

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

Great Falls Development Authority

September 25, 2020

# *3 Centered Check-In*

*Pamela Weiss*

# Personal Interest in this Content

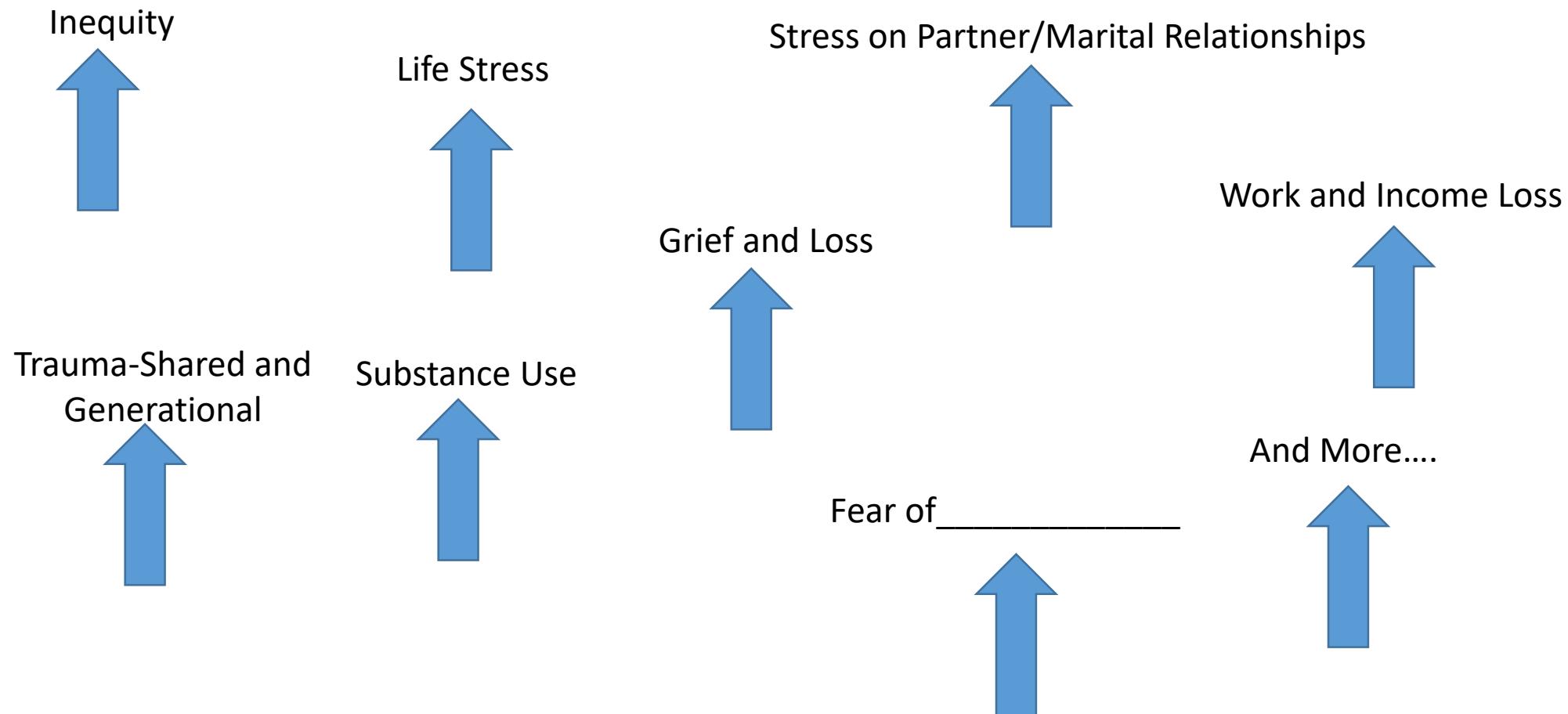


“Stay physically distanced but emotionally close” Dr. Bruce Perry

