



Re-Energizing Yourself and Your team for the Work Ahead

April 2021

We will get started in a few minutes....

Share your name,
district, role **and** how do
you recharge?

Chat

Join Audio Stop Video Invite Manage Participants 1 Chat Record End Meeting

Type message here...

The image shows a Zoom meeting interface. A large grey box in the center contains the text: "Share your name, district, role **and** how do you recharge?". To the right is a chat window with the title "Chat" and a text input field "Type message here..." which is highlighted with a yellow box. At the bottom is a black toolbar with icons for "Join Audio", "Stop Video", "Invite", "Manage Participants" (with a "1" next to it), "Chat", and "Record". A red "End Meeting" button is also visible. A large yellow arrow points from the bottom center towards the "Manage Participants" icon.

Introductions



Megan Champion

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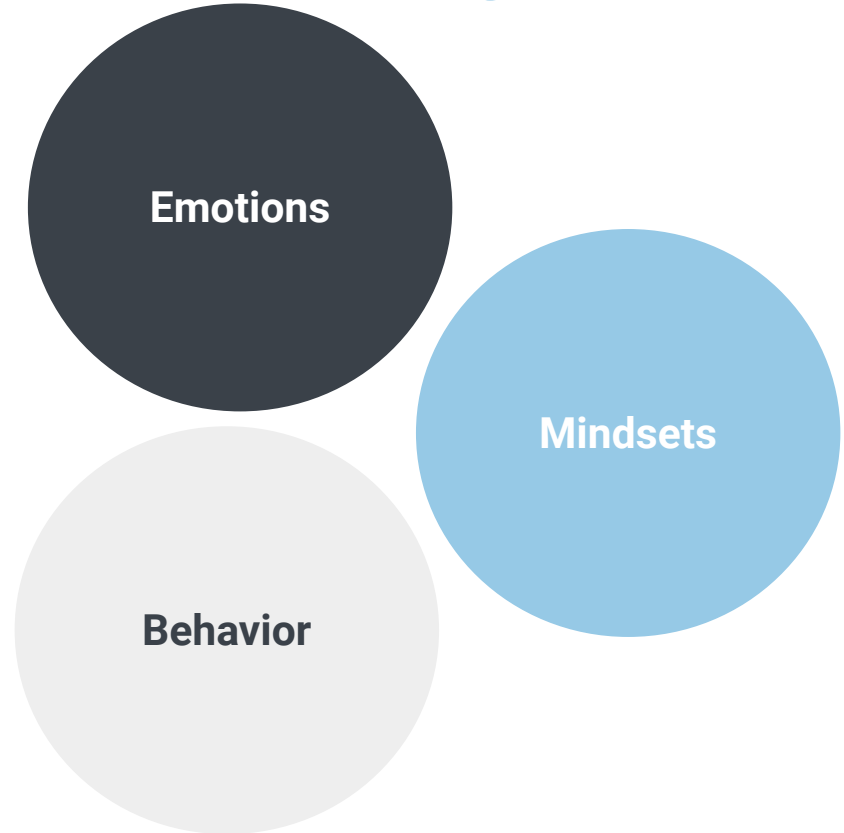
Jill Thompson

jill@edelements.com

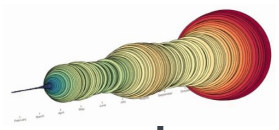
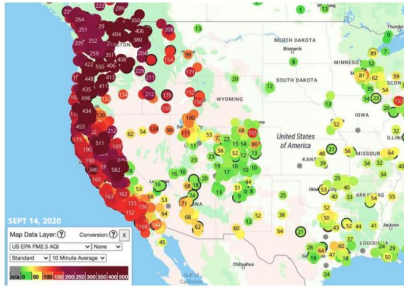
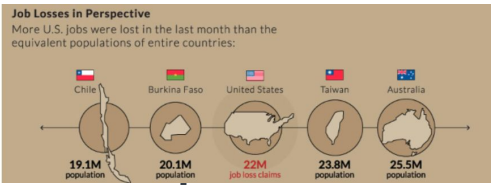
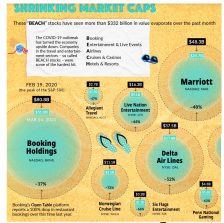
Objectives

1. Understand why we need to take care of yourself and others to continue building a classroom and school culture.
2. Explore strategies for re-energizing yourself and your team

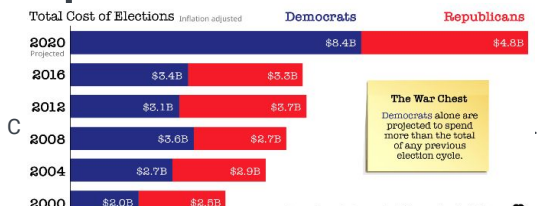
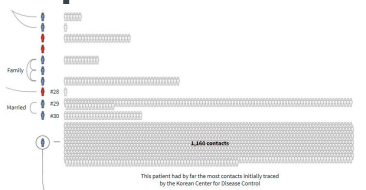
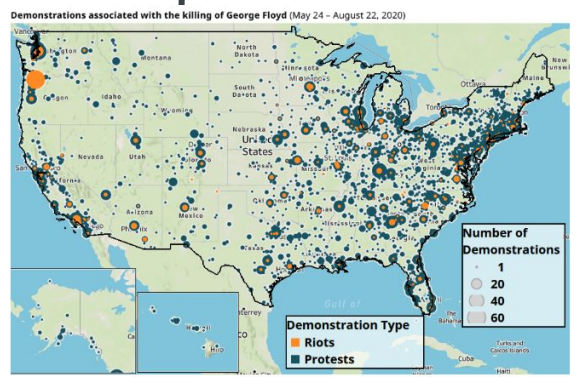
How we will get there



