Suggested Activity 2:

Considering strengths and opportunities in your workplace

Provide a safe environment

This activity isn't designed to focus on individual educator wellbeing experiences. But it's important to be mindful of the safety of participants. Ensure you create a safe environment. Before starting the discussion, ensure everyone knows they have access to support and how to access it if needed.

Be You acknowledges it can take courage and vulnerability to talk about areas for growth in your workplace. Be sure to prioritise your wellbeing and **seek support** if you are affected by any topics that arise during this activity.

Audience

Leaders, Action Teams and educators.

Involve leaders

Be You recommends a leader steers the conversation. This allows educators to see that leaders support their wellbeing and that this activity may lead to meaningful change in the workplace.

Run time

Be You suggests you spend one hour on this discussion. This time can be adapted to suit your context and needs. For example, you may deliver this activity in short, separate stages, on its own as part of a staff meeting or follow on from **Suggested Activity 1** as part of a longer professional development session.

Setting up

Regardless of whether you are working online or in person, you will need:

- Beyond Self-Care: An Educator Wellbeing Guide (this guide)
- Workplace Review Table (**on the next page** or **download editable template here**)

Activity

1. Divide participants into small groups or pairs.

2. Ask participants to identify something they like about their work or the learning community.

3. Ask them to use Workplace Review Table to review how they feel their workplace currently demonstrates or addresses the **7 guiding principles** and where there may be opportunities for growth. Encourage participants to provide specific examples and suggestions.

4. Inform participants the findings from this activity will help leaders and Action Teams identify areas for growth and actions that can be taken to promote educator wellbeing in your learning community.

It's important to acknowledge that your learning community may already be addressing some of these principles at a workplace level.

Workplace Review Table

How well does your learning community:	Areas of strength List what you are currently doing well in each area:	Opportunities for growth Consider any gaps in each area:
Create a positive culture and environment?	What examples can educators identify that make them feel the learning community creates a positive workplace culture and environment?	What aspects of our culture and environment could we improve and how? How can we ensure ALL staff experience positive workplace culture and environment?
Recognise educators as professionals?	What happens in your workplace to make you and other educators feel recognised as professionals?	Is there a shared understanding of what professional recognition means in our workplace? How can we ensure there is, and what would it look like?
Acknowledge educators' autonomy?	How are your expertise and decision-making capabilities acknowledged in your learning community?	What does the acknowledgement of educator autonomy look like in day-to-day practice?
Promote respectful relationships?	How does your learning community currently support and promote respectful relationships?	What do we need to put in place to ensure everyone in the learning community experiences respectful relationships? What gaps exist and how can we address these?
Ensure wellbeing resources are accessible and inclusive?	Can you identify wellbeing resources that you find inclusive and accessible that are used in your workplace? Would a diverse range of staff and children or young people agree?	In what ways could specific resources be more inclusive or accessible? How could you learn more about how the whole learning community feels about the inclusivity or accessibility of your wellbeing resources?
Ensure it is using evidence-informed practice?	Can you give examples of your workplace using data or research to inform wellbeing practices?	In what areas would you like to have more evidence-informed practice?
Ensure wellbeing initiatives are practical and adaptable?	Can you give examples of wellbeing initiatives that have been practical and adaptable for your workplace?	How could wellbeing initiatives be more practical or adaptable in your workplace?