

Prioritize

Annual
learning
plan due

Focus ON
WHAT YOU
DO WELL

Ask for
help

Dr. appt.

Breathe
deeply

Report
cards due
Tuesday

you
are not
alone

Take
time for
yourself

Parent
Teacher
interview
next week


ONTARIO ENGLISH
Catholic
Teachers
ASSOCIATION

MANAGING STRESS & PROMOTING WELLNESS

*A guide for teachers on managing stress
in the workplace and beyond*

**Counselling and
Member Services**

Teaching is one of the most demanding and most rewarding professions in our society today. While commitment to excellence in education and the compassionate care of students remain key in every classroom, constantly changing education policies and expectations on teachers can take a toll. Many teachers are feeling increased pressure, and new sources and levels of stress, associated with their workplace. This has resulted in the disillusionment of many teachers, some of whom are counting the days to the weekend or the years to retirement.



*Work - Life
Balance*

The reduction in teacher work-life balance and increased stress on overall health and well-being cannot be ignored.

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INTRODUCTION

It is no longer a question of whether teachers are feeling stressed, but rather to what degree they are experiencing stress. In 2014, the Canadian Teachers' Federation conducted a national survey on *The Quest for Teacher Work-Life Balance*, which confirmed that teachers are experiencing more demands and feeling greater levels of stress, and it is impacting their lives outside of the classroom. Over 87 per cent noted that they have insufficient time to spend with their own family, due to the time demands of their profession. Unfortunately, what happens at school does not stay at school.

The implications of the reduction in teacher work-life balance and increased stress on overall health and wellness cannot be ignored. A Johns Hopkins University study found teaching to be the fourth highest career causing burnout among its workers, and, according to the Centre for Disease Control, 80 per cent of health-care costs are related to stress.

You may be experiencing increased levels of stress yourself or see the impact it is having on your co-workers. That is why the Counselling and Member Services Department of the Ontario English Catholic Teachers' Association has prepared this booklet. It is a summary of information and suggestions to help you deal with frustration, stress, burnout and other mental health-related issues resulting from the workplace, as well as a call to look holistically at issues of health and wellness.

We have collected ideas that address the particular needs of teachers and reflect the most common requests for help that we received from teachers.

This booklet is not the last word in managing or coping with stress and promoting wellness. It is intended to help you assess your circumstances, become aware of your responses and establish a healthy approach to the challenges you may be facing.

IN THIS BOOKLET, WE WILL LOOK AT THE FOLLOWING:

- Identifying and understanding stress;
- Managing stress;
- Promoting wellness;
- Dealing with depression; and
- Getting help.

IDENTIFYING AND UNDERSTANDING STRESS

What is Stress?

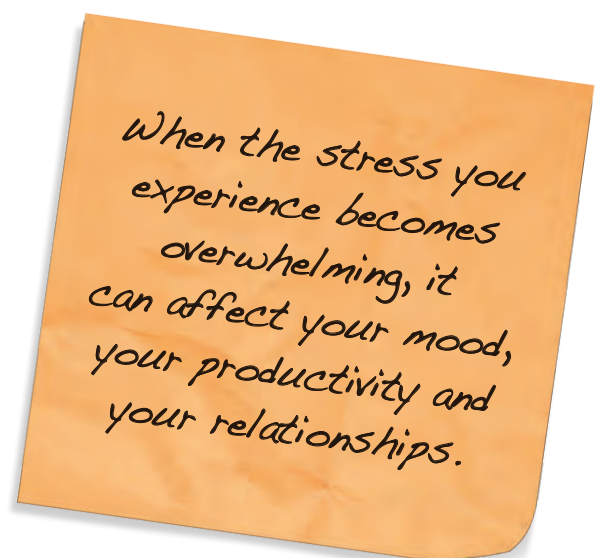
The term “stress” began as an engineering term that referred to mechanical or physical pressure being exerted on a material or object. It has evolved to include the human response to mental and emotional pressures. The Oxford Dictionary defines stress as a state of mental or emotional strain or tension resulting from adverse or demanding circumstances. Given that stress is created through a person’s response to events and circumstances, everyone’s reactions to, and thus their experience of, stress will be different.

The stress you experience may help you to rise to challenges – keeping you on your toes during a presentation at work, sharpening your concentration when you’re playing a game, or driving you to study for an exam when you would rather be watching TV. Of course, you may also experience the opposite, including a lack of concentration and heightened anxiety leading to an inability to perform.

Beyond a certain point, the stress you experience stops being helpful. When the stress you experience becomes overwhelming, it can affect your mood, your productivity and your relationships, while also damaging your health and quality of life.

