



# **FAST Pathways School Programme**

*Supporting your Staff's Resilience*

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# Why Resilience Matters

The financial costs of stress can soon stack up. But the work still needs to be done, and as a Head, there may be little you can do about the sources of the stress.

Your staff's resilience – their ability to deal smoothly with both uncertainty and adverse events, is vital to maintaining good mental health across your school.

The real benefits go much deeper than a tick in the box for OFSTED.

As a Head, staff stress may not necessarily be your responsibility, but its effects and consequences are definitely your problem... that's the bottom line, and it affects your bottom line!



Requests for part time hours



Replacing Staff who Leave



Poorer Quality Teaching



Sickness Absence



Resistance to Change

# The Facts & Figures

Of those taking part in a recent survey by mental health Charity MIND...

**1 in 10** had left a job because of stress, and **1 in 4** had considered quitting because of work pressure.



**34%** consider their job very stressful – making work the top-cited source of stress.



In the 2015-2016 academic year, a total of **2.16 million days** were lost due to teachers' sickness absence.\*

\*School Workforce Census

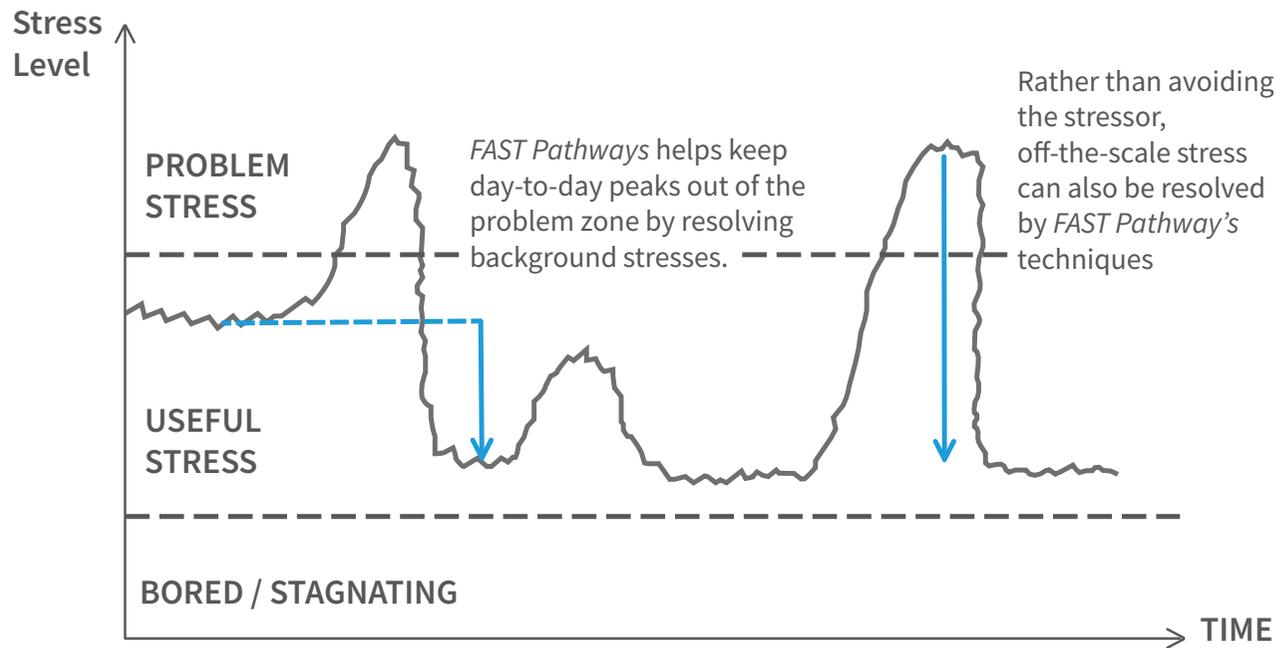
**1 in 5** had taken sick leave because of stress, but **90%** of them gave a different absence reason.

In 2015-16, **54%** of teachers had at least one period of sickness absence, with an average of **7.5 days** lost.

\*School Workforce Census

# Supporting Stress Success Strategy

The *FAST Pathways* skills are designed to help keep stress useful.



