

Leadership, Self-care and Burnout: Understanding the effect of organizational factors on the wellness of education professionals

Robert S. Wright, MSW, RSW

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What is Mental Health/Illness

- A state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.
- An interruption in that state

(Psychological Health and Safety in the Workplace – 2013)

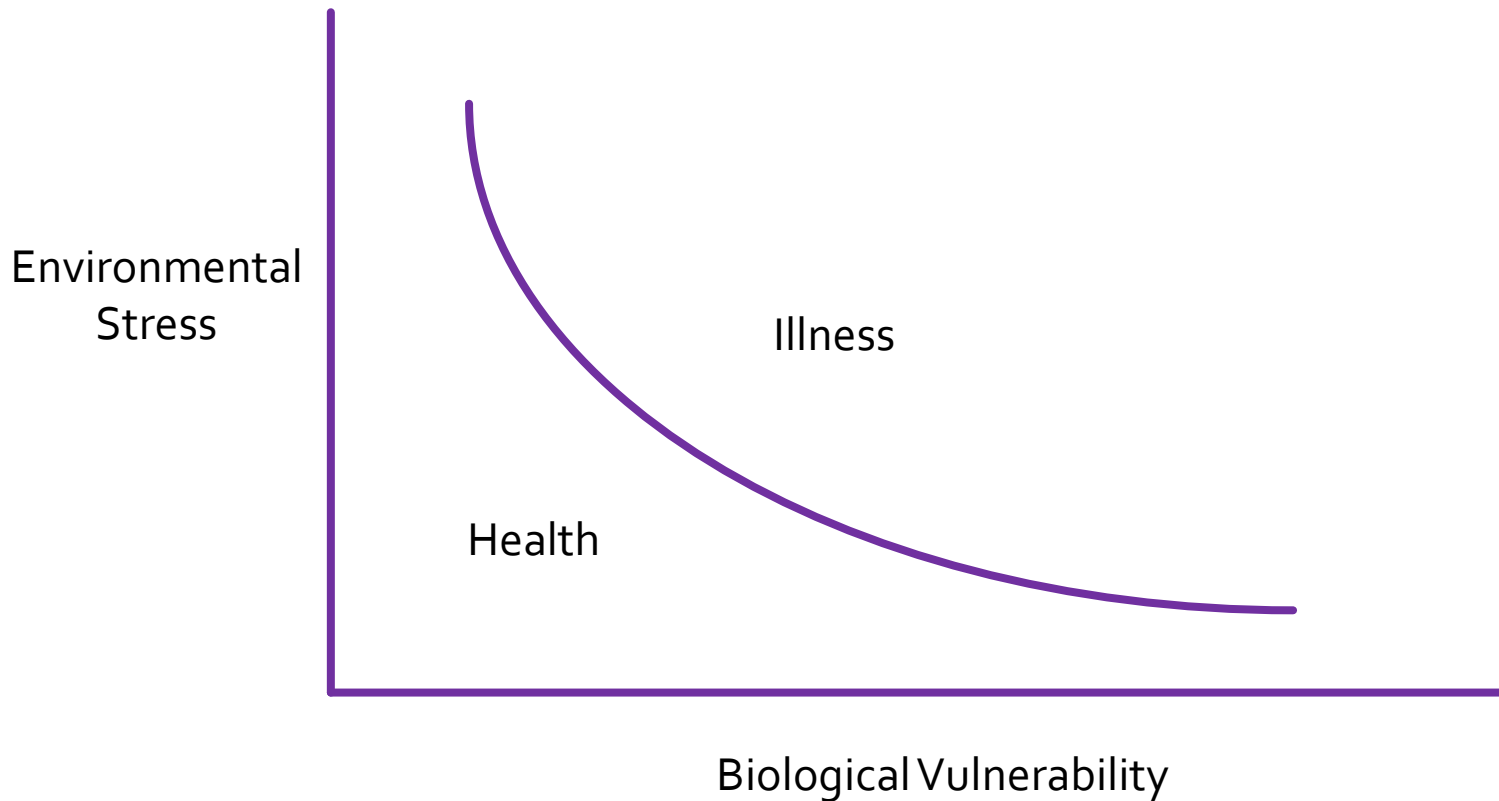
Mental Health in the Workplace – Why?

