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Managing Complex Emotions *associated with* Resuming In-Person Work

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Overview

- Emotional Pulse Check
- Emerging Concerns Evolving "Norms"
- Emotion Management Strategies
- Considerations for Employers
- Panel Discussion



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Emotional Pulse Check:
What emotions arise in you when you think about resuming in-person work?

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Unprecedented Times



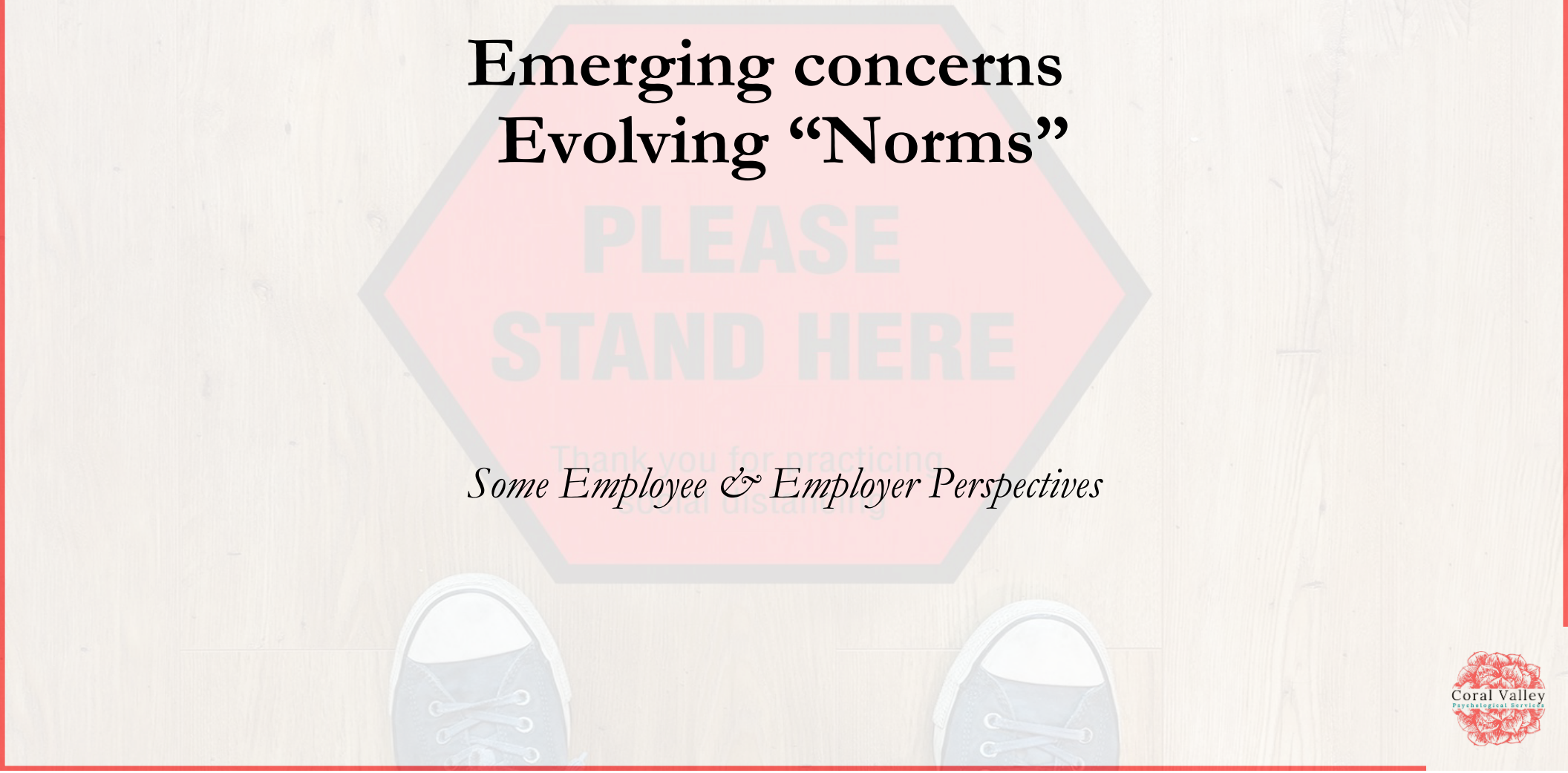
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Emerging concerns
Evolving "Norms"

