

A D A M L . S A E N Z

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RESTORING HOPE AND WELL-BEING
TO CHANGE LIVES



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Stress Management 101

- What is stress?
 - Stress is the energy you produce as you wonder whether you can deal effectively with a threatening situation.
 - symptoms include increase heart rate, muscle tension, preoccupation,
 - We usually use the energy to attack the source of our stress or run from it, and either option can be helpful or not helpful.



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Stress Management 101

- Three dimensions of burnout
 - Exhaustion/Disengaging (versus energy)
 - Cynicism (versus involvement)
 - Ineffectiveness (versus efficacy)



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Stress Management 101


- A process, for better or worse:
 - It starts with a person
 - It becomes a group project
 - It then connects to the organization
 - The organization experiences climate change



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Stress Management 101

	Engage	Disengage
Helpful		
Hurtful		



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Stress Management 101: Helpful

Engage	Disengage
<ul style="list-style-type: none">◆ Anticipate◆ Get connected◆ Redirect the energy (exercise, hobby, etc.)◆ Assert your self appropriately	<ul style="list-style-type: none">◆ Self-observation◆ Keep perspective



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Stress Management 101: Hurtful

Engage	Disengage
<ul style="list-style-type: none">◆ Frequently attacking, blaming, criticizing others◆ Frequently splitting or causing dissention among staff	<ul style="list-style-type: none">◆ Frequently deny, rationalize, or unable to accept responsibility for wrong doing◆ Cut off feelings/apathy

