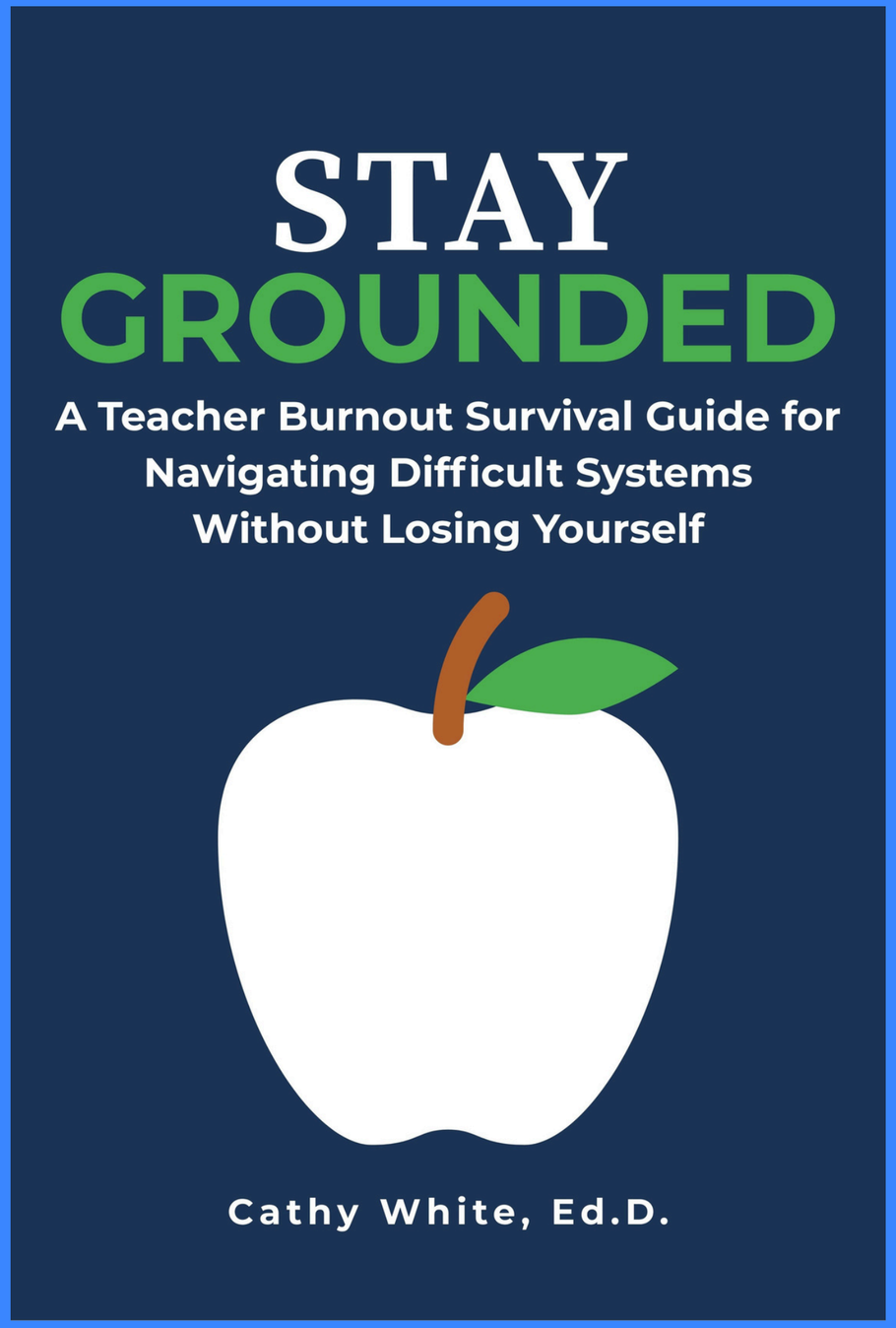


5-PERSON GROUP LICENSE

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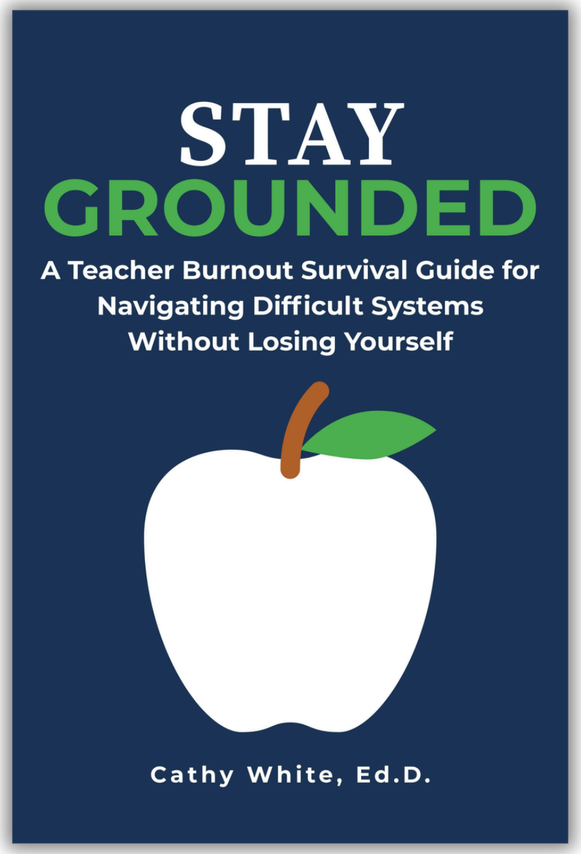
GO BEYOND SELF-CARE ADVICE

