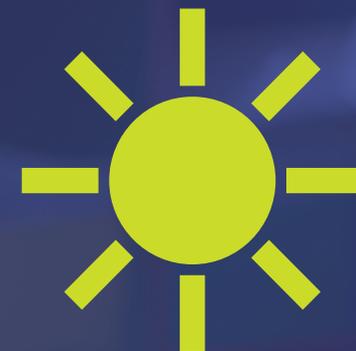


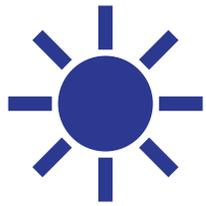
Improving teacher happiness and wellbeing

A collection of expert resources



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Improving teacher happiness and wellbeing

Resources to help you be a happier and healthier professional

Teacher wellbeing is the key to school success. [A research study](#) into the links between staff wellbeing and school performance concluded that:

- How teachers feel on a daily basis is likely to affect their performance and, in turn, the performance of the pupils they teach
- Happier, motivated teachers may make pupils feel happier, motivated and more confident
- Happier teachers may also be able to concentrate better on the job of teaching and experience more motivation to help pupils in need of special attention

Teacher workload is a significant ongoing issue that needs addressing at policy level. But, there are some things that school leaders can do to reduce strain on their staff, as well as actions teachers can take to protect their own health and wellbeing.

We've collected 13 resources from life-coaches, scientists and thought-leaders about simple ways to boost your everyday happiness. If you or your staff are feeling weighed down by work, dip into the ideas in this guide for some inspiration.

Enjoy!

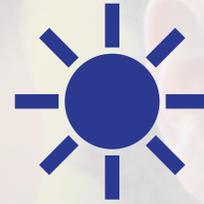
And don't forget to share with any colleagues, family or friends who think could benefit too.

We don't want to add to your to-do list.



Look out for some *Time saving tips* throughout the toolkit, so you can make small changes for immediate impact.

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The impact of teacher wellbeing on performance

“An individual’s perception about their abilities assists in their happiness” (Sharp, 2006).

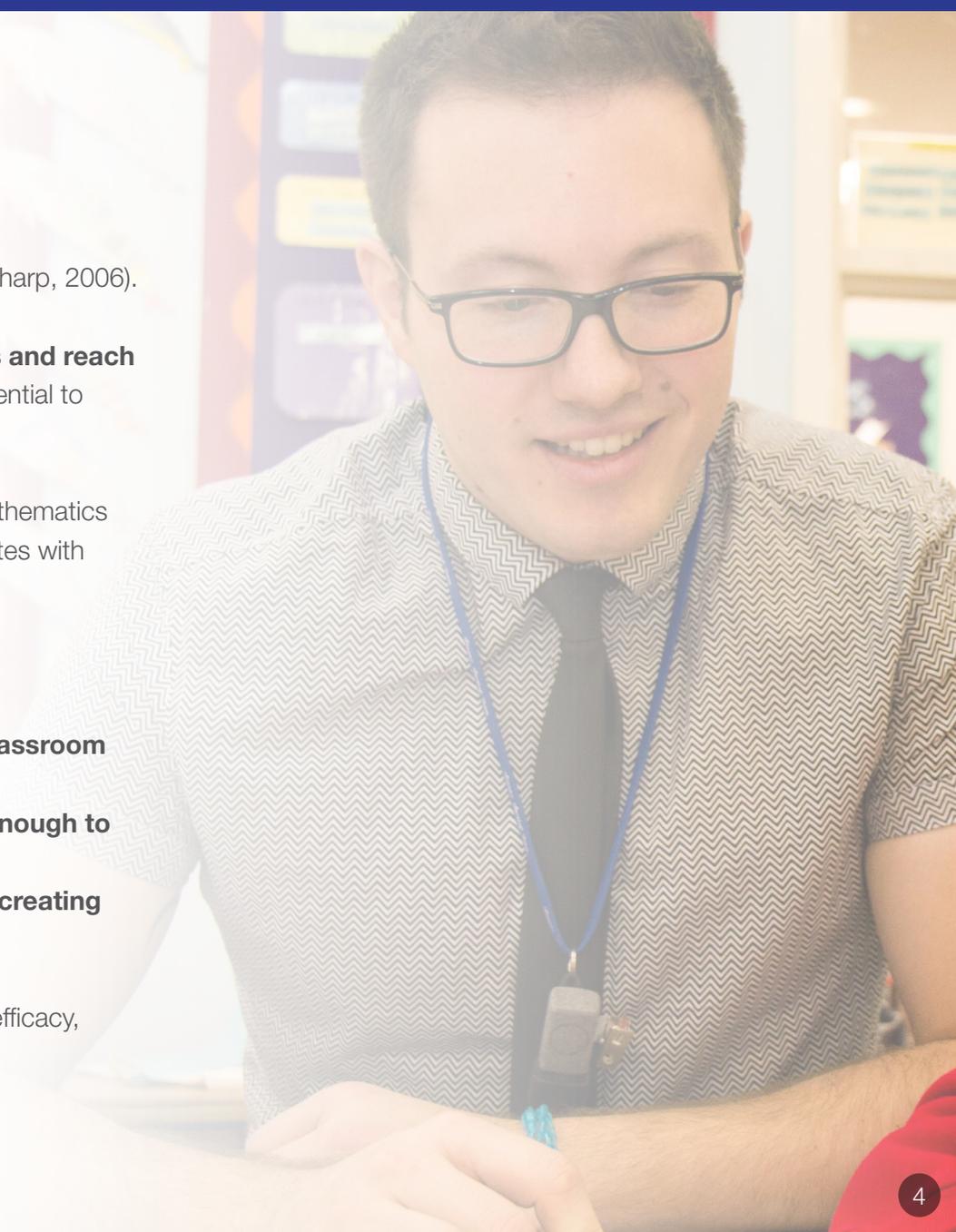
Self-efficacy is the extent to which an individual feels able to complete tasks and reach goals; being self-efficacious is similar to [thinking with a growth mindset](#). It’s also essential to happiness and to a sense of wellbeing (Maddux, 2002).

