

COVID 19 and Survival of the Quarantined: Workplace Stress and Wellbeing

Great Falls Development Authority

September 25, 2020

3 Centered Check-In

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Personal Interest in this Content

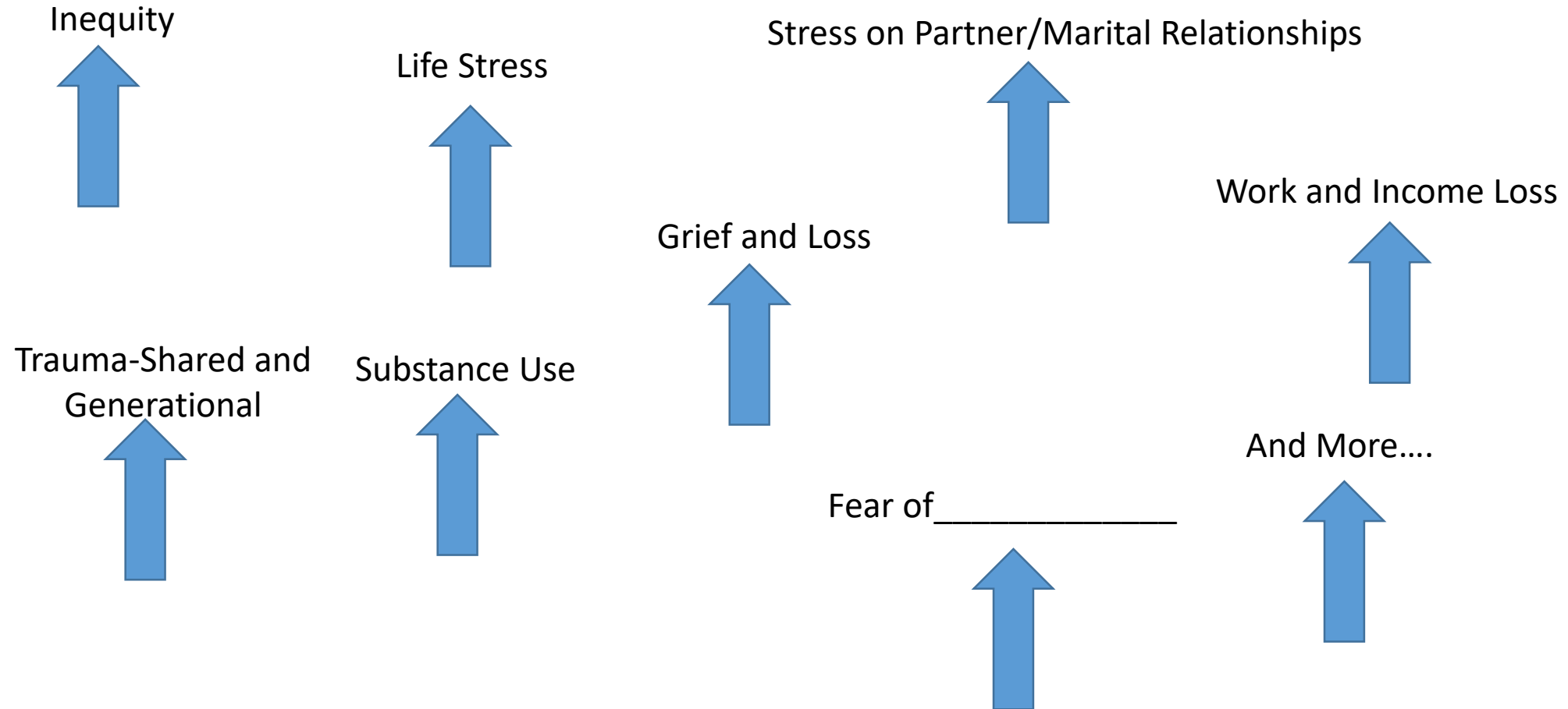


“Stay physically distanced but
emotionally close” Dr. Bruce Perry

We are being asked to be more....

