



# Minimising the Impact of Workplace Micro-Stressors



Minimising the impact workplace micro-stressors have on us is also a highly effective strategy to improving occupational well-being.

Micro-stressors are smaller stressors you are likely to encounter if not on a daily basis, on a regular basis, which when aggregated over time can leave us feeling stressed, anxious and overwhelmed. It's the accumulation not the individual events themselves that can grind us down.

In school settings educators whose occupational well-being is healthy do not fall prey to a range of micro-stressors because they have strategies & schema to fend them off.

Micro-stressors include overseeing **teacher-aides & learning assistants**; enmeshed relationships with **parents & whanau** within which teachers become advisors, emergency responders, personal confidantes, counsellors, coaches, mentors, nannies & social workers; crucial face-to-face conversations at **Parent-Teacher meetings**; dealing with **significant school disruption & change**; and offering the wrong form of support for new & inexperienced teachers.

For information on each select from the following options – [specialist schools](#), [mainstream schools](#) and [RTLb](#).

In school settings some of the highest frequency micro-stressors occur at the adult to adult interface and it's those professionals who skilfully and confidently manage the adult sides of their roles who fortify their occupational well-being and strengthen their psychological capital.

Everyone benefits because they find more joy in their roles and because they possess higher levels of self-efficacy, hope, resilience & optimism (psychologists refer to these 4 elements as psychological capital), it is these teachers who are psychologically, psychosomatically and emotionally more well at work.

If you are interested in seeking more information on how we can support you, your school or colleagues from across your Kāhui Ako to enhance their occupational well-being by minimising the impact of workplace micro-stressors please [contact us](#) and we will always do our best to provide you with whatever it is you seek including the names of school leaders who can vouch for the support we provide.



#### CONTACT DETAILS

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