At the Shaping the future of CPD conference 2016, Dr Steve Watson, Lecturer in Mathematics Education at the University of Cambridge, explained that teacher self-efficacy correlates with improved student outcomes, more so than subject knowledge and personality.

A teacher with a strong sense of self-efficacy is more likely to:

- **Feel confident in choosing the best approach to suit the needs of their classroom**
- **Be adaptable and resilient when faced with challenge or change**
- **Engage in enquiry and research in their own classroom and feel secure enough to share this with others**
- **Feel able to work collaboratively and contribute to building a knowledge creating profession**

The resources in this guide will support the development of a stronger sense of self-efficacy, resulting in improved teaching and student outcomes.



The science of teacher wellbeing and stress



The surprising science of happiness

We have within us the capacity to manufacture the happiness we are constantly chasing.

Psychologist and happiness expert, Dan Gilbert, teaches about the human **'psychological immune system'**. This is a system of cognitive processes, largely non-conscious, which help us **change our views of the world so we can feel better** about the situations in which we find ourselves.

A year after losing the use of their legs and a year after winning 314 million dollars in the lotto, lottery winners and paraplegics were found to be equally happy with their lives. According to Dan, this is because happiness can be synthesized.

The 2 types of happiness:

1. **Natural happiness** – what we get when we get what we wanted
2. **Synthetic happiness** – what we make when we don't get what we wanted

By explaining the **'free choice paradigm'**, Dan tells us why we're wrong to think of synthetic happiness as inferior and claims that it's every bit as real and enduring as when we get exactly what we were aiming for.

In fact, **we are actually happier when we don't have a choice and accept our situation.**

It's for this reason that the secret to being happy includes accruing wealth, power and prestige, then losing it. [Watch Dan's TED talk to find out more.](#)

A background image of a teacher sitting on the floor in a classroom, surrounded by children. The teacher is wearing a striped sweater and is gesturing with her hand. The children are also sitting on the floor, and there are educational posters on the wall behind them.

“

*Tis nothing good or bad.
But **thinking** makes it so.* ”

William Shakespeare

“

*I am the **happiest** man alive.
I have that in me that can
convert poverty to riches,
adversity to prosperity.* ”

Sir Thomas Brown

The science of teacher wellbeing and stress



Why you need coping strategies for modern life

Evolution did not prepare us for the 21st century.

When we were an ancient man and felt threatened by a predator, we would fill up with adrenaline and cortisol, then our **'fight or flight' impulse** would kick in. As a result, we'd either kill or be killed. If we survived, our hormone levels would return to normal and we'd feel better. This is explained by mental health campaigner and author, Ruby Wax, in her best-selling book, *Sane New World*.

Nowadays those hormones are still released regularly, but we can't kill a parking attendant or eat an estate agent, so they stay in our body and **we're in a constant state of alarm**. What once made us safe, now threatens our mental health.

Helping you to become the master, not the slave of your mind, Ruby explains that we need to learn coping strategies for modern life. To **break the cycle of self-critical thoughts, anxiety and stress**, we need to understand how our brains work, rewire our thinking and find calm in our frantic modern day world.

[Buy Ruby's best-selling book, *Sane New World*, here.](#)



Time saving tip

Not got time to read the book?

Get a summary of Ruby's ideas in her TED talk.

Simple tips for **increased happiness**



A school leader 5-point plan for teacher wellbeing

1

Hold all staff to account

Make all staff accountable, but ensure support is retained through constructive feedback and flexibility. Keep expectations high, yet stay flexible by removing unnecessary checklists and letting staff teach in a style that suits their students.

3

Invest more money in staff professional development

The Teacher Development Trust found schools spend £12,000 on teachers in their first year of practice and just £400 a year after! All professional development activities should be chosen by the teacher, not an appraiser. Invest in your staff by providing tailored, differentiated in-house CPD for every member of staff.