# 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

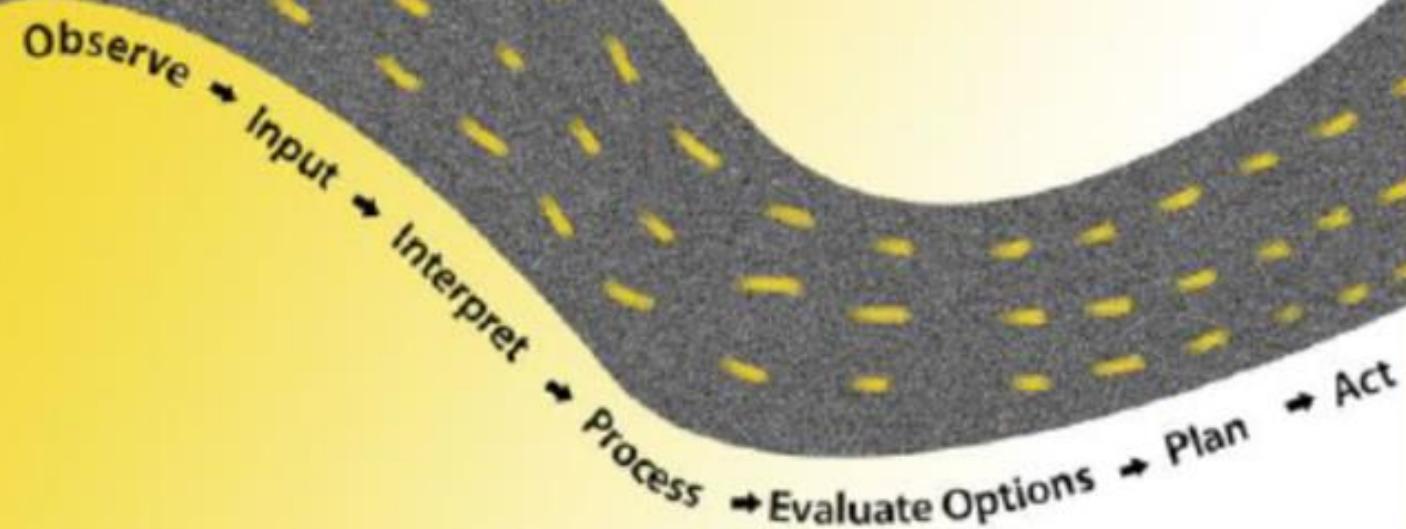
# Evidence for Remote Work

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	

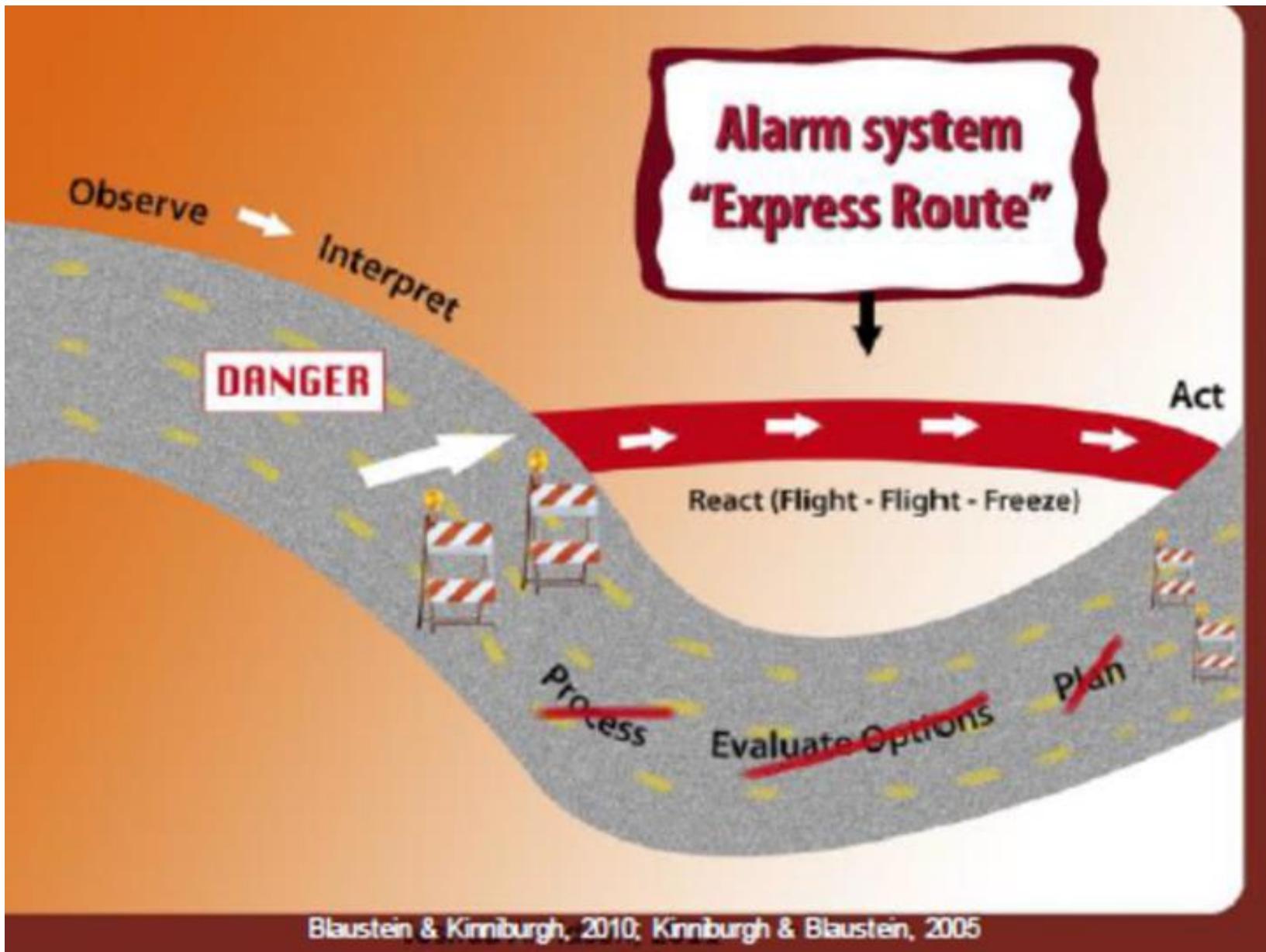
# Building Resilience – Within Ourselves and Those we Work with



