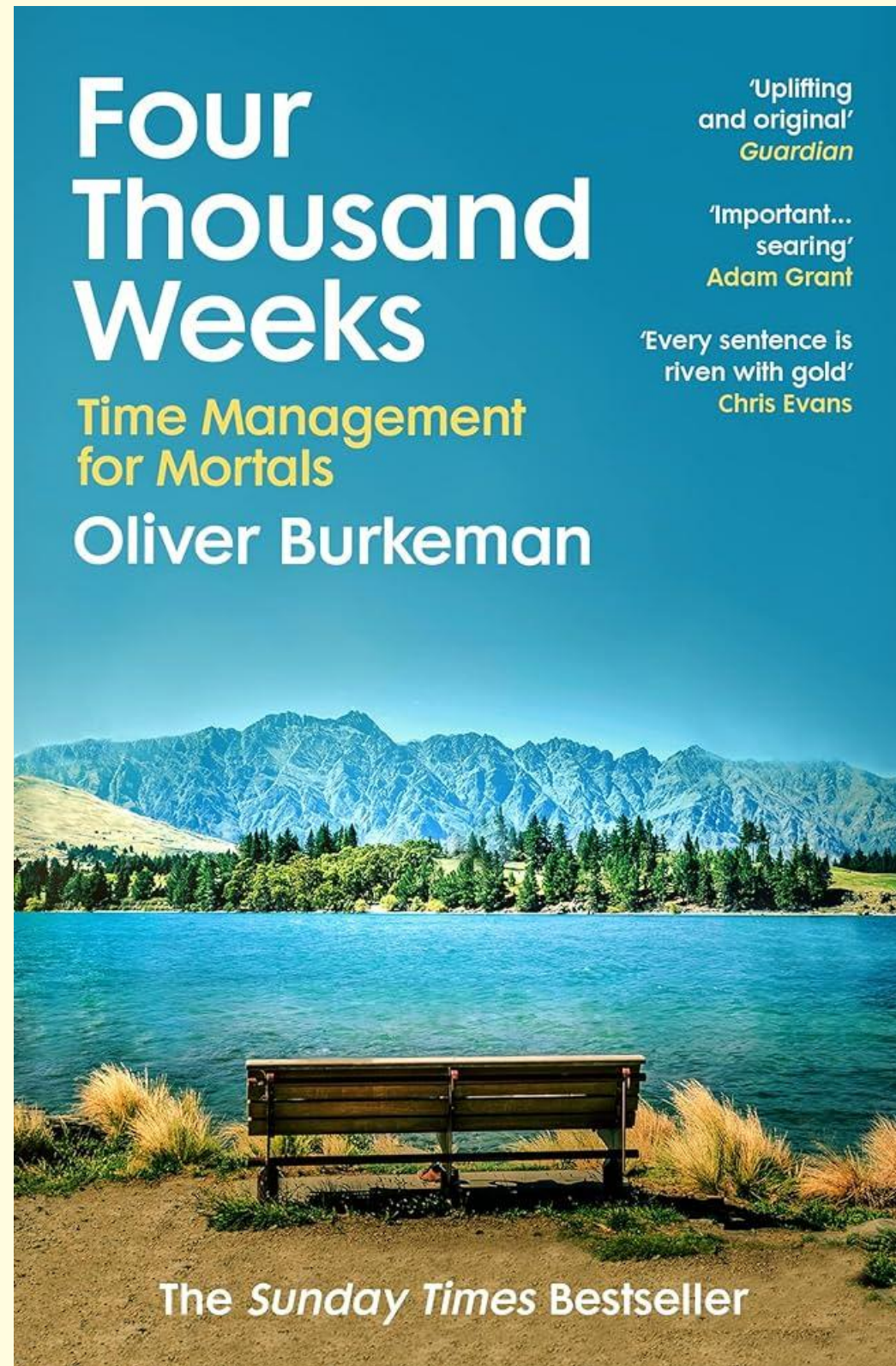


● Compassion satisfaction

● Compassion stress

● Compassion stress injury

On 'busyness' and the achievement culture

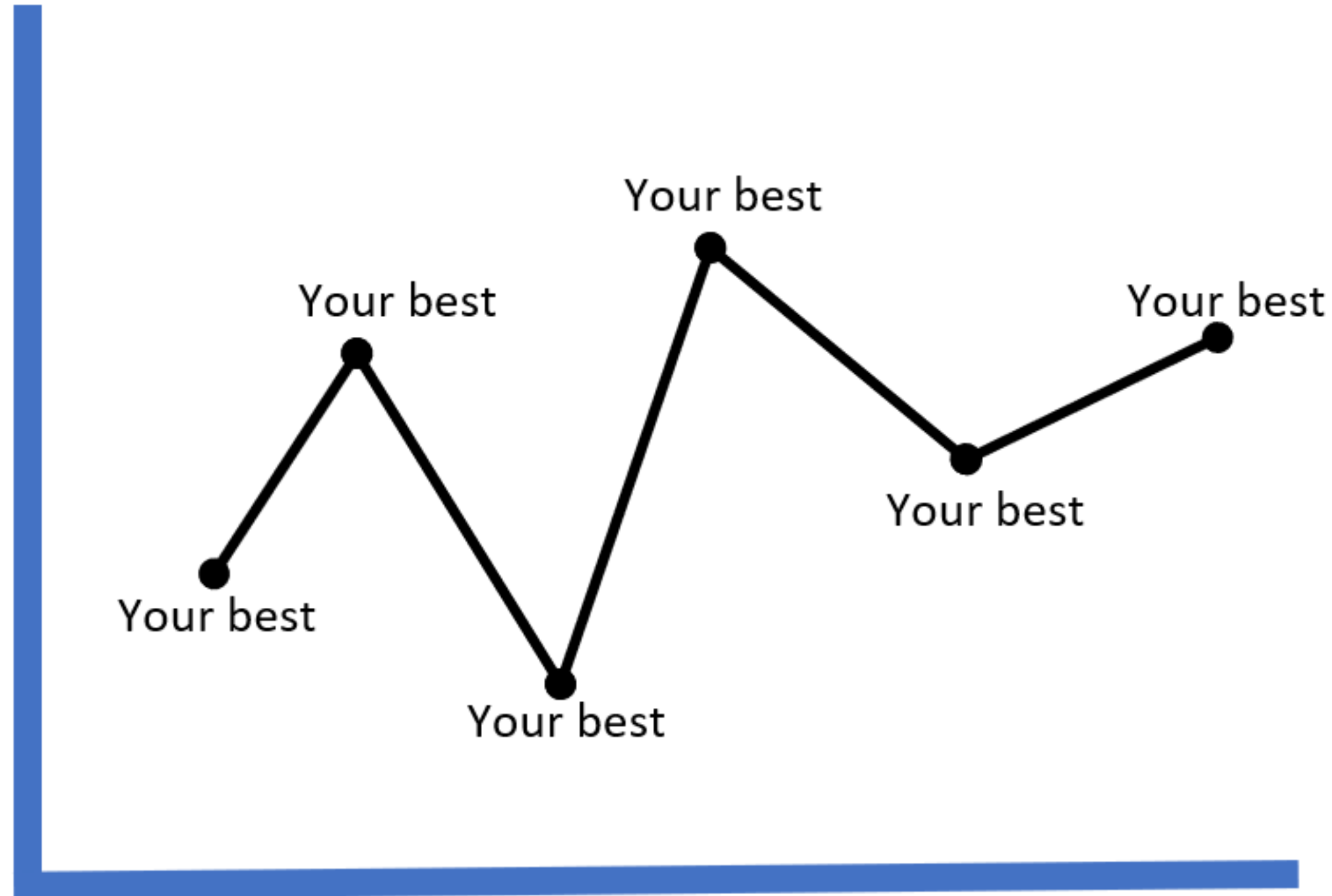


It's not just that this situation feels impossible; in strictly logical terms, it really is impossible. It can't be the case that you *must* do more than you *can* do. That notion doesn't make any sense: if you truly don't have time for everything you want to do, or feel you ought to do, or others are badgering you to do, then, well, you don't have time - no matter how grave the consequences of failing to do it all might prove to be. So, technically, it's irrational to feel troubled by an overwhelming to-do list. You'll do what you can, you won't do what you can't, and the tyrannical inner voice insisting that you must do everything is simply mistaken.