5

Praise and recognise every member of staff

Promote staff wellbeing as a school priority as it is the key to school success. Eradicate bullies, task-masters and leaders who berate staff with remedial tasks and heavy-handed, ill-thought out workloads.

2

Reduce unnecessary workload

Get rid of endless meetings for meetings sake, tick-box proformas and use of the phrase: 'Ofsted will be coming this year'. Trust staff to do their job and if they can't meet expectations, adapt and refine what is expected; be flexible.

4

Share more

To challenge the preconceptions cast by the media and promote positivity, increase the amount of good news stories within the profession shared by teachers, bloggers and school leaders.

This plan comes from a [blog post by Ross McGill](#) (aka Teacher Toolkit), Deputy Head at Quintin Kynaston Community Academy.

Ross' message is that, with 47% of teachers claiming they have seriously considered leaving the profession, **staff wellbeing should be a moral imperative for all senior leadership teams** and their governing bodies.

[To see more detail about each step of Ross' 5-point plan, you can read the full post here.](#)



Does your school have a plan for teacher wellbeing?
Tweet us @IRIS_Connect

Simple tips for **increased happiness**



7 principles that fuel success and performance at work

1

Your brain is biologically hardwired to perform better when you're happy

When we are positive, our brains are flooded with dopamine and serotonin. These chemicals help us become more engaged, creative, motivated, energetic, resilient and productive.

Ways to feel more positive:

- Finding something to look forward to
- Committing conscious acts of kindness
- Infusing positivity into your surroundings
- Exercising
- Spending money on experiences rather than objects

2

The power of your mindset

“Reality is relative.” - Shawn Achor

We cannot change the world, but we can change how we react to the world.

The ancient Greek mathematician, Archimedes, said: ‘Give me a lever long enough and a fulcrum on which to place it, and I shall move the world.’ In this metaphor, the fulcrum is your mindset and the length of the lever is the potential you believe you have. If you move your fulcrum in the right direction by adopting a more positive mindset, your lever of possibility lengthens, which research shows leads to positive outcomes.

3

Train your brain to scan the world for ideas and possibilities

A Harvard study into the effects of 27 people who played Tetris for multiple hours a day, three days in a row, found they started to see everyday objects as Tetris shapes. The Tetris effect is when your brain becomes stuck in ‘cognitive afterimage’, triggered by repeated activity. It’s when you’re unable to break a pattern of thinking or behaving.

The problem is we can get stuck in the pattern of seeking out the negative. Principle 3 is about training your brain to habitually scan the world for ideas and possibilities, so that you can see and seize opportunities everywhere you look.

Ways to get started:

- Increasing your gratitude (write down something you are grateful for everyday)
- Actively looking for the positives in every situation

Simple tips for **increased happiness**



4

Make the best of every situation

“Things do not necessarily happen for the best, but some people are able to make the best out of things that happen.” - Tal Ben-Shahar

Research shows, if you are able to think of failure as an opportunity for growth, you are more likely to experience that growth. Similarly, if you think of a fall as the worst thing that could happen, then it becomes so. This principle is all about using downward momentum to propel yourself in the opposite direction; instead of falling down, you're falling up.

4 steps to finding the positive path:

1. **Adversity** – the event itself, it is what it is and can't be changed
2. **Belief** – your reaction to the event, either optimistic or pessimistic
3. **Consequence** – either positive or negative, depending on your reaction. If negative, then you need to put step 4 in place
4. **Disputation** – challenge yourself: is it really that bad? What advice would you give to a friend?

5

Focus on what you can achieve

“Don't write a book, write a page.”

- Peter Bregman

Feeling that we are in control of our own fate at work and home is one of the strongest drivers of wellbeing and performance.

But, Zorro didn't become a heroic swordsman overnight. This principle teaches you about the 'Zorro circle'. It's not about reaching for the stars but about starting small; it's actually more effective to focus on step-by-step, manageable goals as these will add up to major achievements. Master the first circle and then widen your circle of control.

Tips for regaining control:

- Being self-aware and recognising your knee jerk reactions
- Identifying areas of control and ticking those off your list that you can't change
- Finding your quick wins and doing them first
- Prioritising the areas that matter most

6

Create good habits and break bad ones

Common sense is not always common practice. Relying on willpower alone to create good habits or kick bad ones fails as our willpower weakens the more we use it. The key to creating new habits is ritual, repeated practice to ingrain the actions in your brain's neural chemistry.

Principle 6 is about turning bad habits into good ones by minimising any barriers to change. To create habits that will spark positive change, you need to minimise choice, make your decision ahead of time and ensure the good habit uses as little energy as possible. Another tactic is putting as little as a 20 second distance between yourself and the bad habit.

Simple tips for **increased happiness**



7

Make social investments

Social support is your single greatest asset and the biggest investment you can make in your happiness. Human beings have evolved an innate need for social relationships; our brain needs interaction to release oxytocin, necessary for counteracting the stress-inducing hormone of cortisol.

