




ADAPTIVE CHANGE

# BEYOND LOCKDOWN



## Session 4: **Mental is Practical:** Rebuilding capacity for your change

Please:

-  Keep your microphone on MUTE
-  Use the chat area to say hello and ask questions
-  Appreciate there may be video/audio disruptions we can't control...fear not as I am recording this for you! I will send a link plus slides to everyone.

We will begin shortly

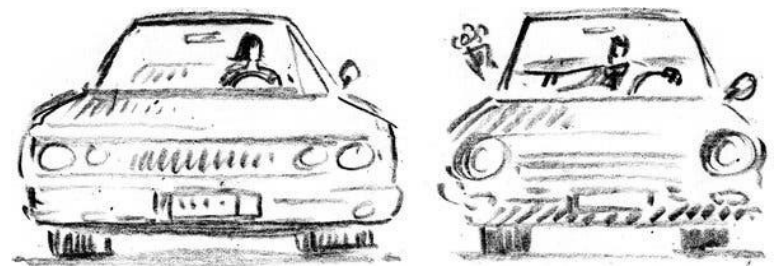
ADAPTIVE CHANGE

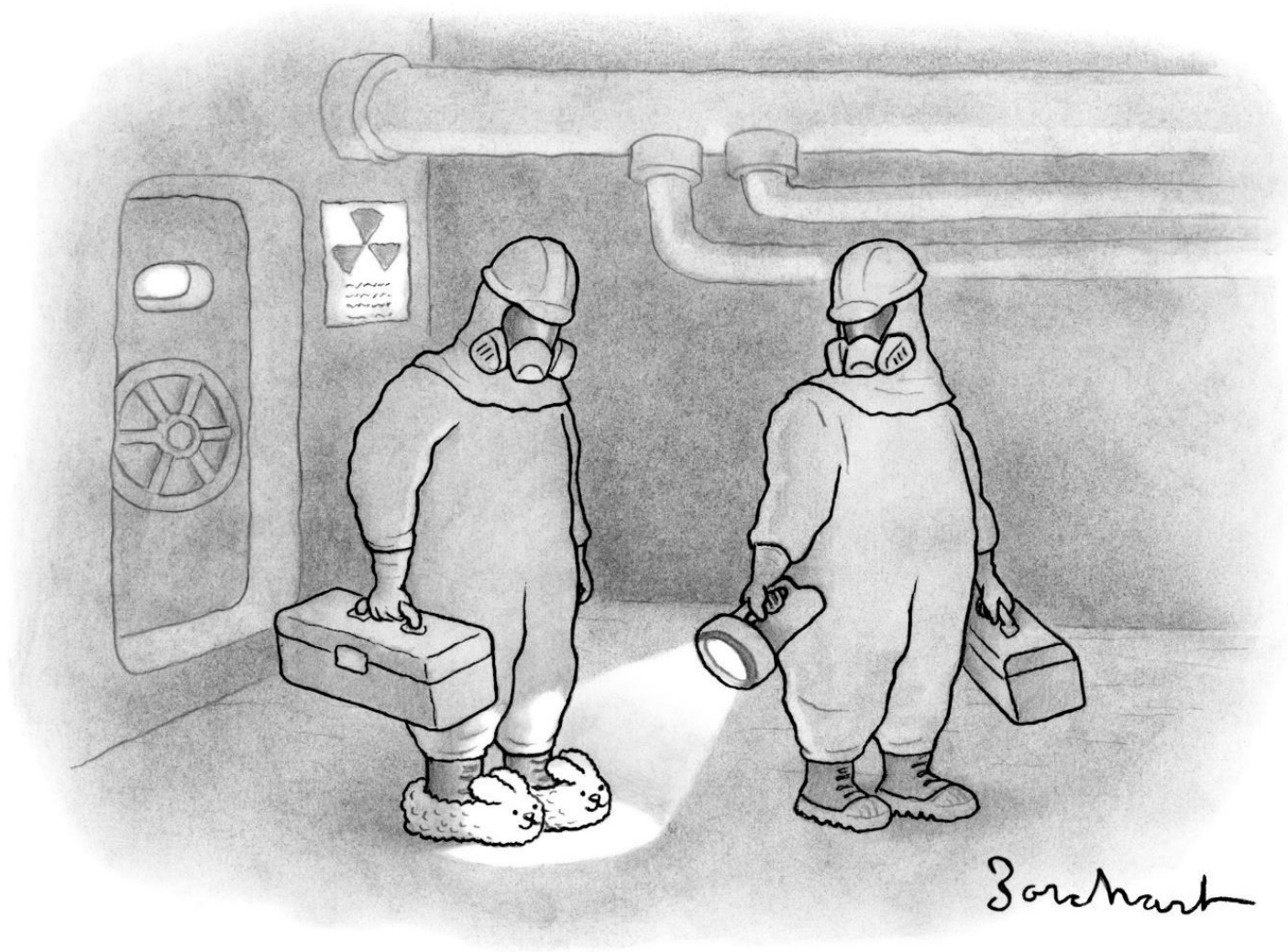
# BEYOND LOCKDOWN



Session 4:

**Mental is Practical:**  
Rebuilding capacity  
for your change





*"They're for emotional protection."*

**"We are all grieving in some way.** I know that some Albertans are grieving the loss of **loved ones** and this is the hardest grief of all. Other Albertans are grieving the **loss of jobs, income or health.** Some are grieving the **loss of control** and the **close physical connection** to others that we all crave. We are all **mourning the normalcy we once knew.** During these times, **it is a natural reaction to experience different expressions of this grief,** including anger, bargaining, denial and even depression. **These are all normal** reactions and responses. We all must process the losses caused by this new situation and the changes to our everyday lives we now face. As a physician, **I know that the experience of grief is highly personal and also that it changes over time.** We can be there for each other through this, holding each other up when we need it. This will not last forever."

—Dr. Deena Hinshaw

Chief Medical Officer  
Alberta, Canada

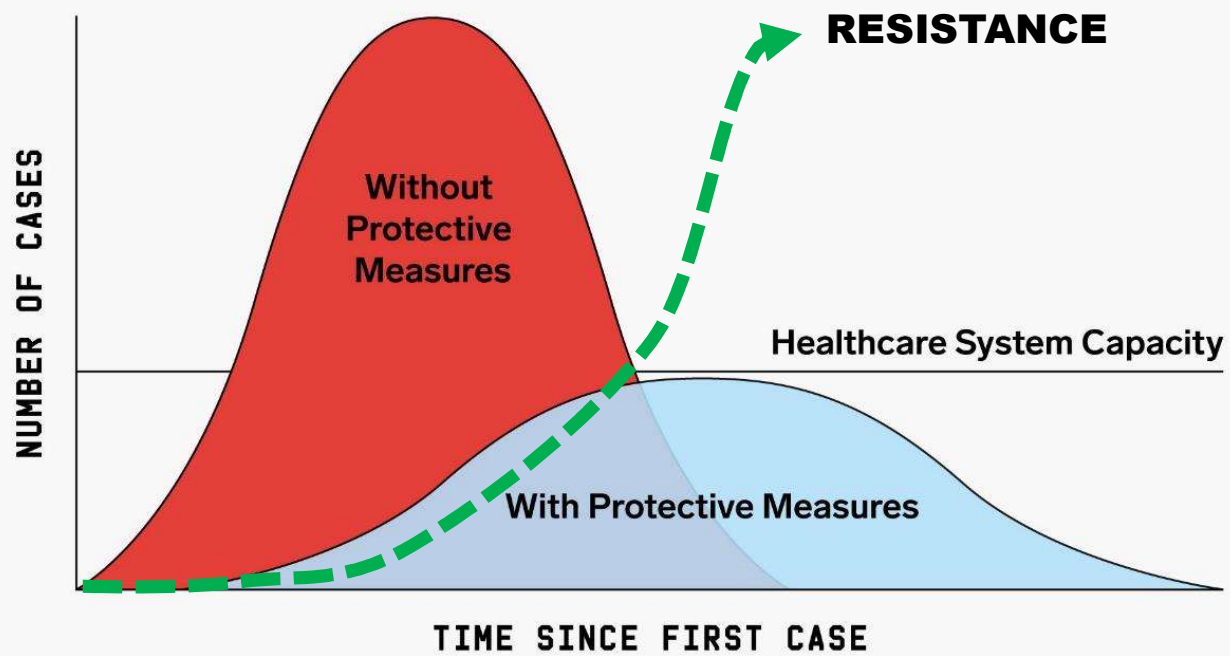
"Our hair may be getting shaggy and our tempers may be getting short," she said. "Those of us with young children may be running out of ideas of how to entertain them at home."

"For all of us, I wonder if one of the hardest things to manage is the uncertainty looking forward and the fact that **we can't yet make plans** for when life will return to more normalcy," she continued. **"I am guessing that all Albertans want their lives back** and as soon as possible."