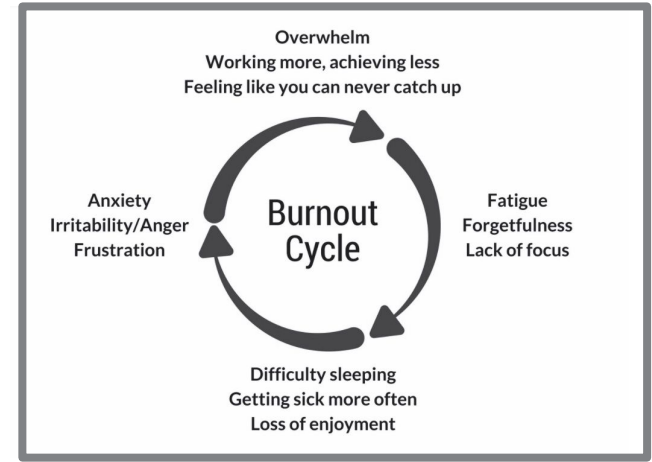
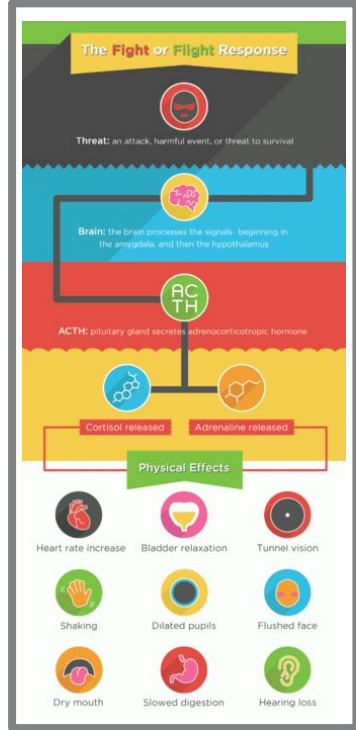
SY 2020-2021: Chronic Crisis



Jan Feb March Apr May June July Aug Sept Oct Nov Dec Jan Feb Mar April



Acute Crisis vs. Chronic Crisis

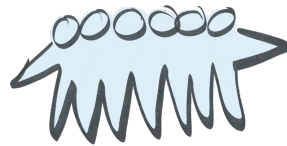


“Fight or Flight” helps us in situations of immediate, acute danger. Over time, though, this survival mechanism can be harmful, if we are unable to complete the stress cycle and return to a more peaceful and proactive physiological state.

Acute Crisis vs. Chronic Crisis



School and district leaders are trained to handle acute crises, but managing a chronic crisis with several acute crises sprinkled throughout has challenged many leaders and taxed many teams.



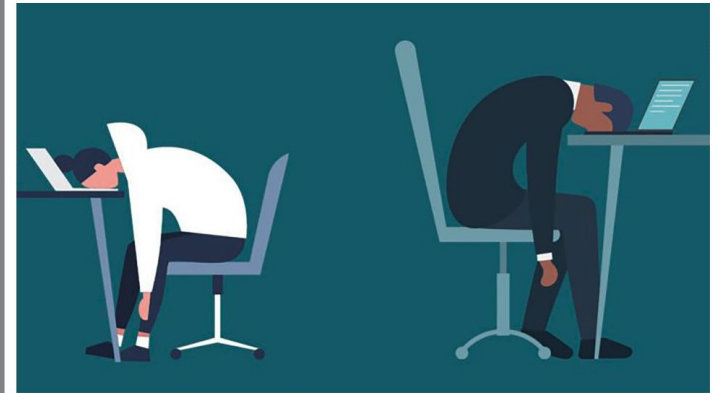
DA District Administration

A look at one of the biggest causes of teacher burnout

Administrators who don't provide extra resources may see turnover long after COVID ends, researcher says

Social-Emotional Learning Should Be Priority During COVID-19 Crisis

Experts say teaching and learning during closures is unrealistic if SEL for students and educators is left out of the conversation.



Almost There!

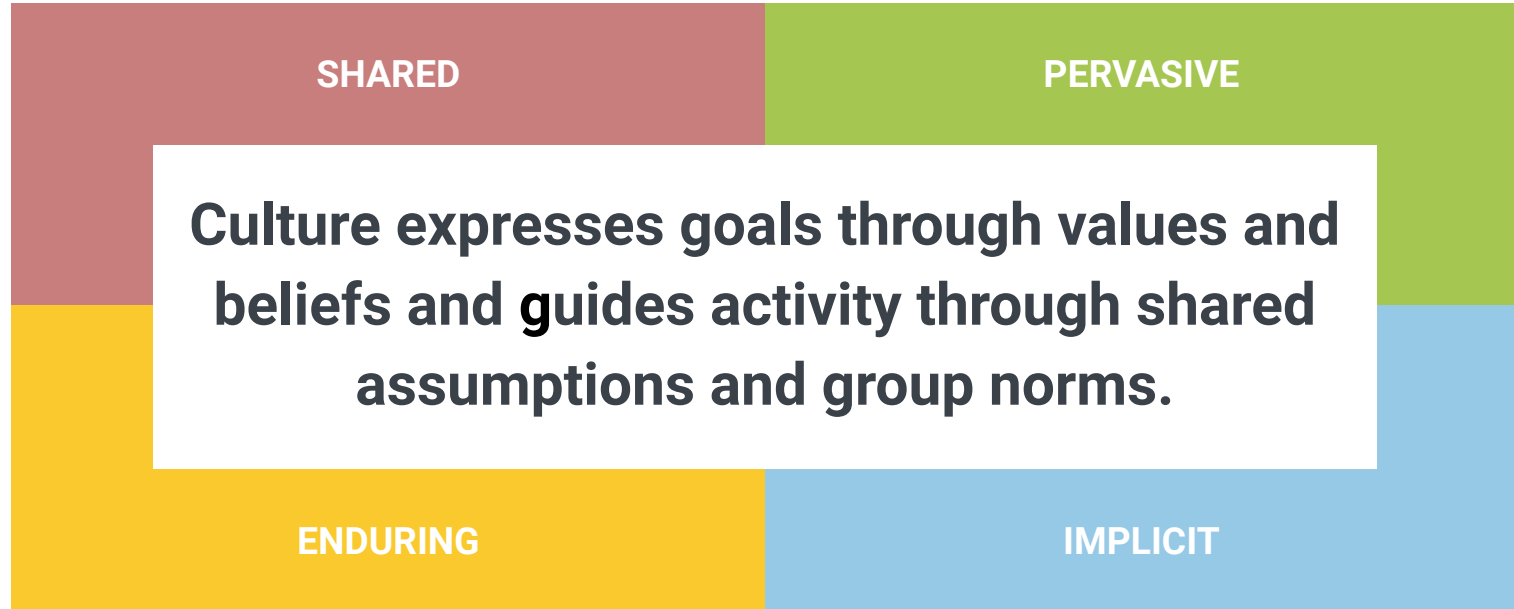
How can we finish this school year strong, and energize ourselves and our teams for the last leg of this journey?

