



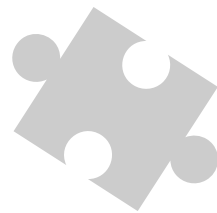
Returning to Work Outside the Home

Making the Pieces Fit Through the Lens of
Change Management





Housekeeping



01

Please remain on mute, feel free to unmute at the end of the workshop for Q&A.

02

Feel free to use the chat feature. You can send a message to the host.

03

You'll be assigned automatically to breakout rooms.

Before closing, you'll get a one minute alert, and automatically be brought back to the main session.



Overview of Topics

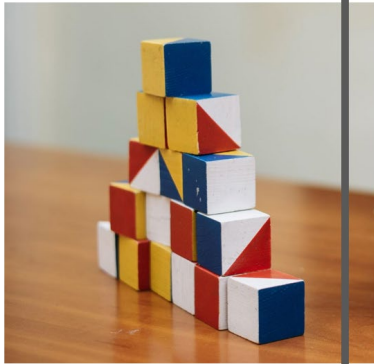


**Stress
Management**

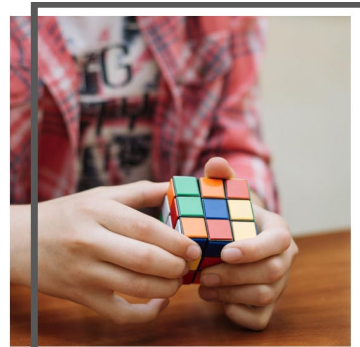


**Dealing
With
Change**

**Using Our
Strengths**



**Focus On
What You
Can Control**





Two billion
350 million




RETURN TO WORK OUTSIDE THE HOME


 All

 Images


 News

 Shopping

 Videos

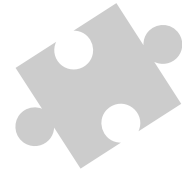
 More

About 2,350,000,000 results (0.61 seconds)

<https://www.tuc.org.uk> › research-analysis › reports › p... 

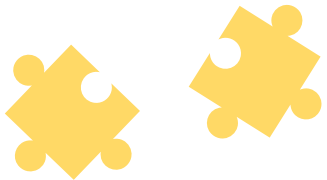
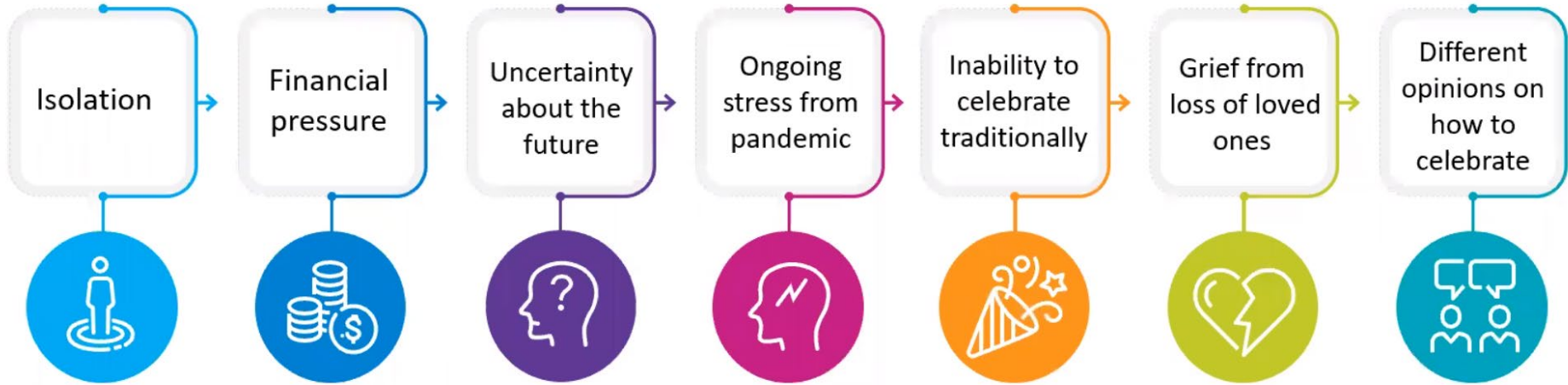
[Preparing for the return to work outside the home: a t](#)

Apr 27, 2020 — Return to work: what do workers think? Ensuring a safe **return to work outside the home**; Ensuring no-one is forced to work in an unsafe ...




