

# The webinar will start soon

1. This webinar will be recorded – only my slides and I will be visible in the recording
2. You can have your video on if you want - I won't be able to see it and it won't be in the recording (but other live participants can see you)
3. You'll be muted and won't be able to unmute yourself
4. Make good use of the chat – the feedback from previous webinars was that people enjoyed seeing others thoughts and ideas. I will do my best to keep an eye on it and answer questions as we go
5. We'll aim for about an hour of content and 1/2hr of question time throughout
6. If the connection drops out at my end, sit tight and I will restart the meeting using my backup connection
7. You'll get an email with a link to the recording and slides after the event

I hope you enjoy it and find it useful!

You're going to be able to participate in today's webinar via QR code – please have your phone handy

While you're waiting – **I would love to get your feedback!**  
Scan the QR code for a quick survey!



**ConnectEd**

COUNSELLING AND CONSULTANCY

# Boundaries, burnout and being well

- Dr Matt O'Connor



**ConnectEd**

COUNSELLING AND CONSULTANCY

# Welcome!

- A bit about me...
- I will use school psychology, school counselling, counsellors, psychologists interchangeably throughout!
- Check out the link with this recording for information about ConnectEd School PD 2024!

Feel free to ask questions in the chat as we go

This information is general in nature – you will need to access specific information relating to your work context



**ConnectEd**

A bit more about me...

# Why does this stuff matter?

At best – it is your livelihood

At worst – it can cause you significant harm

# What we'll cover today

- This is NOT a presentation (just) about self care
- Setting and sticking to boundaries
- Embedded wellbeing (as opposed to first aid self-care)

The aim is to **prevent/limit the likelihood** of problems, not (just) get better at coping with the consequences



# Boundaries



**ConnectEd**

COUNSELLING AND CONSULTANCY

# Barriers to boundaries

Your turn for some input...



slido



**What gets in the way of  
setting and keeping  
boundaries?**

ⓘ Start presenting to display the poll results on this slide.

# Barriers to boundaries

- Role uncertainty
- Professional confidence
- Your interpersonal style



# Role definition and clarity

Ask yourself the following:

- What do I do in a typical week?
- What do I NOT do?

Ask other people:

- What do you think I do?
- What do you think I should NOT do?

Get your role description:

- What do you do that is NOT on there?
- What DON'T you do that IS on there?
- What is the balance of what you do/don't do and is that balance right?



# Identify the discrepancies

What are the discrepancies between:

- What you do/don't do
- What others think you do/don't do
- What you are meant to do (according to your role description) and what you actually do?

What is the impact of these discrepancies on how you set boundaries?

Just because you can, doesn't mean you should



# Professional confidence

## Imposter syndrome

If you position yourself as “the expert”, you only have to be wrong once to undermine this. Take a position of flexible expertise and don’t over-compensate

## Lack of confidence in your knowledge

You don’t always need to know the “right” answer. We have the ability to acquire the evidence and make an informed decision



# Your interpersonal style

Let's talk unintended consequences

- People pleasing (always saying yes)
- Submissiveness (never saying no)

Would I do this for everyone? If not, why am I going to do it for this person?



# Holding your boundary



**ConnectEd**

COUNSELLING AND CONSULTANCY

# Be clear about why it matters to you

Your turn again...



slido



**Why is it important to YOU to hold your boundary?**

ⓘ Start presenting to display the poll results on this slide.

# Be clear about why it matters to you

- Why is it important to YOU to hold your boundary?
- What do you get out of it that is good for you?
- What would happen if your boundaries kept getting more permeable? What would change?



# Holding your boundary

- It can suck. REALLY suck.
- It does not always go well (initially, and sometimes, at all)
- Anticipate what your most likely reaction will be to resistance and plan for that
- What will support you to initially hold that boundary?
- What will support you to cope with the consequences of holding that boundary?

Clear is kind



# Being well



**ConnectEd**

COUNSELLING AND CONSULTANCY

# What does being well look like for you?

Let's ignore some of the outside of work stuff for a moment

What does it look like to go to work and be well while you're there?

slido



**What does it look like to go to work and be well while you're there**

ⓘ Start presenting to display the poll results on this slide.

# What does being well look like for you?

- Work-life balance
- Psychological safety
- Recognition and appreciation
- Relationship with colleagues
- Supportive manager
- Using your unique skills and talents



