

# OVERCOMING WORKPLACE STRESS IN ECE

---

**DOES IT ALL SEEM LIKE A BALANCING ACT?**

KATHLEEN WHITE, CITY COLLEGE OF SAN FRANCISCO

# 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 ( #1 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



**WHAT YOUR  
MANAGER NEEDS  
TO KNOW ABOUT  
WORKPLACE STRESS**



# 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!

---

