



# Staying Healthy in the Year of Uncertainty

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# Today's Objectives

Understand	Understand why this is so uniquely challenging compared to previous challenges we have faced
See	See how there is nothing new under the sun
Be inspired	Be inspired there are ways to address this to make a difference

# Today's Objectives



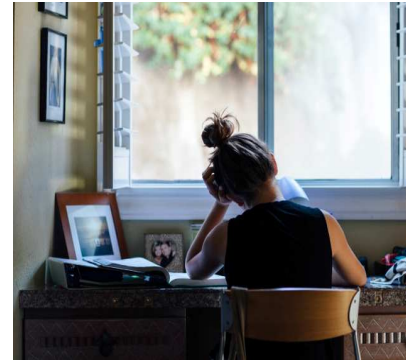
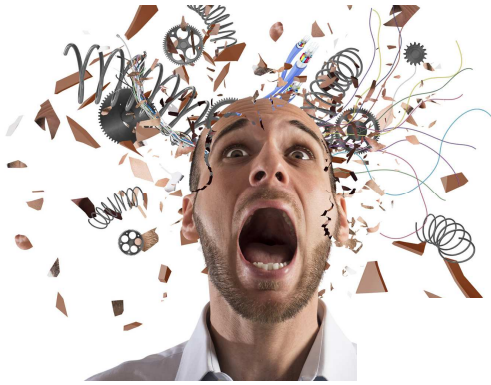
Be encouraged to take simple steps to decrease stress and increase resilience in individuals and the organization



Be challenged to take a specific step to implement one thing to positively impact the organization, people and you!

The “Pile On-”  
These are  
uniquely stressful  
times

- ▶ COVID
- ▶ Civil unrest
- ▶ Political turmoil
- ▶ Working from home
- ▶ Changes to relationships
- ▶ “Distance Learning” for students



This creates and multiplies stress

# Stresses

- ▶ Misinformation, TOO much information
- ▶ EE tells you too much about their situation/medical concerns
- ▶ COVID work plans (not easy, changes frequently)
- ▶ EEs want to come back to work, don't want to come into the office
- ▶ EEs have tension at home (kids, everyone home, elders, etc.)

# What Behaviors Are Common When the Stress mounts?



WITHDRAW  
FROM OTHERS



TALK MORE



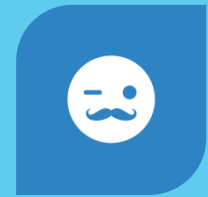
CRY



LAUGH



YELL



“SNAP” AT  
OTHERS

## In Short

When anyone is feeling more stressed there is...

**A CHANGE IN BEHAVIOR**  
and we don't function  
as well as we could



# What Are the Possible Negative Outcomes of TOO Much Stress?

## Physical

- ▶ Blood pressure
- ▶ GI problems
- ▶ Headaches
- ▶ Heart problems

# More Negative Physical Outcomes

Back, neck pain

Dental problems

Illness; missing  
work and  
personal events  
of importance

Decreased  
concentration

Fatigue from  
sleep  
disturbance

# Emotional Negative Consequences

## Emotional

- ▶ Irritability
- ▶ Tearfulness
- ▶ Low tolerance; “easily overwhelmed”
- ▶ Inability to put things in perspective
- ▶ Numbness

# What behaviors are most common with high stress?



Increased eating, sleeping



Increased drinking/drug use



Decreased physical activity



Bullying, yelling, fights, domestic abuse at home

If that stress  
builds and  
builds...with no  
support added,  
work  
consequences  
include

- ▶ Increased sick time
- ▶ Diminished immune system
- ▶ Reduced productivity
- ▶ Oversharing
  
- ▶ Medical leaves of absences increase
  - ▶ Mental health problems
  - ▶ Physical illness

Don't panic! We face challenges all the time and survive!

How many challenges have people gone through before this?

- ▶ Assassinations (Kennedy family members, Martin Luther King)
- ▶ Moon landing/ Challenger disaster
- ▶ Race riots of the 60s... and more recently
- ▶ Wars (Cold War, Vietnam, Desert Storm, Afghanistan, etc.)
- ▶ Recessions
- ▶ Epidemics (H1-N1, Ebola)
- ▶ Technology (phone, internet, social media)
- ▶ Climate concerns (acid rain, killer bees, carbon etc.)
- ▶ Weather events

We are resilient:  
Here is what  
helps us adapt

- ▶ Get and stay connected with others
- ▶ Compliment people on their achievements and how it positively impacts the organization
- ▶ Remember past positive coping strategies-put them back in place
- ▶ Remain hopeful-what good has come out of these trying times? Share stories

# Building Resilience

- ▶ When stress increases, we can build back resilience
  - ▶ Connecting: Communicate more often
    - ▶ Ask EEs how things are going 1:1
    - ▶ Have mini-group brief meetings to share positives in meeting challenges
  - ▶ Acknowledge and compliment
    - ▶ Normalize the stress; everyone is feeling it
    - ▶ Share a way you have felt it and how you are addressing it-role model
    - ▶ Tell the employee how their efforts/work paid off



# Building Resilience

- ▶ Remind others of past successes
  - ▶ ASK how can we build on that
  - ▶ What could we put in place that will help us succeed
  - ▶ What do you need to be more successful, confident?
- ▶ Remain hopeful
  - ▶ ASK what positives have come out of these changes:
    - ▶ More time with family
    - ▶ Less stress with no commute (especially winter!)
    - ▶ Less wear and tear on the car