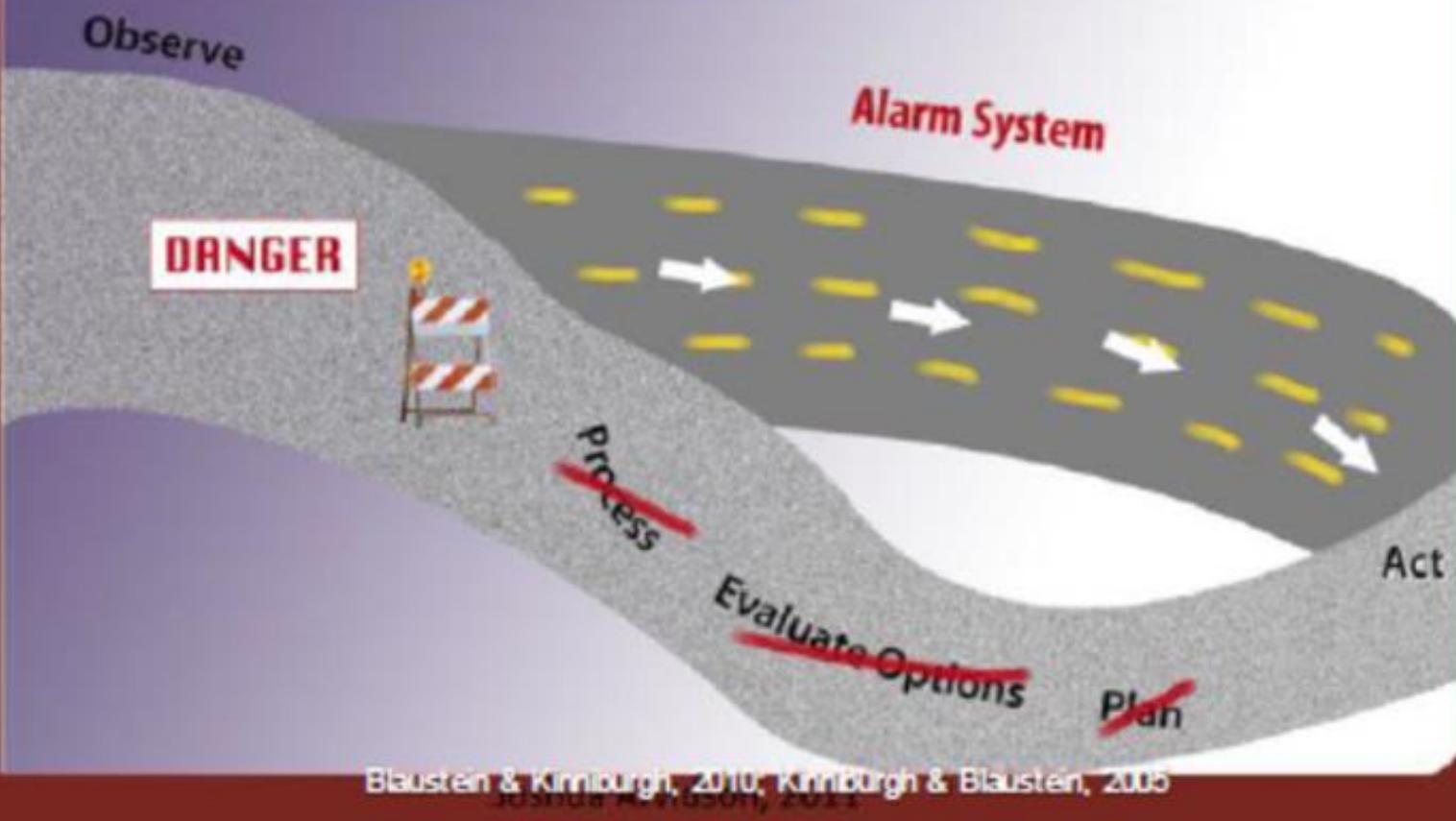
## Brain process under typical conditions

