

Surviving & Thriving Through the Ups & Downs of School Leadership

(Leadership Wellness 101)



Our Objectives

1

Develop a better understanding of **Wellness Warning Signs** and what's at risk both at school and at home.

2

Conduct a candid self-assessment, a **Wellness Report Card**, of where we stand with our wellness.

3

Learn the various ingredients of a successful and sustainable **Leadership Wellness Recipe**.

4

Homework: Create a **Wellness Improvement Plan** for 2024/2025 school-year implementation.

5

Homework: Utilize a **Weekly Wellness Log** to help support your Wellness Improvement Plan next steps.

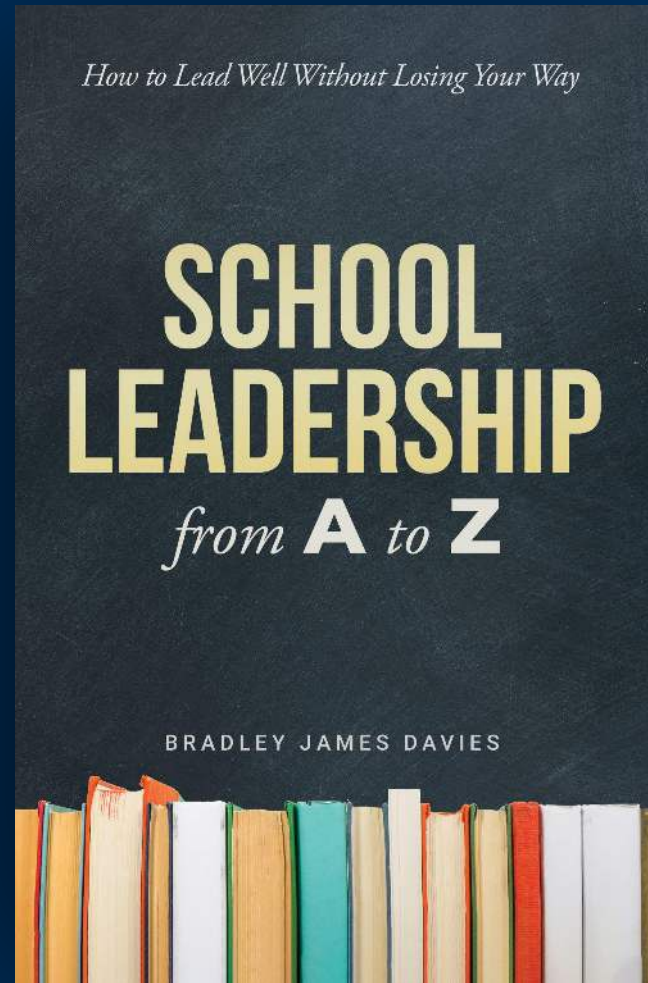
6

Explore **5 Ways to Survive and Thrive Through the Ups & Downs of School Leadership**.

Before we begin...

Story Time

Now I Know My ABCs



Leadership Wellness Lesson Learned?

"How did you bankrupt?" Bill asked.

"Two ways," Mike Said.

"Gradually and then suddenly."

-Hemingway, The Sun Also Rises





Three Types of Leaders that **Do Not Need** this Session...

- ✗ New Leaders (not yet)
- ✗ Narcissist Leaders
- ✗ Unicorn Leaders

**As for the rest
of us...**

How can we be super successful
without compromising our **health**
and our **relationships**?

A scenic mountain landscape with a river and evergreen trees, overlaid with a dark blue geometric shape. The text is centered over the image.

How are you **complicit**
in creating the life you
do not want?

-Jerry Colonna, Reboot: Leadership and the Art of Growing Up

Wellness Report Card:

How are you, really?

School Leadership Wellness Report Card

Below, rate yourself per the variables most powerfully impacting your wellness.

SELF

Sleep	__/10
Move	__/10
Fuel	__/10
Grow	__/10

Self Score: /40

SOCIAL

Inner Circle	__/10
Community	__/10
Recharge	__/10

Social Score: /30

SCHOOL

Teflon	__/10
Buddy Bench	__/10
Constituents (avg. of 5 groups)	__/10
Faculty/Staff	__/10
Leadership Team	__/10
Parents	__/10
Students	__/10
Trustees	__/10

School Score: /30

Total Score: /100



SELF

Sleep | Move | Fuel | Grow

Sleep???

1-3 if...

