

Advocate Aurora Health

Employee Assistance Program

Webinar Overview

Topic: Mental Health in the Workplace, Amidst a Pandemic

Description: Join us for an overview of the complexities this unprecedented time brings for you as HR professionals. Explore current considerations relative to supporting employees' resilience and fostering healthy work environments. Learn what some employers have found useful throughout this everchanging time.

Speaker: Anne Paczesny Demski, LCSW, SAP, CEAP

Introduction:

- Account Executive role in supporting diverse customers within existing book of business (BOB): hospitality, health care, first responders, municipalities, manufacturing, transportation, skilled trades, retail and service industries

At a glance:

- Mental Health 'hygiene' = staying adaptable, flexible, resilient to change and growth
- Workplace intervention primarily in anticipation of change or post incident to reduce the likelihood of any maladjustment (clinically speaking)
- Workplace = generally established locations, prescribed roles/expectations, individual and team/departmental priorities
- Current state – unprecedented, Stay at Home orders, ceased economy unless 'essential'
- Mental Health – how to foster resilience amidst uncertainty, potentially persistent and severe
- Workplace – variables including physical locations, expectations, modes of contact; especially if essential, contractually obligated (i.e. w/DOD); and/or job insecurity)

What to do about what we think we know?

- Consultation is key: value of comprehensive EAP/assigned contact; consultative needs assessment may be fluid. We otherwise fuel what has been referred to as an 'infodemic'.
- Some employer/employee interventions have included: increased promotion and accessibility of EAP support: virtual web ex group training sessions focusing on self-care, parameters of anxiety/panic and/or fostering resilience, pre-recorded well-being reminders, relevant topical handouts, manager communication tips, relaxation stations, scheduled virtual support groups, proactive positivity messages, more team meetings, mindful moment announcement with each shift change, and continue to assess.

Summary/Next steps:

If the overarching goal is to retain healthy, productive employees, how do we proceed considering the present complexities and the ultimate return to work process?

For additional information, please contact Advocate Aurora Health EAP at 800-236-3231 or visit aah.org/eap.