

## Getting Back to The New Normal



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## Agenda



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## Overview

**CDC** @CDCgov · Mar 21  
Have you prepared a space in your home in case someone gets #COVID19? If a person who has been sick, you should separate them from others, get sick, you should separate them from others, in a room, and – if possible – have them use a bathroom.

**NBC 6 South Florida** @nbc6 · 16m  
U.S. Surgeon General warns that the #coronavirus outbreak will continue to worsen because too many people are not abiding by guidance to stay at home and practice social distancing

**UNICEF USA** @UNICEFUSA · 34m  
Throughout the #coronavirus outbreak, it's important to remember you are not alone. From talking to someone you love to practicing good hygiene, here are some ways kids and families can stay mindful and healthy.

**Coronavirus Crisis Latest: Surgeon General Warns 'It's...'**  
Governments around the world are grappling with how to keep essential supplies flowing as the crisis deepens. [nbc6miami.com](#)

**coronavirus update** @coronav57026509 · 23h  
how the coronavirus spread across the #US

**IS MAKING THEIR OWN COVID-19 TESTS**  
DON LEMON  
FILE IS AN 'IMPORTANT FIRST STEP'

**Is the coronavirus making you feel sad, worried, confused, scared or angry?**

Confirmed	Deaths	CRF	Recovered	Recovered (%)	Time History of Cases
2070	470	4.0	1273	100%	
2010	470	2.3	1079	53%	
2000	102	5.1	179	9%	
2000	102	5.1	209	10%	
2000	102	5.1	209	10%	
1898	82	4.2	793	42%	
1898	101	1.2	2166	10%	
1794	88	4.8	14	0.8%	

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## Nugget #1: Adaptation

**Possible Changes:**

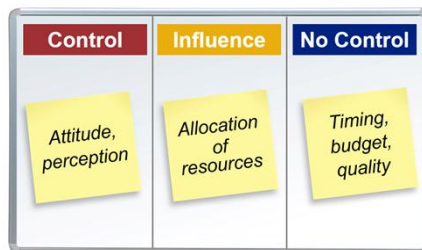
- Organizational structure (layoffs, fluctuation in temporary workers, etc.)
- New product requests
- Client demands
- Carrying over recent implementations to sustain (policies, cleanliness, online work methods, etc.)
- Re-evaluate strategic plan

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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

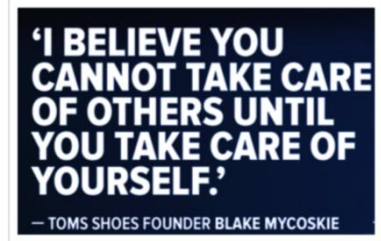
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## Nugget #2: Mental Health continued

### 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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