Some Employee & Employer Perspectives



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EMPLOYEES

I ❤ Telecommuting

Personality & Mental Health

Physical Health & Safety

Psychological Safety

EMPLOYERS

Productivity & Bottom Line

Evolving HR/Legal Policies

Promoting Health & Safety

Diversity, Equity, & Inclusion



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Emotion Management Strategies

- Process your emotions
- Internal vs. External Locus of Control
- Advocate Effectively
- Practice healing



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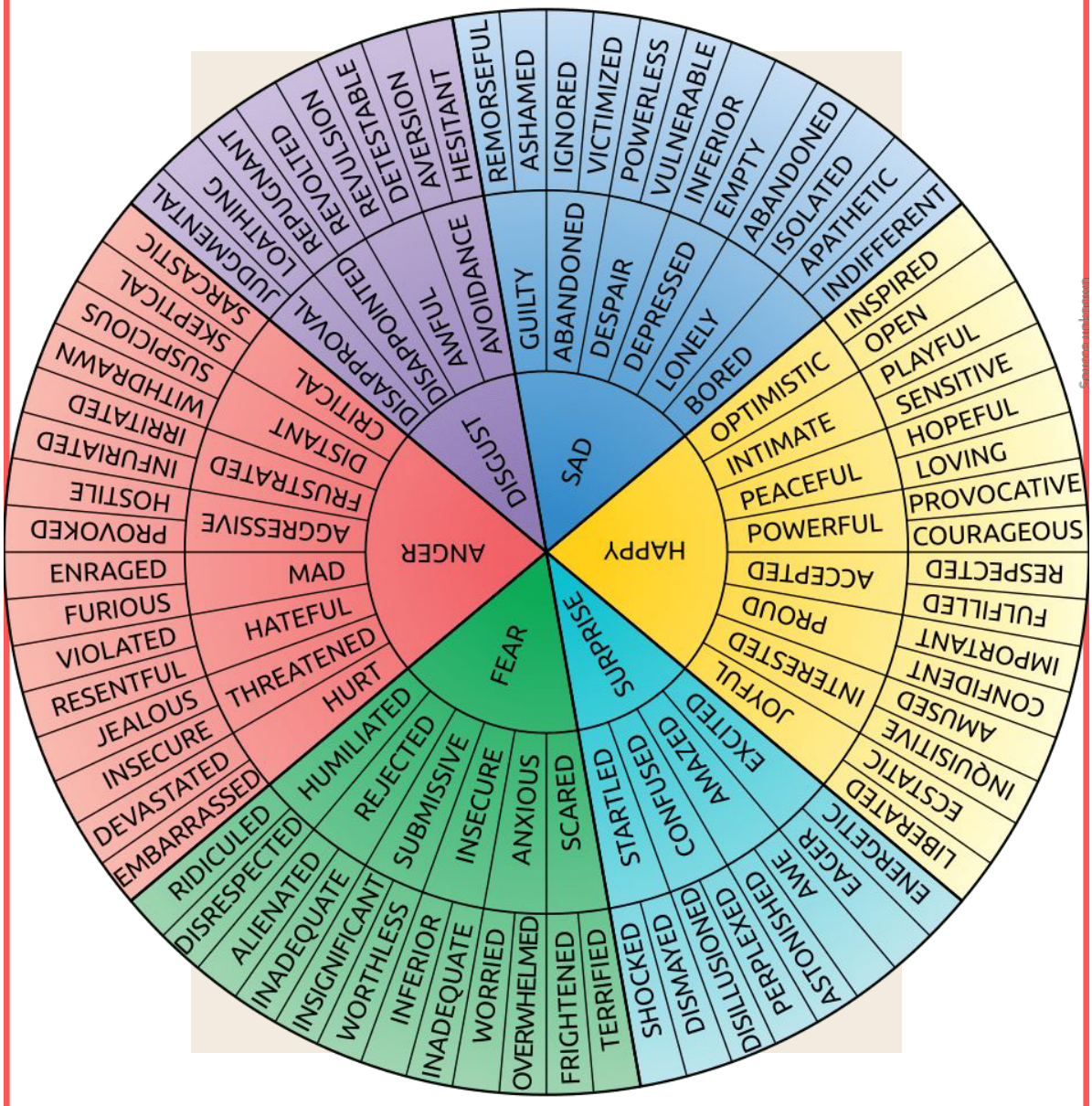
Process Your Emotions

- Identify and name your emotions
- Validate your emotions
- FEEL your emotions
- Trace them back & Take Action





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Source unknown

Validate Your Emotions

Validation Tips

- *I am feeling _____ right now.*
- Accept your emotions
  - *It is OKAY that I am feeling this way.*
  - *It makes sense/is natural that I am feeling this way.*
- *This emotion is temporary; I can handle it!*
- Taking ownership of your emotions.