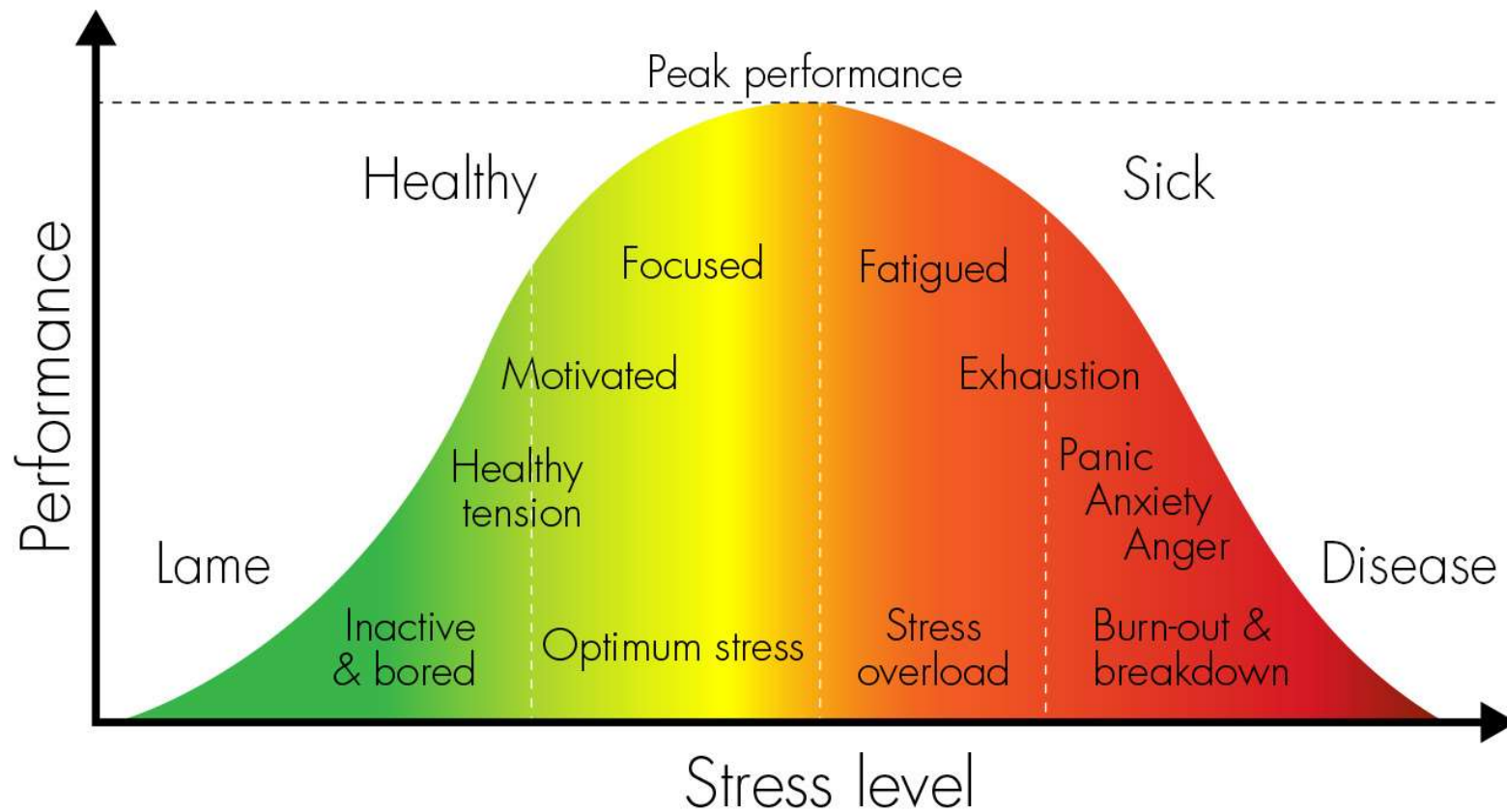


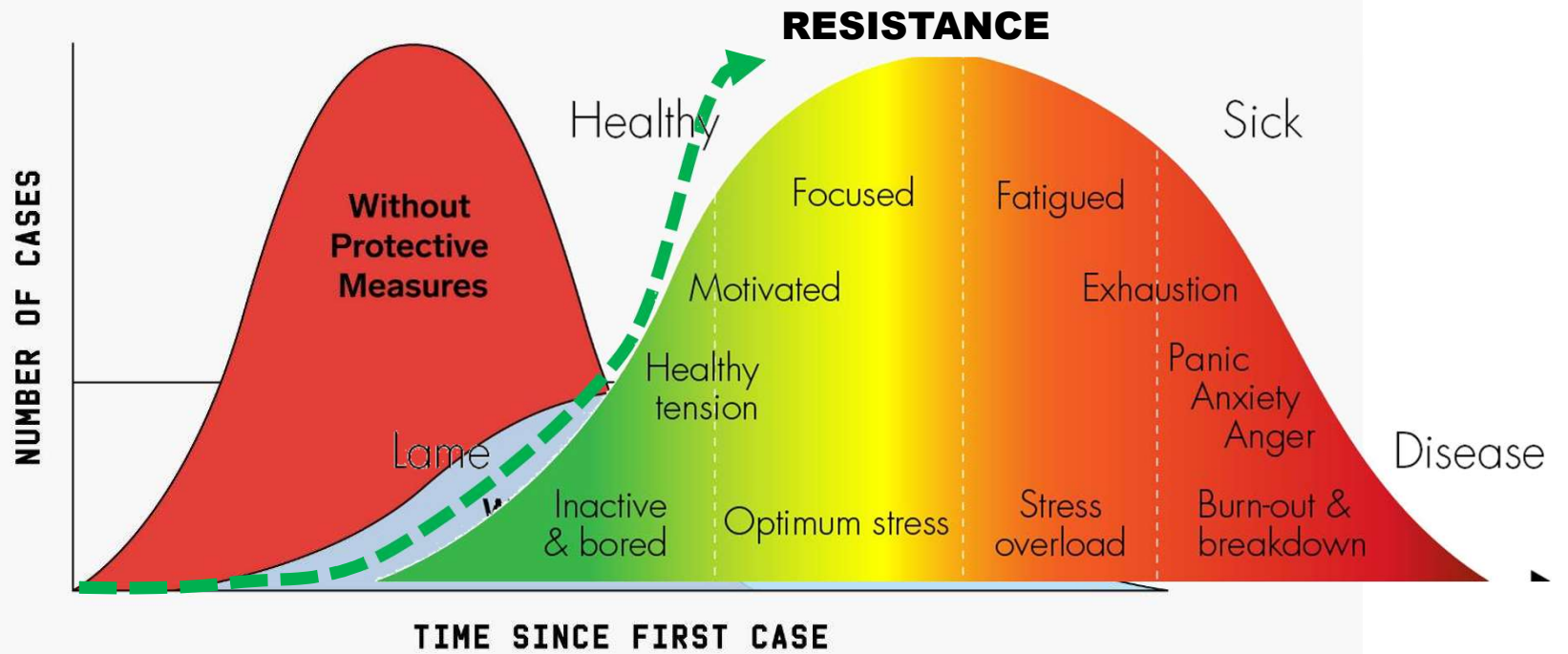
**TWO ISSUES**





# CHANGE CREATES STRESS



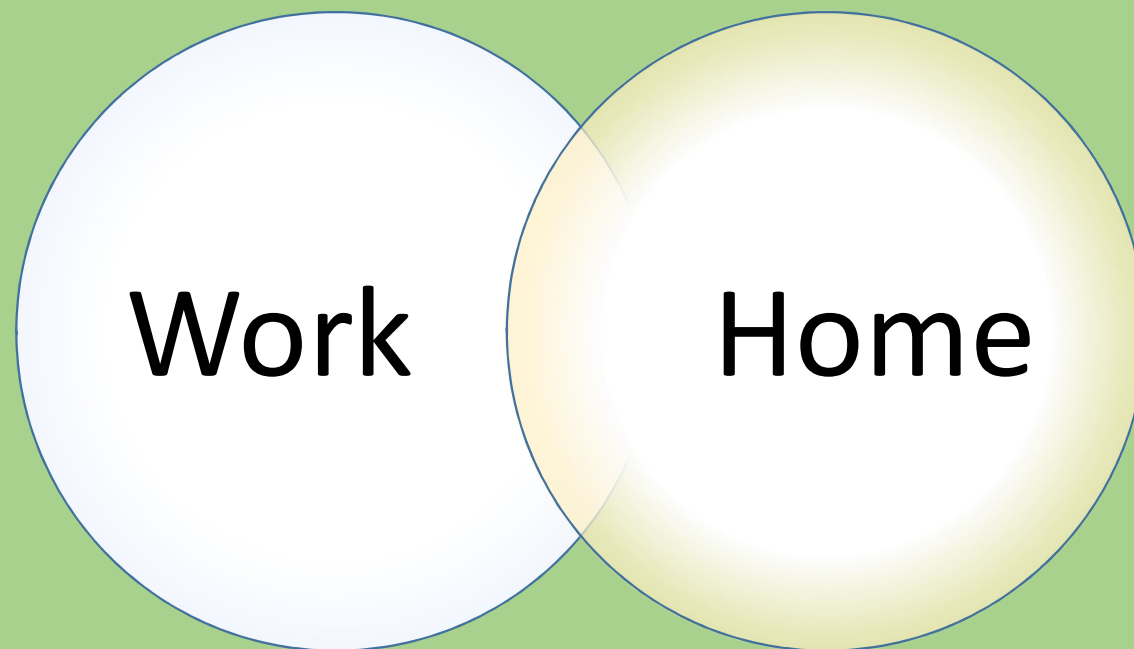


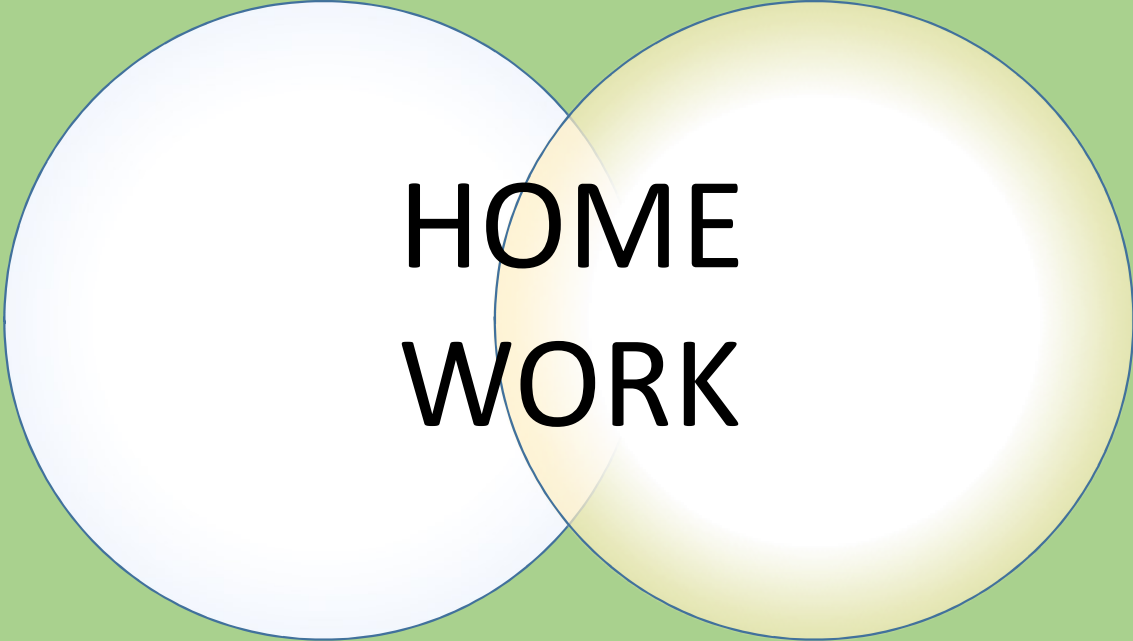


**1.**

**LOSS OF  
POWER/CONTROL  
PRODUCES  
STRESS**

**(a lot)**





**HOME  
WORK**



*"I'm upstairs right now. On weekends and holidays, I go downstairs."*

**2.**

**BOUNDARIES  
THAT ENABLE  
RECHARGING ARE  
BREAKING DOWN**





**WE NEED:**

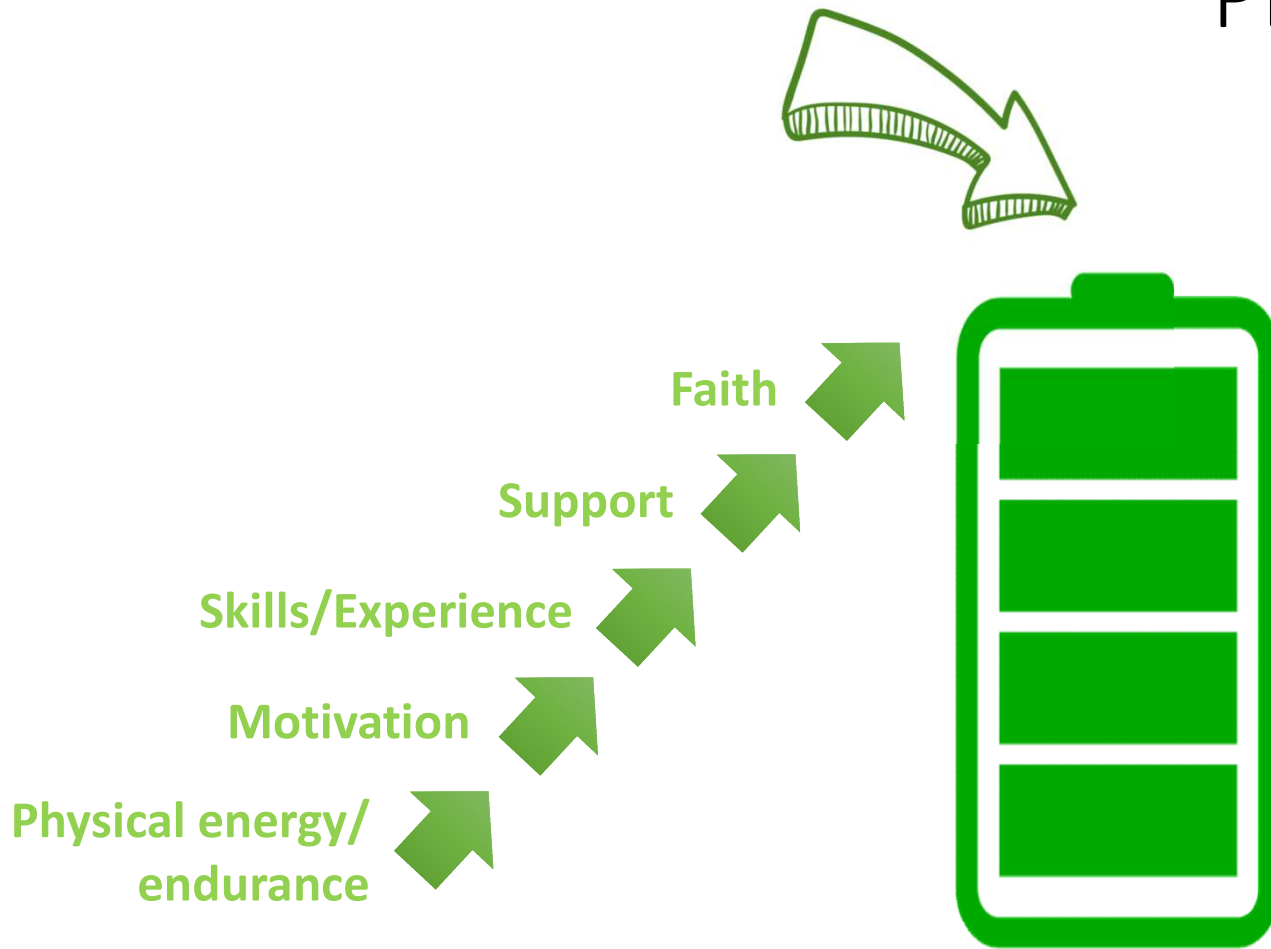
**REST & RECOVERY**


**SEPARATION**

**PROACTIVE:**  
**PHYSICAL FITNESS**  
**+**  
**MENTAL FITNESS**



# PERSONAL CAPACITY FOR CHANGE





## Recharge

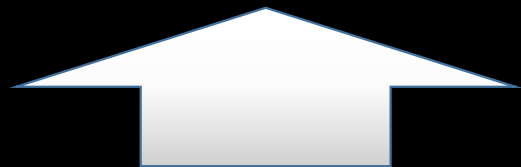
- Laugh
- Pets
- Puzzles
- Be curious - Seek wonder
- Distractions
- Sleep
- Treat yourself
- Exercise
- Music, meditation, breathing

## Structure

- Mandated breaks (shorten your meetings)
- Time to vent (Check in)
- Acceleration periods
- Give thanks
- Rest – shutdown periods and procedures
- Balance the dreary with the uplifting



**CAPACITY FOR  
CHANGE**



**MENTAL HEALTH**



## The Social Connection Planner

A Tool to Help  
You Better Meet  
Your Social  
Needs

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## THE WELLNESS SOCIETY

