

STRATEGIES FOR STAFF CARE

Maintaining Organizational Mental Health while Social Distancing

- ➔ **Recognize the many stressors at this time.**
People may have children at home, underlying conditions which put them at higher risk of infection, or family or friends who are providing essential services.
 - **Create a supportive environment that allows people to openly communicate their needs.**
- ➔ **People are feeling disconnected, alone, and uncertain about the future.**
This is new for everyone and there is a comfort gained from experiencing it and learning through it together.
 - **Set aside time during the workday to foster social connection among employees by hosting virtual coffee or lunch chats.**
 - **If you are using Zoom, make sure you take full advantage of its interactive tools, such as breakout rooms, shared whiteboard, and polling.**
- ➔ **Too much information can feel overwhelming and cause additional anxiety.**
The news, social media, and emails are filled with COVID-19 updates.
 - **Be mindful of the amount of pandemic-related information that your organization is sending to your employees.**
- ➔ **Reactions to stress can appear differently for different people.**
People may be feeling fearful, anxious, angry, uncertain, or lonely, which can cause disruptions in sleep, reduced productivity, and even feeling forgetful or confused.
 - **Adjust policies and procedures to account for these possibilities, such as expanding work schedule flexibility.**

If you or someone you know is experiencing distressing thoughts and is in immediate need of someone to talk to, please call the National Suicide Prevention Hotline at 1-800-273-8255 or the California Peer-Run Warm Line at 1-855-845-7415 for 24/7 non-emergency support.