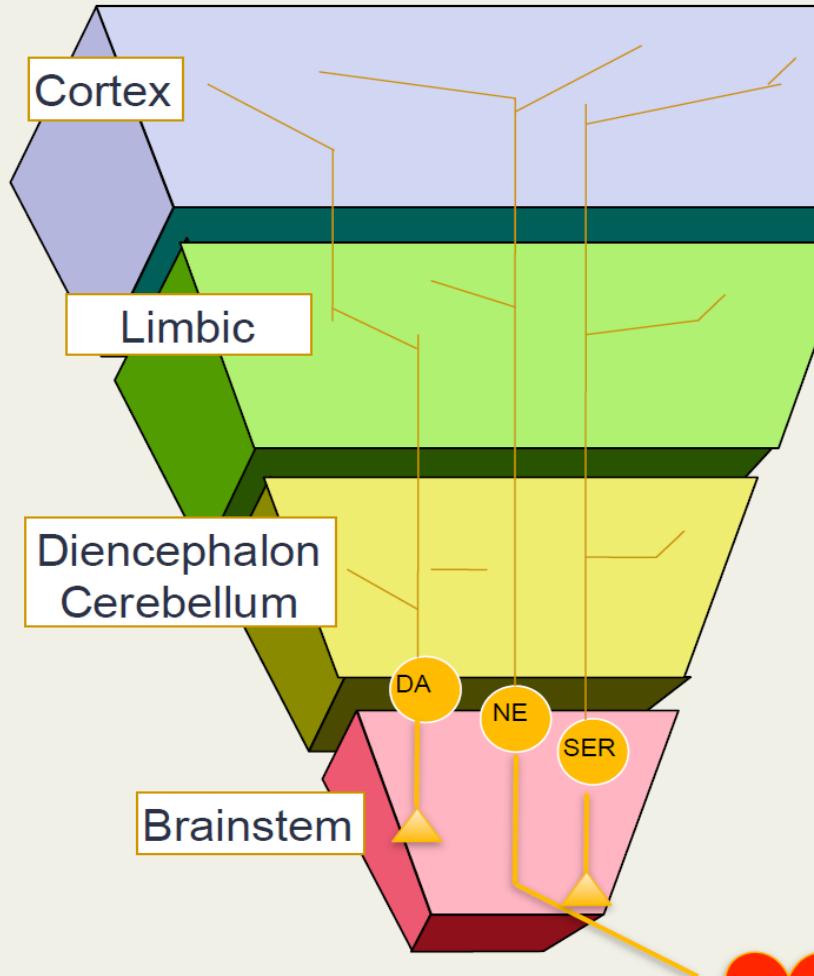


Blaustein & Kinniburgh, 2010; Kinniburgh & Blaustein, 2005



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





Abstract thought

Concrete Thought

Affiliation/reward

"Attachment"