- Adaptable
- Flexible
- Kinder
- Generous
- Patient
- Open minded
- Thoughtful
- (Add your own) than ever before, when we might be collectively more distressed than ever –

In Context of Today



GET DRESSED FOR
YOUR WORK DAY



OTHERWISE YOU'LL START THINKING
IT'S PERFECTLY NORMAL TO
GROCERY SHOP IN YOUR PAJAMAS

Evidence for Remote Work

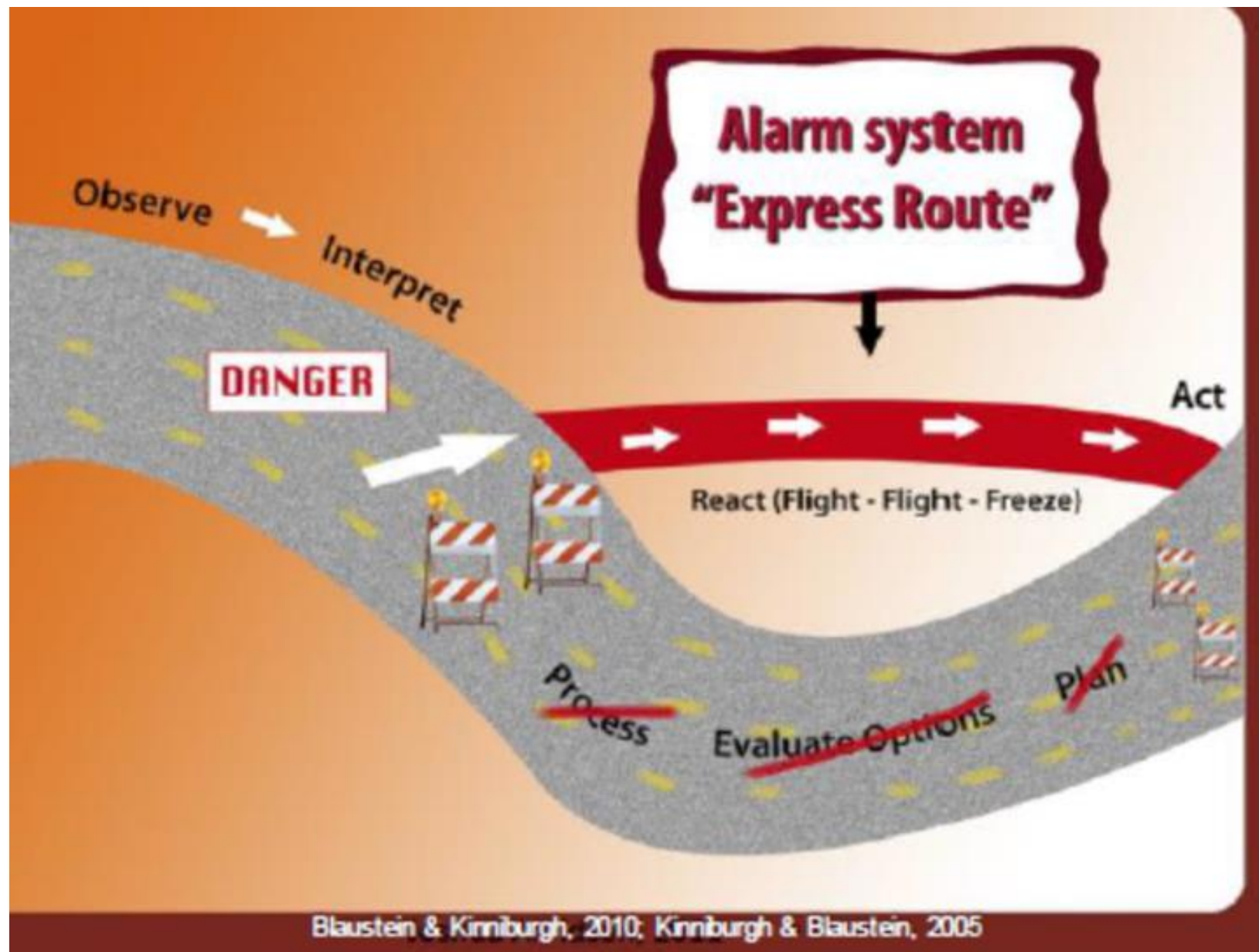
Strengths	Challenges
Increase work productivity	Social isolation
Flexibility	Loss of informal office staff connections
Job satisfaction	Communication breakdowns
Work-schedule fit	Organizational identity
Dosing/Time	Policies conflicting with remote work
Focus	Work/professional boundaries cross
Self-efficacy	Fear/control
Reduction in being exhausted and work stress	

