

LUNCHTIME TALKS ON TOPICS THAT MATTER OCT. 13: TRANSPARENT COMMUNICATION



LUNCHTIME TALKS ON TOPICS THAT MATTER NOV. 10: REDUCING IMPLICIT BIAS IN RECRUITING



LUNCHTIME TALKS ON TOPICS THAT MATTER DEC. 8: TOXIC POSITIVITY

Mental Health and a Post-Pandemic Workforce: Managing the Stress of Reentry

Created by Robert Jones and Presented by Nancy Boyle Employee Assistance Program Trainer Village Business Institute



Training Objectives

- Examine the effects of the of the pandemic on people
- Consider why people are developing mental health related issues and some of the signs and symptoms colleagues can look for
- Discuss what can organizations do to support the reentry process



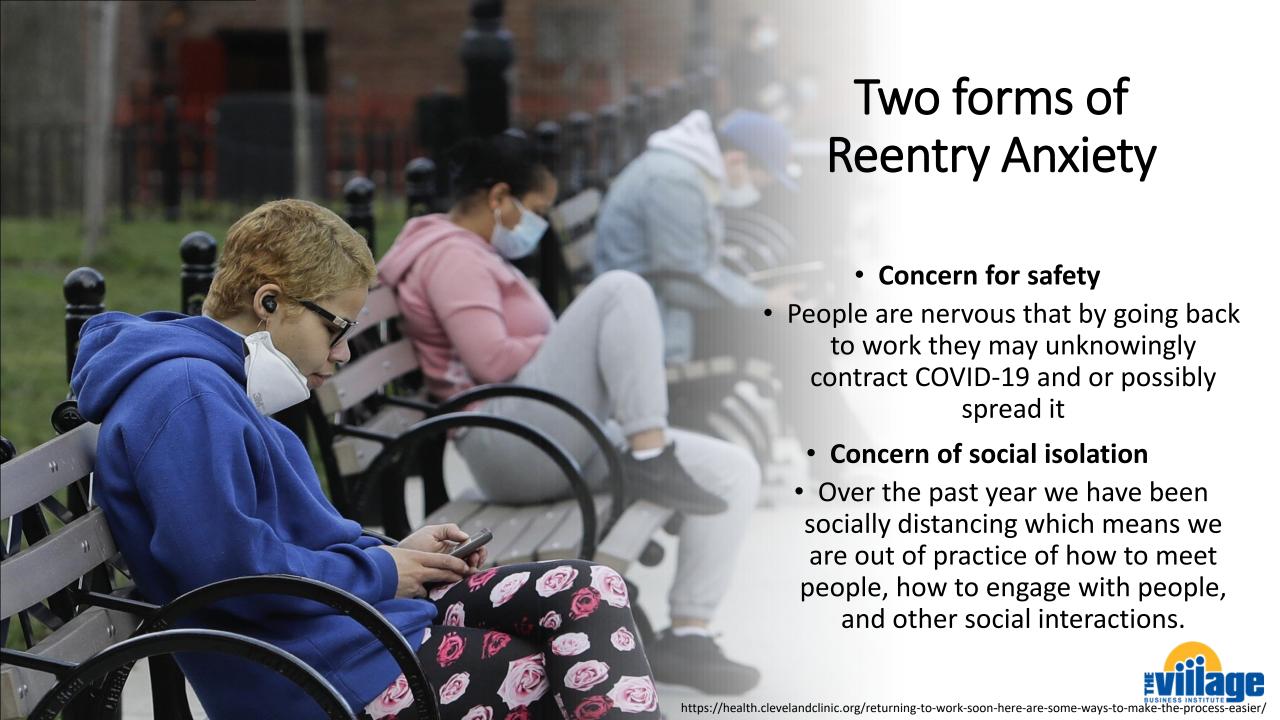
If you are getting ready to back to the office, you may be struggling with having to leave the safety of our home for a work environment filled with uncertainty.



Where is the stress coming from?

- It is not weird to feel a level of apprehension about returning to work we have been living in pods for over a year
- If you are worried you are experiencing what is called "reentry anxiety"





Trust issues

There can also be trust issue caused by

Mask less pics

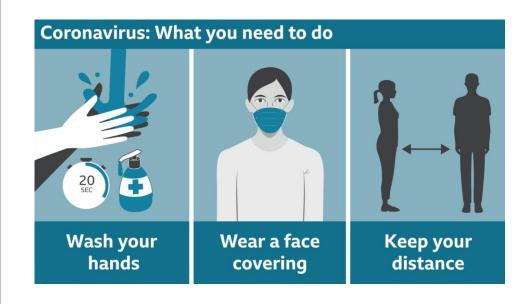
 Covid-19 conspiracy theories posted by co-workers

