



Educator Wellbeing & Team Culture

Personal Wellbeing Reflection & Planning Tool

This resource is designed to support educators to reflect on their wellbeing, identify personal strengths and stressors, and create small, achievable actions that support sustainability

in their work. You may choose to complete this independently, as part of professional learning, or within team conversations.

1. Checking in with Yourself

- Take a moment to pause. Breathe. Answer honestly and without judgement.

What helps me feel settled or grounded before engaging with children and colleagues?

Where do I feel I truly thrive at work? (What is one of my strengths?)

What parts of my role currently feel most challenging?

How do I usually start my workday?

2. Understanding my Stress Responses

- Stress is a natural response to challenge. Awareness is the first step in managing it.

What are some common stressors for me at work?

(eg. noise, time pressure, emotional demands, workload, behaviours, communication, change)

How does my body tell me I am becoming stressed?

(eg. tight shoulders, headache, shallow breathing, fatigue, irritability)

What thoughts tend to show up for me when I am under pressure?



3. My Regulation & Coping Strategies

- What currently helps me regulate when I feel overwhelmed?
- What small strategies have worked for me in the past? Examples might include:
 - Slow breathing
 - Stepping outside
 - Stretching
 - Talking to someone
 - Writing things down
 - Having a moment of quiet
- Which of these could I practise more intentionally?

4. Micro-Wellbeing Practices

- Small actions, practised consistently, can have a big impact. Tick or circle a few practices you would like to focus on:
 - Taking short breathing pauses
 - Drinking water regularly
 - Stretching shoulders/neck/back
 - Stepping outside briefly
 - Other (for your own reflection)
 - Writing a "brain dump"
 - Asking for help earlier
 - Creating an end-of-day wind-down ritual
- One small wellbeing action I commit to trying this week:

5. Boundaries & Support

Where in my work do I notice my boundaries being stretched?

What is one boundary I could strengthen or clarify?

Who are the people I can reach out to for support?

6. Empowerment & Growth

What skills or strengths do I bring to my role?

What is an area I would like to grow in?

What support would help me move towards this?

7. Wellbeing in My Team

- Wellbeing is relational and shaped by everyday interactions.

What helps me feel supported at work?

What gets in the way of feeling supported?

What is one small action I could take to contribute to team wellbeing?

- Examples: Checking in with a colleague, Offering help, Expressing appreciation, Sharing ideas, Listening openly

8. Role Modelling Wellbeing

- Children and colleagues learn from what they see.

What wellbeing strategies do I already role model?

What is one strategy I would like to model more intentionally?

9. My Personal Wellbeing Intentions

- Choose 1-3 realistic intentions.

- _____
- _____
- _____

- How will I know these are helping?

Final Reflection ???

What is one kind, compassionate message I can offer myself today?

Remember, you do not need to do everything at once. Small steps matter. Progress matters more than perfection. Caring for yourself is not separate from your professionalism. It is a vital part of it. **Because when educators feel well, supported and valued, they are better able to offer the warmth, presence and care that children deserve.**

