

ABSTRACT

Difficulties experienced by shadow teachers when teaching often make teachers feel annoyed with their students. These difficulties can trigger stress and hinder teacher performance. To find out the performance of shadow teachers can be seen from the adversity quotient. Adversity quotient is a person's ability to survive when faced with difficulties.

The purpose of this research is to look at the adversity quotient for shadow teachers, what are the difficulties experienced by teachers and what are the factors that make special school teachers able to survive these difficulties. The research method uses a mixed method approach.

The results of study found that there were three categories as an adversity quotient for shadow teachers, that is low, medium and high. In the low category there are 13 teachers, in the medium category there are 44 teachers, and in the high category there are 9 teachers. The difficulties experienced by shadow teachers are dealing with student behavior which sometimes makes teachers feel annoyed, causing stress on the teacher. But the teachers were able to face these difficulties. Even though the students are naughty, the teachers are always patient and sincere in dealing with them, besides that the teachers also feel very grateful even though their students have shortcomings, this in no way makes the teachers complain about the condition of their students.

Keywords: *adversity quotient, shadow teacher , difficulties*