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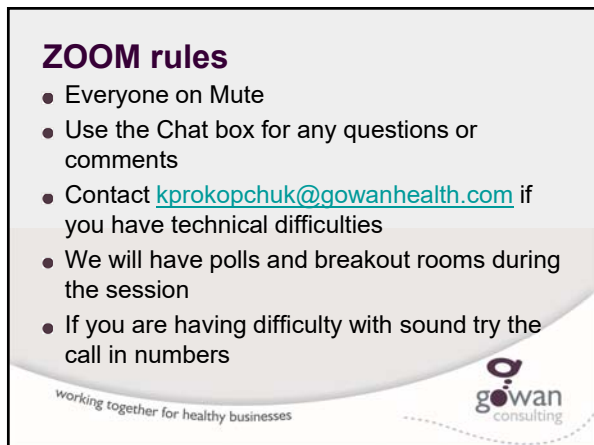
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## Our Agenda

- Understanding your mental health during a crisis
- Creating a Resiliency plan
- Tips to keep safe and mentally healthy
- Setting boundaries
- Safety and security
- Having a voice regarding challenges
- Celebrating successes

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## Mental Health



A balance of your emotional, physical, and spiritual health

It contributes to our overall quality of life

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## Stages of grief and loss



DENIAL



ANGER



BARGAINING



DEPRESSION



ACCEPTANCE



FINDING MEANING

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## Poll

- How do you feel about returning to school?

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## Mental Health and COVID 19



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## Crisis Services Canada Suicide Prevention

- Call 1.833.456.4566
- Text 45645

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- What do you look like when you are overwhelmed, or distressed?
- How do your students react when they are stressed or overwhelmed?

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gowan consulting

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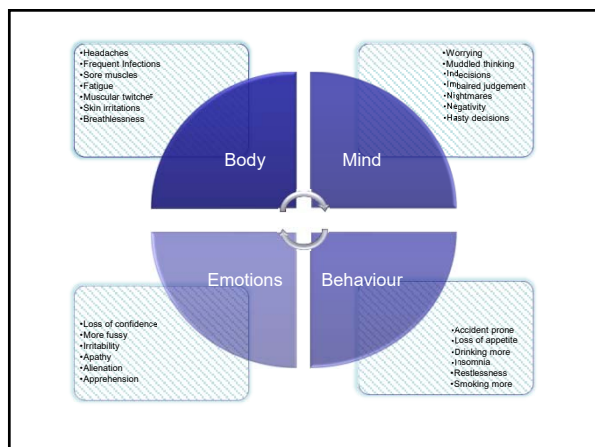
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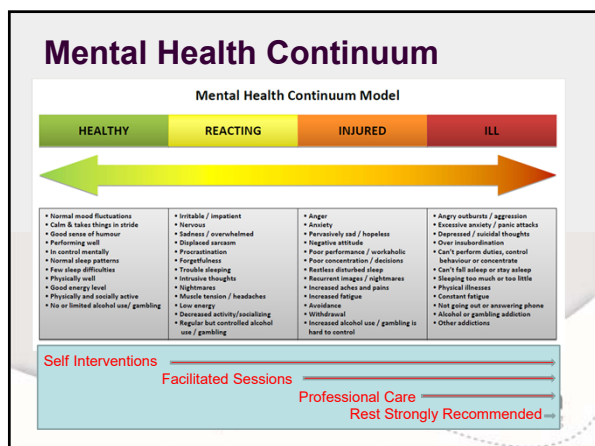
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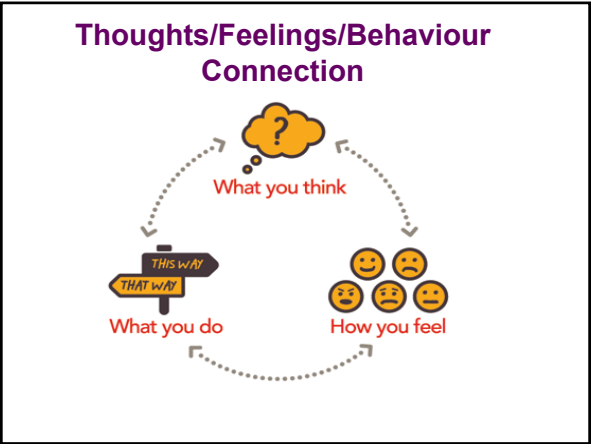
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**Developing our new normal routine**

The importance of a routine

Getting ready for return to work schedules

Considering the new adjustments

- Travel
- Health and safety
- Scheduling
- Family or roommates

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**Steps to Squash Worry**

- Realize certainty never existed
- Journal to become more self-aware
- Be proactive about finding your game plan
- Be kind to yourself on the journey
- Trust yourself to deal with problems when they actually happen
- Flip worry to thinking
- Create a habit of building MANY alternatives

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### How can you support students and your colleagues?