- Emotions
- Mindsets
- Behaviors



Emotions

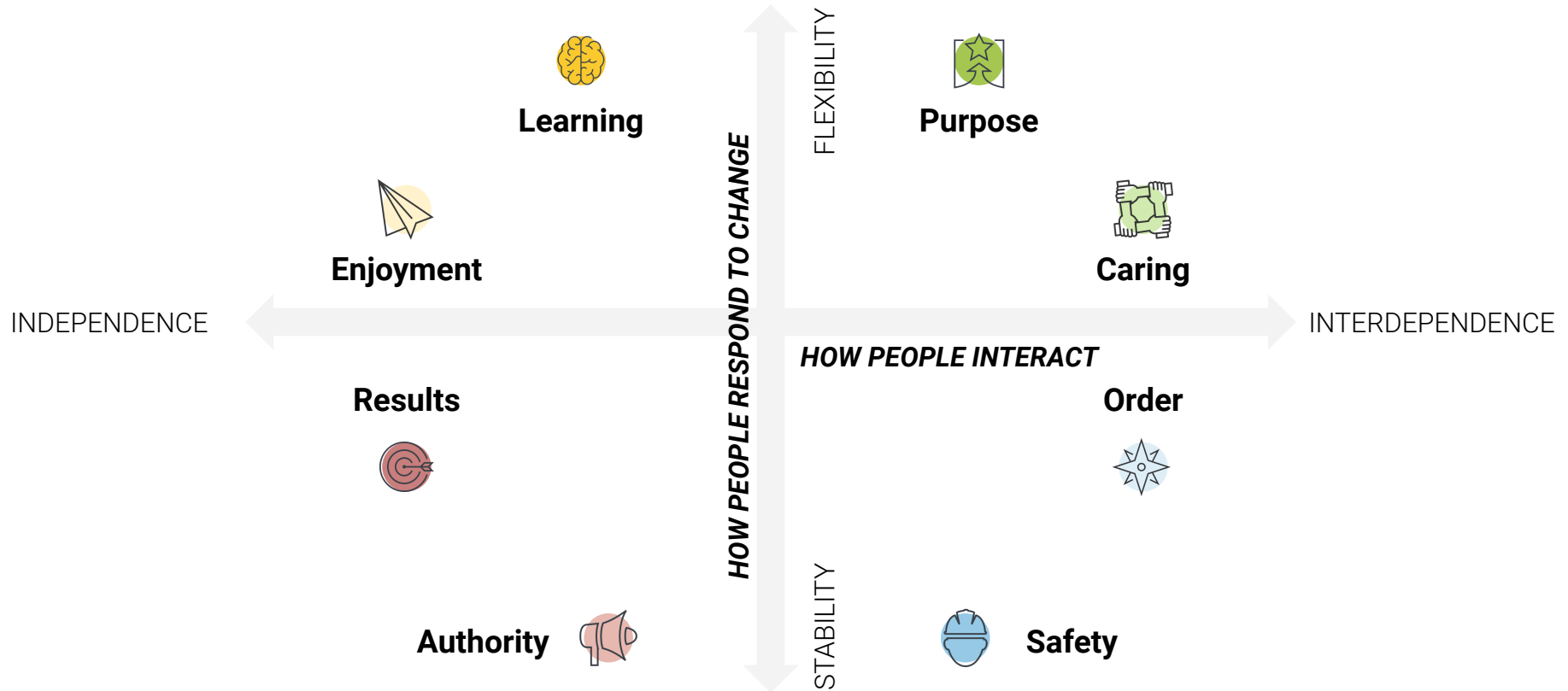
What is Culture?