 Not trusting your employer's commitment to safety



Dealing with trust issues

- Spell out what your expectations are
- Ask for your employer's covid safety plan
 - Read through it thoroughly so you can refence the points you need
- Take issues into your hand by continuing to wear a mask
- Gently remind people you are continuing to socially distance
 - People may not realize that they are getting too close
 - You can create physical distance with your body language and objects, i.e., standing behind a desk



Start preparing

- Try walking through scenarios that you might encounter so you can mentally prepare and feel more at ease
 - Try doing a dry run before you officially return
 - Go back to the office and look around
 - Sit in your chair
 - Remember that a lot has changed in the last year
- Tidy up
 - You have been gone for a year take some time to clean and refresh the space
 - Add new pictures and make the space look pleasant (consider treating your return like you would your first day at a new job)

Start preparing

- Give yourself a wardrobe makeover
 - When you look good you feel good, and we have been dressing down for a year
 - Work attire helps us feel more confident and professional
- Establish a better sleep schedule
 - Not having to commute has made it easier to hit the snooze button
 - Managing family expectations might have pushed your workday to later in the evening
 - We need to take control and establish a good sleep pattern, so we are awake and focused



Re-entry Anxiety

 This anxiety is commonly experienced in the form of fear, nervousness, worry, and dread.

 As the pandemic drug on we developed new habits, which for many led to a feeling of safety and security.

 These various changes and transitions can be anxiety provoking



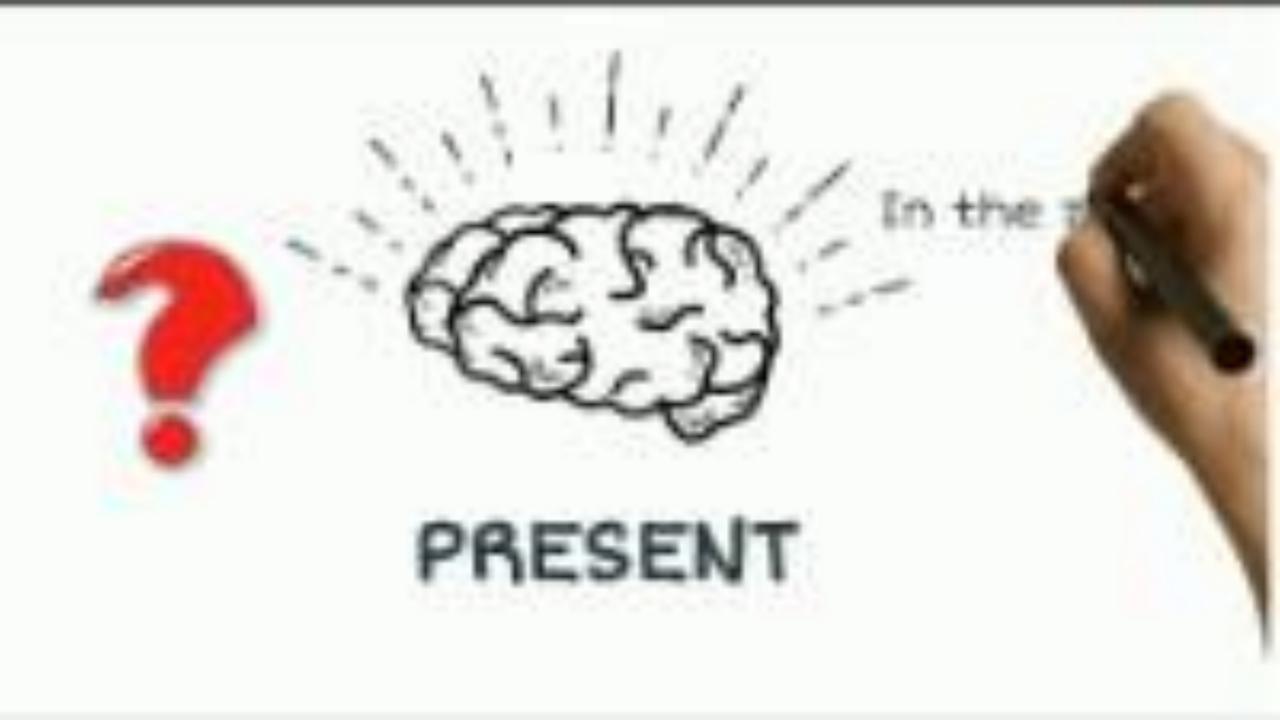
When we learn to observe our anxious thoughts and feelings with kindness and curiosity, we are less gripped and controlled by them.

