

# Recommendations

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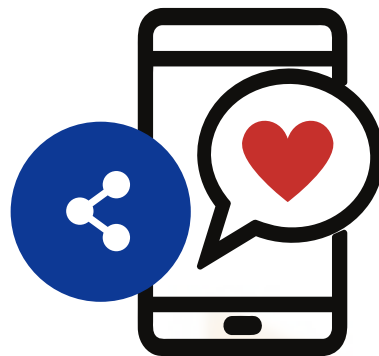
## **The Round-Table Discussion**

October 5th, 2021 (Teachers' Day)

The topic; The Teacher's Mental Well-being was hosted by Tobi Oyedele (CEO, Big's Odyssey Consults)

with

- Susan Charles (Director, Birch Hill Consulting)
- Nkem Offonabo (CEO, The Work-Life Organisation and Author - The Harmonised Life).



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## The Need

It all began with the spotlight on challenges of the 21st century Teacher.

That the teacher of the 21st century is faced with a lot of tasks. Therefore, it was established that 21st century teacher is stressed and needs to maintain good mental health to meet up with demanding responsibilities.

The myth that teaching is for a married woman so that she can have enough time for the family was debunked as it is not the case in reality.

It was noted that the art of teaching can be so engulfing that the average teacher might lose self in it.

## Mental Well-being

Therefore, this demands a stringent call for harmony with work and personal life.

With the fact that a teacher has the job of making the student's challenge theirs and defining ways on how to help them overcome every challenge, there's need for work-life harmony.

As required, the definition of harmony was given. Harmony was defined as prioritising things that are important to you.

Harmony is not a destination but a journey, therefore it is an everyday trend as you are more productive when you create harmony with work and life.

## Step-by-Step Approach

The following step-by-step approach was given to improving the mental well-being of the 21st century teacher.

1. Intentionally choosing mental wellness. Being deliberate about ones physical, emotional spiritual and mental wellness.
2. Note what you want to achieve excellence in life and not in your career alone.
3. Build structures around your mental wellness by improving your emotional intelligence which starts with self-awareness (knowing your personality).

## Step-by-Step Approach

4. Have a vision for every critical area of your life be it finance, family, career, spiritual etc as it helps to understand what areas need your focus and time.

5. Set holistic goals that align with the vision of what you wish to become.

6. Leverage and maintain personal relationship as most of your goals would be achieved with people and through people. Therefore, build the right relationships for connection, referral or recommendation for career growth, self improvement and personal goal achievement. Concentrate on adding value to people and vice versa. Encourage meetings with like-minds.



## Step-by-Step Approach

7. Adopt a growth mindset. Be positive.

8. Adopt a self-care routine. Prioritise your health.  
Be cautious of what you eat.

9. Adopt time maximisation practices. Manage your time by knowing what and when you are supposed to do things. Employ self-discipline and master the art of delegating task as necessary.

10. Be always prepared. Create good plans especially your lesson notes to avoid any scenario of being anxious or lacking confidence.



## Step-by-Step Approach

11. Improve your skills by engaging in personal development. Make sure you evolve according to trends. Keep your brain alive as it further reduces every tendency of having dementia. Therefore, be centered enough to give your best self.

12. It is possible to have a successful career as an employed teacher and in personal businesses to augment income or to fully express self as it is a fact that most persons are multi passionate or talented. Therefore, avoid stretching yourself thinly. Know what you can handle. Observing your health is paramount as it is needed to achieve every other thing.



## Emphasis

It was further asserted that harmony should be personalised. There is need for a personal definition of harmony because harmony is unique to every individual.

Without resting the oars on the topic of discussion, it was maintained that mental wellness improves the teacher's impact on the learners. The mental state of a teacher influences the teacher's behaviour and approach to handle responsibilities.

## Threats To Mental Well-being

Going further, some factors were said to affect the mental well-being of a teacher without and with the pandemic. Noting that whatever limits a teacher to fully operate as they want or expect poses as a threat to their mental health.

A few,

1. Government or school policies.
2. Poor infrastructure and structure/system in the school.
3. Managing and dealing with learners online.

## To School Heads

Dwelling on the importance of the topic, it was stated that the cost of not maintaining mental wellness should be recognised which could be burnout, presenteeism and absenteeism from point of duty.

Important recommendations were given to school heads and administrators.

1. Creating Wellness programs to sustain students and teacher's mental health. These programs should include health check provisions.

## To School Heads

2. Developing a recognition and reward system. Think motivation to offer your teacher as their rewards should not be given in heaven but here on earth. Encourage teachers to give more in impacting students and improving education.

3. Engage teachers in skill development training. This can be done by registering them for refresher courses and events to expose them to trends and this could increase retention rates.

## To Parents / Conclusion

In closing remarks, a call was made to parents to engage in showing appreciation to teachers.

With this we implore you to stay tuned for our next Round-Table Discussion.

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