The Challenges of a Post-Quarantine Workplace
Adapting to the “Next Normal”

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Objectives

• Gain an understanding of where we’ve been and its effect on us

• Discuss practical coping and adaptation practices

• Receive information on helpful skills and practices for successful transitions
Where we’ve been

- Extended period of disruption and uncertainty
- Collective grieving
- Fear and doubt about next steps
Effects of disruption and uncertainty

- Chronic low-to-moderate depression and anxiety

- Disorientation

- Stress responses
So how do we adapt to the “next normal workplace?”

- Normalize discomfort
- Seek and offer support
- Get good information
- Use skills for healthy adaptation
Your adaptation toolbox

- Mindfulness
- Communication
- Flexibility
- Empathy
- Patience
- Humor
Mindfulness as a master skill

• Enhances our sense of control

• Aids emotional regulation

• Reduces stress and enhances wellbeing
Now, more than ever, communicate

- Remember your active listening skills
- Use good problem solving
- Keep sight of values and goals
Flexibility and adaptation

- Allows for recognizing changing circumstances
- Change faster in response to circumstances
- Gather input from others
The power of empathy

• Relationships at work are a key to organizational success

• Empathy is essential for functioning relationships

• Empathy can be developed
Give me patience, and give it to me now!

- AKA “frustration tolerance”
- Key component of mastering stressful situations
- We can all become more patient
Remember to laugh

• Research shows numerous benefits

• Eases the burden of change and uncertainty

• What makes you laugh?
Self care and resilience

• The basics

• Stay in touch with your people

• Practice preventive mental health
What if I’m still struggling?

• Know the signs

• Reach out sooner rather than later

• Challenge any self stigma or other barriers
“May whatever circumstances that arise serve the awakening of compassion.”