**“Culture eats strategy
for breakfast.”
By Peter Drucker**



Eight Culture Styles



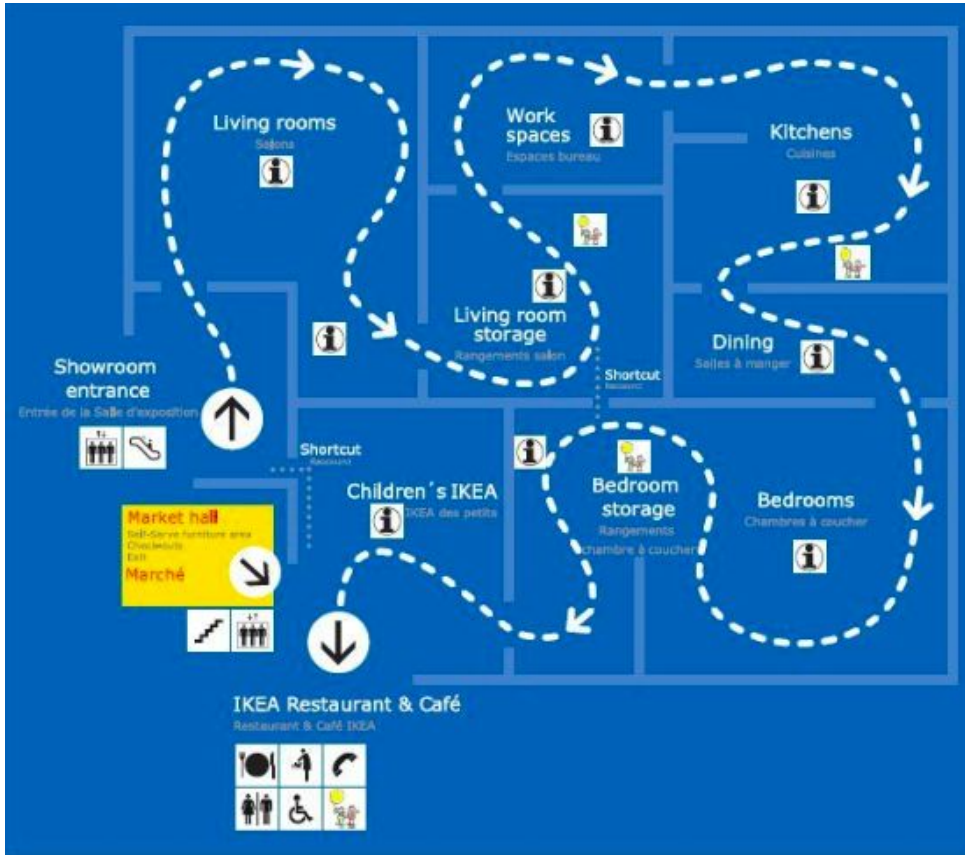
WHAT

A customer journey map is a visual or graphic interpretation of the overall story from an individual's perspective of their relationship with an organization, service, product or brand, over time and across channels.

WHY

A journey map encourages people across the organization to consider the user's feelings, questions and needs.

IKEA JOURNEY MAP



Target customer: adults in their 20s;
young couples

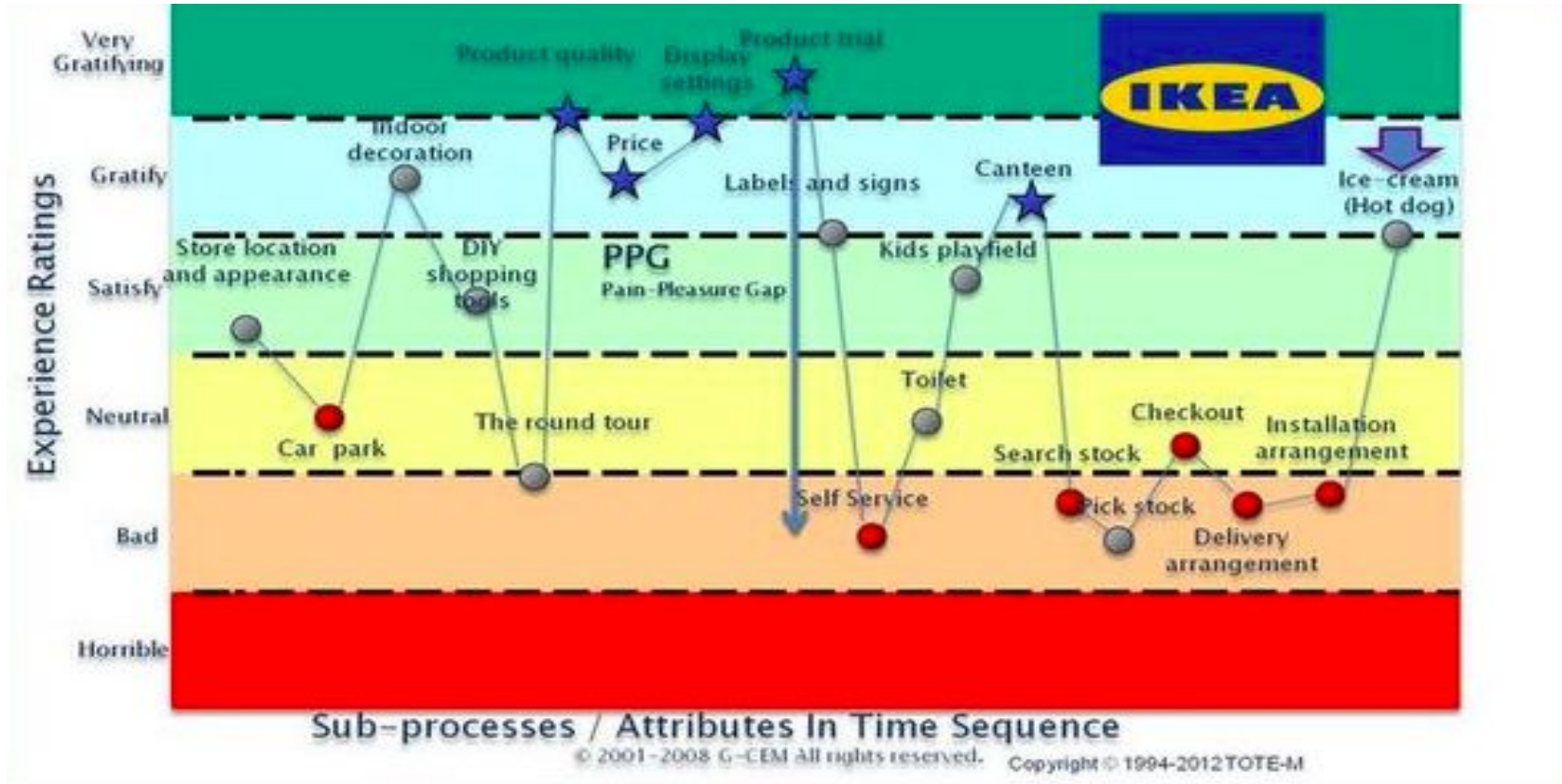
Customer values:

- Low prices
- Ease of shopping
- Same-day take home
- Helpful co-workers
- Childcare

