

Mentorship and counselling as safety net for the health and wellness of personnel and learners



SAOU

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AIM

Not to give you final answers and strategy

Start new ideas and new conversations

To stimulate your mind and enhance creativity

Start small – but start!




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Important facts:

- 76% of the total global workforce experienced burnout at least once (Gallup, March 2020)
- Depression, anxiety and substance-dependence in South Africa (2019): 9 Million people
- SAOU (2020): 54% Burnout; 48% Amnesia; 34% Prescription medicine; 31% No balance; 50% Crying/Moody

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- Burnout amongst teachers = "international epidemic"
 - In die USA (Dr Jenny Grant Rankin):
 - More than 500 000 teachers leave the profession every year
 - More than 41% leave the profession within the first 5 years of teaching
 - 74% experience anxiety



What is the conclusion from these facts and stats?

SAOU research 2020:

Need for Health and Wellness programme: 45%

Support programmes (mentors and counsellors): 38%



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Important Truth:

Healthy schools need healthy school employees to thrive.

A healthy school workplace helps retain teachers and staff, reduces stress, boosts job satisfaction and supports employees to perform at their best.



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HEAL and **RISE** programmes needed

- **HEAL** = *Healthy eating, Active living*
- **RISE** = *Resilience in School Environments*
(stress, worry, anxiety, etc)

Point of beginning: Counseling/Support

- Every person, teachers also, has a story
- Why? Every person has a past – your family as a child as example
- Other damage: mistreatment, sexual abuse, trauma in childhood years, emotional pain, rejection..... (TRIGGERS!!)



Joseph Stowell

If we really understood the depth of the fall and the grip that sin has on this world, we would be surprised that anything good happens at all.



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The Challenge:

Professional, experienced people

Objective outsiders – not family

Involve parents?

Cost implications



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Advantages of counselors at a school

Help learners – behavioral problems,
career guidance, group sessions

Parental guidance

Teacher support



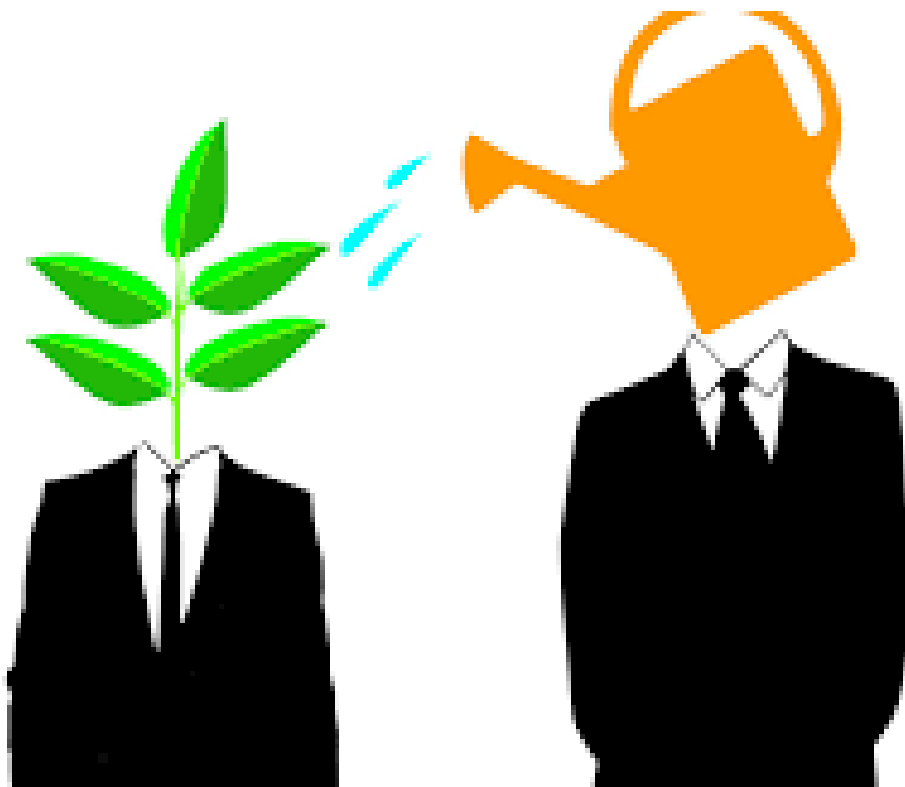
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Mentorship – what it is?

*A mentor is someone who takes a special interest in helping another person develop into a successful professional
is a role model*

The fruit of your work grows on other people's trees –
Peter Drucker

The picture of a mentor:



In general an effective mentoring relationship is characterized by mutual respect, trust, understanding and empathy. Good mentors are able to share life experiences and wisdom, as well as technical expertise. They are good listeners, good observers and good problem-solvers.



Therefore, it is a person who....

...wants to convey knowledge and skills
(*ability and willingness*)

...is positive, enthusiastic and inspiring
(*approachable*)

...is honest and constructive in love
(*respect and diplomatic*)

...is a good listener and ask many questions
(*empathy*)

...is willing to learn



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How? (to start)



- Volunteers on your school personnel
(Remember: *ability and willingness*)
 - Constant training and investment
 - Parents (outside the educational sector)
 - People in the community (outside the educational sector)
 - Teachers choose self (*self-matching*)
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Health and wellness programme - why?



Absenteeism costs schools more than it costs other worksites – great financial implications (direct cost)

Dr Steve Aldana (June 2020)

Employees with good health behaviors have lower absenteeism

Employees who can control their stress have lower absenteeism

Employees with healthy blood pressure, cholesterol, and glucose have lower absenteeism.

Employees who are not overweight or obese have lower absenteeism



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Health programmes =



(1) Eat healthy +

(2) Exercise often +

(3) Stay away from
substance abuse

Practical ideas:



- Walking club
- Exercise programme in the mornings
- Holiday challenges (lose weight)
- Specialists for advice
- Involve parents
- Initiate internal activities



Spillover effect

To learners

To the parents

Eventually: the whole community



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Other needs as part of such a programme:

- Equal and fair division of tasks
- Conflict management – training by expert
- Grievance handling – policy and procedures (no victimization)
- Harassment policy

DO NOT REINVENT THE WHEEL!



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In conclusion:

- *121 Employee Wellness Program Ideas for 2020 that your team will love.*
- *Employee wellness challenge ideas your colleagues won't hate*