

Emerging From Lockdown

Sharon De Mascia

Director

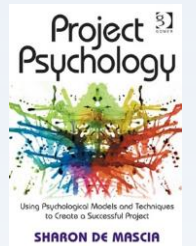
Cognoscenti Business Psychologists Ltd

Cognoscenti Business Psychologists Ltd

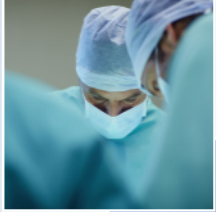
- Cognoscenti are experts in:
 - Helping organisations implement Wellbeing that works
 - Providing training to support organisational wellbeing and Resilience
 - Supporting Change Management



- Supporting Staff with Mental Health Issues. IOSH Magazine (March 2019)
- Project Psychology: Tools and Techniques to Create a successful project. <https://amzn.to/31PxEQw>
- New book out in October on 'Implementing Wellbeing That Works'



Our Roller Coaster Journey



Lockdown

- Shock
- Fear
- Need to keep safe
- Financial worry
- Worry about family and friends



Business as Unusual

- Adjusting to working from home
- Fear
- Need to keep self and family safe
- Need for purpose
- Need for outdoors
- Financial worry
- Worry about long term career prospects



Business the New Norm

- Fear of using public transport
- Fear of mingling with others
- Fear of exposing family/friends to danger
- Changed perspectives

The Effects of Self-Isolating

- Increased risk of lowered mental health during lockdown for anyone with existing health conditions
- Elevated rates of stress or anxiety. Increased levels of depression. Increased use of alcohol and drugs. (World Health Organisation 2020)
- Just one month of confinement can negatively impact physical and mental health. (Rauch & Zhang 2020)
- US people 8 times more likely to meet the criteria for moderate to serious mental illness, compared with 2018. (Twenge & Joiner ,2020)
- 44% of UK staff anxious about returning work (CIPD 2020)
- 47% of managers feel staff are now more prone to burnout (Walters 2020).
- 36% of staff said mental health had been affected through pressure to keep up productivity (Walters 2020).

Behavioural Effects on Teams

- Traumatic realisation of loss
- Survivor syndrome
- Mistrust of colleagues
- Hidden grief
- Potential resentment of homeworkers
- Stress and exhaustion of those who continued to work



Additional Considerations

- People who have experienced the severe strain of Covid 19 may still experience psychological issues
- May need ongoing support/psychological support
- Disadvantaged in society more at risk from Covid 19



Where are we Now?

To look after our mental wellbeing when returning to the workplace, we need:

- Physical and psychological safety
- Support from our line manager
- People focused leaders
- Support in looking after our mental wellbeing
- Help to feel connected with colleagues

Some people may not want to return to work, which will increase their vulnerability to mental health issues



Looking After Our Own Mental Wellbeing

- Keep things in perspective
- Establish and work towards a positive goal
- Be realistic about what you can achieve
- Use an active relaxation technique
- Build and maintain your social support
- Don't be afraid to ask for help
- Look for ways to help others



Supporting Team Members

- Proactively manage team wellbeing
- Open a dialogue with staff about what they need in order to feel comfortable returning to work
- Be open and honest
- Be very visible and build trust
- Be empathetic and encourage staff to talk about how they feel
- Help staff connect and socialise in a safe way
- Be vigilant for any signs that staff may be struggling
- Keep reminding staff of the support available internally and externally
- Be flexible with working hours
- Focus equally on wellbeing and productivity
- Be extra vigilant about vulnerable staff

Cognoscenti Business Psychologists Ltd

- New virtual course on **‘Resilient Performance for Leaders’**
 - We train managers to **manage wellbeing proactively**
 - We train leaders, managers and staff to **build their psychological coping resources**
 - We offer **resilience coaching** to help build individual psychological resources and purpose.
 - **Drop me a line with email if interested in knowing more.**
- **Follow us on:**
Twitter : @sharondemascia
LinkedIn: sharondemascia
Facebook:cognoscentibusinesspsychologists
Receive latest articles and blogs- just send me your email address