You regularly struggle to fall asleep, get less than six hours of sleep per night, and those hours are regularly restless.

4-6 if...

You sometimes struggle to fall asleep, regularly get six to eight hours of sleep a night and at times those hours are restless.

7-10 if...

You fall asleep easily, sleep deeply, and wake up refreshed and ready to go! You might be an annoying morning person.



Reflect & Grade

1-3 if...

You regularly struggle to fall asleep, get less than six hours of sleep per night, and those hours are regularly restless.

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You fall asleep easily, sleep deeply, and wake up refreshed and ready to go! You might be that annoying morning person.

Move???

1-3 if...

You rarely, if ever, exercise. And when you do, you don't enjoy it very much.

4-6 if...

You exercise a few times a week. Time, motivation, and or enjoyment might be a challenge.

7-10 if...

Exercise is your thing. You prioritize it and often enjoy it. You might even be one of those "unique" crossfit people!



Reflect & Grade

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Fuel???

1-3 if...

You regularly use drugs and/or consume three or more drinks a day, eat fast food often, and believe water and vegetables are grosser than gross.

4-6 if...

You occasionally partake or rarely get tipsy, fast food is for road trips, and you try to drink water and rock your veggies.

7-10 if...

Drugs/alcohol are not an issue for you, you eat healthy food, and drink lots of water.



Reflect & Grade

1-3 if...

You regularly use drugs and/or consume three or more drinks a day, eat fast food often, and believe water and vegetables are the spawn of satan.

4-6 if...

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Grow???

1-3 if...

Intentional personal growth is not a priority. You do not read, listen to podcasts, or work with a counselor/coach, etc. Counseling is for wimps.

4-6 if...

You sometimes journal, read/listen to podcasts regarding growth, and you have done some “work” on yourself. You don’t “need” a coach.

7-10 if...

You regularly consume personal growth content and partner with a coach/counselor. Your faith may be important to you and/or you may be one of those Enneagram nerds.



Reflect & Grade

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SOCIAL

Inner Circle | Community | Recharge

Inner Circle???

Family
Friends
Partner



Inner Circle???

1-3 if...

Your primary partnership is struggling, you have near zero friends outside of work, and/or family drama is burdensome to the point of distraction. You feel alone and lonely. You fail the cat test.

4-6 if...

Your primary partnership is okay, you occasionally connect with others outside of work, and/or family life can be sometimes negative.

7-10 if...

Your life is replete with vibrant, healthy relationships. You and your partner are thriving, as are your friendships and family life. Cats covered.



Reflect & Grade

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Community???

A self outside of school

A sense of place outside of campus



Community???

1-3 if...

You have very little sense of self outside of your school self. Campus is your strongest sense of place and your identity is anchored in your leadership role.

4-6 if...

You have spaces and places where you are known and celebrated as you, not school leader you. But, these opportunities remain rare.

7-10 if...

You have a vibrant life and identity outside of your school life and are intentional about these activities and relationships. (Book club? Adult soccer league? Church group?)



Reflect & Grade

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Recharge???

1-3 if...

You have nearly no life outside of work. Your weekends/evenings are rest triage, barely allowing you to recharge your batteries enough to be ready to go back again.

4-6 if...

You have some recharging interests outside of work, although you struggle to prioritize them.

7-10 if...

Outside of school, your life is replete with healthy, recharging activities, even if that means solitary activities like reading, hiking solo, etc.



Reflect & Grade

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SCHOOL

Teflon | Buddy Bench | “Constituencies”

Teflon???

1-3 if...

You feel people's feelings, experience guilt over the negative impact even sound decisions can have on community members, and/or suffer from rampant people-pleasing. Stuff sticks to your soul.

4-6 if...

You have a tendency to bring school drama home, but it is not debilitating. The weight of the work is palpable, but bearable. Work stuff can bother you, but only occasionally can ruin a weekend.

7-10 if...

You let stuff roll off your back easily and the work rarely keeps you up at night. Warning: A 10 could mean you're apathetic, a narcissist, and/or a jerk.



Reflect & Grade

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Buddy Bench???

1-3 if...

You don't work with a counselor and/or coach and have no intentional peer leadership relationships. You're leading alone, on an island.

4-6 if...

You have asked someone to mentor you and/or you occasionally meet up with a leadership colleague you respect to talk shop.

7-10 if...

You work with a counselor and/or leadership coach and are part of a trusting and transparent leadership affinity group with whom you meet regularly and with intentionality.