The ongoing experience of stress may gradually insinuate itself into your everyday routine, becoming your new “normal.” This process can increase your ability to incorporate high levels of stress, but in an eventually debilitating way. You may consider yourself in control of work or life circumstances, when in fact you are overwhelmed and exhausted.

Learning how to recognize the signs and symptoms of stress, including your reactions to certain triggers or stressors, is key to reducing the adverse effects of stress. Once you recognize the signs and symptoms, you may be able to take appropriate steps to reduce the harmful effects of the stressors in your life.

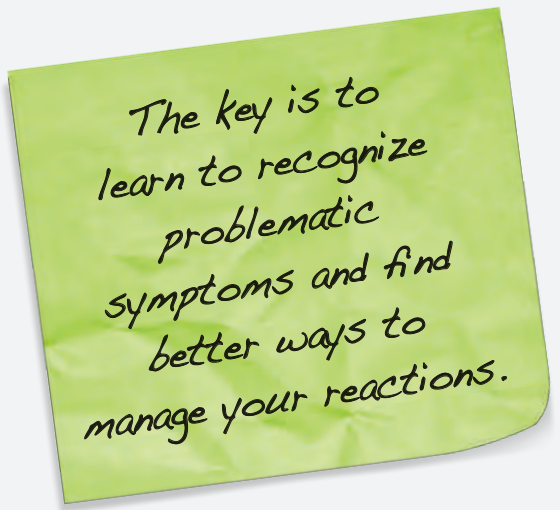


Warning Signs and Symptoms

Everyone's reaction to stress is different, however, there are some signals and symptoms that are common warning signs

We often think of stress as something that is external or caused by other people, like workload or deadlines for example. It is your response to these circumstances that produces more or less stress in your life. The key to reducing stress and its health implications is to learn to recognize problematic symptoms when they occur and to find better ways to manage your reactions to the stressors or triggers you identify in your life. Everyone experiences various symptoms of stress at one time or another and unless they are prolonged or debilitating, you need not worry about occasional episodes.

The following lists some of the common symptoms associated with stress. The more symptoms you notice in yourself, the greater the potential that the stress you are experiencing will have implications for your health and well-being.



COGNITIVE SYMPTOMS

- Memory problems
- Inability to concentrate
- Poor judgement
- Seeing only the negative
- Anxious or racing thoughts
- Constant worrying

EMOTIONAL SYMPTOMS

- Moodiness
- Irritability or short temper
- Agitation or inability to relax
- Feelings of being overwhelmed
- Sense of loneliness and isolation
- Depression or general unhappiness

PHYSICAL SYMPTOMS

- Aches and pains
- Diarrhea or constipation
- Nausea or dizziness
- Chest pain or rapid heartbeat
- Loss of sex drive
- Frequent colds
- Exhaustion

BEHAVIOURAL SYMPTOMS

- Eating more or less
- Sleeping too much or too little
- Isolating yourself from others
- Procrastinating or neglecting responsibilities
- Using alcohol, cigarettes or drugs to relax
- Nervous habits (e.g., nail biting or pacing)

Keep in mind that the symptoms of stress can also be caused by other psychological and medical problems. If you're experiencing any of the warning signs of stress listed on the previous page, it is important to see a doctor for a full evaluation. Your doctor can help you determine the source of your symptoms and if they are indeed stress-related.

Implications for Health and Wellness

The physical and metaphysical effects of the stress you experience, in work and in life, are inseparable. For this reason, it is critical to see the issue of your health and wellness holistically – as encompassing not only your physical health, but your mental, emotional and spiritual health as well. As such, it is important to attend to your “whole self” and be mindful of how any stress you may be experiencing is impacting your overall well-being.

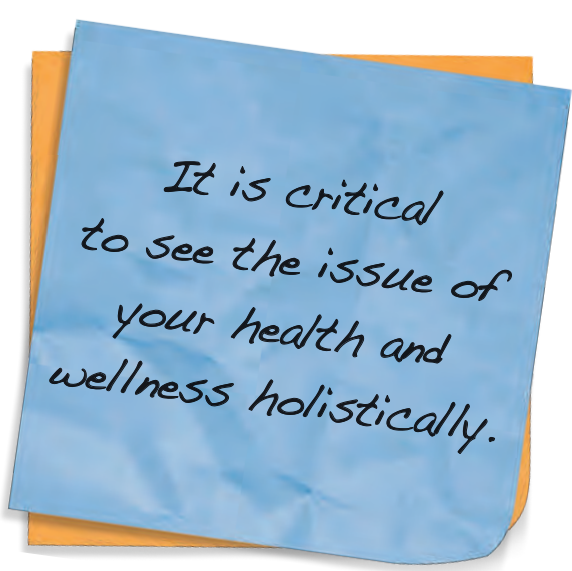
As noted in the previous section, there are a number of ways in which the impact of stress can manifest itself in less than healthy behaviours and ways of being. Consistently dealing with high levels of stress over time can lead to burnout and/or result in more severe physical, mental and emotional illness and even disease.

