

# Managing Staff Mental Health and Burnout

## Acknowledge and address:

Workplace stressors  
and challenges

## Build a positive school culture:

Co-create vision, keep lines of  
communication open and invite feedback  
and consultation from staff

"Lead with Wellbeing In Mind" - Normalise,  
promote, encourage and role model staff  
health and wellbeing

## Acknowledge:

External life stressors and challenges

Staff wellbeing is also reliant on the personal  
resources of staff themselves:

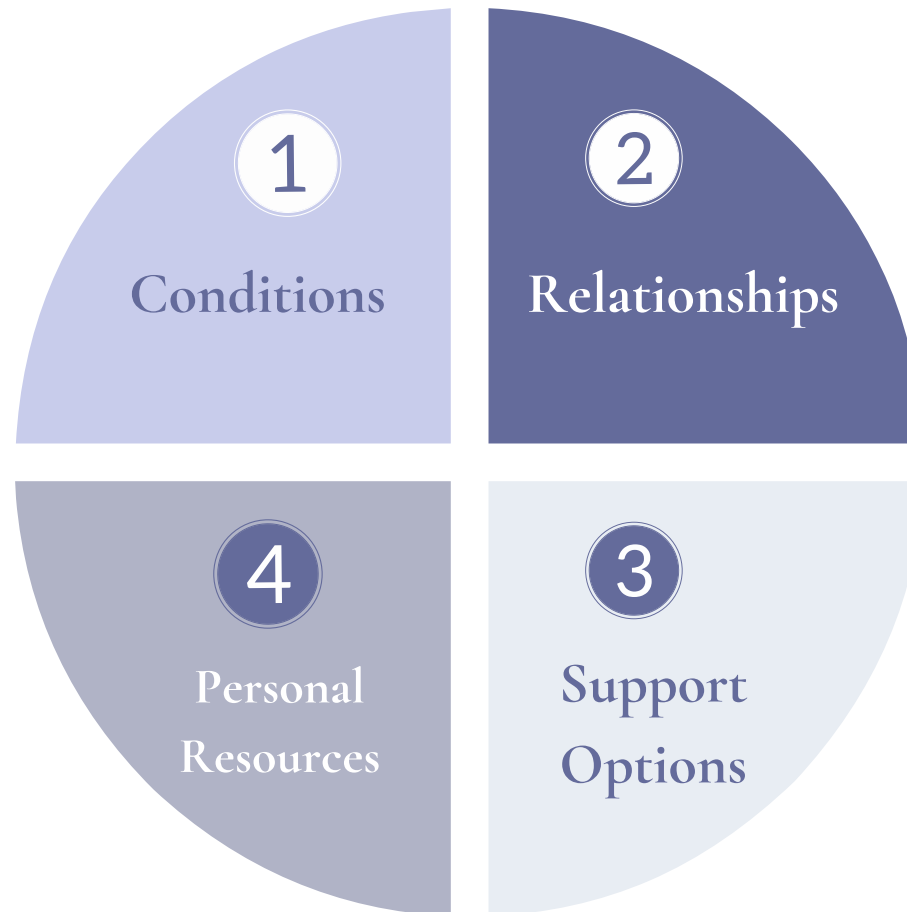
Their own personal abilities and emotional  
intelligence

Their actions: How they problem solve and seek  
information

Their social resources: Ability to seek support,  
contact, comfort and instrumental aid

Their available options: Their thought patterns  
(e.g. ability to prioritise, accept, refocus, be  
flexible, negotiate etc)

**As leaders, we must do our best to role-model,  
promote and encouragement the development  
and display of these skills**



**Develop yourself personally and  
professionally, in order to be able to:**

Build connection and rapport with staff

Get to know staff personally  
and professionally

Build trust with your team/staff

Prevent, manage/address any conflicts

Provide and encourage opportunities for  
staff to socialise and collaborate with one  
another

**Support staff mental health  
and wellbeing:**

Encourage self-care and support options

Normalise, promote and encourage staff health  
and wellbeing

Provide access to mental health resources

Have Mental Health First Aid Conversations

**Coaching and mentoring:**

Support staff to recognise their strengths

Goal setting, identity finding,  
professional development and  
priority identification

**Provide instrumental aid:**

E.g. Support instruction and  
classroom management