Sexual Behavior

Emotional Reactivity

Motor Regulation

"Arousal"

Appetite/Satiety

Sleep

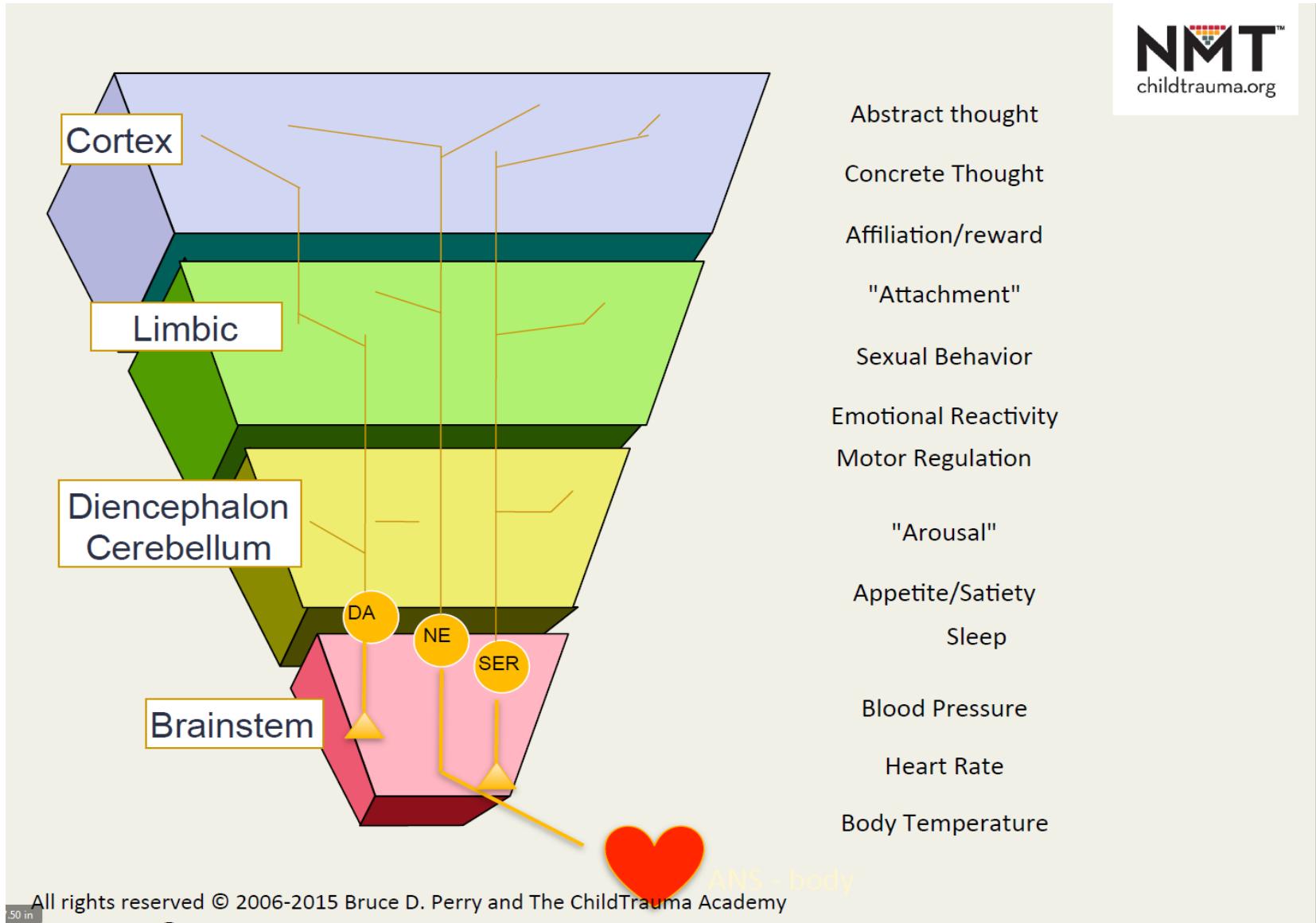
Blood Pressure

Heart Rate

Body Temperature

## 3 R's for Resilience

- Relationship
- Reward
- Regulation



