OVERCOMING WORKPLACE STRESS IN ECE

DOES IT ALL SEEM LIKE A BALANCING ACT?

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ECE AND HUMAN SERVICES WORK IS SATISFYING

Potential for a Positive Work Environment @ Flexible @ Finding Meaning Long-term Impacts@ Relationships @ Community Benefits @ Team Supportive @ Playful @ Family Friendly @ Alignment to Personal Values Grateful Families @ Connection to Community @ Social Justice Benefits for Own Children @ Creative @ Generational Results Opportunities to Create Workplace Conditions

LOOK AT THE DATA

National Institute of Occupational Safety and Health Reports That;

40% of American Workers Find Work Stressful

25% Find it to be the #1 Stressor

29% Reported Being Extremely Stressed at Work

75% of American Employers Described Stress as the #1 Concern

WHAT UNIQUE FACTORS MAKE ECE STRESSFUL?

Lack of Substitutes (#I in CCEP Survey)

Lack of Schedule Flexibility (#2 in CCEP Survey)

Value to Society – Wages and Salaries (#3 in CCEP Survey)

Imbalance Between Salary and Responsibility and Division of Workload

Inexperienced Supervisors @ Unresolved Conflicts with Co-Workers, Supervisors, Parents

Intensity of Relationships @ Changing System Requirements, Regulations, Expectations

Environment and Adult Needs @ Disorganization @ Conflicting Values

EXTERNAL FACTORS IN ECE THAT CREATE STRESS

Meeting Basic Needs: Housing, Healthcare, Sleep, Food Security, Child Care, Safety, Family Needs

Discrepancy Between Wants and Needs

Societal and Community Pressures and Demands

Balancing Work and Family and Work Expectations



EXTERNAL FACTORS IN ECE THAT CREATE STRESS

Conflicts with Higher Education Goals and Schedules

Fast-paced 2019 Expectations and Adaptation to Change

Commuting

Retirement Concerns

Political Discourse



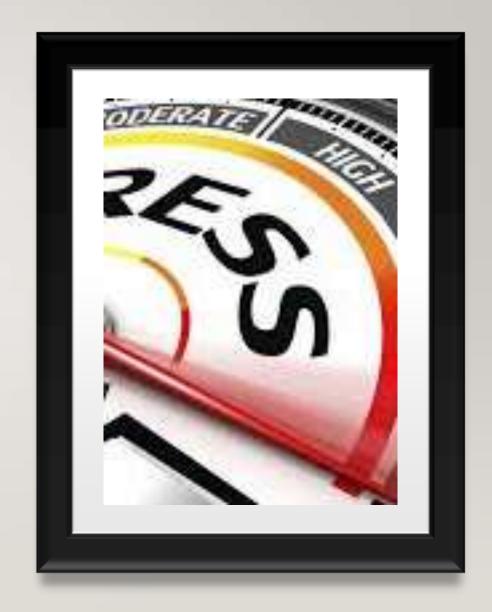
SIGNS OF WORKPLACE STRESS

Exhaustion @ Depression @ Frequent Absences

Toxic Work Environment @ Lack of Conflict

Blame @ Distrust @ Only Some Have Information

Poor Communication @ Disconnect Between Mission and Reality @ Frequent Illness

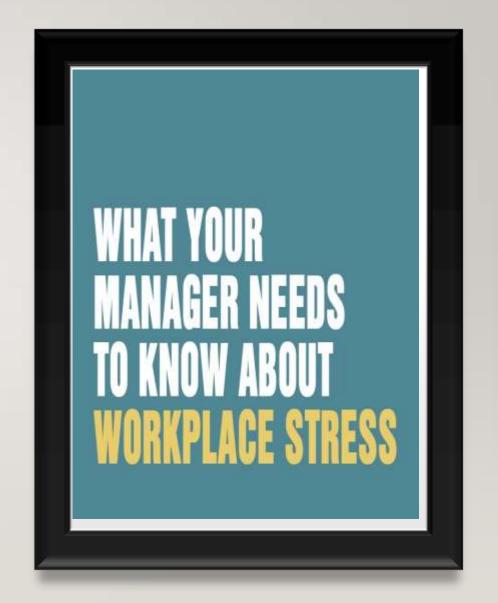


THE ROLE OF THE LEADER

Training, Hiring and Promotion Policies?

Leadership Styles that Create Stress: Abusive, Unfair, Favoritism, Inexperienced, Martyr, Self-absorbed, Indirect,

Controlling, Absent, High Turnover, Indirect, Uncommunicative, Divisive



IMPROVING WORKPLACE OUTCOMES

High Cost of Hiring the Wrong Person @ Training and Expectations @ Mentoring @ Benefits @ Child Care @ Documenting Procedures @ Employee Control over Schedule and Team Problem Solving @ Breaks & Substitutes @ Limited After Hours Responsibilities @ Assistance with School @ Relevant Professional Development @ Swift Resolution to Workplace violations @ Equitable Pay Scales @ Opportunities for Advancement @ Communication



INDIVIDUAL RESPONSIBILITY

How Do You Manage Stress and Understand your Stressors?

How Do You Avoid Repeating the Same Mistakes?

Are You Actively Improving and Developing Communication and Conflict Resolution Skills?

Do You Say What You Mean?



INDIVIDUAL RESPONSIBILITY

Do You Reduce Defensiveness and Blame?

Do You Take Responsibility for Life's Outcomes?

Do You Seek Help?

Do You Have a Stress Narrative or Patterns from the Past?

Do You Eat Well? Exercise? Sleep? See Friends? Laugh?



INDIVIDUAL RESPONSIBILITY

Do You Thrive on Stress?

Do You Create or Recreate Conditions of Stress?

Do You Try to Control Others or Control Your Responses to Them?

Have You Explored Time Management Strategies?

Do You Have a Family History of Stress?



STRESS REDUCTION STARTS WITH YOU!