Burnout is a state of emotional, mental and physical exhaustion caused by the impact of excessive and prolonged stress. It occurs when you feel overwhelmed and unable to meet constant demands. As the stress continues, you begin to lose the interest or motivation that led you to take on a certain role in the first place. Burnout reduces your productivity and saps your energy, leaving you feeling increasingly helpless, hopeless, cynical and resentful. Eventually, you may feel like you have nothing more to give.

Most of us have days when we feel bored, overloaded or unappreciated; for example, when the dozen balls we keep in the air aren't noticed, let alone rewarded or when dragging ourselves out of bed requires the strength of Hercules. If you feel like this most of the time, however, you may be flirting with burnout.

Many illnesses and even diseases can be caused by, or exacerbated by, the continued experience of high levels of stress. When illness and disease rise up in the body, this is also an indication of a “dis-ease” within the soul. There is a corollary between our physical self and our spiritual self that should not be overlooked, especially since the impacts of the stress we experience can be so pervasive.

Implementing strategies to mitigate the impact of stress on your physical person are important. However, it is also important to implement strategies to promote wellness of the whole person and reflect on how interior forces may be a partner in accelerating the affects of stress on your body, mind and soul.



It is critical to see the issue of your health and wellness holistically.

STRESS AND YOUR MENTAL HEALTH

Living with stress can also have an impact on your mental health

The topic of mental illness in the workplace has received significant attention over the past few years. One reason has been the increasing number of disability claims related to mental illness. Julie Holden, from Banyan Work Health Solutions, states that mental health disability claims have been on the rise for several years in Canada and she predicts that mental health will be the leading cause of disability claims very soon.

THE TERM "MENTAL HEALTH" COVERS A WIDE RANGE OF ISSUES, INCLUDING:

- Anxiety Disorder
- Bipolar
- Obsessive Compulsive Disorders
- Schizophrenia
- Seasonal Affective Disorder
- Depression



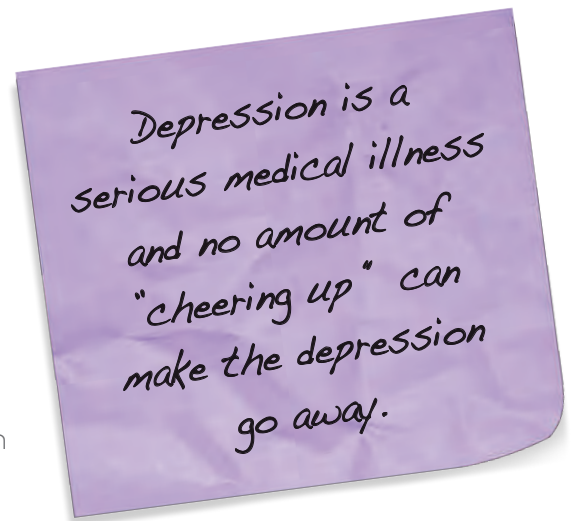
According to OECTA's Counselling and Member Services Department, 38 per cent of the long-term disability claims received by the Ontario Teachers Insurance Plan (OTIP) are for mental/nervous disorders, the most common of which is depression. Recent surveys of the Canadian population further exemplify the problem, showing that 20 per cent of the population – a staggering one in five Canadians – suffer from some form of mental health condition.

You can find out more about your own emotional and mental well-being by taking the online Feeling Better Now mental health assessment test. The online tool is completely confidential, anonymous and free, and provides medically approved tools for you and your doctor. The Feeling Better Now program is offered to OTIP and Teachers' Life members as part of their long-term disability (LTD) plans. www.feelingbetternow.com/otip

Depression

Stress is one of the major risk factors for depression

It is normal for people to feel “down” or sad from time to time. However, if these feelings continue for more than a few weeks, begin to increase in intensity or begin to interfere with a person’s daily activities, it may be an indication of depression. According to the Canadian Alliance on Mental Illness and Mental Health, depression is a serious medical illness and no amount of “cheering up” can make the depression go away nor can any amount of exercise, vitamins or vacation make it disappear.



Depression does not discriminate; it can affect men and women of any age, education and economic or social status. According to the Canadian Mental Health Association, nearly three million Canadians will experience depression at one point in their lives. Most often, it affects people in their working years, between the ages of 24 and 44.