Building Resilience – Within Ourselves and Those we Work with

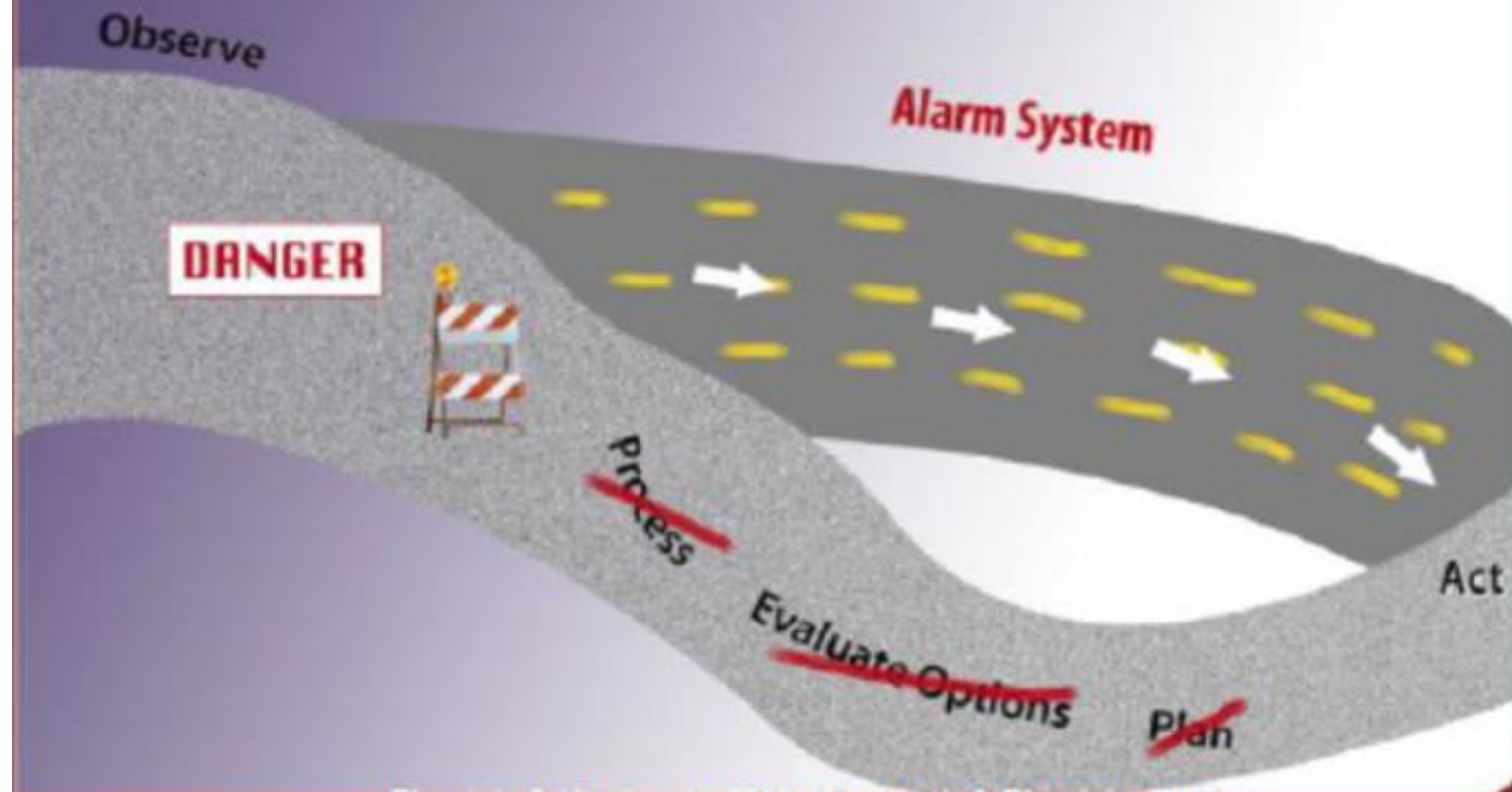


Brain process under typical conditions

Observe → Input → Interpret → Process → Evaluate Options → Plan → Act

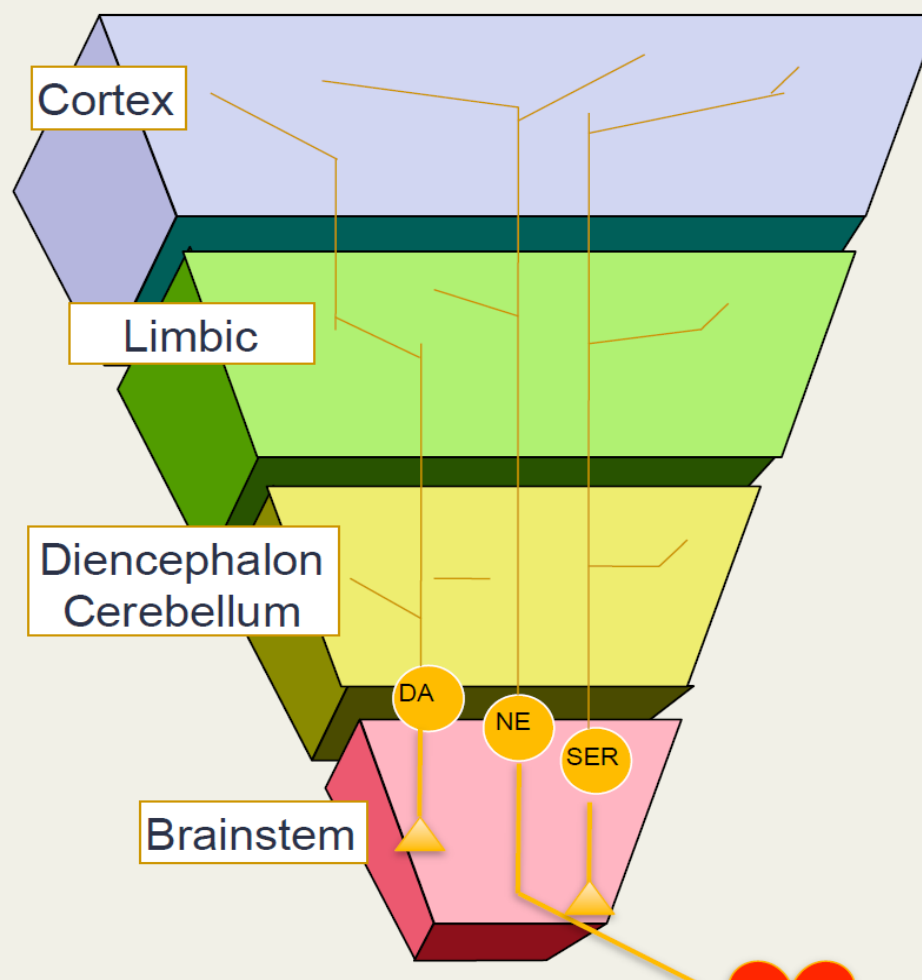