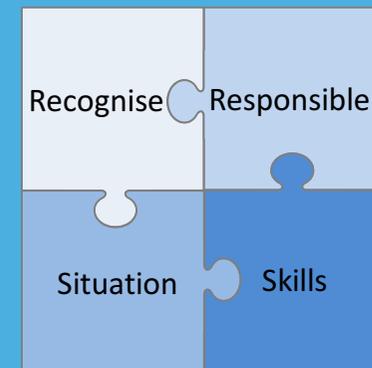
**Problem zone:** Stress becomes a problem when the amount someone's facing exceeds their resources for dealing with it. So topping up those resources is a powerful way to keep the stresses they face useful.

Someone experiencing an off-the-scale stress often avoids what's causing it, such as avoiding a difficult colleague – which can create significant problems. This type of stress can often be quickly, effectively and permanently resolved using FAST Pathways skills.

**Useful zone** stress leads to focus rather than fear. It's the challenges your people rise to and grow from, like satisfying the difficult parent, or solving the unforeseen problem... It's in this zone that you get the very best from your people.

## Resolving Problem Stress:

**Recognise** individual stresses  
**be Responsible** for resolving  
**Situation** - change what's causing the stress (where possible) and  
**Skills** - resolve the problem stress inside the thinking



# What is FAST Pathways?

## Resilience Skills for Today's Schools...

*FAST Pathways* is a comprehensive programme of proven techniques, for maintaining and even enhancing, your staff's work performance, even when under pressure. It's fast acting, providing immediate support and strategies - designed to educate, inspire and empower Heads, SLT, middle leaders and staff the skills to resolve stress and maximise resilience.

Providing your staff with the ability to actively embrace change, making the best of the challenges and opportunities which it offers. These are the skills, and the culture, required to thrive not just survive in challenging times.

**The full power of resilience goes much further than managing the stress, positive thinking, or bouncing back from the setbacks.**



