

Managing stress/Working from home— Session 2

Work hours seem to be throughout the day

- Declutter your headspace
- Important to respect other people's routines
- If a person has committed that they are logging off at 6pm then that needs to be respected
- Accommodating everyone's routines

The biggest issue people are facing is that the days are not ending

- Maintain a space in your house — “office of the house”
- Treat the office space in a professional manner
- Create a routine, have your breakfast and get in the work mode and get out of the work mode
- Get in the practice of creating a psychological space

How do you switch off?

- Indulge in something that is comforting to you
- Self care — having a drink that you like when you wake up
- Listen to music that suits you
- Breathe for some time, stay in the present
- Having a designated time to do things in a particular manner

Leader's perspective: how do you suggest that leaders manage their own space

- Ensure regular calls are made to employees
- Leaders have to create the trust
- Leaders have to go the extra mile
- Senior manager must ensure that the team leads are making calls to their subordinates

- If the subordinate is going through a difficult time then it is necessary to have the skill to comfort them
- “If you are unable to comfort then you are not fit to be a leader”
- Get into the employee’s skin
- Communicate every single day

What are the signs to look out for within yourself of distress during this time — Red flags

- Look for major shifts in thinking and eating pattern
- Increase irritability
- Inability to concentrate
- Feedback you get from people around you
- Own realisation, or how your children respond
- Take stock of when people ask you “how are you” take a pause and think

Tips for people managers:

- Check in with your team
- How stressed are you on a scale of 1-10
- Point out if there is something that needs attention
- Encourage 4 things : balanced diet, hydrate, sleeping well, getting active

What role does peer support play in this?

- Since colleagues know what is happening in each other’s lives they are able to comfort each other better
- Peers understand, same level, earning the same amount of money, treat each other as the extended family
- Mental health is very important of the employees, daily calls have to be done for this as well

Uncertainty and anxiety

- Uncertainty and loss of control is the most discomforting human emotion
- Mantra: “Its all right to not know what’s going on. nobody has control”
- Everything that you know today started from repetition, no matter how hollow, say it to yourself