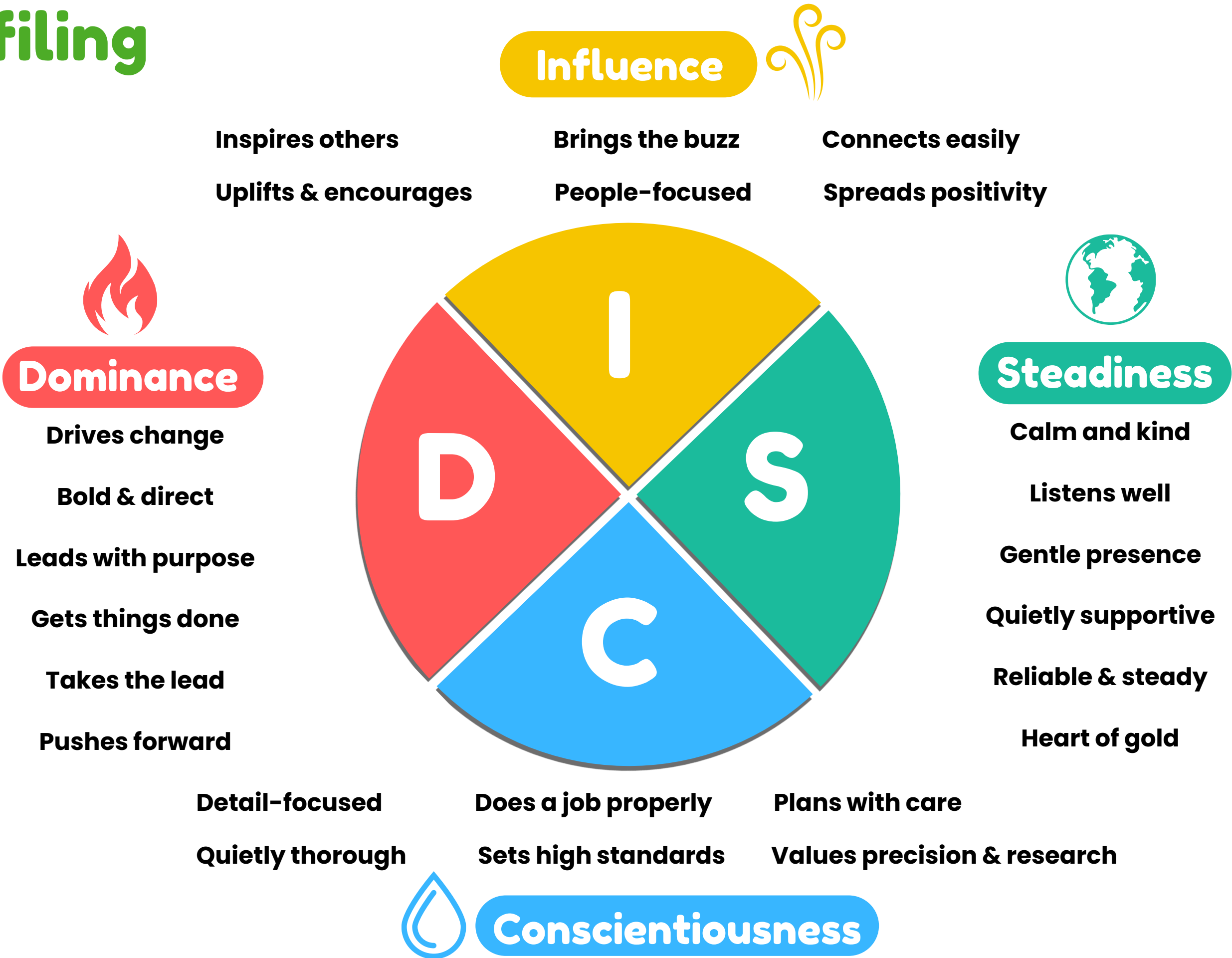
Oliver Burkeman, *Four Thousand Weeks*

Doing your best

You Are Not a Machine



Your “Best” Will Look Different Each Day
(and that’s totally okay!)



Mini DISC Quiz

INSTRUCTIONS

1 You'll see 9 rows of 4 words.

2 Rank each word in a row from 1-4:

- 1 = Least like you
- 4 = Most like you

3 Don't overthink - go with your gut reaction.

4 When finished, add up your totals in each column.

💡 There are no right or wrong answers - this is about self-awareness, not judgement.