**Personal Effectiveness**



**Confidence & Creativity**



**Awareness of Self & Others**



**Better Team-working**



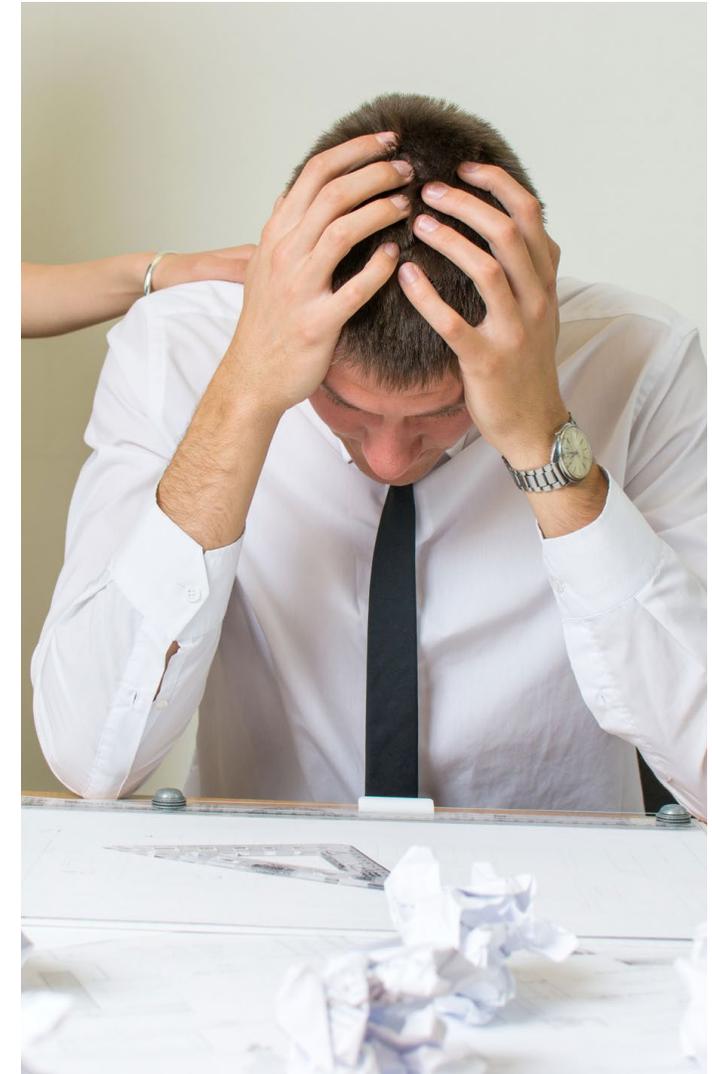
**Uncertainty Tolerance & Flexibility**

# Why Stress Management Doesn't Work

- » Managing anything takes time and energy – and there's not much to spare when someone's already stressed out. Slacken off the stress management effort, and the stress builds again. So how can that be a long-term solution?
- » Stopping stress is an 'away from' motivation – to avoid something unpleasant. Like someone taking a stone from their shoe, once the discomfort's gone, they go back to doing the same as before – they stop doing whatever resolved the discomfort. Unfortunately, unlike the stone, stress has a habit of coming back again.
- » Stress management techniques come from conscious, rational thinking. They make logical sense. But stress doesn't come from logical, rational thinking – it lies within the deeper automatic patterns which the mind

runs all by itself. So trying to tackle it only with logic and reason can actually make the problem worse. You might have experienced this, if you've ever tried telling yourself to stop worrying about something.

- » Many techniques for managing stress are one-size-fits-all – using the same approaches, no matter what the specific stress. Ways to clear away discomfort before it builds up too much, rather than stopping it from happening at all.
- » **FAST Pathways** is different. It breaks down the stress into distinct components, and quickly embeds the skills to change unhelpful responses, deep inside the thinking where they're coming from. So there's no need to rely on managing.
- » Stress has far too many root causes to eliminate, many of them outside the school. So by giving people the skills and strategies to respond differently, the disruptive effects can be removed - to build natural, effortless resilience. That's why I created **FAST Pathways** to support.



# Key Benefits for Your School

## The benefits of improving resilience are widespread, including:

- » Reduced risks of stress-related absence, or adverse impacts on overall performance. This will directly contribute to your bottom line.
- » Improved focus and reduced errors, which means fewer staff hours spent on correcting mistakes, and ultimately higher productivity.
- » A strong contribution towards keeping your staff motivated and engaged, even through challenging times.
- » Increased awareness of self, and others; strengthening working relationships, and collaborative problem solving.
- » A more flexible team with greater confidence and uncertainty tolerance, so that your school can more quickly and effectively respond to its changing environment.
- » Increased ability to think creatively and strategically, instead of simply reacting to situations.



# Key Benefits for Staff

**Typical FAST Pathways outcomes include increasing your staff's ability to:**

- » Recognise and change their minds' less helpful patterns (like over-worrying or giving themselves a hard time).
- » Take setbacks smoothly in their stride, and adapt to changes.
- » Manage multiple demands on their time.
- » Break down overwhelm into actionable parts, focusing on one thing at a time, and putting them back in control.
- » Comfortably deal with difficult people – peers, parents, pupils, and even family members; because personal stress brought into the workplace still affects performance.
- » Replace old knee-jerk reactions to unpleasant situations, with more productive responses.
- » Recognise and overcome procrastination, to work effectively towards delivering what's needed.
- » Generate creative solutions, and face challenging situations with confidence.
- » Understand and make full use of their strengths and resources.
- » Unwind easily and effectively, to sleep better and wake up refreshed and ready for each day.



# How We Create A Programme to Suit You

We start by assessing the particular needs of your school and staff, then support by scoping, planning and implementing your bespoke package; tailoring to complement any existing provision for mental health support and wellbeing initiatives.



## You programme can include...



### Introductory Talks with Q&A

This session opens the *FAST Pathways* programme, exploring the nature of stress and resilience; breaking down stress and overwhelm into actionable pieces, and introducing some of the core skills and results.



### Online Content

Time is precious, so we design our programmes to fit easily into working life - for maximum flexibility, *FAST Pathways* can be delivered completely online. Each module has an e-book, and comprehensive collection of audio and video-guided exercises, most taking around 10 minutes.



### Master Classes

To supplement the online learning, selected skills can be delivered as interactive Master Classes. With no role play or sharing of personal experience, participants embed the skills for profound change, without feeling exposed or vulnerable in the group environment.



### One-to-One Support

Usually three 90 minute sessions, this is particularly powerful for those in high-stress roles, with specific development needs, or whose stress or anxiety have already become disruptive.

# Key Advantages of FAST Pathways

By learning to make changes from the inside out, participants develop a powerful and adaptable skill set, and many people start to notice differences right away.