Causes of Depression

Life-changing events, such as a death, loss of job, marriage breakdown or a diagnosis related to chronic illnesses, can become a “trigger” for depression. As well, if a person has a family history of mental health issues, they are more prone to suffer from depression.

STRESSFUL WORK ENVIRONMENTS CAN ALSO TRIGGER DEPRESSION, INCLUDING WORKPLACES WHERE EMPLOYEES EXPERIENCE:

- A high workload with little or no control over their work life;
- Lack of social support from colleagues or supervisors; and/or
- Perceived unfairness in the acknowledgement of one’s efforts.

Signs of Depression

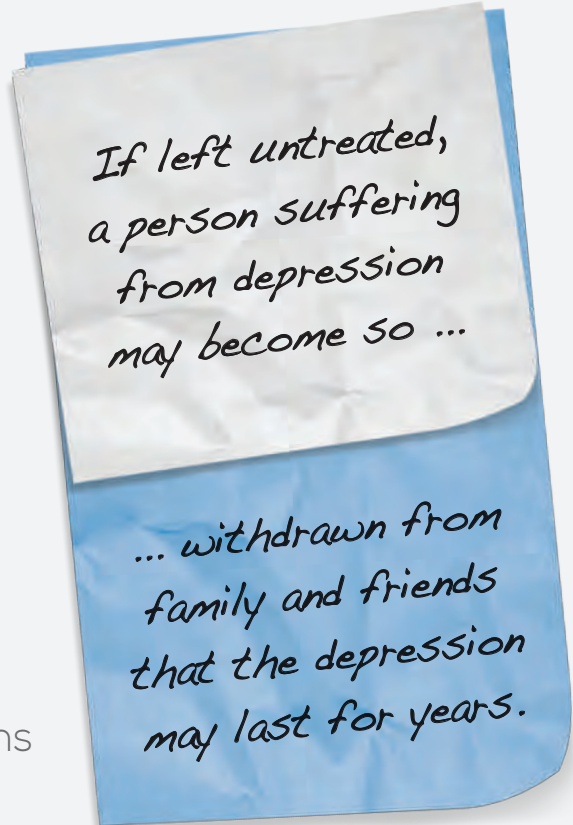
The onset of depression may occur suddenly or it may develop over a long period of time. While depression will affect everyone differently, the Canadian Mental Health Association indicates that a person with depression will start to exhibit any number of signs.

PERSONAL CHANGES

- Uninterested in work, hobbies or people
- Withdraws from family and friends
- Feels useless, hopeless or excessively guilty
- Feels agitated, restless or irritable
- Feels overwhelmingly sad or cries easily
- Lacks self-esteem
- Chronically tired or unenergetic
- Sleeps or eats more than usual
- Abuses drugs or alcohol

WORKPLACE CHANGES

- Unable to concentrate, plan or make decisions
- Less productive
- Frequently late or using more sick days
- More irritable and impatient with students
- Unenthusiastic about work
- Often tired
- Uncooperative or less dependable
- Making noticeably more errors at work than usual
- Taking safety risks or having accidents



*If left untreated,
a person suffering
from depression
may become so ...*

*... withdrawn from
family and friends
that the depression
may last for years.*

The Consequences of Undiagnosed Depression

People living with depression often feel that they need to hide their illness. They suffer in silence because they are embarrassed or fearful that gossip, especially in the workplace, may lead to poor job performance reviews and other work-related consequences.

According to the Canadian Mental Health Association, once depression is recognized, help can make a difference for 80 per cent of people who are affected, allowing them to get back to their regular activities. However, if left untreated, a person suffering from depression may become so withdrawn from family and friends that the depression may last for years and, in severe cases, 15 per cent of sufferers commit suicide.

How to Help a Colleague Who is Suffering from Depression

If you suspect a colleague may be suffering from depression, you should continue to show them respect. Ensure that you try to make the person aware of the valuable contributions they make to their students and the school community.

If this person has your trust, provide them with the opportunity to talk candidly about their thoughts and feelings. Understand that they may be reluctant to share their illness with you so be patient, compassionate and respectful, even if your support is not immediately appreciated. Finally, use the trust between you and your colleague to encourage them to seek help from a professional. The sooner they get help, the earlier their life will return to normal.

Get Help for Your Own Depression

If you recognize signs of depression within yourself, know that you are not alone. Your colleagues share an understanding of the mutual stress and strains of your job. Sharing your feelings with a colleague, department head or someone else you trust can be the first step in acknowledging that a problem exists. If you don't feel that you can talk to anyone at work, there are a number of other sources of support including friends, family, OECTA, your Employee Assistance Program (EAP) and medical professionals.

Please note that OECTA advises that you not speak to an administrator without first speaking to OECTA about any health issue.