	Column 1	Column 2	Column 3	Column 4
EXAMPLE	Focused: 2	Chatty: 3	Empathetic: 4	Conscientious: 1
1	Determined	Enthusiastic	Calm	Thoughtful
2	Assertive	Expressive	Supportive	Precise
3	Bold	Optimistic	Loyal	Analytical
4	Competitive	Sociable	Gentle	Cautious
5	Direct	Playful	Steady	Detailed
6	Action-Oriented	Encouraging	Considerate	Structured
7	Risk-Taking	Lively	Patient	Systematic
8	Decisive	Inspiring	Reliable	Thorough
9	Independent	Outgoing	Cooperative	Methodical
TOTAL				

Handling stress



Stress Indicators

e.g. irritable, loss of appetite, sleep issues, nail biting, stiff neck

Unhelpful actions

e.g. stay up late, eat junk food, watch rubbish TV, work more and cancel plans, avoid work.

Helpful actions

e.g. Go for a walk, play football, meditate, cook, talk with my partner, see friends.

Stress and me

When I am stressed, I tend to...

Please don't...

Please do...



Knowing Me, Knowing You: Getting the Best from One Another



Routines and time
management



Receiving
feedback



Challenging
conversations



Emails, paperwork,
data..



Praise and
acknowledgement



Physical space
and resources



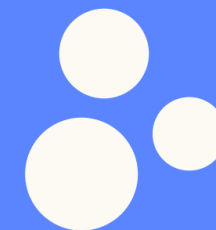
Noise and noise
levels



Stressors and
triggers



Giving and receiving
instructions



Relationships
at work



Meetings

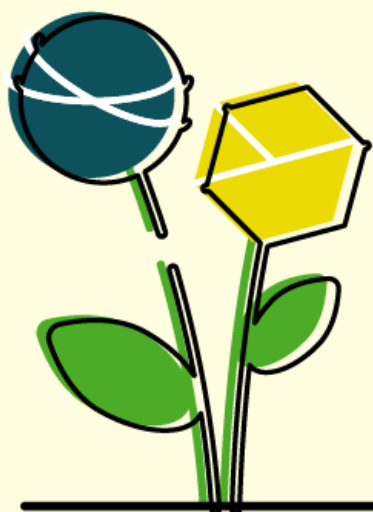


What else?

Mutual understanding and effectiveness



2



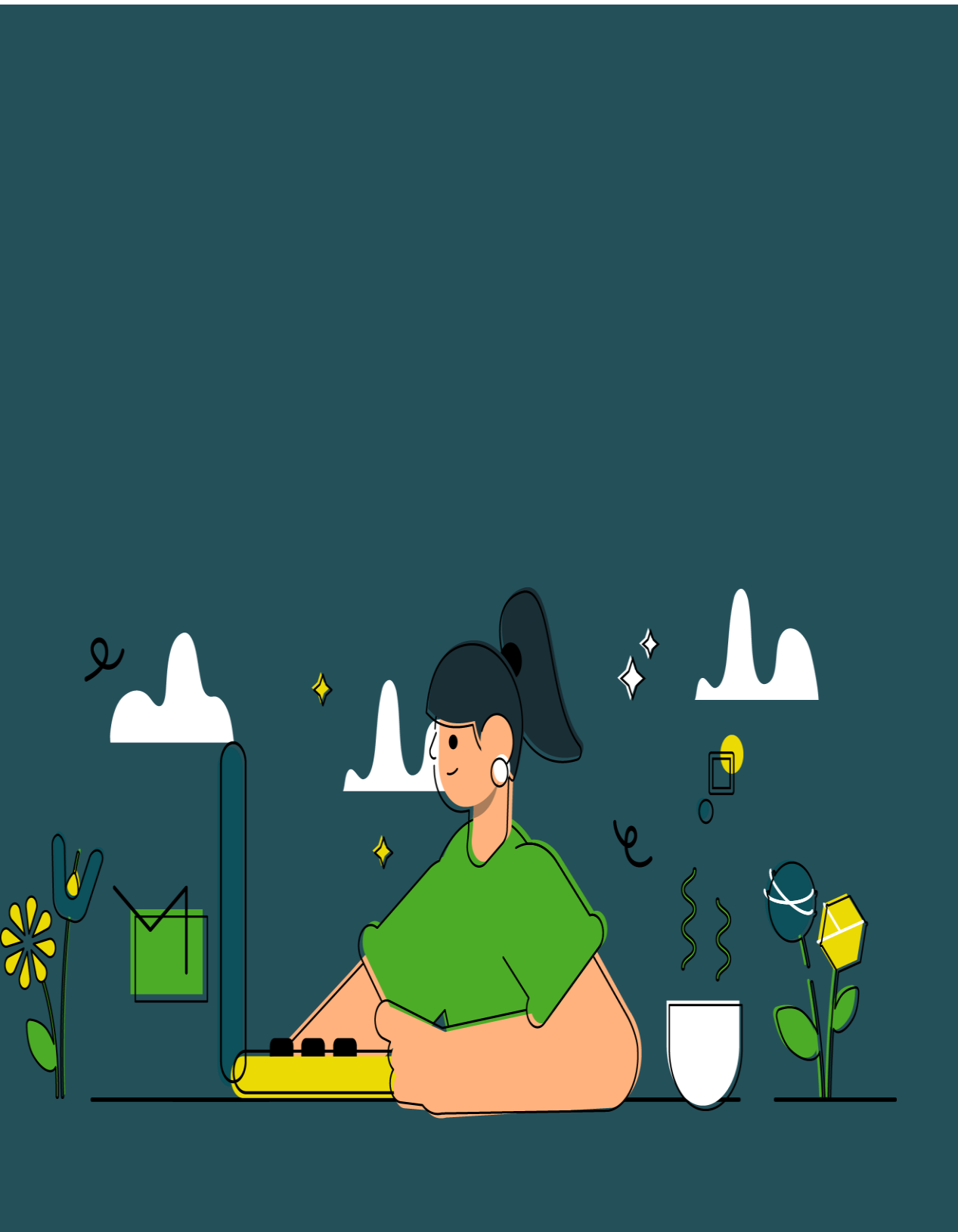
When working with me, please do...

