

SUPPORTING EMPLOYEE MENTAL HEALTH

THROUGH COVID-19

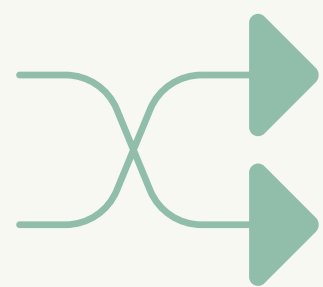
A Virtual Program Developed & Delivered by **Elizabeth Eldridge Consulting**

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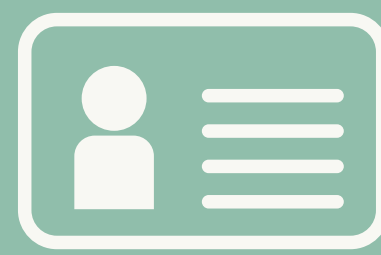
UNDERSTANDING THE ISSUES



LEGITIMATE FEAR



FORCED CHANGE



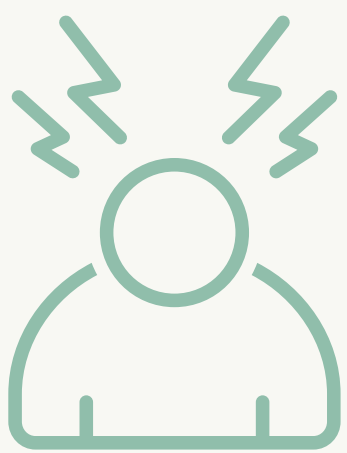
CHALLENGED IDENTITIES



UNKNOWNNS

UNDERSTANDING RESPONSES

STRESS



- Hyper-arousal
- Active Disengagement
- Ex: defiance, blame, microaggressions, sabotaging

MOOD



- Hypo-arousal
- Passive Disengagement
- Ex: neutrality, reduced motivation, withdrawal, distractedness

GRIEF / TRAUMA



- Varied and unpredictable responses, including:
- Denial
 - Fixation
 - Difficulty adjusting

BUILDING RESILIENCE AT WORK

CONTROL

• Clarity

Communicate any changes to the work environment and related expectations regularly and clearly.

• Structure

Predictability is comforting. Avoid sudden or unnecessary changes to established routines.

• Autonomy

Avoid micromanaging. Empower team members to tune in with their own needs and adjust in the way that best suits them.

SUPPORT

• Team Dynamics

Foster relationships and encourage staff to look out for one another. Plan regular check-ins.

• Resources

Provide information through diverse channels about EFAP and other available supports. Be specific and give reminders.

• Culture

Promote openness, honesty and trust. Value equity over equality, and encourage staff to voice their needs.

BALANCE

• Empathize

Be kind, patient and human. Accept that re-engagement will be an individual process.

• Take Care

Encourage work/life balance. Take breaks. The transition back to work should be gentle and gradual.

• Accommodate

Offer flexibility when possible and provide formal accommodation plans as needed.

For more ideas on how your organization can support psychological health and safety check out the **Workplace Wellness Weekly** at www.elizabetheldridge.com/blog.