



Comenius 2.1
E:BOP

Empowerment: Burn-Out-Prevention

University of Luxembourg

Seminar design Module 1

Personal and professional identity

A Preface

We believe that the past experiences of teachers can always be given a positive frame which enables the experienced teacher to use them as a resource. And by the way nourish his/her professional development. We consider the work in the seminars as a co-evolution of the trainers and participants.

The training should offer the possibility to constitute a pool of multipliers. We believe that teachers who went through these processes of reflection, self-evaluation, ..., have a lot to transmit to others (colleagues, student teachers, students, parents,...). And by this way become a valuable part in the educational system. For our Institute, these teachers could become very use-full partners in the training of students.

B Aims/Targets of Module :

- ④ Motivations and determinants for job-choice
- ④ Body awareness and self-reflection, self-evaluation
- ④ Teacher's personality, role, function, stereotypes
- ④ Analysis of the professional situation and exploration of the resources
- ④ Personality-oriented prevention strategies

1. Contents:

- Burnout, stress and self-efficacy in the teaching job
- Reconstruction of the individual (learning) history
- Analysis of the professional context and the social network
- Definition of a personal action research project

2. Programme:

Thursday 16th May 2002:

16:00-18:00

- Presentation, getting to know one another
- Clarification of expectations
- Programme preview
- Burnout and self-efficacy scales
- "Home work": Re-constructing of my (Learning-)History
 - ⇒ The participants are invited to collect essential data, to collect and bring to the workshop documents, pictures, objects,...
 - ⇒ They are asked to constitute their personal "who's who" on a large sheet of paper, on which they include all persons who are especially important to them. And to include whatever was/is marking (special events, life-attitudes, rules,...).
- This work is meant to prepare to and get into the workshop.
- The participants were asked to find a box in which they are going to collect all they are going to work out during the seminars, and everything related to it.
- Cool down

Friday 14th June 2002:

18:30-20:15

- Arrival and Warming up
- Fantasy walk on arriving to the workshop
- Brainstorming on burnout
- Discussion
- Theoretical spot on burnout & Discussion

20.15 Break

20:25-21:30

- Looking at the results from the burnout and self-efficacy scales
- Individual work on the resources – exchange in face-to-face
- Feed-back round
- Cool down

Saturday 15th June 2002:

09:00-10:45

- Relaxation
- Individual work: Being conscious of the things I brought along as my homework, how do I want the others to take care?
 - ⇒ exchange in partner work
- Feed-back round: every participant presents her partner
 - ⇒ individual work: every participant writes down how she felt about the way
 - ⇒ Handing out the diary: The participants got a diary with the project-logo on a transparent cover.
 - ⇒ Introduction to the logo, theoretical spot on the work with mandala
 - ⇒ The participants are invited to design the cover of their diary, to make it theirs.

- Using their “who’s who” the participants constitute a peoples-wheel in which they include the most important people in their history, with short comments about the way they were important.

10.45 Break

11.00-12:20

- Exchange in groups of 3 and 4 ⇒ Feed-back

12.20 Lunch in the group

After lunch the participants have time to go for a walk, take a nap,... and to write a significant story from their life (guided autobiography)

14.20-15:50

- Relaxation in motion: Rubber-body exercise
- Find a title to the story
 - ⇒ the stories are pinned to the wall, the participants read them and find themselves partners
- Theoretical spot on memory work
- Partners work on the deconstruction of the stories
- Individual work: writing down in the diary the personal conclusions, what feelings were connected to this work
- Feed-back round
- Individual work: what remains today from my story and is still present in my work?

15.50 Break

16.05-17:30

- Exchange in the group
- Organisational details
- Cool down

Sunday 16th June 2002:

09:00-10:30

- Arrival and Joining
- Network drawing: a view of the moment, we will come back to it further on
- Theoretical Spot on self-definition and definition by others
- Defining oneself in a grafic, with an axis from self definition to definition through others, a second axis from function to private role

10:30 Break

10:45 Presentation and discussion, first in pairs, then in the plenum

11.15 Detecting the stress-sensible spots in the network, marking them with colour

12:00 Lunch

13:30-15:30

- Case work: Every participant describes a concrete stress-situation, or in a narrative, a grafic or a mind-map
- Theoretical Spot: Resources – barriers – vulnerability – strategies for action
- Exploring the possibilities – limits – coping, locating the stressfull situation on the grafic

15:30 Break

15:45-17:00

- Action research: Defining a personal research project
- Theory spot: action research and diary
- Filling the pot: what do I decide to do for myself ⇒ the participants find themselves tandems/tridems and decide about the way to meet between the seminars
- Evaluation

Learningpackage: Methods, Materials

- Creating an atmosphere of confidence and mutual respect

- Constitution of a framework for the training as a whole (transversal methods, starting with elements to which we will come back later on)
 - Working with burnout and self-efficacy scales
 - Body work: In this workshop we use techniques that concentrate on the individual's body-awareness
 - Documentation: one's own process through the seminars (diary, project-box)
 - Between the information meeting and the seminar 1, the participants were supposed to prepare the reconstruction of their learning history by collecting essential data, constitution of a "who's who" (including all persons who are or were of special importance)
 - Memory work and guided autobiography
 - Snowball method: individual ⇒ dyad or triad ⇒ plenum
 - Theoretical spots: They last 5 – 20 minutes and are meant to reflect on past experiences, give a frame to the exercises we do in the workshop and to make a link to their professional situation
 - Defining a personal research project: The idea is that every participant finds a question of special importance to her. This will also prepare her to the next workshop in which we are defining projects of collaboration between participants of all the countries
 - Individual Seminar Diary
 - Handouts to the theoretical spots with bibliographical references
- Book table (Trainers' and participants')