

Employees in a Heightened Emotional State



What to Expect

- Welcome/Learning Points
- Range of Emotions
- What's Next – Home or Workplace?
- Working from Home Successfully
- Returning to Work Safely
- Action Plan for Success
- Dealing with Uncertainty
- Close



Learning Points

- Be aware of your range of emotions
- Understand the difference between your old workplace and your new workplace
- Identify your responses to working from home
- Prepare for uncertainty
- Create an action plan to regulate your emotions



Range of Emotions

- Common Sense
- Notifications, DND, and group features
- Appropriate Level of Formality
- Clear, complete, concise
- Indirect (vs. Direct) communications



Take Care of Yourself First

Start with YOU! Be at your best physically, mentally, emotionally and spiritually.

- Practice Healthy Habits (Eat, Sleep, Move)
- Avoid unhealthy habits that self-medicate
- Manage your stress
- Limit exposure to news and social media
- Create routines
- Connect with others
- Get help if needed



One Last Point About You – Pandemic Learnings

- What have you learned about yourself since the first day of quarantine?
- How have you demonstrated resiliency? What worked? What didn't work?



What's Next? Working from Home or in the Office ?

- Remember not everyone can work from home: "Our best estimate is that 25-30% of the workforce will be working-from-home multiple days a week by the end of 2021."
- Highly paid sectors: Those who can work from home will be in highly paid sectors such a computer science, engineering and technology most likely to keep their jobs
- Shielded: Those same workers will be shielded from the virus, furloughs and layoffs. Also, they will have more availability to care for children.
- Not shielded: Many other workers who have low paying jobs will face continuing employment challenges such as furloughs or layoffs.
- Spike/second wave: Workers who have jobs may face layoffs. Those who are looking for work will find that it has become even more difficult.



Challenges at Home

- Inability to unplug
- Learning new communication tools/technical difficulties
- Fears that you are not contributing enough
- Care for personal and family needs while working
- Loneliness/lack of motivation



Common Challenges and Solutions

- Childcare
- Elder care
- Routines
- Time for self-care
- Build resilience



More Ways to be Successful Working at Home

- Establish a work routine to manage your day
- Make your workspace separate
- Communication: Stay connected
- Be flexible



Returning to Workplace

- Fear of returning to work: Some workers will be very apprehensive to return to the workplace due to fears of contracting the virus
- Concerns about commuting to workplaces
- Anxiety due to continuing changes at work and at home
- Uncertainty about the economy, their jobs, their health and the health of their nation
- Decrease in job performance
- Difficulties concentrating/making decisions



New Normal – What is Involved

- Larger spaces between workstations
- Temperature checks/employee who have symptoms will notify a supervisor
- Staggered/hybrid schedules to reduce the number of employees in the workplace at any given time
- New responsibilities may call on you to tackle new technology and new lines of business
- Reduced social contact may lead to less interaction with your peers.
- Increase in cleaning of frequently touched objects or surfaces



Your Action Plan for Success



- Safety
- Ask for help
- Breaks
- Adapt to change
- Compassion



More Behaviors That Will Keep You Moving Forward

- Stay present
- Take control
- Build your resiliency
- Practice gratitude



What We Know For Sure – There Will Be More Uncertainty

- There will be plenty more uncertainty – accept that fact
- Understand the psychology of uncertainty and how it affects us
- Stay informed
- Follow medical recommendation to minimize risk
- Stay in tune with yourself and your thinking



Summary

- Fear and anxiety: Change may cause fear and anxiety. This is a normal reaction. Focus on what you can control.
- Setting up for success: Adapt to changes, new responsibilities and look for places to shine
- Child and elder care: Set up routines, think about how you can do it differently and take care of yourself!
- Selfcare: Quality sleep, nutritious food, exercise, give yourself a break.
- Spaces and places: Changes in the workplace may address your proximity to others, your schedule and your responsibility



Questions?



Thanks for attending
today's presentation.
Employees in a Heightened State