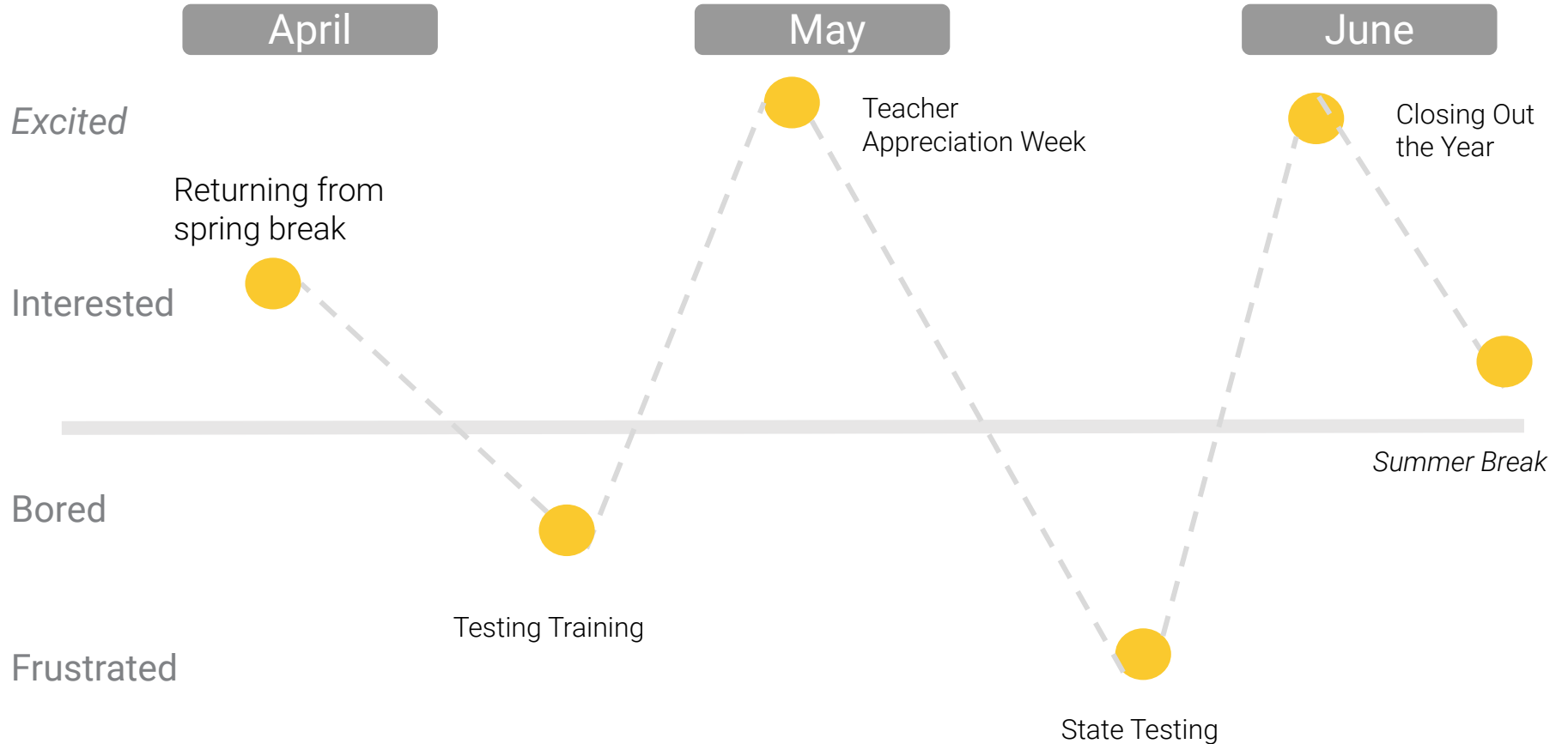
Core structure:

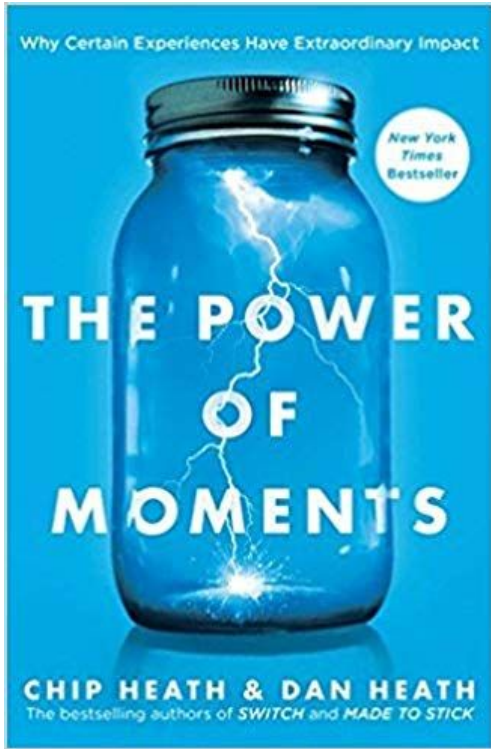
- Showroom floor
- Packaged in separate location.
- "One-stop shop" - childcare + restaurant

IKEA JOURNEY MAP

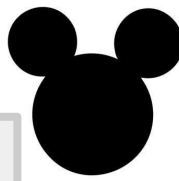


Journey Map of a Teacher from Principals Perspective





THE POWER OF MOMENTS



9 am Cattle-herding your kids into the hotel room. There's excitement in the air.

6



10 am Riding "It's a Small World" together, with parents and children each under the impression that the other must be enjoying this

5



12 pm Enjoying expensive park food with your kids, who might enjoy it less if they knew you bought it with their college fund.

7



1 pm Waiting in line, for 45 minutes now, in the 96-degree central Florida heat. Trying to keep your son from gnawing on the handrails.

3



11 am Feeling a dopamine rush after riding the Space Mountain roller coaster. Your kids are begging to ride it again.

