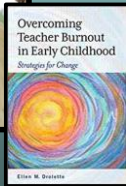


Overcoming Teacher Burnout in Early Childhood Strategies for Change



Presented by Ellen M. Drolette
Author, Early Childhood Educator

1



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I would love to hear from you!

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- Website www.positivespinllc.com
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3



Think back to a time when you were young....

4



What type of program or school do you work in?

5

I SEE YOU. I see how hard you are working, and I want to say, "THANK YOU".




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6

Real Self Care	Fake Self Care
<ul style="list-style-type: none"> • Fueling your body with food that gives you energy and helps you improve mentally and physically. • Drinking water • Being kind to yourself • Setting boundaries • Spending time with people that enrich your life • Treating yourself to something new because you love yourself. • Moving your body because you can. 	<ul style="list-style-type: none"> • Dieting • Alcohol or drugs • Talking shit to yourself to "motivate" you • Saying yes to everyone because you're a "nice person." • Socializing because of FOMO • Buying anything that promises to make you love yourself more. • Working out as punishment or attending a class that shames your eating habits/appearance.


7



Ways that we get stuck...

- Fixed Mindset
- Compassion Fatigue
- Trauma
- Toxic Energy
- Disconnection
- Pessimism
- Challenging Behaviors

8



Do you think you have ever experienced burnout from your work with children and families?

9

Creating a Growth Mindset
What CAN we control?



Examples

This is too hard. VS. With practice I can get better, I am still learning.
I made a mistake. VS. Mistakes help me learn.
I give up. VS. I can try a different strategy.

"The power of yet." Carol Dweck

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Reframe Your Thoughts

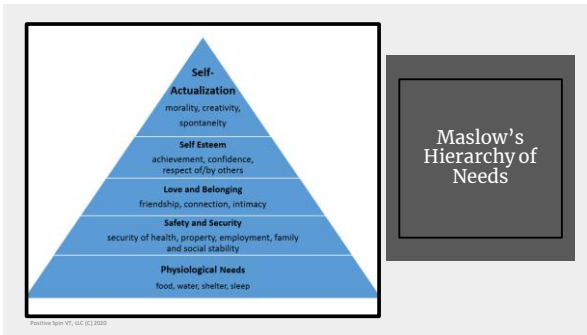


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What You Can Control



12



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14



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Safety and Security

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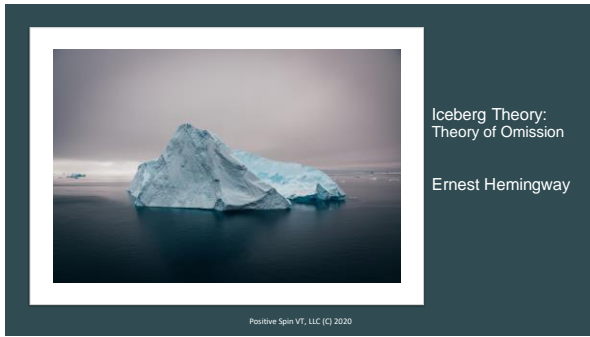
Connection and Belonging

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Self-Actualization

18



Iceberg Theory:
Theory of Omission

Ernest Hemingway

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What you see:

- Words
- Tonality
- Body language
- Gestures

What is the deep structure underneath:

- Beliefs
- Values
- Biases
- Prejudices
- Experiences
- Fears
- Dreams
- Feelings

Looking
Even
Deeper

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THE POWER OF SAYING
NO

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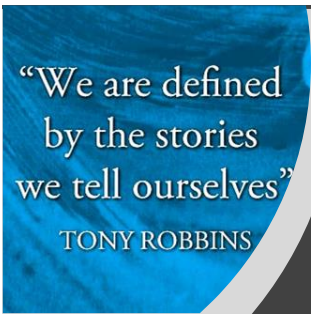
How hard is it for you to say
"No" to family, friends, school
families, strangers?

22



Let Me Tell You
a Story About
Mondays

23



Creating New
Narratives

24


Dr. Martin Seligman
Positive Psychology

Theorist in Psychology

25

Stephen Covey
Educator, Author,
Seven Habits of Highly Effective People

Bank Account = Relationship



26

Can Optimism Be Learned?
OR
Are We Born With it?

Research suggest that:
50% is in our genetics.
40% is determined by our own choice.
10% is environmental/by others.

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How to create authentic optimism?

- Practice gratitude.
- Set time-specific goals.
- Be open to hearing new ideas and understanding the role of constructive feedback.



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What motivates you, fills your bucket or emotional bank account?

29


Studies done on Gratitude and Happiness

- Does the happier you are, correlate to the longer you live?
- A team of researchers studied and assessed how gratitude could possibly predict hope and happiness, respectively.
- Researchers Emmons and McCullough assessed the effect of having a grateful outlook on a person's psychological and physical wellbeing. A total of 3 studies were conducted, studies 1 and 2, participants were randomized into 1 of 3 groups: 1. Hassles, 2. Gratitude listing, 3. Either neutral life events or social comparison. (positivepsychology)

© PositivePsychology.com

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The Power of Mantras, Self-talk, Visualization, and Positivity



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I AM

1. I am grateful
2. I feel beautiful, I am beautiful
3. I am proud of myself
4. I welcome all forms of positivity into my life
5. I am free to be myself
6. I am whole, healthy, and strong
7. I choose to radiate happiness and love
8. I have the power to create change
9. I am unique and confident
10. I choose to focus on the bright side of all situations
11. I am thankful for what my body can do
12. I treat myself with love and respect
13. I am deserving and worthy of all good things
14. I do not judge myself or others
15. I accept myself for who I am


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Relationship Burnout
Keeping the close relationships in balance.

