

RESILIENCE AND WELLBEING DURING COVID19

Caring for Ourselves and Each Other

Resilience is our ability to stay mentally and physically healthy when adapting to new situations and overcoming obstacles. During times of heightened stress take time to engage in enjoyable activities, continue your regular routines, and practice self-care. Protecting your mental and social wellbeing is key to resilience during a disease outbreak such as the coronavirus (COVID-19).

Focus on Self-care

Intermountain EAP cares about the health and wellness of the employees we serve and the community.

Self-care activities increase resilience and help protect your wellbeing during times of stress and uncertainty. Self-care activities should include things that you enjoy:

- Relax - spending time with loved ones or reading a good book.
- Energize - exercising or spending time with family.
- Restore your physical, mental, and social wellbeing- maintaining routines, eating well and getting enough sleep.

Choose self-care activities that make sense for you and make sure you take time to disconnect and recharge.

Recommended Tool: Audio Series on Mindfulness [available from Intermountain EAP here](#). Meditation and mindfulness can go a long way toward restoring a sense of calm and promoting restful sleep.

Focus on What You Can Control

News and social media

News and social media often dramatize information and events to obtain viewers or likes. If you feel overwhelmed by news reporting and social media related to COVID-19, it may help to:

- Pay attention to how watching the news or checking social media makes you feel.
- Limit yourself to checking these sources only a couple times a day or not at all.
- Set limits on social media time for children and teens.

Get reliable information

Arm yourself with information from trusted sources.

- Center for Disease Control Coronavirus 2019 (link: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>)
- Utah Department of Health Coronavirus Page (link: <https://coronavirus.utah.gov/>)
- Talking to Children About COVID-19 A Parent Resource (link: [https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-climate-safety-and-crisis/health-crisis-resources/talking-to-children-about-covid-19-\(coronavirus\)-a-parent-resource](https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-climate-safety-and-crisis/health-crisis-resources/talking-to-children-about-covid-19-(coronavirus)-a-parent-resource))

Also, talk to family and friends about COVID-19 and some of the information they may hear at school, work, or online. Opening age appropriate conversations about COVID-19 can boost confidence and help alleviate stress you and your loved ones might be feeling.

Be prepared

Discuss your safety plan as a family. If you don't have a plan, take time to develop one and create an emergency preparedness kit for your family. Knowing you are prepared helps you feel in control and boosts your resiliency.

- Be Ready Utah has ideas on how to create an emergency plan and guidance on assembling an emergency kit (<https://www.utah.gov/beready/index.html>)

Manage Stress

Because events like COVID-19 can increase stress, it helps to recognize signs of stress and take steps to manage it.

Recognizing stress for yourself or someone on your team

Signs of Stress	
<p>Behavior</p> <ul style="list-style-type: none"> Increase/decrease in energy levels Trouble relaxing or sleeping Start or increased use of alcohol, tobacco, or drugs Frequent crying Excessive worrying Isolating Blaming others Withdrawing 	<p>Emotions</p> <ul style="list-style-type: none"> Feeling anxious or fearful Feeling depressed Feeling guilty Feeling angry Feeling irritable Feeling heroic, euphoric, or invulnerable Not caring about anything Feeling overwhelmed by sadness
<p>Physical</p> <ul style="list-style-type: none"> Stomachaches or diarrhea Headaches and other pains Changes in appetite Sweats or chills Muscle tremors and chills Being easily startled 	<p>Thinking</p> <ul style="list-style-type: none"> Trouble remembering things Feeling confused Trouble thinking clearly and concentrating Difficulty making decisions

If you recognize you are experiencing one or more of the signs of stress, pause and take a moment to assess your overall wellbeing. Knowing the signs of stress can help you understand how stress may manifest itself in your behavior, emotions, body and thinking.

Stress Facts:

- Feeling stressed occasionally is normal.
- Too much stress or chronic stress can affect your mental and physical health.
- Practicing self-care and focusing on what you can control will help you manage stress.
- If you or someone you know experiences one or more signs of stress for several days or weeks or if the stress is getting in the way of day-to-day functioning, then it may be time to get help.
- The signs of stress are different depending on a person's age.

Resources:

- [Intermountain Employee Assistance Program](#) – 1-800-832-7733 (Video Counseling Sessions Available)
- [Suicide Prevention Lifeline](#) – 1-800-273-TALK
- [Primary Care Provider/Connect Care](#) - 844-624-4686

What Can Leaders Do?

When discussing team response to COVID-19

- Talk to your team about the importance of resilience in the wake of a disease outbreak such as COVID-19.
- Ask if your team has questions or concerns about COVID-19. Provide facts and if you don't know the answer tell your team you will find it and report back.
- Discuss individual preparedness measures for COVID-19 including safety plans and emergency kits.
- Assess how employees are reacting to the discussion. If an employee seems agitated or concerned, follow up individually with the employee to address concerns.
- Offer resources:
 - University of Utah Statewide Crisis Hotline 801-587-3000
 - Trevor Lifeline (LGBTQ Youth) 1-866-488-7386
 - Veterans Crisis Line 1-800-273-8255; Press 1
 - Intermountain Behavior Health Access Centers 801-387-5543
 - Request a Supervisor Consultation with the Employee Assistance Program 801-442-3509