- 1 in 5 persons will experience a MI
- Conf. Board of Can: 44% of employees experienced MI
- MI costs 3.2b/yr in disability and early death, \$51b/yr in total economic cost
- Stigma greatest barrier to improving MH
- 75% STD, 79% LTD due to MI
- MI the most negative influence on Canadian economy today

Key Issues

- Anyone can suffer from MI . . . under the wrong conditions
- The workplace can be a protective and safe environment or a source of environmental stress

MH – Biology and Environment



It's a Structural Conflict



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Environmental Issues

- Physical and psychological safety
 - Self-worth and social justice
 - Self-efficacy, accomplishment, autonomy
 - Belonging
-
- Maslach and Leiter agree – Burnout is a unique mental illness caused by an absence of these factors in the workplace

Truth About Burnout

- Maslach & Leiter, 1997
- Burnout caused by organization
 - Work overload
 - Lack of control
 - Insufficient reward
 - Breakdown of (workplace) community
 - Absence of fairness
 - Conflicting values

Toffler on Education

Mr. F. – Case Study

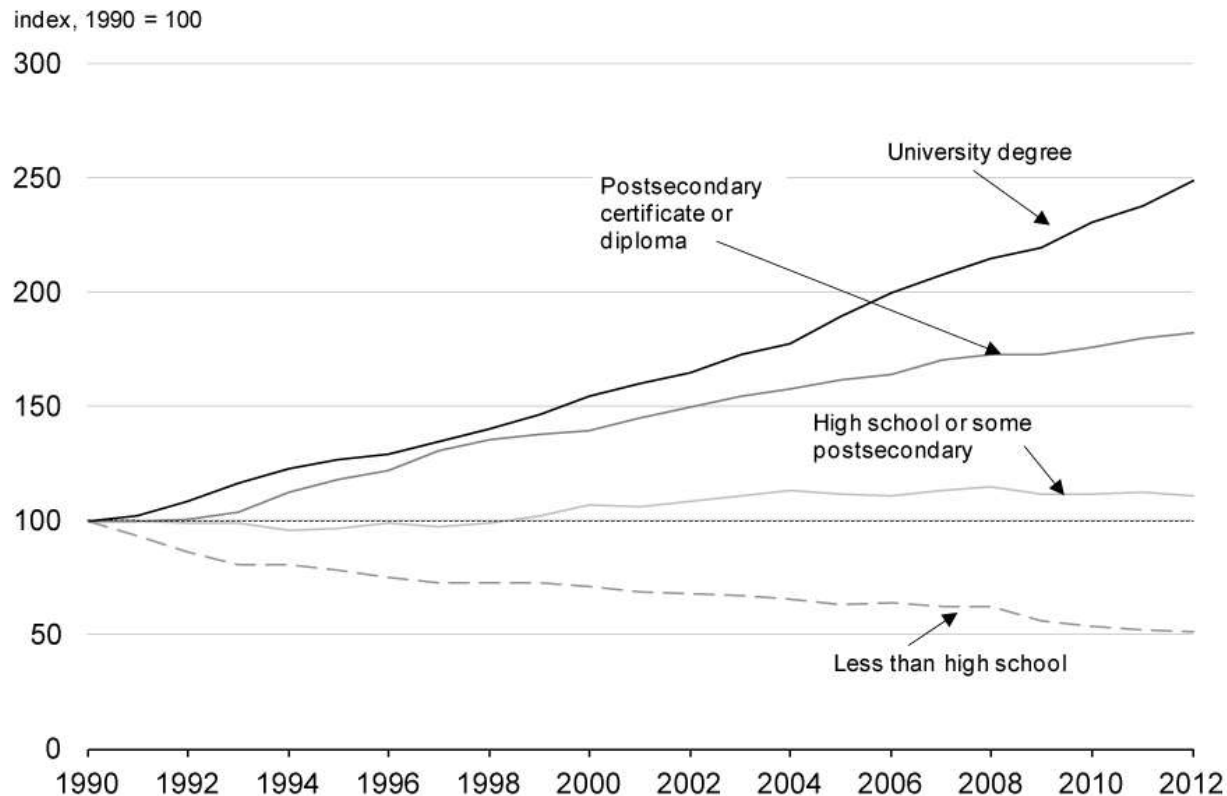


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Schools Suffer Future Shock

Employment Growth by Level of Education, Canada

Sources: Statistics Canada (Labour Force Survey); Department of Finance calculations



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- Rapid knowledge growth and demand for education
- Increased geographical mobility and the loss of relationship and community
- Increasing diversity (of all types) without corresponding, appropriate responses

Corresponding Pressures

- Demand to keep students in school who historically would transition to workforce – more “bad fit” students
- Demand to provide social and emotional supports previously found in community
- Demands for cultural competence/ culturally relevant pedagogy in advance of real programming, supports, and infrastructure

Feeling the Burn?

