

Getting Back to The New Normal



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Agenda



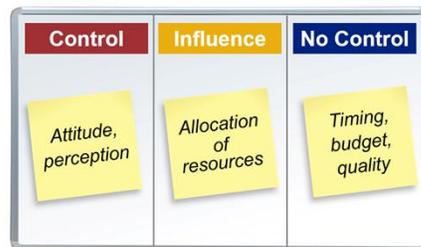
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Nugget #1: Adaptation Continued

- Effectively communicate about adapting to new processes, adjustments, etc. with your workforce
- Be transparent with changes that are and will be occurring in the near future
 - Describe what's changing and why
 - Seek reactions and feelings from workforce
 - Regain a sense of control



5 - DDI, 2019



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Nugget #1: Adaptation Continued

- Be aware of personal and practical needs as you move closer to embracing change
 - Personal: Show empathy and incorporate involvement
 - Practical: Create a structured approach when working toward meeting business objectives

Statements

1 - Strongly Disagree 2 - Disagree 3 - Undecided/Uncertain 4 - Agree 5 - Strongly Agree

1. Most of the time, I am willing to disclose appropriate personal feelings to help build trust.	1	2	3	4	5
2. I make it a point to ask for help and encourage others' involvement.	1	2	3	4	5
3. I make it a point to let others know I "hear" and understand how they feel before moving on in a discussion.	1	2	3	4	5
4. I am comfortable letting others maintain control over tasks when the going gets tough or the stakes go up.	1	2	3	4	5
5. I am comfortable disclosing what I know about a situation or business rationale, as appropriate.	1	2	3	4	5
6. I make it a point to maintain and enhance others' self-esteem.	1	2	3	4	5
7. I think I do a good job of creating an environment in which others feel comfortable expressing their feelings, good or bad.	1	2	3	4	5
8. I am comfortable being open with my coworkers and sharing my thoughts on important issues.	1	2	3	4	5
9. I take opportunities to let others know the value they bring to the organization/team.	1	2	3	4	5
10. I make sure I get input from team or group members before making a decision.	1	2	3	4	5
11. I am comfortable showing others how to approach a task and then letting them do it on their own.	1	2	3	4	5

6 - DDI, 2019



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Nugget #2: Mental Health

Mentally adjusting to new realities amid global pandemic

- Isolate – “social distancing”
- Anxiety
- Fear and worry about your own health and health of friends & family
- Worry about job security
- Worry about life’s uncertainty
- Difficulty sleeping or concentrating
- Changes in sleep patterns
- Changes in eating patterns



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Nugget #2: Mental Health continued

"Mental illness is not a character flaw." - Craig Kramer

- 37% of workers said their environment contributed to their symptoms
- 61% of workers said their productivity was effected by their mental health
- 62% of Millennials say they are comfortable discussing mental health issues
- Only 32% of Baby Boomers feel comfortable
- 68% of workers worry that reaching out about a mental health issue could negatively impact their job security

8 - SHRM

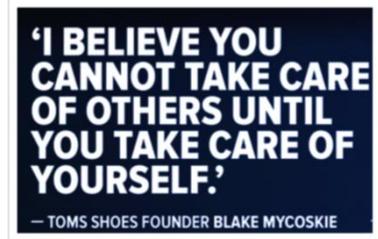
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Nugget #2: Mental Health continued

Tips to Help Yourself

- Maintain a social connection
 - Basic psychological need
- Set a daily routine
- Get outside if you can
 - time in green and blue space is associated with reduced anxiety and depression
- Regardless of where you work, create a clean working environment
- Seek help when needed
- Give yourself a break- Perfection isn't always obtainable



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- Journal Environmental Research
- SHRM



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Nugget #2: Mental Health continued

Tips to Help Others

- Create a work environment that educates all workers about mental health conditions and challenges
- Share resources with others
- Promote a work environment that acknowledges & supports those who might be experiencing mental health conditions
- Be aware of possible accommodations
- Foster trust, optimism, empathy, and support

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Nugget #3: Celebrate

- Celebrate the fact that you and your team have united to overcome a worldwide tragedy



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Nugget #3: Celebrate Continued



- Focus on progressing each and every day
- Be aware that your perception of obstacles makes a difference
- Focus on what you have control of, can influence, and have no control of
- Be vulnerable and share your experience that you have been strong enough to overcome
 - What thoughts did you have?, What emotions did you have?, etc.

12 - Psychology Today



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Closing Thoughts

Alone we can do so little; together we can do so much. - Helen Keller



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