## Cost Effective

Save money on training and additional expenses.



## Flexible

Content can be accessed from anywhere with Internet, at any time, with no constraints of scheduled training.



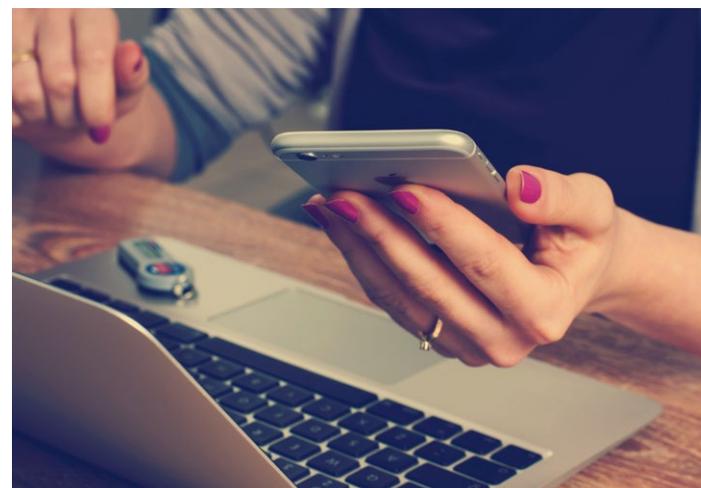
## Relevant

Content can be re-visited exactly when it has the greatest impact.



## Time-efficient

Most exercises take around 10 minutes, to fit into busy schedules. Results can be achieved rapidly (and last), without regular practice.



## Privacy & anonymity

Removing this common barrier to early intervention.

# Tracking the Results

Master Class participants are asked to think of something which stresses them out, and score how stressed it makes them feel:

1 = not bothered at all

and

10 = as bad as it could possibly get

Then after the Master Class, they score it again.