With repeated stress, the Alarm System
"Express Route" becomes the main road

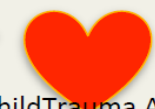


Blaustein & Kinniburgh, 2010; Kinniburgh & Blaustein, 2005

Joshua A. Kinniburgh, 2011



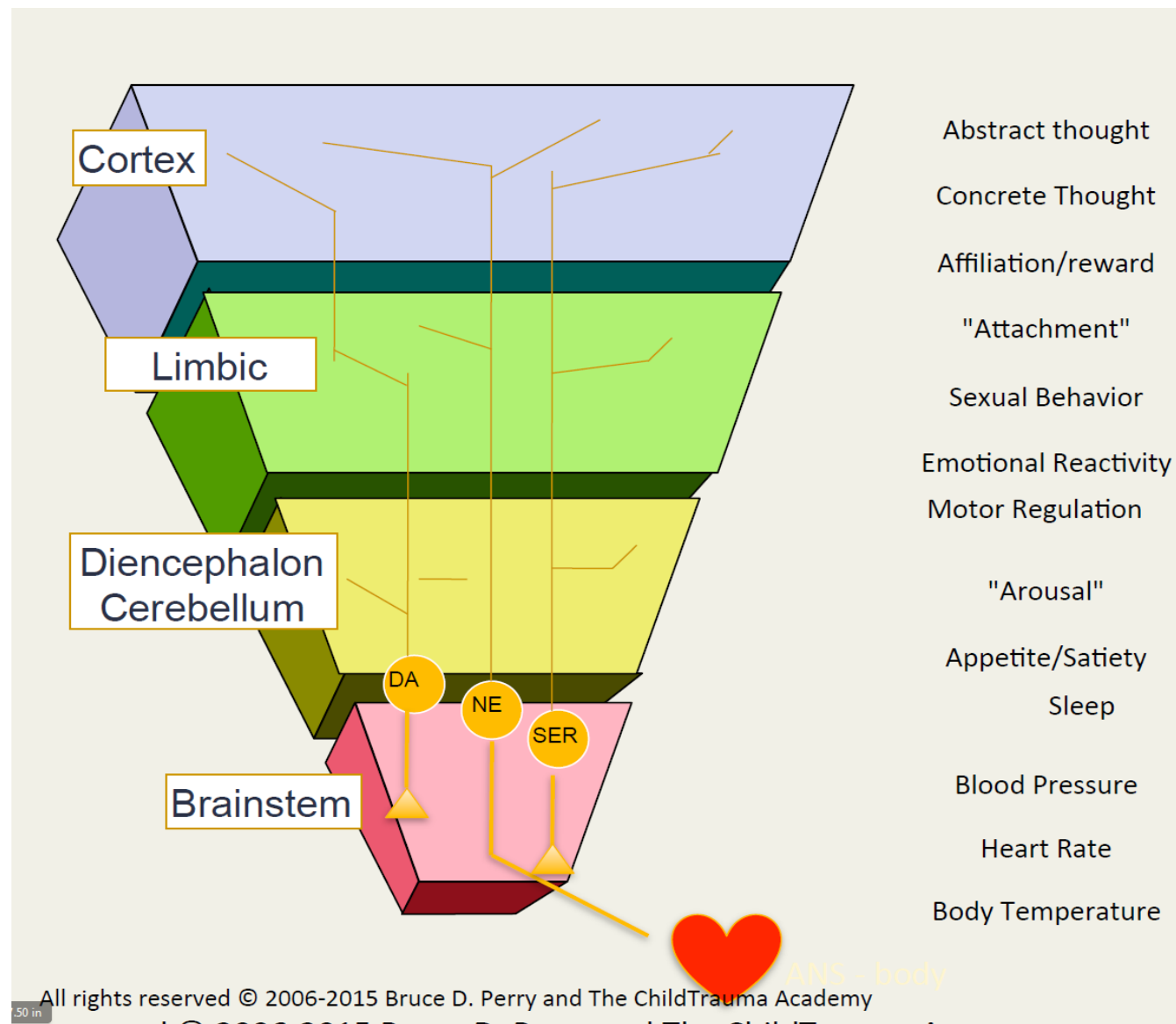
- Abstract thought
- Concrete Thought
- Affiliation/reward
- "Attachment"
- Sexual Behavior
- Emotional Reactivity
- Motor Regulation
- "Arousal"
- Appetite/Satiety
- Sleep
- Blood Pressure
- Heart Rate
- Body Temperature



