

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

Art Maines, LCSW  
Psychotherapist and Trainer

# 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.”