

# Resilience and Wellbeing: What works for you?

## Tip Sheet 2: Strategies for teams and services



This tip sheet is designed to be used with the associated video, 'Strategies to support resilience and wellbeing for teams and services', which can be accessed at: [Supporting early childhood educator mental health and wellbeing](#)

In October 2021, research was undertaken by Early Childhood Australia (ECA) on behalf of the Department of Education and Training to explore factors that support resilience and wellbeing in the Victorian early childhood and care (ECEC) sector.

This tip sheet includes ideas from the research for teams, services and organisations to consider as they help to build wellbeing and resilience in the workplace.

### FOCUS ON WELLBEING AT A WHOLE-OF-SERVICE LEVEL

Services play a key role in enabling wellbeing and creating contexts that build resilience. A whole-of-service or organisation approach to wellbeing is the most effective in proactively enabling educators to build their wellbeing and resilience skills.

[Be You](#) recommends that services and teams take time to lay foundations for success in addressing wellbeing through:

- 1) identifying the community's needs (including educator and family wellbeing)
- 2) developing a plan
- 3) taking action, and
- 4) monitoring, reviewing and improving the plan.

### STRATEGIES TO SUPPORT TEAM AND SERVICE WELLBEING

Educators shared a range of useful ways for service leaders and organisations to support staff wellbeing as part of ECA's research. This included:

- **providing space for ongoing conversations** about wellbeing and resilience. This can be done informally through everyday conversations and formally during staff meetings. Adding 'wellbeing check-in' as a regular agenda item can ensure time is set aside for these conversations
- encouraging educators to participate in **ongoing professional learning** to support both their own wellbeing and the wellbeing of children and families
- encouraging **help-seeking and ongoing reflection** on how to best support educators' wellbeing
- building **strong, supportive teams** that foster collaborative relationships and support connection, celebration and conversations about purpose.
- modelling **professional boundaries** and supporting educators to maintain a healthy work-life balance.

**'Take time to get to know your teams and what supports each team member.'**

‘Recognise the small and large achievements, celebrate small moments and successes that remind us of why we are working this sector.’

‘Help teams make time to connect and collaborate; trusting your team and knowing you are there to support each other is important.’

## SUPPORTS AVAILABLE FOR SERVICES

[Be You](#) provides free evidence-based resources, research, strategies and tips for educator wellbeing. To find out more visit the [Be You website](#). Services can access the free Be You program through the [School Readiness Funding](#) menu.

The Victorian Government has invested in a range of additional career and wellbeing supports for early childhood educators, including:

- the **Early Childhood Wellbeing Support Program**, which provides free confidential counselling for teachers and educators of funded kindergarten services employed under the Victorian Early Childhood Teachers and Educators Agreement (VECTEA) 2020
- [Wellbeing Webinars](#), which are available to watch on-demand, accompanied by positive psychology resources
- [Professional learning opportunities](#), including the [Early Childhood Beginning Teacher Conferences](#), which support early career teachers to develop their practice and create meaningful relationships with children, families, peers and other professionals.

## QUESTIONS TO GUIDE TEAM REFLECTION

- Do we have a staff wellbeing plan?
- What resources do we offer to help staff build their sense of wellbeing?
- What opportunities do we give staff to engage in collaborative relationships and ongoing professional learning?
- How do we support each other to seek help when we need it?

## FURTHER INFORMATION AND SUPPORT

To hear more about strategies that Victorian ECEC services are using to improve wellbeing and resilience, see [Strategies to support resilience and wellbeing for teams and services](#).

Remember, there are a range of services and resources available to support your wellbeing:

- Call the Beyond Blue Support Service on 1300 22 4636
- Explore [Be You](#)
- Access your Employee Assistance Program (EAP), if available
- Speak with your General Practitioner (GP)
- Visit the Department’s [Supporting early childhood educator mental health and wellbeing](#) webpage.

If you need an interpreter to help you speak with any of these services, you can call the Translating and Interpreting Service (TIS National) on 13 14 50.