Reflect & Grade

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Constituencies???

Faculty/Staff

Leadership Team

Parents

Students

Boss(es): HOS? Trustees?



Faculty/Staff???

1-3 if...

You are in active conflict with your teachers and/or staff. Perhaps you just received a hurtful 360 evaluation or are enduring the fallout of an unpopular decision. They have started to warm up tar and to bring out the feathers.

4-6 if...

You maintain respectful, cordial working relationships with the majority of your faculty/staff, although a few of them currently are driving you crazy for a whole host of reasons.

7-10 if...

You are the toast of the town with your teachers. They regularly thank you for your support and praise your leadership as a conspicuous plus for the school. Warning: A 10 could mean you have created a laissez-faire culture that teachers love but rarely results in significant progress.



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Leadership Team???

1-3 if...

You are in active conflict with your leadership team. Perhaps you just received a hurtful 360 evaluation or there are members actively undermining your leadership to teachers or trustees. Things are tense at the leadership table, and you don't feel you can trust many sitting beside you.

4-6 if...

You maintain respectful, cordial working relationships with the majority of leadership team. While there is no expressed discontent or discord, you sense some may not be fully on board and are confident that your team falls short of thriving.

7-10 if...

You and your team are rocking the work and enjoying the process together. You trust all at the table and have worked together around norming conflict and how to resolve it when it emerges.



Reflect & Grade

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Parents???

1-3 if...

You are in open conflict with the parent community, be that the PA, a particular grade due to a difficult discipline situation or school decision, or a specific parent regarding their unfair treatment of a teacher, etc. Parent conflict is using up a lot of your time/energy and you're tired of it and annoyed by it.

4-6 if...

You may not be the fan favorite at the cocktail party, but overall prickly parents only consume some of your time and energy. You might be more annoyed than understanding when parents come to you with complaints. Parent social events may feel like more of a chore than fun.

7-10 if...

You are enjoying a brief respite from parent complaints and drama. Overall you are well-liked and respected by the parent community. You spend very little time on parent issues. You joyfully shake hands and kiss babies.



Reflect & Grade

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Students???

1-3 if...

You are involved in public, open conflict with your student body. They may want to protest in a particular way or are challenging a tradition sacred to alumni.

4-6 if...

You may not be involved currently in any student conflict, but you are also not super involved with the positives of student life. You mostly watch people work with kids, but personally experiencing kid joy is not part of your reality. You miss working with kids.

7-10 if...

You interact regularly with kids and enjoy doing so. You may teach a class, lead an advisory, or coach. Or, kids aren't really your thing and you are content to create the context in which students thrive and the magic happens.



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Boss(es)???

1-3 if...

You are in active conflict with your boss(es). Your job may even be in jeopardy. Or, your boss(es) is/are regularly a royal pain in the rear end. Working with your boss(es) is exhausting and is a significant stressor for you.

4-6 if...

You maintain respectful, cordial working relationships with your boss(es), but recently your boss(es) have consumed a frustratingly disproportionate amount of your time and energy. Working with your boss(es) is enervating and you just wish you would be left alone to work your magic.

7-10 if...

Your boss(es) believe(s) you can do no wrong. You work well together and do so joyfully. Working with your boss(es) is enjoyable and exciting for you. Warning: a 10 might result in no other school leader liking you. :-)



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Reflect & Take Note

Reflect on your Wellness Report Card and note where there is opportunity for improvement.



Homework:

Create a Wellness Improvement Plan

(30 Minutes)



Leadership Wellness Recipe

1. *Start with Self*

Sleep, Move, Fuel, & Grow

2. *Add Social*

Inner Circle, Community, & Recharge

3. *Sprinkle in School*

Coach/Counselor, Buddy Bench, & EOD Energy

4. *Personalize with Salsa!*

Nature, Laughter, & what's your thing?



Wellness Improvement Plan:

- Personalise it: No one size fits all.
- The baby steps are the big steps.
- Measure success by your inputs, not your outputs.
- Think systems/hacks.
- What is your next step?

Wellness Improvement Plan

As we explore the various areas of your wellness, use this tool to take notes and name your next steps. Friendly reminder: the small steps are the big steps!!!

