

Adjusting To A “New Norm”

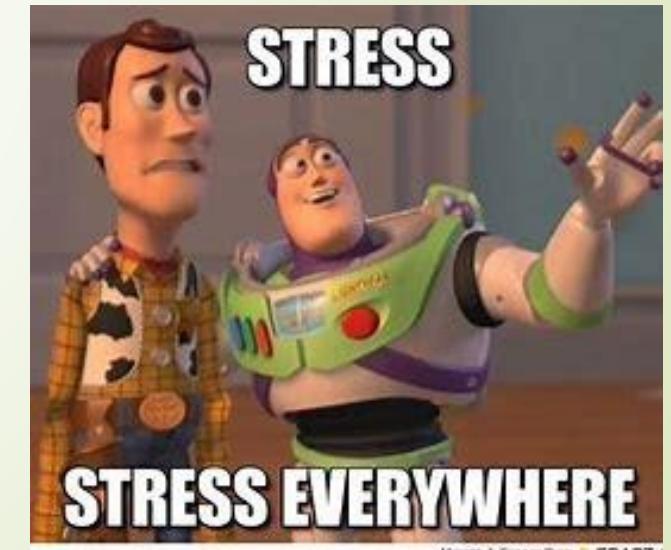


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Signs of Mental Health Issues in the Workplace

*** major changes in a person's thinking, emotional state and/or behaviours – to the degree that it disrupts their ability to function and carry out their personal relationships

- ▶ Boundary Issues
- ▶ Taking on too much/not doing enough
- ▶ Needing constant reassurance
- ▶ Lack of focus/concentration/memory
- ▶ Excess/Constant drama/crisis (personal or work life)
- ▶ Always tired
- ▶ Problems with the 4 Daily Foundations well (sleeping, eating, drinking water, being active)
- ▶ Mood swings
- ▶ Change in personality



Top COVID Influenced Problems

- ▶ Trauma
- ▶ Anxiety
- ▶ Depression
- ▶ Anger
- ▶ Physical Health Manifestations (problems with sleep, appetite, weight loss/gain, headaches, body aches, lowered immune system)
- ▶ Addictions
- ▶ Domestic Violence/Child Abuse
- ▶ Suicide Increases

Me trying to excel in my career, maintain a social life, drink enough water, exercise, text everyone back, stay sane, survive and be happy





**Anything that's human is mentionable,
and anything that is mentionable can
be more manageable.**

**When we can talk about our feelings,
they become less overwhelming, less
upsetting, and less scary.**

**The people we trust with that important
talk can help us know that we are not
alone.**

Mr. (Fred) Rogers

Number One Solution

**Attachment/
Connection**



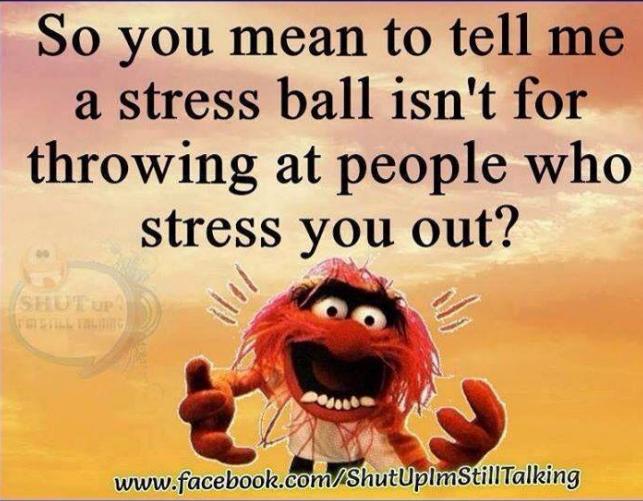
The R.U.L.E.S

- ▶ Recognize what is happening
(ask questions/talk openly)
- ▶ Understand the root issue
(addressing the behaviours will not help)
- ▶ Listen to the person's perspective (don't judge; start from where they are)
- ▶ Empower the person to know they can handle it with help (normalize what they are going through)
- ▶ Support by bridging the person to other resources (formal and informal – they need to build a support network)



Easy Places to Start

- ▶ Start off slowly – basics first
- ▶ Focus on the 4 foundations (now more than ever – sleep, water, food, activity – implement throughout the day on regular/healthy intervals – be intentional)
- ▶ Use lots of visuals to remind self and others of the expectations
- ▶ Limit the time/attention given to COVID – renormalize life
- ▶ Build a supportive team/network - engage in ongoing communication – ask questions, share successes, mention areas of worry – information is security right now
- ▶ Stay flexible – more changes will be coming (we are only part way through the process)
- ▶ Empathize and reassure – it is NOT business as usual yet (remove that expectation from yourself, and encourage others to recognize this as well)
- ▶ Create decompression moments and practice faithfully
- ▶ Find new ways to restructure life so nothing is missing (work, chores, connection, activity, humour, relaxation, self care/down time, responsibility moments, hobbies, learning)





**For Questions or
More Support...**

Contact Us Anytime



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