Stress Management






Common COVID Related Stressors

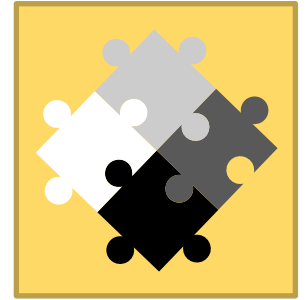


A Look At Stress And Our Bodies: A Case Study Example



You are a customer service representative. You need to answer six calls per hour. Some callers may take more time than others, some just want to talk, and some have difficulty on the phone. Your boss alerts you that you are falling behind and on average, you are only answering four calls per hour.

What happens in your brain if you perceive this as a stressor?



When your boss gives you the warning that you aren't answering enough calls, your brain releases hormones into your body. One of these is called Cortisol, and one is called Adrenaline.

Cortisol and Adrenaline help our bodies with the need to fight or run away to survive, however, we can't fight our boss, or run away from our worksite...yet our bodies are preparing for battle or escape.

That Dry Mouth



When we feel stressed out, we also experience a dry mouth, as our brain automatically moves liquid away from “non-essential” parts of our bodies. Now it’s more difficult to talk.



Your Immune System's Response

As your brain continues to prepare to respond to the “threat” of your boss letting you know you aren’t answering enough calls per hour, your body continues to feel the effects.

Your immune system is being supercharged with white blood cells, which the brain automatically sends to areas where physical injury might happen...but we know there’s no battle coming. Our brain can’t help it.

Heart, Lungs, and Circulation Response



Your breathing becomes faster as your lungs inhale more oxygen to run away or fight. The blood flow to your muscles increases, all without us realizing it.

The body and brain are ready for what comes next...but what comes next is just a staff meeting, or another phone call. There is no fight, but our brain is ready because we perceived a threat.

All of this happens without our control, so when we work with other people, we need to be aware of the automatic processes that happen when we get stressed.

“The ability to recognize how your body reacts to stressors in your life can be a powerful skill. Most people are more aware of the weather, the time of day, or their bank balance than they are of the tension in their own bodies.”



In the breakout room:



Introduce yourself
and share: where do
you first feel stress
in your body? Jaw?
Legs? Hands?





3 Things I can
See

3 Things I can
Hear

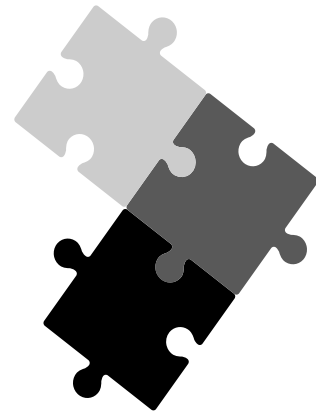
3 Things I can
Feel



What is mindfulness?

Jon Kabat-Zinn; Matt Killingsworth

- The practice of mindfulness is the ability to pay careful attention to what you are thinking, feeling and sensing in the present moment without judging those thoughts and feelings as good or bad.
- When you notice that your mind is wandering, instead of judging your thoughts, embrace uncomfortable thoughts/ emotions as a part of life and return to the present moment.
- Mind Wandering - 47% of the time, people are thinking about something other than what they are currently doing (e.g. worrying about the future, dwelling on the past). We are less happy when our mind wanders, even when we are thinking about something “positive.”
- Countless studies link mindfulness to benefits like better health, lower anxiety and greater resilience to stress.



Four Steps to Stress Management

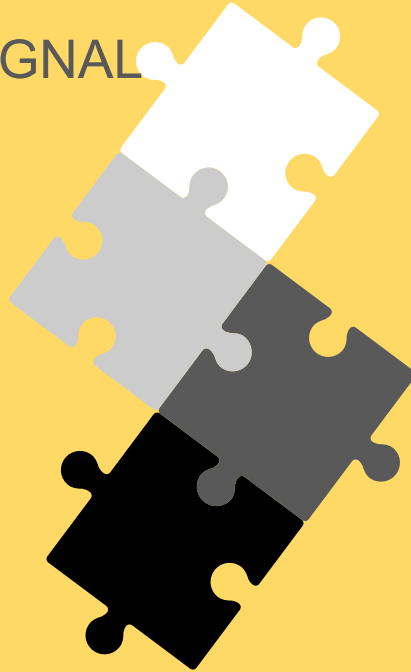


NOTICE MY STRESS SIGNAL

What signs do you notice before you get stressed out?

SELFTALK

Change the conversation you have with yourself.