SELF

SLEEP

MOVE

FUEL

GROW

My Next Step(s)

SOCIAL

INNER CIRCLE

COMMUNITY

RECHARGE

My Next Step(s)

SCHOOL

COACH/COUNSELOR

BUDDY BENCH

END OF DAY ENERGY

My Next Step(s)

SALSA

LAUGHTER

NATURE

YOUR THING

My Next Step(s)

The background of the image shows a person walking away from the viewer on a path that leads towards a range of mountains under a cloudy sky. The scene is captured in a wide-angle shot, emphasizing the vastness of the landscape.

A journey of a thousand
miles begins with
a single step...

-Lao Tzu



If the next step seems too big,
it's **not the next step.**

**The Baby Steps
are the
Big Steps...**



How to make lasting change?

1

Name
the Goal

2

Identify Helpful
Inputs
(baby steps)

3

Honor Inputs with
Support of
Process Solutions
(systems/hacks)

Homework:

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(30 Minutes)



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My Next Step(s)

A close-up, profile view of a woman with dark skin and curly hair tied back. She is wearing a dark, possibly black, athletic tank top. Her eyes are closed, and her expression is serene, suggesting a state of meditation or deep relaxation. Her hands are pressed together in a prayer position (Anjali Mudra) near her chest. The background is a soft, out-of-focus light blue or grey. The overall mood is calm and focused.

SELF

Sleep | Move | Fuel | Grow

Sleep: Quantity & Quality





**Sleep is the most important health contributor,
before diet and activity...**

Sleep is the best performance enhancing drug...

As for alcohol, sedation is not sleep.

-Dr. Rangan Chatterjee: Feel Better; Live More

Sleep Next-Step Hacks:

Micro Goals!!!

Decaf!!!

Night Time Screen Time

Email Norms

Booze Before Bed

Lower the Lights (candle?)

Your Next Step?



Move: **For Mental Health**



Move

Next Step Hacks:

Micro Goals!!!

One Push Up

Sit on the Bike

WOG

Walk & Talks

Your Next Step?

@PETERCRONE



**“If you're not
exercising regularly,
don't expect your
life to work.
Period.”**

PETER CRONE

Fuel: Dos & Don'ts



Fuel Next-Step Hacks:

Micro Goals!!!

A Little Less Booze

A Little Less Sugar

A Lot More Water

Switch to Diet Soda

Say No to Seconds

Your Next Step?



Grow: Evolve & Expand



**The only way to become a better
leader, partner, parent, or friend is to
become a better person.**

Grow Next-Step Hacks:

Micro Goals!!!

Music Mindfulness

One-Word Journal

Bedside Book

Positive Podcast

Counselor/Coach

Your Next Step?





SOCIAL

Inner Circle | Community | Recharge

**A drop of intentionality gets
you a gallon back.**

Inner Circle:
Be intentional...



Inner Circle Next Step Hacks:

Micro Goals!!!

Couple Check Ins

Dinner Time Traditions

R|B|T Friend Zoom Calls

Counseling, Make the Call

Your Next Step?



Community: Get in the Game



Community Next-Step Hacks:

Micro Goals!!!

Sign Up for the Thing

Take Just One Class

Be the Buddy You Want to Have,

Make the Call

Your Next Step?



Recharge: You do YOU



Recharge Next-Step Hacks:

Make a List of What Recharges YOU

Honor the List with Small Steps

Note: Social Can Mean Solo

Your Next Step?





SCHOOL

Coach/Counselor | Buddy Bench | EOD Energy

Coach:

Explore your *present*
to impact your *future*.

Counselor:

Explore your *past*
to impact your *present*.



Coach/Counselor Next-Step Hacks:

Micro Goals!!!

Make the Call

Try One Session

Ask Friends About It

Truth: If you are committed to being your best self, it is time for you to work with a coach. If you still have childhood or relationship challenges, it is time for you to work with a counselor.

Your Next Step?



Buddy Bench: Let's Not Lead Alone



Buddy Bench Next-Step Hacks:

Micro Goals!!!

Make a List

Contact the List

Try One Intentional Meet Up

Make it Intentional: How?

Your Next Step?



End of Day Energy: Take Control of Your Time



End of Day Energy Next-Step Hacks:

Micro Goals!!!

X Marks the Spot

Email Management

Hide in Plain Sight

Irish Goodbye

Warning: Introverts Beware

Your Next Step?



Salsa

Nature | Laughter | Your Thing?



Nature





Laughter





What's Your Thing?

Bird Nerd?

Knitting?

NFL?



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My Next Step(s)

SALSA

LAUGHTER

NATURE

YOUR THING

My Next Step(s)

Homework:

To help with your
journey...

