

Thrive 365

Dragonfly: Impact Education



Did you know?

There is a strong evidence base connecting learning and wellbeing. As continued learning is recommended guidance for maintaining good mental health, CPD could potentially play a significant role in supporting staff wellbeing.

Coaching as a model of CPD can be particularly effective in supporting wellbeing because it is individualised, allowing for autonomy resulting in it being motivating and energising. [1]

So, what needs to be considered for coaching to be effective?

[1] Rethinking CPD: How coaching as a means of professional development can support staff wellbeing - impact.chartered.college

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Relationships

Coaching centres around an ongoing professional dialogue, through the process of learning, seeking feedback and reflecting; the psychological safety involved in this helps to build the supportive and trusting relationships that are vital to wellbeing.

It is through these trusting, collaborative relationships that teachers become willing to be vulnerable and open themselves to critique

Being able to collaborate in meaningful ways also enables teachers to develop their sense of confidence and self-efficacy.

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Allow autonomy

The individual must agree with the change that is to be made if they are to engage fully in the process - coaching relies on proactive engagement.

By giving information or by providing research or reading material around the area of focus, individuals can draw their own conclusions about the change that needs to be made in relation to their own practice. This sense of autonomy - and the professional respect associated with it - is important to wellbeing.

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Follow passions

A sense of purpose has been identified as a protective factor for teacher wellbeing. This sense of purpose can be sustained by allowing teachers to follow their passions, which subsequently enables personal growth - another important element of wellbeing. Allowing staff to identify a coach to collaborate and plan with, and to receive feedback from to hone an area of practise that they feel passionately about can therefore be immensely rewarding for staff.

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