

# Adjusting To A “New Norm”



Kim Silverthorn  
B.A., R.P.C., M.P.C.C., C.T.  
Tacit Knowledge  
780-803-5501

[www.tacitknows.com](http://www.tacitknows.com)  
[counsellors@tacitknows.com](mailto:counsellors@tacitknows.com)

# 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

WALT DISNEY MAGIC





**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)

So you mean to tell me  
a stress ball isn't for  
throwing at people who  
stress you out?



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

**Contact Us Anytime**



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