




Helping Your Workforce during COVID-19

As you make changes to your operations to accommodate and support your teams for health and safety reasons, there is a wide range of impacts this crisis will have on your workforce.

Based on the conversations we are having across our client base – including municipalities, small businesses, hospitals and clinics – we put together the tool below to help you assess and lead through this time.

As always, we are here to help you help your people stay productive.

- Maggie Young, Southwest EAP President

	 Reduced Employment	 Working Remotely	 Working in High Stress
Where are you on this continuum?	<ul style="list-style-type: none"> Displaced workforce Reduced workforce Potential to soon to be laid off 	<ul style="list-style-type: none"> Employed Working remotely from home Managing work/life balance differently 	<ul style="list-style-type: none"> Employed Remains in high stress environment Managing with less support than usual
What are they needing?	Grief & Resource Support	Change Management Support	Trauma & Crisis Support
What they are dealing with?	<ul style="list-style-type: none"> loss of normalcy loss of control loss of job or reduced income loss of stability possibly not the only person in their home experiencing this 	<ul style="list-style-type: none"> managing work and life differently sharing household space working without normal supplies/accommodations reduced ability to focus survivors guilt 	<ul style="list-style-type: none"> on the job trauma exposure to illness fear for safety fear for families safety increased work demand frustration potential shortage of workforce
Level of Risk to Mental and Physical Health	Med-High	Low-Med	High
Suggested Supports	<ul style="list-style-type: none"> Contact information for unemployment benefits Resource lists for local food banks and assistance Tip sheets on how to work through grief and change 	<ul style="list-style-type: none"> Education on adjusting Flexibility for adjustment periods Logistical and tech support Regularly scheduled check ins 	<ul style="list-style-type: none"> Psychological First Aid Frequent check ins Peer Supports Professional Support Individually Critical Incident Support as a Group
Self-Help Focus	The Resilience Journey at www.southwesteap.com	Time Management & Managing Change Courses at www.southwesteap.com	Relaxation Techniques Mindfulness Techniques at southwesteap.com or Crisis Support 800-777-1797
Additional things to watch out for:	<ul style="list-style-type: none"> Difficulty making decisions and feelings of depression Anticipatory grief that manifests into anxiety 	<ul style="list-style-type: none"> Lack of ability to adjust time and stress management manifesting in low production, feelings of inadequacy and burnout 	<ul style="list-style-type: none"> Build up of anxiety/fear without intervention manifesting into panic attacks

501-663-1797
800-777-1797



southwesteap.com
info@southwesteap.com