ANS - body

3 R's for Resilience

- Relationship
- Reward
- Regulation



Working with Emotional Escalation

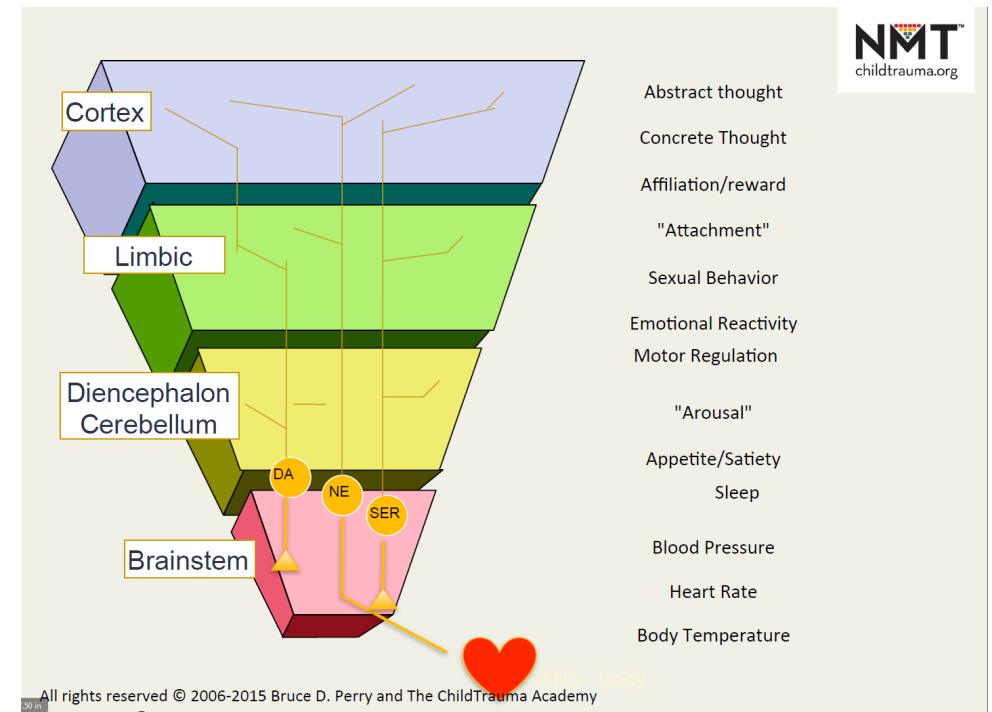
Top-down (language – Cortex)

Bottom-up (repetitive, rhythmic, sensory – Brainstem)