# Working with Emotional Escalation

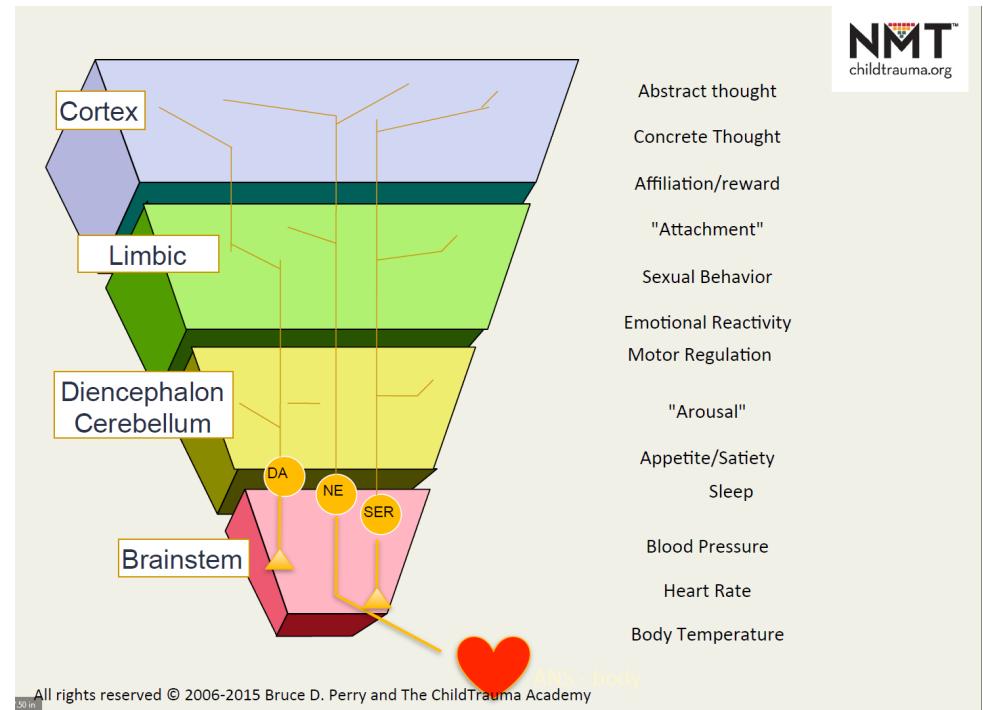
Top-down (language – Cortex)

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

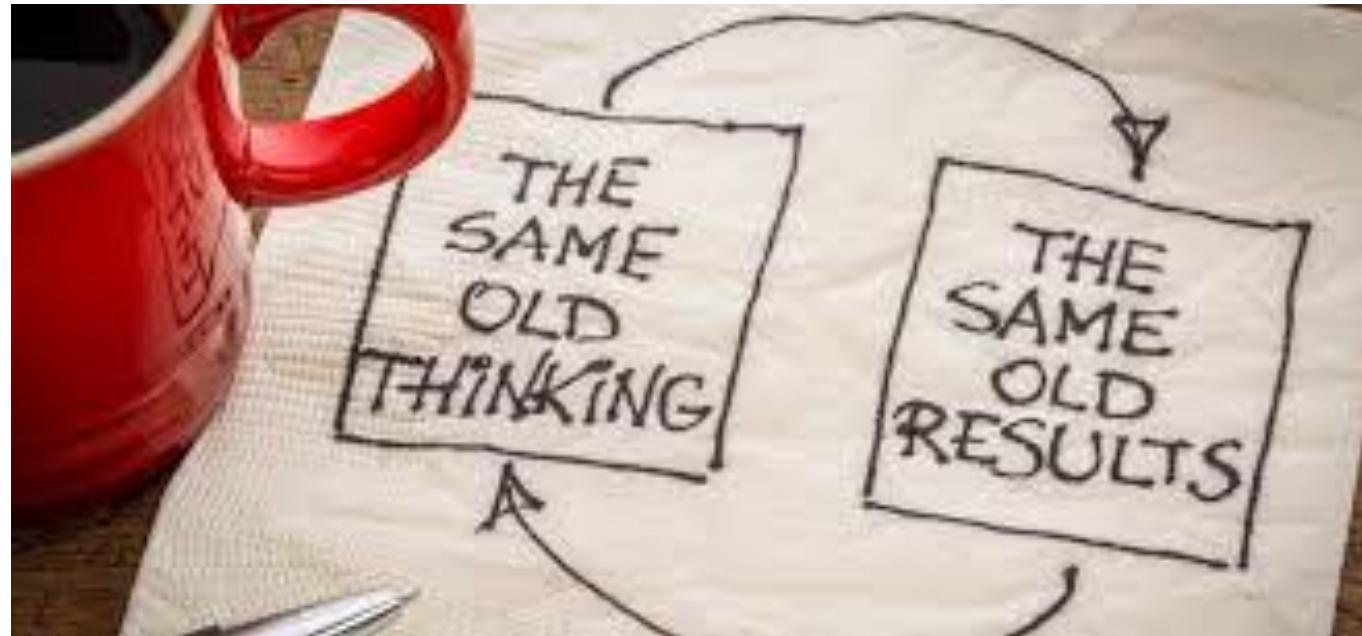
What is our tendency or default when working with emotional escalation (other or self) Top-down or bottom-up?