(5 minutes/day)

Weekly Wellness Log

Use this tool to help you honor your wellness. Consider printing it out and keeping it next to your computer. Complete each week. And remember: the small steps are the big steps!

SELF

Sleep Move Fuel Grow

What I noticed about myself this week:

SOCIAL

Inner Circle Community Recharge

What I noticed about myself this week:

SCHOOL

Coach/Counselor Buddy Bench End of Day Energy

What I noticed about myself this week:

SALSA

Nature Laughter My Thing!

What I noticed about myself this week:

Five Ways to Survive & Thrive through the Ups & Downs of School Leadership



1

Do Less; Be(come) More.

2

Don't Lead Alone.

3

Bring Your Best Home.

4

Cultivate Tender, Tough, & Teflon.

5

Go Last.



1 Do Less; Be(come) More.

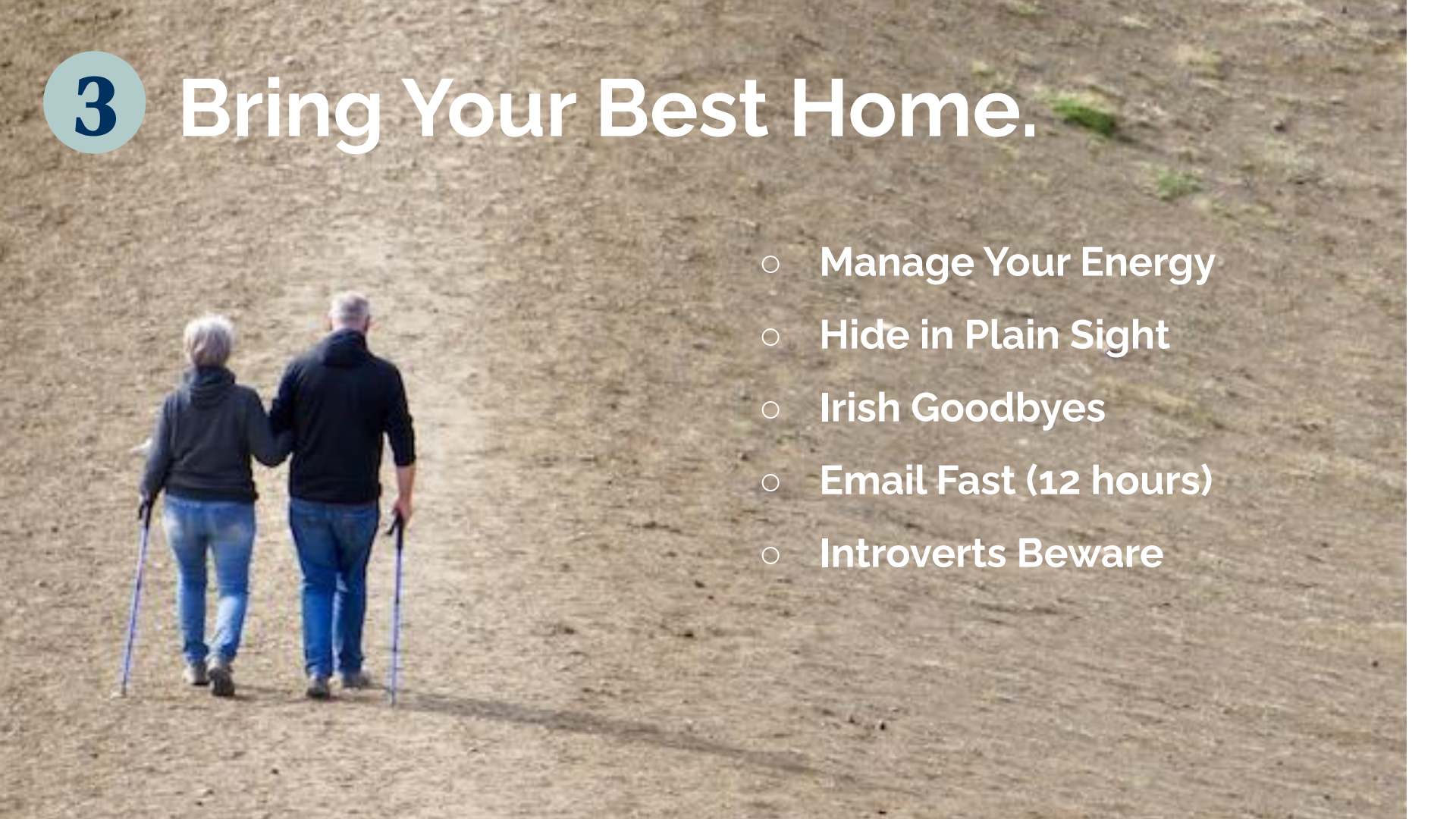
- Your “Doer Days” are Over
- Culture First; Curriculum Second
- Timing | Pacing | Dosage
- Idealists Beware

2

Don't Lead Alone.