MAKE LIFE CHANGES

If nothing changes, nothing changes.
Think of scheduling?
Self soothing?
Journaling?

LIFE OF LESS STRESS

Sleep. Diet.
Grounding activities.



Dealing With Change



10% of employees exhausted their emergency savings within the first 2 weeks of the pandemic, according to Edelman Financial Engines. 1 month into the crisis, almost 1/3 of employees had depleted their emergency funds and stopped contributing to their retirement accounts.

1/4th of employees view their jobs as the #1 stressor in their lives.
(Northwest National Life)

Financial Impacts

In the breakout room:



What are the financial, lifestyle and emotional considerations related to working outside the home?



Possible Considerations

Negotiating our Expectations

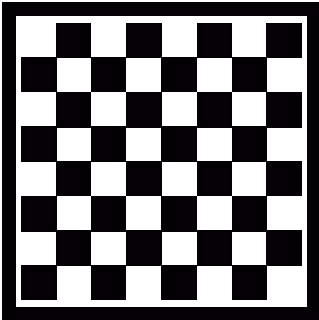
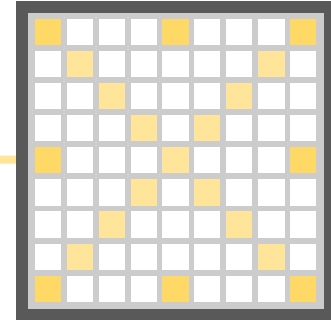
is a significant tool for coping with change and stress.

What happens when your expectations aren't met?



Possible Advantages of Working Outside the Home

The sense of community, camaraderie, routine and discipline



The sense of personal power, pride in accomplishments, exposure to new projects, connecting to peers, leadership and promotional opportunities

3 MIN 
STRETCH
BREAK

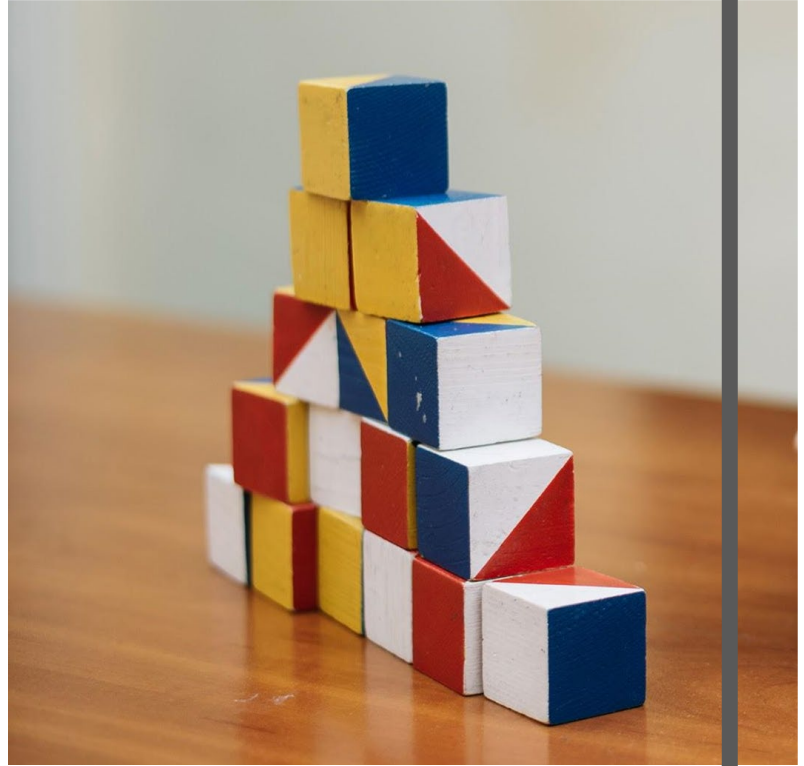


Shoulder Rolls
Wrist Rolls



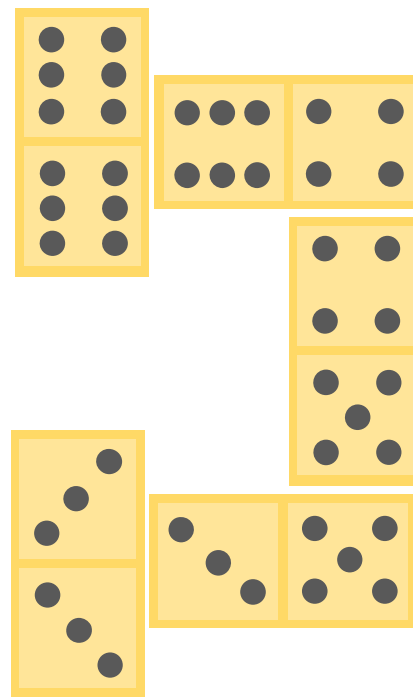


Using Our Strengths





*“You can change
your mind-set
towards many
things in your life
that will reduce
your stress.
Start by changing
the conversation
you have with
yourself”*