### [Sanvello \(App\)](#)

*"Stress, anxiety, and depression can get in the way of you living your life. Sanvello gives you psychologist-designed tools to address them based on Cognitive Behavioral Therapy, mindfulness meditation, relaxation, and mood/health tracking. Share stories, advice and more with Pacifica's peer-support community."*

### [CALM Webchat](#)

*"Our webchat is for people in the UK who are down or have hit a wall for any reason, who need to talk or find information and support."*

### [Peanut \(App\)](#)

*"Peanut is the app for mothers. We make it easy to connect and learn from like-minded women because let's face it, the more women in your life, the better it becomes."*



# CONVERSATION MENU

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## STARTERS

What's been the highlight of your week so far?

What are you enjoying about your life at the moment?

What are you looking forward to in the future?

## MAIN

Do you have any goals you're working towards right now?

What's a personal challenge or obstacle you're currently facing?

Have you had any interesting insights about yourself recently?

## DESSERT

What's the most interesting thing you've read or learned about recently?

What would you like to learn more about in the future?

What's a new experience we could share together in future?



# Coronavirus Anxiety Workbook

A Tool to Help You  
Build Resilience  
During Difficult  
Times

This workbook is uncopyrighted. Please feel free to share it on your website with an attribution and a link to our website.

## Introduction

In this unprecedented period of global uncertainty, we felt it was necessary to put together this workbook to provide our community with much needed support.

The first thing to note right now is that it's completely normal to be experiencing a wide range of emotions. Accepting your feelings is an important first step to building resilience. The simple act of naming your emotions has been found to benefit wellbeing. So, take a moment now to tune into your body and notice how you're feeling. Circle the emotions that you identify with:

- Anxious
- Stressed
- Worried
- Fearful
- Low
- Lonely
- Overwhelmed
- Helpless
- Frustrated
- Guilty
- Angry



## The New York Times

Shira Ovide, chatted with The Times's tech columnist Kevin Roose about his recent article on **kindness on the internet**

