

RISE & REVITALISE

Managing well-being during the COVID-19 crisis, with Geoff McDonald
8 April 2020



SDG 3: Good Health & Well-Being

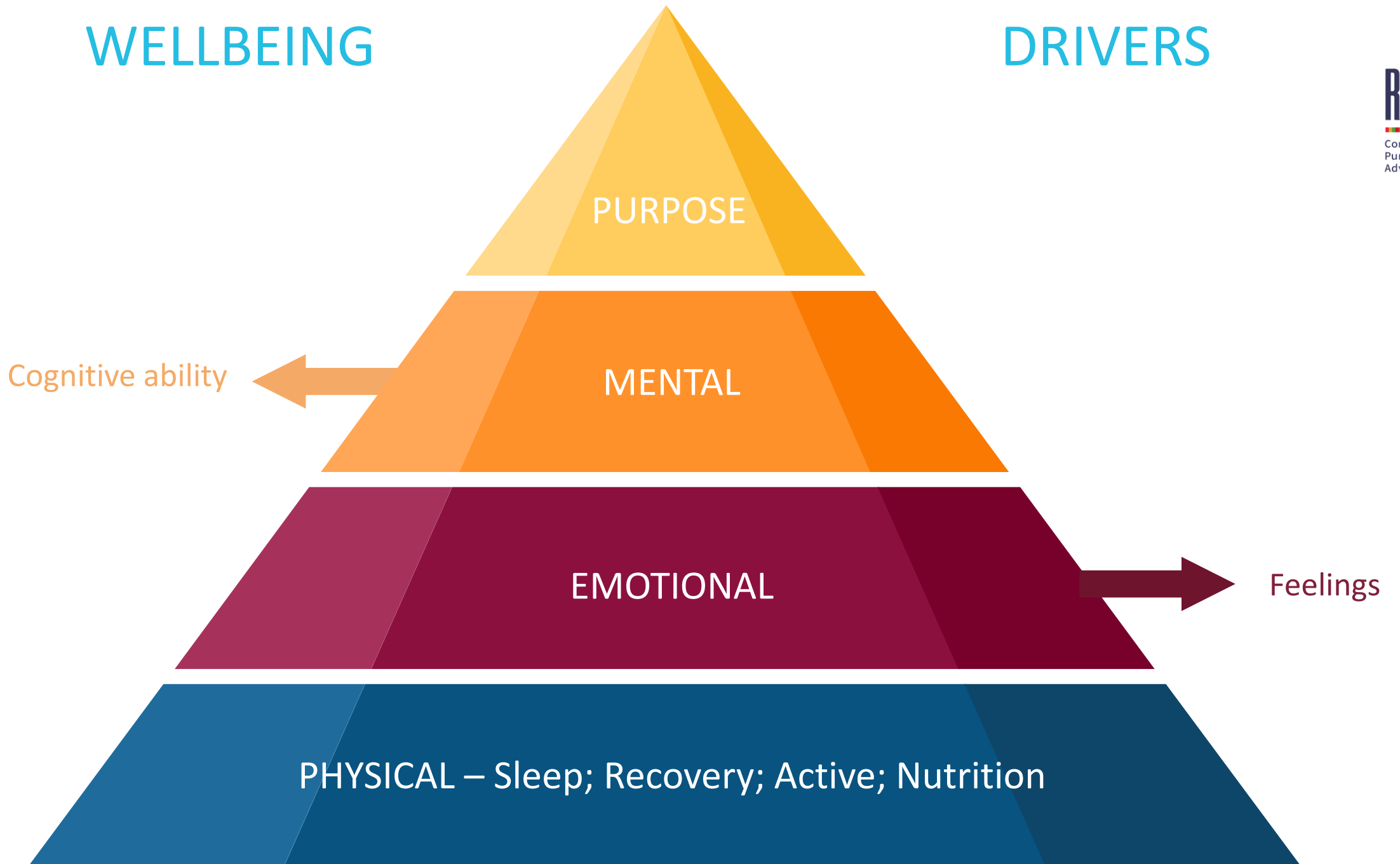
SUSTAINABLE DEVELOPMENT GOALS



3.4: By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

WELLBEING

DRIVERS



Psychological Effects of Covid-19 include

- Increased fight or flight feelings
- Reduced immune system
- Disrupted sleep
- Increased feelings of stress/anxiety/desperation/sadness

It is really important that we as leaders are cognisant of this and send the message that it is OK to experience some of these effects

Factors contributing to the Psychological effects

- Uncertainty
- Disruption to social connections
- Working from home
- Different schedule
- Financial anxiety
- Fear and stress
- Changes in family system

Working from Home Guidelines

- Have regular breaks and change the scene if you can
- Check in with friends
- Have a routine
- Get some exercise – get out first thing or you will be consumed by the day
- Set up an office space if you can
- Dress for work
- Have a regular lunch break and take it away from your workspace
- Go out and run an errand if allowed to do so
- Call people rather than just sending emails where possible
- Log out of social media if you can or have set time limits
- Have something to look forward to, reward yourself at the end of the day and at the end of the week for all your hard work and efforts

What can you do as a leader?

1. Communicate, communicate, communicate - keep teams up to date with what is going on at an organisation level, preferably through video calls. Minimise uncertainty as best you can
2. Reassure team members as best you can, and ensure NO team member feels they have less access to you than others
3. Be inclusive in group meetings - aim for inclusion and balance so everyone feels heard; encourage as much participation as you can
4. Use check-ins to get a sense of how your team is feeling at the start of all meeting - be vulnerable with skill

What can you do as a leader?

5. Be very mindful and alert to the symptoms of mental ill health and ensure all your team are aware that you have a compassionate and supportive “relationship” to mental ill health and that you are there to support and guide as may be necessary. Be alert to those that may be struggling, e.g. fewer e-mails, not responding to messages, inhibition or complete withdrawal in group communications
6. Ensure you are aware of all the support your business provides to people who may be struggling with their mental health, EAP providers, etc.
7. Trust and empower your team
8. Self care - share with your team how you are caring for yourself and be a role model of what you expect your team members to be doing - share some of your strategies. Give permission to self care.

Some Useful Resources

1. Talking about your worries – <https://www.zelfmoord1813.be/> ; <https://www.preventionsuicide.be/fr/coronavirus-le-centre-de-pr%C2%AD%C2%AD%C3%A9vention-du-suicide-durant-la-crise-sanitaire.html>
2. Staying active, 10 minute work out - <https://www.nhs.uk/oneyou/for-your-body/move-more/home-workout-videos/>; Exercise video - <https://www.nhs.uk/conditions/nhs-fitness-studio/>. Sport England also has tips for keeping active at home
3. Sleep – the Every Mind matter sleep page provides some practical advice on how to improve your sleep. <https://www.nhs.uk/oneyou/every-mind-matters/sleep/>
4. Anxiety - <https://www.nhs.uk/oneyou/every-mind-matters/anxiety/> ; <https://www.nhs.uk/conditions/stress-anxiety-depression/moodzone-mental-wellbeing-audio-guides/> both those links provide further information on how to manage anxiety
5. Recovery and relaxation – see <https://www.nhs.uk/conditions/stress-anxiety-depression/mindfulness/> - provides some useful tips on mindfulness. See also Headspace for meditation rituals
6. <http://learn.4mentalhealth.com/>

Final message

Also highly contagious is:
Kindness; Patience; Love; Enthusiasm and a Positive Attitude

Don't wait to catch it from others – be the CARRIER!

RISE



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