







# CORE PRINCIPLES: 3 Ls



## LOOK

- Give full attention
- Observe reactions

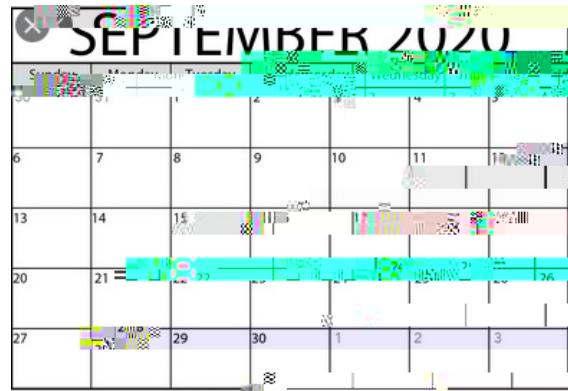
## LISTEN

- Active listening
- Caring & showing empathy
- Identify SMART goal

## LINK

Practical assistance with

- Problem-solving
- Help to access basic needs
- Refer to other resources for further assistance



Okay, I got this. I'm doing pretty well

- Got some writing done this summer
- Kids are back at school
- I've got the hang of zoom teaching
- Labs are opening and I can advance my research

# WAIT....

- This isn't over and it might get worse?
- How many weeks until the schools shut down again?
- Zoom teaching doesn't spark joy for me
- Hybrid teaching models are exhausting to maintain
- I don't have enough lab space to physically/temporally separate staff/students and achieve any kind of productivity
- Why am I so tired?
- How long am I expected to keep coping?

# Some Recommendations

- Accept feelings as a normal reaction to an abnormal situation
- Understand risk vs. ambiguity
- Do not assume the blame for the pandemic's effects on your career: We are all in the same storm
- Plan and stick to a self-care routine
- Stay connected to social group: walks, reading, morning coffee
- Give and accept kindness
- Interventions
  - ACT : Psychological flexibility
  - Committed action based in values
  - Mindfulness, grounding in present moment



# Small group discussion

- What has worked so far, for supporting yourself, your colleagues, your students and staff through these times of extraordinary stress?
- What will you continue, what might you change as we begin this next phase?