**What can all of us do to keep this pleasant?**

Kevin: I've been thinking about this a lot. I think the answer is **we need to contribute more**. In normal times, we — and I include myself — are much more passive about using the internet. There's some **research that shows we're happier when we use social media actively rather than passively scrolling**.

**Does the world really need photos of my boring oatmeal?**

Kevin: Yes, be boring! Living through a pandemic is terrifying. We should all be legally required to post photos of our boring breakfasts. It's what people used to knock Instagram for — "Oh, it's just people posting their avocado toast." But honestly, that sounds amazing right now — an all-avocado-toast social network!



hannahkooktzo • Follow



#breakfastideas #breakfast  
#gezondontbijt #breakfasttime #oats  
#oatmeal #havermout #breakfastlover  
#fit #fitfood #superfood #cleaneating  
#goodvibes #happyhealthy #lifestyle  
#overnightoats #gezondevoeding  
#kickstarter #food #gezondeleefstijl  
#foodie #foodporn #afvallen #fruit  
#foodstagram #foodinspo #instafood  
#healthylifestyle

2m



danihei79 Looks tasty 😊

2m Reply



foodhappinessenjoy Heeeeerlij ...



2m Reply



14 likes

hannahkooktzo

## The News Is Making People Anxious. You'll Never Believe What They're Reading Instead.

The coronavirus pandemic has driven interest in uplifting headlines way, way up.



