

As you start to walk on the way, the way appears (Rumi)

The future is likely to be different to what we have been accustomed. So, engage a good amount of focus on now and how you can influence the current situation - what you can control.

1. Self-check

- a. Be purposeful about exercise, sleep, diet
- b. Isolation does not mean cutting yourself off:
 - i. In your household, if possible, savour hugs and eating together
 - ii. Use technology available to you to connect with others
 - iii. If you live alone - if possible, identify one buddy with whom you can meet briefly in person from time to time (observing current health guidance)
- c. Schedule time for exploration of resources on the internet

2. Team check

- a. Use visual media where possible
- b. At least initially, daily brief team check-ins - to set/review specific pieces of work, acknowledge success and identify needs (delegate this role if you can't do it)
- c. Team meetings - agree regularity and format of meetings, decision-making and communications that meet your work context
- d. Monitor non-verbal behaviour - is presentation consistent with what you know of that person?
- e. Monitor physical environment - does their workspace look ordered, quiet, separate from domestic pressures?
- f. Ask how things are going in their living/working environment/ balance (workspace, scheduling, "work" clothes, other people, downtime)
- g. How else can the organisation support them?
- h. Normalise and facilitate need for occasional virtual coaching/mental health support
- i. Continue to acknowledge/ reinforce/ value team and individual work, special events (birthdays, successes) - adjusting to the new context

Feel good tips

- Regularly turn away from all CoVid news and seek out other information
- Walks
- Nice shower gels and soaps
- Music
- Help someone else
- Activities that involve others (on-line or household)
- Create your own virtual social group, e.g. weekly "Cocktail and Mocktail Evenings"
- Use the time to nurture household relationships that may have been missing out
- Garden; decorate; DIY
- Ask yourself "In the future, how do I want to be able to look back on how I managed during this time?"