There are solutions. The majority of people with depression can be successfully treated with counselling, medication and lifestyle changes.

Accommodations and Returning to Work

People who suffer from mental health issues, like depression, have the right to ask for certain accommodations that will allow them to continue to work. If you require an accommodation or are returning to work from a prolonged absence due to mental health issues, you are under no obligation to disclose your mental illness to your employer, however, you will be asked to show documentation from a doctor that outlines any restrictions or limitations that must be addressed in your return-to-work plan. If you require workplace accommodations, your local OECTA release officer will help you arrange the appropriate return-to-work plan with your employer and will ensure that the school board is fulfilling its duty to accommodate you according to the restrictions and limitations set out by your doctors.

A successful accommodation or return-to-work plan is one of the best ways to overcome the loneliness and melancholy associated with depression.

In summary, people with mental health issues do not need to suffer in silence. In fact, many mental health issues and, in particular, depression can be treated successfully. The key to recovery is to speak to a doctor.



MANAGING STRESS

Understanding Your Work Environment

Teaching is a complex and intense profession. The education system reflects our society and is subject to political decisions over which we have no control. Because we work with children and young people, we are subject to close and constant scrutiny. What teachers do and say as individuals is thoroughly examined by administration, parents and the public.

Every day in our classrooms, teachers must address increasing social problems, more aggressive parents, greater disciplinary problems, a deterioration of working conditions, fewer resources and supports, frequent curriculum changes, standardized tests and administrative red tape. They are things over which we have little control and that can become overwhelming.

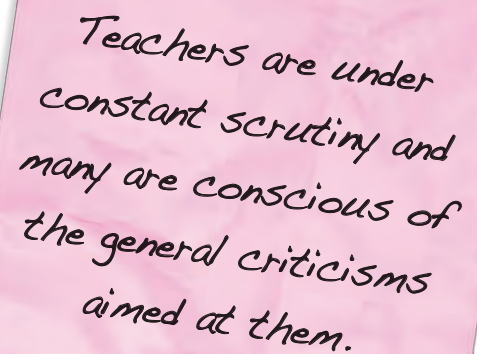
The results of our efforts are not always immediately apparent. We sometimes wonder whether we are being successful with our students and it is easy to feel disheartened. There is so much to do in any given day and so little time to meet all of our students' needs.

While we are sometimes accused of inflexibility, teachers are masters of change, and adapt to new situations and demands on a daily basis. Change is a constant in our profession. As educational trends come and go and political leadership changes, so do the policies and resources provided. Keep in mind, however, that regardless of these changes, teaching requires the same skill set as always.

Teachers are under constant scrutiny and many are conscious of the general criticisms aimed at them. Everyone went to school and everyone has an opinion about education. If you are already feeling stress, these criticisms may have a more adverse effect on your well-being.

Like every workplace, schools also have their share of office politics and gossip – this is inevitable. Often some of the greatest stress is caused by misunderstandings and miscommunication among colleagues, administration or with parents, which is exacerbated by rumours and gossip.

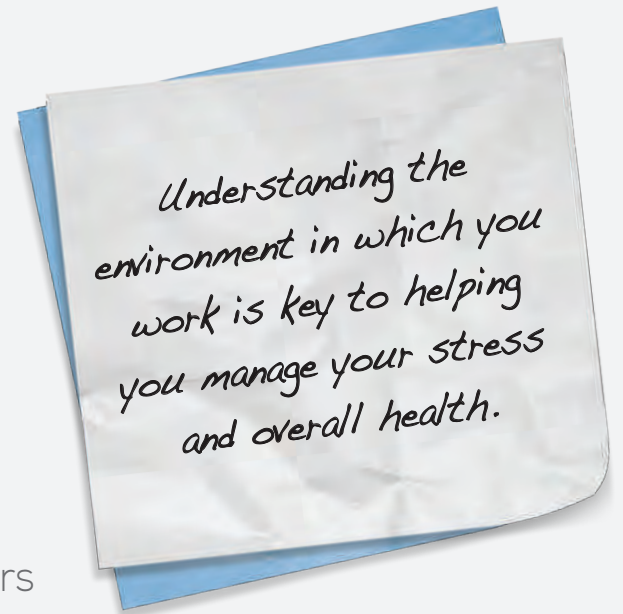
Understanding the environment in which you work is key to helping you manage your stress and overall health. Knowing what you can change, working towards that change, and understanding and accepting the things you can't change will enable you to better control your reactions and manage how much stress you allow into your life.



Teachers are under constant scrutiny and many are conscious of the general criticisms aimed at them.

