

Geisinger
HEALTH PLAN

From burnout to balance:

10 tips for educational professionals



It's all too common for teachers to prioritize others' needs above their own. In fact, educators report the highest level of burnout in the U.S. compared to any other industry, according to a 2022 Gallup study.*

Overcoming burnout takes time, but these tips can help educators and other school employees feel their best — both in and outside the classroom.

1. ## Focus on self-care

Self-care isn't selfish — it's an essential part of maintaining your mental and emotional health. Make time for activities that bring you joy and relaxation, like reading a book, practicing yoga, throwing a ball around or spending time with loved ones.

2. ## Seek support

Reach out for support when you need it. Connect with fellow educators, join a professional network or seek guidance from a mental health professional. Sharing experiences can provide valuable insights and emotional support.



3. ## Take care of your physical needs

Focus on a balanced diet, regular exercise and sufficient sleep. Nourishing your body and getting enough rest are essential for managing stress.

44%

of K–12 teachers say they always or very often feel burned out

35%

of college and university workers say they always or very often feel burned out



4. Practice mindfulness

Using mindfulness techniques in your daily routine can reduce stress and increase focus. Try deep-breathing exercises, meditating or simply being present in the moment.

5. Set boundaries

Creating a healthy balance between professional and personal life is crucial for preventing burnout. Avoid bringing work-related stress home by setting specific times for work and leisure. Say no when necessary and delegate tasks when possible.

6. Practice self-compassion

Be kind to yourself and focus on your accomplishments rather than dwelling on mistakes. Treat yourself with the same compassion and understanding you would offer to a loved one.

7. Celebrate small wins

Recognizing and celebrating your achievements, no matter how small, boosts your motivation and overall well-being. Keep a gratitude journal to reflect on positive experiences and remind yourself of the impact you're making as an educator.

8. Take breaks

Allow yourself regular breaks throughout the day to recharge and refocus. Step away from your workspace, stretch or get in some quick physical activity. Taking short breaks can improve productivity, reduce stress and prevent burnout.

Ready access to behavioral health providers for your workforce

As a Geisinger Health Plan member, you have a network of behavioral health clinicians to help you navigate issues including stress, burnout, family issues, depression, communication patterns, trauma and loss.

Besides in-person care, you can find mental health support for children, adolescents and adults, with flexible morning, evening and weekend appointments through one of our ready access virtual provider partners. Easy online booking, same-week availability and personalized matching make it simple to find care that fits into your schedule.

Ready access partners include:

- **Bend Health** for children, adolescents and their families
- **Grow Therapy**, **Headway** and **Rula**, providing psychotherapy and medication management for children adolescents and adults
- **Equip Health** for virtual, intensive, multidisciplinary treatment for children, adolescents and young adults with eating disorders



9. Invest in professional development



Expanding your knowledge and expertise can reignite your passion for teaching and combat burnout. Attend workshops, conferences or online courses to enhance your skills and stay updated on the latest educational practices.

10. Seek clarity in expectations

Keep open lines of communication and cultivate regular, honest conversations with your supervisor to be sure you clearly understand expectations. Maintaining openness can alleviate stress and reduce feelings of being overwhelmed.

Geisinger Health Plan: Your partner in mental health

Alleviating burnout works best when you have the right resources on your side. Geisinger Health Plan offers several programs to help your employees and educators thrive.

Want to learn more about Geisinger plans for educators?
Call 866-453-4406 or scan the QR code.

**Marken S., Agrawal S. (June 2022). K-12 Workers Have Highest Burnout rate in U.S. Retrieved from Gallup: news.gallup.com/poll/393500/workers-highest-burnout-rate.aspx.*

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