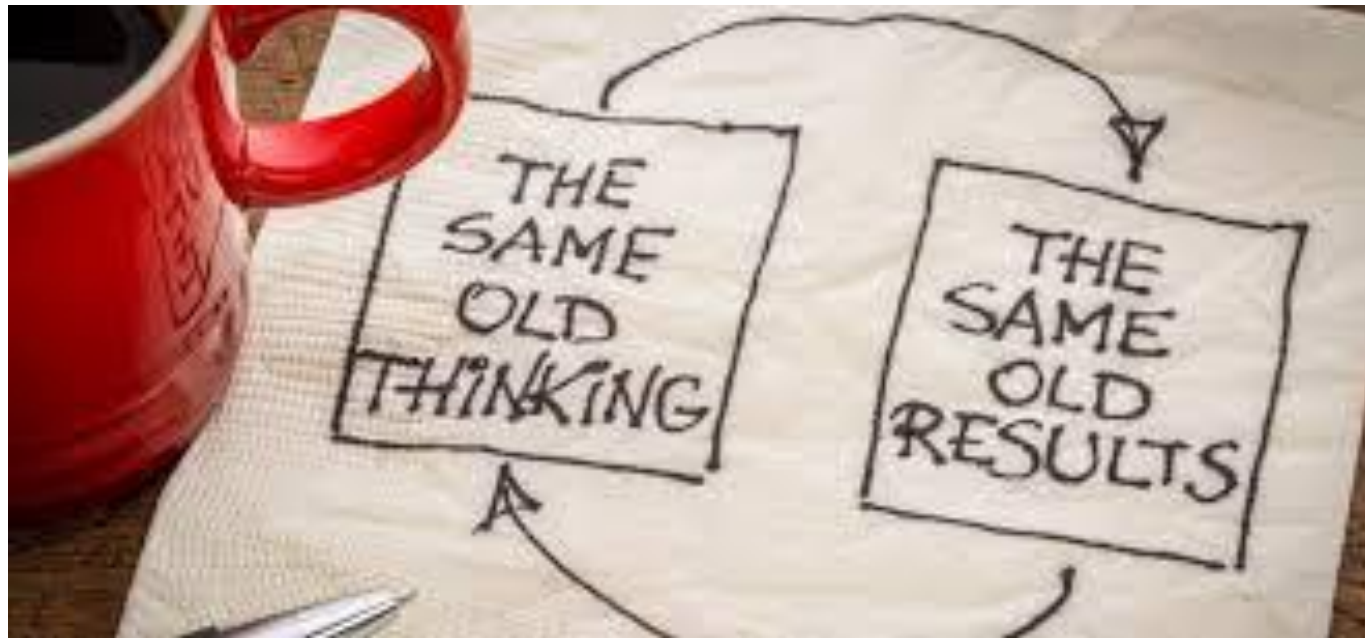
What is our tendency or default when working with emotional escalation (other or self) Top-down or bottom-up?

What might be most effective?

Please respond in the chat



We Get Stuck – What Can we Do?



Let's Reflect

I receive an email from a work colleague. The content of the email gets me whipped up

- What do I notice happens within my body?
- How might I talk to myself?
- What is my course of action?
- Do I react or respond?

Please share in the chat

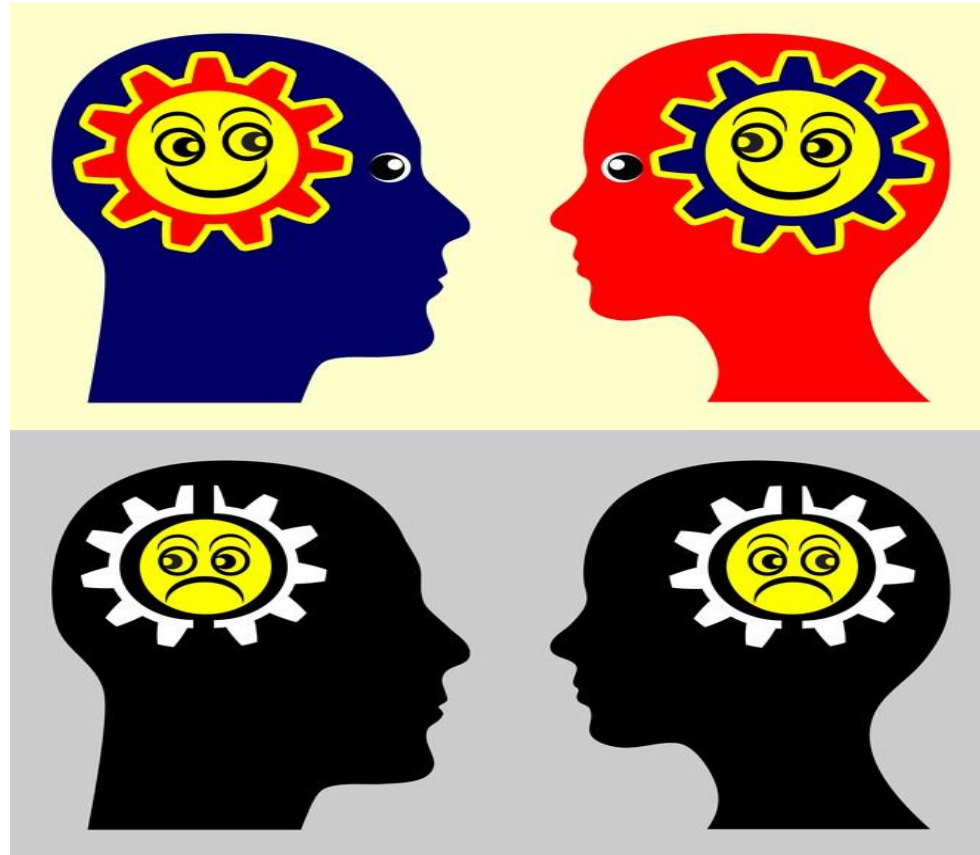
COVID-19 Impacts: Behavioral, Emotional, Mental, Social, Spiritual and Physical Health

