Preparing for Increasing Time in the Office

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Agenda

➢ Strategies for preparing for more time in the office.

➢ Providing, hope and guidance for increasing time in the office.

Visions* of the Post-Pandemic Future

*REVISED

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Experiences During the COVID-19 Pandemic and life in general

➢ Loss of role(s) and normative life experiences

➢ Missing special events

➢ Increase in social isolation

➢ Physical illness

➢ Losing loved ones

➢ Loss of income

➢ Confusion and disorienting information

➢ Oppression/ Discrimination

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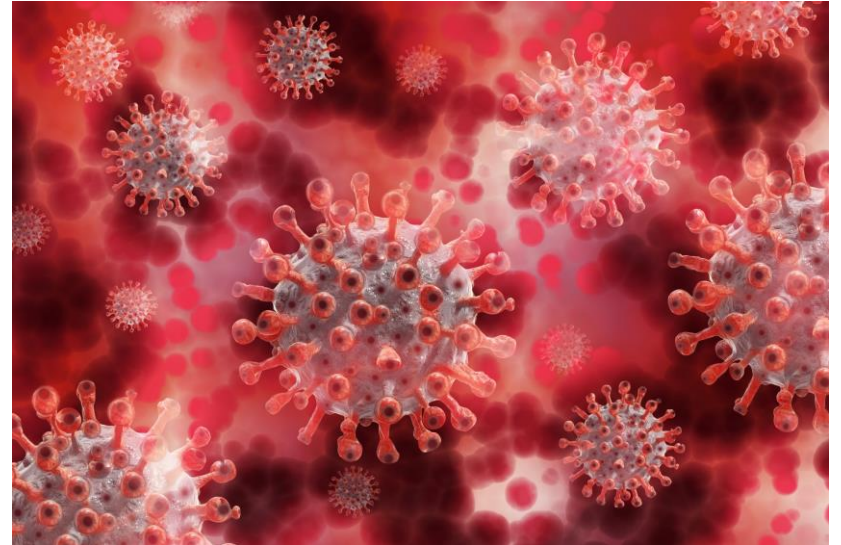
Experiences continued

- ➢ Technology glitches and overload
- ➢ Food and resources shortages
- ➢ New social norms
- ➢ Childcare, education of children and other caregiving challenges
- ➢ Feelings of depression, anxiety and grief

Experiences continued

➤ For some spending more time with members of household.

➤ Learning new technology, skills hobbies.

➤ New routines, schedules.

➤ For some a sense of pride.

Some preliminary findings on Impact of COVID-19 Infection

- Cognitive and Neurologic Impacts
- Physical health issues
- Increase in depression and anxiety other mental health issues
- Phobias
- Psychosis

Possibly due to effects of:
- Inflammation
- Encephalitis
- Silent strokes

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Younger Adults are More Likely to Report Symptoms of Anxiety and/or Depressive Disorder During the COVID-19 Pandemic

Ages 18-24	Ages 25-49	Ages 50-64	Ages 65+
56.2%	48.9%	39.1%	29.3%
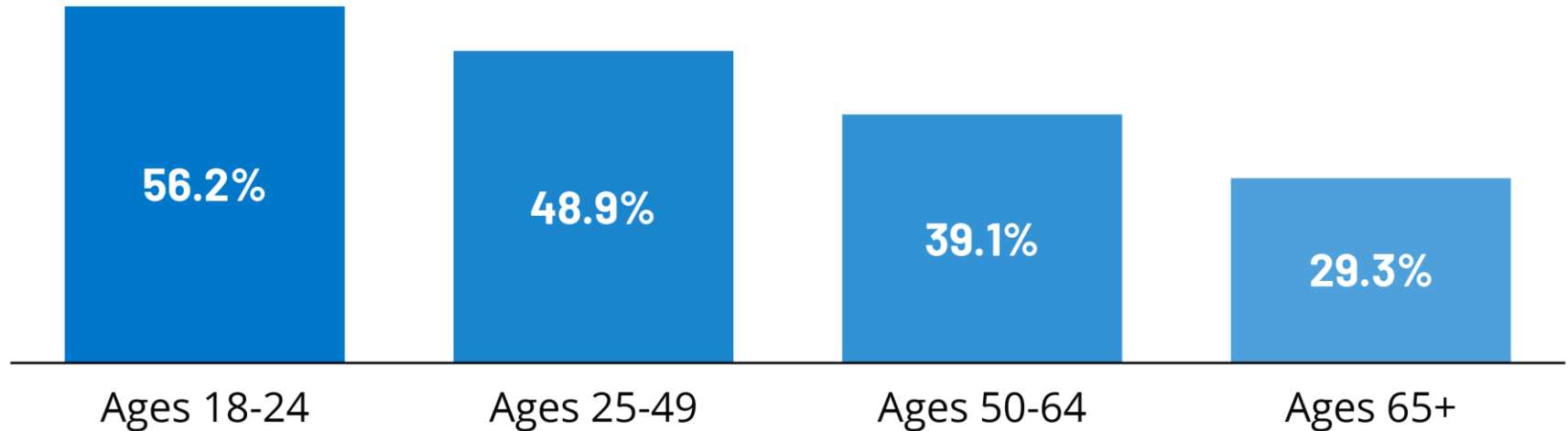
Bottom Line