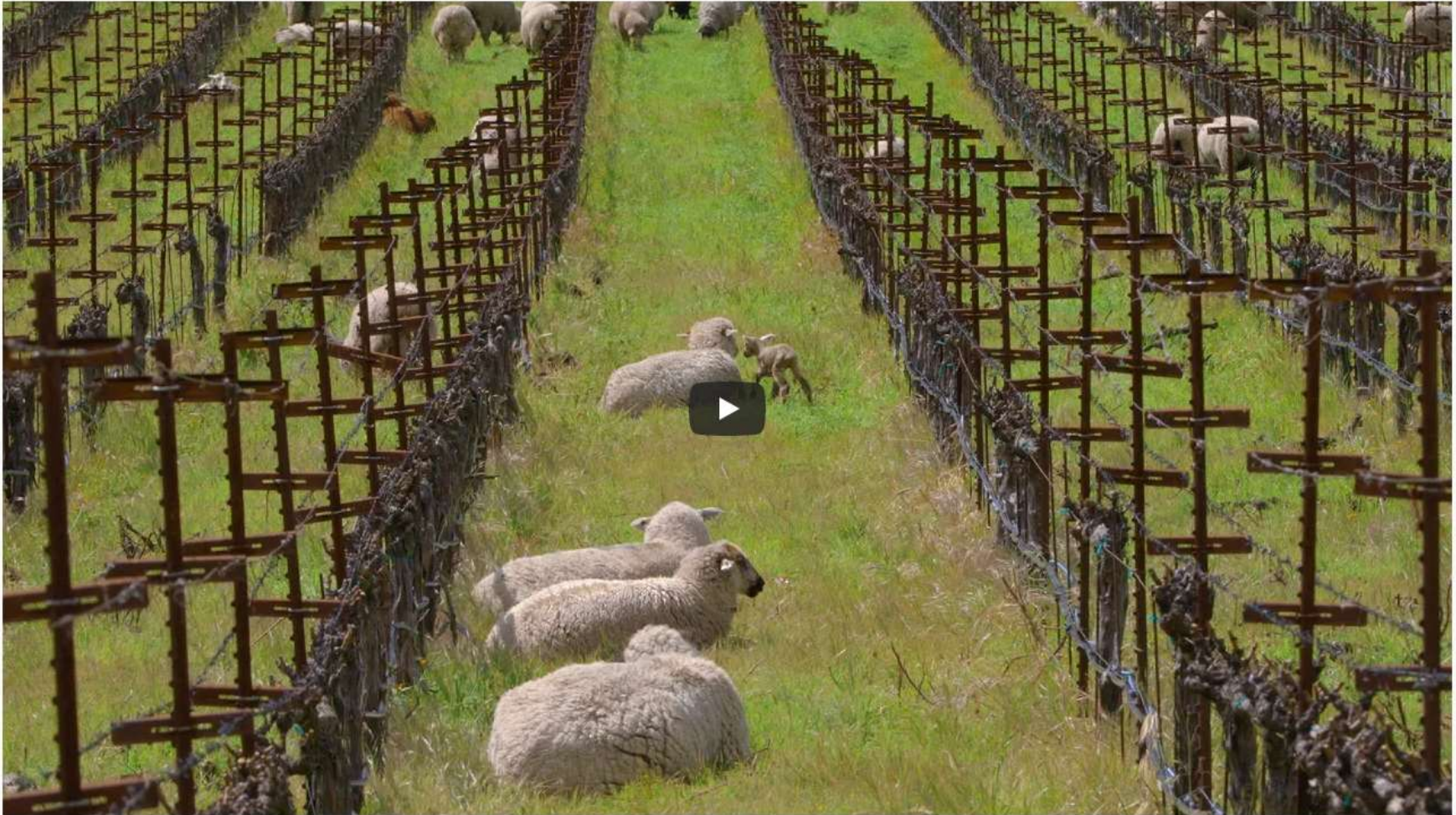
Instagram accounts dedicated to good news, such as [@TanksGoodNews](#) and [@GoodNews Movement](#), have seen follower counts skyrocket in recent weeks. At the end of March, the actor John Krasinski introduced a “[news network for good news](#)” on YouTube; within a week, Some Good News had surpassed 1.5 million subscribers and 25 million views. [Google searches for “good news”](#) spiked a month ago and have only continued to rise.

Text4Hope initiative, which sends subscribers a short encouragement or tip to promote better mental health, has seen more than 40,000 subscribers since launching March 23.

Text **COVID19HOPE** to **393939** to subscribe.

**+ DESIGNATE A NON-WORK ZONE**  
**+ ENSURE EMPLOYEES TAKE BREAKS**  
**BALANCE YOUR INFORMATION DIET**  
**RECHARGE THE BATTERY**  
**LAUGH**  
**HELP SOMEONE ELSE**  
**DON'T STOP THESE DISCIPLINES**  
**BEYOND LOCKDOWN!**



