

Feelings When Needs Are Not Met

Educator Context

These feelings often arise when educators are expected to hold everything together.

◆ Overwhelm & Stress

Possible needs unmet: support, clarity, manageable workload, predictability

- Overwhelmed
- Anxious
- Stressed

Often shows up as: urgency, rigidity, exhaustion by mid-week.

◆ Disconnection & Isolation

Possible needs unmet: belonging, acknowledgment, shared purpose

- Disconnected
- Withdrawn
- Numb

Often shows up as: “just get through the day” energy.

◆ Anger & Frustration

Possible needs unmet: respect, fairness, autonomy, understanding

- Frustrated
- Irritated
- Resentful

Often shows up as: controlling tone, burnout, compassion fatigue.

Reflection:

What is this moment asking for—from me, or from the system?