

## “Well-Being” is Studied Across Disciplines

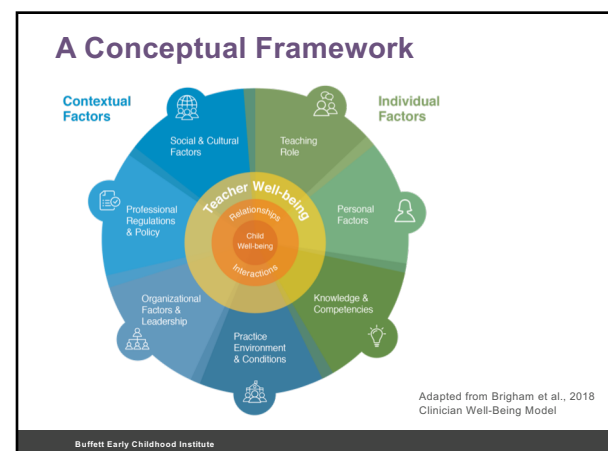
- Psychology
  - Occupational/Health
  - Industrial/Organizational
  - Applied
- Business
- Medicine & Public Health
- Social Work
- Sociology
- Anthropology
- Economics

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## Lessons Learned about Workplace Well-Being

- Well-being > Absence of illness  
(Schulte & Vainio, 2010; Wilcock et al., 1998)
- Contexts & Systems + Individual Contributions  
(Biggio & Cortese, 2013; Campbell Institute, 2017; Kokkinos, 2007; Jeon et al., 2018)
- Leadership is Key  
(Arnold et al., 2007; Caver et al., 2015; Quick et al., 2007; Zinsser et al., 2016)
- It's Complicated!
  - Multidimensional  
(Henry, 2007; McGillivray, 2007; Whitebook et al., 2017)
  - Non-linear  
(Brigham et al., 2018)

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### Teaching Role:

*Characteristics associated with the professional persona of the teacher*

- Alignment of responsibility and authority
- Autonomy
- Career stage
- Children and families served
- Responsibilities
- Self-efficacy

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### Personal Factors:

*Characteristics, traits, and circumstances that relate to the teacher as an individual.*

- Adaptability
- Family dynamics
- Personality
- Health
- Relationships/ social support
- Sense of meaning/ Mission
- Spirituality
- Values, ethics, morals
- Work-life integration

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### Knowledge & Competencies:

*Understanding and skills a teacher brings to her settings, interactions, and relationships*

- Communication
- Leadership
- Mastering technologies
- Organizational
- Resilience
- Social-emotional competence
- Competencies/ experience
- Interpersonal

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### Practice Environment & Conditions:

*Characteristics of the work setting*

- Child-centered focus
- Class size/ratios
- Coaching & mentoring
- Collaboration
- Curriculum
- Parent engagement
- Supplies and resources
- working conditions
- Team structures and functionality
- Workplace safety

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### Organization & Leadership:

*Features of the infrastructure that guide expectations and behavior in the workplace*

- Bureaucracy
- Internal communication
- Compensation/benefits
- Data requirements
- Diversity and inclusion
- Leadership
- Staff support
- Organizational culture
- Power dynamics

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### Professional Regulations & Policy:

*Features relating to internal and external accountability*

- Accreditation
- Documentation requirements
- Funding structure
- QRIS/Assessment
- HR policies and compensation
- Licensure
- National/ state policies
- Scholarship opportunities

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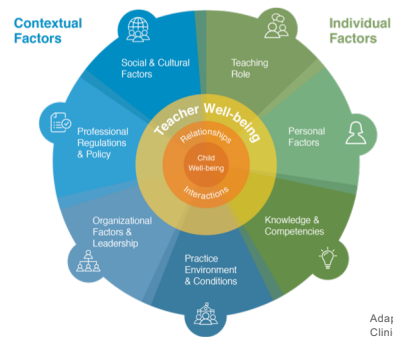
## Social & Cultural Factors:

*Factors that result from shared behaviors and beliefs (cultural) and groups that arise from them*

- Alignment of roles
- Culture of safety and transparency
- Discrimination /bias
- Media portrayal
- Political and economic climates
- Societal expectations
- Stigma

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## A Conceptual Framework



Adapted from Brigham et al., 2018  
Clinician Well-Being Model

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## Next Steps: Study of Wages & Well-Being

- Examine existing staff survey to detect changes in well-being
- Leadership Interviews to examine perceptions of contributions to well-being in the workplace
- Staff focus groups to examine perceptions of what is needed for well-being
- Survey focused exclusively on staff well-being
- Document review to examine how policies support staff well-being



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## Thank you? For questions:

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