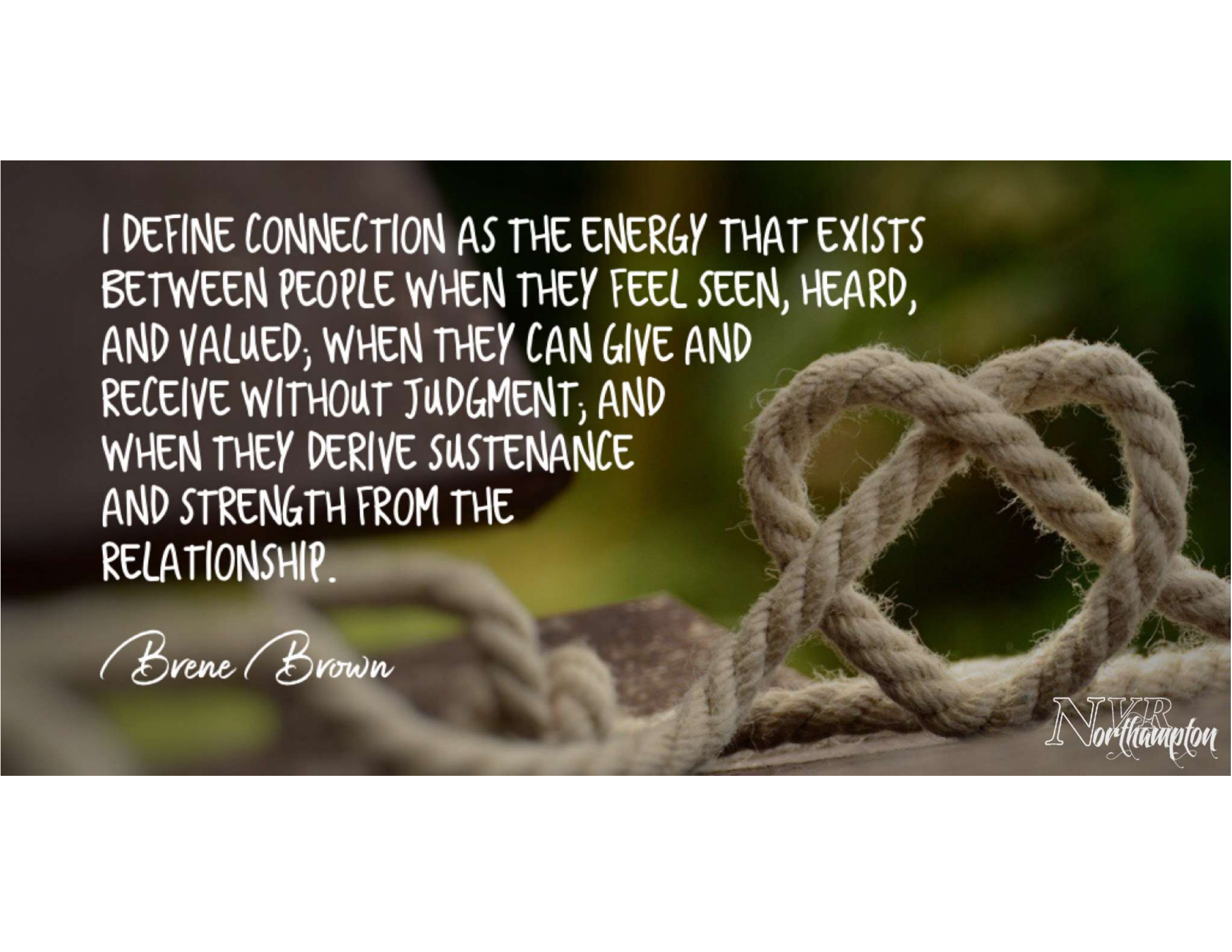


Relax with Sheep at Shafer Vineyards in Napa Valley - 6 hours 4K

89,676 views • Apr 5, 2020

👍 LIKE    👎 DISLIKE    ➦ SHARE    📌 SAVE    ...





I DEFINE CONNECTION AS THE ENERGY THAT EXISTS  
BETWEEN PEOPLE WHEN THEY FEEL SEEN, HEARD,  
AND VALUED; WHEN THEY CAN GIVE AND  
RECEIVE WITHOUT JUDGMENT; AND  
WHEN THEY DERIVE SUSTENANCE  
AND STRENGTH FROM THE  
RELATIONSHIP.

*Brene Brown*

NVR  
Northampton



Search: "Jeff Skipper Consulting"



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- How can we help people open up about what their challenges are working at home? **When they don't share** what they are struggling with, it's hard to support their needs. I know there have to be people who don't want to admit they are feeling ineffective right now. (Sue)
- Recent disruptions (going remote; budget cuts/pending layoffs) have significantly increased stress levels within our organization. Staff and leaders are anxious, unsettled, alarmed, insecure and feeling unsafe/distrustful. What actions / recommendations should I incorporate in my change program to help support the organization through this crisis? (LeeAnne)
- How should change fatigue be managed in the present chaotic situation? (Virtika)

# NEXT .JS

-  **REPLAY** 1. April 3: Why People Don't Self-Isolate: The reasons people 'resist' change.
-  **REPLAY** 2. April 7: Business continuity plans are broken: The role of change in black swan events.
-  **REPLAY** 3. April 14: Why survivors matter: Storytelling in crisis.
- 4. April 17: Mental is Practical: Rebuilding capacity for your change.
- 5. April 22: Driving Change from a Distance: Yes you can.
- 6. BONUS...Remote Leadership and Resilience – Massive Q&A

Why can't our federal government declare curfew? That will be better than damaging our future economy.

