Talking Points for Reopening & Staff Anxiety

Tips for Staff:

- Speak with your supervisor in advance to answer questions
- Access community groups (Summit Pointe is doing free groups), use your company's EAP programs
- Assure you pay attention to your physical health and your needs, be aware of changes, and work to communicate needs with supervisor.
- Know your rights, know what alternatives you may have if you find yourself being unable to report to work due to demands on you because of care for your family as well as in the event you become ill.
- Build and maintain continued social networks.

Tips for Employers:

- Make the work environment welcoming (for those returning from quarantine and those returning from a remote work situation) as well as an environment that shows appreciation for work through difficult times.
- Build remote socialization activities for staff.
- Keep the employee updated
- Supervisory staff should seek training in mental health first aid to become familiar with signs of need.
- Give time to process and plan, this gives time to support staff assess needs, and answer questions.
- Recognize that it can be hard to transition back into work and be there to understand that productivity may be impacted, be empathic and provide services and supports as they may not say it explicitly.
- Allow for there to be an easing into transition, do not go back full. This will allow people time to adjust & plan for their needs.
- Think about policy changes to be adaptive to more responsive to health needs & resources for staff to utilize.
- Such as flexible schedules and ability to modify remote and direct work.
- Minimize conditions that may cause anxiety or concern (such as preventing grouping of people, increase visibility of sanitization practices, limiting work that is not essential to the job role).
- Clarify expectations of job roles especially when employing a modified work schedule.
- Have plans to communicate changes if staff leave or if there is a need to change activities.

Summit Pointe®