# Building Resilience

- ▶ Ask what is bugging the employee:
  - ▶ Ask them for ideas to solve the issue
  - ▶ Offer ideas
  - ▶ Make a plan to address each problem as it arises
  - ▶ Take action steps (like what we are discussing today)
  - ▶ Follow up!
  - ▶ If nothing can be done, acknowledge the issue and be truthful
- ▶ Encourage good self-care
  - ▶ Take breaks
  - ▶ Continue or start weekly brief tip sheet that include self-care and “stress buster” ideas

# Building Resilience

- ▶ Provide resources
  - ▶ Ergonomic options
  - ▶ Ideas to enhance and improve home work spaces
  - ▶ Tip sheets especially on self-care
  - ▶ Group meetings
  - ▶ Regular company updates on cleanliness at work, ideas from employees, etc.
  - ▶ EAP!- OFFER and FREQUENTLY advertise; ask the EAP to do webinar on topic for EEs
    - ▶ If you don't have one, consider contracting with one monthly

# Leadership is needed more now than ever!

- ▶ Great leaders know their employees
  - ▶ Are accessible
  - ▶ Communicate, using empathy and two-way communication
  - ▶ Anticipate concerns, roadblocks
  - ▶ Ask for input
  - ▶ Normalize current issues and offer hope for managing it
  - ▶ Set clear goals, objectives and direction to follow

## AND Leaders are people too

- ▶ They are stressed!!! (And so are you!)
- ▶ That is what is unique about this current situation; no one is unaffected!
- ▶ Offer them the same strategies for resilience
- ▶ Ask what they need
- ▶ Compliment and encourage them
- ▶ Offer EAP!
  - ▶ Again, If you don't have one, consider briefly contracting with one monthly

How are things  
going for you?  
How is your self-  
care going?

- ▶ What is your current stress level?
- ▶ How are you managing it?
  - ▶ Are you feeling calm or irritable?
  - ▶ Are you acting reasonably or not?
- ▶ Look at your own feelings and behaviors
  - ▶ ASK what needs to be addressed, to change
  - ▶ Make a plan and start taking action
- ▶ If you are not doing well, your employees likely won't either



## Simple Steps that decrease stress and increase resilience



# Simple Steps





# Simple Steps

# Take Time

- ▶ Breathe
- ▶ Meditate
- ▶ Have quiet time
- ▶ Read
- ▶ Re-ignite the spiritual

# Consider

- ▶ Social distance from the fridge
  - ▶ Eat healthy snacks
  - ▶ Eat less often!
- ▶ Exercise
- ▶ Play games together
  
- ▶ **TURN OFF** electronics, news, stay off social media sites

## Results of taking action

Reduces stress as you are more in control

Resolves issues

Builds resilience and self-confidence for the next time

Know what's in  
your control

Act on those things  
And let go of the rest!



## Build resilience- Part 2

- ▶ Have a positive attitude
- ▶ Use cognitive reframing
- ▶ Develop a strong core set of values that guides your decisions
- ▶ Find a resilient role model to pattern yourself after

# Positive Attitude

What positives have come out of this pandemic so far for you?

## Use cognitive reframing

If you say “This is awful...”

- Reframe: “This is distressing but it’s not the end of the world.”

If you say “I can’t...”

- Reframe: “I have handled tough things before, and I will do \_\_\_\_\_ to get started.”



## Core Values

- ▶ The Golden Rule
- ▶ Spiritual
- ▶ Live and let live
  
- ▶ Whatever works for you, live true to it daily. You are in charge of this and it feels great when you are living that “authentic,” real life.



Scared?

That's normal!

You are having a  
normal reaction  
to something  
that is abnormal!

Going back to the office-process  
with employees

Ask people-  
What will  
increase your  
comfort level  
at work?

What can you  
reasonably do?

What can the company  
reasonably do?

Make a list and talk  
about it. Implement.

# Building Resilience Continued

Face	Face your fears
Develop	Develop active coping skills
Build	Build a network of social support
Attend	Attend to physical, emotional and spiritual well-being

## Make a Commitment

What is one thing you heard today that seems like it would be good to start trying it?

Start doing it today!

## Longer Term Action Items

- ▶ EAP
- ▶ Tip sheets for employees
- ▶ Group meetings
- ▶ Ergonomic ideas for home
- ▶ Updates on company successes with cleaning, work-from-home and work in the office challenges

## Longer Term Action Items

- ▶ What is one thing you heard you think could work for your company?
- ▶ Who will you talk to in the next 5 days to get started?

# Resources

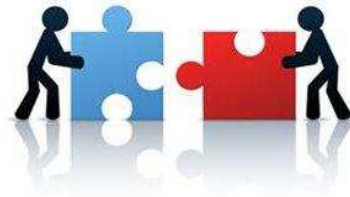
- ▶ SAMHSA's Disaster Distress Helpline: Toll-Free: 1-800-985-5990
- ▶ Center for the study of traumatic stress: [cstsonline.org](http://cstsonline.org)
- ▶ National Child Traumatic Stress Network [nctsn.org](http://nctsn.org): Guide to helping families cope with COVID
- ▶ [Workplacementalhealth.org](http://Workplacementalhealth.org)



Thank you!



RÉCIT préscolaire



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