Help ourselves
Take breaks,
walk and
stand
throughout
the day

Help ourselves
Focus on
the
present

Help ourselves
Engage in
self-care
and
nourishing
activities

Help others
Listen
and
search
for cues

Help others
Avoid
giving
advice

Help others
Don't take
things
personally



Acknowledge
stress



Ask for help from
friends and family



Eat properly and limit
alcohol or sugar



Prioritize sleep
over everything



Exercise and practice
mindfulness

Realistic Coping Skills



Limit time on
social media



Pet
therapy



Create a to-do list
and prioritize items

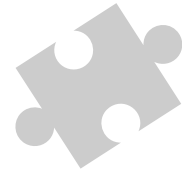
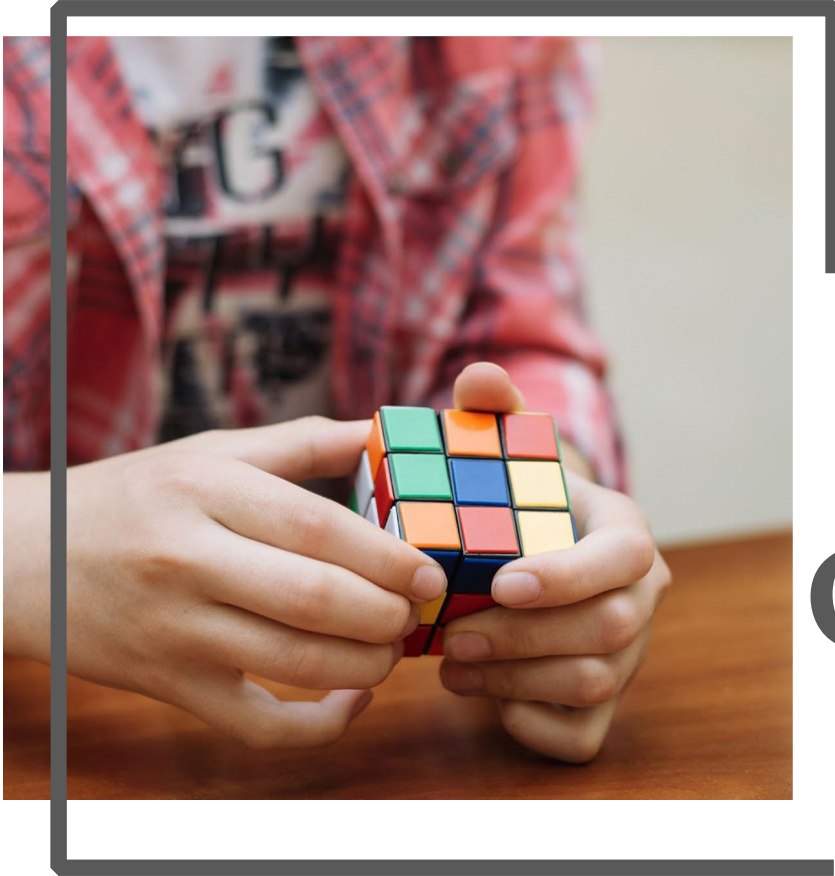


Journaling



Take time for
your self

Realistic Coping Skills



Focus On What You Can Control



AIR



AWARE

- Identify triggers in advance
- Notice counter-productive thoughts in the moment