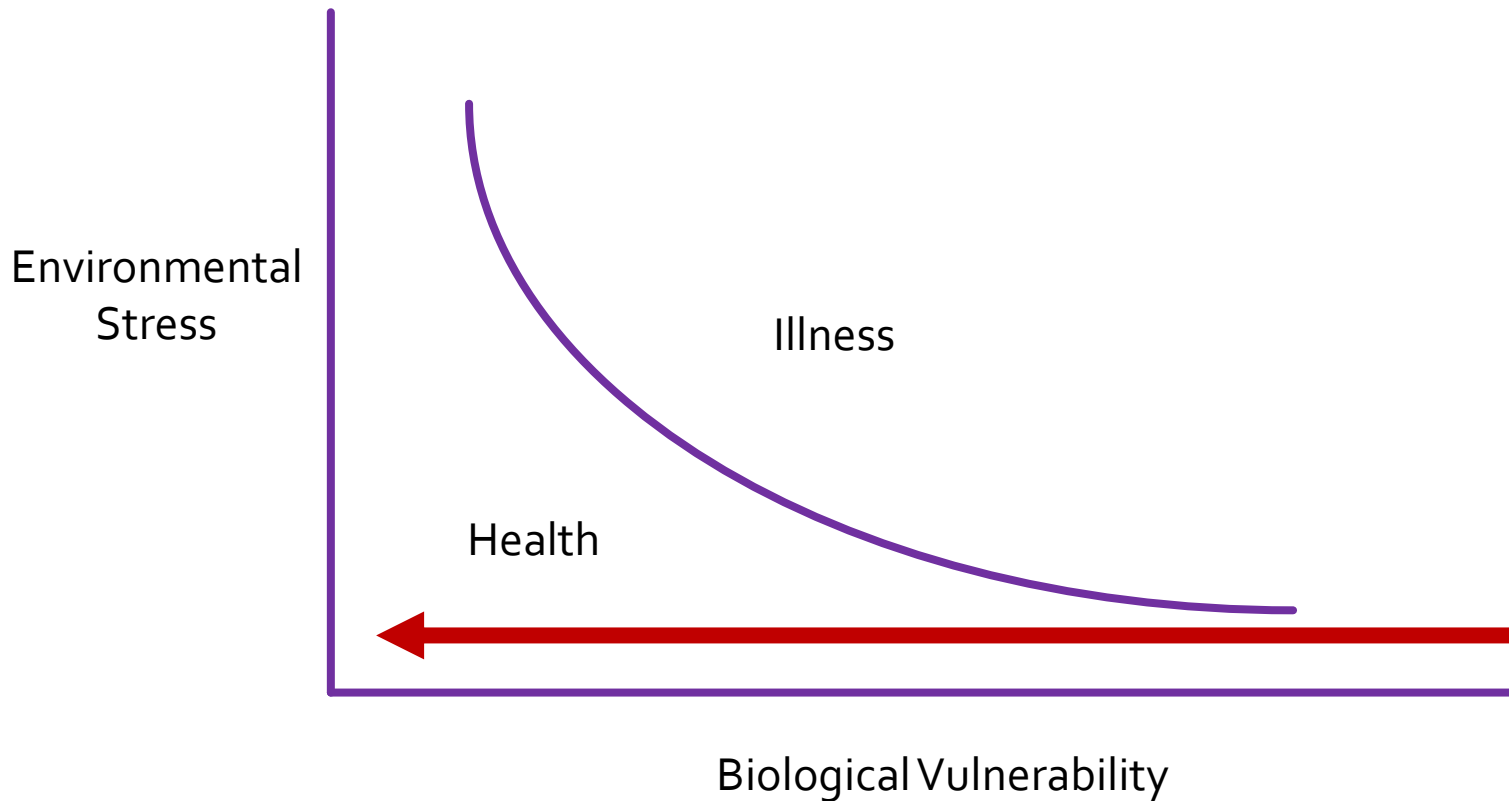


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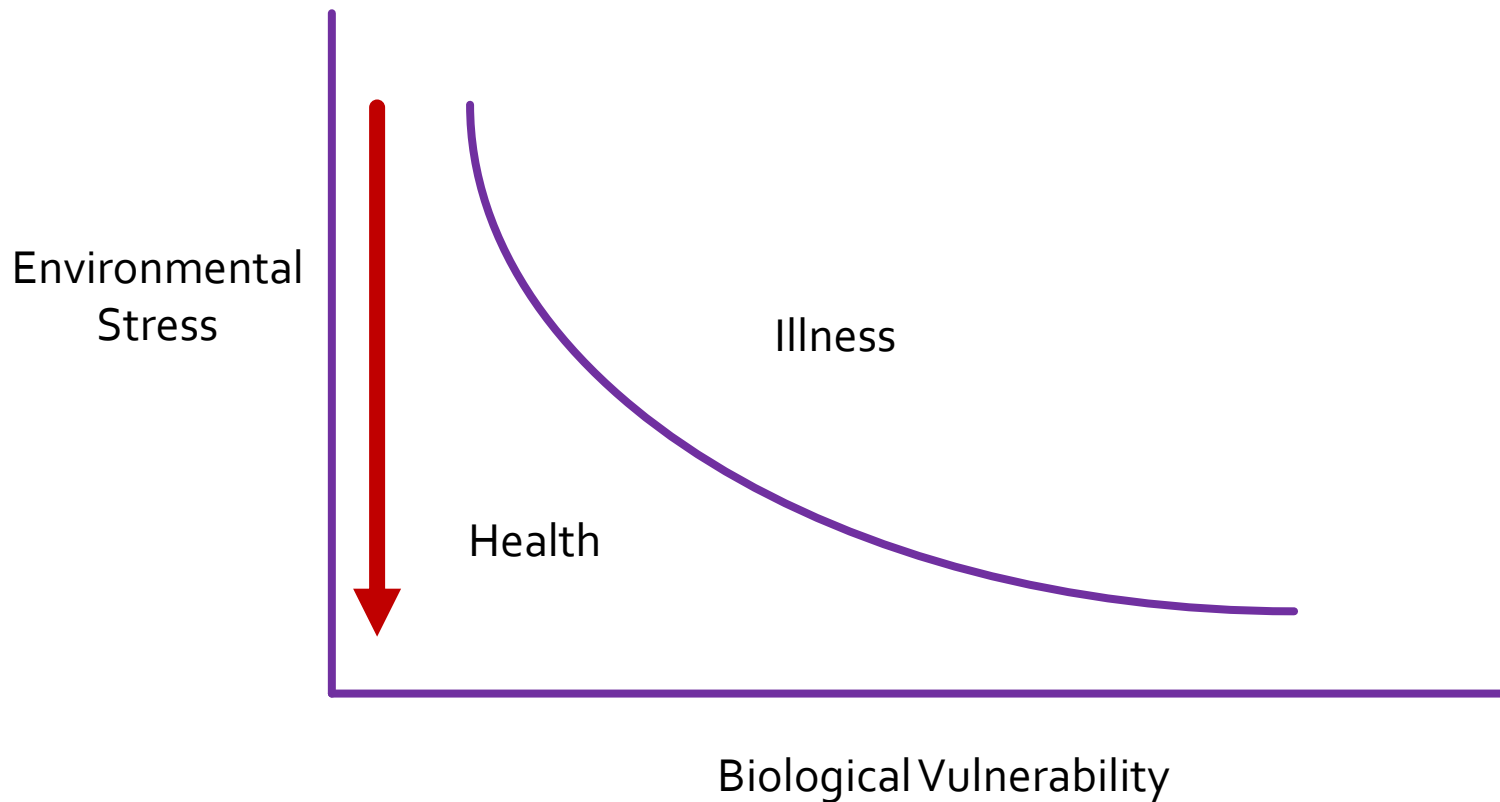
PHSMS – A Weak Response

- Psychological Health and Safety Management System's focus on health needs of individuals
- Ignore the structural nature of teacher burnout
- Self-care initiatives actually, psychologically shift blame from institution to individual

"Self-Care" Focuses on 1 Axis



What Does This Look Like?



Keeping Sane

- Identity
- Competence/Excellence
- Analysis/Process
- Independence
- Process
- Action

Final Thoughts, Q & A



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