It's easy to withdraw, bury yourself in work and choose to be alone when times are hard, but this is the opposite of what you actually need.

Ways to develop one-to-one relationships and increase your happiness at work:

- Making eye contact
- Having face-to-face meetings instead of emails
- Initiating non-task related conversations
- Not multi-tasking during communication

These principles are taken from the best-selling book, [*The Happiness Advantage*](#) by Harvard lecturer, [*Shawn Achor*](#). In a world of increasing workloads, stress and negativity, Shawn shares how we can become more positive and gain a competitive edge.

A common belief is that success is the precursor to happiness, but science has proven this formula is backward. It's actually the other way around. Shawn's 7 core principles of positive psychology will help you improve your performance, grow your career and gain competitive edge at work.

[Shawn's book is available for purchase here.](#)



Time saving tip

Not got time to read the book?

Check out the blog, 'How happiness improves your productivity', by life coach and personal trainer, Carrie Brightwell.

[Or, watch Shawn's TED talk here.](#)

The science of teacher **wellbeing** and **stress**



5 things you should do every day to be happier

1

Connect

Social relationships are the most important cornerstones of your life; make sure you build them and invest time and energy to maintain them.

3

Take notice

How aware are you of things going on around the world? Make sure you know what's going on in your environment and with the people around you.

5

Give

Our generosity, altruism and compassion are all hardwired to the reward mechanism in our brain; we feel good if we give to others.

2

Be active

Exercising is the fastest way out of a bad mood. This doesn't need to be extensive; just taking a short walk outside can help.

4

Keep learning

Strive to learn throughout your whole life. This doesn't always have to be education or knowledge-based; just be curious.

“

I have a dream that we can stop thinking the future will be a nightmare.

Nic Marks

”

These 5 suggestions come from [‘The happy planet index’](#), a TED talk by statistician, Nic Marks.

In his talk, Nic refers to a worldwide study of importance ratings that found **people don't value money nearly as much as they value happiness, health or love.** According to Nic, the ultimate outcome of a nation should be how successful it is at creating happy and healthy lives for its citizens.

These 5 daily principles for increased happiness don't need material goods to be satisfied. **True happiness does not cost the earth.** Nic also reveals the happiest country in the world and explains why its people are so content, when they use only 1/4 of the resources typically used by the Western world.

[Watch Nic's talk here.](#)



5 ways to achieve more by doing less

1

Take recess

When we ignore our body's natural rhythms, we create a state of chronic jet lag for ourselves, which over time can lead to clinical levels of depression, anxiety and stress-related diseases.

At some point today, take a good old-fashioned break. The only rule is that your break must be playful or restful. Anything that you have to do anyway (shower, eat lunch) doesn't count and nor does anything that exists on a to-do list.

3

Unshackle yourself

Reduce, as much as possible, the unnecessary emotional, mental and physical constraints that weigh you down. The first step to doing so is easing 'the overwhelm' of everyday life. One way to do this is to decide on your top 5 priorities and say no to everything else.

Another key step to unshackling yourself is to stop multi-tasking, because it uses more energy and time than single-tasking does. Focus on one thing only, complete it and then move onto the next task. You'll find you feel more productive and get things done quicker. [Learn about the relationship between technology and multi-tasking in this video.](#)

2

Switch autopilot on

If we want to live with greater ease and power, we need to train our brains to do as much as possible on autopilot. Using our brain's natural ability to run on autopilot lets our unconscious brain do work that we'd otherwise get done through sheer self-discipline or will.

4

Cultivate relationships

The key to happiness is love, as our relationships make us feel more satisfied with our lives, healthier and more successful.

2 things to do to improve your relationships:

1. Foster positive feelings toward the people around you
2. Cope with the ways that people are annoying, disappointing and hurtful in a way that doesn't further damage your relationships



5

Tolerate some discomfort

Life will always include disappointment, failure and risk. You need to develop an 'ironic comfort' with discomfort if you are to truly build strength and ease.

Do 3 things:

1. Tolerate the discomfort that comes from difficulty and challenge inherent in 'pursuing mastery', because mastery ultimately makes hard things easy.
2. Be able to cope with the discomfort associated with vulnerability by becoming brave enough to follow your passion and purpose instead of the crowd.
3. Develop a plan for bouncing back when the going gets tough.

"We need to invest in the professional learning of the teachers that are currently working. We need to ensure when we have new teachers coming in, and for existing teachers, that their working life is one they are able to sustain."

This is so that the most important thing, the student's learning, is allowed to happen without people burning out and people being forced out of the profession." - Tim Matthews, Deputy Head, Oriel High School



Time saving tip

If you don't have time to read *The Sweet Spot*, watch this talk by Christine, in which she dispels 3 myths that our culture teaches us about happiness.

These suggestions are taken from Christine Carter's [*The Sweet Spot: How to Find Your Groove at Home and Work*](#). Christine's message is that **modern conformity makes us believe being busy is normal** and that we can always do more. But, this means we'll **never be satisfied**.