Teacher burnout is not always caused by poor time management, weak boundaries, or a failure to practice self-care.

Stay Grounded helps educators recognize what is happening, protect what matters, and make intentional choices without pretending they can fix every part of the system.

This resource creates space for honest, practical professional conversations. Not another reminder to “take care of yourself.”

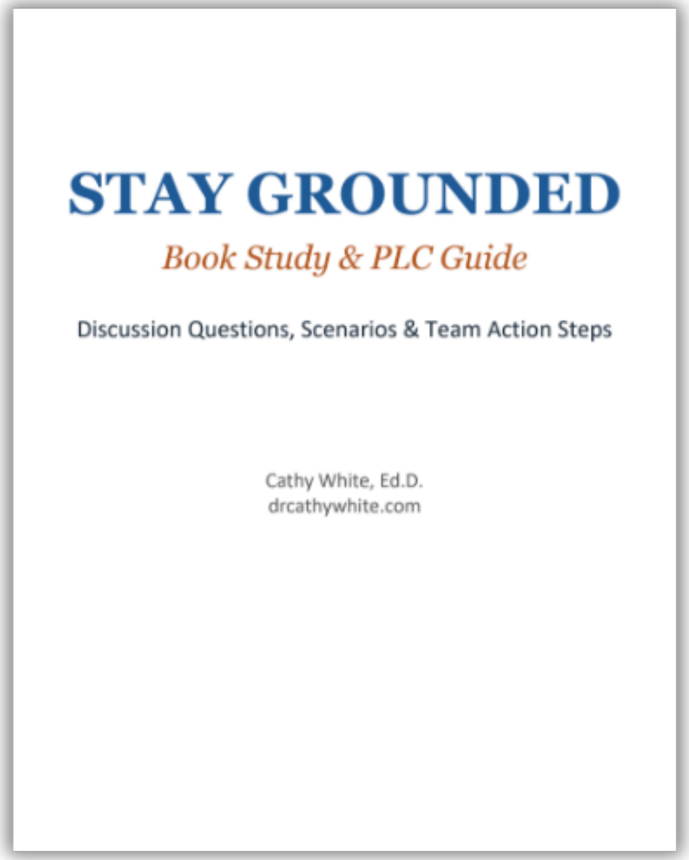
EVERYTHING YOU NEED FOR A SMALL-GROUP STUDY



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Book Study Guide



A CLOSER LOOK

Chapter 2: Feedback and Clarity

Key Takeaways

- Clear feedback improves performance and confidence.
- Unclear feedback often increases anxiety and workload.
- Clarifying expectations early prevents repeated misunderstandings.

Discussion Questions

1. What makes feedback actionable?
2. When does feedback become confusing rather than helpful?
3. How can teachers seek clarity professionally?
4. What role does specificity play in reducing stress?

Scenario Discussion

> *A teacher leaves a meeting with feedback to "improve communication with families" but receives no concrete examples or measurable expectations.*

- Why might this increase stress?
- What clarification questions could help?
- How could the conversation become more productive?

Practical Activity

Either choose a clear expectation to analyze or choose an example of vague feedback that was received at some point. Which of these components were present? How could the feedback have been rewritten or reworded to include all three components?

1. Observable expectations
2. Measurable actions
3. Clear next steps

Team Action Step

- Develop 2–3 shared "clarifying questions" staff can comfortably use during meetings.

Structured prompts help groups connect the reading to their own work, pressures, boundaries, and choices.

PARTICIPANTS WILL EXAMINE HOW TO:

- Recognize the difference between personal stress and systems pressure
- Decode unclear or conflicting expectations
- Identify invisible work and unsustainable demands
- Set protective professional boundaries
- Reclaim attention and decision-making power
- Respond with intention instead of remaining in constant reaction
- Sustain energy without taking responsibility for fixing the entire system

USE THE RESOURCE FOR:

- ✓ A short-term teacher wellness PLC
- ✓ A staff or department discussion series
- ✓ An informal colleague study



My name is Cathy White, Ed.D., and I'm the creator behind Pathwise Works. I've spent 25+ years in education, and I build frameworks and systems to help educators have **more time** to actually teach.

Work smarter, not harder!

PATHWISE WORKS

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