OTHER EXAMPLES OF WORKPLACE STRESSORS:

- Major change
- Teacher performance appraisal
- Administrative paperwork
- Lack of peer support
- Student assessment and evaluation
- Reporting to parents
- Lack of clear job expectations or descriptors
- Little affirmation for your work
- Heavy workload, long working hours and large class sizes
- Poor communication with peers and administration
- Inadequate or irregularly applied discipline policies
- Conflict with other teachers and professionals
- Little opportunity to participate in decision-making
- Criticism of the profession
- Lack of administrative supports
- Failure of administration to encourage power-sharing and collaboration
- Misunderstanding and miscommunication
- Unreasonable expectations



Strategies to Support a Healthy Work Environment

Being able to manage your stress will lead to a healthier and more productive work environment for you and your students. There are a number of ways that you and your employer can work towards creating a healthier work environment.

Set realistic expectations for yourself and others

Don't expect others to read your mind. Discuss the expectations you have of others, and their expectations of you openly and frequently so that misunderstandings are minimized. Discuss your priorities with your department head, principal or other person of responsibility if you are in need of guidance or support. Don't expect to accomplish everything on your to-do list. Be understanding with yourself. Learn to adjust your priorities when assignments change or when things get added to your list.

Strive to change only what is changeable

Change is a constant in education and in life – accept this without a loss of empowerment or control. Don't spend time "banging your head against the wall." Consider what actions you can take (big or small) that would have a positive impact and focus on your contribution. Being part of the solution in a proactive way will help you to more effectively deal with change.



Promote understanding and celebrate differences

Aim for positive, open and constructive working relationships. Avoid the rumour mill, gossip and negative people. Making an effort to understand your co-workers and their concerns and fears can improve communication and help reduce misunderstandings by motivating people and encouraging cooperation. Understanding what we have in common and our differences does not guarantee we will like each other, but it does offer some tools to help us work more professionally with our colleagues. We experience conflict and frustration if we fail to see and celebrate our differences.

When we understand our own needs, we are in a better position to understand the needs of others. If they become complex and problematic, seek out trusted people on staff to talk with and try to find a solution.

Be decisive and don't procrastinate

Indecision prevents you from taking action causing a sense of a loss of control. Similarly, having something "hanging over your head" can be stressful and lead to a loss of productivity, which can create greater guilt, anger and low self-esteem.

Keep a to-do list and prioritize

Improving your time management skills begins with having a clear understanding of what is needed to be done and by when. Managing your workload by prioritizing responsibilities and working to a planned schedule will provide a greater sense of control and increase your sense of accomplishment when things get done. Job satisfaction will also improve when you focus on tasks that are personally and professionally meaningful.

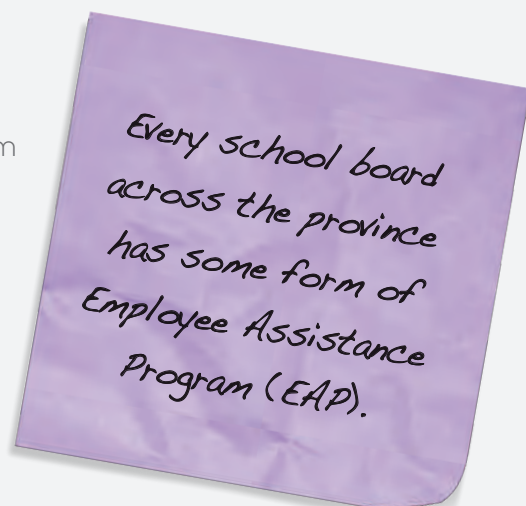


Be creative and expand your talents

Reflect on what you do well and what you enjoy doing. Try to make your classroom fun and interesting and avoid getting into a rut doing the "same old thing." Consider what interests you and take time to develop a new or underused skill.

Create a positive space

Deal with unnecessary physical stressors by making your classroom as functional and welcoming as possible. When possible, reduce extraneous noise and commotion. Healthy airflow and natural lighting can have a dramatic impact on how individuals perceive and experience their work environments and can help contribute to their well-being at work. If you have any concerns about your classroom/school environment, such as poor air quality, speak to the OECTA health and safety representative in your school or unit office.



Connect with co-workers

Take time to connect with your colleagues in the staff room, hallways and at social functions. Fostering positive relationships with colleagues can promote a positive attitude and help you enjoy your time at work more. Sharing concerns with colleagues and having a support network can make stress easier to manage. When the causes of stress are pinpointed and vocalized in a positive way, solutions can be found.

Workplace training in stress management

Your school board may offer training in stress management for interested staff. Workshops may be offered on different aspects of stress and coping, focussing on different problems, both professional and personal. As well, most libraries may stock relevant books, tapes and videos on the subject. Speak to your local OECTA representative about the availability of such training in your board. You can also speak to your principal about having the topic of stress management as part of regular staff meetings.