As happiness expert at UC Berkeley's Greater Good Science Center, Christine tested every research-based tactic that promises to make life easier. In *The Sweet Spot*, she shares the ones that transformed her life and teaches you how you can actually achieve more by doing less.

"Life is about learning how to get into a great groove, so that when you (inevitably) lose it, you know how to find it again." - Christine Carter

"We all have a sweet spot where everything seems to flow; where we feel happy, competent, in sync with everything around us, uniquely talented and predictably successful. It feels like magic, but it's not." - Peter Bregman



4 observations about work-life balance

1

If society is to make any progress on the issue of work-life balance, there needs to be an honest debate

For example, some job and career choices make it hard to be meaningfully engaged with a young family on a daily basis. The first step is to acknowledge the reality of the situation you're in.

3

You have to be careful with the time frame that you choose to judge your balance

You need to be realistic; you can't do it all in one day. At the same time, avoid falling into the trap of the 'I'll have a life when I retire', 'when my kids have left home' etc. A day is too short; after retirement is too long. There's got to be a middle option.

2

Governments and corporations aren't going to solve this issue for you

It's up to us as individuals to take responsibility for the type of lives we want to lead. If you don't design your life, someone else will design it for you and you may not like their idea of balance. We have to be responsible for setting and enforcing the boundaries that we want.

4

It's important to approach balance in a balanced way

Don't forget that the small things matter; being more balanced does not mean dramatic upheaval in your life. With the smallest investment in the right places, you can radically transform the quality of your relationships and the quality of your life.

These observations were made by author and marketer, Nigel Marsh, who says that **work-life balance is too important to be left in the hands of your employer**. In order to live happier lives, we need to **take control** ourselves.

Feeling over-worked, Nigel spent a year at home with his wife and four young children. He found that it was easy to balance work and life when he didn't have any work! But this wasn't practical, so he went back and has since made these 4 observations.

Nigel's message is that, if **enough people transform their work-life balance, society can also be transformed**. We can change society's definition of success to a more thoughtful and balanced idea of what a life well lived looks like.

[Listen to Nigel's TED talk, 'How to make work-life balance work', here.](#)

Meditation and mindfulness



All it takes is 10 mindful minutes

When did you last take time to do nothing?

According to mindfulness expert, Andy Puddicombe, we're so distracted that we're no longer present in the world in which we live and miss out on the things that are most important to us.

“We live in an incredibly busy world. The pace of life is often frantic, our minds are always busy and we're always doing something.” - Andy Puddicombe

Our mind is our most valuable and precious resource, through which we experience every single moment of our life. We rely on it to be happy, content and emotionally stable, as well as kind, thoughtful and considerate in our relationships with others. Yet, a Harvard study found that on average, our minds are lost in thought almost 47% of the time.

So why don't we take any time to look after it? Why do we spend more time looking after our cars, our clothes and our hair? Particularly when there's a positive, practical, achievable and scientifically-proven technique that allows our

mind to be healthier and less distracted.

The technique is mindfulness, which can be stress preventative and only takes 10 minutes a day.

Mindfulness is about familiarising yourself with the present moment; not being lost in thought, distracted or overwhelmed by difficult emotions. It's about learning to be in the here and now: mindful and present. It focuses on allowing thoughts to come and go without involvement, because we can't change every little thing that happens in life but we can change the way that we experience it.

Benefits of meditation:

- Better self-awareness, perspective and focus
- Less stress and worry
- More smiling
- Better eating, loving, sleeping and training
- Being present
- Becoming a better listener
- Experiencing peace of mind and better mind-body connection

“Spending almost half of our life lost in thought and potentially unhappy is tragic, especially when there's something we can do about it.” - Andy Puddicombe

[Watch Andy's TED talk here.](#)

Get some headspace

Andy's app, Headspace, 'makes meditation simple' by providing access to a free 10 day programme of 10 minutes of meditation.

If you enjoy your free daily dose of Take10, you can subscribe to Headspace and unlock all of Andy's meditation lessons, each ranging from 2 to 60 minutes long.

[Visit the Headspace website](#) for more info, or [download the app for Apple iOS and Android here.](#)



Have you tried mindfulness?
Let us know @IRIS_Connect



The 8 aspects of mindfulness

1

Awareness

Being alert and conscious to thoughts, events and experiences that are happening in the present moment.

3

Acceptance

Not doing anything, just knowing that thoughts, feelings, sensations, beliefs and actions are just that; thoughts, feelings, sensations and beliefs.

2

Acknowledgement

Recognising that thoughts, feelings, events and experiences are occurring.