INTERRUPT

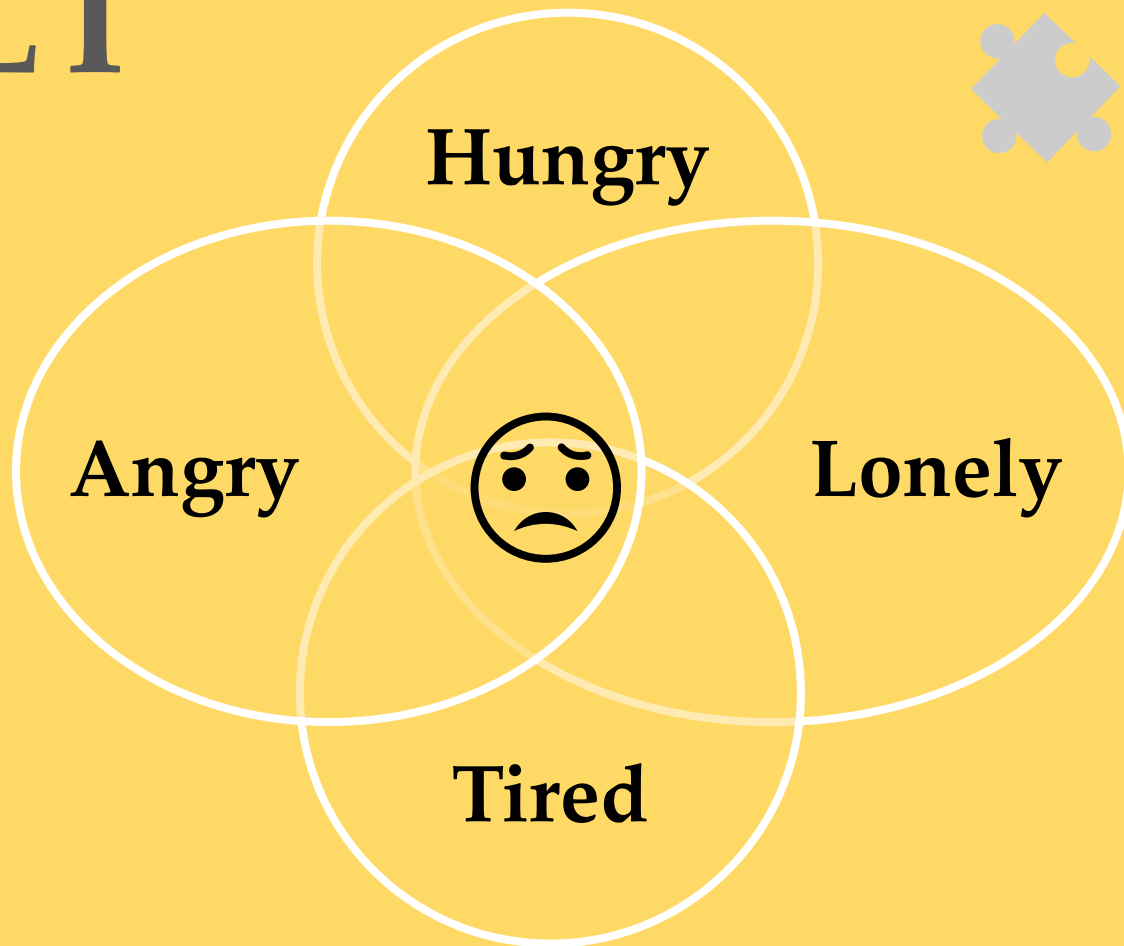
- Physical cue
- Deep breath or positive emotion



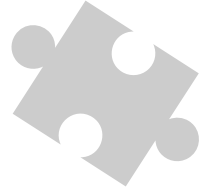
REPLACE

- Shift consciously to more productive thoughts in the moment

HALT



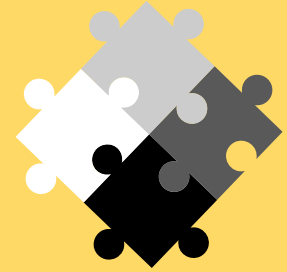
Name How You Are Feeling



Returning to work creates many dynamic feelings in all of us. It's important to recognize, name and address how you might be feeling, and give space for others to feel their feelings as well.



Organizational Culture



It is based on shared workplace values. It is shown in people's behaviors, activities, the way we communicate, and how we work with each other.



Reflect on your ability to impact and shape organizational culture. If we act intentionally, we may have a once-in-a-lifetime opportunity to enrich it as we go through this together.



Forming
Storming
Norming
Performing
Adjourning



Tuckman's
Theory of
Small
Group
Dynamics

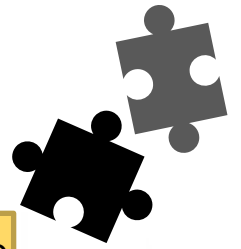
In the breakout room:



What might you
look forward to
back in the
workplace?



Reflections and Potential Action Steps



If applicable, talk to your kids about changes they can expect

Acknowledge how you are feeling and remember others might be feeling similarly

Have discussions about the challenges change brings



What little things can you do to help raise morale?