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

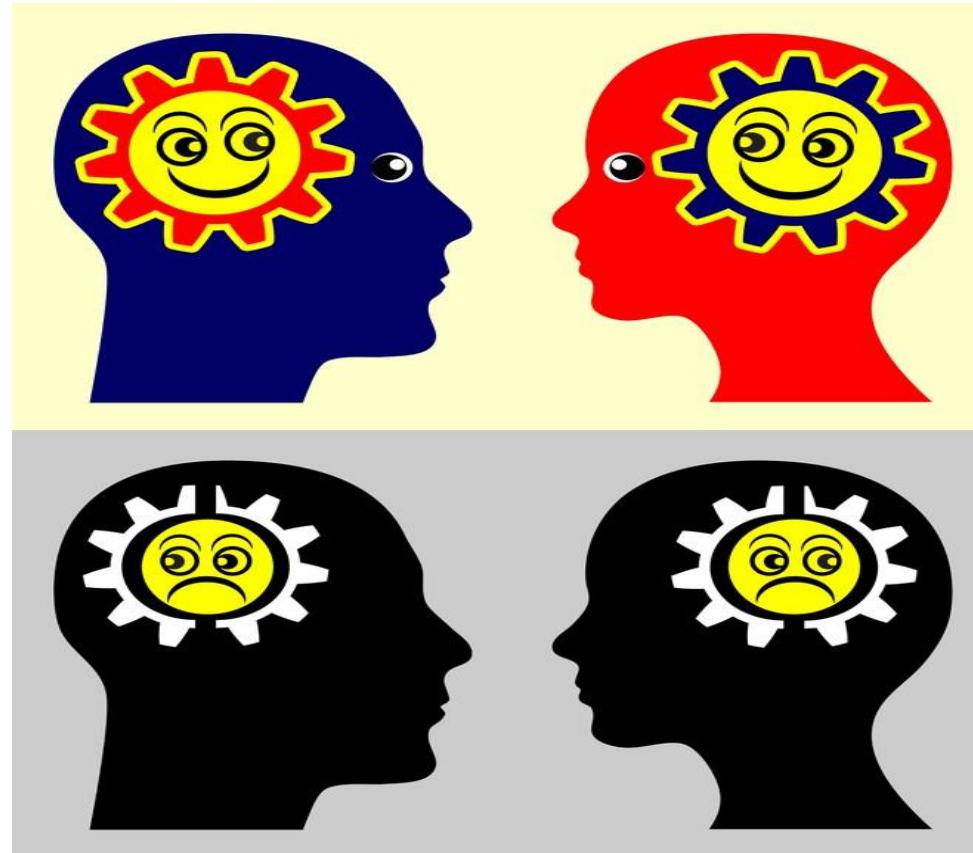
# COVID-19 Impacts: Behavioral, Emotional, Mental, Social, Spiritual and Physical Health

## 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](mailto: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](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))
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