HR INSIDER WEBINAR:

THE PSYCHOLOGY OF RETURN TO WORK

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COVERED IN THIS WEBINAR

1. THE BRAVE NEW WORKPLACE

2. PSYCHOLOGICAL CONSIDERATIONS

3. SETTING A RESILIENCE PLAN





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: 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

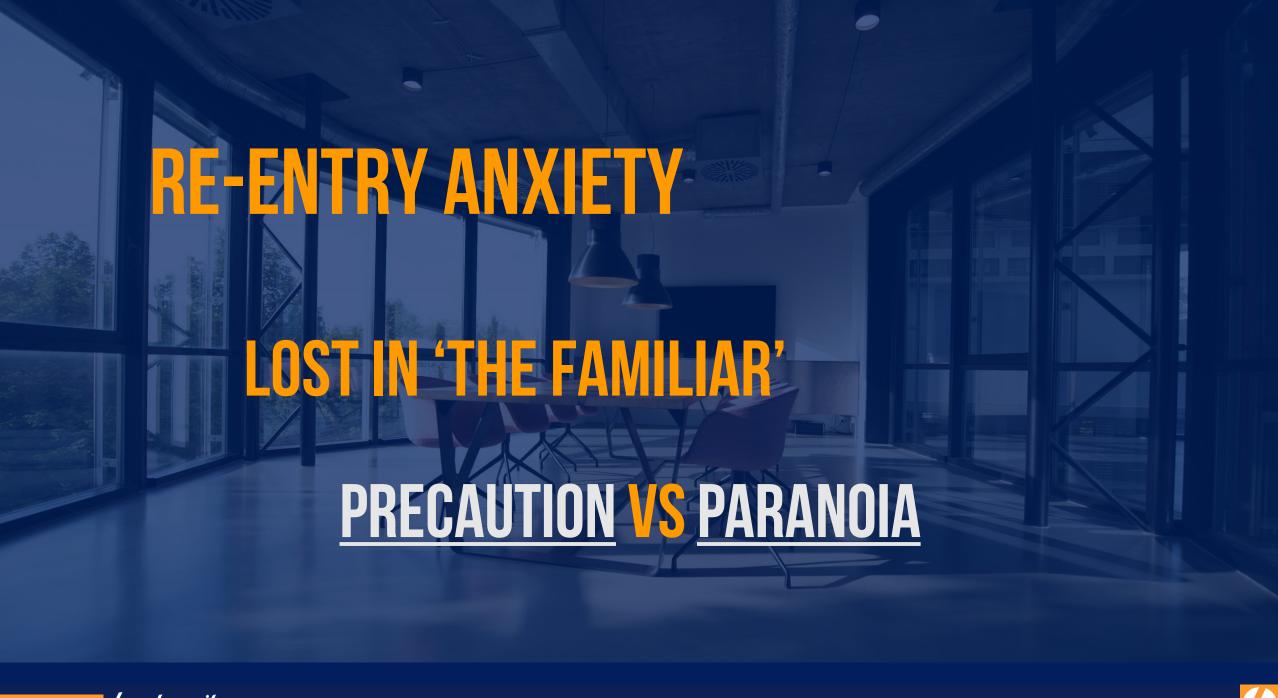
DIFFERENT RESPONSES WILL NEED DIFFERENT SUPPORTS



MINIMAL ISSUES — LET'S
GET BACK AT IT!

FEARFUL & ANXIOUS OF 2ND WAVE

3.
PERSONALLY IMPACTED
BY PANDEMIC



RECOMMENDATIONS

- **CLARITY OF RTW PROCEDURES**
- **ATTEND TO INDIVIDUAL DIFFERENCE**
- ADAPT
- **CONNECT**



BUILD RESILIENCE



RESILIENCE IS READINESS TO FACE ADVERSITY

RESILIENCE MODEL





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

SLEEP.

- √ 7-8 hours
- ✓ Sleep hygiene

EAT FOR ENERGY

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

CONNECT

- ✓ Mindfulness
- ✓ Use supports



RESILIENCE PLAN- "PIM"

P - PLAN

- Needs & Gaps
- Resource audit
- Project Plan

- IMPLEMENT

- Leader champion
- Marketing
- Education & Training

M - MONITOR

- Measure success
- Checkpoints
- Adapt as needed

OPTIONS TO CONSIDER:





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?

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