- Build a Buddy Bench
- Partner with a Leadership Coach and/or Counselor



A photograph of an older couple hiking away from the camera on a wide, dry dirt trail. The woman on the left is wearing a grey hoodie and blue jeans, and the man on the right is wearing a black hoodie and blue jeans. Both are using trekking poles. The background is a vast, open landscape with sparse vegetation under a bright sky.

3

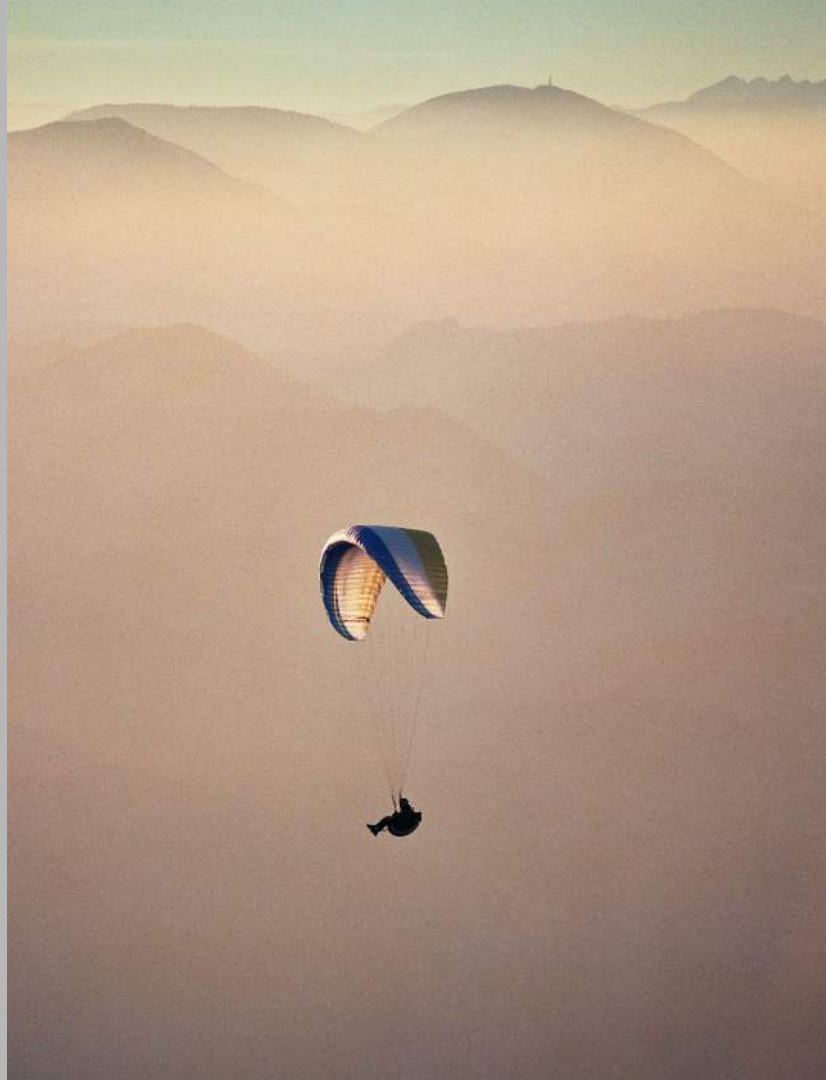
Bring Your Best Home.