It's been and is continuing to impact all of us to some degree. Let's remember to extend "grace and space" to ourselves and others.

Resiliency & Adaptation

➢ Adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress.

➢ Involves recovering from stress but also integrating new ways of coping and dealing with stressors.

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Signs to Watch in Ourselves & Others

- ➤ Chronic absenteeism
- ➤ Difficulty completing tasks or concentrating
- ➤ Changes in mood (excessive sadness, worry)
- ➤ Sleep disturbance
- ➤ Eating too much or too little
- ➤ Physical health issues

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Adjustments for Returning Primarily to the Worksite

➢ Navigating new social norms, personal comfort and safety

➢ Less time with members of your household

➢ New health concerns or medical conditions

➢ Establishing or re- establishing routines

➢ Managing logistics: commuting, work distribution, meal planning, caregiving, children's school, budgeting etc.

➢ Preparing your clients/ community partners/colleagues

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Preparing for Return to the Worksite

Have a Game Plan:

- Process your feelings
- Talk to your staff and colleagues
- Ease yourself & team into the schedule
- Do a practice run
- Encourage team to talk to their household about the changes
- Prepare your speech
- Seek out resources for help & encourage others to do so
- Plan some self-care
- Go easy on yourself and others

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Preparing Your Team for Returning to the Worksite

- ➤ Start to plan with your team. Ask them what they need. Don't assume you know what staff need.

- ➤ Prepare them for what is ahead. Ex. New protocols, mask mandate, Cal/OSHA room occupancy designations.

- ➤ Be considerate of fear but try to understand the core concern. Ex. Health/disability related issue. Contact Human Resources.

- ➤ Try to find the "triple win" – Good for the employee, the Agency and the team.

Preparing Your Team for Returning to the Worksite continued

➢ Share your personal experiences/struggles with returning. Create a space where staff feel comfortable to disclose their reservations/concerns so that you can plan ahead.

➢ Work with your HR Depts. to familiarize yourself with benefits – SPSL, FMLA/CFRA, EAP. Know what you can offer to staff.

➢ Revisit team building exercises and strategies in an effort to reconnect in person (with proper PPE & physical distancing).

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Tips Once Back Onsite

➢ Check in with staff. Ask your staff direct questions – "How are you?" "How can we help?" "What are you struggling with?" – Personally & professionally.

➢ Increasing interaction expectations maybe exhausting for some. Consider "quiet times" when in the office.

➢ Continue to encourage self-care. Ensure employees are taking their breaks.

➢ Be transparent & consistent.

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Take Home Points

➢ Covid-19 has had and will continue to have an impact on our communities & the workplace.

➢ Some initial planning can help you adjust to returning work.

➢ Find your resources. Seek out help if you need it.

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Resources

- ➢ [UW CareLink Webinars – Benefits](#)

- ➢ [The Science of Happiness Course | GGSC (berkeley.edu)](#)

- ➢ Stress and Resilience Intervention Training
Provided by: Kaela Farrise at kfarrise@stanford.edu

Sources

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➢ Visions of the Post-Pandemic Future (Revised) | The New Yorker

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➢ https://www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/preparing-california-workers-to-return-to-the-worksite.aspx

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Thank you

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