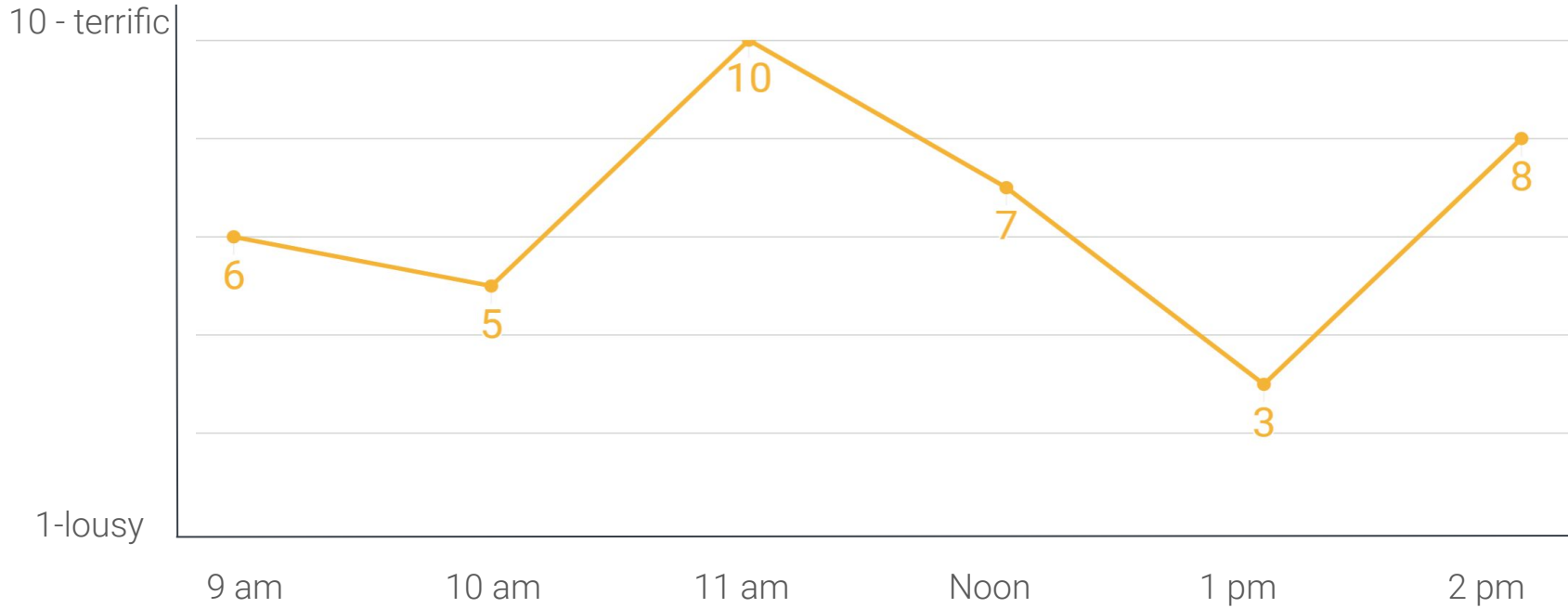
10



2 pm Buying mouse-ear hats on the way out of the park. Your kids look so cute.

8

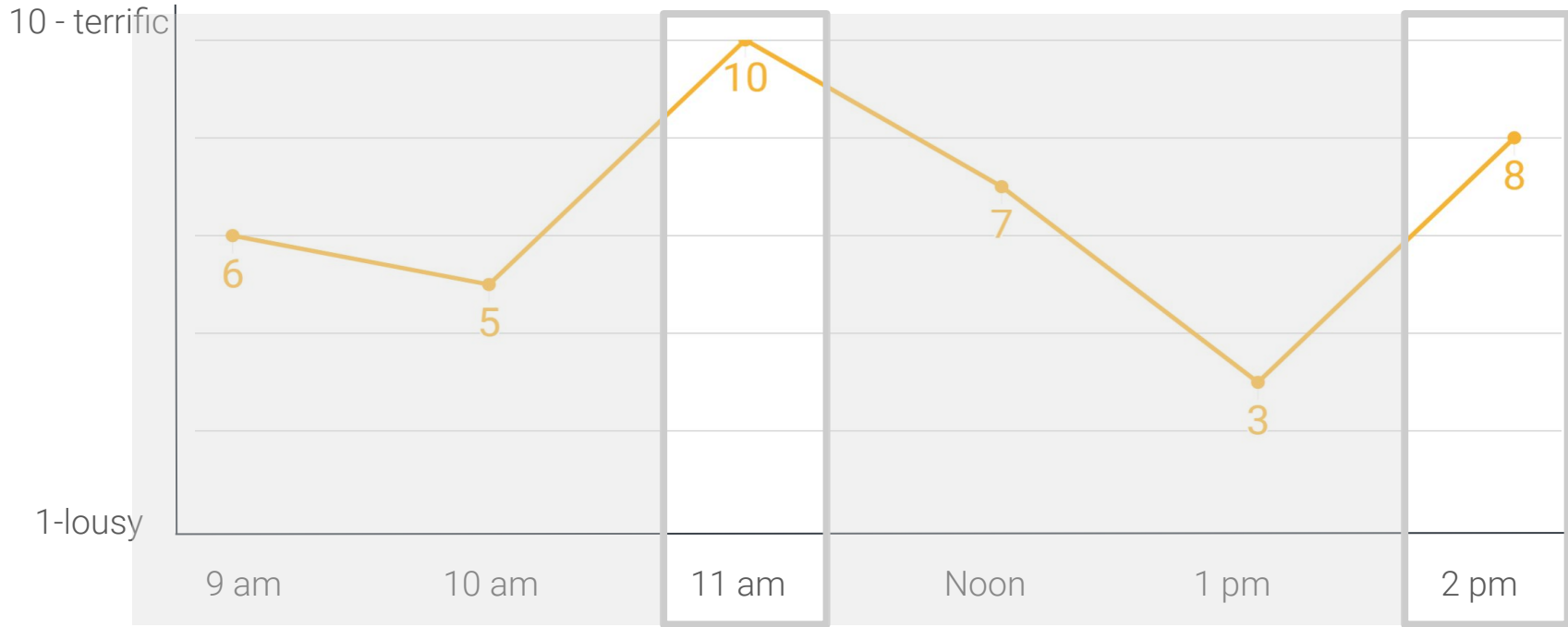
THE POWER OF MOMENTS



Average for the day:

6.5

THE POWER OF MOMENTS



Overall rating:

9!