Employee Assistance Programs

Every school board across the province has some form of Employee Assistance Program (EAP). The EAP offers easy access to services and professionals that provide external and confidential support when you need it most. Call your local OECTA unit office to get the contact information.

The types of services and benefits afforded to employees through the EAP program will vary from board to board, but most of these programs offer some free services and/or counselling in the following areas: family, marriage/divorce, depression, grief, addiction, finances, anger, and stress management. The following types of professionals are available for you to access through a referral from your doctor or an EAP: counsellors or therapists, psychiatrists, psychologists, social workers, stress specialists, addiction counsellors and financial counsellors. If long term counselling is required, you should contact your family physician for a referral to a specialist.

Strategies to Promote Health and Wellness

There are many things that you can do each day to help you manage your reactions to people, situations and circumstances – reducing the impact of stress on your life and improving your overall health and wellness.

Find your retreat

Whether it is a cottage, a dedicated room in your home, a good book you can get lost in or music you love to listen to – have a retreat from your thoughts, incidents and anxieties and let them go.

Connect to your breath

We can go without food or water for some time, but we cannot last without breathing. Breathing is our life force. Taking a few minutes to focus on breathing deeply can ground you, reduce blood pressure and help you to focus. Deep, controlled breathing is an easy stress relief technique that is fast, simple, free and can be done anywhere at any time.

Meditating

Meditating can help to relax the body, calm the mind and promote a stronger mind-body connection. There are various meditation techniques that can be researched and used to promote relaxation, increase mental alertness, strengthen focus, and improve your physical, emotional and spiritual well-being.

Being mindful

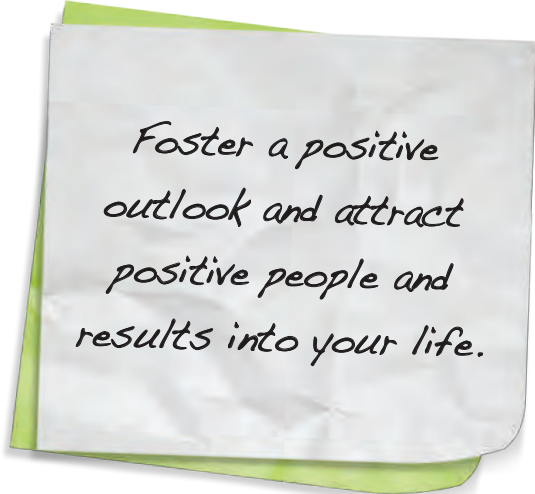
Mindfulness is the moment-by-moment awareness of thoughts, feelings, bodily sensations and your surrounding environment. It is about learning to pay attention to your thoughts and feelings and what is being sensed at each moment, without judgment or focus on the past or future. Being mindful can help with how you perceive situations and circumstances, in turn reducing the amount you stress over them.

Focus on the positive

Focus on positive behaviours and thoughts that are in alignment with what it is you want for yourself, like happiness and good health. Avoid negative people and don't dwell on the negative. Foster a positive outlook and attract positive people and results into your life.

Exercise and eat right

Exercising regularly is known to have positive impacts on not just your physical health, but your mental health as well. When you feel frustrated or anxious, engage in some form of physical activity, like a walk around the block. Even a short brisk walk, a few times a day, can help reduce stress and relieve symptoms of depression. Eat a well-balanced meal to ensure that your body gets the energy, vitamins and minerals that it requires. Eat regularly throughout the day to ensure that blood sugar levels stay consistent.



Foster a positive outlook and attract positive people and results into your life.

Laughter is the best medicine

Laughing reduces the level of stress hormones in the body. It also triggers the release of health-enhancing hormones like endorphins, which are the body's natural painkillers.

Get enough sleep

Adequate sleep is important to managing physical, mental and emotional health and well-being. Seven to eight hours a night is recommended. The effects of lost sleep are cumulative and can result in, among other things, impaired reaction time and information processing, as well as short-term memory loss. Research shows that taking a 15- to 30-minute nap can increase alertness, improve cognitive functioning and help reduce stress.

Give your brain a break

Try not to overthink every detail of your day or your conversations. Don't overplan your day down to the last minute or overstimulate your brain with too much noise and distraction. Give your brain a moment to rest, take a break and refocus.