4

Non-judgemental

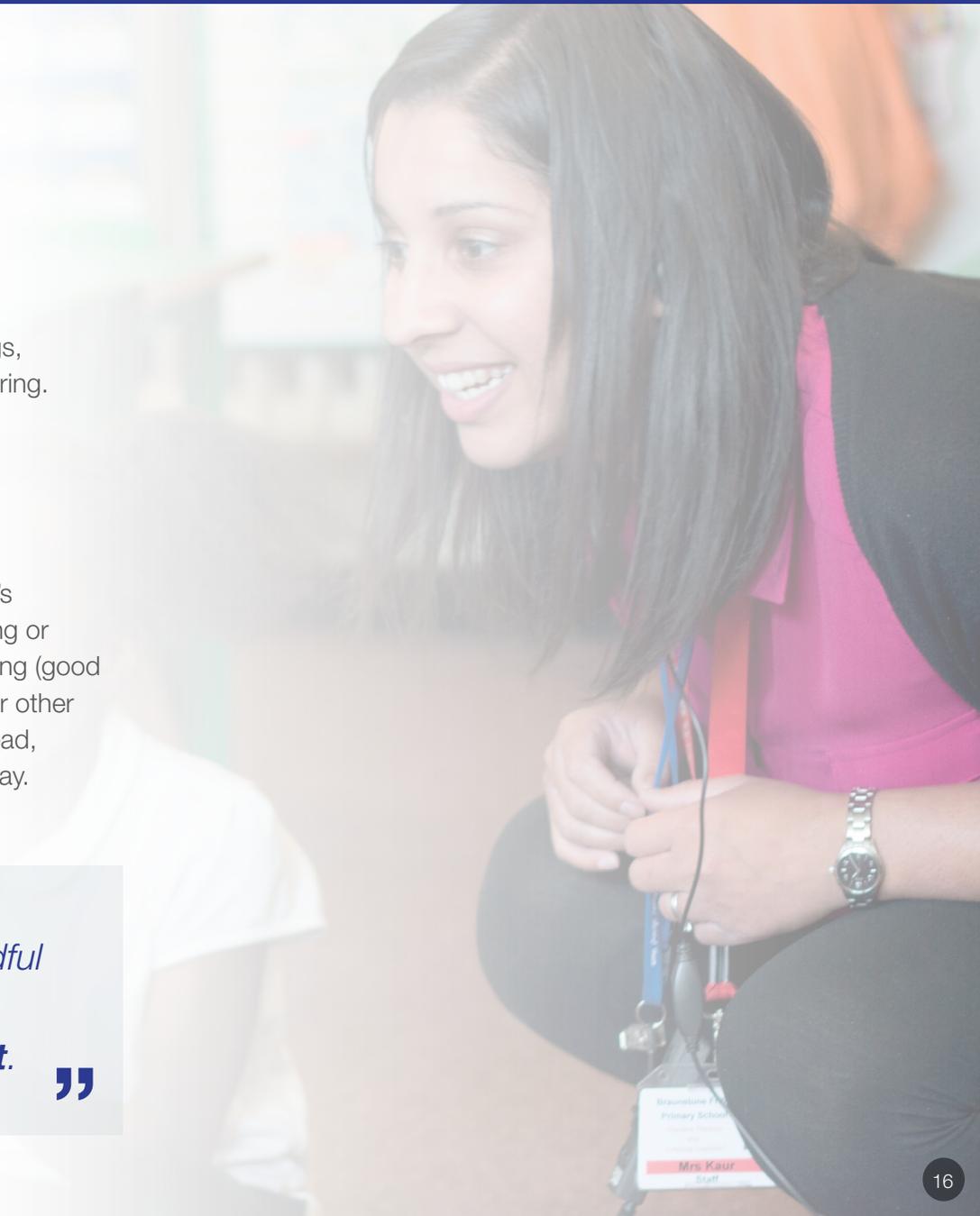
Not making an evaluation of what's happening, but simply experiencing or observing it. Not giving any meaning (good or bad) to thoughts and feelings or other people's actions and events. Instead, looking at things in an objective way.

“

*There's nothing mystical about mindfulness. To be mindful simply means to be aware and engage with what's happening right now. **It's about being in the moment.***

Gill Hasson

”



Meditation and mindfulness



5

Letting go

Not getting attached to thoughts, feelings, ideas and events. Recognising they are part of the past.

7

Beginner's mind

Putting aside any beliefs and conclusions you came to in the past to see things in a new light. This opens you up to new possibilities, even in familiar situations.

6

Focus and engagement

Managing your attention and concentrating on only one thing at a time.

8

Patience and trust

Understanding that things develop in their own time.

These components of being mindful are taken from [Gill Hasson's book, *Mindfulness*](#).

Being **mindful increases your enjoyment of life** by **opening you up to new ideas** and new ways of doing things, says teacher and trainer, Gill.

It can **help you manage a range of difficult emotions**; when you are focused on the present, it's not possible for anxieties and worries to come charging into your head. It's also a **powerful way to prevent anger from getting out of control**, as you're more aware of warning signs and able to manage your impulses.

As Gill explains in her book, being mindful is easy. You can become mindful at any moment. Try it right now:

Stop everything. Focus on what's happening. What can you hear? What can you smell? Look straight ahead; what do you see? What can you feel? What can you taste?