What makes a peak moment?

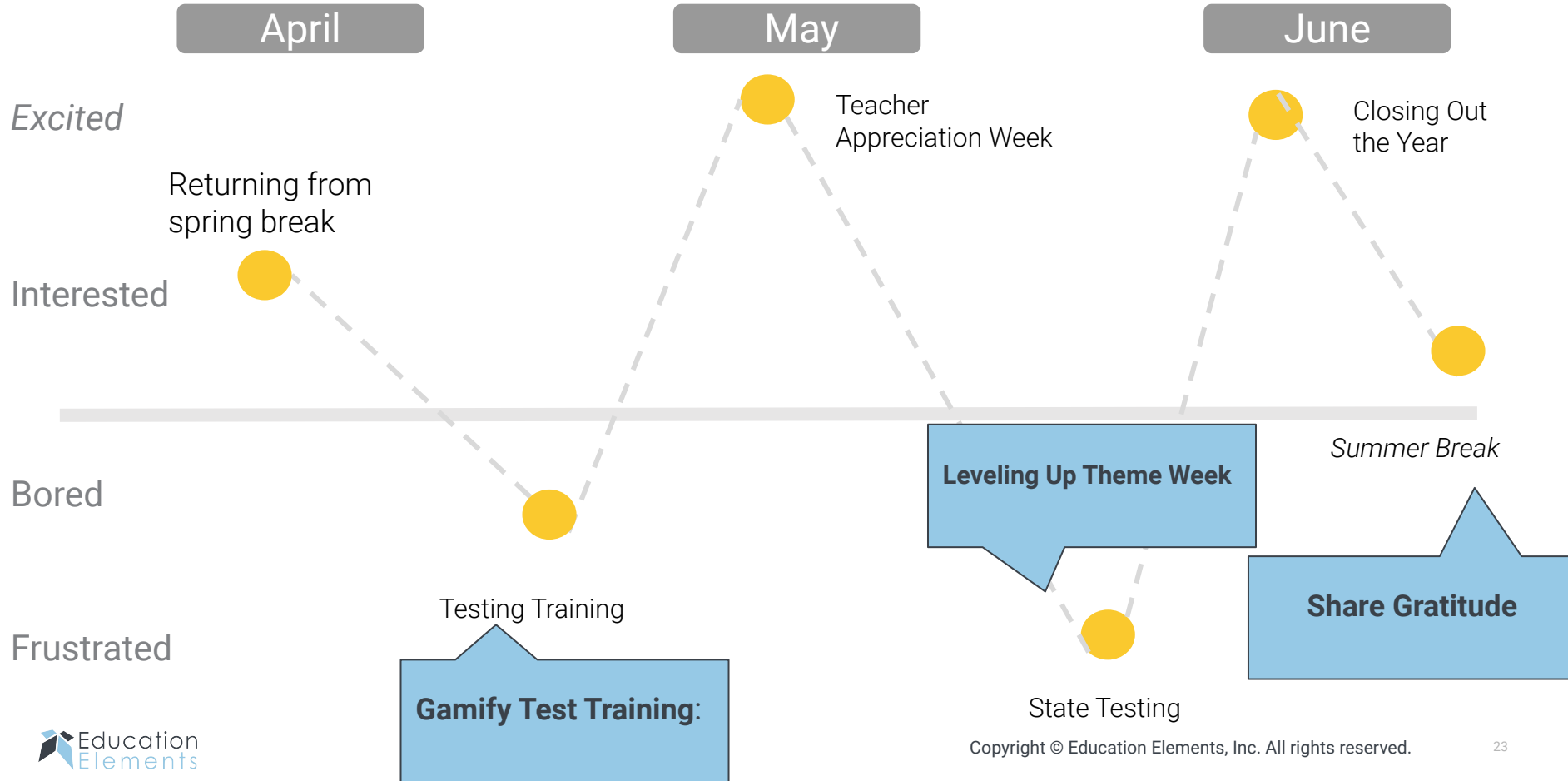
Elevation lift us above the everyday

Pride being recognized; moments of achievement

Insight rewire our understanding of ourselves or our world.
Epiphanies, realizations, and “aha!” moments

Connection deepen our ties to other people

Journey Map of a Teacher from Principals Perspective



Type your response in the chat:

**What is one way you can add in a
Powerful Moment for your staff in the
next month?**

Mindset

First Responder Mindset

**“Resilience is less
about who you are
and more about
how you think.”**



Reframe your thoughts about reality



Psychiatrist Steven Wolin defines resiliency as the capacity to rise above adversity. When something goes wrong, you must manage to stay in control rather than let the situation take over. Your thoughts, not grit, shape your perceptions and behavior.

What I know for sure?

“When you don’t know what to do, do nothing. Get quiet so you can hear that still, small voice--your inner GPS guiding you to true North.”

Reflect on what you know for sure about...

- Your students
- Your team
- Yourself

What I Know for Sure



“For all the major moves in my life, I’ve trusted my instincts.”

She sat during the final season of the Oprah Winfrey Show, September 2006.

What I know for sure is that if you were going to buy only one house, ever, at 2, this would be the one. Learning to trust your instincts, trust your intuitive sense of what best for you, is paramount for any lasting success. I’ve trusted the still, small voice of intuition my entire life. And for only once I’ve made a mistake in when I didn’t listen.

and sometimes lose our place in the flow. But the more we can listen to our intuition, the better off we are. I believe it’s how God speaks to us.