- Communicate often.
- Be consistent and trustworthy.
- Avoid gossip.
- Support fellow team members.
- Remain positive in interactions.
- Know program philosophy.
- Respect boundaries
- Relationships take work and effort from both sides.

33

Mental health conditions are as common as brown eyes



34

What are triggers?

Triggers are trauma responses.

They can be triggers that annoy or create great anxiety.

A Trigger is something that sets you off. A certain behavior or situation that gets under you skin and on strikes a nerve. Some are linked back to our childhood or trauma.

- *Common:
- *Eye Rolling
- *Bad attitude
- *Biting
- *Mixing playdough
- *Disorganization
- *Lateness
- *Laziness
- *Certain Songs

35

I get angry.
 I get needy.
 I comply.
 I become a people-pleaser.
 I shut down and withdraw from the other person.
 I blame someone else for my pain.

I turn to an addiction—food, drugs, alcohol, sex, porn, shopping, work,
 gambling, and so on.

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When Triggered, I feel.....

I felt excluded.	I felt unsafe.
I felt powerless.	I felt it was unfair.
I felt unheard.	I felt frustrated.
I felt scolded.	I felt disconnected.
I felt judged.	I felt trapped.
I felt blamed.	I felt a lack of passion.
I felt disrespected.	I felt uncared for.
I felt a lack of affection	I felt manipulated.
I felt like I couldn't speak up.	I felt controlled.
I felt like the bad guy.	I felt lonely.
I felt forgotten.	I felt ignored.
I felt unsafe.	I felt I couldn't be honest.

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Brain drain
Time Sucks
Dopamine boosts
Pinterest perfection

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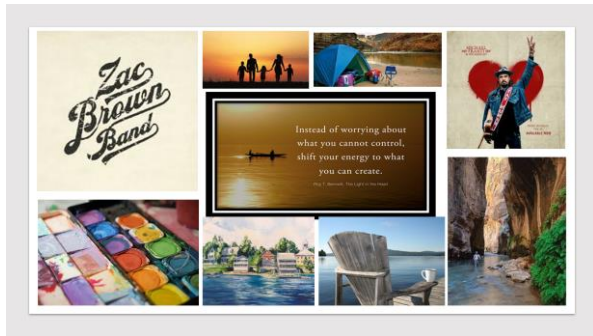
- Create a Play Plan for yourself
- Goodify when you can
- Gamify
- Find your O'Playsis

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- Make the employee/colleague/parent/co-teacher feel heard.
- Identify the positives within their negative comments.
- Refer them to helpful resources.
- Reach out to human resources or your manager if needed.
- Excuse yourself from the conversation politely.
- Distance yourself from negative situations.
- Try to compromise on group projects.
- Surround yourself with positive coworkers.
- Cultivate a positive mindset.
- Set clear boundaries.
- Focus your time and energy on yourself.
- Remain professional.

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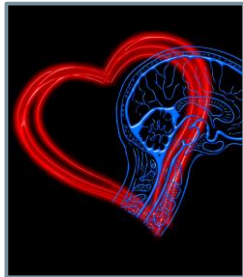


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Emotional intelligence
Self-awareness is being conscious of your own feelings and motives
Emotionally intelligent people often demonstrate a high level of self-awareness.
You know how your emotions affect yourself and others, and you don't allow your emotions to control you.
How do we teach children to be emotionally intelligent?



45

Seed & Sew's mission is to raise tiny humans to be emotionally intelligent

Collaborative Emotion Processing Method (CEP)

- Alyssa Blask Campbell and Lauren Stauble
- Researchers and Authors of *Tiny Humans, Big Emotions*
- Five components to the CEP Method. Only one has to do with the child.
- Alyssa created Schools Excelling at Emotional Development (SEED) School Certification.
 - This certification is meant to support teachers, schools and child care programs to not only get quality professional development but give information that could be put into practice right away. As well as to give teachers space to discuss challenges.

**If you are interested in learning more you can contact ellen@seedandsew.org



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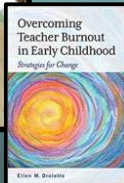


Review

- Growth Mindset
- Mental Wellness
- Maslow Hierarchy
- Saying No
- Creating New Narratives
- Mantras, positivity, self-talk
- Optimism
- Perspective-The iceberg theory
- Play plans

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Resources:

- [Positive Psychology](#)
- [Carol Dweck](#)
- [Ernest Hemingway](#)
- [Stephen Covey](#)
- [Seed & Sew](#)
- [Happiness and Longevity study](#)
- [Tiny Humans, Big Emotions Book](#)

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