When working with me, please avoid...

My strengths and value to the team...

I sometimes struggle when...

Wellbeing self-efficacy and effectiveness: 3 key questions



What
(exactly) is
my job?

How do I
know if I'm
doing a
decent job?

Where do I
go when I
need help?

Tilting to the positive



- What are the best elements of your job? What are you most proud of?

The power of humour



Reduces stress and tension.

Contagious and helps build rapport

More likely to laugh with others than alone

Strengthens the heart and increases natural killer cells

Finding humour in our situation enhances our sense of perspective and control over the uncontrollable

Top tips: Looking out for everyone else

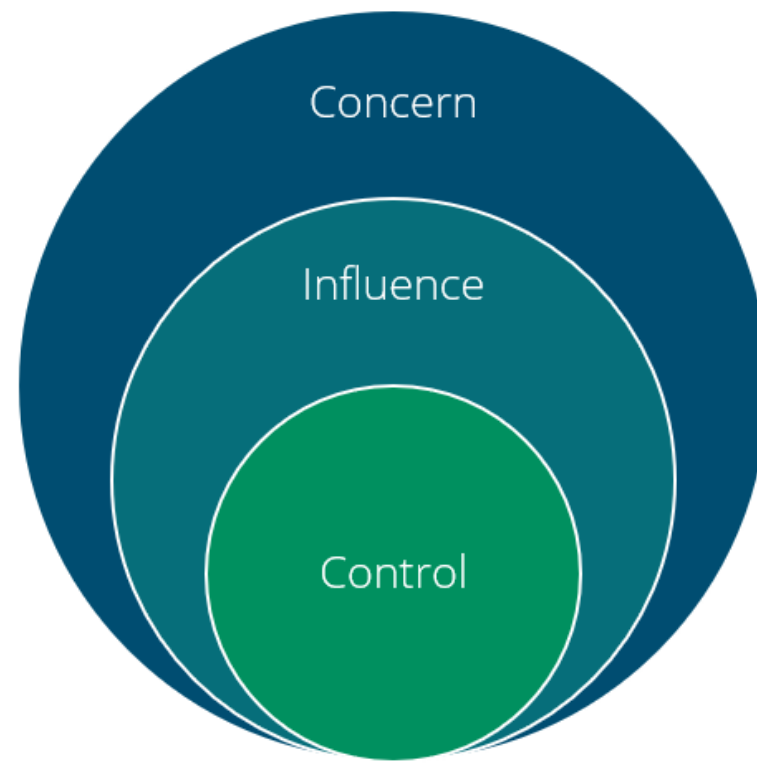


1. Wellbeing walks
2. Line-management; include wellbeing
3. Wellbeing teams and drop-in times
4. Silent cups of tea*
5. Opportunities for appreciation and gratitude
6. Standing/walking/shortened meetings
7. Traffic light the calendar; keep new initiatives to a minimum during high pressure times
8. Empowering staff - projects and research
9. Calm spaces (including outdoors)
10. Model boundaries

1. GOING HOME CHECKLIST
2. Take a moment to think about the day.
3. Acknowledge three things that were difficult. Let them go.
4. Consider three things that went well.
5. Choose an action that signals the end of your day.
6. Now switch your attention to home.
7. How will you rest and recharge?

