

HR INSIDER WEBINAR:

THE PSYCHOLOGY OF RETURN TO WORK

PRESENTED BY DR. KAREN MACNEILL, PHD
PERFORMANCE PSYCHOLOGIST | CPO OF HEADVERSITY



COVERED IN THIS WEBINAR

1. THE BRAVE NEW WORKPLACE

2. PSYCHOLOGICAL CONSIDERATIONS

3. SETTING A RESILIENCE PLAN

BRAVE NEW WORKPLACE

A piggy bank, possibly made of ceramic or stone, is shown in a close-up shot. It is surrounded by numerous coins of various denominations, including pennies and dimes, scattered on a light-colored surface. The piggy bank has a slot for coins on its back and some red markings on its side.

**ECONOMIC
CONSTRAINTS**

A person is sitting at a wooden table in a cafe or office setting, working on a laptop. The person is wearing a light blue t-shirt and is looking down at the screen. The table has a few items on it, including a glass of water and some papers. The background shows a modern interior with large windows and pendant lights.

**BLURRED
BOUNDARIES**

A person is standing in front of a large, multi-paned window, looking out. The person is wearing a dark jacket and a hat. The window is letting in bright light, creating a silhouette effect on the person. The view outside the window shows a cityscape with buildings and a body of water.

**ISOLATION AND
FATIGUE**



Hope Compassion Optimism Concern
Love Gratitude Care Courage Bravery
Peace Kindness

EMOTIONAL ROLLERCOASTER

Devastation Fear Loss Overwhelmed
Grief Guilt Panic Anger Anxiety
Worry Frustration
Uncertainty Apprehension Helplessness

QUARANTINE FATIGUE

- Lack of connection & routine
- Loss of freedom
- Yearning for pre-COVID life

...leading to

EMOTIONAL EXHAUSTION

ECHO PANDEMIC

“The CMHA branch in Nova Scotia normally takes in 25 calls for support a day. That has jumped to more than 700 calls a day” (CBC- April 15, 2020)

- MARGRET EATON CEO CMHA

RTW: PSYCHOLOGICAL CONSIDERATIONS



RTW: INDIVIDUAL RANGE OF RESPONSE

1. RETURN TO WORK WITH MINIMAL ISSUES- LETS GET BACK AT IT!
2. FEARFUL AND ANXIOUS OF GETTING SICK OR SECOND WAVE
3. PERSONALLY IMPACTED BY COVID-19 OR EXPERIENCED SECONDARY TRAUMA

DIFFERENT RESPONSES WILL NEED DIFFERENT SUPPORTS



RTW: INDIVIDUAL RANGE OF RESPONSES

DIFFERENT RESPONSES = DIFFERENT SUPPORTS!

1.

**MINIMAL ISSUES — LET'S
GET BACK AT IT!**

2.

**FEARFUL & ANXIOUS OF
2ND WAVE**

3.

**PERSONALLY IMPACTED
BY PANDEMIC**

A modern office interior with large windows, a meeting table, and chairs. The image is overlaid with a dark blue filter.

RE-ENTRY ANXIETY

LOST IN 'THE FAMILIAR'

PRECAUTION **VS** PARANOIA

RECOMMENDATIONS

- ✓ CLARITY OF RTW PROCEDURES
- ✓ ATTEND TO INDIVIDUAL DIFFERENCE
- ✓ ADAPT
- ✓ CONNECT
- ✓ RESILIENCE PLAN

BUILD RESILIENCE



RESILIENCE is
READINESS TO FACE ADVERSITY



RESILIENCE MODEL



An abstract graphic featuring a complex network of white lines and dots on an orange background, resembling a circuit board or neural network. A large dark blue circle with a white border is centered in the image.

ENERGY MGMT

**TO RENEW
EMOTIONAL FATIGUE**

RECOVERY AND WELLNESS SNAPSHOT

RECOVERY & PERFORMANCE INDICATORS



FATIGUE: How are my energy levels?			
SLEEP: Have I been getting enough sleep? Do I feel adequately rested?			
HEALTH: How is my general health? Am I free from illness/injury?			
EMOTIONAL STABILITY: How is my emotional state and irritability?			
STRESS: How is my stress level? Do I feel overwhelmed?			
PERFORMANCE: How has my work performance and task execution been?			
RELATIONSHIPS: How are my relationships with others?			
BEHAVIORS AND COPING: Have I been coping well? Are the behaviors I am choosing to use to cope with my demands constructive?			

HIGH PERFORMANCE RECOVERY



MOVE
often



EAT
for energy



SLEEP.



CONNECT

ENERGY MANAGEMENT BEST PRACTICES:

MOVE OFTEN

- ✓ 4.5 hours a week
- ✓ Movement breaks

EAT FOR ENERGY

- ✓ Brain healthy food
- ✓ Break- the- fast
- ✓ Hydrate, hydrate!

SLEEP.

- ✓ 7-8 hours
- ✓ Sleep hygiene

CONNECT

- ✓ Mindfulness
- ✓ Use supports



CRAFTING A **RESILIENCE PLAN** FOR **RETURN TO WORK**

RESILIENCE PLAN- “PIM”

P - PLAN

- Needs & Gaps
- Resource audit
- Project Plan

I - IMPLEMENT

- Leader champion
- Marketing
- Education & Training

M - MONITOR

- Measure success
- Checkpoints
- Adapt as needed

OPTIONS TO CONSIDER:



DIGITAL TRAINING



COACHING/CONSULTATION



‘ONE-OFF’ SINGLE SKILL TRAINING

RESILIENCE IN ACTION

“

We had an essential worker who was on short term disability due to concerns about working in the field during the COVID crisis. They attributed their **readiness to return to work** to use of the app and that it was supporting them in their return. Powerful stuff.

- *headversity* client

THANK YOU!

QUESTIONS?

Dr. Karen MacNeill

info@headversity.com



@headversity



www.headversity.com