# Look at the nitty gritty

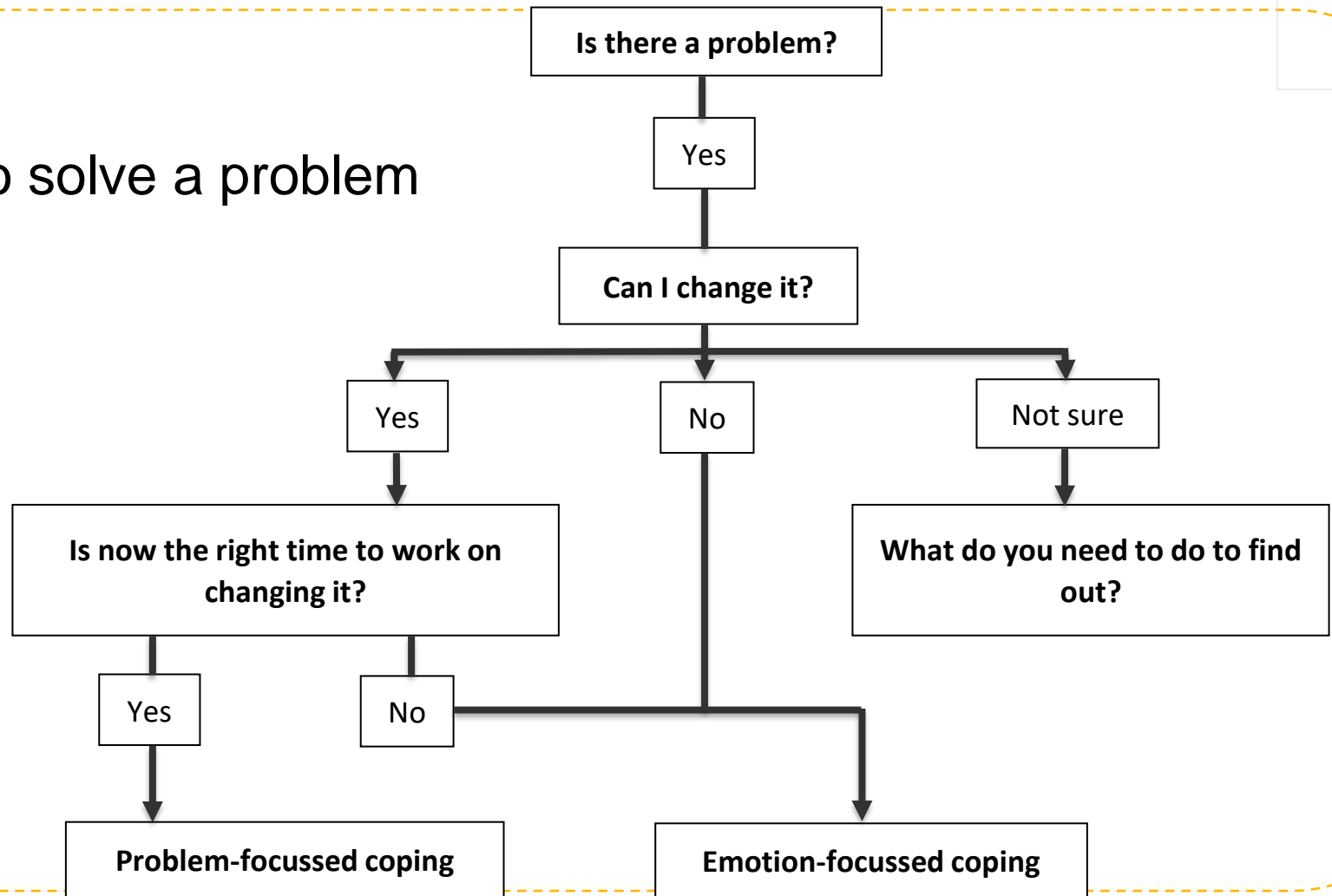
What **DO you have control over** (i.e. can personally change) that helps with work wellbeing?

What **DON'T you have control over** (i.e. someone else needs to change it)? How can you approach them to change it?





# How to solve a problem



# What DO you have control over

- How you set and maintain boundaries
- Workflow and efficiency
  - Making better use of systems and processes
  - Utilising technology to make work more efficient
- The types of things you invest your energy into
- The supports you access to look after your wellbeing



# What DON'T you have control over

- **Who needs to know** about how you are going? Professionally and personally?
  - **How are you going to tell them?** And how are you going to make sure you tell them what they need to know (even if that isn't what you might want to say?)
- Who do you need to **talk to about making some changes?**
  - How will you prepare for that conversation so that you can clearly communicate what your concerns are?
- How can you **change how you feel about the things that you can't control?** Who else can be in your corner to provide perspective/reassurance/compassion?



# Being well outside (and inside) work

A little bit a lot is better than a lot a little

Some suggestions to do/don't do...

- **Don't smash yourself through the term** because you know you have holidays (wellbeing doesn't work like that!)
- **Build things into your routine** as much as possible (this is also about boundaries)
- **Use self-care liberally**, but if it is in response to injury, see it for the first aid response that it is (and **don't misunderstand it as a preventative/restorative process**)

Anything is better than nothing



Eating

Sleeping

Exercise

Time with  
those you  
care about

Time to  
yourself

Wellbeing

# And that is a wrap for this series!

Our **consultancy services** – [www.connectedcc.com.au/schools](http://www.connectedcc.com.au/schools)

**Email me** at – [matt@connectedcc.com.au](mailto:matt@connectedcc.com.au)

We can help with:

- **Consultancy** - development of pastoral care processes and procedures, review of pastoral care frameworks, pastoral care team development and systems integration
- **Presentations and training** (students, parents and staff) - **mental health and wellbeing** (e.g. specific mental health issues, promoting wellbeing), **specific skills** (e.g. staff training/professional development, counselling and pastoral care skills), **parenting education and skills**
- **Workshops (staff)** - extended professional development for in-depth training on several topics
- **Mentoring** of pastoral care staff