Validation Pitfalls

- *I am _____.*
- *I shouldn't feel _____.*
- Believing your emotions are forever; *I can't handle it!*
- Blaming others for your emotions

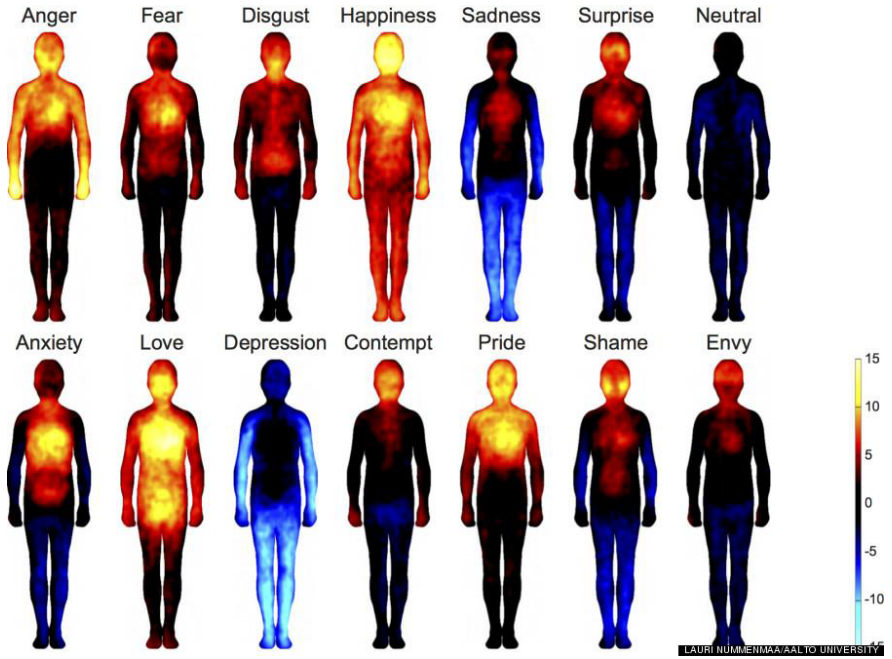


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FEEL Your Feelings in your BODY

Where do you feel _____ in your body?