For all the major moves in my life—in Baltimore, to Chicago, to own my show, and to end it—I’ve trusted my instincts. I take in all the information I can gather. I listen to proposals, ideas, and advice. Then I go with my gut, what my brain feels more strongly. And I often tell friends. When you don’t know what to do, do nothing. Get quiet so you can hear the still, small voice—your inner GPS guiding you to true North.

How many times have you gone against your gut, only to find yourself in odds with the natural flow of things? We all get caught up in the business of doing.

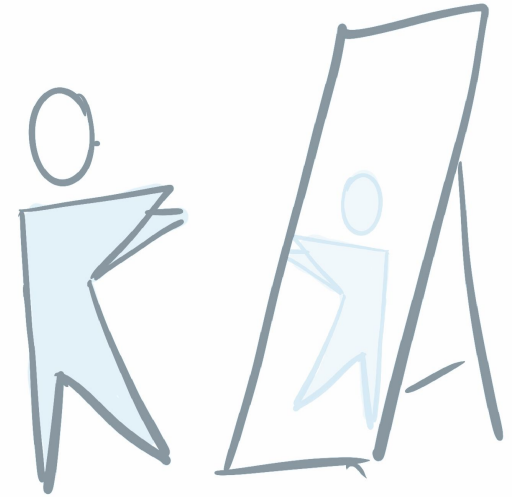
Oprah

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Cognitive restructuring is the therapeutic process of identifying and challenging negative and irrational thoughts that are often encountered during moments of adversity.

Steps to Processing

Calm It	<i>Deep breathing, meditation</i>
Name It	<i>Name the emotion(s) you are feeling</i>
Say It	<i>Say out loud your internal thought (reflect on your internal thought if you cannot say it outloud)</i>
Shift it	<i>Create an alternative thought focused on the facts not focused on the story we tell ourselves</i>



Calm It	<i>Deep breathing, meditation</i>
Name It	<i>Embarrassed and sad</i>
Say It	<i>My coworkers didn't like my work product and finally have exposed that not I'm not qualified to be here.</i>
Shift it	<i>Most of my work was great, I have a few things to change before we present to management.</i>



Behaviors

Recognize the Struggle



What you and your team might be feeling



Emotional exhaustion – this is common among caregivers and those in caring professions, especially when things are difficult and chronic. Caring too much for too long leads to exhaustion.




Depersonalization – when people become detached from others, and can not access empathy, compassion, or caring.




Decreased sense of accomplishment – that feeling that no matter what you do, you are not doing it well, and if you are, it won't make a difference anyway.

What is resonating?


What we can do...

Tactic	How it Helps	How to Facilitate
<p data-bbox="295 290 417 325">Sweat</p> 	<p data-bbox="678 336 1219 791">The most efficient and reliable way to complete the cycle is to engage in some challenging physical activity. Getting your heart rate up and letting it return to normal is the clearest way to communicate to your brain that the danger has passed.</p>	<p data-bbox="1286 440 1808 685">Organize an online exercise class. You can find free workouts to do from home with no equipment on YouTube.</p>

What we can do...

Tactic	How it Helps	How to Facilitate
<p data-bbox="285 270 432 310">Breathe</p> 	<p data-bbox="691 373 1238 827">Deep, slow breaths will calm your brain down, and counting down while you breathe will focus your attention on your breath, and take it away from whatever anxiety loop it was in while your brain thought you were in acute danger.</p>	<p data-bbox="1286 432 1850 674">Incorporate a minute for deep breathing at the start and end of a regular meeting, or organize a group meditation session online.</p>

What we can do...

Tactic	How it Helps	How to Facilitate
<p data-bbox="299 270 421 314">Laugh</p>  An illustration of two women laughing together. The woman on the left has long blonde hair and is wearing a light-colored top. The woman on the right has curly dark hair and glasses, wearing a dark top and a belt. Both are shown in profile, facing each other, with their hands near their mouths as if laughing.	<p data-bbox="680 394 1248 639">An authentic belly laugh really is cathartic. It is a physical response that releases tension and cues to your brain that all is well.</p>	<p data-bbox="1286 339 1850 789">Use apps like Quiplash or House Party to open or close a meeting, or share (clean, appropriate for work) jokes and memes. Even if you don't hit the belly laugh nerve for all of your team, you will at least get to a positive social interaction.</p>

What we can do...

Tactic

Create



How it Helps

Sing, dance, draw, paint, write, cook, bake, crochet – any creative expression that appeals to you. Jump in and flow with it. Creating allows you to process emotions more indirectly, but you are still processing, and that processing is what will return your brain to a calmer, more productive, less reactive state.

How to Facilitate

Consider incorporating sketchnotes into a meeting, leading your team in practicing how to represent ideas visually. Ask about creative hobbies and incorporate some time to share and discuss them. Or, just be sure that your team understands that creating is a healthy and beneficial way to restore emotional equilibrium.

Recognize the Struggle



“Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.”

-Amy Edmondson

In a low trust environment

No one wants to look...

And they avoid this by...

IGNORANT

Not asking questions

INCOMPETENT

Not admitting weakness or mistakes

INTRUSIVE

Not offering ideas

NEGATIVE

Not challenging the status quo

5 Keys to a Successful Team



- Strong culture starts with a foundation of psychological safety
- Can we take risks on this team without feeling insecure or embarrassed?
- Think about the last time you were working with colleagues. Did you...
 - Feel like you could ask what the goal of a project was without sounding like you're the only one out of the loop?
 - Opt for continuing without clarifying to avoid being perceived as unaware?

Start each meeting or class with a check-in question to build space to share, vent, and practice equal talk time

Channel people's passions outside of school into service for the team

Model trying new things, admitting mistakes, and sharing learnings

Start and end with a check-in + check-out

Kids of EE time or virtual HappEE Hour

Model vulnerability and failings that are "safe enough to try"

How are you?

End with puppy, kitty, baby time



Check Out

Type your response in the chat:

What is one take away you had from today's webinar?

Thank You!

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