Source: Education Support

Top tips: Your wellbeing



1. Book something to look forward to
2. Tilt to the positive
3. Hold onto your 'why?'
4. Create healthy boundaries
5. Know and talk about stress signs
6. Talk about what people need in order to be most effective
7. Control the controllables
8. Keep the glass balls in the air
9. Listen to your loved-ones
10. Stay hopeful. Stay human

Wellbeing ready reckoner

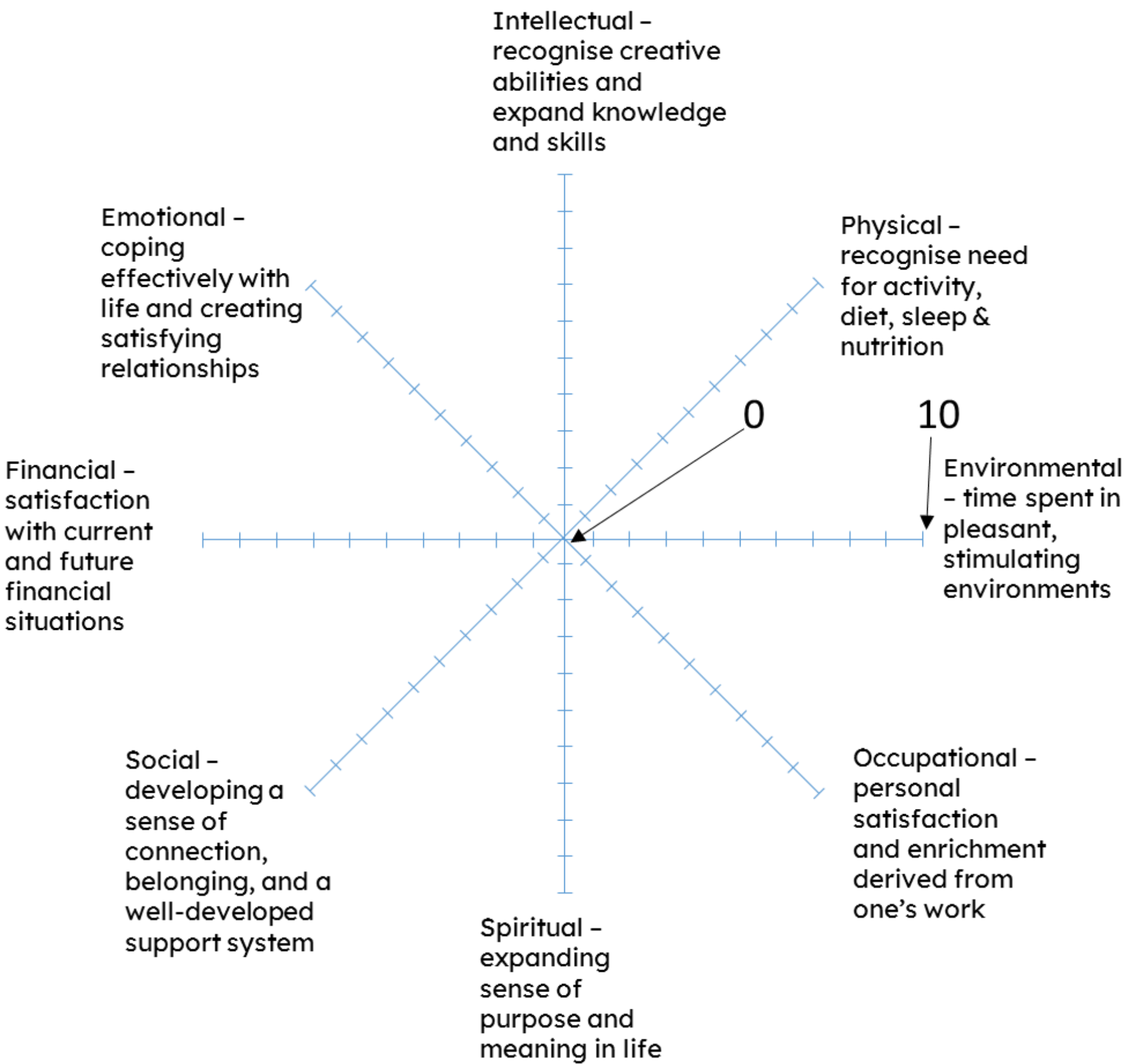
Pledges to myself

1.