- Anxiousness/Worry
- Sadness/Depression
- Irritability/Nervousness
- Anger/Rage

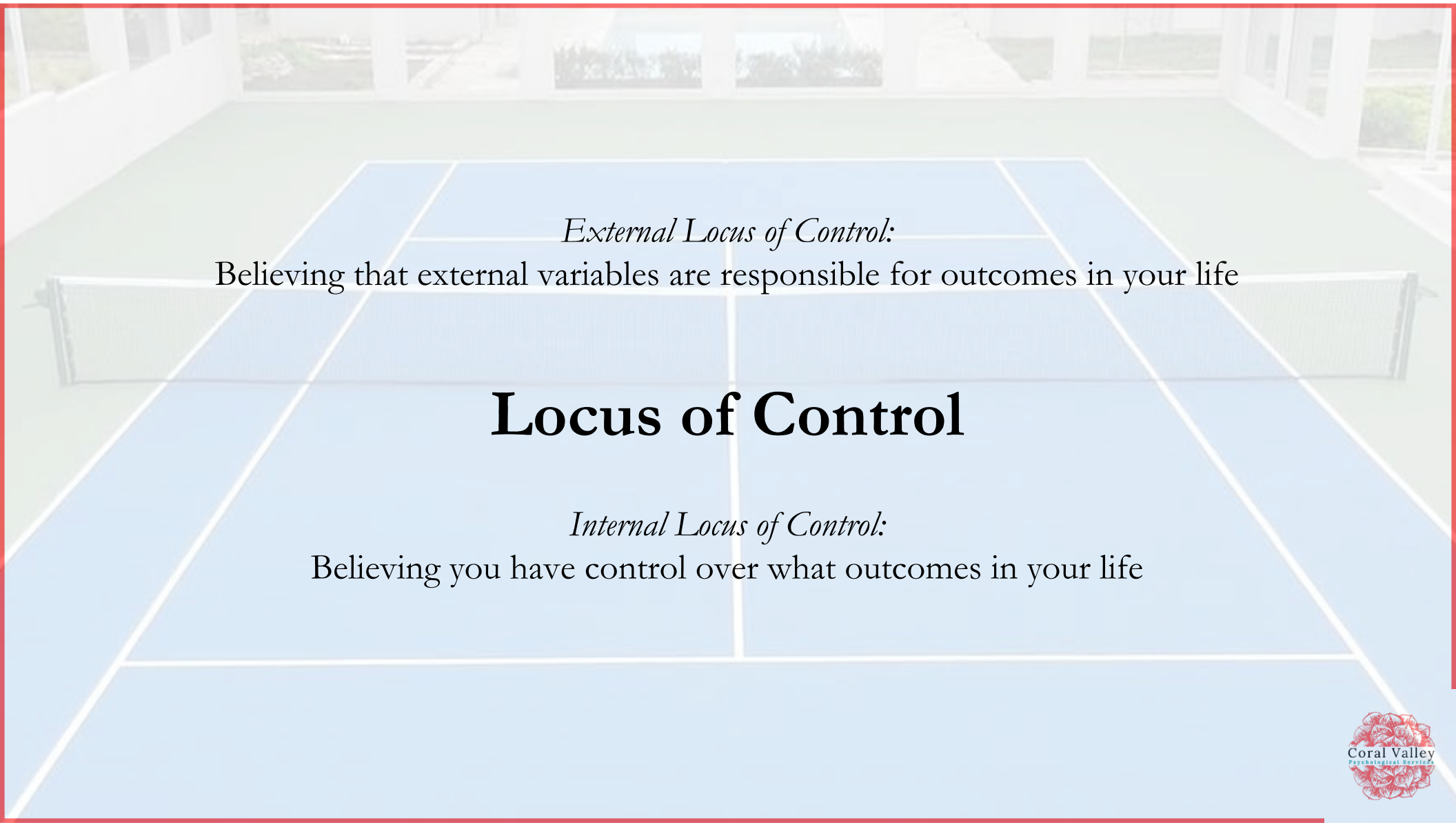


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Trace Them Back & Take Action



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External Locus of Control:
Believing that external variables are responsible for outcomes in your life

Locus of Control

Internal Locus of Control:
Believing you have control over what outcomes in your life

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Advocate Effectively

- Fear, anxiety, worry Fight, Flight, Freeze (+ Foot-in-Mouth)!
- Mindfully Manage Emotions before speaking up to advocate more effectively
- Diaphragmatic Breathing Exercise
- Generosity of Spirit



Practice Healing

Evidence-Based Mood-Boosting Activities

- Time with loved ones
- Talking & Journaling (Self-Expression)
- Creativity (music, art, "right brain" activities)
- *Healthy* distractions
- PHYSICAL activity!
- Religious/Spiritual/Faith-based practices
- Mindfulness and Meditation
- Professional Mental Health Services





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"Diversity works best when psychological safety has been established. For workplaces, that means not only having representation, but also being willing to listen to divergent thought processes. If people don't feel safe voicing their opinions without fear of negative consequences to themselves, their status, or career, then it's actually a greater disservice to the organization and the individual."

-Workplace Diversity: How Psychologists Can Help Move Companies Towards a More Equitable Future, by Katherine Lee

From Growing Pains to Traumatic Wounds



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Resources

- Emotion Wheel Link: https://www.glenntrigg.net/wp-content/uploads/2019/02/emotion_wheel2_colour.png
- Mindfulness & Meditation Support:
  - https://www.uclahealth.org/marc/getting-started
  - Mindfulness Based Stress Reduction (MBSR): https://mbsrtraining.com
- For Mental Health Support
  - Psychology Today
  - GoodTherapy
  - Open Path Collective
- Webinar on the relationship between Covid-19 and PTSD Symptoms: Covid-19 and PTSD: A pandemic's hidden trauma, available at: https://hub.jhu.edu/2021/04/16/covid-19-ptsd/



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