40 Preparing for the workplace

A Warm-up

Put a tick next to the three things that you think will influence you most in looking for a teaching job.

- working in an organization with a good reputation
- working in an organization with a good professional development programme
- being part of a supportive staffroom within an organization
- gaining as much experience as possible
- earning a decent salary
- staying near family and friends
- travelling
- being in a culture you are already familiar with
- learning about a new culture and a new language

When you are ready, see if you can find anybody who has chosen the same three things as you.

B Finding a job

Your trainer will tell you about some useful websites you could use to look for teaching positions after your CELTA course. Look at two different sites. Find a position you would be interested in applying for.

Work in pairs. Discuss which positions you have chosen and why.

C Job interviews

1 Imagine you are going to apply for the job which you or your partner selected in B. Make a list of questions you might be asked during the interview. Here are some possible categories of questions:

- professional development, including qualifications
- experience
- language awareness
- soft skills, such as teamwork or time management
- strengths and areas to develop

2 Work together to create a list of questions you could ask during the interview. Here are some possible topics:

- learners
- teachers
- syllabus, materials and resources
- pay and conditions
- professional development
- safeguarding
- (if applicable) relocating to another country

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3 Compare your lists from C1 and C2 with another pair. Do they have any questions you could add to your list?

4 Your trainer will tell you if you are an interviewer or an applicant.

Interviewers

Use questions from C1 to conduct a short interview. Find out whether the applicant is suitable for the job you chose in B.

After the interview, think about what particularly impressed you in the applicant's answers, and decide on one tip you could give them to improve their interview skills.

Applicants

Answer the questions the interviewer asks.

After the interview, think about which questions were easier or more challenging to answer. What might you need to bear in mind when preparing for real job interviews?

Switch roles and conduct another interview.

D Maintaining health and wellbeing

Read the quote.

> Teacher burnout and attrition rates are at record highs across the globe. Teaching has become a profession frequently characterized by high levels of stress and low professional wellbeing. Yet, research has shown that teachers who experience high levels of wellbeing teach more effectively and more creatively with fewer discipline issues, leading ultimately to higher levels of learner achievement. Quite simply, teacher wellbeing is desirable for teachers themselves as well as for their learners.
>
> Sarah Mercer, 2020

Work in groups. Answer the following questions.

1 What might contribute to high levels of stress for teachers?
2 How do you think high levels of wellbeing might help teachers to 'teach more effectively and more creatively with fewer discipline issues'? How do you think this might lead to 'higher levels of learner achievement'?
3 What could teachers do to help them maintain a high level of wellbeing? Some areas to consider might include: maintaining physical health, time management, professional and personal relationships, and leisure activities.

KEY WORDS FOR TEACHERS

Check you know the meanings of these terms.

- *continuous professional development (CPD)*
- *soft skills*
- *burnout*
- *wellbeing*

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REFLECTION

1 Work in pairs. Play 'tennis'. Your trainer will demonstrate how to do this.
   Round 1: What questions might you be asked in a job interview?
   Round 2: What questions could you ask in a job interview?
   Round 3: How can teachers maintain a high level of wellbeing?
2 Think of three tips you could give to somebody who is preparing to work in ELT. Compare your tips to a partner's.

References

Mercer, S. (2020). The Wellbeing of Language Teachers in the Private Sector: An Ecological Perspective. *Language Teaching Research*.
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