

BUILDING A HEALTHY WORKING ENVIRONMENT IN SCHOOL

by:

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Research has proven that negative stress in the working environment is one of the factors why some objectives are not attained by the school. The school relies on the work conducted by the school personnel namely: school administrators, academic coordinators, teaching and non-teaching staff. The success and failure of the school depends on the atmosphere the employees are creating within the institution.

Negative stress refers to the toxic effects of bad leadership and management, factions, and workloads. Is there a positive stress? Yes, there is. It is the kind of stress that inspires you to achieve more and challenges you to become the better you. When a school environment is comprised of people with jealousy in their mind, challenges become a problem. When problems arise, expect that these people won't see them as opportunities to ignite and unite but as chances to destruct and destroy.

This usually happens when a person gets to achieve more than others do. Other may think that the person is taking their spotlight away from them even when the success of the person has nothing to do with their lack of action. Instead of celebrating the victory of the person, they talk about him behind his back. Once these gossips reached the person, it prohibits him or her to trust these people. When trust is gone in the workplace, the foundation of success becomes shattered.

Instead of choosing and investing to crab-mentality, why not make the success of others your motivation to step up your game? In this way, you would only see yourself as your number 1 competitor. Each day your goal is to become better than yesterday.

Bias in leadership and management can also result to devastating experiences in the part of the teachers. There is a call for all school heads to always examine the two sides of the story before coming up with a feedback and a comment. Words are very powerful that when they are not received properly can create rifts. It is pivotal the leaders such as school heads do not play favorites among the teachers. He should be responsible in the building and not breaking the teachers' bonds. He is the one accountable for the forging of the solutions to miscommunication and misunderstanding of the teachers. Teachers and non-teaching staff should earn respect from school heads so that everyone can have the confidence to work and be at their best while performing their respective tasks as important and valuable members of the school.

You see, building a healthy working atmosphere is not just a job of the few but of all who are involved in the school community. We should not burn bridges rather we must strengthen and help build a sturdy foundation of relationships for the years to come. Learn how to talk to the right person and not fuel the fire of a rift. Know that value of diplomacy and bear in mind that everything can be solved through proper communication.

We are all dispensable so might as well we leave a legacy that will enable others to strive for what the school believes in. After all, we don't work to fight. We work to contribute to God's ministry of teaching minds, touching hearts, and transforming lives.

Be the positive stress in your school!

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