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**YES4 E-LEARNING**

Profile 3

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## PROFILE 3: MODERATE CHALLENGE

RANGE 89 – 115

### Characteristics:

This group presents a balanced combination of responses in various areas, reflecting a situation where there are challenges but not necessarily high levels of stress or emotional exhaustion. They may be facing difficulties that are not overwhelming but require attention and strategies to address.



Variety of scores, with a tendency towards moderate values in aspects such as stress, job satisfaction, and enjoyment of online teaching.

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# PROFILE 3: MODERATE CHALLENGE

## POSSIBLE SOLUTIONS



Offer access to counseling and individualized therapy services to provide emotional support and coping strategies.



Implement stress management training and self-care techniques to develop coping skills.



Provide ongoing training in self-care and emotional well-being to recognize and address signs of burnout.



Publicly acknowledge the hard work of teachers and express gratitude for their efforts to increase motivation and self-esteem.



Facilitate the creation of support groups among colleagues to share experiences and resources for coping with stress and emotional exhaustion.



Promote institutional policies that encourage flexibility in workload and institutional support to reduce pressure on teachers.



Foster a culture of open and transparent communication so that teachers feel comfortable expressing their concerns and seeking support when needed.

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# PROFILE 3: MODERATE CHALLENGE

## INDIVIDUAL ACTIONS



**Prioritize daily self-care, including practices such as meditation, regular exercise, and healthy eating.**



**Establish healthy boundaries between work and personal life to avoid burnout.**



**Actively seek emotional support and share concerns with friends, family, or mental health professionals.**



**Practice gratitude and find positive moments amidst stress to maintain an optimistic attitude.**



**Develop coping skills, such as problem-solving and time management, to effectively address work challenges.**

