

Banish back to work blues...

Juliet Summers - Senior Consultant

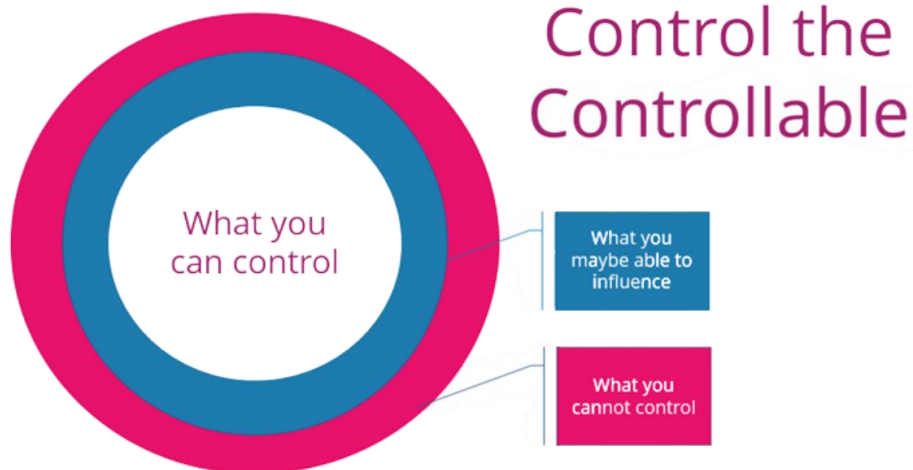
I've noticed in working with clients lately that going back to work is raising different emotions and thoughts in people. Here I wanted to share my top tips for those going back and businesses bringing people back to work.



It's struck me how different people's reactions are and how differently businesses are managing this change – or not. Little things can make a **huge** difference.

Top Tips for you:

- Reflect on what you have liked and missed from this experience – what new routines and habits might you like to keep going forward? How can you work them in?
- Use the circle of control to manage your thoughts when they start running – focus on what you can control, what you can influence and accept what is outside of your control. Take action on the things you can do something with.



- Help yourself to be in a resourceful and creative headspace (frontal lobe space) and resist the amygdala hijack which drives our fight, flight, freeze or flop response and challenges our straight thinking. When you feel fear or emotions rising use this simple breathing technique to take you back to the right headspace. Breathe in deeply for a count of 7, hold briefly and exhale deeply for a longer count of 11– do this for just a few minutes. (Thanks to a wise coach who taught me this practice!)

- Understand how you respond to change and what helps you manage it. We all go through our own change curve and knowing what helps you means you can go through it easier – do you like to talk it out or have time to think through options?
- Take the opportunity to have a conversation about possibility – What if? What would you like to be different? Have a conversation to explore a new routine whether you're still juggling children at home, want to build in more working from home or build in something that has become important to your routine? You don't ask, you don't get but you might just get it!
- Ask for help and share your concerns and needs - maybe just a personal conversation with your boss to go over things or with colleagues – what would make you feel more confident and comfortable going back to work? What information or support would help?

Top Tips for managers and businesses:

- Be human and more than a back to work policy - Approximately 65% of us are visual learners so why not make a video of the new office arrangements so everyone can see it. Run some back to work sessions to get everyone in the right place to learn about what's new, get questions out, share ideas and come back calm and ready.
- Speak to your teams and follow up with those that value 121s – not everyone is ok with a team meetings and some personality types value a personal conversation much more.
- Accept people will go the wrong way etc and say its ok upfront – everyone is going through these changes together.
- Recognise everyone goes through change differently. Some people have been home alone for months and others with kids, everyone feels different and their home situation is different. Listen to understand an allow some time to check in if there are things they would like to explore about their working routine going forward. Really discuss what's worked / not worked and how work might be different in the future.

Pass on to anyone feeling it right now and let's short cut to new possibilities and feeling good at work. Want to get some support with your people or for yourself, then get in touch about personal coaching or workshops to help people settle back in? Email us at info@thinkinspireandcreate.com

