

## **The role of leadership in well-being at work: PE teachers' career experiences**

School management plays a significant role in ageing teachers' well-being at work and the ability to cope with the workload. This study examined physical education (PE) teachers with over 30 years of work experience, plus two headmasters with expertise in this field. The main aim was to determine how school management influences the well-being and job satisfaction of PE teachers over their careers. Themed interviews were used and analysed with content analysis. All PE teachers who participated in this study were enthusiastic about their work, which empowered them. However, the teachers wanted more support and fair treatment from their managers. Both headmasters also believed that it is essential to support ageing PE teachers by helping them to reduce their stress levels and workload. They also stated that teachers feel more appreciated when managers are receptive to their needs. In conclusion, a good headmaster remembers to listen and shows confidence in ageing teachers' work.