

# How to Have Constructive and Respectful Relationships During Challenging Times

DR. RAYMOND MARS

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If you are in an emergency situation, you should do one of the following:

Call 911.

Go directly to an emergency room.

Call your doctor or therapist for help.

# Today's presenter

## **Dr. Raymond Mars, Ph.D.**

### Los Angeles Police Department

- In-house Psychologist and Consultant, Behavioral Science Services Unit
- Psychological counselor and debriefer
- On-scene SWAT psychologist
- Trainer/Educator

### Magellan Health

- Employee Assistance Program Provider
- Critical Incident Response Provider
- Trainer



# Objectives

Discuss the emotional impact of past and recent events.

Learn how to constructively and effectively interact with others in difficult times.

Identify ways to cope as you navigate current events.

# Acknowledging the emotional impact of recent events

COVID-19 pandemic

Civil unrest

Election

Natural disasters

#MeToo

## Meet Palo Alto's new generation of #MeToo activists

Youth mobilize on social media to raise awareness of Title IX rights

YOUR HEALTH


### Election Stress Getting To You? 4 Ways To Keep Calm

October 26, 2020 · 5:00 AM ET

RHITU CHATTERJEE

4-Minute Listen

+ PLAYLIST

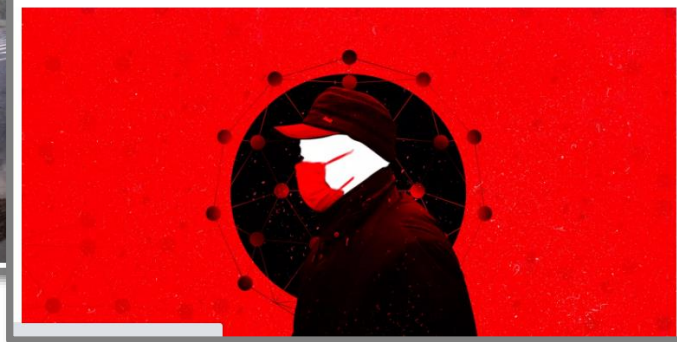


## COVID-19 vaccines are coming. Here's who will get it first

The good news is that the first coronavirus vaccine is on the cusp of being ready. The bad news is, there won't be enough to go around.

Dale Smith · Nov. 16, 2020 4:15 a.m. PT

LISTEN - 07:19



Moving forward

**Healing | Forgiveness | Optimism | Commitment**



“As I walked out the door towards the gate that would lead to my freedom, I knew if I didn’t leave my bitterness and hatred behind, I’d still be in prison.”

~Nelson Mandela

# Conversing respectfully

“If we want to be humble, we need to take interest in each other – in our stories, in why we feel the way we feel. Empathy begins with interest.”  
– Gavin Adams



**Civility**

**Empathy**

**Listening**



# Conversing constructively

## **Intent vs. impact**

- The meaning of the communication is with the listener.

## **State your intentions**

- “Can I talk to you about something?”
- “I have been feeling uncomfortable about our interaction the other day, but it has taken me a while to understand why. I have a better sense now. Can we return to our conversation?”

## **Have the conversation**

- When you start to feel defensive stop and ask why...what is being triggered here.
- Apologize if you see where you “messed up,” made assumptions or got overly defensive.
- Don’t beat up on yourself.