[Get your copy of *Mindfulness* here.](#)



5 ways to practice mindfulness throughout your work day

1

Spend 2 minutes focusing on your breathing

We release the most stress hormones within minutes of waking, as the thought of the day ahead triggers our 'fight or flight' instinct and releases cortisol into our blood. Stay in bed for an extra 2 minutes and simply notice your breath. Let thoughts about the day come and go, making sure to keep returning your focus to your breathing.

2

Do a 10 minute mindfulness practice

At your desk or in your car, take 10 minutes to boost your brain before diving into activity. Close your eyes, relax and sit upright. Focus entirely on your breath and the sensation of inhaling and exhaling. To help you concentrate on your breathing, silently count each exhalation.

3

Apply focus and awareness to everything you do

Mindfulness is the opposite of multi-tasking and is about developing a sharp, clear mind. The two skills that define a mindful mind are focus and awareness. Whatever you're doing, focus on the task at hand; be aware of internal and external distractions as they arise but stay concentrated on the task. Being mindful helps increase productivity, decrease mistakes and enhance creativity.



Meditation and mindfulness



4

Fit in 1 minute mindfulness performance breaks

Whenever you find yourself with a minute spare, fit in just 60 seconds of mindfulness practice. Stop what you're doing and focus on your breathing or try to clear your mind and concentrate on absolutely nothing. Small bursts of mindfulness can help you stay alert and avoid poor decisions as your brain tires throughout the day.

5

Do nothing during your commute

On your way home, don't reach for your phone or the radio. Turn everything off and simply be. Let go of any thoughts that arise. Think about your breathing. Doing this means you'll let go of the stresses of the day and can return home feeling calm and fully present.



Time saving tip
Sign up to the Mindful magazine.
Get useful tips for mindful living straight to your inbox.

Research shows that people spend almost 47% of their waking hours thinking about something other than what they're doing.

According to [this article by Mindful magazine](#), with the growing trend of 'the attention economy', the **ability to maintain focus and concentrate is just as important as possessing management or technical skills.**

The good news is you can **train your brain to focus better** by using these tips to weave mindfulness exercises into the routine of your days. Mindfulness is not about living life in slow motion. It's about enhancing focus and awareness in everything you do so you can stay in control at all times.

[Read the full article, *How to Practice Mindfulness Throughout Your Work Day*, here.](#)

For more articles like this, [subscribe to the Mindful magazine.](#)

How health can **impact happiness**



How to succeed? Get more sleep

The key to a more productive, inspired and joyful life is simply getting enough sleep.

Journalist, Arianna Huffington, acknowledges that sleep deprivation has become a virility symbol in our culture. We try to exert one-upmanship over each other by bragging about how few hours we slept the night before.

But sleep is actually best for us on a personal level, will bring us more joy, gratitude and effectiveness in our lives and benefit our careers. It's also the solution to unlocking billions of big ideas lying dormant inside of us.

At the sacrifice of other things, we should do whatever we can to make sure we're getting enough sleep.

[Watch Arianna's TED talk, 'How to succeed? Get more sleep', here.](#)



“

*I urge you to shut your eyes and **discover the great ideas** that lie inside us.* ”

Arianna Huffington

How health can **impact happiness**



3 tips for healing through diet

1

Changing your type of food

On a low fat meal, the blood flow doesn't go down – it actually goes up. This doesn't happen with high fat meals, which is why you often feel sleepy afterwards.

2

Going from 'bad fats' to 'good fats'

'Bad fats' are those that contain trans-fatty acid, processed food and saturated fats often found in meat, whilst 'good fats' include Omega-3 fatty acids, such as fish oil, canola oil and flax seed oil. Just 3 grams a day of fish oil can reduce the chance of heart attack by 50 – 80%, as well as reduce the risk of breast, prostate and colon cancer.

3

Going from 'bad carbs' to 'good carbs'

The fibre from 'good carbs' (such as fruits, vegetables, whole wheat flour and brown rice) fills you up before you get too many calories and slows down the absorption so you don't get a rapid rise and fall in blood sugar, which can affect your mood.

These 3 tips are taken from a [TED talk by physician and author, Dean Ornish](#). Dean claims that our nature is to be happy, peaceful and healthy and **our bodies have a remarkable capacity to begin healing itself**, if we simply stop doing what's causing the problem.

He says that the key to being happy is **quietening down our minds and bodies to allow us to experience what happiness truly feels like**. It's also about realising that happiness is not something you pursue and get; it's something you have already, until you disturb it.

Dean's research has found that there are some simple, low-tech and low-cost ways to be happier and healthier by taking advantage of your body's natural desire to heal itself. These include these 3 small changes to make to your diet.