Be empowered to make decisions and set boundaries

Use your resources. Let's destigmatize EAP and asking for help.

Helping you with daily challenges and difficult situations



(866) 327-4762

Live Chat

EXPLORE SERVICES



Counseling



Appointment Assist



BetterHelp Virtual Therapy



YOUR GRIEVANCES - CA RESIDENT

Recap



Practical Stress Management

- Physical effects on the body, four steps to stress management, mindfulness, grounding



Dealing with Change

- Our beliefs about change and financial, emotional and other considerations about change



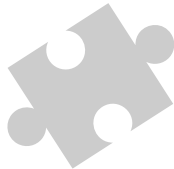
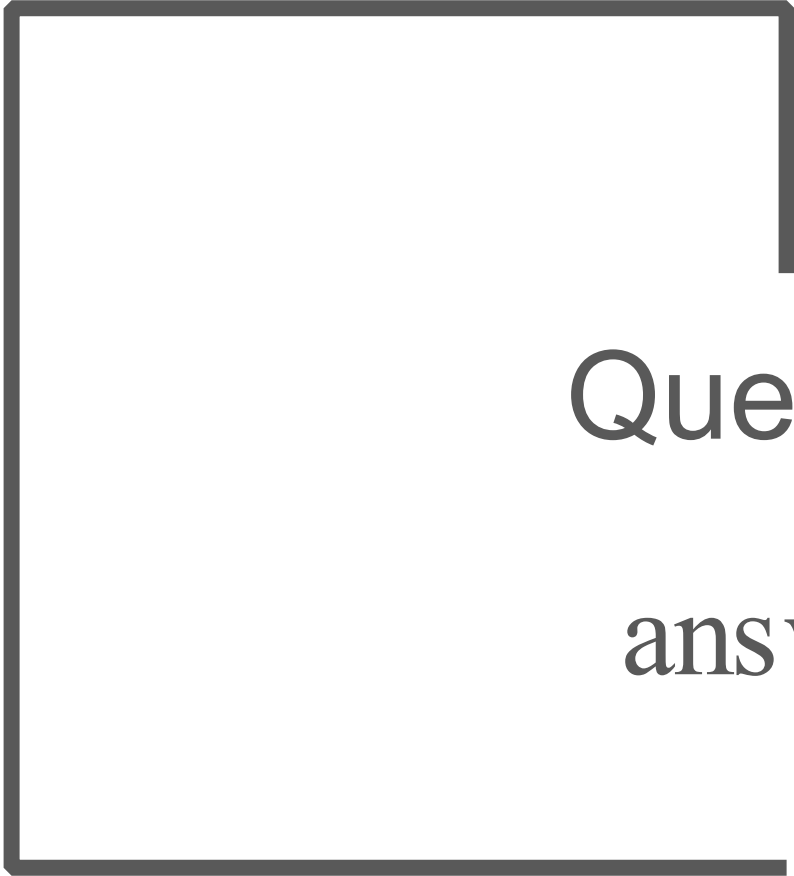
Using our Strengths

- Self-talk, resilience, AIR, realistic coping skills

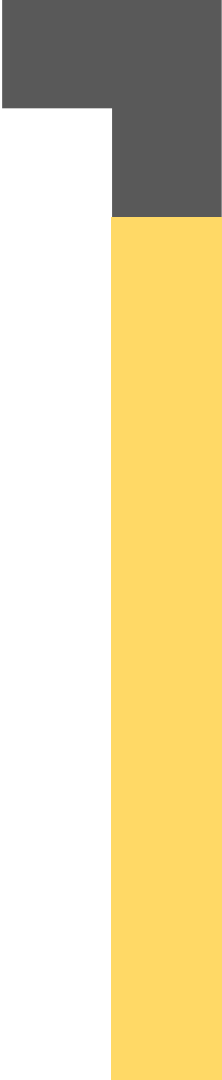


Focusing on What we Can Control

- Organizational culture, HALT, naming our feelings, EAP resources - private, confidential



Questions and answers



To Join the California Workforce Connection, visit
<https://www.californiaworkforceconnection.org>
Email: PuertoDelSolSD@outlook.com



Rebecca
Eusey



EPR with EDD

Masters Degree in Human Relations
Certified Anger Management Trainer &
Blue Rio™ Career Coach, 2010

Slide deck can be emailed,
so make sure we have your
email address!