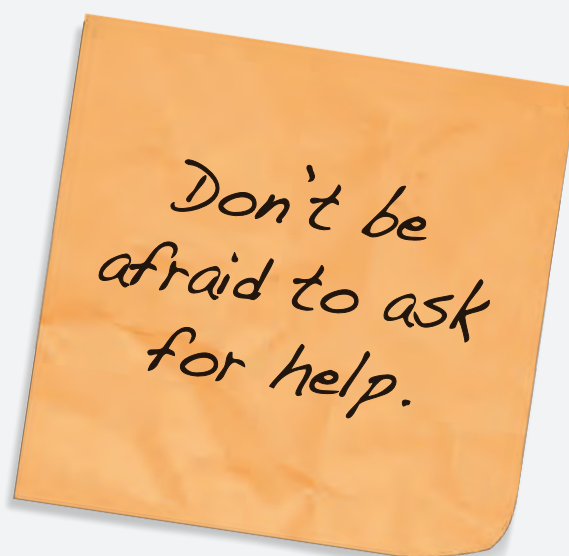
GET HELP WHEN NEEDED

By recognizing and addressing problems early you can usually prevent more serious issues from developing. Your school colleagues, local OECTA unit and the Counselling and Member Services staff at Provincial Office can assist and suggest strategies to help you deal with different problems you experience.

Your OECTA unit release officer can help you obtain support through your Employee Assistance Program (EAP) and will be able to answer questions regarding access to sick leave, Short-term Support Program (SSP) and/or Long-Term Disability (LTD) and workplace accommodations.

Don't be afraid to ask for help.
Remember that you are not alone.

OECTA Counselling and
Member Services
1-800-268-7230



RESOURCES

Canadian Alliance on Mental Illness and Mental Health
www.camimh.ca

Canadian Mental Health Association
www.cmha.ca

Canadian Mental Health Association, Ontario Division
www.ontario.cmha.ca

Feeling Better Now
www.feelingbetternow.com/otip

Guarding Minds @ Work
www.guardingmindsatwork.ca

Mental Health Commission of Canada
www.mentalhealthcommission.ca

Mental Health First Aid Canada
www.mentalhealthfirstaid.ca

Mental Health Works
www.mentalhealthworks.ca

Mood Disorders Association of Ontario
www.mooddorders.ca

Mood Disorders Society of Canada
www.mooddorderscanada.ca

Neighbour @ Work Centre
www.neighbouratwork.com

Schizophrenia Society of Canada
www.schizophrenia.ca

Work, Stress and Health Program (Ontario) – Centre for Addiction and Mental Health
www.camh.ca/en/hospital/care_program_and_services/mood_and_anxiety_programs/Pages/guide_work_stress_health.aspx

Workplace Solutions for Mental Health (Manulife Financial)
https://hermes.manulife.com/Canada/wmHomepagesPub.nsf/public/mh_home

Workplace Strategies for Mental Health (Great-West Life Centre for Mental Health in the Workplace)
www.workplacestrategiesformentalhealth.com

ARTICLES

Homewood Human Solutions – Research reports and writings on health-care trends, especially in the area of mental health.
www.homewoodhumansolutions.com/ResearchReport.aspx

Mental Illnesses in the Workplace – Canadian Mental Health Association. http://www.cmha.ca/mental_health/depression-in-the-workplace/

Antidepressant Skills at Work: Dealing with Mood Problems in the Workplace <http://www.comh.ca/antidepressant-skills/work/>

Common mental health problems: Supporting school staff by taking positive action – U.K. Department for Children, Schools and Families http://www.workplacestrategiesformentalhealth.com/pdf/Educators_Commom_Mental_Health_Problems_Guide_and_Tools_UK_Resource.pdf

Depression – It's More Common Than You Think – Elementary Teachers' Federation of Ontario <http://www.etfo.ca/adviceformembers/depression/pages/default.aspx>

WEBSITES

www.couragerenewal.org/parker/writings

The writings of Parker J. Palmer focus on issues in education, community, leadership, spirituality and social change with an emphasis on “connecting who you are with what you do.”

www.healthguru.com

Searchable library of short videos, including more than 100 different health conditions such as mental health, anxiety, stress, depression, diet and fitness.

www.iHealthtube.com

A searchable source for educational resources that delivers information on natural and alternative treatments. Search for topics on stress and mental health.

www.stresswinner.com/blog

Dr. Dave Rainham, a family physician in Waterloo, Ontario, provides articles and a blog on stress.

www.WebMD.com

Searchable library of health information and tools for managing your health with a section on Health & Balance that includes topics such as stress management and mindfulness.

www.YouTube.com

Use search words to find a number of videos on stress (effects of stress on your health, stress busters), as well as videos and soundtracks for relaxation, guided meditation and guided visualization.

REFERENCES

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*If you need help,
contact your local
OECTA unit or call
OECTA Counselling and
Member Services at
1-800-268-7230*