"The behaviours we think of as being so sexy in our culture are the very ones that leave so many people feeling tired, lethargic, depressed and impotent, and that's not much fun." - Dean Ornish

[Watch Dean's talk here.](#)



Have you seen an impact on your mood from making any diet changes? Tweet us [@IRIS_Connect](#)

How health can **impact happiness**



The relationship between great career-long professional learning, teacher wellbeing and retention

67% of teachers surveyed said their job has adversely impacted their mental or physical health (NASUWT, 2015)

83% of education staff surveyed have considered leaving the profession (ATL, 2016)

Tiredness and emotional wellbeing can also impact levels of self-efficacy, which evidence suggests is closely tied to job satisfaction and burnout (*see more about self-efficacy on [page 4](#)*).

Teachers who are worn out and do not feel a sense of self-efficacy or wellbeing are more likely to leave.

The role of professional learning

Teachers who have learnt in a way that inspires innovation, creation and refinements are the ones who are much less of a flight risk from the profession. They have a sense of self-efficacy, can see that the changes they're making are having

impact and are working collegiately to achieve their goals.

Steve Watson, lecturer in mathematics education at the University of Cambridge, promotes that **effective training and ongoing professional learning**, which continually reinforces the learning experience for teachers, is of critical importance and has **significant impact on teacher wellbeing and retention**.

Get the [Shaping the Future of CPD: Recruit, Train, Develop, Retain report](#) to find out more about the extent to which career-long professional learning can help recruit, train, develop and retain high quality teachers.

“If we spent more time developing and looking after the staff that are already experienced in the classroom, they wouldn't leave.” - Hannah Wilson, Professional Learning and Consultant Leader, Harris Federation

IRIS Connect is the video-based platform that provides you with all the tools and support you need for effective career-long professional learning that revolutionises outcomes. [Find out more >>](#)

- ✓ Free up time for professional learning
- ✓ Support teacher wellbeing
- ✓ Recruit, develop and retain high quality teachers
- ✓ Create a shared vision
- ✓ Do more for less
- ✓ Develop your learning culture
- ✓ Make more of your network

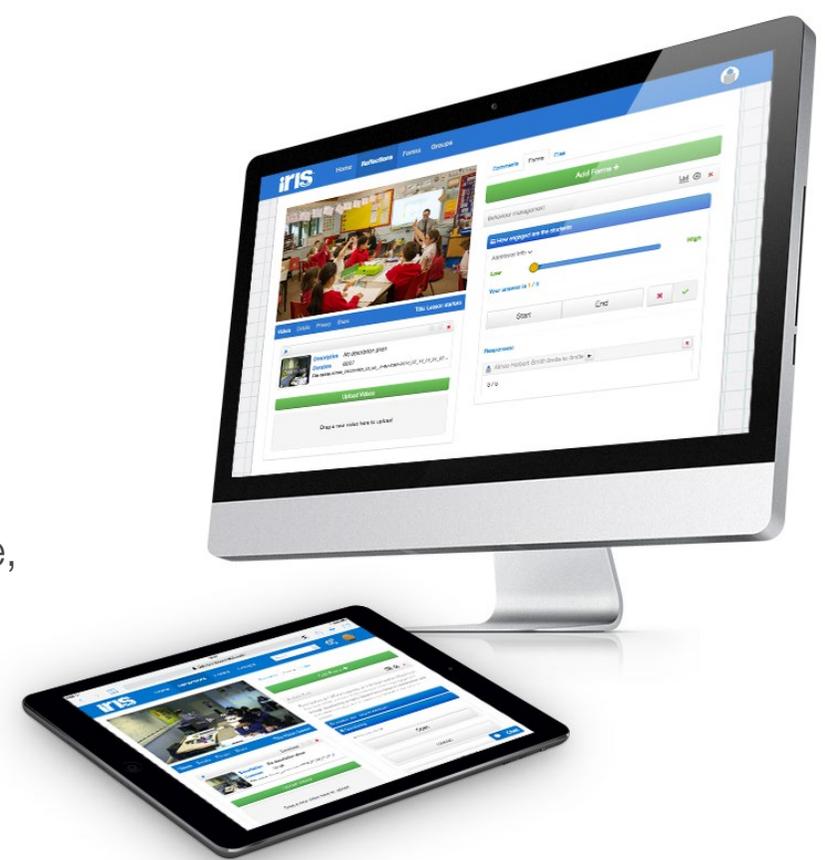
“I'm a big champion of IRIS Connect. I think it's probably the most useful resource I've used in the past 9 years I've been teaching.” - Lisa Middleton, Assistant Headteacher, Oak Hill Academy

What is IRIS Connect?

Our video professional learning platform provides all of the CPD activities that research shows are needed for you to have a real impact on teaching and learning. This includes access to expertise, as well as tools to improve lesson observation, self-reflection, coaching and teacher collaboration.

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64% of IRIS Connect schools improve by at least one Ofsted grade
(compared to the national average of 42.5%)

“I’m a big champion of IRIS Connect. I think it’s probably the most useful resource I’ve used in the past 9 years I’ve been teaching.” - Lisa Middleton,

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