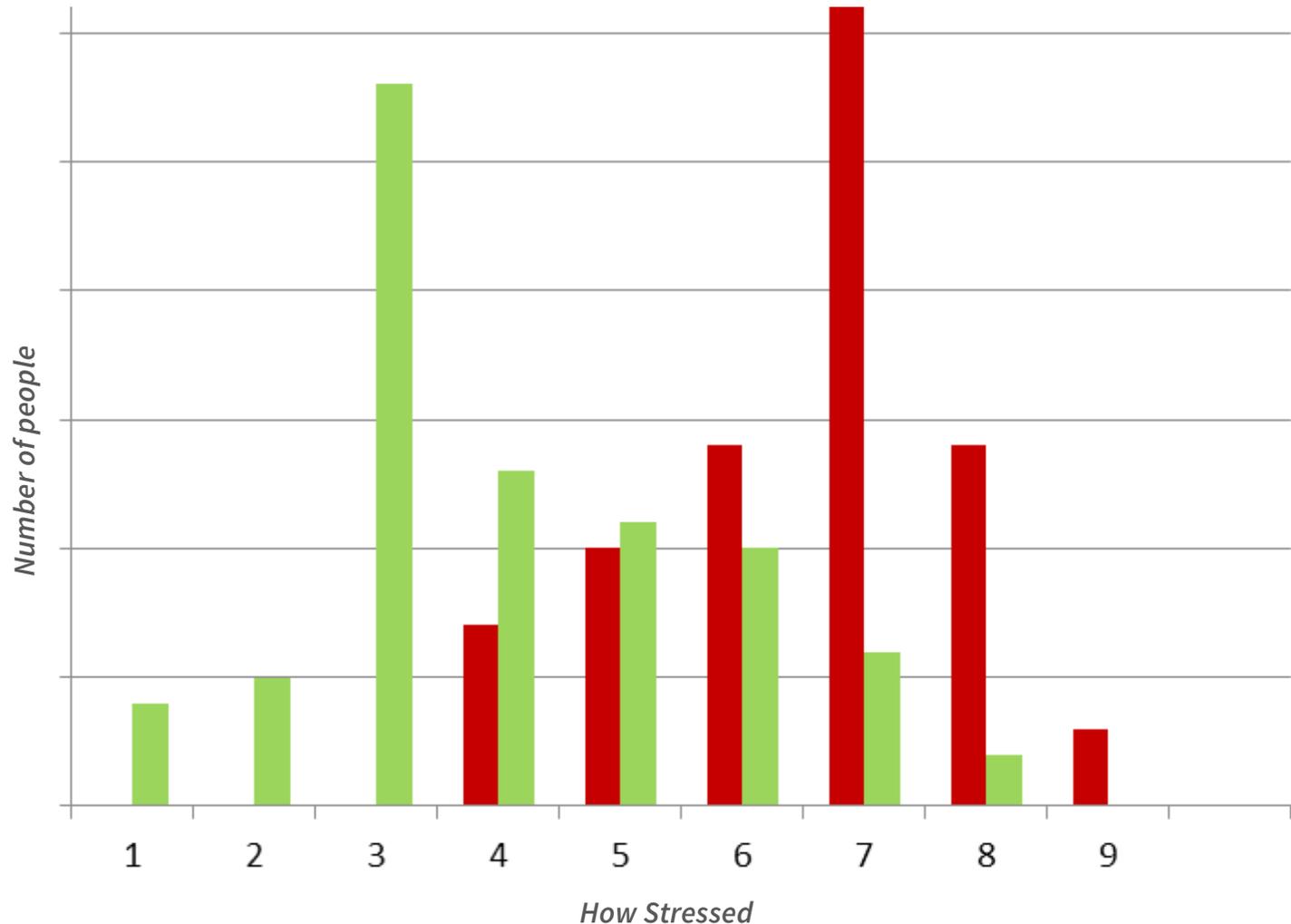
**The average stress score halves.**

■ Score before

■ Score after

For any investment, we understand the importance of delivering value and tracking results. *FAST Pathways* is more than just training – your programme’s designed to align with your wider strategy and communications, building from awareness, to responsibility.

For that to happen most effectively, data is important. Feedback is an integral component of each programme; with before, during and after questionnaires and evaluation. If required, we can also provide data on individual participants’ email open rates and exercises accessed; so that we can encourage those who may not be engaging as readily as you would like.



# How Resilient is Your School?

Resolving	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
Our sickness absence is higher than average	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Simple problems often get left for someone else to fix	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friction is commonplace within our workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff's performance is adversely affected by issues outside work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time and effort get spent on correcting mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People put off tasks, or struggle to get going	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knee-jerk reactions to a situation sometimes cause problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People blame their actions or choices on external factors, outside their control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preventing					
Our people avoid stepping up to the plate when a new challenge arises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our people find it hard to take setbacks in their stride	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our staff feedback says that we are not yet an excellent place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our people don't always work well together, to proactively solve problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our people don't always know how to make the best of their strengths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We don't have a structured, accountable programme to help embed resilience across the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**If you answered “Agree” or “Strongly Agree” to more than 3 of these statements, your school would benefit from a no obligation discussion with us about how you can improve your results.**

# A Message from Sue Evans, Creator of FAST Pathways



I've spent over 20 years taking waste out of processes and systems – leading £Multi-Million Lean Transformations and embedding operational excellence in several global organisations. So I understand the challenges of changing behaviours, breaking out of the fire-fighting cycles, and building instead something which really works. As an Accredited Lean Practitioner, it frustrates me how much time, energy and effort get wasted on tinkering around with coping a little better, instead of going that little bit deeper, to resolve problems right at the root.

Stress is complicated – and left unresolved it can create every kind of problem in your school. So it's my aim for *FAST Pathways* to provide your staff with a series of simple, effective strategies for switching off the negative stresses, liberating more time, energy and enthusiasm for the activities which matter. For being fully, actively engaged in their role.

I discovered the skills within *FAST Pathways* by accident; and to begin with, from my Engineering background, I was cynical. I wanted to see the data and results for myself - I'd no idea how easily you can change your own mental programmes, to get vastly different results. I'd spent years in high-stress roles, managing. But that stress on which I thrived, did sometimes get in the way. I thought it was inevitable. That to stop it, I'd have to dedicate time, effort and practice. I was wrong.

Stress has far too many root causes to eliminate, many of them outside of work. So by giving your people the skills and strategies to respond differently, you can take away the disruptive effects and build natural, effortless resilience. That's what I created *FAST Pathways* to support – combining my no-faff, measurable, outcome-focused change leadership, with six years of experience of supporting one-to-one clients and specialist knowledge of resolving stress and anxiety.

# Contact Us

FAST  
Pathways

*Unlocking Stress Success*



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