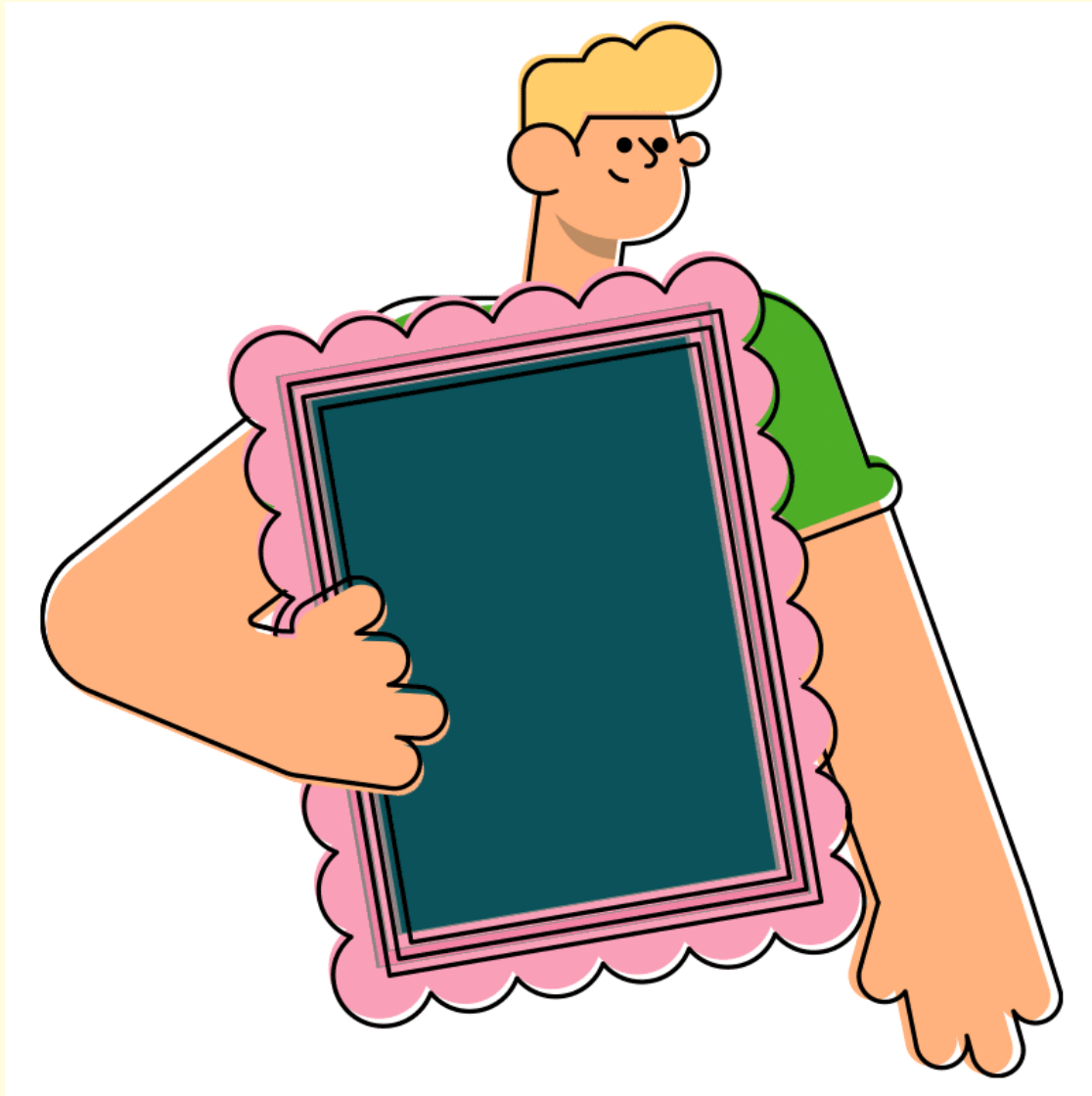
2.

3.

Date: _____



Any questions?



Follow me on X: @thosethatcan

Email me: emmakell@those-that-can.com

Get in touch: <https://www.those-that-can.com/>

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Thank you