



Tips for Staff Resilience during Covid-19 crisis From Boingboing

Compassion and kindness

You will all be responding in different ways and on different days. It is common to feel listless and lack focus at times or feel panicky – this is a global pandemic. Concentration may be hard. You might feel guilty. You might try to do too much then feel overwhelmed. None of this will help you to feel calm and connected. Be kind to yourself. Remember - you are not ‘working from home’ you are ‘at home, during a crisis trying to work.’

Ask for help if you need it

Everyone will need help at some time. Helping others is also resilience building. Remember that in this crisis there is so much need in the world that you cannot solve it all – so choose what is possible. You may feel you are not doing anything well (work, looking after you family, making the most of enforced time at home); focus on the good things you have achieved despite the situation. Avoid judging yourself and give others the benefit of the doubt, remembering that everyone is doing the best they can.

Positive thinking

The current situation represents different degrees of adversity for everyone but also an opportunity to rethink education (at least for the moment) and possibly reset our approach. There is a greater focus on children’s welfare (which we know is central to their capacity to learn anyway) and the previous dominance of data and accountability has receded. Try to embrace this and think creatively. Children and young people still need to be educated and to grow and you have the chance to promote this in a meaningful way.

Evidence from the Resilience Framework

The [Resilience Framework](#) uses evidence from resilience research about actions and resources which can help people get through tough times. You can draw on these principles for yourself and in your interactions with others from your school community. Even from distance you have the power to help create a resilient community in your school and contribute resilience building moves to help everyone get through this crisis.

Core Self: Find reasons for hope, whilst accepting that this is a crisis. Notice and share the good things going on. Reflect on your core principles about education and how you can deliver this during Covid-19 especially to those disadvantaged by their circumstances. Help your colleagues to recognise their unique talents which they can enlist to support children.

Try to be curious rather than judge if others are behaving in ways you find difficult.

Contribute ideas to senior leaders if you have them. Everyone is trying to cope with a dramatically new learning situation and could benefit from positive suggestions.

Basics: Start with your home and make a coordinated plan to stay safe, meet your home needs and connect with family and friends.

Consider explicitly what you need in order to do your job and ask for it. Many people will need telephone support and [counselling](#) at some point during the crisis, don’t be afraid to take control of your concerns and seek help. Signpost others to resources you have found which might help with their basic needs.

Take regular breaks, choose specific occasions to look at emails in the day, create and follow a routine with breaks, differentiate work and leisure time (get dressed for work), choose something enjoyable to do each day, check in on people you know who live alone.

Belonging: It is harder to feel connected to the school community if you are not in the mix but helping everyone to maintain a sense of belonging to your school community is very important. Try to nurture your relationships with colleagues, students and senior leaders.

Maintain relationships with children- for instance by posting video clips or voice notes to your class saying what you have been up to or cracking 'in jokes.' (This is also great for pupil engagement - follow your school's safeguarding advice). Consider how to let vulnerable children know you are holding them in mind even if they do not respond to you. Think creatively about how to overcome their barriers to learning during this time

Reach out to a work buddy or share ideas in a virtual staffroom about what has been going right and what has fallen flat. Think creatively about who in the school might have some expertise they can offer for an engaging learning activity.

Give everyday praise and feedback to colleagues

Coping: Share different coping techniques between staff e.g. ideas for the best local walks or writing a [wellbeing plan](#). Planning something from each of the [Five Ways to wellbeing list](#) each morning (connect, be active, keep learning, notice, and give) can give you a bounded sense of achievement. If you are not shielding going for a walk can help with inspiration when you are feeling stuck. Make time to have a laugh and do something you enjoy. Notice if you feel self-critical and consider why you are giving yourself a hard time.

Limit your intake of coronavirus news and avoid speculation about the disaster scenarios in the future – what can you do today?

Learning: Consciously notice the new skills you have learned. Consider what else you might need to learn. Learning is resilience-building and reflective conversations about what you have learned are learning opportunities. You can choose to [learn new skills](#) purposefully. Share tips with others.