

This is a transcript of the Be You Staff wellbeing video available at <https://beyou.edu.au/factsheets/your-wellbeing/staff-wellbeing>.

### Staff wellbeing

To look after others, it's first important to look after yourself. Just like we're instructed to put on our own oxygen mask before helping others during an emergency plane landing, staff wellbeing is essential for effective teaching and learning, and looking after the wellbeing of others. Stress is a part of everyday life. In small amounts, it can help us do more in less time, but prolonged stress can create a real risk of mental health issues.

So, while you're putting your energy in creating a mentally healthy environment for your children and young people, it's also important to focus on the wellbeing of yourself and your colleagues. Time pressures and workloads, conflicts with colleagues, difficulty adapting to change, or low self-esteem are a few things that can affect staff wellbeing.

Sometimes it isn't always easy to recognize negative effects, especially where they're slowly built up over time or gone unaddressed for too long. But there's always a way to move in a positive direction. Schools and early learning services can implement strategies to foster a culture of wellbeing, one that promotes help-seeking, creates opportunities for career growth and personal development, acknowledges a job well done, and offers resources for staff to build a sense of self-efficacy.

Staff can also increase their own wellbeing through changes in diet, getting enough sleep and exercise, and reducing alcohol and drug use. Even maintaining positive social interactions and asking for help when needed create lasting positive impacts. In fact, you can start now. Take a few moments to reflect on how you're doing. You might also like to think about and identify colleagues you can talk to and share experiences with, what plans, actions, and strategies could be implemented.

Also, think about the frameworks your school or service has in place to improve staff wellbeing. What plans, actions, and strategies could be implemented to ensure staff have the resources, knowledge, and environment to perform at their best. Through following small, but continued positive steps, a culture of staff wellbeing can be fostered that reduces turnover, inspires positivity and productivity, and benefits staff and children and young people alike. Be you growing a mentally healthy generation.

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