Signs of Emotional Fatigue or Burnout

- Mood changes: irritability, depression, anxiety, lack of interest, cynicism, lack of empathy
- Physical changes: fatigue, insomnia, appetite changes, headaches
- Cognitive changes: decreased ability to focus, forgetfulness, chronic worrying, negativity
- Behavior changes: socially isolating (even from safe social contact), poor work performance, aggressiveness, disengagement, increased alcohol/tobacco/drug use
- Spiritual changes: change in perspective or worldview; lack of participation in previous spiritual, religious or grounding practices

(Dr. Ross)

Emotional Contagion



Stacking Our Self-Care

One early morning intervention may not be enough to get us through the day.....

Situations that may quickly impact our wellbeing:

- Our internal voice - + or –
- Someone else's mood/attitude/directive
- Overlooking/putting aside our needs for extended time periods
- Interruptions in our daily schedules
- Others



Reflection: What is my capacity to handle stress? Prior to COVID 19 and now?

Brain Health – “*Planting Healthy SEEDS*”

Social – connection with others

Exercise – movement

Education – learning something new

Diet – nourishment

Sleep – sleep ‘hygiene’

(Dr. John Arden)

Activity

Activity	Daily	Weekly	Monthly
Social			
Exercise			
Education			
Diet			
Sleep			
Your Ideas			

What Interventions do I build in for myself throughout the day?

What is something I will begin doing if I am not currently in the practice? Consider this personally and professionally

Activity – Self-Compassion Exercise

How we talk to ourselves contributes to our well-being

Instructions – get something to capture reflection for activity (phone, computer, tablet, paper, pen, crayon, etc....)

Resources

- Alliance for Youth – Youth Resource Center
- Employee Assistance Programs through your health insurance
- Great Falls Warm Line: 406-453-4357
- MT Department of Public Health and Human Resources (DPHHS)
- National Crisis Text Line: 741741
- Parenting Montana – website
- Suicide Hotline: 800-273-8255 press 1 for veterans

“Amidst all the uncertainty and upheaval in society right now, the wonderful reliability of the earth bringing forth its crops is giving me a lot of life” Leah Penniman – Soul Fire Farm Co-Director and former teacher

Your Questions/Reflection: Submit in Chat Box

Contact:

- erin_butts@gfps.k12.mt.us or 268-6771

References

- Adam Grant
- Blaustein & Kinnburgh
- Bruce Perry
- (https://helenair.com/lifestyles/health-med-fit/health-matters-coping-with-chronic-stress-during-the-covid-19-pandemic/article_8d7448b0-2c7c-5e45-8eee-d2b03de77e1a.html)
- <http://www.siop.org/Portals/84/docs/White%20Papers/ScientificAffairs/telecommuting.pdf>
- <https://www.apa.org/monitor/2019/10/cover-remote-work>