Tips to manage re-entry anxiety

- Practice being in the moment
 - Mindfulness involves non-judgmental attention to and awareness of the present moment

DR. AMY SALTZMAN







- Recognize what you can control
 - Many people are experiencing a sense of control in an uncertain time
 - Doing simple, yet important things like following the CDC guidelines can help you regain some sense of control

https://adaa.org/learn-from-us/from-the-experts/blog-posts/consumer/10-tips-manage-re-entry-anxiety-related-covid-19



Recognize what you can control

- Determine what you can control
- Focus on your influence
- Identify fears
- Differentiate between ruminating and problem solving
- Create a plan to manage your stress
- Develop healthy affirmations



- Pay attention to your unique situation
 - Your re-entry anxiety may have additional and valid reasons such as are you in a high-risk category
 - This may mean that you need to meet with your physician to get some re-entry recommendation



- Engage in something fulfilling
 - Take time to do something that fills you up, something that you enjoy such as playing games with your child, going for bike rides, volunteering and meeting with friends
 - This can help you to be more engaged in meaningful life activities and enhance your emotional well being

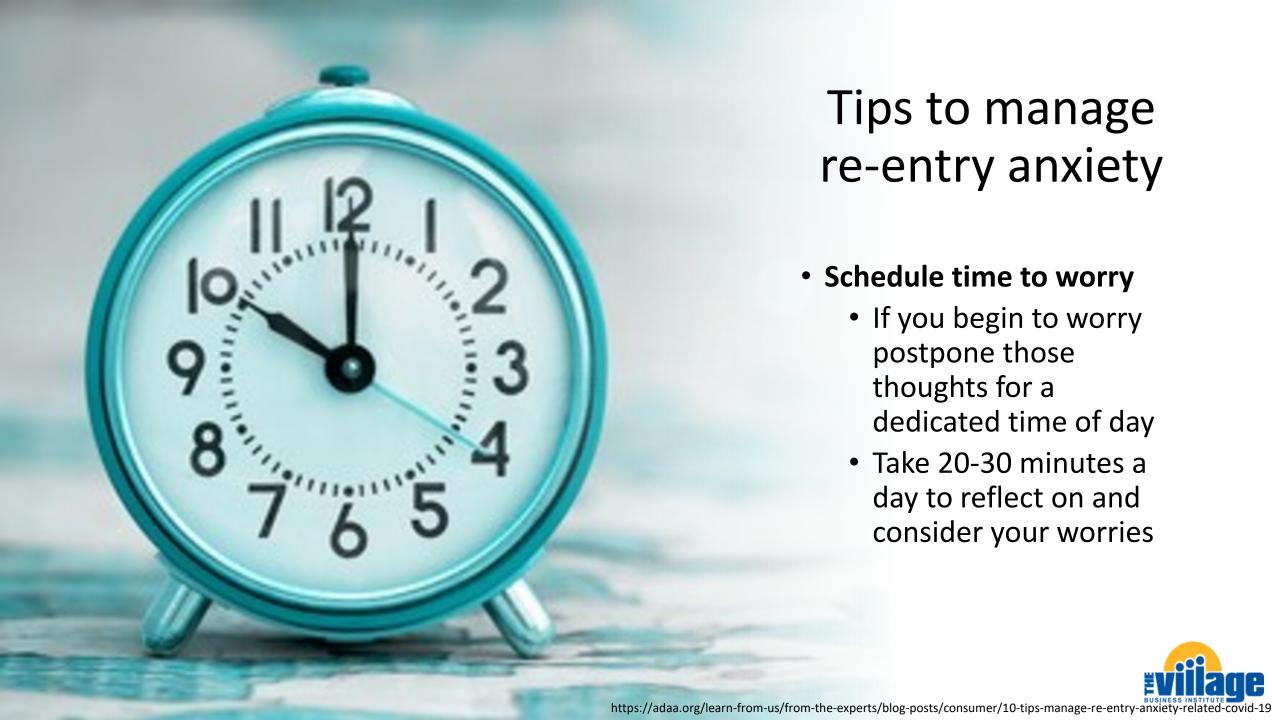


• Take a gradual approach

- A gradual approach, as opposed to a sudden re-entry is preferred for reducing anxiety
- Don't pressure yourself or compare yourself to others in the process
- Being prudent and cautious is a pandemic is a strength

Journal

- Daily or weekly
- Track stressors
- List self-care tools



- Practice Gratitude
 - Increases happiness
 - Reduces depression
 - Reduced blood pressure
 - Increased energy

Provides big picture perspective







Avoid Alcohol

 Many people find themselves leaning on alcohol to cope with anxiety and while they may help in the moment the use is likely to increase the anxiety and adversely affect the brain in the long term



Stay connected

- Positive, protective factor for mental health
- Loneliness can cause chaos
- Lowers anxiety and depression
- Higher self esteem
- Greater empathy for others







What are you Grateful today?





Who are you going to connect with today?

Daily Affirmations

I let go of what I can't change and do my best with what I can.





SHRM CEU Credit: Activity number is 21-RXKK9



https://www.surveymonkey.com/r/2NFDNH2

PDF Copy of Today's Training:

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