# Navigating challenging conversations

1. Take a breath and step back.
2. Focus on the end goal and broader picture.
3. Walk away and come back later.

# Coping during challenging times

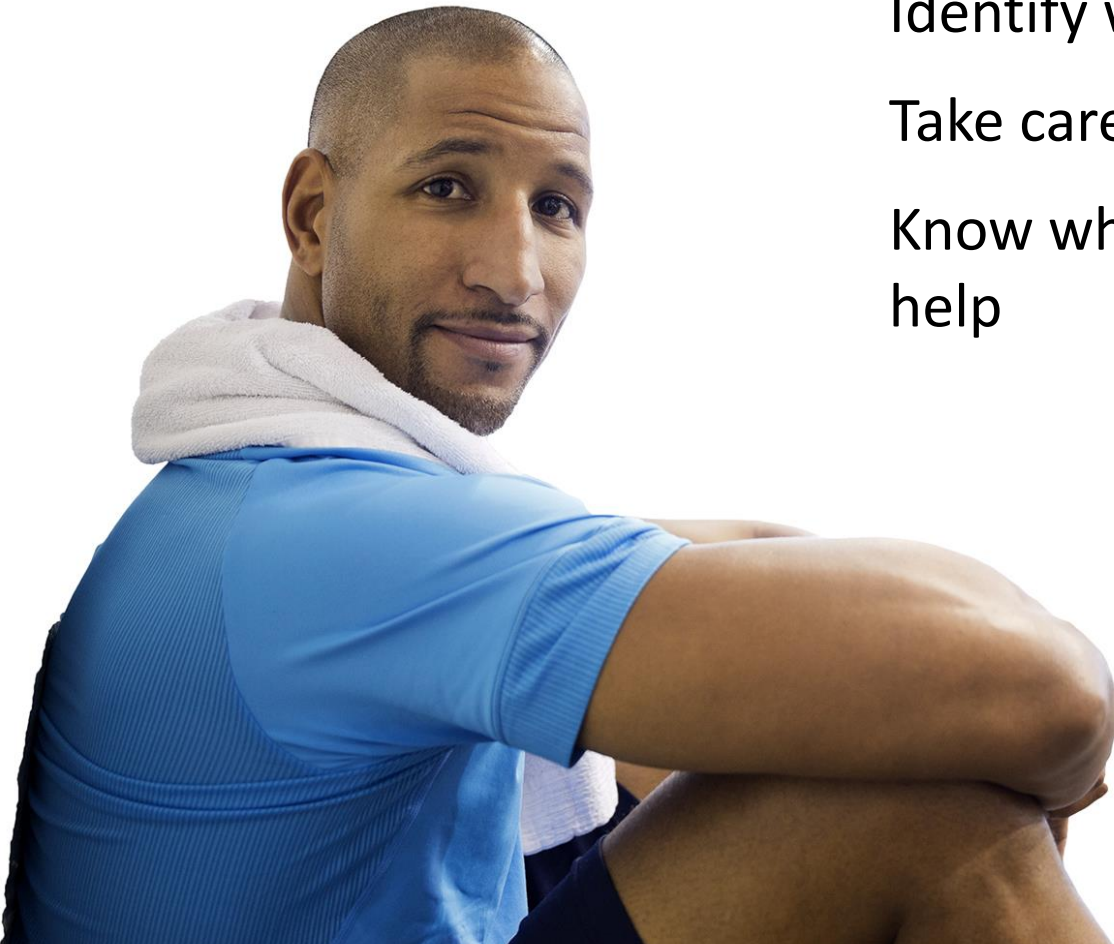
Limit media time

Use your support system

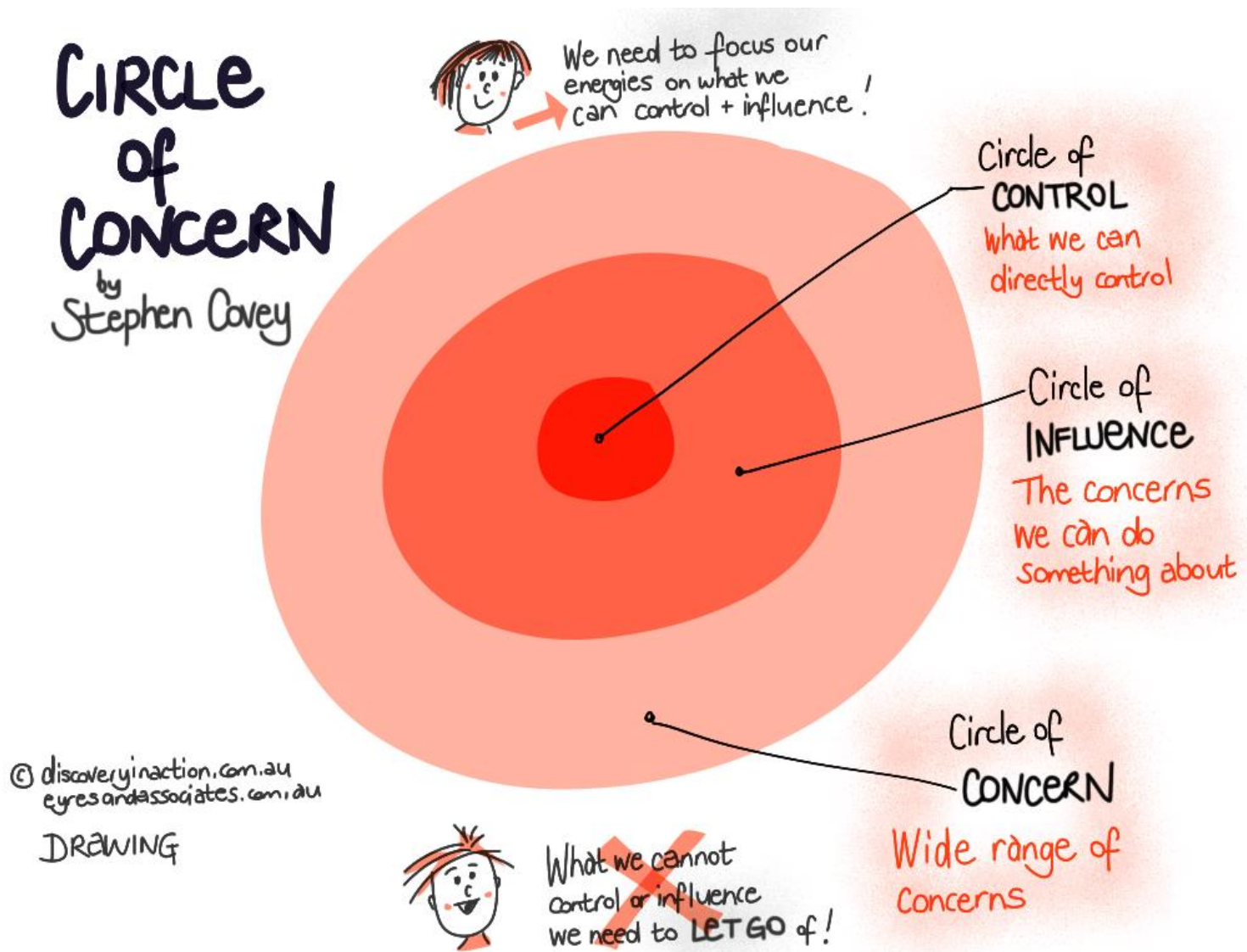
Identify ways to help or get involved

Take care of yourself

Know when to seek professional help



# Staying focused on what you can control



# Coping with mental immunity behaviors

## *The “natural antidepressants of life”*

### Exercise

- Improves metabolism, produces adrenaline, triggers endorphins and lifts mood.