- Manage Your Energy
- Hide in Plain Sight
- Irish Goodbyes
- Email Fast (12 hours)
- Introverts Beware

4

Cultivate Tender, Tough, & Teflon

- Expect and Embrace “Crazy”
- Lighten Up & Laugh, especially at yourself!
- Remember Rule #6
- People Pleasers Beware



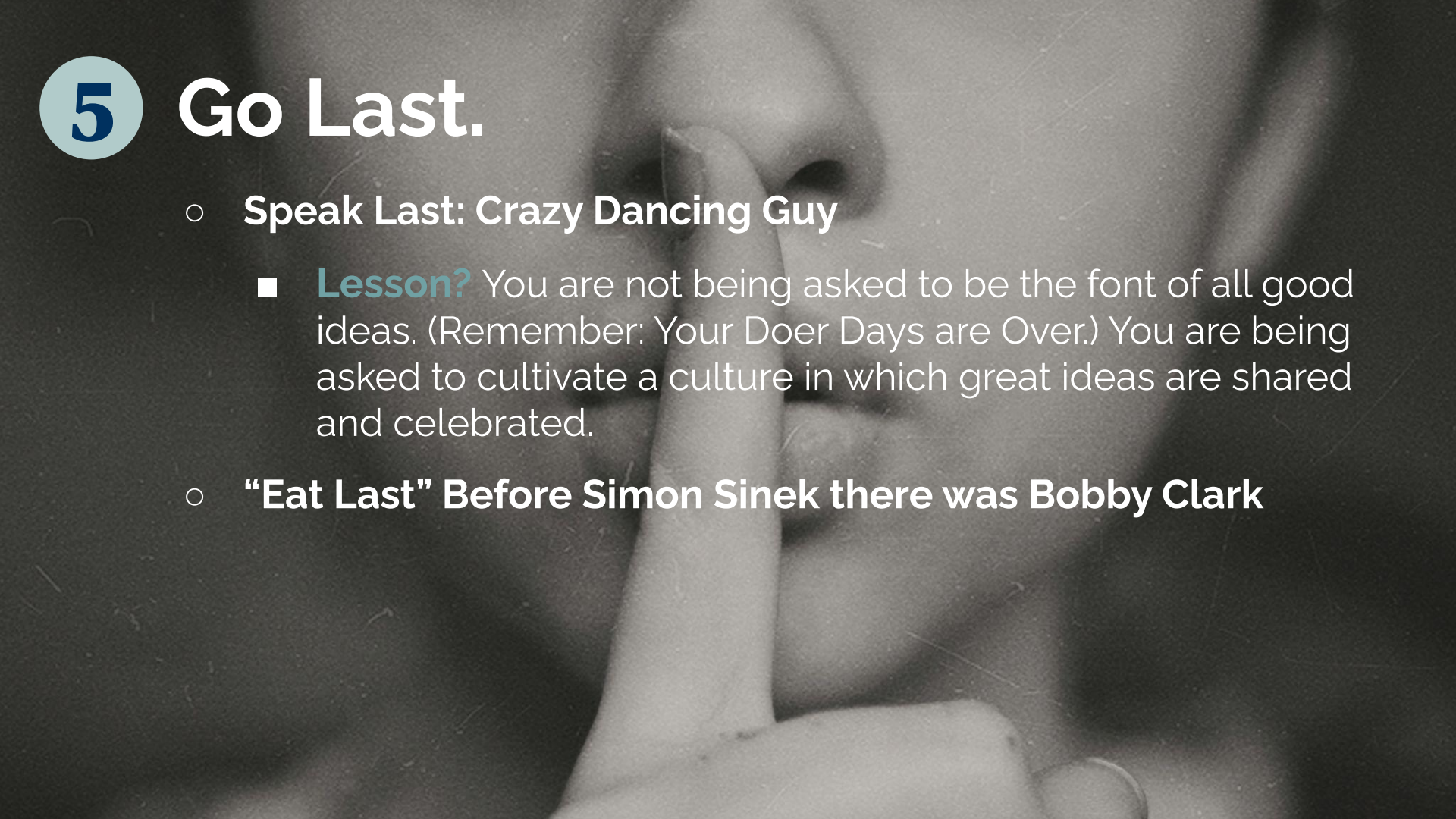


5

Go Last.

- Speak Last: Crazy Dancing Guy
- “Eat Last”: Before Simon Sinek, there was Bobby Clark