- Listen with Empathy, Attention, and Respect
- Listen for the concerns
- Work together to find solutions
- Discuss expectations openly
- Find resources
- Implement appropriate policies
- Follow up and follow through on actions

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### Communicating your needs to your administrator and colleagues



<https://sites.google.com/site/year12englishcommunication/body-language>

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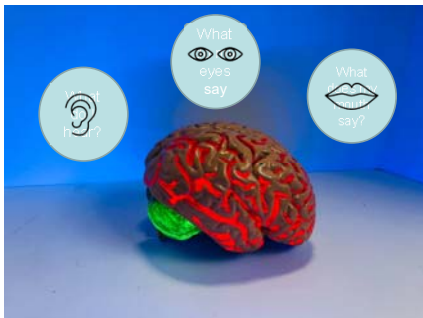
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### How your brain interprets to communication



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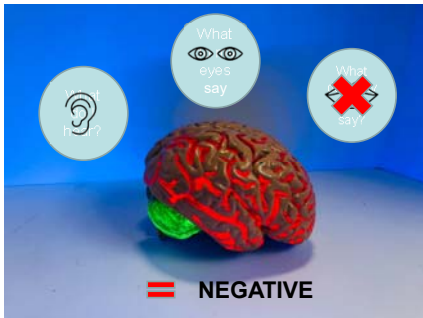
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## How your brain interprets to communication



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## Ideas to improve communication with masks

- Wear a picture on a button
- Real face on a T-shirt
- Mask with Smile
- Let people know you are smiling "I am smiling"
- Use strong voice
- Increase the eye contact
- Watch overall body language
  - No crossed arms or aggressive stance

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- ☒ Communicate your needs
- ☒ If possible, take a brief break
- ☒ Find a quiet space to regroup
- ☐ Take a walk, do some physical activity
- ☐ Do something that grounds or anchors you
- ☒ I need a moment to think, I need a few moments to step away to gather my thoughts
- ☒ Keep your tone caring or at least neutral

## What to do when emotions are high

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**Check out  
your H&S  
guide online  
on your  
intranet**



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## Your Health and Safety Guide

- Medical masks and eye protection (i.e., face shield) will be provided
- All school-based staff will be required to wear masks.
- Face shields are required when staff are working within 2m of another person.
- Extra PPE for close or high risk activities



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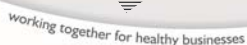
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Everyone should feel safe at work  
and have the resources and  
support to be successful in the  
workplace



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## If you feel unsafe

1. Contact the individual school administration with concerns
2. If there are still concerns, then reach out to your association.
3. When it comes to violence - fill out an electronic Employee Incident report.
  - Instructions how to fill these forms out can be found on a poster in each school.

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## FILL YOUR CUP FIRST!

- Make self care your #1 priority
- It is harder to be productive and work with others well if you don't feel well
- Don't give so much of yourself away that you can't care for yourself.

It is absolutely okay to take time for self care.



you can't do things well if you don't feel well.

chibird.com

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## Poll

- Do you have a self care plan?

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## Your Resiliency Plan



**Social Resiliency**  
Getting out with friends  
Social network



**Physical Resiliency**  
Exercise,  
nutrition



**Thinking Resiliency**  
Creative problem  
solving,  
reframing negative  
thoughts



**Emotional Resiliency**  
Talk it out,  
EAP,  
OT



**Spiritual Resiliency**  
Mindfulness,  
meditation,  
faith

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## BOUNDARIES

- Set strong personal and professional boundaries
  - Set out what you need to feel safe and supported
  - Take your breaks
  - Have decompression time between home and work
  - Manage stressful experiences with relaxation breathing techniques
  - Make self care your number one priority
  - Develop plans with family and coworkers

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## Commit to your Resiliency Plan

- Choose 1 thing that you want to be able to do to improve your self care...
  - Be specific
  - Connect to another habit
  - Start small and build
  - Be realistic
  - Write it down
  - Measure it and celebrate!

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## If you are distressed or feel unsafe

- Talk to your administrator
- Ask for help
- Call your Employee Assistance Program – It's confidential
- Are there changes to work that will help you
- Seek medical care, talk to your health professional and supports
- Talk to your Union Representative
- Return to your resiliency plan

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## Your EFAP Program

- Homewood Health EFAP
- Call 24/7
  - Toll-Free English: 1-800-663-1142
  - Toll-Free French: 1-866-398-9505
  - TTY: 1-888-384-1152
- Visit [myresilience.com](http://myresilience.com)
- Information required
  - Plan Contract Number: 12500
  - Member Certificate Number: your EIN

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## An Open Letter to EAs and CYWs



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## Celebrate Successes



Share successes with colleagues and association

Gratitude journal

End your day with what went well

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## LIVE HEALTHY, WORK HEALTHY AND ... STAY SAFE

Gowan Consulting  
1-888-752-9954 or 519-762-0796  
gowanhealth@gowanhealth.com

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