### Sleep

- Target eight hours. Lack of sleep can impact mood, concentration, energy and health.

### Healthy diet

- Reduces disease and fatigue and improves mood and motivation.

### Support system

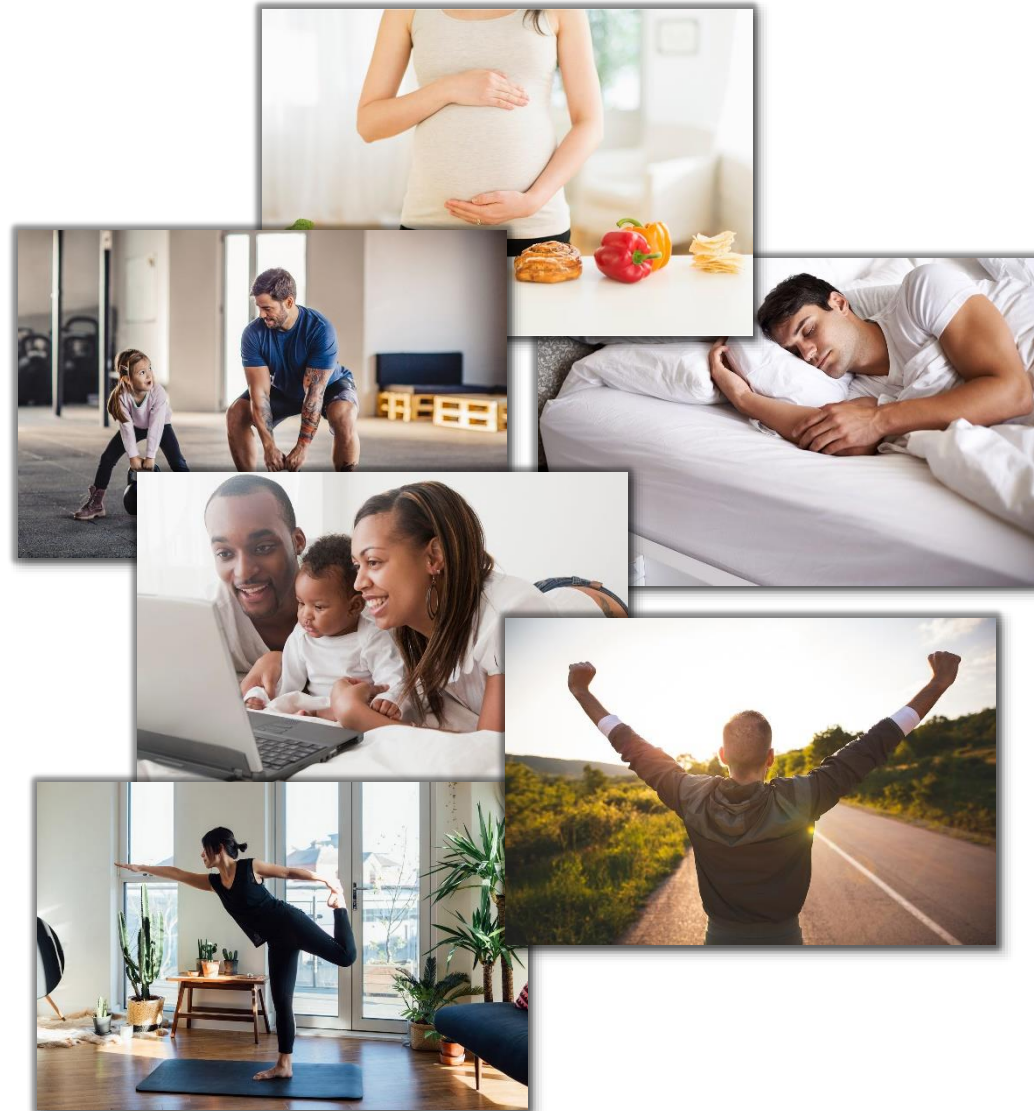
- Improves coping and reduces depression and anxiety.

### Mindfulness

- Practice being aware of thoughts, feelings, sensations and environment.

### Gratitude

- Practicing gratitude improves well-being, increases resilience, reduces stress and is correlated with happiness.



# Your Employee Assistance Program

**Call toll-free or visit us on the web**

**24 hours a day/7 days a week**

**Thank you!**

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