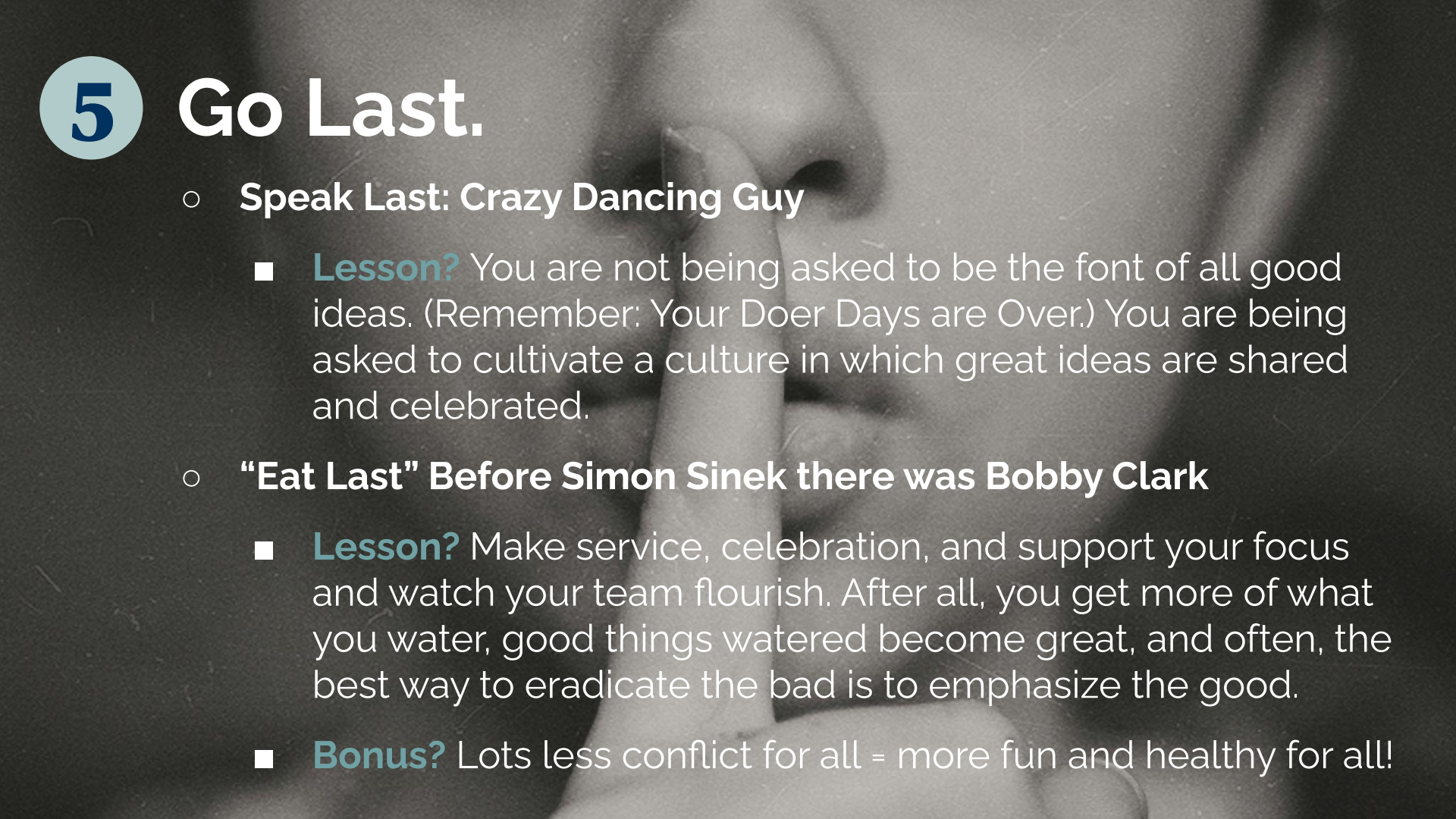




5

Go Last.

- **Speak Last: Crazy Dancing Guy**
 - **Lesson?** You are not being asked to be the font of all good ideas. (Remember: Your Doer Days are Over.) You are being asked to cultivate a culture in which great ideas are shared and celebrated.
- **“Eat Last” Before Simon Sinek there was Bobby Clark**



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- **“Eat Last” Before Simon Sinek there was Bobby Clark**
 - **Lesson?** Make service, celebration, and support your focus and watch your team flourish. After all, you get more of what you water, good things watered become great, and often, the best way to eradicate the bad is to emphasize the good.
 - **Bonus?** Lots less conflict for all = more fun and healthy for all!



**So stop seeking to pull weeds
and focus instead on watering
your flowers.**

**It's what's best for your team.
It's what's best for your family.
It's what's best for you.**

**It's therefore what is ultimately
best for your students, too.**

1

Do Less; Be(come) More.

2

Don't Lead Alone.

3

Bring Your Best Home.

4

Cultivate Tender, Tough, & Teflon.

5

Go Last.



Thank You!

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